



RITRANSPARENCY REPORT 2020

Veritas Pension Insurance Company Ltd





About this report

The PRI Reporting Framework is a key step in the journey towards building a common language and industry standard for reporting responsible investment (RI) activities. This RI Transparency Report is one of the key outputs of this Framework. Its primary objective is to enable signatory transparency on RI activities and facilitate dialogue between investors and their clients, beneficiaries and other stakeholders. A copy of this report will be publicly disclosed for all reporting signatories on the PRI website, ensuring accountability of the PRI Initiative and its signatories.

This report is an export of the individual Signatory organisation's response to the PRI during the reporting period specified above. It includes their responses to mandatory indicators, as well as responses to voluntary indicators the signatory has agreed to make public. The information is presented exactly as it was reported. Where an indicator offers a response option that is multiple-choice, all options that were available to the signatory to select are presented in this report. Presenting the information exactly as reported is a result of signatory feedback which suggested the PRI not summarise the information.

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Usage restrictions

Public Transparency Reports are the intellectual property of PRI. Under no circumstances, can this report or any of its contents be sold to third parties.



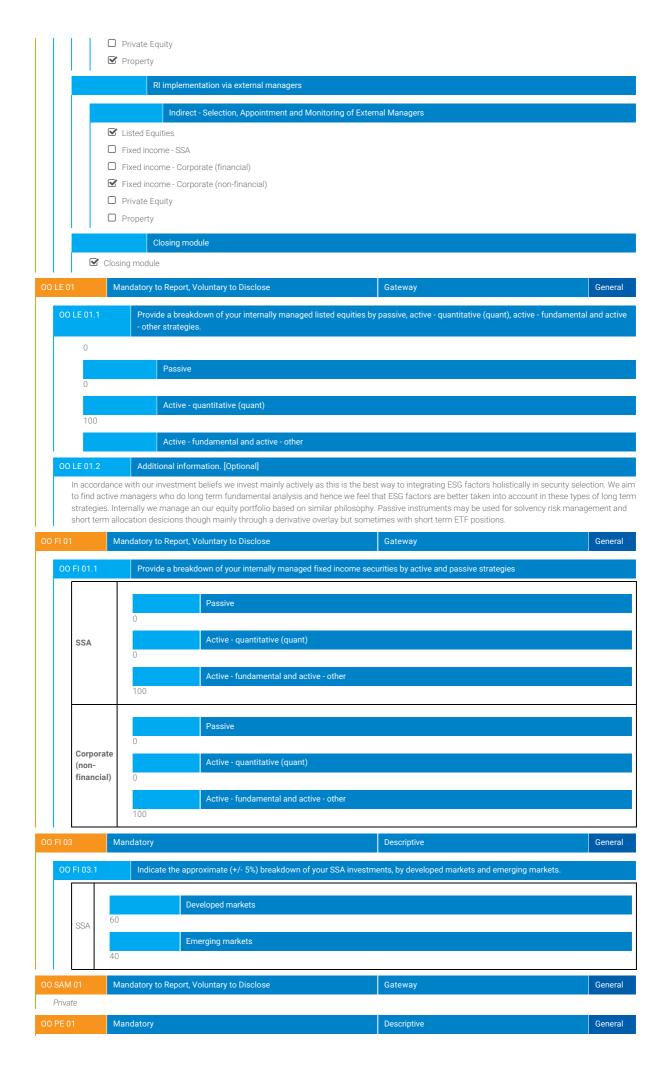
00	01		Mandatory			Gateway/Peering	General
	00	01.1	Select th	ne type that best describes yo	our organisation or the service	ses you provide.	
		✔ Non-c	corporate pension	n or superannuation or retirer	ment or provident fund or pla	an	
		O Corpo	orate pension or s	superannuation or retirement	or provident fund or plan		
		_	ance company				
		O Found	dation wment				
			opment finance i	nstitution			
				government controlled fund			
		O Famil	y office				
		O Other	, specify				
	00	01.3	Addition	nal information. [Optional]			
		Veritas Pe	ension Insurance	is one of the four private sec	tor pension insurance comp	anies providing statutory earnings-related pensions in Finla	nd
00	02		Mandatory			Peering	General
	00	02.1	Select th	he location of your organisati	on's headquarters.		
		Finland					
	00	02.2	Indicate	the number of countries in w	rhich you have offices (inclu	ding your headquarters).	
		v 1					
		O 2-5					
		O 6-10					
		O >10					
		02.3	Indicate	the approximate number of s	staff in your organisation in	full-time equivalents (FTE).	
00	03	150	Mandatani			Description	0
00	03		Mandatory			Descriptive	General
	00	03.1	Indicate	whether you have subsidiari	es within your organisation	that are also PRI signatories in their own right.	
		O Yes					
	l .	✓ No					
00	04		Mandatory			Gateway/Peering	General
	00	04.1	Indicate	the year end date for your re	porting year.		
		31/12/20	119				
		04.2		your total AUM at the end of	your reporting year.		
		Total AUN	И 600,000 EUR				
			17604 USD				
00	05		Mandatory to F	Report, Voluntary to Disclose		Gateway	General
	00	05.1		an approximate percentage been strategies:	oreakdown of your AUM at tl	ne end of your reporting year using the following asset class	ses and
			investin	ent strategies.	E		
				Internally managed (%)	Externally managed (%)		
		Listed ed	auitv	<10%	10-50%		
		Fixed inc		10-50%	10-50%		
		Private e		<10%	<10%		
		Property		10-50%	<10%		
		Infrastru		0	0		
		Commod	aities	0	0		
		Hedge fu	unds	0	<10%		

Fund of hedge funds	0	0
Forestry	0	0
Farmland	0	0
Inclusive finance	0	0
Cash	0	0
Money market instruments	<10%	0
Other (1), specify	0	0
Other (2), specify	0	0

Private OO 08	00 06		Mandatory	Descriptive	General
✓ as broad ranges O 06.5	00 0	06.1	Select how you would like to disclose your a	asset class mix.	
October Oct		O as	percentage breakdown		
○ Yes, we use a fiduciary manager and our response to OO 5.1 is reflective of their management of our assets. ✓ No, we do not use fiduciary managers. OO 07 Private OO 08 Mandatory to Report, Voluntary to Disclose Gateway Gene Private OO 09 Mandatory Peering Gene Private Go 09.1 Indicate the breakdown of your organisation's AUM by market. 66 Beveloped Markets Developed Markets 66 Developed Markets 10 Emerging Markets 4 Fronter Markets 60 OO 10.1 Select the active ownership activities your organisation implemented in the reporting year. Listed equity - engagement We engage with companies on ESG factors via our staff, collaborations or service providers. ✓ We require our external managers to engage with companies on ESG factors. Used to contract or (proxy) votes directly or via dedicated voting providers We require our external managers to vote on our behalf. We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf. Fixed income SSA - engagement Fixed income SSA - engagement We require our external managers to engage with SSA bond issuers on ess fisc factors on our behalf. We do not engage energing fa		✓ as	broad ranges		
✓ No, we do not use fiduciary managers. O 07	000	06.5	Indicate whether your organisation uses fi	duciary managers.	
Mandatory to Report, Voluntary to Disclose Gateway General Private				5.1 is reflective of their management of our assets.	
Private O		✓ No, we			
Mandatory to Report, Voluntary to Disclose Peering General Private		^	Mandatory to Report, Voluntary to Disclose	Gateway	General
Peering Gene Mandatory Peering Gene On 09.1 Indicate the breakdown of your organisation's AUM by market. Be Developed Markets Developed Markets Frontier Markets Other Markets Oth		e	Mandatory to Report Voluntary to Disclose	Peering	General
Indicate the breakdown of your organisation's AUM by market.		е	managery to report, voluntary to bisologe	1 Coming	General
Developed Markets Developed Markets Developed Markets	00 09		Mandatory	Peering	General
Developed Markets Developed Markets Developed Markets	00 0	09.1	Indicate the breakdown of your organisation	on's AUM by market.	
Emerging Markets 4 Frontier Markets 0 Other Markets Oo 10.1 Select the active ownership activities your organisation implemented in the reporting year. Listed equity - engagement We engage with companies on ESG factors via our staff, collaborations or service providers. We require our external managers to engage with companies on ESG factors on our behalf. We do not engage directly and do not require external managers to engage with companies on ESG factors. Listed equity - voting We cast our (proxy) votes directly or via dedicated voting providers We require our external managers to vote on our behalf. We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf Fixed income SSA - engagement We engage with SSA bond issuers on ESG factors via our staff, collaborations or service providers. We require our external managers to engage with SSA bond issuers on ESG factors. Please explain why your love on our behalf. We do not engage directly and do not require external managers to engage with SSA bond issuers on ESG factors. Please explain why your love on the lagge directly and do not require external managers to engage with SSA bond issuers on ESG factors. Please explain why your love on the lagge directly and do not require external managers to engage with SSA bond issuers on ESG factors.				·	
Emerging Markets Frontier Markets Frontier Markets			Developed Markets		
Prontier Markets O		10			
Other Markets Other		4	Emerging Markets		
Other Markets Other Markets Other Markets Gateway General Control of Mandatory Control of Mandatory Gateway General Control of Mandatory Listed equity - engagement We engage with companies on ESG factors via our staff, collaborations or service providers. We require our external managers to engage with companies on ESG factors on our behalf. We do not engage directly and do not require external managers to engage with companies on ESG factors. Listed equity - voting We cast our (proxy) votes directly or via dedicated voting providers We require our external managers to vote on our behalf. We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf Fixed income SSA - engagement We engage with SSA bond issuers on ESG factors via our staff, collaborations or service providers. We require our external managers to engage with SSA bond issuers on esG factors. Please explain why your		7	Frontier Markets		
OO 10.1 Select the active ownership activities your organisation implemented in the reporting year. Listed equity - engagement We engage with companies on ESG factors via our staff, collaborations or service providers. We require our external managers to engage with companies on ESG factors on our behalf. We do not engage directly and do not require external managers to engage with companies on ESG factors. Listed equity - voting We cast our (proxy) votes directly or via dedicated voting providers We require our external managers to vote on our behalf. We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf Fixed income SSA - engagement We engage with SSA bond issuers on ESG factors via our staff, collaborations or service providers. We require our external managers to engage with SSA bond issuers on esG factors. Please explain why your		0			
Listed equity - engagement We engage with companies on ESG factors via our staff, collaborations or service providers. We require our external managers to engage with companies on ESG factors on our behalf. We do not engage directly and do not require external managers to engage with companies on ESG factors. Listed equity - voting We cast our (proxy) votes directly or via dedicated voting providers We require our external managers to vote on our behalf. We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf. We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf. Fixed income SSA - engagement We engage with SSA bond issuers on ESG factors via our staff, collaborations or service providers. We require our external managers to engage with SSA bond issuers on ESG factors on our behalf. We do not engage directly and do not require external managers to engage with SSA bond issuers on ESG factors. Please explain why your			Other Markets		
Listed equity – engagement We engage with companies on ESG factors via our staff, collaborations or service providers. We require our external managers to engage with companies on ESG factors on our behalf. We do not engage directly and do not require external managers to engage with companies on ESG factors. Listed equity – voting We cast our (proxy) votes directly or via dedicated voting providers We require our external managers to vote on our behalf. We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf Fixed income SSA – engagement We engage with SSA bond issuers on ESG factors via our staff, collaborations or service providers. We require our external managers to engage with SSA bond issuers on ESG factors. Please explain why you only the staff of the	00 10		Mandatory	Gateway	General
 ✓ We engage with companies on ESG factors via our staff, collaborations or service providers. ✓ We require our external managers to engage with companies on ESG factors on our behalf. │ We do not engage directly and do not require external managers to engage with companies on ESG factors. ✓ We cast our (proxy) votes directly or via dedicated voting providers │ We require our external managers to vote on our behalf. │ We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf ✓ Fixed income SSA - engagement │ We engage with SSA bond issuers on ESG factors via our staff, collaborations or service providers. ✓ We require our external managers to engage with SSA bond issuers on our behalf. │ We do not engage directly and do not require external managers to engage with SSA bond issuers on ESG factors. Please explain why you do 	00 1	10.1	Select the active ownership activities your	organisation implemented in the reporting year.	
 ✓ We require our external managers to engage with companies on ESG factors on our behalf. ☐ We do not engage directly and do not require external managers to engage with companies on ESG factors. ☐ Listed equity - voting ☑ We cast our (proxy) votes directly or via dedicated voting providers ☐ We require our external managers to vote on our behalf. ☐ We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf ☐ Fixed income SSA - engagement ☐ We engage with SSA bond issuers on ESG factors via our staff, collaborations or service providers. ☑ We require our external managers to engage with SSA bond issuers on ESG factors on our behalf. ☐ We do not engage directly and do not require external managers to engage with SSA bond issuers on ESG factors. Please explain why you of the state of the provider of the prov			Listed equity – engagement		
□ We do not engage directly and do not require external managers to engage with companies on ESG factors. Listed equity - voting		♂ ∨	Ve engage with companies on ESG factors via our s	staff, collaborations or service providers.	
Listed equity - voting We cast our (proxy) votes directly or via dedicated voting providers We require our external managers to vote on our behalf. We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf Fixed income SSA - engagement We engage with SSA bond issuers on ESG factors via our staff, collaborations or service providers. We require our external managers to engage with SSA bond issuers on ESG factors on our behalf. We do not engage directly and do not require external managers to engage with SSA bond issuers on ESG factors. Please explain why you of the staff of					
 ✓ We cast our (proxy) votes directly or via dedicated voting providers □ We require our external managers to vote on our behalf. □ We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf Fixed income SSA - engagement □ We engage with SSA bond issuers on ESG factors via our staff, collaborations or service providers. ☑ We require our external managers to engage with SSA bond issuers on ESG factors on our behalf. □ We do not engage directly and do not require external managers to engage with SSA bond issuers on ESG factors. Please explain why you on the staff of the		U W		al managers to engage with companies on ESG factors.	
 □ We require our external managers to vote on our behalf. □ We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf □ Fixed income SSA - engagement □ We engage with SSA bond issuers on ESG factors via our staff, collaborations or service providers. ☑ We require our external managers to engage with SSA bond issuers on ESG factors on our behalf. □ We do not engage directly and do not require external managers to engage with SSA bond issuers on ESG factors. Please explain why you of the standard of the standard		₽ \		arting providers	
Fixed income SSA – engagement We engage with SSA bond issuers on ESG factors via our staff, collaborations or service providers. We require our external managers to engage with SSA bond issuers on ESG factors on our behalf. We do not engage directly and do not require external managers to engage with SSA bond issuers on ESG factors. Please explain why you of				• •	
 □ We engage with SSA bond issuers on ESG factors via our staff, collaborations or service providers. ☑ We require our external managers to engage with SSA bond issuers on ESG factors on our behalf. □ We do not engage directly and do not require external managers to engage with SSA bond issuers on ESG factors. Please explain why you of the service providers. 		□ v	Ve do not cast our (proxy) votes directly and do not	t require external managers to vote on our behalf	
 □ We engage with SSA bond issuers on ESG factors via our staff, collaborations or service providers. ☑ We require our external managers to engage with SSA bond issuers on ESG factors on our behalf. □ We do not engage directly and do not require external managers to engage with SSA bond issuers on ESG factors. Please explain why you of the providers. 			Fixed income SSA – engagement		
☐ We do not engage directly and do not require external managers to engage with SSA bond issuers on ESG factors. Please explain why you o				's via our staff, collaborations or service providers.	
		☑	We require our external managers to engage with	h SSA bond issuers on ESG factors on our behalf.	
				ernal managers to engage with SSA bond issuers on ESG factors. Please	explain why you do
Fixed income Corporate (financial) – engagement			Fixed income Corporate (financial) -	– engagement	
☐ We engage with companies on ESG factors via our staff, collaborations or service providers.			We engage with companies on ESG factors via o	our staff, collaborations or service providers.	
		☑	We require our external managers to engage with We do not engage directly and do not require exte	h SSA bond issuers on ESG factors on our behalf.	explain why you do

		We require our external managers to engage with	h companies on ESG factors on our behalf. ternal managers to engage with companies on ESG factors. Please explain why you do not.
		Fixed income Corporate (non-finan	
	₹	We engage with companies on ESG factors via a	
	_	We require our external managers to engage with	•
		We do not engage directly and do not require ex	ternal managers to engage with companies on ESG factors. Please explain why you do not.
11	1	Mandatory	Gateway General
00	11.1	Select the internally managed asset class active ownership practices (during the rep	es in which you addressed ESG incorporation into your investment decisions and/or your porting year).
		Listed equity	
	✓ We	e address ESG incorporation.	
	O We	e do not do ESG incorporation.	
		Fixed income - SSA	
		e address ESG incorporation.	
	O We	e do not do ESG incorporation.	
		Fixed income - corporate (non-financi	al)
		e address ESG incorporation. e do not do ESG incorporation.	
	O we	·	
	Aw	Private equity	
		e address ESG incorporation. e do not do ESG incorporation.	
		Property	
	✓ Wa	e address ESG incorporation.	
		e do not do ESG incorporation.	
		Money market instruments	
	O We	e address ESG incorporation.	
	✔ We	e do not do ESG incorporation.	
OC	11.2	Select the externally managed assets clas external manager selection, appointment	ses in which you and/or your investment consultants address ESG incorporation in your and/or monitoring processes.
	Asset class	ESG incorporation addressed in your external	manager selection, appointment and/or monitoring processes
		Listed equity - ESG incorp processes	oration addressed in your external manager selection, appointment and/or monitoring
	Listed	✓ We incorporate ESG into our external in the second of the second	nanager selection process
	equity	✓ We incorporate ESG into our external	
		✓ We incorporate ESG into our external☐ We do not do ESG incorporation	nanager monitoring process
		·	
		Fixed income - SSA - ESG processes	incorporation addressed in your external manager selection, appointment and/or monitoring
	Fixed income -	☑ We incorporate ESG into our external in the second of the second	nanager selection process
	SSA	☑ We incorporate ESG into our external ☐.	
		We do not do ESC incorporation	nanager monitoring process
		☐ We do not do ESG incorporation	
			financial) - ESG incorporation addressed in your external manager selection, appointment
	Fixed	and/or monitoring proces	
	income - corporate	✓ We incorporate ESG into our external✓ We incorporate ESG into our external	
	(financial)	✓ We incorporate ESG into our external	
		☐ We do not do ESG incorporation	

Fixed	Fixed income - corporate (non-financial) - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes
income -	☑ We incorporate ESG into our external manager selection process
corporate (non-	▼ We incorporate ESG into our external manager appointment process
financial)	☑ We incorporate ESG into our external manager monitoring process
	☐ We do not do ESG incorporation
	Private equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes
Private	☑ We incorporate ESG into our external manager selection process
equity	☑ We incorporate ESG into our external manager appointment process
	■ We incorporate ESG into our external manager monitoring process
	☐ We do not do ESG incorporation
	Property - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes
Droporty	✓ We incorporate ESG into our external manager selection process ——————————————————————————————————
Property	₩ We incorporate ESG into our external manager appointment process
	✓ We incorporate ESG into our external manager monitoring process☐ We do not do ESG incorporation
	We do not do assembly poration
	Hedge funds - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes
	☐ We incorporate ESG into our external manager selection process
Hedge funds	☐ We incorporate ESG into our external manager appointment process
	☐ We invest only in pooled funds and external manager appointment is not applicable
	☐ We incorporate ESG into our external manager monitoring process
	₩ We do not do ESG incorporation
We see that th	If your organisation does not integrate ESG factors into investment decisions on your externally managed assets, explain why not. ne types of HF strategies that we wish to have in the portfolio as a diversifier for our beta are such quantitative strategies where ESG
	in the asset selection is not relevant and applicable. Governance is paramount, but E and S not necessarily. Thus, full ESG criteria is not nall HF selection.
11.4	Provide a brief description of how your organisation includes responsible investment considerations in your investment manager selection, appointment and monitoring processes.
external and ir on our website Based on the a	G policy all investment desicion processes incorporate relevant ESG factors in the fundamental analysis of prospective investments, both internal. Each portfolio manager is responsible for his/her own process which is aligned with the overall ESG philosophy and policy we publish e. We conduct an ESG questionnaire as part of our selection DD process as well as repeat this questionnaire for all managers periodically. answers and results we conduct ongoing discussions with our asset managers. We classify the managers we are appointing in terms of their and if needed engage to make their ESG work more robust.
Ma	andatory Gateway General
12.1	Below are all applicable modules or sections you may report on. Those which are mandatory to report (asset classes representing 10% or more of your AUM) are already ticked and read-only. Those which are voluntary to report on can be opted into by ticking the box.
	Core modules
☑ Orga	nisational Overview
☑ Strat	egy and Governance
	RI implementation directly or via service providers
	Direct - Listed Equity incorporation
⊻	Listed Equity incorporation
	Direct - Listed Equity active ownership
	Engagements (Open Nesting
•	(Proxy) voting
	Direct - Fixed Income
	Fixed income - SSA
	Fixed income - Corporate (non-financial)

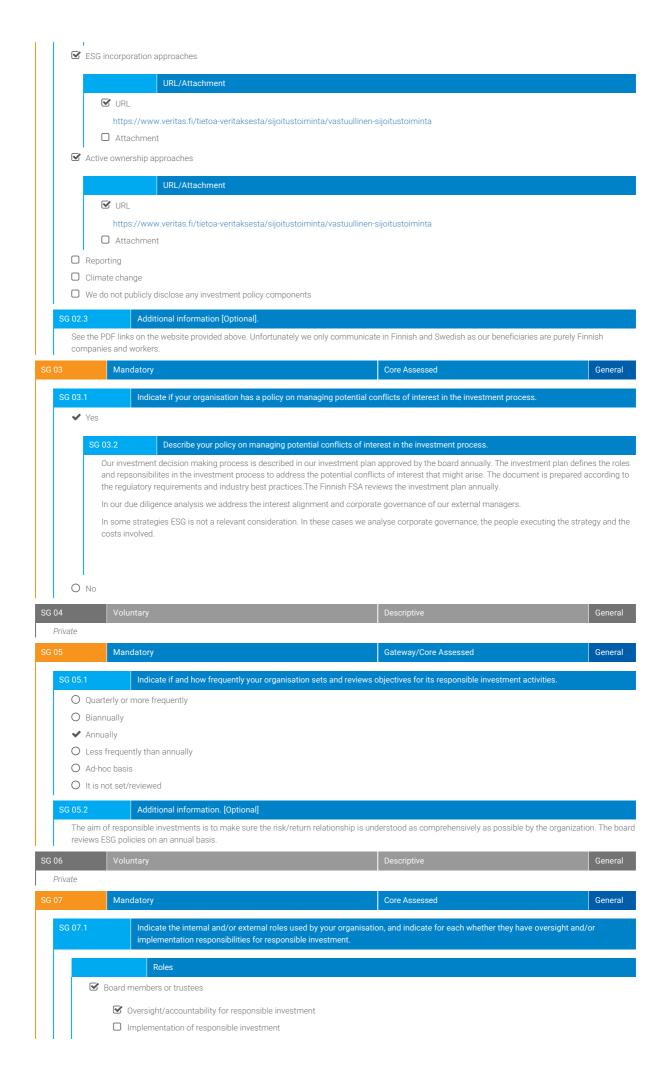


	Percentage of your internally private equity holdings (in te	
Venture capital	>50%10-50%<10%✓ 0%	
Growth capital	✓ >50% ○ 10-50% ○ <10% ○ 0%	
(Leveraged) buy-out	>50%10-50%<10%✓ 0%	
Distressed/Turnaround/Special Situations	>50%10-50%<10%✓ 0%	
Secondaries	>50%10-50%<10%✓ 0%	
Other investment strategy, specify (1)	>50%10-50%<10%✓ 0%	
Other investment strategy, specify (2)	>50%10-50%<10%✓ 0%	
Total 100%		
Mandatory to Report, Voluntary to Disc	close	Descriptive
Mandatory to Report, Voluntary to Disc	close	Descriptive
Mandatory to Report, Voluntary to Disc	plose	Gateway
Mandatory to Report, Voluntary to Disc	close	Descriptive

 $oldsymbol{rac{1}{8}}$ If there are any messages below, please review them before continuing. If there are no messages below, please save this page and continue.

			Mandatory	Core Assessed	General
	SG 01.	1	Indicate if you have an investment policy that covers yo	our responsible investment approach	
		Yes	indicate if you have an investment policy that covers yo	our responsible investment approach.	
	•	162			
		SG	01.2 Indicate the components/types and coverage o	f your policy.	
		- 1	Policy components/types	Coverage by AUM	
			✓ Policy setting out your overall approach		
			 Formalised guidelines on environmental factors Formalised quidelines on social factors 		
			✓ Formalised guidelines on corporate governance factors		
			✓ Fiduciary (or equivalent) duties	O Applicable policies cover all AUM	
			Asset class-specific RI guidelines	✓ Applicable policies cover a majority of AUM	
			Sector specific RI guidelines	O Applicable policies cover a minority of AUM	
			☐ Screening / exclusions policy		
			Other, specify (1)		
			Other, specify(2)		
		SG	01.3 Indicate if the investment policy covers any of the	ne following	
			f x Your organisation's definition of ESG and/or responsible inve		
		١	Your investment objectives that take ESG factors/real econor	my influence into account	
			Time horizon of your investment		
			Governance structure of organisational ESG responsibilities		
			✓ ESG incorporation approaches		
			✓ Active ownership approaches✓ Reporting		
			✓ Climate change		
			 Understanding and incorporating client / beneficiary sustainal 	ability preferences	
			Other RI considerations, specify (1)	,	
		ı	Other RI considerations, specify (2)		
		SG	01.4 Describe your organisation's investment princip	les and overall investment strategy, interpretation of	fiduciary (or equivalent)
			duties, and how they consider ESG factors and r		
			I will refer to our ESG investment policy published on our website Investment Leaders Group report "Taking the long view - A toolkit we are defining our investment beliefs and the investment strater	for long-term sustainable investment mandates" (2016	,
			we are defining our investment beliefs and the investment strate.	gy for the major part of our portions.	
	0	No			
SG	01 CC		Mandatory to Report, Voluntary to Disclose	Descriptive	General
	SG 01.	6 CC	Indicate whether your organisation has identified trans	ition and physical climate-related risks and opportuni	ties and factored this into
			the investment strategies and products, within the orga	anisation's investment time horizon.	
	~	Yes			
			Describe the identified transition and physical c	imate-related risks and opportunities and how they ha	ave been factored into the
			investment strategies/products.		
			We have started investing into opportunities such as renewable e	nergy. We are planning to evaluate climate related ris	ks across the entire portfolio.
	\circ	No			
	SG 01.	7 CC	Indicate whether the organisation has assessed the like	elihood and impact of these climate risks?	
	~	Yes			
			Describe the associated timescales linked to the	ese risks and opportunities.	
			Investment opportunities and risk are longer term in time scale a	nd we take that into account in our investment approa	ach.
	0	No			
	SG 01.	8 CC	Indicate whether the organisation publicly supports the	TCFD?	
	~	Yes			
	0	No			

