

*Table 1*

**Statement on the principal adverse sustainability impacts of investment decisions**

**Financial market participant** eQ Asset Management Ltd., LEI: 743700V8NFLW66YKYD58

**Summary**

eQ Fund Management Company has outsourced the portfolio management and investment operations of all the funds it manages to eQ Asset Management Ltd. eQ Asset Management considers principal adverse impacts (Principal Adverse Impact eli PAI) of its investment decisions on sustainability factors and systematically monitors these in its investment activities. This statement on the principal adverse sustainability impacts covers the reference period from 1 January 2022 to 31 December 2022

This statement shall be issued in the manner required by the Sustainable Finance Disclosure Regulation, SFDR (2019/2088, Article 4). Reports related to the indicators of adverse impacts during the reference period are presented in Table 1 in Appendix I of the SFDR's Delegated Regulation (EU 2022/1288). This statement is reviewed annually.

This statement also describes the principles applied at eQ Asset Management in relation to the identification and prioritisation of principal adverse sustainability impacts and how these principles are kept up to date and applied.

Published on 30 June 2023

**Description of the principal adverse sustainability impacts**

Companies included in the portfolio may have adverse impacts on sustainability factors through their economic activities.

eQ Asset Management strives to monitor and report the possible harmful sustainability effects of the company's operations on the environment or society. The principal adverse sustainability impacts are considered by analysing and screening investment products with the key PAI indicators for climatic, environmental and social impacts, and for real estate investments,

eQ reports for fixed income and equity funds and real estate and residential funds all the indicators listed in the EU Technical Regulatory Standards (RTS) supplementing the SFDR Regulation (See Table 1), mandatory indicators applicable to companies, governments and supranational organisations and investments made in real estate assets. This announcement does not yet include indicator data for eQ's Northern European private equity target funds. It is good to be aware that there is still very little information available on PAI indicators and the coverage of data is very low in private equity investments. The PAI indicator data and observations obtained from the target funds for the reference period 1.1.-31.12.2022 have been reported in fund-specific eQ private equity investment reports and the information has been given to investors who invest in the funds.

eQ is currently figuring out which two additional indicators will be monitored and reported in equity and fixed income funds. Information on additional indicators will be reported for the first time from the reference period January 1-December 31, 2023.

There may be restrictions on the available information and the quality of the information. The information related to sustainability has not yet been fully standardized and the target companies do not report the information widely, which is why some of the available PAI indicator information may be based on estimates. The quality, coverage and availability of data continue to pose challenges, especially for small businesses and less developed markets. In eQ's view, interpreting the value of the individual PAI indicator, which will be officially published for the first time in spring 2023, is not yet meaningful. It is important to monitor the trend development of the PAI indicator reading in the long term. First, however, you need to get more data points and improve the coverage and quality of the data.

Table 1

**Indicators applied for investment in companies as investment products**

Sustainability indicator describing the level of harm	Metric	Impact 2022 * **	Impact [year n-1]	Description	Measures taken and the measures planned and goals set for the next reference period
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**INDICATORS RELATED TO THE CLIMATE AND OTHER ENVIRONMENTAL FACTORS**

Greenhouse gas emissions	1. Greenhouse gas emissions	Scope 1 – greenhouse gas emissions	87 098 tCO2e (76 %)			eQ's key responsible investment approaches ESG integration into investment practices, active ownership and engagement, and an industry-specific exclusion for the Article 9 equity fund. eQ reviews all investment targets using the sustainability indicators defined in eQ's actively
		Scope 2 – greenhouse gas emissions	26 354 tCO2e (76 %)			
		Scope 3 – greenhouse gas emissions	564 073 tCO2e (75 %)			
		Total greenhouse gas emissions	677 707 tCO2e (75 %)			