G 1.10 CC Public Annu Regular Men Othe We d G 02.1 Polic Form Form	lic PRI Climate Transparency Report ual financial filings ular client reporting nber communications
G 1.10 CC Public Annu Regular Men Othe We d G 02.1 Polic Form Form	Indicate the documents and/or communications the organisation uses to publish TCFD disclosures. It is PRI Climate Transparency Report unal financial filings ular client reporting above communications are currently do not publish TCFD disclosures Mandatory Core Assessed PR Indicate which of your investment policy documents (if any) are publicly available. Provide a URL and an attachment of the documents of
Public Pu	lic PRI Climate Transparency Report ual financial filings ular client reporting nber communications er currently do not publish TCFD disclosures Mandatory Core Assessed PR Indicate which of your investment policy documents (if any) are publicly available. Provide a URL and an attachment of the document of the document of the provide of the
G 02.1 G 07.1 Form Form Form	ual financial filings ular client reporting inber communications er currently do not publish TCFD disclosures Mandatory Core Assessed PR Indicate which of your investment policy documents (if any) are publicly available. Provide a URL and an attachment of the documents of the documents of the documents of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the documents of the unique publicly available. Provide a URL and an attachment of the unique publicly available. Provide a URL and an attachment of the unique publicly available. Provide a URL and an attachment of the unique publicly availa
G 02.1 G Form	ular client reporting inber communications er currently do not publish TCFD disclosures Mandatory Core Assessed PR Indicate which of your investment policy documents (if any) are publicly available. Provide a URL and an attachment of the documents of the d
G 02.1 Form	Indicate which of your investment policy documents (if any) are publicly available. Provide a URL and an attachment of the documents y setting out your overall approach URL/Attachment URL https://www.veritas.fi/tietoa-veritaksesta/sijoitustoiminta/vastuullinen-sijoitustoiminta Attachment (will be made public) malised guidelines on environmental factors malised guidelines on corporate governance factors URL/Attachment URL/Attachment
G 02.1 Police Form	Mandatory Core Assessed PR Indicate which of your investment policy documents (if any) are publicly available. Provide a URL and an attachment of the document of the docum
G 02.1 Police Form Form	Indicate which of your investment policy documents (if any) are publicly available. Provide a URL and an attachment of the document by setting out your overall approach URL/Attachment URL https://www.veritas.fi/tietoa-veritaksesta/sijoitustoiminta/vastuullinen-sijoitustoiminta Attachment (will be made public) malised guidelines on environmental factors malised guidelines on social factors malised guidelines on corporate governance factors URL/Attachment URL/Attachment
G 02.1 Police Form Form	Indicate which of your investment policy documents (if any) are publicly available. Provide a URL and an attachment of the document by setting out your overall approach URL/Attachment URL https://www.veritas.fi/tietoa-veritaksesta/sijoitustoiminta/vastuullinen-sijoitustoiminta Attachment (will be made public) malised guidelines on environmental factors malised guidelines on social factors malised guidelines on corporate governance factors URL/Attachment URL/Attachment
Polici	URL/Attachment URL https://www.veritas.fi/tietoa-veritaksesta/sijoitustoiminta/vastuullinen-sijoitustoiminta Attachment (will be made public) malised guidelines on environmental factors malised guidelines on social factors malised guidelines on corporate governance factors URL/Attachment URL/Attachment
Polici	URL/Attachment URL https://www.veritas.fi/tietoa-veritaksesta/sijoitustoiminta/vastuullinen-sijoitustoiminta Attachment (will be made public) malised guidelines on environmental factors malised guidelines on social factors malised guidelines on corporate governance factors URL/Attachment URL/Attachment
□ Form □ Form ☑ Form	https://www.veritas.fi/tietoa-veritaksesta/sijoitustoiminta/vastuullinen-sijoitustoiminta Attachment (will be made public) malised guidelines on environmental factors malised guidelines on social factors malised guidelines on corporate governance factors URL/Attachment
□ Form □ Form ☑ Form	https://www.veritas.fi/tietoa-veritaksesta/sijoitustoiminta/vastuullinen-sijoitustoiminta Attachment (will be made public) malised guidelines on environmental factors malised guidelines on social factors malised guidelines on corporate governance factors URL/Attachment
□ Form □ Form ☑ Form	https://www.veritas.fi/tietoa-veritaksesta/sijoitustoiminta/vastuullinen-sijoitustoiminta Attachment (will be made public) malised guidelines on environmental factors malised guidelines on social factors malised guidelines on corporate governance factors URL/Attachment
☐ Form	Attachment (will be made public) malised guidelines on environmental factors malised guidelines on social factors malised guidelines on corporate governance factors URL/Attachment W URL
☐ Form	malised guidelines on social factors malised guidelines on corporate governance factors URL/Attachment URL
☑ Form	malised guidelines on corporate governance factors URL/Attachment ✓ URL
	URL/Attachment ☑ URL
	☑ URL
	https://www.yeritas.fi/tietoa-veritaksesta/sijoitustoiminta/yastuullinen-sijoitustoiminta
	nteps,//www.ventas.n/tietou ventakoesta/sijortastoiniinta/vastaaiiinen sijortastoiniinta
	☐ Attachment (will be made public)
☐ Fidu	ciary (or equivalent) duties
☐ We d	do not publicly disclose our investment policy documents
G 02.2	Indicate if any of your investment policy components are publicly available. Provide URL and an attachment of the document.
You	r organisation's definition of ESG and/or responsible investment and it's relation to investments
	URL/Attachment
	☑ URL
	https://www.veritas.fi/tietoa-veritaksesta/sijoitustoiminta/vastuullinen-sijoitustoiminta
	☐ Attachment
Your	r investment objectives that take ESG factors/real economy influence into account
	URL/Attachment
	☑ URL
	https://www.veritas.fi/tietoa-veritaksesta/sijoitustoiminta/vastuullinen-sijoitustoiminta
_	☐ Attachment
⊻ Time	e horizon of your investment
	URL/Attachment
	☑ URL
	https://www.veritas.fi/tietoa-veritaksesta/sijoitustoiminta/vastuullinen-sijoitustoiminta
_ '	☐ Attachment
✓ Gove	ernance structure of organisational ESG responsibilities
	URL/Attachment



	Internal Roles (triggers other options)		
	Select from the below internal roles		
	☑ Chief Executive Officer (CEO), Chief Investment Offic	er (CIO), Chief Operating Officer (COO), Investment Committe	e
	✓ Oversight/accountability for responsible investigation	stment	
	Implementation of responsible investment		
	☐ No oversight/accountability or implementation	n responsibility for responsible investment	
	☐ Other Chief-level staff or head of department, specif	y	
	✓ Portfolio managers		
	Oversight/accountability for responsible investigation	stment	
	✓ Implementation of responsible investment		
	☐ No oversight/accountability or implementation	n responsibility for responsible investment	
	✓ Investment analysts		
	Oversight/accountability for responsible investigation	stment	
	✓ Implementation of responsible investment		
	☐ No oversight/accountability or implementation	n responsibility for responsible investment	
	☐ Dedicated responsible investment staff		
	☐ Investor relations		
	Other role, specify (1)		
	Other role, specify (2)		
₹	External managers or service providers		
	$f oldsymbol{arphi}$ Oversight/accountability for responsible investment		
	✓ Implementation of responsible investment		
	No oversight/accountability or implementation respon	nsibility for responsible investment	
Particip meetin analysi	responsibilities. ipating in annual meetings; participating in quarterly company rangs discussing these aspects in any new investments; when ansis work. We care deeply about the quality aspects of our investis is is integrated in all processes.	alysing new and current investments, integrating ESG factors	policies; In internal s each time into the
Particip meetin analysi analysi	responsibilities. ipating in annual meetings; participating in quarterly company r ngs discussing these aspects in any new investments; when an- sis work. We care deeply about the quality aspects of our invest	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG	policies; In internal s each time into the
Particip meetin analysi analysi	responsibilities. ipating in annual meetings; participating in quarterly company r ngs discussing these aspects in any new investments; when and is work. We care deeply about the quality aspects of our investi is is integrated in all processes.	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG	policies; In internal s each time into the
Particip meetin analysi analysi GG 07.3	responsibilities. ipating in annual meetings; participating in quarterly company r ngs discussing these aspects in any new investments; when and is work. We care deeply about the quality aspects of our investi is is integrated in all processes.	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG	policies; In internal s each time into the
Particip meetin analysi analysi 66 07.3 0	responsibilities. ipating in annual meetings; participating in quarterly company rongs discussing these aspects in any new investments; when any sis work. We care deeply about the quality aspects of our investing is integrated in all processes. Indicate the number of dedicated responsible investing in the second s	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG street staff your organisation has.	policies; In internal s each time into the integration in investmen
Particip meetin analysi analysi 0 0 0 0 07.4 We are in ESG	responsibilities. ipating in annual meetings; participating in quarterly company roungs discussing these aspects in any new investments; when ansits work. We care deeply about the quality aspects of our investigis is integrated in all processes. Indicate the number of dedicated responsible investigation. Additional information. [Optional] e a tiny resource constrained organization which forces us to in	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG street staff your organisation has.	policies; In internal s each time into the integration in investmen
Particip meetin analysi analysi 6 07.3 0 6 07.4 We are in ESG	responsibilities. ipating in annual meetings; participating in quarterly company range discussing these aspects in any new investments; when any sis work. We care deeply about the quality aspects of our investigis is integrated in all processes. Indicate the number of dedicated responsible investigation and information. [Optional] e a tiny resource constrained organization which forces us to in a and also responsible for competence development in the whole Mandatory to Report, Voluntary to Disclose	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG stment staff your organisation has. tegrate ESG fully into all work we do. Cannot have dedicated e team. This ensures full integration and accountability.	policies; In internal seach time into the integration in investment staff. CIO is the speciali
Particip meetin analysi analysi G 07.3 0 G 07.4 We are in ESG	responsibilities. ipating in annual meetings; participating in quarterly company range discussing these aspects in any new investments; when any sis work. We care deeply about the quality aspects of our investigis is integrated in all processes. Indicate the number of dedicated responsible investigation and information. [Optional] e a tiny resource constrained organization which forces us to in a and also responsible for competence development in the whole Mandatory to Report, Voluntary to Disclose	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG stment staff your organisation has. tegrate ESG fully into all work we do. Cannot have dedicated e team. This ensures full integration and accountability. Descriptive	policies; In internal seach time into the integration in investmen staff. CIO is the speciali
Particip meetin analysi analysi of 07.3 0 of 07.4 We are in ESG	responsibilities. ipating in annual meetings; participating in quarterly company range discussing these aspects in any new investments; when ansis work. We care deeply about the quality aspects of our investigis is integrated in all processes. Indicate the number of dedicated responsible investigation and information. [Optional] e a tiny resource constrained organization which forces us to in a and also responsible for competence development in the whole Mandatory to Report, Voluntary to Disclose Indicate the roles in the organisation that have over	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG stment staff your organisation has. tegrate ESG fully into all work we do. Cannot have dedicated e team. This ensures full integration and accountability. Descriptive	policies; In internal seach time into the integration in investmen staff. CIO is the speciali
Particip meetin analysi analysi of 07.3 0 G 07.4 We are in ESG	responsibilities. ipating in annual meetings; participating in quarterly company rough discussing these aspects in any new investments; when ansits work. We care deeply about the quality aspects of our investing is integrated in all processes. Indicate the number of dedicated responsible investing is integrated in all processes. Additional information. [Optional] The at inversource constrained organization which forces us to in a also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is an all processes. Board members or trustees Oversight/accountability for climate-related issues	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG street staff your organisation has. tegrate ESG fully into all work we do. Cannot have dedicated e team. This ensures full integration and accountability. Descriptive rsight, accountability and/or management responsibilities for	policies; In internal seach time into the integration in investmen staff. CIO is the speciali
Particip meetin analysi analysi G 07.3 0 G 07.4 We are in ESG	responsibilities. ipating in annual meetings; participating in quarterly company range discussing these aspects in any new investments; when ansis work. We care deeply about the quality aspects of our investigis is integrated in all processes. Indicate the number of dedicated responsible investigation and information. [Optional] e a tiny resource constrained organization which forces us to in a and also responsible for competence development in the whole Mandatory to Report, Voluntary to Disclose Indicate the roles in the organisation that have over	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG street staff your organisation has. tegrate ESG fully into all work we do. Cannot have dedicated e team. This ensures full integration and accountability. Descriptive rsight, accountability and/or management responsibilities for	policies; In internal seach time into the integration in investmen staff. CIO is the speciali
Particip meetin analysi analysi 6 07.3 0 6 07.4 We are in ESG	responsibilities. ipating in annual meetings; participating in quarterly company in gradiscussing these aspects in any new investments; when any sis work. We care deeply about the quality aspects of our investigis is integrated in all processes. Indicate the number of dedicated responsible investigation and information. [Optional] e a tiny resource constrained organization which forces us to in a and also responsible for competence development in the whole Mandatory to Report, Voluntary to Disclose Indicate the roles in the organisation that have over the state of t	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG street staff your organisation has. tegrate ESG fully into all work we do. Cannot have dedicated e team. This ensures full integration and accountability. Descriptive rsight, accountability and/or management responsibilities for	policies; In internal seach time into the integration in investment staff. CIO is the special General climate-related issues.
Particip meetin analysi analysi of 07.3 0 G 07.4 We are in ESG	responsibilities. ipating in annual meetings; participating in quarterly company range discussing these aspects in any new investments; when ansis work. We care deeply about the quality aspects of our investigis is integrated in all processes. Indicate the number of dedicated responsible investigation. Additional information. [Optional] e a tiny resource constrained organization which forces us to in a and also responsible for competence development in the whole Mandatory to Report, Voluntary to Disclose Indicate the roles in the organisation that have over the control of the competence of the	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG street staff your organisation has. tegrate ESG fully into all work we do. Cannot have dedicated e team. This ensures full integration and accountability. Descriptive rsight, accountability and/or management responsibilities for	policies; In internal seach time into the integration in investment staff. CIO is the specialing General column of the column of
Particip meetin analysi analysi G 07.3 0 G 07.4 We are in ESG	responsibilities. ipating in annual meetings; participating in quarterly company range discussing these aspects in any new investments; when ansis work. We care deeply about the quality aspects of our investigis is integrated in all processes. Indicate the number of dedicated responsible investigation and information. [Optional] e a tiny resource constrained organization which forces us to in a and also responsible for competence development in the whole Mandatory to Report, Voluntary to Disclose Indicate the roles in the organisation that have over the season of t	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG street staff your organisation has. It degrate ESG fully into all work we do. Cannot have dedicated at etam. This ensures full integration and accountability. Descriptive In this ensures full integration and accountability and/or management responsibilities for the countability and/or managemen	policies; In internal seach time into the integration in investment staff. CIO is the specialing General column of the column of
Particip meetin analysi analysi 6 07.3 0 G 07.4 We are in ESG	responsibilities. ipating in annual meetings; participating in quarterly company range discussing these aspects in any new investments; when ansis work. We care deeply about the quality aspects of our investigis is integrated in all processes. Indicate the number of dedicated responsible investigation. Additional information. [Optional] e a tiny resource constrained organization which forces us to in a and also responsible for competence development in the whole Mandatory to Report, Voluntary to Disclose Indicate the roles in the organisation that have over the control of the competence of the	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG street staff your organisation has. It degrate ESG fully into all work we do. Cannot have dedicated at etam. This ensures full integration and accountability. Descriptive It is accountability and/or management responsibilities for the properties of the properti	policies; In internal seach time into the integration in investment staff. CIO is the specialing General column of the column of
Particip meetin analysi analysi 6 07.3 0 G 07.4 We are in ESG	responsibilities. ipating in annual meetings; participating in quarterly company range discussing these aspects in any new investments; when ansis work. We care deeply about the quality aspects of our investing is integrated in all processes. Indicate the number of dedicated responsible investing is integrated in all processes. Additional information. [Optional] e a tiny resource constrained organization which forces us to in a and also responsible for competence development in the whole Mandatory to Report, Voluntary to Disclose Indicate the roles in the organisation that have over the second members or trustees Solution of the competence of th	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG street staff your organisation has. It degrate ESG fully into all work we do. Cannot have dedicated at etam. This ensures full integration and accountability. Descriptive It is accountability and/or management responsibilities for the properties of the properti	policies; In internal seach time into the integration in investment staff. CIO is the special General climate-related issues.
Particip meetin analysi analysi 6 07.3 0 6 07.4 We are in ESG	responsibilities. ipating in annual meetings; participating in quarterly company range discussing these aspects in any new investments; when ansis work. We care deeply about the quality aspects of our investing is integrated in all processes. Indicate the number of dedicated responsible investing is integrated in all processes. Additional information. [Optional] The at a tiny resource constrained organization which forces us to in a and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsibility for climate-related issues Coversight/accountability for climate-related issues Chief Executive Officer (CEO), Chief Investment of climate-related issues Assessment and management of climate-related issues No responsibility for climate-related issues Portfolio managers	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG street staff your organisation has. It degrate ESG fully into all work we do. Cannot have dedicated at etam. This ensures full integration and accountability. Descriptive It is accountability and/or management responsibilities for the properties of the properti	policies; In internal seach time into the integration in investment staff. CIO is the specialing General column of the column of
Particip meetin analysi analysi G 07.3 0 G 07.4 We are in ESG	responsibilities. ipating in annual meetings; participating in quarterly company rangs discussing these aspects in any new investments; when ansis work. We care deeply about the quality aspects of our investing is integrated in all processes. Indicate the number of dedicated responsible investing is integrated in all processes. Additional information. [Optional] The at a tiny resource constrained organization which forces us to in a and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsibility for climate-related issues Competence is a time organization that have over the competence of the competen	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG street staff your organisation has. It is the staff your organisation has. It is ensures full work we do. Cannot have dedicated e team. This ensures full integration and accountability. Descriptive It is ensured by the staff your organisation has accountability. Descriptive It is ensured by the staff your organisation has be a second to the staff your organisation has.	policies; In internal seach time into the integration in investment staff. CIO is the specialing General column of the column of
Particip meetin analysi analysi G 07.3 0 G 07.4 We are in ESG	responsibilities. ipating in annual meetings; participating in quarterly company range discussing these aspects in any new investments; when ansis work. We care deeply about the quality aspects of our investing is integrated in all processes. Indicate the number of dedicated responsible investing is integrated in all processes. Additional information. [Optional] The at a tiny resource constrained organization which forces us to in a and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsibility for climate-related issues Coversight/accountability for climate-related issues Chief Executive Officer (CEO), Chief Investment of climate-related issues Assessment and management of climate-related issues No responsibility for climate-related issues Portfolio managers	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG street staff your organisation has. It is the staff your organisation has. It is ensures full work we do. Cannot have dedicated e team. This ensures full integration and accountability. Descriptive It is ensured by the staff your organisation has accountability. Descriptive It is ensured by the staff your organisation has be a second to the staff your organisation has.	policies; In internal seach time into the integration in investment staff. CIO is the special General climate-related issues.
Particip meetin analysi analysi of 07.3 0 G 07.4 We are in ESG	responsibilities. ipating in annual meetings; participating in quarterly company in the process of sucussing these aspects in any new investments; when any sis work. We care deeply about the quality aspects of our investing is integrated in all processes. Indicate the number of dedicated responsible investing is integrated in all processes. Additional information. [Optional] The at a tiny resource constrained organization which forces us to in a and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsible for competence development in the whole is and also responsibility for climate-related issues Competence of the organization that have over the organization which forces us to in or	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG street staff your organisation has. It is the staff your organisation has. It is ensures full work we do. Cannot have dedicated e team. This ensures full integration and accountability. Descriptive It is ensured by the staff your organisation has accountability. Descriptive It is ensured by the staff your organisation has be a second to the staff your organisation has.	policies; In internal seach time into the integration in investment staff. CIO is the special General climate-related issues.
meetin analysi analysi 6G 07.3 0 GG 07.4 We are	responsibilities. ipating in annual meetings; participating in quarterly company in the process of sure investments; when an all sis work. We care deeply about the quality aspects of our investing is integrated in all processes. Indicate the number of dedicated responsible investing is integrated in all processes. Indicate the number of dedicated responsible investing in the processes. Additional information. [Optional] The at a tiny resource constrained organization which forces us to in the annual and also responsible for competence development in the whole that the process of	neetings; preparing, discussing and deciding on the relevant alysing new and current investments, integrating ESG factors ments and we are a very asset based/focused investor. ESG street staff your organisation has. It is the staff your organisation has. It is ensures full work we do. Cannot have dedicated e team. This ensures full integration and accountability. Descriptive It is ensured by the staff your organisation has accountability. Descriptive It is ensured by the staff your organisation has be a second to the staff your organisation has.	policies; In internal seach time into the integration in investment staff. CIO is the specialing General column of the column of

			_	management of climate-related issues		
		,		or climate-related issues		
			External	managers or service providers		
		(Oversight/accoun	tability for climate-related issues		
			_	management of climate-related issues		
		(☐ No responsibility f	or climate-related issues		
	SG 07.	6 CC	For board-level responsibilities		ersight/accountability or implementation responsibiliti	es, indicate how these
	Anr	nual revie	w and approval of rel	evant policies.		
	SG 07.	8 CC	Indicate how yo their implemen		tment managers and/or service providers on the TCFL	recommendations and
		Request orting or		ers and/or service providers incorporate	e TCFD into mainstream financial filings (annual financ	cial reports, other regulatory
		Request	incorporation of TCF	D into regular client reporting		
		Request	that external manage	ers complete PRI climate indicator repor	rting	
	\checkmark	Request	responses to TCFD F	und Manager questions in the PRI Asse	t Owner Guide	
		Other				
		We do n	ot engage with extern	al managers and/or service providers o	n the TCFD recommendations and their implementation	on
SG (08	\	/oluntary		Additional Assessed	General
	Private		,			
SG	09		Mandatory		Core Assessed	PRI 4,5
	SG 09.	1			of which your organisation is a member or in which it	participated during the
	▽	Dringinla	reporting year, es for Responsible Inv	and the role you played.		
	¥.	FIIICIPIE	s for Kesponsible IIIv	esurient		
			Your org	ganisation's role in the initiative during th	he reporting period (see definitions)	
		Bas	ic			
			Provide	a brief commentary on the level of your	organisation's involvement in the initiative. [Optional]	
		Due	to our lack of dedica	ted staff we are unable to actively partic	cipate in PRI arranged activities.	
		Asian Co	orporate Governance	Association		
		Australia	an Council of Superar	nuation Investors		
		AVCA: S	ustainability Committ	ee		
			nvest – La Commissio			
			Responsible Investme	ent Advisory Board		
	Y	CDP Clir	nate Change			
			Your org	ganisation's role in the initiative during th	he reporting period (see definitions)	
		Мос	derate			
			Provide	a brief commentary on the level of your	organisation's involvement in the initiative. [Optional]	
		A m	ember and use the da	ata/information available		
	✓	CDP For	ests			
			Your org	ganisation's role in the initiative during th	he reporting period (see definitions)	
	_	Bas				
	\leq	CDP Wa	ter			
			Your org	ganisation's role in the initiative during th	he reporting period (see definitions)	
		Bas	ic			
		CFA Inst	titute Centre for Finar	ncial Market Integrity		
		Climate	Action 100+			
		Code for	Responsible Investm	ient in SA (CRISA)		
			of Institutional Invest	ors (CII)		
		Eumedia				
			ve Industries Transpa	rency Initiative (EITI)		
	_		search Australia			
		Invest E	urope Responsible Inv	vestment Roundtable		

	Global II	mpact Investing Network (GIIN)	
С	☐ Global F	Real Estate Sustainability Benchmark (GRESB)	
		lond Principles	
٦	_	ESG Committee	
l I _	_	onal Investors Group on Climate Change (IIGCC)	
_	_	h Center on Corporate Responsibility (ICCR)	
l I _			
l I _	_	ional Corporate Governance Network (ICGN)	
_	_	r Group on Climate Change, Australia/New Zealand (IGCC)	
_	_	ional Integrated Reporting Council (IIRC)	
	☐ Investor	Network on Climate Risk (INCR)/CERES	
	☐ Local Au	uthority Pension Fund Forum	
C	☐ Principle	es for Financial Action in the 21st Century	
C	☐ Principle	es for Sustainable Insurance	
C	☐ Regiona	ol or National Social Investment Forums (e.g. UKSIF, Eurosif, ASRIA, RIAA), specify	
	Respons	sible Finance Principles in Inclusive Finance	
C	☐ Shareho	older Association for Research and Education (Share)	
С	☐ United N	Nations Environmental Program Finance Initiative (UNEP FI)	
_	_	Nations Global Compact	
	_	ollaborative organisation/initiative, specify	
_			
	型 Other co	ollaborative organisation/initiative, specify	
	Fiduc	ciary Duty in the 21st century and Climate 100+ signatory	
		Your organisation's role in the initiative during the reporting year (see definitions)	
	Bas	sic	
		Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]	
	Sigi	ned the initiative as it is wholly in line with our beliefs. Signed Climate 100? as would like to have a wider impact than our own	holdings warrant.
C	Other co	ollaborative organisation/initiative, specify	
	Other co	ollaborative organisation/initiative, specify	
		Mandatory to Report, Voluntary to Disclose Descriptive	PRI 1
SG 09.2		Mandatory to Report, Voluntary to Disclose Descriptive	PRI 1
SG 09.2 Private	e		
SG 09.2	e	Mandatory to Report, Voluntary to Disclose Descriptive Core Assessed	PRI 1
SG 09.2 Private	e		
SG 09.2 Private SG 10	e 10.1	Mandatory Core Assessed	
SG 09.2 Private SG 10	e	Mandatory Core Assessed	
SG 09.2 Private SG 10	e 10.1	Mandatory Core Assessed Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative investment independently investment in invest	PRI 4
SG 09.2 Private SG 10	e 10.1 ✔ Yes	Mandatory Core Assessed Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative provide a description of your role in contributing to the objectives of the selected action and the typical frequency.	PRI 4
SG 09.2 Private SG 10	e 10.1 ✔ Yes	Mandatory Core Assessed Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative investment independently investment in invest	PRI 4
SG 09.2 Private SG 10	10.1 Yes SG 10.1	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative provide a description of your role in contributing to the objectives of the selected action and the typical frequency participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training management.	PRI 4 tive initiatives. cy of your
SG 09.2 Private SG 10	10.1 Yes SG 10.1	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative provide a description of your role in contributing to the objectives of the selected action and the typical frequency participation/contribution.	PRI 4 tive initiatives. cy of your
SG 09.2 Private SG 10	10.1 Yes SG 10.1	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative provide a description of your role in contributing to the objectives of the selected action and the typical frequency participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training measurement managers, actuaries, broker/dealers, investment consultants, legal advisers etc.)	PRI 4 tive initiatives. cy of your
SG 09.2 Private SG 10	10.1 Yes SG 10.1	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative provide a description of your role in contributing to the objectives of the selected action and the typical frequency participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training measurement managers, actuaries, broker/dealers, investment consultants, legal advisers etc.)	PRI 4 utive initiatives. cy of your uay be for clients,
SG 09.2 Private SG 10	10.1 Yes SG 10.1	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative provide a description of your role in contributing to the objectives of the selected action and the typical frequency participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training measurement managers, actuaries, broker/dealers, investment consultants, legal advisers etc.)	PRI 4 utive initiatives. cy of your uay be for clients,
SG 09.2 Private SG 10	10.1 Yes SG 10.1	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative provide a description of your role in contributing to the objectives of the selected action and the typical frequency participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training measurement managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Description Trained some foundations in how to think about ESG and SDG in investments and how to build an ESG policy for these consultants.	PRI 4 utive initiatives. cy of your uay be for clients,
SG 09.2 Private SG 10	10.1 Yes SG 10.1	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborat Provide a description of your role in contributing to the objectives of the selected action and the typical frequent participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training measurement managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Description Trained some foundations in how to think about ESG and SDG in investments and how to build an ESG policy for these carranged a seminar on SDG investing with Nessling foundation and Evli Asset Management, aim was to coach smaller F	PRI 4 utive initiatives. cy of your uay be for clients,
SG 09.2 Private SG 10	10.1 Yes SG 10.1	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborat Provide a description of your role in contributing to the objectives of the selected action and the typical frequent participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training measurement managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Description Trained some foundations in how to think about ESG and SDG in investments and how to build an ESG policy for these carranged a seminar on SDG investing with Nessling foundation and EVI Asset Management, aim was to coach smaller Fabout SDGs and how to take those into account in investment activities. Frequency of contribution	PRI 4 utive initiatives. cy of your uay be for clients,
SG 09.2 Private SG 10	10.1 Yes SG 10.1	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative provide a description of your role in contributing to the objectives of the selected action and the typical frequency participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training measurement managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Description Trained some foundations in how to think about ESG and SDG in investments and how to build an ESG policy for these carranged a seminar on SDG investing with Nessling foundation and Evli Asset Management, aim was to coach smaller F about SDGs and how to take those into account in investment activities. Frequency of contribution V Quarterly or more frequently	PRI 4 utive initiatives. cy of your uay be for clients,
SG 09.2 Private SG 10	10.1 Yes SG 10.1	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative Provide a description of your role in contributing to the objectives of the selected action and the typical frequency participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training measurement managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Description Trained some foundations in how to think about ESG and SDG in investments and how to build an ESG policy for these carranged a seminar on SDG investing with Nessling foundation and Evli Asset Management, aim was to coach smaller F about SDGs and how to take those into account in investment activities. Frequency of contribution V Quarterly or more frequently Biannually	PRI 4 utive initiatives. cy of your uay be for clients,
SG 09.2 Private SG 10	10.1 Yes SG 10.1	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative provide a description of your role in contributing to the objectives of the selected action and the typical frequency participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training measurement managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Description Trained some foundations in how to think about ESG and SDG in investments and how to build an ESG policy for these carranged a seminar on SDG investing with Nessling foundation and Evli Asset Management, aim was to coach smaller F about SDGs and how to take those into account in investment activities. Frequency of contribution Valuarterly or more frequently Biannually Annually	PRI 4 utive initiatives. cy of your uay be for clients,
SG 09.2 Private SG 10	10.1 Yes SG 10.1	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative Provide a description of your role in contributing to the objectives of the selected action and the typical frequency participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training measurement managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Description Trained some foundations in how to think about ESG and SDG in investments and how to build an ESG policy for these carranged a seminar on SDG investing with Nessling foundation and Evli Asset Management, aim was to coach smaller F about SDGs and how to take those into account in investment activities. Frequency of contribution V Quarterly or more frequently Biannually	PRI 4 utive initiatives. cy of your uay be for clients,
SG 09.2 Private SG 10	10.1 Yes SG 10.1	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative provide a description of your role in contributing to the objectives of the selected action and the typical frequency participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training measurement managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Description Trained some foundations in how to think about ESG and SDG in investments and how to build an ESG policy for these carranged a seminar on SDG investing with Nessling foundation and Evli Asset Management, aim was to coach smaller F about SDGs and how to take those into account in investment activities. Frequency of contribution Valuarterly or more frequently Biannually Annually	PRI 4 utive initiatives. cy of your uay be for clients,
SG 09.2 Private SG 10	10.1 Yes SG 10.1	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative provide a description of your role in contributing to the objectives of the selected action and the typical frequency participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training measurement managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Description Trained some foundations in how to think about ESG and SDG in investments and how to build an ESG policy for these carranged a seminar on SDG investing with Nessling foundation and Evli Asset Management, aim was to coach smaller Fabout SDGs and how to take those into account in investment activities. Frequency of contribution Vauraterly or more frequently Biannually Annually Less frequently than annually	PRI 4 utive initiatives. cy of your uay be for clients,
SG 09.2 Private SG 10	Yes SG 10.	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborar Provide a description of your role in contributing to the objectives of the selected action and the typical frequent participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training measurement managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Description Trained some foundations in how to think about ESG and SDG in investments and how to build an ESG policy for these carranged a seminar on SDG investing with Nessling foundation and Evli Asset Management, aim was to coach smaller Fabout SDGs and how to take those into account in investment activities. Frequency of contribution V Quarterly or more frequently Biannually Annually Less frequently than annually Ad hoc	PRI 4 utive initiatives. cy of your uay be for clients,
SG 09.2 Private SG 10	e 10.1 ✓ Yes SG 10	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative provide a description of your role in contributing to the objectives of the selected action and the typical frequent participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training measurement managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Description Trained some foundations in how to think about ESG and SDG in investments and how to build an ESG policy for these organized a seminar on SDG investing with Nessling foundation and Evil Asset Management, aim was to coach smaller Fabout SDGs and how to take those into account in investment activities. Frequency of contribution ✓ Quarterly or more frequently Biannually Annually Less frequently than annually Ad hoc Other Provided financial support for academic or industry research on responsible investment	PRI 4 utive initiatives. cy of your uay be for clients,
SG 09.2 Private SG 10	e 10.1 ✓ Yes SG 10	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative provide a description of your role in contributing to the objectives of the selected action and the typical frequency participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training measurement managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Description Trained some foundations in how to think about ESG and SDG in investments and how to build an ESG policy for these carranged a seminar on SDG investing with Nessling foundation and Evil Asset Management, aim was to coach smaller Fabout SDGs and how to take those into account in investment activities. Frequency of contribution Valuaterly or more frequently Biannually Annually Less frequently than annually Ad hoc Other	PRI 4 utive initiatives. cy of your uay be for clients,
SG 09.2 Private SG 10	e 10.1 ✓ Yes SG 10	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative provide a description of your role in contributing to the objectives of the selected action and the typical frequent participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training measurement managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Description Trained some foundations in how to think about ESG and SDG in investments and how to build an ESG policy for these organized a seminar on SDG investing with Nessling foundation and Evil Asset Management, aim was to coach smaller Fabout SDGs and how to take those into account in investment activities. Frequency of contribution ✓ Quarterly or more frequently Biannually Annually Less frequently than annually Ad hoc Other Provided financial support for academic or industry research on responsible investment	PRI 4 utive initiatives. cy of your uay be for clients,
SG 09.2 Private SG 10	e 10.1 ✓ Yes SG 10	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborat Provide a description of your role in contributing to the objectives of the selected action and the typical frequent participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training meatment managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Description Trained some foundations in how to think about ESG and SDG in investments and how to build an ESG policy for these carranged a seminar on SDG investing with Nessling foundation and Evli Asset Management, aim was to coach smaller Fabout SDGs and how to take those into account in investment activities. Frequency of contribution ✓ Quarterly or more frequently Biannually Annually Less frequently than annually Ad hoc Other Provided financial support for academic or industry research on responsible investment Provided input and/or collaborated with academia on RI related work	PRI 4 utive initiatives. cy of your uay be for clients,
SG 09.2 Private SG 10	e 10.1 ✓ Yes SG 10	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborative provide a description of your role in contributing to the objectives of the selected action and the typical frequency participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training measurement managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Description Trained some foundations in how to think about ESG and SDG in investments and how to build an ESG policy for these carranged a seminar on SDG investing with Nessling foundation and EVI Asset Management, aim was to coach smaller Fabout SDGs and how to take those into account in investment activities. Frequency of contribution Viguarterly or more frequently Biannually Annually Annually Annually Annually Other Provided financial support for academic or industry research on responsible investment Provided input and/or collaborated with academia on RI related work Description Participated in a few dissertation work	PRI 4 utive initiatives. cy of your uay be for clients,
SG 09.2 Private SG 10	e 10.1 ✓ Yes SG 10	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives. Indicate the actions your organisation has taken to promote responsible investment independently of collaborat Provide a description of your role in contributing to the objectives of the selected action and the typical frequent participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training mestment managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Description Trained some foundations in how to think about ESG and SDG in investments and how to build an ESG policy for these carranged a seminar on SDG investing with Nessling foundation and Evil Asset Management, aim was to coach smaller Fabout SDGs and how to take those into account in investment activities. Frequency of contribution ✓ Quarterly or more frequently Biannually Annually Less frequently than annually Ad hoc Other Provided financial support for academic or industry research on responsible investment Provided input and/or collaborated with academia on RI related work Description	PRI 4 utive initiatives. cy of your uay be for clients,

	▼ Biannually
	O Annually
	O Less frequently than annually
	O Ad hoc
	O Other
\checkmark	Encouraged better transparency and disclosure of responsible investment practices across the investment industry
	Description
	Encourage our managers work more on ESG issues and specifically have asked them to communicate more about the good work that is
	being done based on the responses to our ESG questionnaire.
	Frequency of contribution
	O Quarterly or more frequently
	O Biannually
	✓ Annually
	O Less frequently than annually
	O Ad hoc
	O Other
\checkmark	Spoke publicly at events and conferences to promote responsible investment
	Description
	Speak actively in panels and seminars about ESG and SDG investing
	Frequency of contribution
	O Quarterly or more frequently
	✓ Biannually
	O Annually
	O Less frequently than annually
	O Ad hoc
	O Other
	Oute
\checkmark	Wrote and published in-house research papers on responsible investment
\checkmark	
\checkmark	Description
∀	
⊻	Description
₹	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution
∀	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently
∀	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently ○ Biannually
∀	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently
♥	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently ○ Biannually
₩	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently ○ Biannually ○ Annually
₩	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently ○ Biannually ○ Annually ○ Less frequently than annually
	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently ○ Biannually ○ Annually ○ Less frequently than annually ○ Ad hoc ○ Other
	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently ○ Biannually ○ Annually ○ Less frequently than annually ○ Ad hoc ○ Other Encouraged the adoption of the PRI
	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently ○ Biannually ○ Annually ○ Less frequently than annually ○ Ad hoc ○ Other Encouraged the adoption of the PRI Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.)
	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently ○ Biannually ○ Annually ○ Less frequently than annually ○ Ad hoc ○ Other Encouraged the adoption of the PRI
	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently ○ Biannually ○ Annually ○ Less frequently than annually ○ Ad hoc ○ Other Encouraged the adoption of the PRI Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.) Wrote and published articles on responsible investment in the media
	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently ○ Biannually ○ Annually ○ Less frequently than annually ○ Ad hoc ○ Other Encouraged the adoption of the PRI Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.)
	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently ○ Biannually ○ Annually ○ Less frequently than annually ○ Ad hoc ○ Other Encouraged the adoption of the PRI Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.) Wrote and published articles on responsible investment in the media
	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently Biannually Annually Less frequently than annually Ad hoc Other Encouraged the adoption of the PRI Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.) Wrote and published articles on responsible investment in the media Description Actively promote interesting pieces on LinkedIn as well as write ESG related blogs on our public website
	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently ☐ Biannually ☐ Annually ☐ Less frequently than annually ☐ Ad hoc ☐ Other Encouraged the adoption of the PRI Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.) Wrote and published articles on responsible investment in the media Description Actively promote interesting pieces on LinkedIn as well as write ESG related blogs on our public website Frequency of contribution
	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently ○ Biannually ○ Annually ○ Less frequently than annually ○ Ad hoc ○ Other Encouraged the adoption of the PRI Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.) Wrote and published articles on responsible investment in the media Description Actively promote interesting pieces on LinkedIn as well as write ESG related blogs on our public website Frequency of contribution ✓ Quarterly or more frequently
	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently ☐ Biannually ☐ Annually ☐ Less frequently than annually ☐ Ad hoc ☐ Other Encouraged the adoption of the PRI Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.) Wrote and published articles on responsible investment in the media Description Actively promote interesting pieces on LinkedIn as well as write ESG related blogs on our public website Frequency of contribution
	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently ○ Biannually ○ Annually ○ Less frequently than annually ○ Ad hoc ○ Other Encouraged the adoption of the PRI Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.) Wrote and published articles on responsible investment in the media Description Actively promote interesting pieces on LinkedIn as well as write ESG related blogs on our public website Frequency of contribution ✓ Quarterly or more frequently
	Description Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently Biannually Annually Less frequently than annually Ad hoc Other Encouraged the adoption of the PRI Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.) Wrote and published articles on responsible investment in the media Description Actively promote interesting pieces on LinkedIn as well as write ESG related blogs on our public website Frequency of contribution ✓ Quarterly or more frequently Biannually
	Description
	Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently ○ Biannually ○ Annually ○ Less frequently than annually ○ Ad hoc ○ Other Encouraged the adoption of the PRI Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.) Wrote and published articles on responsible investment in the media Description Actively promote interesting pieces on Linkedin as well as write ESG related blogs on our public website Frequency of contribution ✓ Quarterly or more frequently ○ Biannually ○ Annually ○ Less frequently than annually
	Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently Biannually Annually Less frequently than annually Ad hoc Other Encouraged the adoption of the PRI Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.) Wrote and published articles on responsible investment in the media Description Actively promote interesting pieces on LinkedIn as well as write ESG related blogs on our public website Frequency of contribution ✓ Quarterly or more frequently Biannually Annually Less frequently than annually Less frequently than annually Ad hoc Other
	Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently ○ Biannually ○ Annually ○ Less frequently than annually ○ Ad hoc ○ Other Encouraged the adoption of the PRI Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.) Wrote and published articles on responsible investment in the media Description Actively promote interesting pieces on Linkedin as well as write ESG related blogs on our public website Frequency of contribution ✓ Quarterly or more frequently ○ Biannually ○ Annually ○ Less frequently than annually
	Writing blogs on external website and research pieces for our internal workshops. Frequency of contribution ✓ Quarterly or more frequently Biannually Annually Less frequently than annually Ad hoc Other Encouraged the adoption of the PRI Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.) Wrote and published articles on responsible investment in the media Description Actively promote interesting pieces on LinkedIn as well as write ESG related blogs on our public website Frequency of contribution ✓ Quarterly or more frequently Biannually Annually Less frequently than annually Less frequently than annually Ad hoc Other
	Prequency of contribution ✓ Quarterly or more frequently ☐ Biannually ☐ Annually ☐ Ad hoc ☐ Other Encouraged the adoption of the PRI Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.) Wrote and published articles on responsible investment in the media Description Actively promote interesting pieces on Linkedin as well as write ESG related blogs on our public website Frequency of contribution ✓ Quarterly or more frequently ☐ Biannually ☐ Annually ☐ Annually ☐ Less frequently than annually ☐ Annually ☐ Less frequently than annually ☐ Annually ☐ Annually ☐ Less frequently than annually ☐ Ad hoc ☐ Other A member of PRI advisory committees/ working groups, specify

We hav	ve participated as interviewees on a few research p	projects studying responsible investments during 2019	
1	Voluntary	Additional Assessed	PRI 4
rivate 2	Mandatory	Core Assessed	PRI 4
SG 12.1	Indicate whether your organisation use	es investment consultants.	
☐ Yes	s, we use investment consultants		
☑ No,	, we do not use investment consultants.		
3	Mandatory	Descriptive	PRI 1
SG 13.1	Indicate whether the organisation carri analysis (by asset class, sector, strated	ies out scenario analysis and/or modelling, and if it does, provide a descri gic asset allocation, etc.).	ption of the scenario
☐ Yes	s, in order to assess future ESG factors		
☐ Yes	s, in order to assess future climate-related risks an	nd opportunities	
✓ No,	, our organisation does not currently carry out sce	enario analysis and/or modelling	
SG 13.3	Additional information. [OPTIONAL]		
		nvestment market related scenarios. We plan to incorporate climate related	d scenarios in to the
analysis	is in the future.		
	Mandatory to Report, Voluntary to Disclose	Additional Assessed	PRI 1
SG 14.1	Some investment risks and opportuniti	ies arise as a result of long term trends. Indicate which of the following are	e considered.
	anging demographics		
	mate change		
	source scarcity		
✓ Ted	chnological developments		
Oth	ner, specify(1)		
Oth	ner, specify(2)		
☐ Nor	ne of the above		
SG 14.2	Indicate which of the following activities	es you have undertaken to respond to climate change risk and opportunity	у
☑ Esta	tablished a climate change sensitive or climate cha	ange integrated asset allocation strategy	
☑ Tar	rgeted low carbon or climate resilient investments		
	Specify the ALIM invested in low	v carbon and climate resilient portfolios, funds, strategies or asset classes	
	Total AUM	r canbon and camera recalled politically, fands, octalogics of decot classes	
	236,118,486 EUR		
	260273713 USD		
	Specify the framework or taxon	nomy used.	
	We take into account only "clear cut cases" ie ou	ur green bonds, forestry, certified property and renewable infrastructure inv	estments/
☐ Pha	ase out your investments in your fossil fuel holding	gs	
	duced portfolio exposure to emissions intensive or		
	ed emissions data or analysis to inform investmen	ıt decision making	
_	ught climate change integration by companies		
_	ught climate supportive policy from governments ner, specify		
_	ne of the above		
SG 14.3		he organisation uses to manage climate-related risks and opportunities.	
	enario analysis	A la constitución	
_	cclosures on emissions risks to clients/trustees/ma mate-related targets	anagement/beneticiaries	
_	mate-related targets couraging internal and/or external portfolio manag	gers to monitor emissions risks	
_	nissions-risk monitoring and reporting are formalis		
_	eighted average carbon intensity		
_	rbon footprint (scope 1 and 2)		

	_	Portfolio ca					
		Carbon inte	ensity				
	\checkmark	Exposure to	o carbon-rel	ated assets			
		Other emis		S			
		Other, spec	,				
SG 1	4 CC	Vol	luntary				General
	SG 14	l.6 CC	Provide f	further details on the key metric(s) used to assess clim	ate-related risks and	opportunities.	
	M	letric Type	Coverage	Purpose	Metric Unit	Metric Methodology	
	re	limate- elated argets	Minority of assets	Reduce the carbon emissions in our direct properties. Joined the Finnish national agreement to reduce energy consumption in our properties 7,5% by 2025	Mwh	http://www.energiatehokkuussopi 2025.fi/energiatehokkuussopimuk:	
	fo (s	carbon cotprint scope 1 nd 2)					
	re	exposure to arbon- elated ssets	Majority of assets	To understand stranded asset risk and transition risk	We minimize carbon intensive sectors in portfolio	PACTA analysis and sector/compa in portfolio	any weights
Ì	SG 14	1.7 CC	Describe	in further detail the key targets.			
	T	arget type	Baseline ye	ear Target year Description Attachments			
Ì	SG 14	1.8 CC	Indicate	whether climate-related risks are integrated into overal	risk management ar	nd explain the risk management process	es used for
			identifyir	ng, assessing and managing climate-related risks.			
				related risks are integrated into overall risk managemer related risks are not integrated into overall risk manage			
	·	110003003			ment		
		Climant		lease describe ks are analyzed where relavant and possible in the inve	atmosat decision pro-	and and usted by each of the partfalia m	anagara Our
		indepe	endent risk m	nanagement processes do not as of yet look at climate	risks.		
	SG 14	l.9 CC		whether your organisation, and/or external investment ip activities to encourage TCFD adoption.	manager or service	providers acting on your behalf, underta	ke active
	~	Yes Yes					
			Р	lease describe			
		In our	directly held	listed companies climate related relevant issues are tal	ken into discussion ir	the quarterly meetings with companies	
	_			e active ownership activities.			
	O	No, we do i	not undertak	te active ownership activities to encourage TCFD adopt	ion.		
SG 1	5	Ma	ndatory to R	leport, Voluntary to Disclose	Descriptive		PRI 1
	SG 15	5.1	Indicate	if your organisation allocates assets to, or manages, fu	nds based on specifi	c environmental and social themed area	is.
	~	Yes					
		SG 15.2	In	ndicate the percentage of your total AUM invested in en	vironmental and soci	ial themed areas.	
		15%					
		SG 15.3		pecify which thematic area(s) you invest in, indicate the	e percentage of your	AUM in the particular asset class and pr	ovide a brief
			d	escription.			
				Area			
		•	Z Energy ef	ficiency / Clean technology			
				Asset class invested			
			O L	isted equity			
				ixed income - SSA			
				ixed income - Corporate (financial)			
			□F	ixed income - Corporate (non-financial)			

Listed equity Property Hedge funds Brief description and measures of investment We are invested in wind parks in Finland. Green buildings Asset class invested Listed equity Fixed income - Corporate (financial) Fixed income - SSA Private equity ToPercentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment We are invested income - SSA Fixed income - Securitised Property Hedge funds Brief description and measures of investment We are invested in wind parks in Finland. Green buildings Securitised Secur	centage of AUM (+/-5%) per asset class invested in the area electrice recentage of AUM (+/-5%) per asset class invested in the area ge funds Brief description and measures of investment itement in an emerging market Clean energy fund (infra) and a commitment in a PE fund investing in energy efficiency gies, our green bonds in credit portfolio, our RE investments will be effectived according to ETS, the national energy segments to increase energy efficiency of all of our propert investments, investment into wird farms, nergy agreement to increase energy efficiency of all of our propert investments, investment into wird farms, nergy incomes. SAA incomes - CSAA incomes - CSAA incomes - CSAA incomes - CSAP incomes - CSAP incomes - CSAP incomes - CSAP incomes - Corporate (financial) di incomes - Corporate (financial) di incomes - Cerumited into equity recentage of AUM (+/-5%) per asset class invested in the area serty incomes - Securitied in which parks in Finland. Brief description and measures of investment invested in which parks in Finland. Asset class invested di incomes - Corporate (financial) di incomes - Securitied di incomes - Corporate (financial) di incomes - Corporate (financia		Fixed income - Securitised
Property	erective recentage of ALIM (+/-5%) per asset class invested in the area ge funds Bited description and measures of investment timent in an emerging market Clean energy fund (Infra) and a commitment in a PE fund investing in energy efficiency gies, our green bonds in credit portfolio, our RE investments will be effectivised according to ETS, the national energy agreement to increase energy efficiency of all of our propert investments, investment, into wind farms, increase and in commentation of the propert investments and increase energy efficiency of all of our propert investments, investment, into wind farms, increase and increase energy efficiency of all of our propert investments, investment, into wind farms, increase and increase energy efficiency of all of commentation of ALIM (+/-5%) per asset class invested in the area energy are funds Brief description and measures of investment wested in wind parks in Finland. Separation of the energy efficiency of an investment energy efficiency of commentation of the energy efficiency of our buildings and some old as well. We all ourself efficiency of our functional of the energy efficiency of our buildings. CO2 emissions from our buildings and some old as well. We all ourself efficiency of our buildings. CO2 emissions from our buildings and some old as well. We all ourself efficiency of our buildings. CO2 emissions from our buildings and some old as well. We all ourself efficiency of our buildings. CO2 emissions from our buildings and some old as well. We all ourself efficiency of our buildings. CO2 emissions from our buildings and some old as well. We all ourself efficiency of our buildings. CO2 emissions from our buildings and some old as well. We all ourself efficiency of our buildings. CO2 emissions from our buildings and some old as well. We all ourself efficiency of our buildings. CO2 emissions from our buildings and some old as well. We all ourself efficiency of our buildings. CO2 emissions from our buildings and some old as well. We all ourself efficien	☑	Private equity
ToOPercentage of AUM (*/-5%) per asset class invested in the area Hedge funds	ercentage of AUM (4/5%) per asset class invested in the area ge funds Brief description and measures of investment it in the area geographic per control of the per		5Percentage of AUM (+/-5%) per asset class invested in the area
Brief description and measures of investment A commitment in an emerging masket Cean energy fund (Infra) and a commitment in a PE fund investing in energy of technologies, our green bond in credit portfolio, our PE linvestments will be affectivised according to ETS, the national efficiency agreement to increase energy efficiency of all of our propert investments. Investment into wind farms. Renewable energy Asset class invested Listed equity Fixed income: SSA Fixed income: Separate (financial) Fixed income: Corporate (financial) Fixed income: Securitised Property Hiddge funds Brief description and measures of investment We are invested in wind parks in Financial) Fixed income: Separate (financial) Fixed income: SSA Fixed income: Corporate (financial) Fixed income: SSA Fixed income: Corporate (financial) Fixed income: SSA Fixed income: Securities departy Property Hedge funds Reference of ALM (+/-5%) per asset class invested i	Brief description and measures of investment timent in an emerging market Clean energy fund (furs) and a commitment in a PE fund investing in energy efficiency gispis, our green boats in credit profitor, our TE investments will be effectivised according to ETS, the national energy y agreement to increase energy efficiency of all of our propert investments. Investment into wind farms. Reserved to equity Asset class invested de quity di income - SSA di income - Corporate (financial) di income - Securitied at equity remittage of AUM (+/-5%) per asset class invested in the area eterty e funds Brief description and measures of investment meeted in wind parks in Finland. gigs Asset class invested de quity di income - Corporate (financial) di income - SSA at income - Corporate (financial) di income - SSA at income - Corporate (financial) di income - SSA at income - Corporate (financial) di income - SSA at income - Corporate (financial) di income - SSA ti income - Corporate (financial) di income - Securitised at equity entry remitting of AUM (+/-5%) per asset class invested in the area perfunds Brief description and measures of investment to lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We assay effective in the energy efficiency of our buildings. COZ emissions from our buildings had formed one of the whole period to five with operancial of country in come - SSA in come - Corporate (financial) di come - Corporate (financial) in come - SSA in come - Corporate (financial) in come - Corporate (financial) in come - SSA in come - Corporate (financial) in come - SSA in come - SSA Brief description and measures of investment to entire the finite of the whole period to decrease of the companion of the	丞	Property
Brief description and measures of investment A commitment in an emerging market Clean energy fund (Inifa) and a commitment in a PE fand investing in energy effected by agreement to increase energy efficiency of all of our propert investments will be effectivised according to ETS, the national efficiency agreement to increase energy efficiency of all of our propert investments. Investment into wind farms. Renewable energy Asset class invested Listed equity Fixed income - Separate (financial) Fixed income - Corporate (financial) Fixed income - Corporate (inen-financial) Fixed income - Separate (financial) Fixed income - Separ	Brief description and measures of investment timent in an emerging market Clean energy fund (infra) and a commitment in a PE fund investing in energy efficiency gies, our green bonds in credit portfolio, our RE investments will be effectivised according to ETS, the national energy y agreement to increase energy efficiency of all of our propert investments. Investment into wind farms. Passet class invested de equity d income: SSA d income: Corporate (financial) d income: Corporate (financial) d income: Corporate (financial) d income: Pecunitised tate equity ge funds Brief description and measures of investment mested in wind parks in Finland. ggs Asset class invested de equity in income: SSA d income: Corporate (financial) d income: SSA d income: Corporate (financial) d income: SSA d income: Corporate (financial) d income: SSA d in		100Percentage of AUM (+/-5%) per asset class invested in the area
A commitment in an emerging market Clean energy fund (infra) and a commitment in a PE fund investing in energy eff technologies, our green bonds in credit portfolio, our RE investments will be effectivised according to ETS, the national efficiency agreement to increase energy efficiency of all of our propert investments. Investment into wind farms. Renewable energy Asset class invested Listed equity Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Corporate (non-financial) Fixed income - Securitised Private equity Department of AUM (1/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment We are invested in wind parks in Finland. Green buildings Fixed income - Corporate (financial) Fixed income - Securitised Listed equity Fixed income - Securitised Property Fixed income - Securitised Property Securitised Red description and measures of investment We work a lot with increasing efficiency of our direct roal estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole p. 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy use 2025. Sustainable forestry Asset class invested Listed equity Fixed income - Securitised Property Hedge funds Brief description and measures of investment	itment in an emerging market Clean energy fund (infra) and a commitment in a PE fund investing in energy efficiency gies, our green bonds in credit portfolio, our RE investments will be effectivised according to ETS, the national energy age greener to increase energy efficiency of all of our propert investments. Investment into wind farms. Asset class invested dequity a income - SSA of income - Corporate (inon-financial) di income - Corporate (inon-financial) di income - Securitized atte equity recentage of AUM (r/-5%) per asset class invested in the area electry ge funds Brief description and measures of investment mested in wind parks in Finland. ggs Asset class invested de equity income - Securitized the equity income - Securitized the equity centage of AUM (r/-5%) per asset class invested in the area electry ge funds Brief description and measures of investment attention - Securitized the equity everty centage of AUM (r/-5%) per asset class invested in the area get funds Brief description and measures of investment a lot vith increasing efficiency of our direct electric. We are certifying all new buildings and some old as well. We cause of the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period to 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forcestry Asset class invested de quity di noome - Securitized the equity per funds Brief description and measures of investment and the energy efficiency of under the area get funds Brief description and measures of investment former in Finnish forcests that are managed sustainably approunter.		Hedge funds
A commitment in an emerging market Clean energy fund (infra) and a commitment in a PE fund investing in energy eff technologies, our green bonds in credit portfolio, our RE investments will be effectivised according to ETS, the national efficiency agreement to increase energy efficiency of all of our propert investments. Investment into wind farms. Renewable energy Asset class invested Listed equity Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Corporate (non-financial) Fixed income - Securitised Private equity Department of AUM (1/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment We are invested in wind parks in Finland. Green buildings Fixed income - Corporate (financial) Fixed income - Securitised Listed equity Fixed income - Securitised Property Fixed income - Securitised Property Securitised Red description and measures of investment We work a lot with increasing efficiency of our direct roal estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole p. 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy use 2025. Sustainable forestry Asset class invested Listed equity Fixed income - Securitised Property Hedge funds Brief description and measures of investment	itment in an emerging market Clean energy fund (infra) and a commitment in a PE fund investing in energy efficiency gies, our green bonds in credit portfolio, our RE investments will be effectivised according to ETS, the national energy age greener to increase energy efficiency of all of our propert investments. Investment into wind farms. Asset class invested dequity a income - SSA of income - Corporate (inon-financial) di income - Corporate (inon-financial) di income - Securitized atte equity recentage of AUM (r/-5%) per asset class invested in the area electry ge funds Brief description and measures of investment mested in wind parks in Finland. ggs Asset class invested de equity income - Securitized the equity income - Securitized the equity centage of AUM (r/-5%) per asset class invested in the area electry ge funds Brief description and measures of investment attention - Securitized the equity everty centage of AUM (r/-5%) per asset class invested in the area get funds Brief description and measures of investment a lot vith increasing efficiency of our direct electric. We are certifying all new buildings and some old as well. We cause of the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period to 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forcestry Asset class invested de quity di noome - Securitized the equity per funds Brief description and measures of investment and the energy efficiency of under the area get funds Brief description and measures of investment former in Finnish forcests that are managed sustainably approunter.		Brief description and measures of investment
Asset class invested Listed equity Fixed income - SCaporate (financial) Fixed income - Scaporate (financial) Fixed income - Sequitised Fixed income - Sequitise	Asset class invested de equity di income - SSA di income - Corporate (financial) di income - Corporate (financial) di income - Securitised ite equity recentage of AUM (H-5%) per asset class invested in the area every ge funds Brief description and measures of investment wested in wind parks in Finland. ggs Asset class invested di equity di income - Corporate (financial) di income - SSA di income - Securitised tate equity everty recentage of AUM (H-5%) per asset class invested in the area ger funds Brief description and measures of investment Brief description and measures of investment to the vertical of the properties of the pro	tec	commitment in an emerging market Clean energy fund (Infra) and a commitment in a PE fund investing in energy efficiency chologies, our green bonds in credit portfolio, our RE investments will be effectivised according to ETS, the national energy
Asset class invested Listed equity Fixed income - Corporate (financial) Fixed income - Securitised Property Hedge funds Brief description and measures of investment We are invested in wind parks in Finland. Green buildings Asset class invested Listed equity Fixed income - SSA Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Securitised Private equity Property Server asset class invested in the area Hedge funds Brief description and measures of investment We work a lot with increasing efficiency of our direct racl estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our duelings. CO2 emissions from our buildings held for the whole gaits-2015. Sustainable forestry Asset class invested Listed equity Fixed income - SSA Fixed income - Securitised Private equity Fixed income - Securitised Fixed income - Securitised Fixed income - Securities of investment	Asset class invested disputs of dequity disputs of the comparison of the comparate (financial) disputs of the comparate (f	eff	iciency agreement to increase energy efficiency of all of our propert investments. Investment into wind farms.
□ Listed equity □ Fixed income - Corporate (financia) □ Fixed income - Corporate (non-financia) □ Fixed income - Corporate (non-financia) □ Fixed income - Secunitised ☑ Private equity □ 10Percentage of AUM (+/-5%) per asset class invested in the area □ Property □ Hedge funds ■ Brief description and measures of investment We are invested in wind parks in Finland. ☑ Green buildings ■ Asset class invested □ Listed equity □ Fixed income - SSA □ Fixed income - Corporate (financia) □ Fixed income - Corporate (financia) □ Fixed income - Securitised □ Private equity ☑ Property □ Property □ Serief description and measures of investment We work a lot with increasing efficiency of our direct ele estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole p 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usa 2025. ☑ Sustainable forestry ■ Asset class invested □ Listed equity □ Fixed income - Corporate (financial) □ Fixed income - Scauritised ☑ Private equity □ Fixed income - Securitised ☑ Private equity	d equity d income - SSA d income - Corporate (financial) d income - Securitised to equity reentage of AUM (+/-5%) per asset class invested in the area verty ge funds Brief description and measures of investment threating of AUM (+/-5%) per asset class invested in the area verty ge funds Asset class invested d equity d income - SSA d income - Corporate (financial) d income - Securitised tile equity verty reentage of AUM (+/-5%) per asset class invested in the area ge funds Brief description and measures of investment to the equity verty reentage of AUM (+/-5%) per asset class invested in the area ge funds Brief description and measures of investment to the other hands of the energy efficiency of our bioliforgs. CO2 emissions from our buildings held for the whole period to forestry Asset class invested de equity and the period of the word of the word of the energy in the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period to forestry Asset class invested de equity to the comparison). The target going forward is a further reduction of energy usage 7.5% forestry Asset class invested de equity to the comparison of the area ger funds Brief description and measures of investment to comparison of the area ger funds Brief description and measures of investment timent in Finnish forests that are managed sustainably, agriculture	♂ Renewa	able energy
□ Listed equity □ Fixed income - Corporate (financia) □ Fixed income - Corporate (non-financia) □ Fixed income - Corporate (non-financia) □ Fixed income - Secunitised ☑ Private equity □ 10Percentage of AUM (+/-5%) per asset class invested in the area □ Property □ Hedge funds ■ Brief description and measures of investment We are invested in wind parks in Finland. ☑ Green buildings ■ Asset class invested □ Listed equity □ Fixed income - SSA □ Fixed income - Corporate (financia) □ Fixed income - Corporate (financia) □ Fixed income - Securitised □ Private equity ☑ Property □ Property □ Serief description and measures of investment We work a lot with increasing efficiency of our direct ele estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole p 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usa 2025. ☑ Sustainable forestry ■ Asset class invested □ Listed equity □ Fixed income - Corporate (financial) □ Fixed income - Scauritised ☑ Private equity □ Fixed income - Securitised ☑ Private equity	d equity d income - SSA d income - Corporate (financial) d income - Securitised to equity reentage of AUM (+/-5%) per asset class invested in the area verty ge funds Brief description and measures of investment threating of AUM (+/-5%) per asset class invested in the area verty ge funds Asset class invested d equity d income - SSA d income - Corporate (financial) d income - Securitised tile equity verty reentage of AUM (+/-5%) per asset class invested in the area ge funds Brief description and measures of investment to the equity verty reentage of AUM (+/-5%) per asset class invested in the area ge funds Brief description and measures of investment to the other hands of the energy efficiency of our bioliforgs. CO2 emissions from our buildings held for the whole period to forestry Asset class invested de equity and the period of the word of the word of the energy in the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period to forestry Asset class invested de equity to the comparison). The target going forward is a further reduction of energy usage 7.5% forestry Asset class invested de equity to the comparison of the area ger funds Brief description and measures of investment to comparison of the area ger funds Brief description and measures of investment timent in Finnish forests that are managed sustainably, agriculture		Asset class invested
Fixed income - Corporate (financial) Fixed income - Corporate (financial) Fixed income - Securitised Private equity 10Percentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Rief description and measures of investment We are invested in wind parks in Finland. Green buildings Asset class invested Listed equity Fixed income - SSA Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Corporate (financial) Fixed income - Corporate (financial) Private equity Property 1 Sercentage of AUM (+/-5%) per asset class invested in the area Hedge funds Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectiveling the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole p 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy use 2025. Sustainable forestry Asset class invested Listed equity Fixed income - Securitised Private equity Sericentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Rief description and measures of investment	d income - SSA d income - Corporate (financial) d income - Corporate (non-financial) d income - Securitised d te equity recentage of AUM (+/-5%) per asset class invested in the area serty ge funds Brief description and measures of investment Brief description and measures of investment		
Fixed income - Corporate (financial) Fixed income - Securitised Private equity 10Percentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment We are invested in wind parks in Finland. Green buildings Asset class invested Listed equity Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Corporate (financial) Fixed income - Corporate (financial) Fixed income - Sountised Private equity Property 15Percentage of AUM (+/-5%) per asset class invested in the area Hedge funds Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings had for the whole p 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy use 2025. Sustainable forestry Asset class invested Listed equity Fixed income - Corporate (financial) Fixed income - Sountised Private equity Server and income - Securitised Private equity Server and income - Securitised Private equity Server and in the area Property Hedge funds Brief description and measures of investment	d income - Corporate (financial) d income - Securitised ste equity recentage of AUM (+/-5%) per asset class invested in the area serry ge funds Brief description and measures of investment meested in wind parks in Finland. Rgs Asset class invested de equity d income - SSA d income - Corporate (financial) d income - Securitised ste equity serry recentage of AUM (+/-5%) per asset class invested in the area ge funds Brief description and measures of investment **The securitised stee equity serry recentage of AUM (+/-5%) per asset class invested in the area ge funds Brief description and measures of investment **La lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We also with increasing the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period by 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested def equity d income - SSA d income - Corporate (financial) d income - Securitised the equity ge funds Brief description and measures of investment timent in Finnish forests that are managed sustainably, agriculture		
Fixed income - Corporate (non-financial) Fixed income - Securitised Private equity 10Percentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment We are invested in wind parks in Finland. Green buildings Asset class invested Listed equity Fixed income - SSA Fixed income - Securitised Private equity Property 15Percentage of AUM (+/-5%) per asset class invested in the area Hedge funds Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole p 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy use 2025. Sustainable forestry Asset class invested Listed equity Fixed income - Securitised Private lequity Fixed income - Securitised Private lequity Fixed income - Securitised Private lequity Property Hedge funds Brief description and measures of investment	d income - Corporate (non-financial) d income - Securitised ate equity recentage of AUM (+/-5%) per asset class invested in the area serty ge funds Brief description and measures of investment wested in wind parks in Finland. ggs Asset class invested d equity d income - SSA d income - Corporate (financial) d income - Securitised ate equity serty serty Brief description and measures of investment as lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We ausily effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period be 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested de equity d income - SSA d income - Corporate (financial) d income - SSA d income - Corporate (financial) d income - SSA d income - Securitised ate equity entage of AUM (+/-5%) per asset class invested in the area serty ge funds Brief description and measures of investment timent in Finnish forests that are managed sustainably. agriculture	_	
Fixed income - Securitised Private equity 10Percentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment We are invested in wind parks in Finland. Green buildings Asset class invested Listed equity Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Securitised Private equity Property 15Percentage of AUM (+/-5%) per asset class invested in the area Hedge funds Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole go 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usa 2025. Sustainable forestry Asset class invested Fixed income - Corporate (financial) Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Securitised Private equity SPercentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment Brief description and Brief description and measures of investment Brief description and Brief description a	dincome - Securitised ate equity recentage of AUM (+/-5%) per asset class invested in the area serving ge funds Brief description and measures of investment revested in wind parks in Finland. Brief description and measures of investment revested in wind parks in Finland. Brief description and measures of investment revested in wind parks in Finland. Brief description and measures of investment revested in the area get funds Brief description and measures of investment at a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We sustly effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period be 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested de equity d income - Corporate (financial) d income - Corporate (financial) d income - Corporate (financial) d income - Securitised atte equity perhaps Brief description and measures of investment tenent in Finnish forests that are managed sustainably. Brief description and measures of investment tenent in Finnish forests that are managed sustainably. agriculture		
Private equity 10Percentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment We are invested in wind parks in Finland. Green buildings Asset class invested Listed equity Fixed income - Corporate (financial) Fixed income - SSA Private equity Property 15Percentage of AUM (+/-5%) per asset class invested in the area Hedge funds Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole particles of the property of the	recentage of AUM (+/-5%) per asset class invested in the area serty ge funds Brief description and measures of investment		
10Percentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment We are invested in wind parks in Finland. Green buildings Asset class invested Listed equity Fixed income - SSA Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Corporate (non-financial) Fixed income - Securitised Private equity Property 15Percentage of AUM (+/-5%) per asset class invested in the area Hedge funds Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole p. 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy use 2025. Asset class invested Listed equity Fixed income - Corporate (financial) Fixed income - Corporate (non-financial) Fixed income - Securitised Private equity SPercentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment Brief descr	recentage of AUM (+/-5%) per asset class invested in the area sertly ge funds Brief description and measures of investment invested in wind parks in Finland.		
Property Hedge funds	Brief description and measures of investment nevested in wind parks in Finland. Ings Asset class invested de equity di income - SSA di income - Corporate (inancial) di income - Securitised atte equity recentage of AUM (+/-5%) per asset class invested in the area ge funds Brief description and measures of investment at all with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We a susly effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period but to went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested de equity di income - SSA di income - SSA di income - SSA di income - Securitised atte equity centage of AUM (+/-5%) per asset class invested in the area serry periods Brief description and measures of investment tment in Finnish forests that are managed sustainably. agriculture		
Brief description and measures of investment We are invested in wind parks in Finland. Green buildings Asset class invested Listed equity Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Corporate (non-financia)) Fixed income - Securitised Private equity Property 15Percentage of AUM (+/-5%) per asset class invested in the area Hedge funds Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole p 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usa 2025. Sustainable forestry Asset class invested Listed equity Fixed income - Corporate (financial) Fixed income - Corporate (non-financial) Fixed income - Securitised Private equity SPercentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment	Brief description and measures of investment Asset class invested dequity Income - SSA dincome - Corporate (financial) dincome - Securitised ate equity are funds Brief description and measures of investment at old with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We asually effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period by 16 moome - SSA dincome - Corporate (financial) dincome - Corporate (financial) dincome - SSA dincome - SSA dincome - Corporate (financial) dincome - Securitised ate equity pentage of AUM (+/-5%) per asset class invested in the area perry pentage of AUM (+/-5%) per asset class invested in the area perry perty pe		
Brief description and measures of investment We are invested in wind parks in Finland. Green buildings Asset class invested Listed equity Fixed income - Corporate (financial) Fixed income - Corporate (financial) Fixed income - Securitised Private equity Property T5Percentage of AUM (+/-5%) per asset class invested in the area Hedge funds Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole property Asset class invested Listed equity Fixed income - Corporate (financial) Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Securitised Private equity Fercentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment	Brief description and measures of investment neested in wind parks in Finland. Income - SSA Income - SSA Income - Securitised Income - Corporate (financial) Income - Corporate (financial) Income - Securitised Income - Corporate (financial) Income - Corporate (financial) Income - Securitised Income - Securities Income - Sec	_	
Asset class invested Listed equity	Asset class invested de equity Id income - SSA Id income - Corporate (financial) Id income - Corporate (non-financial) Id income - Securitised atte equity Id income - Securitised Id equity Id income - Securitised Id income - Securitised		
Asset class invested Listed equity Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Corporate (non-financial) Fixed income - Corporate (non-financial) Fixed income - Securitised Fixed income - Corporate (financial) Fixed income - Corporate (financial) Fixed income - Securitised Fixed income	Asset class invested delequity dincome - SSA dincome - Corporate (financial) dincome - Securitised atte equity recentage of AUM (+/-5%) per asset class invested in the area ge funds Brief description and measures of investment as lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We a usuly effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period by 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested del equity di income - Scouritised di equity di income - Corporate (financial) di income - Scouritised size equity centage of AUM (+/-5%) per asset class invested in the area size try ge funds Brief description and measures of investment tment in Finnish forests that are managed sustainably. agriculture		
Listed equity Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Corporate (non-financial) Fixed income - Corporate (non-financial) Fixed income - Securitised Private equity Fixed private equity Fixed forms Fixed financial Fixed forms Fixed financial Fixed financial Fixed financial Fixed forms Fixed	Asset class invested de equity di income - SSA di income - Corporate (financial) di income - Corporate (non-financial) di income - Securitised site equity recentage of AUM (+/-5%) per asset class invested in the area ge funds Brief description and measures of investment a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We a usuly effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period by 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested de equity d income - SSA d income - Corporate (financial) d income - Corporate (financial) d income - Securitised site equity ge funds Brief description and measures of investment trent in Finnish forests that are managed sustainably. agriculture	We	e are invested in wind parks in Finland.
□ Listed equity □ Fixed income - SSA □ Fixed income - Corporate (financial) □ Fixed income - Corporate (non-financial) □ Fixed income - Securitised □ Private equity ☑ Property □ TSPercentage of AUM (+/-5%) per asset class invested in the area □ Hedge funds □ Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole property □ 12-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy use 2025. ☑ Sustainable forestry ☐ Asset class invested ☐ Listed equity ☐ Fixed income - SSA ☐ Fixed income - Corporate (financial) ☐ Fixed income - Securitised ☑ Private equity ☐ Fixed private equity ☐ Fixed income - Securitised ☑ Private equity ☐ Fixed private equity ☐ Fixed income - Securitised ☐ Property ☐ Hedge funds ☐ Brief description and measures of investment	dequity di income - SSA di income - Corporate (financial) di income - Corporate (non-financial) di income - Securitised atte equity perty recentage of AUM (+/-5%) per asset class invested in the area ge funds Brief description and measures of investment a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We a as lot with increasing efficiency of our direct real estate. We are certifying all new buildings held for the whole period be 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested and income - Corporate (financial) di income - Corporate (non-financial) di income - Corporate (non-financial) di income - Securitised atte equity pentage of AUM (+/-5%) per asset class invested in the area perty ge funds Brief description and measures of investment timent in Finnish forests that are managed sustainably. agriculture	🗷 Green b	buildings
□ Listed equity □ Fixed income - SSA □ Fixed income - Corporate (financial) □ Fixed income - Corporate (non-financial) □ Fixed income - Securitised □ Private equity ☑ Property □ TSPercentage of AUM (+/-5%) per asset class invested in the area □ Hedge funds □ Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole property □ 12-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy use 2025. ☑ Sustainable forestry ☐ Asset class invested ☐ Listed equity ☐ Fixed income - SSA ☐ Fixed income - Corporate (financial) ☐ Fixed income - Securitised ☑ Private equity ☐ Fixed private equity ☐ Fixed income - Securitised ☑ Private equity ☐ Fixed private equity ☐ Fixed income - Securitised ☐ Property ☐ Hedge funds ☐ Brief description and measures of investment	dequity di income - SSA di income - Corporate (financial) di income - Corporate (non-financial) di income - Securitised atte equity perty recentage of AUM (+/-5%) per asset class invested in the area ge funds Brief description and measures of investment a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We a as lot with increasing efficiency of our direct real estate. We are certifying all new buildings held for the whole period be 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested and income - Corporate (financial) di income - Corporate (non-financial) di income - Corporate (non-financial) di income - Securitised atte equity pentage of AUM (+/-5%) per asset class invested in the area perty ge funds Brief description and measures of investment timent in Finnish forests that are managed sustainably. agriculture		Asset class invested
Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Corporate (non-financial) Fixed income - Securitised Private equity Property 15Percentage of AUM (+/-5%) per asset class invested in the area Hedge funds Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as w continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole p 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usa 2025. Sustainable forestry Asset class invested Listed equity Fixed income - Corporate (financial) Fixed income - Corporate (non-financial) Fixed income - Securitised Private equity SPercentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment	d income - SSA d income - Corporate (financial) d income - Securitised ate equity recentage of AUM (+/-5%) per asset class invested in the area ge funds Brief description and measures of investment at a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We a usity effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period by 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested d equity d income - Corporate (financial) d income - Corporate (non-financial) d income - Securitised ate equity pentage of AUM (+/-5%) per asset class invested in the area perty ge funds Brief description and measures of investment timent in Finnish forests that are managed sustainably. agriculture		
Fixed income - Corporate (financial) Fixed income - Securitised Private equity Property 15Percentage of AUM (+/-5%) per asset class invested in the area Hedge funds Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole p 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usa 2025. Sustainable forestry Asset class invested Listed equity Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Securitised Private equity Spercentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment	d income - Corporate (financial) d income - Corporate (non-financial) d income - Securitised ste equity serty recentage of AUM (+/-5%) per asset class invested in the area ge funds Brief description and measures of investment a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We a usely effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period be 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested de equity de income - Corporate (financial) d income - Corporate (financial) d income - Securitised site equity sentage of AUM (+/-5%) per asset class invested in the area serty ge funds Brief description and measures of investment tement in Finnish forests that are managed sustainably. agriculture	_	
□ Fixed income - Corporate (non-financial) □ Fixed income - Securitised □ Private equity ☑ Property □ 15Percentage of AUM (+/-5%) per asset class invested in the area □ Hedge funds ■ Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole p 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usa 2025. ☑ Sustainable forestry ■ Asset class invested □ Listed equity □ Fixed income - SSA □ Fixed income - Corporate (financial) □ Fixed income - Corporate (non-financial) □ Fixed income - Securitised ☑ Private equity □ Secretage of AUM (+/-5%) per asset class invested in the area □ Property □ Hedge funds ■ Brief description and measures of investment	d income - Corporate (non-financial) d income - Securitised ate equity perty reentage of AUM (+/-5%) per asset class invested in the area ge funds Brief description and measures of investment a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We a pusly effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period be 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested and income - SSA d income - Corporate (financial) d income - Corporate (financial) d income - Securitised ate equity centage of AUM (+/-5%) per asset class invested in the area perty ge funds Brief description and measures of investment tment in Finnish forests that are managed sustainably. agriculture	_	
Fixed income - Securitised Private equity Property 15Percentage of AUM (+/-5%) per asset class invested in the area Hedge funds Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole property 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy use 2025. Asset class invested Listed equity Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Corporate (financial) Fixed income - Securitised Private equity SPercentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment	d income - Securitised sate equity perty recentage of AUM (+/-5%) per asset class invested in the area ge funds Brief description and measures of investment a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We a bustly effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period be 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested and equity di income - SSA di income - Corporate (financial) di income - Corporate (non-financial) di income - Securitised sate equity pentage of AUM (+/-5%) per asset class invested in the area perty ge funds Brief description and measures of investment thement in Finnish forests that are managed sustainably. agriculture		
Private equity Property 15Percentage of AUM (+/-5%) per asset class invested in the area Hedge funds Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole property 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy use 2025. Sustainable forestry Asset class invested Listed equity Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Corporate (non-financial) Fixed income - Securitised Private equity SPercentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment	ate equity serty recentage of AUM (+/-5%) per asset class invested in the area ge funds Brief description and measures of investment a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We a busly effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period be 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested and income - SSA di income - Corporate (financial) di income - Corporate (financial) di income - Securitised aste equity sentage of AUM (+/-5%) per asset class invested in the area serty ge funds Brief description and measures of investment ttment in Finnish forests that are managed sustainably. agriculture	_	
Series Sustainable Fixed income - Corporate (financial) Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Securitised Fixed in	Brief description and measures of investment a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We a busly effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period but 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested ad equity d income - SSA d income - Corporate (financial) d income - Securitised atte equity dentage of AUM (+/-5%) per asset class invested in the area perty ge funds Brief description and measures of investment timent in Finnish forests that are managed sustainably. agriculture		
15Percentage of AUM (+/-5%) per asset class invested in the area Hedge funds Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole property 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy use 2025. Asset class invested Listed equity Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Securitised Private equity Spercentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment	Brief description and measures of investment a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We a busly effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period but 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested ad equity d income - SSA d income - Corporate (financial) d income - Securitised atte equity denergy of AUM (+/-5%) per asset class invested in the area berty ge funds Brief description and measures of investment timent in Finnish forests that are managed sustainably. agriculture		
Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole property. Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole property and the work of the whole property and the property and the work of investment Brief description and measures of investment	Brief description and measures of investment a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We are busly effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period buildings held for the whole		
Brief description and measures of investment We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as we continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole property (Like for like comparison). The target going forward is a further reduction of energy use 2025. Sustainable forestry Asset class invested Listed equity Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Corporate (non-financial) Fixed income - Securitised Private equity SPercentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment	Brief description and measures of investment a a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We abusly effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period by 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested ad equity d income - Corporate (financial) d income - Corporate (non-financial) d income - Securitised atte equity centage of AUM (+/-5%) per asset class invested in the area perty ge funds Brief description and measures of investment timent in Finnish forests that are managed sustainably. aggriculture		
We work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as w continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole process. 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy use 2025. Sustainable forestry Asset class invested Listed equity Fixed income - Corporate (financial) Fixed income - Corporate (non-financial) Fixed income - Securitised Private equity 5Percentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment	a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We are sustly effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period by 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested ad equity ad income - SSA ad income - Corporate (financial) ad income - Securitised atte equity bentage of AUM (+/-5%) per asset class invested in the area berty Brief description and measures of investment truent in Finnish forests that are managed sustainably. aggriculture		·
continuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole p 2012-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usa 2025. Sustainable forestry Asset class invested Listed equity Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Corporate (non-financial) Fixed income - Securitised Private equity SPercentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment	pusly effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period be 16 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% forestry Asset class invested ad equity d income - SSA d income - Corporate (financial) d income - Corporate (non-financial) d income - Securitised ate equity beentage of AUM (+/-5%) per asset class invested in the area beerty ge funds Brief description and measures of investment trenent in Finnish forests that are managed sustainably. aggriculture		Brief description and measures of investment
Asset class invested Listed equity Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Corporate (non-financial) Fixed income - Securitised Private equity SPercentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment	Asset class invested ed equity d income - SSA d income - Corporate (financial) d income - Corporate (non-financial) d income - Securitised ate equity centage of AUM (+/-5%) per asset class invested in the area perty ge funds Brief description and measures of investment trment in Finnish forests that are managed sustainably. agriculture	coi 20	work a lot with increasing efficiency of our direct real estate. We are certifying all new buildings and some old as well. We an active antinuously effectivising the energy efficiency of our buildings. CO2 emissions from our buildings held for the whole period be 12-2016 went down by 22% (Like for like comparison). The target going forward is a further reduction of energy usage 7,5% 25.
Asset class invested Listed equity Fixed income - SSA Fixed income - Corporate (financial) Fixed income - Corporate (non-financial) Fixed income - Securitised Private equity SPercentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment	Asset class invested ed equity d income - SSA d income - Corporate (financial) d income - Corporate (non-financial) d income - Securitised ate equity centage of AUM (+/-5%) per asset class invested in the area perty ge funds Brief description and measures of investment trment in Finnish forests that are managed sustainably. agriculture	•	
□ Listed equity □ Fixed income - SSA □ Fixed income - Corporate (financial) □ Fixed income - Corporate (non-financial) □ Fixed income - Securitised ☑ Private equity □ SPercentage of AUM (+/-5%) per asset class invested in the area □ Property □ Hedge funds Brief description and measures of investment	d income - SSA d income - Corporate (financial) d income - Corporate (non-financial) d income - Securitised ate equity centage of AUM (+/-5%) per asset class invested in the area perty ge funds Brief description and measures of investment trenent in Finnish forests that are managed sustainably. agriculture	_ Justall	
 □ Fixed income - SSA □ Fixed income - Corporate (financial) □ Fixed income - Corporate (non-financial) □ Fixed income - Securitised ☑ Private equity 5Percentage of AUM (+/-5%) per asset class invested in the area □ Property □ Hedge funds Brief description and measures of investment	d income - SSA d income - Corporate (financial) d income - Corporate (non-financial) d income - Securitised ate equity centage of AUM (+/-5%) per asset class invested in the area perty ge funds Brief description and measures of investment truent in Finnish forests that are managed sustainably. agriculture		Asset class invested
 □ Fixed income - Corporate (financial) □ Fixed income - Corporate (non-financial) □ Fixed income - Securitised ☑ Private equity 5Percentage of AUM (+/-5%) per asset class invested in the area □ Property □ Hedge funds Brief description and measures of investment	d income - Corporate (financial) d income - Corporate (non-financial) d income - Securitised site equity centage of AUM (+/-5%) per asset class invested in the area perty ge funds Brief description and measures of investment trment in Finnish forests that are managed sustainably. agriculture		Listed equity
☐ Fixed income - Corporate (non-financial) ☐ Fixed income - Securitised ☑ Private equity ☐ SPercentage of AUM (+/-5%) per asset class invested in the area ☐ Property ☐ Hedge funds ☐ Brief description and measures of investment	d income - Corporate (non-financial) d income - Securitised ate equity centage of AUM (+/-5%) per asset class invested in the area perty ge funds Brief description and measures of investment thement in Finnish forests that are managed sustainably. agriculture		Fixed income - SSA
☐ Fixed income - Securitised ☑ Private equity 5Percentage of AUM (+/-5%) per asset class invested in the area ☐ Property ☐ Hedge funds Brief description and measures of investment	d income - Securitised sate equity centage of AUM (+/-5%) per asset class invested in the area perty ge funds Brief description and measures of investment trment in Finnish forests that are managed sustainably. agriculture		Fixed income - Corporate (financial)
 ✓ Private equity 5Percentage of AUM (+/-5%) per asset class invested in the area □ Property □ Hedge funds Brief description and measures of investment 	centage of AUM (+/-5%) per asset class invested in the area perty ge funds Brief description and measures of investment thement in Finnish forests that are managed sustainably. agriculture		Fixed income - Corporate (non-financial)
5Percentage of AUM (+/-5%) per asset class invested in the area Property Hedge funds Brief description and measures of investment	Deentage of AUM (+/-5%) per asset class invested in the area perty ge funds Brief description and measures of investment Itement in Finnish forests that are managed sustainably. Description and measures of investment in Finnish forests that are managed sustainably.		Fixed income - Securitised
☐ Property ☐ Hedge funds Brief description and measures of investment	Brief description and measures of investment trment in Finnish forests that are managed sustainably. agriculture	☑	Private equity
Hedge funds Brief description and measures of investment	Brief description and measures of investment tment in Finnish forests that are managed sustainably. agriculture		5Percentage of AUM (+/-5%) per asset class invested in the area
Brief description and measures of investment	Brief description and measures of investment transition in Finnish forests that are managed sustainably. agriculture		Property
	tract in Finnish forests that are managed sustainably. agriculture		Hedge funds
	traction Finnish forests that are managed sustainably. agriculture		Brief description and measures of investment
	agriculture	Δn	
☐ Sustainable agriculture		_ '	

			Asset class invested
			☐ Listed equity
			☐ Fixed income - SSA
			☐ Fixed income - Corporate (financial)
			▼ Fixed income - Corporate (non-financial)
			6Percentage of AUM (+/-5%) per asset class invested in the area
			☐ Fixed income - Securitised
			□ Private equity
			Property
			☐ Hedge funds
			Brief description and measures of investment
			We are lending to SMEs in Finland. Typically these are companies that for some reason are not able to get bank financing but are needing growth financing.
			□ Social enterprise / community investing
			Affordable housing
			_
			✓ Education
			Asset class invested
			Listed equity
			Fixed income - SSA
			Fixed income - Corporate (financial)
			☐ Fixed income - Corporate (non-financial)
			☐ Fixed income - Securitised
			☐ Private equity
			☑ Property
			5Percentage of AUM (+/-5%) per asset class invested in the area
			☐ Hedge funds
			Brief description and measures of investment
			We are building a campus for an arts university in Helsinki. We are planning the building to be a LEED Gold building.
			☐ Global health
			□ Water
			Other area, specify
) No	
		, 110	
		М	andatory Descriptive General
	SG 16	6.1	Describe how you address ESG issues for internally managed assets for which a specific PRI asset class module has yet to be developed
	36 10	J. 1	or for which you are not required to report because your assets are below the minimum threshold.
	Г	Asset Class	Describe what processes are in place and the outputs or outcomes achieved
		ASSEL CIAS	bescribe what processes are in place and the outputs of outcomes achieved
		Fixed incom SSA	We care about the quality of rule of law, government, the inclusiveness of organizations and human rights as well as level of corruption in our SSA investments. We only invest in reasonably responsible governments. We are also looking at the initiatives the governments are taking in terms of global agreements like Paris Agreement.
	C	Fixed incom Corporate non-financi	In our direct lending for customers we analyze the companies based on a nolistic long term fundamental credit analysis process which includes relevant ESG considerations.
	F	Private equi	In direct private equity we are in an active dialogue with the companies in which we are owners. We participate in nomination of the boards of directors and also in monitoring the actions of the companies in order to understand also the ESG side of risk and return.
SG 1	17	М	andatory Descriptive General
	SG 17	7.1	Describe how you address ESG issues for externally managed assets for which a specific PRI asset class module has yet to be developed or for which you are not required to report because your assets are below the minimum threshold.
		Asset Class	Describe what processes are in place and the outputs or outcomes achieved
	-		
	i	Fixed ncome - SSA	Our asset manager for EMD mandate has a very good ESG framework and process for managing EM government bonds. We discuss these issues with them periodically as we meet every other week.
		•	

	Our asset manager for corporate IG credit (mandate) has a very good ESG framework and process. They are trying to find good Green bonds to invest in as well. We discuss these issues with them periodically as we meet every other week.
Fixed income - Corporate (financial)	Our credit managers (funds) conduct fundamental credit analysis which take into account relevant ESG criteria and issues as part of the credit analysis. Anything that can impact cash flows in the short and long term negatively is analyzed. Our managers have quite concenbtrated portfolios.
(iiiianciai)	We conducted a questionnaire and asked for responses in various ESG matters. Most managers' fundamental focus includes ESG issue in investment analysis.
Private equity	We are in discussions with our managers and participate when applicable as Advisory Board members in interest conflict issues. In the search process ESG factors are taken into account as part of the evaluation process of potential managers. We do not invest in fun that focus on highly emitting sectors. We try to find managers that invest in clean tech or other technologies that will benefit from clima change mitigation.
Property	When analysing external managers we discuss the ESG policies of the managers and evaluate the track record of past investments also including resource efficiency. We like to see our managers take into account the potential future climate related risks.

Private PRI 2, 6 Indicate whether your organisation typically discloses asset class specific information proactively. Select the frequency of the disclosure to clients/beneficiaries and the public, and provide a URL to the public information. Selection, Appointment and Monitoring ✓ We do not disclose to either clients/beneficiaries or the public. O We disclose to clients/beneficiaries only. O We disclose to the public Listed equity - Incorporation $\ensuremath{\checkmark}$ We do not proactively disclose it to the public and/or clients/beneficiaries O We disclose to clients/beneficiaries only. O We disclose it publicly Listed equity - Engagement ✓ We do not disclose to either clients/beneficiaries or the public. We disclose to clients/beneficiaries only. O We disclose to the public Listed equity - (Proxy) Voting ✓ We do not disclose to either clients/beneficiaries or the public. O We disclose to clients/beneficiaries only. O We disclose to the public Property ✓ We do not disclose to either clients/beneficiaries or the public. O We disclose to clients/beneficiaries only. O We disclose to the public Additional information [Optional] SG 19.2 We do disclose our strategy and actions in informal meetings and always if asked. We participate in seminars where we describe how we work. We do not have resources to conduct a lot of reporting systematically to the public as of yet. We are trying to develop our communication and reporting. New regulation and self regulation of the finance sector is developing towards more reporting and we will increase reporting in the future as our systems are

Checks Checks

🗹 If there are any messages below, please review them before continuing. If there are no messages below, please save this page and continue.

developed to support more reporting.

	Mandatory				Gateway			PRI
M 01.1	Indicate which of your listed equity			you re	quire your external m	anager(s) to implement on your behal	If for a
		ment strategies						
А	Active investment strategies		FI - Corporate (non-final	ncial)				
S	Screening	€	⊻					
Т	hematic							
Ir	ntegration	€	✓					
N	None of the above							
	Passive inves	stment strategies						
Р	Passive investment strategic	es Listed Equity	7					
S	Screening							
Т	hematic							
Ir	ntegration							
N	None of the above	€						
M 01.2	Additional inform	ation. [Optional]	_					
	refer to our policy found on t	he website which					il. In addtition to required polic	ies v
(allu lla	ave done so) include some th	егналс оррогин	ties whenever they make s	sense i	Core Assessed	. OI VIEW		PRI
M 02.1	managers	elated informatio	on your organisation typica	ally cov	ers in the majority of	selectio	on documentation for your ext	erna
				LE	FI - Corporate (non-fi	inancial))	
Your o	organisation's investment str	ategy and how ES	SG objectives relate to it	Y	∀			
ESG in	ncorporation requirements			Y	∀			
ESG re	eporting requirements			Y	₹			
Other				Y	₹			
No RI i	information covered in the se	election documer	ntation					
	You selected an `	Other` option in ta	able SAM 02.1 above, plea	00.000				
	olly yaa managar'a atandard			ise spe	cify			
				ormatio	on with our own propr		uestionnaires, including our Es	
questio		ne investment DD	to comprehensive onsite	ormatio	on with our own propr		uestionnaires, including our Es interparty. This allows us to pr	
questio	onnaire. We also base lot of the level of sophistication at Explain how your	ne investment DD and integration of organisation eva	to comprehensive onsite ESG policy.	ormatio time w	on with our own propr with the whole team of	the cou		oper
question evaluate	onnaire. We also base lot of the the level of sophistication a	ne investment DD and integration of organisation eva	to comprehensive onsite ESG policy.	ormatio time w	on with our own propr with the whole team of	the cou	interparty. This allows us to pr	oper
question evaluate	onnaire. We also base lot of the level of sophistication at Explain how your	ne investment DD and integration of organisation eva	to comprehensive onsite ESG policy.	ormatio time w	on with our own propr with the whole team of	een your	nterparty. This allows us to pr	roper
question evaluate M 02.2	ennaire. We also base lot of the tenthe level of sophistication at Explain how your investment appro	ne investment DD and integration of organisation eva orach	to comprehensive onsite ESG policy.	ormatio time w	on with our own propr ith the whole team of a ability to align betwo	the course	rinvestment strategy and their	roper
question evaluate M 02.2	ennaire. We also base lot of the tenthe level of sophistication at Explain how your investment approximately Strategy Assess the time horizon of the	ne investment DD and integration of organisation eva each	to comprehensive onsite ESG policy. luates the investment ma	ormatio time w	on with our own propr ith the whole team of a ability to align betwo	een your	rinvestment strategy and their	roper
question evaluate M 02.2	ennaire. We also base lot of the tenthe level of sophistication at Explain how your investment appro	ne investment DD and integration of organisation eva each	to comprehensive onsite ESG policy. luates the investment ma	ormatio time w	on with our own propr ith the whole team of a ability to align betwo	the course	rinvestment strategy and their	roper
question evaluate M 02.2	ennaire. We also base lot of the tenthe level of sophistication at Explain how your investment approximately Strategy Assess the time horizon of the	ne investment DD and integration of organisation eva each e investment mar ent policy and its	to comprehensive onsite ESG policy. luates the investment manager's offering vs. your/but reference to ESG	ormatio time w	on with our own propr ith the whole team of s ability to align between aries' requirements	LE 😴	rinvestment strategy and their	roper
question evaluate M 02.2	Explain how your investment appro	ne investment DD and integration of organisation eva aach e investment mar ent policy and its ach and how ESG	to comprehensive onsite FESG policy. Iluates the investment ma mager's offering vs. your/be reference to ESG objectives are implement	ormatio time w	on with our own propr ith the whole team of s ability to align between aries' requirements	LE 😴	rinvestment strategy and their	roper
question evaluate M 02.2	Explain how your investment approx Strategy Assess the time horizon of the assess the quality of investment approx Assess the investment approx Assess t	ne investment DD and integration of organisation eva ach e investment mar ent policy and its ach and how ESG vel vs. product-lev	to comprehensive onsite FESG policy. Iluates the investment ma mager's offering vs. your/be reference to ESG objectives are implement	ormatio time w	on with our own propr ith the whole team of s ability to align between aries' requirements	LE &	rinvestment strategy and their	roper
question evaluate M 02.2	Explain how your investment approx Assess the time horizon of the Assess the investment approx Review the manager's firm-level approximately	ne investment DD and integration of organisation eva ach e investment mar ent policy and its ach and how ESG vel vs. product-lev	to comprehensive onsite FESG policy. Iluates the investment ma mager's offering vs. your/be reference to ESG objectives are implement	ormatio time w	on with our own propr ith the whole team of s ability to align between aries' requirements	LE S S S	rinvestment strategy and their	roperl
M 02.2	Explain how your investment approximates the level of sophistication at Explain how your investment approximates the time horizon of the Assess the quality of investment approximates the investment approximates the investment approximates the ESG definitions to	ne investment DD and integration of organisation eva ach e investment mar ent policy and its ach and how ESG vel vs. product-lev	to comprehensive onsite FESG policy. Iluates the investment ma mager's offering vs. your/be reference to ESG objectives are implement	ormatio time w	on with our own propr ith the whole team of s ability to align between aries' requirements	LE S S S	rinvestment strategy and their investment strategy and their inves	roperl

Review and agree the use of ESG data in the investment decisions Review and agree the use of ESG data in the investment decisions Review and agree the impact of ESG analysis on investment decisions Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG risk Imits at athe portfolio level (portfolio construction) and other ESG objectives Review and agree ESG risk Imits at athe portfolio level (portfolio construction) and other ESG objectives Review how ESG materiality is evaluated by the manager Review process for defining and communicating on ESG incidents Review and agree ESG reporting frequency and detail Other, specify None of the above 2. Indicate the selection process and its ESG/RI components Review responses to RIP, RII, DDQ etc. Review responses to RIP a limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review valuable information on ESG/RI Review PRI Transparency Reports Corter, specify Our own customized ESG questionnaire that is sent to managers on recurring basis Cother, specify Our own customized ESG questionnaire that is sent to managers on recurring basis Cother, specify Our own customized ESG questionnaire that is sent to managers on recurring basis Cother, specify Our own customized ESG questionnaire that is sent to managers on recurring basis Cother, specify Our own customized ESG questionnaire that is sent to managers on recurring basis Cother, specify Our own customized ESG questionnaire that is sent to managers on recurring basis Cother, specify Our own customized ESG questionnaire that is sent to managers on recurring basis Cother, specify Our own customized ESG questionnaire that is sent to managers on recurring basis	Review how is ESG implementation enforced /ensured Review the manager's Repronotion efforts and engagement with the industry	Deview the sussisting		ns	\checkmark	\checkmark			
Beview the manager's Ri-promotion efforts and engagement with the industry	Review the manager's Ri promotion efforts and engagement with the industry Other None of the above Process/portfolio construction/investment valuation Review the process for ensuring the quality of the ESG data used Review and agree the use of ESG data in the investment decision making process Review and agree the use of ESG data in the investment decisions Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG risk firms at athe portfolio level (portfolio construction) and other ESG objectives Review and agree ESG risk firms at athe portfolio level (portfolio construction) and other ESG objectives Review process for defining and communicating on ESG incidents Review process for defining and communicating on ESG incidents Review process for defining and communicating on ESG incidents Review process for defining and communicating on ESG incidents Review process for Review process and Its ESG/RI components Review responses to RFIP, RfI, DDQ etc. Review PSS/RI responses to RFIP, RfI, DDQ etc. Review PRI Transparency Reports Review and advisous PRI Assessment Reports Review process on ESG/RI data and processes Review process of ESG Reportation on ESG/RI Review process on ESG/RI data and processes Review process on ESG/RI data and pro	Review the oversight and respons	sibilities	of ESG implementation	⋖	∀			
Other None of the above Process/portfolio construction/investment valuation LE F - Corporate (non-fire Review the process for ensuring the quality of the ESG data used	None of the above	Review how is ESG implementation	on enfor	ced /ensured					
Process/portfolio construction/investment valuation Process/portfolio construction/investment valuation LE FI - Corporate (non-fire Review the process for ensuring the quality of the ESG data used	Process/portfolio construction/investment valuation Process/portfolio construction/investment valuation	Review the manager's RI-promoti	ion effor	rts and engagement with the industry	✓				
Process/portfolio construction/investment valuation LE Fi - Corporate (non-firence) Review and agree the use of ESG data in the investment decisions making process Review and agree the impact of ESG analysis on investment decisions Review and agree the impact of ESG analysis on investment decisions Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG risk firmtework Review and agree ESG risk firmtework Review nove ESG materiality is evaluated by the manager Review how ESG materiality is evaluated by the manager Review process for defining and communicating on ESG incidents Review and agree ESG reporting frequency and detail Review and agree ESG reporting frequency and detail Review process for defining and communicating on ESG incidents Review process for BFIR Fill DQ etc. Review process for the above Review process for the abov	Process/portfolio construction/investment valuation LE R - Corporate (non-finar Review the process for ensuring the quality of the ESG data used	Other							
Review the process for ensuring the quality of the ESG data used Review and agree the use of ESG data in the investment decision making process Review and agree the impact of ESG analysis on investment decisions Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG risk framework Review and agree ESG risk limits at athe portfolio level (portfolio construction) and other ESG objectives Review how ESG materiality is evaluated by the manager Review process for defining and communicating on ESG incidents Review and agree ESG reporting frequency and detail Other, specify None of the above 102.3 Indicate the selection process and its ESG/RI components Review responses to RRIP, RII, DIQ etc. Review publicly available information on ESG/RI Review assurance process on ESG/RI data and processes Review publicly available information on ESG/RI Review assurance process on ESG/RI data and processes Review publicly available information on ESG/RI Revi	Review and agree the impact of ESG data in the investment decision making process Review and agree the use of ESG data in the investment decision making process Review and agree the impact of ESG analysis on investment decisions Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG risk framework Review and agree ESG risk first set the portfolio level (portfolio construction) and other ESG objectives Review how ESG materiality is evaluated by the manager Review process for defining and communicating on ESG incidents Review process for defining and communicating on ESG incidents Review process for defining and communicating on ESG incidents Review process for Review process and its ESG/RI components 3. Review process for RP, RIT, DDQ etc. 1. Review responses to RPR, RIT, DDQ etc. 1. Review responses to RPR, RIT, DDQ etc. 1. Review responses to RPR strip to the portroise Responsible Investment Due Diligence Questionnaire (I,P DDQ) 3. Review publicly available information on ESG/RI 3. Review publicly available information on ESG/RI 4. Review and and discuss PRI Assessment Reports 5. Review publicly available information on ESG/RI 5. Review publicly available information on ESG/RI 6. Review publicly available information on Review publicly available information on publicly	None of the above							
Review the process for ensuring the quality of the ESG data used Review and agree the use of ESG data in the investment decision making process Review and agree the impact of ESG analysis on investment decisions Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG risk framework Review and agree ESG risk limits at athe portfolio level (portfolio construction) and other ESG objectives Review how ESG materiality is evaluated by the manager Review how ESG materiality is evaluated by the manager Review process for defining and communicating on ESG incidents Review and agree ESG reporting frequency and detail Other, specify None of the above 10.2.3 Indicate the selection process and its ESG/Ri components Review responses to RRP, RRI, DDQ etc. Review responses to RRP st limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review vasurance process on ESG/Ri data and processes Review publicly available information on ESG/Ri Review publicly available information on ESG/Ri Review post and discuss PRI Assessment Reports Meetings with the potential shortlisted managers covering ESG/Ri themes Site visits to potential managers offices Our own customized ESG questionnaire that is sent to managers on recurring basis 10.4 When selecting external managers does your organization set any of the following: LE R - Corporate (non-financial) ESG performance development targets Well When selecting external managers does your organization set any of the following: LE R - Corporate (non-financial) ESG performance development targets Other RI considerations	Review the process for ensuring the quality of the ESG data used Review and agree the use of ESG data in the investment decision making process Review and agree the impact of ESG analysis on investment decisions Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG objectives (e.g. risk remework Review and agree ESG risk framework Review how ESG materiality is evaluated by the manager Review process for defining and communicating on ESG incidents Review more process for defining and communicating on ESG incidents Review and agree ESG reporting frequency and detail Other, specify None of the above Other, specify None of the above Other specify Review ESG/Ri responses to RFP, RII, DOQ etc. Review responses to PRFI climited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review publicly available information on ESG/Rii Review assurance process on ESG/Rii data and processes Review PRI Transparency Reports Review PRI Transparency Reports Review PRI Transparency Reports Review Internation on ESG/Rii and and processes Site visits to potential managers offices Other, specify Our own customized ESG questionnaire that is sent to managers on recurring basis Site visits to potential managers offices Other, specify Our own customized ESG questionnaire that is sent to managers on recurring basis Communication of the above Our own customized development targets Our own cust	Process/portfoli	o const	ruction/investment valuation					
Review and agree the use of ESG data in the investment decision making process Review and agree the impact of ESG analysis on investment decisions Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG risk limits at athe portfolio level (portfolio construction) and other ESG objectives Review how ESG materiality is evaluated by the manager Review how ESG materiality is evaluated by the manager Review process for defining and communicating on ESG incidents Review and agree ESG reporting frequency and detail Other, specify None of the above 2.3 Indicate the selection process and its ESG/RI components Review responses to RFP, RI, DDQ etc. Review publicly available information on ESG/RI Review publicly available information on ESG/RI Review publicly available information on ESG/RI Review PRI Transparency Reports Requires and discuss PRI Assessment Reports Meetings with the potential shortlisted managers covering ESG/RI themes Site visits to potential managers offices Our own customized ESG questionnaire that is sent to managers on recurring basis 2.4 When selecting external managers does your organication set any of the following: LE RI - Corporate (non-financial) ESG performance development targets When selecting external managers does your organication set any of the following: LE RI - Corporate (non-financial) ESG performance development targets When selecting external managers does your organication set any of the following: LE RI - Corporate (non-financial) CSG performance development targets Dither RI considerations	Review and agree the use of ESG data in the investment decision making process Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG risk framework Review and agree ESG risk firmework Review and agree ESG risk limits at athe portfolio level (portfolio construction) and other ESG objectives Review how ESG materiality is evaluated by the manager Review how ESG materiality is evaluated by the manager Review and agree ESG reporting frequency and detail Other, specify None of the above 10.2.3 Indicate the selection process and its ESG/RI components Review reponses to RfR, RfL DDQ etc. Review publicly available information on ESG/RI Review publicly available information on ESG/RI Review assurance process on ESGRI data and processes Review publicly available information on ESG/RI Review assurance process on ESGRI data and processes Review publicly available information on ESG/RI Review processes Review p						LE	FI - Co	rporate (non-financi
Review and agree the impact of ESG analysis on investment decisions. Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG risk limits at athe portfolio level (portfolio construction) and other ESG objectives Review and agree ESG risk limits at athe portfolio level (portfolio construction) and other ESG objectives Review how ESG materiality is evaluated by the manager Review process for defining and communicating on ESG incidents Review and agree ESG reporting frequency and detail Other, specify None of the above 102.3 Indicate the selection process and its ESG/RI components Review responses to RIP, RII, DDQ etc. Review ESG/RI responses to RIP, RII, DDQ etc. Review publicly available information on ESG/RI Review assurance process on ESG/RI data and processes Review PRI Transparency Reports Review PRI Transparency Reports Review process on ESG/RI data and processes Review process on ESG/RI themes The extremal process on ESG/RI data and processes Review process on ESG/RI data and processes Review process on ESG/RI themes The extremal process of ESG/RI themes The extremal process of ESG	Review and agree the impact of ESG analysis on investment decisions Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG risk firamework Review and agree ESG risk limits at athe portfolio level (portfolio construction) and other ESG objectives Review how ESG materiality is evaluated by the manager Review how ESG materiality is evaluated by the manager Review process for defining and communicating on ESG incidents Review and agree ESG reporting frequency and detail Other, specify None of the above 02.3 Indicate the selection process and its ESG/RI components Review responses to RFP, Rft, DDQ etc. Review publicly available information on ESG/RI Review publicly available information on ESG/RI Review assurance process on ESG/RI data and processes Review for the above 0.2.4 When selecting external managers covering ESG/RI themes Site visits to potential managers offices 1. Corporate (non-financial) ESG performance development targets COLF of the specify Cour own customized ESG questionnaire that is sent to managers on recurring basis COLF of the specify Course of the above Mandatory Additional Assessed	Review the process for ensuring t	the qual	ity of the ESG data used					
Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG risk limits at athe portfolio level (portfolio construction) and other ESG objectives Review and agree ESG risk limits at athe portfolio level (portfolio construction) and other ESG objectives Review how ESG materiality is evaluated by the manager Review process for defining and communicating on ESG incidents Review and agree ESG reporting frequency and detail Other, specify None of the above 10.23 Indicate the selection process and its ESC/RI components Review ESG/RI responses to Rfl? Rfl. DQ etc. Review publicly available information on ESG/RI Review publicly available information on ESG/RI Review publicly available information on ESG/RI Review assurance process on ESG/RI data and processes Review Review RRI Transparency Reports Meetings with the potential shortlisted managers covering ESG/RI themes Site visits to potential managers offices Our own customized ESG questionnaire that is sent to managers on recurring basis 10.4 When selecting external managers does your organisation set any of the following: IEE RI- Corporate (non-financial) SiG performance development targets Real world economy targets CSG over	Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) Review and agree ESG risk limits at athe portfolio level (portfolio construction) and other ESG objectives Review mad agree ESG risk limits at athe portfolio level (portfolio construction) and other ESG objectives Review mow ESG materiality is evaluated by the manager Review mow ESG materiality is evaluated by the manager Review mow ESG materiality is evaluated by the manager Review and agree ESG reporting frequency and detail Other, specify None of the above 1	Review and agree the use of ESG	data in	the investment decision making proce	ess				
Review and agree manager's ESG risk framework Review and agree ESG risk limits at athe portfolio level (portfolio construction) and other ESG objectives Review how ESG materiality is evaluated by the manager Review process for defining and communicating on ESG incidents Review and agree ESG reporting frequency and detail Other, specify None of the above 102.3 Indicate the selection process and its ESG/RI components Review ESG/RI responses to RfP, Rff, DDQ etc. Review PSG/RI responses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review publicly available information on ESG/RI Review assurance process on ESG/RI data and processes Request and discuss PRI Assessment Reports Meetings with the potential shortlisted managers covering ESG/RI themes Site visits to potential managers offices Our own customized ESG questionnaire that is sent to managers on recurring basis 02.4 When selecting external managers does your organisation set any of the following: EEF - Corporate (non-financial) ESG performance development targets Other Ri considerations Dither Ri considerations Dither Ri considerations Dither Ri considerations	Review and agree ESG risk framework Review and agree ESG risk limits at athe portfolio level (portfolio construction) and other ESG objectives Review how ESG materiality is evaluated by the manager Review how ESG materiality is evaluated by the manager Review process for defining and communicating on ESG incidents Review and agree ESG reporting frequency and detail Other, specify None of the above 0	Review and agree the impact of E	SG anal	ysis on investment decisions			Y	✓	
Review Process for defining and communicating on ESG incidents Review process for defining and communicating on ESG incidents Review and agree ESG reporting frequency and detail Other, specify None of the above Other, specify Other	Review how ESG materiality is evaluated by the manager Review how ESG materiality is evaluated by the manager Review process for defining and communicating on ESG incidents Review and agree ESG reporting frequency and detail Other, specify None of the above Indicate the selection process and its ESG/RI components Review ESG/RI responses to RFP, RfI, DDQ etc. Review responses to PRF st Limited Partners Responsible Investment Due Diligence Questionnaire (LP DDQ) Review publicly available information on ESG/RI Review and agree ESG reporting frequency and detail Other, specify None of the above Review PSG/RI responses to RFP, RfI, DDQ etc. Review publicly available information on ESG/RI Review assurance process on ESG/RI data and processes Review PRI Transparency Reports Request and discuss PRI Assessment Reports Request and discuss PRI Assessment Reports Request and discuss PRI Assessment Reports Our own customized ESG questionnaire that is sent to managers on recurring basis Our own customized ESG questionnaire that is sent to managers on recurring basis Our own customized ESG questionnaire that is sent to managers on recurring basis Our own customized ESG questionnaire that is sent to managers on recurring basis Our own customized ESG questionnaire that is sent to managers on recurring basis Our own customized ESG questionnaire that is sent to managers on recurring basis Our own customized ESG questionnaire that is sent to managers on recurring basis Our own customized ESG questionnaire that is sent to managers on recurring basis Our own customized ESG questionnaire that is sent to managers on recurring basis Our own customized ESG questionnaire that is sent to managers on recurring basis Our own customized ESG questionnaire that is sent to managers on recurring basis Our own customized ESG questionnaire that is sent to managers on recurring basis Our own customized ESG questionnaire that is sent to managers on recurring basis Our own customized ESG questionnaire that is sent to	Review and agree ESG objectives	(e.g. ris	k reduction, return seeking, real-world	impac	t)	✓	✓	
Review process for defining and communicating on ESG incidents Review and agree ESG reporting frequency and detail Other, specify None of the above 10.2.3 Indicate the selection process and its ESG/RI components Review ESG/RI responses to RfP, RfI, DDQ etc. Review ESG/RI responses to RfP, RfI, DDQ etc. Review process on ESG/RI data and processes Review PRI Transparency Reports Review PRI Transparency Reports Review PRI Transparency Reports Review prictions with the potential shortlisted managers covering ESG/RI themes Stee visits to potential managers offices Other, specify Our own customized ESG questionnaire that is sent to managers on recurring basis 12.4 When selecting external managers does your organisation set any of the following: EE FI - Corporate (non-financial) ESG score Fig. Gerformance development targets Real world economy targets Dither RI considerations	Review how ESG materiality is evaluated by the manager Review process for defining and communicating on ESG incidents Review and agree ESG reporting frequency and detail Other, specify None of the above 102.3 Indicate the selection process and its ESG/RI components Review ESG/RI responses to RFP, Rfl, DDQ etc. Review ESG/RI responses to RFP, Rfl, DDQ etc. Review responses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review publicly available information on ESG/RI Review assurance process on ESG/RI data and processes Review PRI Transparency Reports Requiew and discuss PRI Assessment Reports Meetings with the potential shortlisted managers covering ESG/RI themes Steview is to potential managers offices Our own customized ESG questionnaire that is sent to managers on recurring basis 22.4 When selecting external managers does your organisation set any of the following: EEF - Corporate (non-financial) ESG performance development targets We sell world economy targets Other RI considerations None of the above Mandatory Additional Assessed	Review and agree manager's ESG	irisk fra	mework			✓	✓	
Review process for defining and communicating on ESG incidents Review and agree ESG reporting frequency and detail Other, specify None of the above Didicate the selection process and its ESG/RI components Review ESG/RI responses to RIP, RfI, DDQ etc. Review ESG/RI responses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review publicly available information on ESG/RI Review assurance process on ESG/RI data and processes Review PRI Transparency Reports Request and discuss PRI Assessment Reports Site visits to potential shortlisted managers covering ESG/RI themes Site visits to potential managers offices Other, specify Our own customized ESG questionnaire that is sent to managers on recurring basis 2.4 When selecting external managers does your organisation set any of the following: EE FI - Corporate (non-financial) ESG performance development targets Site visit to potential managers of to the following: LE FI - Corporate (non-financial) ESG score Site visit of potential managers of the following: LE FI - Corporate (non-financial) ESG score Site visit of potential managers of the following: LE FI - Corporate (non-financial) ESG score Site visit of potential managers of the following: LE FI - Corporate (non-financial) ESG score Site visit of potential managers of the following: LE FI - Corporate (non-financial) ESG score Site visit of potential managers of the following:	Review process for defining and communicating on ESG incidents Review and agree ESG reporting frequency and detail Other, specify None of the above D1.2.3 Indicate the selection process and its ESG/RI components Review PSG/RI responses to Rife, Rift, DDQ etc. Review PSG/RI responses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review responses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review publicly available information on ESG/RI Review assurance process on ESG/RI data and processes Review PRI Transparency Reports Request and discuss PRI Assessment Reports Meetings with the potential shortlisted managers covering ESG/RI themes Site visits to potential managers offices Our own customized ESG questionnaire that is sent to managers on recurring basis D2.4 When selecting external managers does your organisation set any of the following: LE FI - Corporate (non-financial) SG score D3.5 D4.5 D4.5 D5.5 D5.5 D6.5 D6.5 D7.5	Review and agree ESG risk limits	at athe	portfolio level (portfolio construction)	and ot	her ESG objectives			
Review and agree ESG reporting frequency and detail Other, specify None of the above Indicate the selection process and its ESG/RI components Review ESG/RI responses to RfP, RfI, DDQ etc. Review ESG/RI responses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review publicly available information on ESG/RI Review assurance process on ESG/RI data and processes Review PRI Transparency Reports Request and discuss PRI Assessment Reports Meetings with the potential shortlisted managers covering ESG/RI themes Site visits to potential managers offices Other, specify Our own customized ESG questionnaire that is sent to managers on recurring basis 22.4 When selecting external managers does your organisation set any of the following: EE FI - Corporate (non-financial) ESG performance development targets ESG score Sign weight Cast profits of the following cast of t	Review and agree ESG reporting frequency and detail Other, specify None of the above D12.3 Indicate the selection process and its ESG/Rt components Review ESG/Rt responses to RfP, Rft, DDQ etc. Review responses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review assurance process on ESG/Rt data and processes Review PRI Transparency Reports Request and discuss PRI Assessment Reports Meetings with the potential shortlisted managers covering ESG/Rt themes Site visits to potential managers offices Other, specify Our own customized ESG questionnaire that is sent to managers on recurring basis D2.4 When selecting external managers does your organisation set any of the following: EE FI - Corporate (non-financial) ESG performance development targets ESG score ESG weight Calculate the above Mandatory Additional Assessed	Review how ESG materiality is ev	aluated	by the manager					
Review and agree ESG reporting frequency and detail Other, specify None of the above Indicate the selection process and its ESG/RI components Review ESG/RI responses to RfP, RfI, DDQ etc. Review responses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review publicly available information on ESG/RI Review assurance process on ESG/RI data and processes Review PRI Transparency Reports Request and discuss PRI Assessment Reports Meetings with the potential shortlisted managers covering ESG/RI themes Site visits to potential managers offices Other, specify Our own customized ESG questionnaire that is sent to managers on recurring basis 2.4 When selecting external managers does your organisation set any of the following: EE FI - Corporate (non-financial) ESG performance development targets ESG score Sign weight Cast Sign weight	Review and agree ESG reporting frequency and detail Other, specify None of the above D1.2.3 Indicate the selection process and its ESG/RI components Review ESG/RI responses to RIP, RIf, DDQ etc. Review responses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review responses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review assurance process on ESG/RI data and processes Review PRI Transparency Reports Request and discuss PRI Assessment Reports Meetings with the potential shortlisted managers covering ESG/RI themes Site visits to potential managers offices Other, specify Our own customized ESG questionnaire that is sent to managers on recurring basis D2.4 When selecting external managers does your organisation set any of the following: EE FI - Corporate (non-financial) ESG performance development targets SiG score D3.2.4 When selecting external managers does your organisation set any of the following: ESG score D3.2.5 Additional Assessed Mandatory Additional Assessed						✓	✓	
None of the above	None of the above	Review and agree ESG reporting	frequen	cy and detail			✓	✓	
Indicate the selection process and its ESG/RI components Review ESG/RI responses to RfP, RfI, DDQ etc. Review presponses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review publicly available information on ESG/RI Review assurance process on ESG/RI data and processes Review PRI Transparency Reports Request and discuss PRI Assessment Reports Meetings with the potential shortlisted managers covering ESG/RI themes Site visits to potential managers offices Other, specify Our own customized ESG questionnaire that is sent to managers on recurring basis 12.4 When selecting external managers does your organisation set any of the following: Sign performance development targets Sign score Sign score Sign weight Calculate the selection process and its ESG/RI components Review ESG/RI themes Fi - Corporate (non-financial) Sign performance development targets Sign weight Calculate the selection process and its ESG/RI components Calculate Transparency Cal	None of the above	Other, specify		·					
Indicate the selection process and its ESG/RI components Review ESG/RI responses to RfP, RfI, DDQ etc. Review responses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review publicly available information on ESG/RI Review assurance process on ESG/RI data and processes Review PRI Transparency Reports Request and discuss PRI Assessment Reports Meetings with the potential shortlisted managers covering ESG/RI themes Site visits to potential managers offices Other, specify Our own customized ESG questionnaire that is sent to managers on recurring basis DLE FI - Corporate (non-financial) ESG performance development targets Dither RI considerations	Indicate the selection process and its ESG/RI components Review ESG/RI responses to RfP, RfI, DDQ etc. Review responses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review publicly available information on ESG/RI Review PRI Transparency Reports Request and discuss PRI Assessment Reports Meetings with the potential shortlisted managers covering ESG/RI themes Site visits to potential managers offices Other, specify Our own customized ESG questionnaire that is sent to managers on recurring basis 1. E FI - Corporate (non-financial) ESG performance development targets Sign weight Seal world economy targets Other RI considerations Other RI considerations Indicate how your organisation typically evaluates the manager's active ownership practices in the majority of the manager of the manager's active ownership practices in the majority of the manager of the manager's active ownership practices in the majority of the manager of the manager's active ownership practices in the majority of the manager's active ownership practices in the majority of the manager's active ownership practices in the majority of the manager's active ownership practices in the majority of the manager's active ownership practices in the majority of the manager's active ownership practices in the majority of the manager's active ownership practices in the majority of the manager's active ownership practices in the majority of the manager's active ownership practices in the majority of the manager's active ownership practices in the majority of the manager's active ownership practices in the majority of the manager's active ownership practices in the majority of the manager's active ownership practices in the majority of the manager's active ownership practices in the majority of the manager's active ownership practices in the majority of the manager's active ownership practices in the majority of the manager's active ownership practices in the majority of the manager's active ownership prac								
Review ESG/RI responses to RfP, RfI, DDQ etc. Review responses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review publicly available information on ESG/RI Review assurance process on ESG/RI data and processes Review PRI Transparency Reports Request and discuss PRI Assessment Reports Meetings with the potential shortlisted managers covering ESG/RI themes Site visits to potential managers offices Other, specify Our own customized ESG questionnaire that is sent to managers on recurring basis O2.4 When selecting external managers does your organisation set any of the following: EE FI - Corporate (non-financial) ESG performance development targets Sign weight Call world economy targets	Review ESG/RI responses to RfP, RfI, DDQ etc. Review responses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ) Review publicly available information on ESG/RI Review publicly available information on ESG/RI Review publicly available information on ESG/RI Review assurance process on ESG/RI data and processes Review PRI Transparency Reports Request and discuss PRI Assessment Reports Meetings with the potential shortlisted managers covering ESG/RI themes Site visits to potential managers offices Other, specify Our own customized ESG questionnaire that is sent to managers on recurring basis D2.4 When selecting external managers does your organisation set any of the following: LE FI - Corporate (non-financial) ESG performance development targets Sign score Sign weight Call world economy targets Call world economy targets Call world economy targets Call world economy targets Call middle to world economy targets Call middle to world economy targets Call world economy targets Call middle e								
LE FI - Corporate (non-financial) ESG performance development targets SG score SG weight	LE FI - Corporate (non-financial) SGG performance development targets		rii data	and proceeded					
ESG performance development targets ESG score ESG weight	ESG performance development targets	Meetings with the potential shortlist Site visits to potential managers off Other, specify	ted man	nagers covering ESG/RI themes	basis				
ESG score Solution ESG weight Real world economy targets Other RI considerations	ESG score ESG weight Cher RI considerations None of the above Mandatory Additional Assessed Indicate how your organisation typically evaluates the manager's active ownership practices in the majority of the manager services.	Meetings with the potential shortlist Site visits to potential managers off Other, specify Our own customized ESG question	ted man fices onnaire t	nagers covering ESG/RI themes that is sent to managers on recurring		following:			
ESG weight	Real world economy targets Other RI considerations Other Alditional Assessed Mandatory Additional Assessed Indicate how your organisation typically evaluates the manager's active ownership practices in the majority of the manager's	Meetings with the potential shortlist Site visits to potential managers off Other, specify Our own customized ESG question	ted man	nagers covering ESG/RI themes that is sent to managers on recurring agers does your organisation set any		following:			
Real world economy targets	Real world economy targets	Meetings with the potential shortlist Site visits to potential managers off Other, specify Our own customized ESG question When selecting external	ted man fices onnaire f	that is sent to managers on recurring agers does your organisation set any		following:			
Other RI considerations	Other RI considerations	Meetings with the potential shortlist Site visits to potential managers off Other, specify Our own customized ESG question When selecting extern SG performance development targets	ted man fices onnaire to the first teaching the first teaching teaching the first teaching t	that is sent to managers on recurring agers does your organisation set any FI - Corporate (non-financial)		following:			
	Mandatory Additional Assessed 103.1 Indicate how your organisation typically evaluates the manager's active ownership practices in the majority of the manager's	Meetings with the potential shortlist Site visits to potential managers off Other, specify Our own customized ESG question When selecting extern ESG performance development targets ESG score	ted man fices connaire final man LE S Y	that is sent to managers on recurring agers does your organisation set any FI - Corporate (non-financial)		following:			
None of the above	Mandatory Additional Assessed 103.1 Indicate how your organisation typically evaluates the manager's active ownership practices in the majority of the manager's	Meetings with the potential shortlist Site visits to potential managers off Other, specify Our own customized ESG questic O2.4 When selecting exter ESG performance development targets ESG score ESG weight	ted man fices onnaire final man LE S G C	that is sent to managers on recurring agers does your organisation set any FI - Corporate (non-financial)		following:			
	03.1 Indicate how your organisation typically evaluates the manager's active ownership practices in the majority of the manager s	Meetings with the potential shortlist Site visits to potential managers off Other, specify Our own customized ESG questic When selecting exter SG performance development targets SG score SG weight Real world economy targets	nal man	that is sent to managers on recurring agers does your organisation set any FI - Corporate (non-financial)		following:			
Mandatory Additional Assessed	03.1 Indicate how your organisation typically evaluates the manager's active ownership practices in the majority of the manager s	Meetings with the potential shortlist Site visits to potential managers off Other, specify Our own customized ESG question O2.4 When selecting exter ESG performance development targets ESG score ESG weight Real world economy targets Other RI considerations	ted man fices onnaire final man LE S G O O	that is sent to managers on recurring agers does your organisation set any FI - Corporate (non-financial)		following:			
		Meetings with the potential shortlist Site visits to potential managers off Other, specify Our own customized ESG question O2.4 When selecting extern SSG performance development targets SSG score SSG weight Real world economy targets Other RI considerations Hone of the above Mandatory Indicate how your org O3.1 Indicate how your org	ted man fices onnaire final man LE S W O O	that is sent to managers on recurring agers does your organisation set any FI - Corporate (non-financial)	of the	tional Assessed	i in the	e majority	of the manager se

Rev	view the	manager'	s engagement	JUNCY			\checkmark	$ \mathbf{Z} $		
Rev	view the	manager'	s engagement į	orocess (with exa	amples and outcome	es)	✓	€		
Ens	sure whe	ether enga	gement outcon	nes feed back int	o the investment de	cision-making process	✓	€		
Oth	her enga	gement is	sues in your sel	ection process s	pecify					
SAM 03.2		Describe	haurvarraaaa	a if the manager	'a angagamant annu	and in offentive				
	ect on inv	estment o		is ir the manager	s engagement appro	Dacif is effective.				
			get company o	r asset class						
			f company or t							
☑ Evide	ence of c	hanges in	corporate prac	tices(i.e. ESG poli	icies and implement	ation activities)				
Other	r, specify	/								
☐ None	e of the a	above								
04	Mand	latory				Core Assessed				PR
SAM 04.1		Indicate	f in the majorit	y of cases and w	here the structure of	the product allows, yo	our org	anisation does	any of the follow	ving as p
				nt and/or comm		.,	J		, , , , , , ,	3 ** (*
_			rks or ESG ber							
_				lated exclusions/						
_				he ESG objective	S					
_			SG objectives							
_			t manager to a	dhere to ESG gui	delines, regulations,	principles or standards	3			
✓ Other,	r, specity	/ (1)								
		sp	ecify							
V Other,	r, specify	/ (2)	oprietary ESG c	lassification met	hodology. In some c	ases we set targets on	ппріс	vernent measu	ned on that soul	<u>.</u>
Other,	r, specify	/ (2) above Provide a	n example per		our benchmarks, obje	ases we set targets on				
☐ Other,☐ None	r, specify	Provide a	n example per	asset class of yo	our benchmarks, obje					
Other, None	r, specify e of the a	Provide a	n example per ed in your man	asset class of yo	our benchmarks, obje					
Other, None	r, specify e of the a	Provide a be includ	n example per ed in your man	asset class of yo	our benchmarks, obje					
Other, None	r, specify e of the a	Provide a be included Assequity (LE)	n example per ed in your man t class	asset class of yo	our benchmarks, obje					
Other, None	r, specify e of the a Listed ec	Provide a be included Assequity (LE)	n example per ed in your man t class Benchmark	asset class of yo	our benchmarks, obje					
Other, None	r, specify e of the a Listed ec	Provide a be included Assequity (LE)	n example per ed in your man t class Benchmark	asset class of yo agers' appointme	our benchmarks, obje					
Other, None	r, specify e of the a	Provide a be included Assequity (LE) Standard ESG bence	n example per ed in your man t class Benchmark Denchmark	asset class of yo agers' appointmo	our benchmarks, obje					
Other, None	r, specify e of the a	Provide a be includ Assequity (LE) Standard ESG bence	n example per ed in your man t class Benchmark benchmark mark, specify ESG Objectiv	asset class of you agers' appointment agers' appointment agers appointment agers.	our benchmarks, obje ent.	ectives, incentives/con	trols a	nd reporting rec	quirements that	would typ
Other, None	r, specify e of the a Listed ec	Provide a be included Assequity (LE) Standard ESG bence ESG relate Veritas	n example per ed in your man t class Benchmark penchmark penchmark, specify ESG Objective d strategy, specified strategy, specified so with propriets and	asset class of you agers' appointment agers' appointment agers' appointment agers ag	our benchmarks, object.		trols a	nd reporting rec	quirements that	would typ
Other, None	r, specify e of the a	Provide a be includ Assequity (LE) Standard ESG bence ESG relate Veritas ESG relate	n example per ed in your man t class Benchmark penchmark penchmark, specify ESG Objective d strategy, specified strategy, specified so with propriets and	asset class of you agers' appointment agers' appointment agers appointment agers.	our benchmarks, object.	ectives, incentives/con	trols a	nd reporting rec	quirements that	would typ
Other, None	Listed ec	Provide a be included Assequity (LE) Standard ESG bence ESG relate Veritas ESG relate ESG integer	n example per ed in your man t class Benchmark benchmark amark, specify ESG Objectived strategy, specifications own propried investment referenced in the second s	asset class of you agers' appointment agers' appointment agers' appointment agers ag	our benchmarks, object.	ectives, incentives/con	trols a	nd reporting rec	quirements that	would typ
Other, None	Listed ec	Provide a be included Assequity (LE) Standard ESG bence ESG relate Veritas ESG relate ESG integ Engagement	n example per ed in your man t class Benchmark Denchmark Denchmark Specify ESG Objective Denchmark specify Denchmark sp	asset class of you agers' appointment of the second of the	our benchmarks, object.	ectives, incentives/con	trols a	nd reporting rec	quirements that	would typ
Other, None	Listed ec	Provide a be included Asset Quity (LE) Standard ESG bence ESG relate Veritas ESG relate ESG integ Engagement We enco	n example per ed in your man t class Benchmark Denchmark Denchmark Specify ESG Objective Denchmark specify Denchmark sp	asset class of you agers' appointment of the second of the	our benchmarks, object.	ectives, incentives/con	trols a	nd reporting rec	quirements that	would typ
Other, None	r, specify e of the a	Provide a be included Asset Quity (LE) Standard ESG bence ESG relate Veritas ESG relate ESG integ Engagement We enco	n example per ed in your man t class Benchmark Denchmark Denchmar	asset class of you agers' appointment of the second of the	our benchmarks, object.	ectives, incentives/con	trols a	nd reporting rec	quirements that	would typ
Other, None	r, specify e of the a	Provide a be included Asset quity (LE) Standard ESG bence ESG relate ESG integ Engagement we encompail Voting, sp	n example per ed in your man t class Benchmark Denchmark Denchmar	asset class of your agers' appointment of the second of th	our benchmarks, object.	ectives, incentives/con	trols a	nd reporting rec	quirements that	would typ
Other, None	Listed ec	Provide a be included Asset quity (LE) Standard ESG bence ESG relate Veritas ESG relate ESG integ Engagement we encompain Voting, sp.	n example per ed in your man t class Benchmark Denchmark Denchmark, specify ESG Objective d strategy, specify ent, specify ourage all the ratios to unlock vecify	asset class of your agers' appointment of the second of th	our benchmarks, object.	ectives, incentives/con	trols a	nd reporting rec	quirements that	would typ
Other, None	r, specify e of the a	Provide a be included and a be included as being	n example per ed in your man t class Benchmark Denchmark Denchmar	asset class of you agers' appointment of the second of the	fication methodology	ectives, incentives/con	trols a	nd reporting rec	quirements that	would typ
Other, None	r, specify e of the a	Provide a be included and a be included as being	n example per ed in your man t class Benchmark Denchmark Denchmar	asset class of your agers' appointment of the second of th	fication methodology	ectives, incentives/con	trols a	nd reporting rec	quirements that	would typ
Other, None	r, specify e of the a	Provide a be included Asset quity (LE) Standard ESG bence ESG related ESG integ Engagement We encompany Voting, sp. Promoting, ESG species Other, species ESG guide	n example per ed in your man t class Benchmark Denchmark Denchmar	asset class of your agers' appointment of the second of th	fication methodology	y. In some cases we se	trols a	nd reporting rec	quirements that	would typ
Other, None	r, specify e of the a	Provide a be included Asset quity (LE) Standard ESG bence ESG related ESG integ Engagement We encompany Voting, sp. Promoting, ESG species Other, species ESG guide	n example per ed in your man t class Benchmark Denchmark Denchmar	asset class of you agers' appointment of the second of the	fication methodology fy ally detailed ESG res	y. In some cases we se	trols a	nd reporting rec	quirements that	would typ
Other, None	Listed ec	Provide a be included a be inc	n example per ed in your man t class Benchmark Denchmark Denchmar	asset class of your agers' appointment of the second of th	fication methodology fy ally detailed ESG res	y. In some cases we se	trols a	nd reporting rec	quirements that	would typ
Other, None	Listed ec	Provide a be included a be inc	n example per ed in your man t class Benchmark Denchmark Denchmark, specify ESG Objective d strategy, specify sent, specify ourage all the railes to unlock we ecify presponsible in fice improvement in the continuation of the	asset class of your agers' appointment of the second of th	fication methodology fy ally detailed ESG res	y. In some cases we se	trols a	nd reporting rec	quirements that	would typ
Other, None	Listed ec	Provide a be included a be inc	n example per ed in your man t class Benchmark Denchmark Denchmar	asset class of your agers' appointment of the second of th	fication methodology fy ally detailed ESG res	y. In some cases we se	trols a	nd reporting rec	quirements that	would type

		Ові	-annually		
		ıA ∨	nnually		
		O Ad	d-hoc/when requested		
	•	Fixed inco	me - Corporate (non-financial)		
			Benchmark		
		☑ St	andard benchmark, specify		
			We use market standard benchmarks, e.g. H0A0, HE00 etc.		
		□ ES	GG benchmark, specify		
			ESG Objectives		
		O 01	ther, specify		
			SG related strategy, specify		
			Veritas has own proprietary ESG classification methodology. In	some cases we set targets on improvement measured on th	nat scale.
		□ E3	GG related investment restrictions, specify	· ·	
		□ ES	SG integration, specify		
		☐ Er	ngagement, specify		
		□ Vo	oting, specify		
			romoting responsible investment		
			SG specific improvements		
			ther, specify		
			GG guidelines/regulation, principles/standards, specify		
			We encourage managers to become UNPRI signatories if they	are not	
			Incentives and controls		
		✓ W	e do not set incentives and controls		
			Reporting requirements		
		O Ad	d-hoc/when requested		
			nnually		
			-annually		
			uarterly		
			onthly		
	SAM 04.3		ndicate which of these actions your organisation might take if a	ny of the requirements are not met	
	_		ments not met and set project plan to rectify		
			nt manager on a "watch list" stigate reason for non-compliance		
	_	negotiate fe			
	_	-	ns, terminate contract with the manager		
	□ Ot	her, specify			
	□ No	actions are	taken if any of the ESG requirements are not met		
SAM	1 08	Mandat	ory to Report, Voluntary to Disclose	Descriptive	PRI 1
F	Private				
SAM	109	Mandat	tory	Additional Assessed	PRI 1,6
	SAM 09.1	F	Provide examples of how ESG issues have been addressed in the	e manager selection, appointment and/or monitoring process	s for your
		C	organisation during the reporting year.		
	☑ Ac	d Example 1			
		Topic or issue	Highlighting the importance of ESG factors in our broad US	Slisted equity manager search	
		Conducted by	Internal staff		
		Asset class	Listed Equity		
		Scope and process		xisting managers and introduce selection of new ones in our ation of ESG processes were from early on a important scree	

Topic or issue Appointment of new global EM equity manager with leading thinking in deep ESG integration. Conducted Internal staff Asset class Listed Equity As part of wide global EM equity search we identified and decided to invest in portfolio run by firm with exceptionally deep and process benchmark to our other managers. Investment decision was done 2019 and research was also conducted durinf that year, although the actual funding was delayed to 2020. The outcome until so far has been significant learning curve for fund selection team in terms of what can be achieved with very thoughtful ESG implementation. Add Example 3 Topic or issue Engagement to facilitate written ESG policy or quidelines on couple of existing funds Conducted Internal staff Asset class Listed Equity Couple of managers in our line up are doing most of the things associated with thorough ESG processes already as part of their fundamental bottom up work but had not formally created an official written ESG policy. We wanted them to take steps to formalize and even further to strengthen their ESGM activities. Outcomes Both teams with whom we engaged have been working to explore what type of formulation of ESG process would best enhance their style.	Outcomes	Many of the smaller boutique US managers of whom some are still slightly less educated on explicit ESG processes (implicitly they are often doing many of the fundamental aspects of ESG) are now more aware of the importance of these aspects to European pension clients. All of the managers that subsequently ended on shortlist and ultimately invested were able to display pretty robust ESG competence and in cases where some aspects of formal policy were lacking, right attitude on working to imporve it.
Sope and process Asset Listed Equity	Add Example	2
Asset class Listed Equity As part of wide global EM equity search we identified and decided to invest in portfolio run by firm with exceptionally deep and process As part of wide global EM equity search we identified and decided to invest in portfolio run by firm with exceptionally deep and process Process Investment decision was done 2019 and research was also conducted durinf that year, although the actual funding was delayed to 2020. The outcome until so far has been significant learning curve for fund selection team in terms of what can be achieved with very thoughtful ESG implementation. Add Example 3 Topic or Issue Engagement to facilitate written ESG policy or quidelines on couple of existing funds Conducted by Internal staff Asset Listed Equity Couple of managers in our line up are doing most of the things associated with thorough ESG processes already as part of their fundamental bottom up work but had not formally created an official written ESG policy. We wanted them to take steps to formalize and even further to strengthen their ESGM activities. Outcomes Both teams with whom we engaged have been working to explore what type of fomulation of ESG process would best enhance their style. Add Example 5 Add Example 5 Add Example 6 Add Example 7 We are not able to provide examples	· ·	Appointment of new global EM equity manager with leading thinking in deep ESG integration.
Listed Equity As part of wide global EM equity search we identified and decided to invest in portfolio run by firm with exceptionally deep and profoundly thought through ESG process. This acts an important sparring partner for our own processes as well as a peer benchmark to our other managers. Outcomes Investment decision was done 2019 and research was also conducted durinf that year, although the actual funding was delayed to 2020. The outcome until so far has been significant learning curve for fund selection team in terms of what can be achieved with very thoughtful ESG implementation. Add Example 3 Topic or Issue Engagement to facilitate written ESG policy or quidelines on couple of existing funds Conducted by Internal staff Asset class Listed Equity Couple of managers in our line up are doing most of the things associated with thorough ESG processes already as part of their fundamental bottom up work but had not formally created an official written ESG policy. We wanted them to take steps to formalize and even further to strengthen their ESGM activities. Both teams with whom we engaged have been working to explore what type of formulation of ESG process would best enhance their style. Add Example 4 Add Example 5 Add Example 6 Add Example 7 We are not able to provide examples		Internal staff
Scope and process profoundly thought through ESG process. This acts an important sparring partner for our own processes as well as a peer benchmark to our other managers. Investment decision was done 2019 and research was also conducted durinf that year, although the actual funding was delayed to 2020. The outcome until so far has been significant learning curve for fund selection team in terms of what can be achieved with very thoughtful ESG implementation. ✓ Add Example 3 Topic or issue Engagement to facilitate written ESG policy or quidelines on couple of existing funds Conducted by Internal staff Asset class Listed Equity Couple of managers in our line up are doing most of the things associated with thorough ESG processes already as part of their fundamental bottom up work but had not formally created an official written ESG policy. We wanted them to take steps to formalize and even further to strengthen their ESGM activities. Outcomes Both teams with whom we engaged have been working to explore what type of formulation of ESG process would best enhance their style. Add Example 4 Add Example 5 Add Example 6 Add Example 7 We are not able to provide examples		Listed Equity
Outcomes 2020. The outcome until so far has been significant learning curve for fund selection team in terms of what can be achieved with very thoughtful ESG implementation. 2 Add Example 3 Topic or issue Engagement to facilitate written ESG policy or quidelines on couple of existing funds Conducted by Internal staff Asset class Listed Equity Couple of managers in our line up are doing most of the things associated with thorough ESG processes already as part of their fundamental bottom up work but had not formally created an official written ESG policy. We wanted them to take steps to formalize and even further to strengthen their ESGM activities. Outcomes Both teams with whom we engaged have been working to explore what type of fomulation of ESG process would best enhance their style. Add Example 4 Add Example 5 Add Example 6 Add Example 7 We are not able to provide examples		profoundly thought through ESG process. This acts an important sparring partner for our own processes as well as a peer
Topic or issue Engagement to facilitate written ESG policy or quidelines on couple of existing funds Conducted by Internal staff Asset class Listed Equity Scope and process Couple of managers in our line up are doing most of the things associated with thorough ESG processes already as part of their fundamental bottom up work but had not formally created an official written ESG policy. We wanted them to take steps to formalize and even further to strengthen their ESGM activities. Outcomes Both teams with whom we engaged have been working to explore what type of fomulation of ESG process would best enhance their style. Add Example 4 Add Example 5 Add Example 5 Add Example 6 Add Example 7 We are not able to provide examples	Outcomes	The state of the s
Engagement to facilitate written ESG policy or quidelines on couple of existing funds Conducted by Internal staff Asset class Couple of managers in our line up are doing most of the things associated with thorough ESG processes already as part of their fundamental bottom up work but had not formally created an official written ESG policy. We wanted them to take steps to formalize and even further to strengthen their ESGM activities. Outcomes Both teams with whom we engaged have been working to explore what type of fomulation of ESG process would best enhance their style. Add Example 4 Add Example 5 Add Example 6 Add Example 7 We are not able to provide examples	Add Example	3
by Internal staff Asset class Listed Equity Scope and process Couple of managers in our line up are doing most of the things associated with thorough ESG processes already as part of their fundamental bottom up work but had not formally created an official written ESG policy. We wanted them to take steps to formalize and even further to strengthen their ESGM activities. Outcomes Both teams with whom we engaged have been working to explore what type of fomulation of ESG process would best enhance their style. Add Example 4 Add Example 5 Add Example 6 Add Example 7 We are not able to provide examples		Engagement to facilitate written ESG policy or quidelines on couple of existing funds
Couple of managers in our line up are doing most of the things associated with thorough ESG processes already as part of their fundamental bottom up work but had not formally created an official written ESG policy. We wanted them to take steps to formalize and even further to strengthen their ESGM activities. Dutcomes Both teams with whom we engaged have been working to explore what type of fomulation of ESG process would best enhance their style. Add Example 4 Add Example 5 Add Example 6 Add Example 7 We are not able to provide examples		Internal staff
Scope and process fundamental bottom up work but had not formally created an official written ESG policy. We wanted them to take steps to formalize and even further to strengthen their ESGM activities. Outcomes Both teams with whom we engaged have been working to explore what type of formulation of ESG process would best enhance their style. Add Example 4 Add Example 5 Add Example 6 Add Example 7 We are not able to provide examples		Listed Equity
Outcomes their style. Add Example 4 Add Example 5 Add Example 6 Add Example 7 We are not able to provide examples		fundamental bottom up work but had not formally created an official written ESG policy. We wanted them to take steps to
Add Example 5 Add Example 6 Add Example 7 We are not able to provide examples	Outcomes	
Add Example 6 Add Example 7 We are not able to provide examples	Add Example	4
Add Example 7 We are not able to provide examples		
We are not able to provide examples		

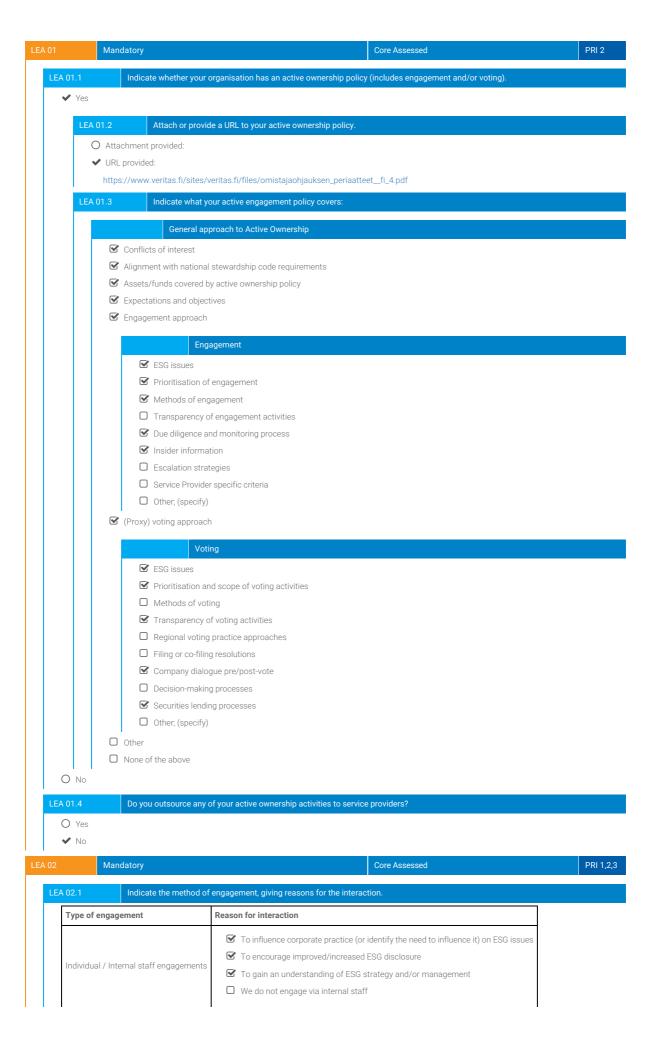
necks Checks

🗹 If there are any messages below, please review them before continuing. If there are no messages below, please save this page and continue.

LEI 01.1			
LEIVI.I	Indicate which ESG incorporation strategy and/or obreakdown of your actively managed listed equitie	combination of strategies you apply to your actively managed listed eas by strategy or combination of strategies.	quities; and
	Screening alone (i.e., not combined with any other strategie	es)	
	Fhematic alone (i.e., not combined with any other strategie	es)	
	ntegration alone (i.e., not combined with any other strateg	gies)	
S	Screening and integration strategies		
	Percentage of active listed equity to which the strategy	y is applied — you may estimate +/- 5% 100%	
	Thematic and integration strategies		
_	Screening and thematic strategies		
_	All three strategies combined		
	We do not apply incorporation strategies		
2	Voluntary	Additional Assessed	PRI 1
ivate	, 5.5.1.2.7	7.000.00.00	
3	Voluntary	Additional Assessed	PRI 1
ivate	voluntary	Auditional Assessed	PRIT
4	Mandatory	Descriptive	PRI 1
51011			
_EI 04.1		oply to your internally managed active listed equities.	
_	ve/exclusionary screening		
■ Positive	e/best-in-class screening		
	Product		
	Activity		
⋖	Sector		
_	Country/geographic region		
_	Environmental and social practices and performance		
✓ (Corporate governance		
	Description		
We	compare the ESG performance of our domestic portfolio	companies to a broader sector peer group.	
☑ Norms-	-based screening		
~ 1	JN Global Compact Principles		
	The UN Guiding Principles on Business and Human Rights		
0	nternational Labour Organization Conventions		
▼ 1			
_	Inited Nations Convention Against Corruption		
	United Nations Convention Against Corruption DECD Guidelines for Multinational Enterprises		
	United Nations Convention Against Corruption DECD Guidelines for Multinational Enterprises Other, specify		
	DECD Guidelines for Multinational Enterprises Other, specify		
	DECD Guidelines for Multinational Enterprises Other, specify Description		
L	DECD Guidelines for Multinational Enterprises Other, specify Description r service provider screened our portfolio.		
Ou .El 04.2	DECD Guidelines for Multinational Enterprises Other, specify Description r service provider screened our portfolio. Describe how you notify clients and/or beneficiarie	es when changes are made to your screening criteria.	
Ou CEI 04.2 Screening of our companions our compa	DECD Guidelines for Multinational Enterprises Other, specify Description r service provider screened our portfolio. Describe how you notify clients and/or beneficiarie our portfolio companies vs the sector peers is done as par	es when changes are made to your screening criteria. rt of our fundamental company analysis process. We screen to evalue cific criteria as all sectors are different. This is a dynamic part of our in	
Ou LEI 04.2 Screening of our compail which we a	DECD Guidelines for Multinational Enterprises Other, specify Description r service provider screened our portfolio. Describe how you notify clients and/or beneficiaries our portfolio companies vs the sector peers is done as parnies in relation to the sector best practise. There is no specific process of the sector best practise.	rt of our fundamental company analysis process. We screen to evalue	
Ou Call 04.2 Screening of our companion which we a	DECD Guidelines for Multinational Enterprises Other, specify Description r service provider screened our portfolio. Describe how you notify clients and/or beneficiaries our portfolio companies vs the sector peers is done as parnies in relation to the sector best practise. There is no specifie not communicating in public in detail. Mandatory	rt of our fundamental company analysis process. We screen to evalue cific criteria as all sectors are different. This is a dynamic part of our in	vestment pro
Ou CEI 04.2 Screening of our company which we as 5	DECD Guidelines for Multinational Enterprises Other, specify Description r service provider screened our portfolio. Describe how you notify clients and/or beneficiaries our portfolio companies vs the sector peers is done as parnies in relation to the sector best practise. There is no specifie not communicating in public in detail. Mandatory	rt of our fundamental company analysis process. We screen to evalue cific criteria as all sectors are different. This is a dynamic part of our interest of the company of t	vestment pro
Ou LEI 04.2 Screening of our companies which we a	DECD Guidelines for Multinational Enterprises Dther, specify Description r service provider screened our portfolio. Describe how you notify clients and/or beneficiarie our portfolio companies vs the sector peers is done as parnies in relation to the sector best practise. There is no specific not communicating in public in detail. Mandatory Indicate which processes your organisation uses to the sector best practise.	rt of our fundamental company analysis process. We screen to evalue cific criteria as all sectors are different. This is a dynamic part of our interest of the company of t	vestment pro
Ou LEI 04.2 Screening of our companies which we as LEI 05.1 Companies Co	DECD Guidelines for Multinational Enterprises Description To service provider screened our portfolio. Describe how you notify clients and/or beneficiaries our portfolio companies vs the sector peers is done as parnies in relation to the sector best practise. There is no specifie not communicating in public in detail. Mandatory Indicate which processes your organisation uses to the sector best practise are given the opportunity by you or your research provides are given the opportunity by you or your research pro	rt of our fundamental company analysis process. We screen to evalue cific criteria as all sectors are different. This is a dynamic part of our interest of the companies of the	PRI 1
Ou LEI 04.2 Screening our company which we as LEI 05.1 Compre Company Comp	DECD Guidelines for Multinational Enterprises Other, specify Description r service provider screened our portfolio. Describe how you notify clients and/or beneficiaries our portfolio companies vs the sector peers is done as parties in relation to the sector best practise. There is no specifier not communicating in public in detail. Mandatory Indicate which processes your organisation uses to ethensive ESG research is undertaken or sourced to determines are given the opportunity by you or your research profile research and data used to identify companies to be exclient.	crit of our fundamental company analysis process. We screen to evalue crific criteria as all sectors are different. This is a dynamic part of our intercriteria as all sectors are different. This is a dynamic part of our intercriteria as all sectors are different. This is a dynamic part of our intercriteria as all sectors are different. This is a dynamic part of our intercriteria as all sectors are different. This is a dynamic part of our intercriteria as all sectors are different. This is a dynamic part of our intercriteria as all sectors are different. This is a dynamic part of our intercriteria as all sectors are different. This is a dynamic part of our intercriteria as all sectors are different. This is a dynamic part of our intercriteria as all sectors are different. This is a dynamic part of our intercriteria as all sectors are different. This is a dynamic part of our intercriteria as all sectors are different. This is a dynamic part of our intercriteria as all sectors are different. This is a dynamic part of our intercriteria as all sectors are different. This is a dynamic part of our intercriteria as all sectors are different. This is a dynamic part of our intercriteria as all sectors are different. This is a dynamic part of our intercriteria as all sectors are different. This is a dynamic part of our intercriteria as all sectors are different.	PRI 1
Ou LEI 04.2 Screening of our company which we as Company Co	DECD Guidelines for Multinational Enterprises Dther, specify Description r service provider screened our portfolio. Describe how you notify clients and/or beneficiaries our portfolio companies vs the sector peers is done as paraies in relation to the sector best practise. There is no species not communicating in public in detail. Mandatory Indicate which processes your organisation uses to exhensive ESG research is undertaken or sourced to determines are given the opportunity by you or your research profil research and data used to identify companies to be excludity ESG ratings are updated regularly to ensure that portions.	rt of our fundamental company analysis process. We screen to evalue cific criteria as all sectors are different. This is a dynamic part of our intercept of the companies of the	PRI 1
Ou LEI 04.2 Screening of our compains which we as Compression of the compains of the compai	DECD Guidelines for Multinational Enterprises Other, specify Description r service provider screened our portfolio. Describe how you notify clients and/or beneficiarie our portfolio companies vs the sector peers is done as parnies in relation to the sector best practise. There is no specifie not communicating in public in detail. Mandatory Indicate which processes your organisation uses to ethensive ESG research is undertaken or sourced to determines are given the opportunity by you or your research profil research and data used to identify companies to be excluding platforms blocking / restricting flagged securities on the	rt of our fundamental company analysis process. We screen to evalue cific criteria as all sectors are different. This is a dynamic part of our intercept of the companies of the	PRI 1
Out LEI 04.2 Screening of our companies which we as 5 LEI 05.1 Compressibility Companies in the companies of the companies	DECD Guidelines for Multinational Enterprises Other, specify Description r service provider screened our portfolio. Describe how you notify clients and/or beneficiarie our portfolio companies vs the sector peers is done as parnies in relation to the sector best practise. There is no specifie not communicating in public in detail. Mandatory Indicate which processes your organisation uses to ethensive ESG research is undertaken or sourced to determines are given the opportunity by you or your research profil research and data used to identify companies to be excluding platforms blocking / restricting flagged securities on the	rt of our fundamental company analysis process. We screen to evalue cific criteria as all sectors are different. This is a dynamic part of our intercept of the companies of the	PRI 1

☐ None of the	above		
LEI 05.2	Indicate the proportion of your ac	ctively managed listed equity portfolio that is subject to comprehensive ES	G research as part your
O <10%	concoming dualogy.		
O 10-50%			
✓ 51-90%			
O >90%			
LEI 05.3	Indicate how frequently third par	ty ESG ratings are updated for screening purposes.	
O Quarterly or O Bi-Annually	more frequently		
✓ Annually			
_	ntly than annually		
6 Volu	ntary	Additional Assessed	PRI
rivate			
8 Man	datory	Core Assessed	PRI
LEI 08.1		y managed listed equity portfolios where E, S and G factors are systematic	ally researched as part
500 is successive	your investment analysis.		
ESG issues	Proportion impacted by analysis	S	
	Environment	al	
Environmental	O <10%		
Elivilolillelital	○ 10-50% ✓ 51-90%		
	O >90%		
	Social		
Social	O <10%		
Social	✓ 10-50% ○ 51-90%		
	O >90%		
	Corporate Go	overnance	
Corporate	O <10%		
Governance	O 10-50% O 51-90%		
	✓ >90%		
Man	Hatony	Core Accessed	DDI
	datory	Core Assessed	PRI
LEI 09.1	Indicate which processes your or	rganisation uses to ensure ESG integration is based on robust analysis.	PRI
LEI 09.1 Comprehens	Indicate which processes your or	rganisation uses to ensure ESG integration is based on robust analysis. sourced to determine companies' activities and products	
LEI 09.1 Comprehens Companies	Indicate which processes your or	rganisation uses to ensure ESG integration is based on robust analysis.	
LEI 09.1 Comprehens Companies a	Indicate which processes your or sive ESG research is undertaken or sare given the opportunity by you or	rganisation uses to ensure ESG integration is based on robust analysis. sourced to determine companies' activities and products your research provider to review ESG research on them and correct inaccu	
LEI 09.1 Comprehens Companies a Third-party B A periodic re	Indicate which processes your or sive ESG research is undertaken or sare given the opportunity by you or ESG ratings are updated regularly view of the internal research is carr	rganisation uses to ensure ESG integration is based on robust analysis. sourced to determine companies' activities and products your research provider to review ESG research on them and correct inaccu	racies
LEI 09.1 Comprehens Companies a Third-party E A periodic re Structured, r ESG risk pro	Indicate which processes your or sive ESG research is undertaken or sare given the opportunity by you or ESG ratings are updated regularly view of the internal research is carregular ESG specific meetings between	rganisation uses to ensure ESG integration is based on robust analysis. sourced to determine companies' activities and products your research provider to review ESG research on them and correct inaccurried out reen responsible investment staff and the fund manager or within the investry	racies
LEI 09.1 Comprehens Companies a Third-party E A periodic re Structured, r ESG risk pro Analysis of t	Indicate which processes your or sive ESG research is undertaken or sare given the opportunity by you or ESG ratings are updated regularly view of the internal research is carregular ESG specific meetings between the internal research is carregular ESG specific meetings between the impact of ESG factors on investigation.	rganisation uses to ensure ESG integration is based on robust analysis. sourced to determine companies' activities and products your research provider to review ESG research on them and correct inaccurried out reen responsible investment staff and the fund manager or within the investry	racies
Comprehens Companies a Third-party E A periodic re Structured, r ESG risk pro Analysis of t Other; specif	Indicate which processes your or sive ESG research is undertaken or sare given the opportunity by you or ESG ratings are updated regularly view of the internal research is carregular ESG specific meetings between the of a portfolio against benchman the impact of ESG factors on investify	rganisation uses to ensure ESG integration is based on robust analysis. sourced to determine companies' activities and products your research provider to review ESG research on them and correct inaccurried out reen responsible investment staff and the fund manager or within the investry rk tment risk and return performance	racies
Comprehens Companies Third-party E A periodic re Structured, r ESG risk pro Analysis of t Other; specif	Indicate which processes your or sive ESG research is undertaken or sare given the opportunity by you or ESG ratings are updated regularly view of the internal research is carregular ESG specific meetings between file of a portfolio against benchman the impact of ESG factors on investing the without directly held companies are the without directly held companies.	rganisation uses to ensure ESG integration is based on robust analysis. sourced to determine companies' activities and products your research provider to review ESG research on them and correct inaccurried out reen responsible investment staff and the fund manager or within the investry	racies
Comprehens Companies a Third-party E A periodic re Structured, r ESG risk pro Analysis of t Other; specif We can m	Indicate which processes your or sive ESG research is undertaken or sare given the opportunity by you or ESG ratings are updated regularly view of the internal research is carriegular ESG specific meetings between the of a portfolio against benchman the impact of ESG factors on investify uset with our directly held companies above	rganisation uses to ensure ESG integration is based on robust analysis. sourced to determine companies' activities and products your research provider to review ESG research on them and correct inaccurried out reen responsible investment staff and the fund manager or within the investry rk timent risk and return performance es quarterly for an ESG related discussion.	racies tments team
Comprehens Companies Third-party E A periodic re Structured, r ESG risk pro Analysis of t Other; specif	Indicate which processes your or sive ESG research is undertaken or sare given the opportunity by you or ESG ratings are updated regularly view of the internal research is carriegular ESG specific meetings between the of a portfolio against benchman the impact of ESG factors on investify uset with our directly held companies above	rganisation uses to ensure ESG integration is based on robust analysis. sourced to determine companies' activities and products your research provider to review ESG research on them and correct inaccurried out reen responsible investment staff and the fund manager or within the investry rk tment risk and return performance	racies tments team
Comprehens Companies: Third-party E A periodic re Structured, r ESG risk pro Analysis of t Other; specif We can m	Indicate which processes your or sive ESG research is undertaken or sare given the opportunity by you or ESG ratings are updated regularly view of the internal research is carriegular ESG specific meetings between the impact of ESG factors on investing your accordance of the companies above.	rganisation uses to ensure ESG integration is based on robust analysis. sourced to determine companies' activities and products your research provider to review ESG research on them and correct inaccurried out reen responsible investment staff and the fund manager or within the investry rk timent risk and return performance es quarterly for an ESG related discussion.	racies tments team

	O >90°	O >90%							
	LEI 09.3	LEI 09.3 Indicate how frequently third party ESG ratings that inform your ESG integration strategy are updated.							
	O Qua	arterly or more frequently							
	O Bi-A	nnually							
	✓ Ann	nually							
	O Less	s frequently than annually							
	LEI 09.5	Describe how ESG information is held and used by your portfolio managers.							
	☐ ESG	information is held within centralised databases or tools, and it is accessible by all relevant staff							
	☐ ESG	information or analysis is a standard section or aspect of all company research notes or industry/sector analysis generated by investment s	taff						
	☐ Syst	tematic records are kept that capture how ESG information and research were incorporated into investment decisions							
	☑ Othe	er; specify							
	Е	SG information is integrated to the daily work of the portfolio manager.							
	☐ Non	ne of the above							
LEI	10	Mandatory to Report, Voluntary to Disclose Core Assessed PRI	1						
	Private								
LEI	Checks	Che	cks						
If there are any messages below, please review them before continuing. If there are no messages below, please save this page and continue.									



		Collabor	ative engagements	 ✓ To influence corporate practice (or identify the need to influence it) on ESG issues ✓ To encourage improved/increased ESG disclosure ✓ To gain an understanding of ESG strategy and/or management □ We do not engage via collaborative engagements 	
		Service p	provider engagements	 □ To influence corporate practice (or identify the need to influence it) on ESG issues □ To encourage improved/increased ESG disclosure □ To gain an understanding of ESG strategy and/or management ☑ We do not engage via service providers 	
LEA	EA 03 Mandatory		Mandatory	Core Assessed	PRI 2
	(A 03.1 O Yes ✓ No	Indicate whether your c	rganisation has a formal process for identifying and prioritising engagements.	
LEA	A 04		Mandatory	Core Assessed	PRI 2
	LEA	A 04.1	Indicate whether you de	efine specific objectives for your organisation's engagement activities.	
			al / Internal staff engagements	 ○ All engagement activities ✓ Majority of engagement activities ○ Minority of engagement activities ○ We do not define specific objectives for engagement activities carried out by internal sta ○ All engagement activities ✓ Majority of engagement activities 	ff
		Collabor	ative engagements	O Minority of engagement activities O We do not define specific objectives for engagement activities carried out through collaboration.	poration
LEA	A 05		Mandatory	Core Assessed	PRI 2
LEA		A 05.1 Individua engager	Indicate whether you m	Core Assessed Onitor and/or review engagement outcomes. ○ Yes, in all cases ✓ Yes, in a majority of cases ○ Yes, in a minority of cases ○ We do not monitor, or review engagement outcomes when the engagement is carried out staff.	
LEA		Individu: engager	Indicate whether you m	onitor and/or review engagement outcomes. O Yes, in all cases ✓ Yes, in a majority of cases O Yes, in a minority of cases O We do not monitor, or review engagement outcomes when the engagement is carried out	by our internal
LEA	LEA	Individu: engager	Indicate whether you may be all / Internal staff ments	onitor and/or review engagement outcomes. O Yes, in all cases ✓ Yes, in a majority of cases O Yes, in a minority of cases O We do not monitor, or review engagement outcomes when the engagement is carried out staff. O Yes, in all cases ✓ Yes, in a majority of cases O Yes, in a minority of cases O Yes, in a minority of cases O Yes, in a minority or cases	by our internal
LEA	LEA	Individua engager Collabor	Indicate whether you may be all / Internal staff ments	O Yes, in all cases ✓ Yes, in a majority of cases O Yes, in a minority of cases We do not monitor, or review engagement outcomes when the engagement is carried out staff. O Yes, in all cases ✓ Yes, in a majority of cases O Yes, in a majority of cases O Yes, in a minority of cases O Yes, in a minority of cases O Yes, in a minority of cases O We do not monitor, or review engagement outcomes when the engagement is carried out collaboration.	by our internal
LEA	LEA	Individua engager Collabor	Indicate whether you may be all / Internal staff ments arrive engagements	Position and/or review engagement outcomes. ✓ Yes, in all cases ✓ Yes, in a majority of cases ○ Yes, in a minority of cases ○ We do not monitor, or review engagement outcomes when the engagement is carried out staff. ○ Yes, in all cases ✓ Yes, in a majority of cases ○ Yes, in a minority of cases ○ Yes, in a minority of cases ○ Yes, in a minority of cases ○ The following to monitor, or review engagement outcomes when the engagement is carried out collaboration. ○ Position of the following to monitor and/or review the progress of engagement activities. □ Define timelines/milestones for your objectives □ Track and/or monitor progress against defined objectives and/or KPIs □ Track and/or monitor the progress of action taken when original objectives are not met □ Revisit and, if necessary, revise objectives on a continuous basis	by our internal
	LEA	Individua engager Collabor	Indicate whether you meal / Internal staff ments Indicate whether you do al / Internal staff engagements	onitor and/or review engagement outcomes. ○ Yes, in all cases ✔ Yes, in a majority of cases ○ Yes, in a minority of cases ○ We do not monitor, or review engagement outcomes when the engagement is carried out staff. ○ Yes, in all cases ✔ Yes, in a majority of cases ○ Yes, in a majority of cases ○ Yes, in a minority of cases ○ We do not monitor, or review engagement outcomes when the engagement is carried out collaboration. ○ any of the following to monitor and/or review the progress of engagement activities. □ Define timelines/milestones for your objectives □ Track and/or monitor the progress of action taken when original objectives are not met ☑ Revisit and, if necessary, revise objectives □ Track and/or monitor progress against defined objectives and/or KPIs □ Track and/or monitor the progress of action taken when original objectives are not met □ Define timelines/milestones for your objectives □ Track and/or monitor the progress of action taken when original objectives are not met □ Track and/or monitor the progress of action taken when original objectives are not met □ Revisit and, if necessary, revise objectives on a continuous basis	by our internal

			an wa wana anta			
LEA 06.2 Indicate the esc	calation strategies used at your org	ganisation following unsuccessful	engagements.			
☑ Collaborating with other inve	estors					
☐ Issuing a public statement						
☐ Filing/submitting a sharehold	der resolution					
☐ Voting against the re-election	n of the relevant directors					
☐ Voting against the board of o	directors or the annual financial re	port				
☐ Submitting nominations for €	election to the board					
☐ Seeking legal remedy / litigat	ion					
Reducing exposure (size of h	oldings)					
☑ Divestment						
Other; specify						
O No						
Voluntary		Additional Assessed		F		
. 07.1 Indicate whether insigh	nts gained from your organisation`	s engagements are shared with in	vestment decision-mak	ers.		
Type of engagement	Insights shared					
	✓ Yes, systematically					
Individual / Internal staff engagements						
maividual / internal starr engagements	O No					
	✓ Yes, systematically					
	O Yes, occasionally					
Collaborative engagements	O res, occasionally					
07.2 Indicate the practices of makers. ✓ Involving investment decision-makers ☐ Holding investment team meetings a	O No used to ensure that information and swhen developing an engagement and/or presentations		ments are shared with i	nvestment de		
Indicate the practices of makers. Involving investment decision-makers Holding investment team meetings a Using IT platforms/systems that ena Internal process that requires portfoli Other; specify	used to ensure that information and swhen developing an engagement and/or presentations ble data sharing	programme		nvestment de		
Indicate the practices of makers. Involving investment decision-makers Holding investment team meetings a Using IT platforms/systems that ena Internal process that requires portfoli Other; specify	used to ensure that information and swhen developing an engagement and/or presentations ble data sharing	programme		nvestment de		
Indicate the practices of makers. Involving investment decision-makers Holding investment team meetings a Using IT platforms/systems that ena Internal process that requires portfoli Other; specify None 107.3 Indicate whether insigh	used to ensure that information and swhen developing an engagement and/or presentations ble data sharing in managers to re-balance holding ints gained from your organisation.	s programme s based on interaction and outcon	ne levels			
Indicate the practices of makers. Involving investment decision-makers Holding investment team meetings a Using IT platforms/systems that ena Internal process that requires portfoli Other, specify None	s when developing an engagement and/or presentations ble data sharing io managers to re-balance holding	s programme s based on interaction and outcon	ne levels			
Indicate the practices of makers. ✓ Involving investment decision-makers Holding investment team meetings a Using IT platforms/systems that ena Internal process that requires portfoli Other; specify None Indicate whether insigh	used to ensure that information and swhen developing an engagement and/or presentations ble data sharing in managers to re-balance holding ints gained from your organisation.	s programme s based on interaction and outcon	ne levels			
Indicate the practices of makers. Involving investment decision-makers Holding investment team meetings a Using IT platforms/systems that ena Internal process that requires portfoli Other; specify None 107.3 Indicate whether insigh	used to ensure that information and so when developing an engagement and/or presentations ble data sharing it managers to re-balance holding into gained from your organisation. Insights shared O Yes, systematically	s programme s based on interaction and outcon	ne levels			
Indicate the practices of makers. ✓ Involving investment decision-makers → Holding investment team meetings a → Using IT platforms/systems that ena → Internal process that requires portfoli → Other; specify → None Indicate whether insight	used to ensure that information and so when developing an engagement and/or presentations ble data sharing in managers to re-balance holding into gained from your organisation. Insights shared O Yes, systematically	s programme s based on interaction and outcon	ne levels			
Indicate the practices of makers. Involving investment decision-makers Holding investment team meetings a Using IT platforms/systems that ena Internal process that requires portfoli Other; specify None 107.3 Indicate whether insight	used to ensure that information and so when developing an engagement and/or presentations ble data sharing it is managers to re-balance holding into managers to re-balance holding into gained from your organisation. Insights shared Yes, systematically Yes, occasionally No	s programme s based on interaction and outcon	ne levels			
Indicate the practices of makers. Involving investment decision-makers Holding investment team meetings a Using IT platforms/systems that ena Internal process that requires portfoli Other, specify None 107.3 Indicate whether insight Type of engagement Individual/Internal staff engagements	used to ensure that information and is when developing an engagement and/or presentations ble data sharing it is managers to re-balance holding its gained from your organisation. Insights shared Yes, systematically Yes, occasionally No Yes, systematically	s programme s based on interaction and outcon	ne levels			
Indicate the practices of makers. ✓ Involving investment decision-makers → Holding investment team meetings a → Using IT platforms/systems that ena → Internal process that requires portfoli → Other; specify → None Indicate whether insight	used to ensure that information and so when developing an engagement and/or presentations ble data sharing in managers to re-balance holding i	s programme s based on interaction and outcon	ne levels			
Indicate the practices of makers. Involving investment decision-makers Holding investment team meetings a Using IT platforms/systems that ena Internal process that requires portfoli Other, specify None 107.3 Indicate whether insight Type of engagement Individual/Internal staff engagements	used to ensure that information and is when developing an engagement and/or presentations ble data sharing it is managers to re-balance holding its gained from your organisation. Insights shared Yes, systematically Yes, occasionally No Yes, systematically	s programme s based on interaction and outcon	ne levels			
Indicate the practices of makers. Involving investment decision-makers Holding investment team meetings a Using IT platforms/systems that ena Internal process that requires portfoli Other; specify None Indicate whether insight Type of engagement Individual/Internal staff engagements Collaborative engagements	used to ensure that information and so when developing an engagement and/or presentations ble data sharing to managers to re-balance holding to re-balan	s programme s based on interaction and outcon	ne levels			
Indicate the practices of makers. Involving investment decision-makers Holding investment team meetings a Using IT platforms/systems that ena Internal process that requires portfolia Other; specify None 107.3 Indicate whether insight Type of engagement Individual/Internal staff engagements Collaborative engagements 107.4 Additional information We manage a very consentrated portfolice	used to ensure that information and so when developing an engagement and/or presentations ble data sharing it is managers to re-balance holding it is gained from your organisation. Insights shared Yes, systematically Yes, occasionally No Yes, occasionally No O Yes, systematically Yes, occasionally O No	s programme s based on interaction and outcon s engagements are shared with yo	ne levels our clients/beneficiaries			
Indicate the practices of makers. Involving investment decision-makers. Holding investment team meetings a Using IT platforms/systems that ena Internal process that requires portfolicy. Other, specify. None Indicate whether insight. Type of engagement. Individual/Internal staff engagements. Collaborative engagements. O7.4 Additional information. We manage a very consentrated portfolice.	used to ensure that information and so when developing an engagement and/or presentations ble data sharing it is managers to re-balance holding it is gained from your organisation. Insights shared Yes, systematically Yes, occasionally No Yes, occasionally No O Yes, systematically Yes, occasionally O No	s programme s based on interaction and outcon s engagements are shared with yo	ne levels our clients/beneficiaries	the insights		
Indicate the practices of makers. Involving investment decision-makers Holding investment team meetings a Using IT platforms/systems that ena Internal process that requires portfoli Other; specify None Indicate whether insight Type of engagement Individual/Internal staff engagements Collaborative engagements 4.07.4 Additional information We manage a very consentrated portfoliogengagements internally among the invest	used to ensure that information and so when developing an engagement and/or presentations ble data sharing it is managers to re-balance holding it is gained from your organisation. Insights shared Yes, systematically Yes, occasionally No Yes, occasionally No O Yes, systematically Yes, occasionally O No	s programme s based on interaction and outcon s engagements are shared with you	ne levels our clients/beneficiaries	the insights o		
Indicate the practices of makers. Involving investment decision-makers Holding investment team meetings a Using IT platforms/systems that ena Internal process that requires portfoli Other; specify None Indicate whether insight Type of engagement Individual/Internal staff engagements Collaborative engagements 4.07.4 Additional information We manage a very consentrated portfoliogengagements internally among the invest	used to ensure that information and so when developing an engagement and/or presentations ble data sharing in managers to re-balance holding in managers team.	s programme s based on interaction and outcon s engagements are shared with you	ne levels our clients/beneficiaries	the insights o		
Indicate the practices of makers. Involving investment decision-makers. Holding investment team meetings a Using IT platforms/systems that ena Internal process that requires portfoliation of the comparison of	used to ensure that information and so when developing an engagement and/or presentations ble data sharing to managers to re-balance holding to Mo Insights shared Yes, systematically Yes, occasionally No Optional Optional of domestic holdings and have a ment managers team.	s based on interaction and outcons sengagements are shared with your frequent dialog with the companies Gateway ent activities.	ne levels our clients/beneficiaries	the insights o		
Indicate the practices of makers. Involving investment decision-makers Holding investment team meetings a Using IT platforms/systems that ena Internal process that requires portfolia Other; specify None 107.3 Indicate whether insight Type of engagement Individual/Internal staff engagements Collaborative engagements 107.4 Additional information We manage a very consentrated portfolicengagements internally among the invest Mandatory Mandatory 108.1 Indicate whether you to	used to ensure that information and so when developing an engagement and/or presentations ble data sharing it is gained from your organisation? Insights shared Yes, occasionally Yes, occasionally No Yes, systematically Yes, occasionally No O res, systematically Yes, occasionally Tracking engagements O reck the number of your engagements O res, we track the number	s based on interaction and outcons sengagements are shared with your frequent dialog with the companies Gateway ent activities.	ne levels our clients/beneficiaries			

LEA 08.2			onto.	
	not have a formal process of tra			
ivate	Mandatory to Report, Volur	itary to disclose	Core Assessed	PR
IVale	Voluntary		Additional Assessed	PR
ivate	voluntary		Additional Assessed	— PR
11	Voluntary		Descriptive	PR
ivate	Voluntary		Беобприте	
12	Mandatory		Descriptive	PR
LEA 12.1	indicate now you typ	oically make your (proxy) voting	g decisions.	
	Approach			
•	✓ We use our own research or v	oting team and make voting de	ecisions without the use of service providers.	
	Based or	1		
	✓ Our own voting policy Our clients` requests of			
	O Other (explain)	or policies		
	1	i e le		
	_		ns and/or provide research that we use to guide our vo	
		make voting decisions on our	behalf, except in some pre-defined scenarios where w	e review and make voting
U	lecisions.			
	decisions. We hire service providers who	make voting decisions on our	behalf.	
) We hire service providers who			of your approach when
LEA 12.2	Provide an overview exceptions to the po	of how you ensure that your aglicy are made.	behalf. greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in the second control of the second	
LEA 12.2	Provide an overview exceptions to the po	of how you ensure that your aglicy are made.	greed-upon voting policy is adhered to, giving details o	he GeneralMeetings is re
If we very both in	Provide an overview exceptions to the po yote against any of the General Minternally and externally.	of how you ensure that your aglicy are made.	greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in t	he GeneralMeetings is re
If we very both in the state of	Provide an overview exceptions to the po yote against any of the General Minternally and externally. Voluntary Mandatory Indicate the proportion	of how you ensure that your ad licy are made. deeting's motions the discussion	greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in the Additional Assessed Descriptive hin the reporting year in which where you or the service	he GeneralMeetings is re
If we very both in the street of the street	Provide an overview exceptions to the povote against any of the General Minternally and externally. Voluntary Mandatory Indicate the proportion behalf raised concer	of how you ensure that your ad licy are made. deeting's motions the discussion	greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in the Additional Assessed Descriptive hin the reporting year in which where you or the service	he GeneralMeetings is re
If we very both in the street of the street	Provide an overview exceptions to the po vote against any of the General Monternally and externally. Voluntary Mandatory Indicate the proportion behalf raised concertions.	of how you ensure that your ad licy are made. deeting's motions the discussion	greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in the Additional Assessed Descriptive hin the reporting year in which where you or the service	he GeneralMeetings is re
If we very both in 144 invate 155 LEA 15.1	Provide an overview exceptions to the po yote against any of the General Minternally and externally. Voluntary Indicate the proportion behalf raised concertions to the population of the general Minternally and externally.	of how you ensure that your ad licy are made. deeting's motions the discussion	greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in the Additional Assessed Descriptive hin the reporting year in which where you or the service	he GeneralMeetings is rep
If we very both in 14 LEA 15.1 O 10 O 99 O 74	Provide an overview exceptions to the po vote against any of the General Minternally and externally. Voluntary Mandatory Indicate the proportion behalf raised concertions to the population of the General Minternally and externally.	of how you ensure that your ad licy are made. deeting's motions the discussion	greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in the Additional Assessed Descriptive hin the reporting year in which where you or the service	he GeneralMeetings is rep
If we very both in 144 invate 155 LEA 15.1	Provide an overview exceptions to the povote against any of the General Minternally and externally. Voluntary Mandatory Indicate the proportion behalf raised concertions to the povote against any of the General Minternally and externally.	of how you ensure that your ad licy are made. deeting's motions the discussion	greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in the Additional Assessed Descriptive hin the reporting year in which where you or the service	he GeneralMeetings is re
LEA 12.2 If we very both in 1994 LEA 15.1 10 99 74 49 49	Provide an overview exceptions to the povote against any of the General Minternally and externally. Voluntary Mandatory Indicate the proportion behalf raised concertions to the povote against any of the General Minternally and externally.	of how you ensure that your ad licy are made. deeting's motions the discussion on of votes participated in with ns with companies ahead of vo	greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in the Additional Assessed Descriptive hin the reporting year in which where you or the service oting.	he GeneralMeetings is re
LEA 12.2 If we we both in the street of the	Provide an overview exceptions to the po vote against any of the General Minternally and externally. Voluntary Mandatory Indicate the proportion behalf raised concernions 1-50% 1-50% 1-50% 1-11% Either we nor our service provider	of how you ensure that your ad licy are made. Reeting's motions the discussion on of votes participated in with ms with companies ahead of votes (s) raise concerns with companies	greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in the Additional Assessed Descriptive hin the reporting year in which where you or the service oring.	he GeneralMeetings is re
If we very both in the street of the street	Provide an overview exceptions to the po vote against any of the General Minternally and externally. Voluntary Mandatory Indicate the proportion behalf raised concers to behalf raised concers to be a con	of how you ensure that your ad licy are made. deeting's motions the discussion of votes participated in with ns with companies ahead of votes are concerns with companies for raising your concerns with	greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in the Additional Assessed Descriptive hin the reporting year in which where you or the service oting.	he GeneralMeetings is re
If we very both in the street of the street	Provide an overview exceptions to the po yote against any of the General Minternally and externally. Voluntary Mandatory Indicate the proportion behalf raised concerns to the population of the proportion of	of how you ensure that your ad licy are made. Recting's motions the discussion on of votes participated in with ms with companies ahead of votes participated in with recompanies and the companies ahead of votes participated in with several particip	greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in the Additional Assessed Descriptive hin the reporting year in which where you or the service oring.	he GeneralMeetings is re
LEA 15.1 O 10 O 99 O 74 O No LEA 15.2 LEA 15.2	Provide an overview exceptions to the po vote against any of the General Minternally and externally. Voluntary Mandatory Indicate the proportion behalf raised concernous descriptions to the proportion behalf raised concernous descriptions of the proportion of t	of how you ensure that your ad licy are made. deeting's motions the discussion on of votes participated in with ms with companies ahead of votes are concerns with companies for raising your concerns with s	greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in the Additional Assessed Descriptive hin the reporting year in which where you or the service oring.	he GeneralMeetings is re
LEA 15.1 O 10 O 99 O 74 O 49 Vo Vo	Provide an overview exceptions to the po vote against any of the General Minternally and externally. Voluntary Mandatory Indicate the proportion behalf raised concerned selected market provider indicate the reasons of ete(s) concerned selected sectors of ete(s) concerned certain ESG issuate.	of how you ensure that your ad licy are made. decting's motions the discussion on of votes participated in with ris with companies ahead of votes are concerns with companies and for raising your concerns with second	greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in the Additional Assessed Descriptive Thin the reporting year in which where you or the service orting. In these companies ahead of voting.	he GeneralMeetings is re
LEA 15.1 ○ 10 ○ 99 ○ 74 ○ 49 ✓ 24 ○ Net LEA 15.2 □ Vo □ Vo □ Vo	Provide an overview exceptions to the po vote against any of the General Minternally and externally. Voluntary Mandatory Indicate the proportion behalf raised concerned selected market one(s) concerned selected sectors one(s) concerned certain ESG issues tote(s) concerned companies expects one(s) concerned companies expects one(s) concerned companies expects	of how you ensure that your ad licy are made. Ideeting's motions the discussion of votes participated in with ns with companies ahead of votes participated in with ns with companies ahead of votes participated in with second or raising your concerns with second of votes participated in with ns with companies ahead of votes participated in with ns with companies ahead of votes participated in with second or raising your concerns with you	greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in the Additional Assessed Descriptive Thin the reporting year in which where you or the service orting. In these companies ahead of voting.	he GeneralMeetings is rep
C C C C C C C C C C	Provide an overview exceptions to the po yote against any of the General Minternally and externally. Voluntary Mandatory Indicate the proportion behalf raised concerned selected market pote(s) concerned selected market pote(s) concerned companies expecte(s) concerned significant share pote(s) concerned significant	of how you ensure that your ad licy are made. Ideeting's motions the discussion of votes participated in with ns with companies ahead of votes participated in with ns with companies ahead of votes participated in with second or raising your concerns with second of votes participated in with ns with companies ahead of votes participated in with ns with companies ahead of votes participated in with second or raising your concerns with you	greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in the Additional Assessed Descriptive Thin the reporting year in which where you or the service orting. In these companies ahead of voting.	he GeneralMeetings is rep
C C C C C C C C C C	Provide an overview exceptions to the po vote against any of the General Minternally and externally. Voluntary Mandatory Indicate the proportion behalf raised concernous each of the General Minternally and externally. Indicate the proportion behalf raised concernous each of the General Minternally and externally. Indicate the proportion behalf raised concernous each of the General Minternally and externally. Indicate the proportion behalf raised concernous each of the General Minternally and externally. Indicate the proportion behalf raised concernous each of the General Minternally. Indicate the proportion behalf raised concernous each of the General Minternally.	of how you ensure that your ad licy are made. Ideeting's motions the discussion of votes participated in with ns with companies ahead of votes participated in with ns with companies ahead of votes participated in with second or raising your concerns with second of votes participated in with ns with companies ahead of votes participated in with ns with companies ahead of votes participated in with second or raising your concerns with you	greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in the Additional Assessed Descriptive Thin the reporting year in which where you or the service orting. In these companies ahead of voting.	he GeneralMeetings is re
LEA 12.2 If we very both in the very bo	Provide an overview exceptions to the po vote against any of the General Minternally and externally. Voluntary Mandatory Indicate the proportion behalf raised concernous each of the General Minternally and externally. Indicate the proportion behalf raised concernous each of the General Minternally and externally. Indicate the proportion behalf raised concernous each of the General Minternally and externally. Indicate the proportion behalf raised concernous each of the General Minternally and externally. Indicate the proportion behalf raised concernous each of the General Minternally. Indicate the proportion behalf raised concernous each of the General Minternally.	of how you ensure that your ad licy are made. Ideeting's motions the discussion of votes participated in with ns with companies ahead of votes participated in with ns with companies ahead of votes participated in with second or raising your concerns with second of votes participated in with ns with companies ahead of votes participated in with ns with companies ahead of votes participated in with second or raising your concerns with you	greed-upon voting policy is adhered to, giving details on is taken internally before the meeting. Our voting in the Additional Assessed Descriptive Thin the reporting year in which where you or the service orting. In these companies ahead of voting.	he GeneralMeetings is re

	0% 5% % lo not communicate the rationale to companies	not abstain or vote against management recommendations	
LEA 17	Mandatory	Core Assessed	PRI 2
LEA 17.1	For listed equities in which you or your service votes cast during the reporting year.	provider have the mandate to issue (proxy) voting instructions, in	ndicate the percentage of
O We d	lo track or collect this information		
✔ We d	lo not track or collect this information		
LEA 18	Voluntary	Additional Assessed	PRI 2
LEA 18.1	Indicate whether you track the voting instructi	ions that you or your service provider on your behalf have issued.	
✓ Yes,	we track this information		
LEA	Of the voting instructions that you and, were:	or third parties on your behalf have issued, indicate the proportion	on of ballot items that
O No, v	Voting instructionsBreakdown as percentage of vot 100% Against (opposing) management recommendations 0% Abstentions 0% ve do not track this information	tes castFor (supporting) management recommendations	
LEA 19	Mandatory	Core Assessed	PRI 2
LEA 19.1 ○ Yes ✓ No	Indicate whether your organisation has a form	nal escalation strategy following unsuccessful voting.	
LEA 20	Voluntary	Descriptive	PRI 2
Private			
LEA Checks			Checks
☑ If there	e are any messages below, please review them before co	ontinuing. If there are no messages below, please save this page a	and continue.



	Y	ESG issues helped identify risks and/or opportunities for value creation							
	\checkmark	See ESG issues led to the abandonment of potential investments							
	\checkmark	ESG	issues i	mpacted the investment in terms of pri	ice offered and/or paid				
	⋖	ESG	issues i	mpacted the terms in the shareholder/	/purchase agreements and/or lending covenants				
		ESG	issues v	vere considered but did not have an im	npact on the investment selection process				
		Othe	er, specif	y					
		Not	applicab	le, our organisation did not select any	investments in the reporting year				
				ack this potential impact					
	PR 06.	5.2		Indicate how ESG issues impacted y	rour property investment deal structuring processes during the reporting year	ar.			
	⋖	ESG	issues i	mpacted the investment in terms of pri	ice offered and/or paid				
		ESG	issues i	es impacted the terms in the shareholder/purchase agreements and/or lending covenants					
				vere considered but did not have an im					
			er, specif		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				
					investments in the reporting year				
	_			le, our organisation did not select any	investments in the reporting year				
		vve	do not tr	ack this potential impact					
PR			Man	datory	Core Assessed	PRI 4			
	PR 07.	7.1		Indicate if your organisation includes	s ESG issues in your selection, appointment and/or monitoring of third-party	y property managers.			
	0	Yes							
	~	No							
	DD 07			Durantida a baileful a carindian a facción a		and the second second			
	PR 07.				rganisations selection, appointment and monitoring of third party property r 3G issues for your property investments.	managers and how they			
	Thi	nrid na	rty nron		nance is always analyzed in DD process.				
		па ро							
PR	08		Man	datory	Gateway	PRI 2			
	PR 08.	3.1		Indicate if your organisation, and/or	property managers, considers ESG issues in post-investment activities rela	ting to your property			
				assets.					
	~	Yes							
	~								
	~		08.2		sation, and/or property managers, considers ESG issues in the following pos ets.	st-investment activities			
	*	PR		relating to your property asse	ets.	st-investment activities			
	~	PR	✓ We	relating to your property assectionsider ESG issues in property monitor	ets. oring and management	st-investment activities			
	~	PR	❤ We	relating to your property assectionsider ESG issues in property monitor consider ESG issues in property development.	oring and management oppments and major renovations.	st-investment activities			
	*	PR	❤ We (relating to your property assectionsider ESG issues in property development ESG issues in property development ESG issues in property occupionsider ESG issues in property occupi	oring and management opments and major renovations. ier engagements	st-investment activities			
	~	PR	✓ We de we	relating to your property assections and relating to your property monitors are the consider ESG issues in property development of the consider ESG issues in property occupions and the consider ESG issues in community engages.	oring and management opments and major renovations. ier engagements gagements related to our properties	st-investment activities			
	~	PR	✓ We de we	relating to your property assectionsider ESG issues in property development ESG issues in property development ESG issues in property occupionsider ESG issues in property occupionsider ESG issues in property occupions.	oring and management opments and major renovations. ier engagements gagements related to our properties	st-investment activities			
	~	PR	✓ We de we	relating to your property assections and relating to your property monitors are ESG issues in property development of ESG issues in property occupions and the ESG issues in community engrounder ESG issues in other post-investigations.	oring and management opments and major renovations. ier engagements gagements related to our properties stment activities, specify				
	*	PR	✓ We de we	relating to your property assections and relating to your property monitors are ESG issues in property development of ESG issues in property occupions and the ESG issues in community engrounder ESG issues in other post-investigations.	oring and management opments and major renovations. ier engagements gagements related to our properties				
	~	PR	₩e we	relating to your property assections and relating to your property monitor consider ESG issues in property development of ESG issues in property occupionsider ESG issues in community engrounsider ESG issues in other post-investigations. Describe how your organisations assections are property of the property occupions and the property occupions are property of the	oring and management opments and major renovations. ier engagements gagements related to our properties stment activities, specify ion, and/or property managers, considers ESG issues in post-investment act				
		PR	₩e we	relating to your property asset consider ESG issues in property monito consider ESG issues in property development ESG issues in property occupionsider ESG issues in community engrounsider ESG issues in other post-investigation. Describe how your organisation property assets.	oring and management opments and major renovations. ier engagements gagements related to our properties stment activities, specify ion, and/or property managers, considers ESG issues in post-investment act				
		PR	₩e we	relating to your property asset consider ESG issues in property monito consider ESG issues in property development ESG issues in property occupionsider ESG issues in community engrounsider ESG issues in other post-investigation. Describe how your organisation property assets.	oring and management opments and major renovations. ier engagements gagements related to our properties stment activities, specify ion, and/or property managers, considers ESG issues in post-investment act				
PR	0	PR	₩e we	relating to your property asset consider ESG issues in property monito consider ESG issues in property development ESG issues in property occupionsider ESG issues in community engrounsider ESG issues in other post-investigation. Describe how your organisation property assets.	oring and management opments and major renovations. ier engagements gagements related to our properties stment activities, specify ion, and/or property managers, considers ESG issues in post-investment act				
PR	09	PR PR	₩e we	relating to your property assessionsider ESG issues in property monitoconsider ESG issues in property developments as a substant of the property occupies consider ESG issues in community engrounsider ESG issues in other post-investigations of the post-investigation of the post-	oring and management opments and major renovations. ier engagements gagements related to our properties stment activities, specify ion, and/or property managers, considers ESG issues in post-investment act to energy and water consumption . Core Assessed	tivities related to your PRI 2,3			
PR	0	PR PR	₩e we	relating to your property assessionsider ESG issues in property monitoconsider ESG issues in property development of ESG issues in property occupionsider ESG issues in community engrounsider ESG issues in other post-investionsider ESG issues in other post-investigations of property assets.	oring and management opments and major renovations. ier engagements gagements related to our properties strment activities, specify ion, and/or property managers, considers ESG issues in post-investment activities energy and water consumption. Core Assessed	tivities related to your PRI 2,3			
PR	O 09 PR 09.	PR PR	We	relating to your property assessonsider ESG issues in property development of ESG issues in property development of ESG issues in property occupionsider ESG issues in community engrounsider ESG issues in other post-investigation of property assets. Describe how your organisating property assets. Inplie continuing benchmark regarding industry Indicate the proportion of property a or similar) during the reporting year.	oring and management opments and major renovations. ier engagements gagements related to our properties strment activities, specify ion, and/or property managers, considers ESG issues in post-investment activities energy and water consumption. Core Assessed	tivities related to your PRI 2,3			
PR	O9 PR 09.	PR P	We	relating to your property asset consider ESG issues in property monitor consider ESG issues in property development of ESG issues in property occupionsider ESG issues in community engrounsider ESG issues in other post-investigation of the post-investigation of the post-investigation of property assets. Describe how your organisating property assets. Inplicate the proportion of property a or similar) during the reporting year.	oring and management opments and major renovations. ier engagements gagements related to our properties strment activities, specify ion, and/or property managers, considers ESG issues in post-investment activities energy and water consumption. Core Assessed	tivities related to your PRI 2,3			
PR	O 09 PR 09.	PR P	We	relating to your property assets consider ESG issues in property monitor consider ESG issues in property development of ESG issues in property occupications of ESG issues in community engrounsider ESG issues in other post-investigations of	oring and management opments and major renovations. ier engagements gagements related to our properties strment activities, specify ion, and/or property managers, considers ESG issues in post-investment activities energy and water consumption. Core Assessed	tivities related to your PRI 2,3			
PR	O 09 PR 09.	PR P	We	relating to your property asset consider ESG issues in property monitor consider ESG issues in property development of ESG issues in property occupionsider ESG issues in community engrounsider ESG issues in other post-investigation of the post-investigation of the post-investigation of property assets. Describe how your organisating property assets. Inplicate the proportion of property a or similar) during the reporting year.	oring and management opments and major renovations. ier engagements gagements related to our properties strment activities, specify ion, and/or property managers, considers ESG issues in post-investment activities energy and water consumption. Core Assessed	tivities related to your PRI 2,3			
PR	O9 PR 09	PR P	We	relating to your property assets consider ESG issues in property monitor consider ESG issues in property development of ESG issues in property occupications of ESG issues in community engrounsider ESG issues in other post-investigations of	oring and management opments and major renovations. ier engagements gagements related to our properties strment activities, specify ion, and/or property managers, considers ESG issues in post-investment activities energy and water consumption. Core Assessed	tivities related to your PRI 2,3			
PR	O9 PR 09	PR PR > >90' > 51-90 > 10-50 > <10'	We	relating to your property assets consider ESG issues in property monitor consider ESG issues in property development of ESG issues in property occupications and the property occupications are the property occupications and the property assets. Describe how your organisating property assets. Indicate the proportion of property a or similar) during the reporting year. Describe assets operty assets operty assets operty assets operty assets operty assets.	oring and management opments and major renovations. ier engagements gagements related to our properties strment activities, specify ion, and/or property managers, considers ESG issues in post-investment activities energy and water consumption. Core Assessed	tivities related to your PRI 2,3			
PR	O9 PR 09	PR PR > 900 No 10-50 10-	We	relating to your property assets consider ESG issues in property development of ESG issues in property development of ESG issues in property occupitonsider ESG issues in community engrounsider ESG issues in other post-investigation of property assets. Indicate the proportion of property a or similar) during the reporting year. Deerty assets operty assets operty assets operty assets operty assets.	oring and management opments and major renovations. ier engagements gagements related to our properties strment activities, specify ion, and/or property managers, considers ESG issues in post-investment activito energy and water consumption . Core Assessed assets for which your organisation, and/or property managers, set and mon	tivities related to your PRI 2,3			
PR	O9 PR 09	PR PR > 900 No 10-50 10-	We	relating to your property assets consider ESG issues in property development of ESG issues in property development of ESG issues in property occupitonsider ESG issues in community engrounsider ESG issues in other post-investigation of property assets. Indicate the proportion of property a or similar) during the reporting year. Deerty assets operty assets operty assets operty assets operty assets.	oring and management opments and major renovations. ier engagements gagements related to our properties strment activities, specify ion, and/or property managers, considers ESG issues in post-investment activito energy and water consumption . Core Assessed assets for which your organisation, and/or property managers, set and mon	tivities related to your PRI 2,3			
PR	O9 PR 09	PR P	We	relating to your property assets consider ESG issues in property development assets in property development assets in property development assets in community engrounsider ESG issues in other post-investigations and property assets. Describe how your organisative property assets in the property a	oring and management opments and major renovations. ier engagements gagements related to our properties strment activities, specify ion, and/or property managers, considers ESG issues in post-investment activito energy and water consumption . Core Assessed assets for which your organisation, and/or property managers, set and mon	tivities related to your PRI 2,3			
PR	O9 PR 09	PR P	We	relating to your property assets consider ESG issues in property monito consider ESG issues in property develo consider ESG issues in property occupi consider ESG issues in community eng consider ESG issues in other post-invest Describe how your organisati property assets. Indicate the proportion of property a or similar) during the reporting year. Deerty assets Indicate which ESG targets your organisati property assets Indicate which ESG targets your organisati property assets Indicate which ESG targets your organisatic property assets	oring and management opments and major renovations. ier engagements pagements related to our properties stment activities, specify ion, and/or property managers, considers ESG issues in post-investment act to energy and water consumption . Core Assessed assets for which your organisation, and/or property managers, set and mon anisation and/or property managers typically set and monitor Progress Achieved	PRI 2,3			
PR	O9 PR 09	PR P	We	relating to your property assets consider ESG issues in property development of ESG issues in property development of ESG issues in property occupitonsider ESG issues in community engrounsider ESG issues in other post-investigation of ESG issues in property assets. Indicate the proportion of property and or similarly during the reporting year. Indicate which ESG targets your organization of ESG issues in property assets is property assets. Indicate which ESG targets your organization of ESG issues in property assets in other post-investigation of ESG issues in property assets.	oring and management oppments and major renovations. ier engagements gagements related to our properties stment activities, specify from, and/or property managers, considers ESG issues in post-investment act to energy and water consumption . Core Assessed assets for which your organisation, and/or property managers, set and mon anisation and/or property managers typically set and monitor Progress Achieved Benchmark activity has been practised for several years. Shows a second control of the property managers and monitor anisation and/or property managers typically set and monitor anisation anisatio	PRI 2,3			
PR	O9 PR 09	PR P	We	relating to your property assets consider ESG issues in property monito consider ESG issues in property develo consider ESG issues in property occupi consider ESG issues in community eng consider ESG issues in other post-invest Describe how your organisati property assets. Indicate the proportion of property a or similar) during the reporting year. Deerty assets Indicate which ESG targets your organisati property assets Indicate which ESG targets your organisati property assets Indicate which ESG targets your organisatic property assets	oring and management opments and major renovations. ier engagements pagements related to our properties stment activities, specify ion, and/or property managers, considers ESG issues in post-investment act to energy and water consumption . Core Assessed assets for which your organisation, and/or property managers, set and mon anisation and/or property managers typically set and monitor Progress Achieved	PRI 2,3			

_	Social Governance		
_	We do not set and/or monitor against targets		
PR 09			
As	mentioned before our property managers role is small. We are setting go	pals for our own organisation and monitor the internally manag	ged properties.
PR 10	Voluntary	Descriptive	PRI 2
Private			
PR 11	Mandatory	Core Assessed	PRI 2
PR 11	.1 Indicate the proportion of active property developments a	and major renovations where ESG issues have been considered	d.
0	>90% of active developments and major renovations		
	51-90% of active developments and major renovations		
_	10-50% of active developments and major renovations		
0	<10% of active developments and major renovations		
0	N/A, no developments and major renovations of property assets are ac	itive	
PR 11	.2 Indicate if the following ESG considerations are typically i renovations.	implemented and monitored in your property developments an	d major
€	Environmental site selection requirements		
€	Environmental site development requirements		
$ \mathbf{Z} $	Sustainable construction materials		
$ \mathbf{Z} $	Water efficiency requirements		
∀	Energy efficiency requirements		
_	Energy generation from on-site renewable sources		
_	Waste management plans at sites		
	Health and safety management systems at sites		
_	Health and wellbeing of residents		
	Construction contractors comply with sustainability guidelines Resilient building design and orientation		
_	Other, specify		
PR 12		Core Assessed	PRI 2
PR 12	Mandatory	Core Assessed	PRI Z
PR 12	.1 Indicate the proportion of property occupiers your organ	isation, and/or your property managers, engaged with on ESG	
_	reporting year.		issues during the
0			issues during the
	reporting year.		issues during the
0	reporting year. >90% of occupiers 50-90% of occupiers 10-50% of occupiers		issues during the
0	reporting year. >90% of occupiers 50-90% of occupiers		issues during the
0	reporting year. >90% of occupiers 50-90% of occupiers 10-50% of occupiers <10% of occupiers	part of your, and/or your property managers', occupier engage	
O PR 12	reporting year. >90% of occupiers 50-90% of occupiers 10-50% of occupiers <10% of occupiers	part of your, and/or your property managers', occupier engage	
PR 12	reporting year. >90% of occupiers 50-90% of occupiers 10-50% of occupiers <10% of occupiers Indicate if the following practises and areas are typically		
PR 12	reporting year. >90% of occupiers 50-90% of occupiers 10-50% of occupiers <10% of occupiers Indicate if the following practises and areas are typically Distribute a sustainability guide to occupiers		
PR 12	reporting year. >90% of occupiers 50-90% of occupiers 10-50% of occupiers <10% of occupiers 2	ess	
PR 12	reporting year. >90% of occupiers 50-90% of occupiers 10-50% of occupiers <10% of occupiers 2	ess	
PR 12 Y Y Y Y Y Y	reporting year. >90% of occupiers 50-90% of occupiers 10-50% of occupiers -10% of occupiers Indicate if the following practises and areas are typically Distribute a sustainability guide to occupiers Organise occupier events focused on increasing sustainability awareness Deliver training on energy and water efficiency Deliver training on waste minimisation Provide feedback on energy and water consumption and/or waste generation	ess	
PR 122	reporting year. >90% of occupiers 50-90% of occupiers 10-50% of occupiers -10% of occupiers Indicate if the following practises and areas are typically Distribute a sustainability guide to occupiers Organise occupier events focused on increasing sustainability awareness Deliver training on energy and water efficiency Deliver training on waste minimisation Provide feedback on energy and water consumption and/or waste generation Carry out occupier satisfaction surveys	ess	
PR 12	reporting year. >90% of occupiers 50-90% of occupiers 10-50% of occupiers <10% of occupiers 2	ess	
PR 12 Y Y Y Y Y Y Y Y Y Y	reporting year. >90% of occupiers 50-90% of occupiers 10-50% of occupiers -10% of occupiers 20 Indicate if the following practises and areas are typically Distribute a sustainability guide to occupiers Organise occupier events focused on increasing sustainability awarenes Deliver training on energy and water efficiency Deliver training on waste minimisation Provide feedback on energy and water consumption and/or waste generation Carry out occupier satisfaction surveys Health and wellbeing of residents Offer green leases	ess	
PR 12	reporting year. >90% of occupiers 50-90% of occupiers 10-50% of occupiers -10% occu	eration	ements.
PR 12 Y Y Y Y Y Y Y PR 13	reporting year. >90% of occupiers 50-90% of occupiers 10-50% of occupiers -10% of occupiers 20 Indicate if the following practises and areas are typically Distribute a sustainability guide to occupiers Organise occupier events focused on increasing sustainability awarenes Deliver training on energy and water efficiency Deliver training on waste minimisation Provide feedback on energy and water consumption and/or waste generation Carry out occupier satisfaction surveys Health and wellbeing of residents Offer green leases	ess	
PR 13 Private	reporting year. >90% of occupiers 50-90% of occupiers 10-50% of occupiers -10% of occupiers Indicate if the following practises and areas are typically Distribute a sustainability guide to occupiers Organise occupier events focused on increasing sustainability awareness Deliver training on energy and water efficiency Deliver training on waste minimisation Provide feedback on energy and water consumption and/or waste generation Carry out occupier satisfaction surveys Health and wellbeing of residents Offer green leases Other, specify Voluntary	eration Additional Assessed	ements.
PR 13 Private PR 14	reporting year. >90% of occupiers 50-90% of occupiers 10-50% of occupiers -10% occu	eration	ements.
PR 13 Private	reporting year. >90% of occupiers 50-90% of occupiers 10-50% of occupiers -10% of occupiers Indicate if the following practises and areas are typically Distribute a sustainability guide to occupiers Organise occupier events focused on increasing sustainability awareness Deliver training on energy and water efficiency Deliver training on waste minimisation Provide feedback on energy and water consumption and/or waste generation Carry out occupier satisfaction surveys Health and wellbeing of residents Offer green leases Other, specify Voluntary	eration Additional Assessed	ements.
PR 13 Private PR 14	reporting year. >90% of occupiers 50-90% of occupiers 10-50% of occupiers -10% of occupiers Indicate if the following practises and areas are typically Distribute a sustainability guide to occupiers Organise occupier events focused on increasing sustainability awareness Deliver training on energy and water efficiency Deliver training on waste minimisation Provide feedback on energy and water consumption and/or waste generation Carry out occupier satisfaction surveys Health and wellbeing of residents Offer green leases Other, specify Voluntary	eration Additional Assessed	ements.

СМ	1 01	Mandatory	Additional Assessed	General
	CM1 01.1	Indicate whether the reported information you have provided for y	our PRI Transparency Report this year has undergone:	
	☐ Third	party assurance over selected responses from this year's PRI Transparence		
	_	party assurance over data points from other sources that have subsequen		
	_	party assurance or audit of the correct implementation of RI processes (th		
	_	nal audit of the correct implementation of RI processes and/or accuracy of		
		nal verification of responses before submission to the PRI (e.g. by the CEO of		
			,	
	_	Whole PRI Transparency Report has been internally verified		
	_	Selected data has been internally verified		
	Othe			
	☐ None	e of the above		
СМ	1 02	Mandatory	Descriptive	General
	CM1 02.1	We undertook third party assurance on last year's PRI Transparer	ncy Report	
	O Who	e PRI Transparency Report was assured last year		
	_	et in Transparency Report was assured last year sted data was assured in last year's PRI Transparency Report		
		id not assure last year's PRI Transparency report		
		of the above, we were in our preparation year and did not report last year.		
СМ	1 03	Mandatory	Descriptive	General
	CM1 03.1	We undertake confidence building measures that are unspecific to	the data contained in our PRI Transparency Report:	
	☐ We a	dhere to an RI certification or labelling scheme		
	☐ We d	arry out independent/third party assurance over a whole public report (such	n as a sustainability report) extracts of which are included in	n this year's
	PRI Tran	sparency Report		
	☐ ESG	audit of holdings		
	Othe			
	⊻ None	e of the above		
СМ	1 04	Mandatory	Descriptive	General
	CM1 04.1	Do you plan to conduct third party assurance of this year's PRI Tr	ansparency report?	
	O Who	e PRI Transparency Report will be assured		
		eted data will be assured		
		o not plan to assure this year's PRI Transparency report		
			1	
СМ	1 07	Mandatory	Descriptive	General
	CM1 07.1	Indicate who has reviewed/verified internally the whole - or selected	ed data of the - PRI Transparency Report . and if this applie	s to
		selected data please specify what data was reviewed		
	™ CEO	or other Chief-Level staff		
		Sign-off or review of responses		
	(Y Sign-off		
	(Review of responses		
	☐ The I	Board		
	☐ Inves	tment Committee		
	☐ Com	pliance Function		
	☐ RI/ES	GG Team		
	☐ Inves	tment Teams		
	☐ Lega	Department		
	☐ Othe	r (specify)		