	2. Carbon footprint	Carbon footprint	374,21 tCO <sub>2</sub> e/m€ (79 %)			<p>managed equity and fixed income funds (amount of target companies' emissions, development of carbon intensity, commitment to emission reduction targets (science-based emissions target SBTi), assessment of adverse sustainability effects (PAI indicators) and the company's readiness to manage the risks and possibilities of the transition to low carbon and the number of norm violations). To support the analysis of investment targets and influence work, the fund's portfolio manager, in addition to his own assessment, also uses the databases and analyzes of external service providers (MSCI and ISS ESG).</p> <p>The carbon emissions trend of fixed income and equity funds has been monitored since 2017. The fund-specific ESG reports show that the carbon intensity</p>
	3. Intensity of greenhouse gas emissions of companies we have invested in	Intensity of greenhouse gas emissions of companies we have invested in	737,39 tCO <sub>2</sub> e/m€ (79 %)			
	4. Responsibility related to companies that operate in the field of fossil fuels	Share of investment in companies that operate in the field of fossil fuels	5,9 % (76 %)			
	5. Share of the use and production of non renewable energy	Share of the use of nonrenewable energy and the production of nonrenewable energy in the companies we have invested in compared with renewable sources of energy, expressed as percentages of the total amount of energy sources	70,0 % (64 %)			
	6. The intensity of energy consumption per area that has a	Energy consumption as gigawatthours per million euros	0,7 GWh/m€ (68 %)			

	significant climate impact	produced by the companies we have invested in calculated per area that has a significant climate impact				<p>(scope 1 + scope 2) trend of the funds has been decreasing in the long term. With the PAI indicator calculation, scope 3 emissions have also been monitored, which are still largely estimates made by the ESG data supplier MSCI. To a large extent, companies do not yet self-report Scope 3 greenhouse gas emissions.</p> <p>eQ has not yet defined threshold values for PAI indicators. In eQ's view, interpreting the value of the individual PAI indicator, which will be officially published for the first time in spring 2023, is not yet meaningful. It is important to monitor the trend development of the PAI indicator reading in the long term. First, however, we need to get more data points and improve the coverage and quality of the data.</p> <p><b>Exclusion</b></p>
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						<p>Article 9 of eQ in the fund's investment process excludes e.g. the following industries (fossil energy and industries where a sustainable strategy does not significantly increase the competitive advantages of the companies in the industry). The exclusion regarding eQ's investment processes is described in more detail in eQ Asset Management Ltd.'s responsible investment principles on eQ's website.</p> <p><b>Plans for 2023</b></p> <p>Investment targets are monitored regularly with the help of sustainability indicators defined by eQ, and efforts are made to influence the companies' operating methods.</p> <p>In fixed income and equity investments, eQ is a signatory to CDP's Climate Change program. eQ occasionally participates in</p>
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					<p>joint influence initiatives together with other investors. Since 2019, eQ has been involved in the Science Based Target Initiative organized by CDP, which encourages companies to set science-based emission reduction targets for their own operations.</p> <p>Since eQ encourages companies to define science-based emission reduction targets for their own operations, eQ's portfolio managers will conduct a climate survey in the spring of 2023 for investment targets of interest and equity funds that have not yet defined a science-based emission reduction target (SBTi) for their operations or their own Scope 3 emissions calculation. This survey is supposed to be done every other year and at the same time maintain an active discussion with the</p>
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						<p>investment targets and monitor the development.</p> <p>eQ already monitors and reports on all 14 mandatory (PAI) sustainability indicators and their development for fixed income and equity funds. eQ is currently figuring out which two additional indicators will be monitored and reported in interest and equity funds. Data related to additional indicators is still scarce.</p>
Biological diversity	7. Functions that have a negative impact on areas with sensitive biological diversity	Share of companies we have invested in that have locations or functions in areas with sensitive biological diversity or near them and where the functions of these companies have a negative impact on such an area	2,7 % (76 %)			<p>eQ already monitors and reports on all 14 mandatory (PAI) sustainability indicators and their development for fixed income and equity funds</p> <p>eQ has not yet defined threshold values for PAI indicators. In eQ's view, interpreting the value of the individual PAI indicator, which will be officially published for the first time</p>



						<p>in spring 2023, is not yet meaningful. It is important to monitor the trend development of the PAI indicator reading in the long term. First, however, we need to get more data points and improve the coverage and quality of the data.</p> <p>Article 9 of eQ in the equity fund examines and takes into account e.g. regenerative agriculture and biodiversity and the related activities of the companies.</p> <p><b>Plans for 2023</b></p> <p>eQ is currently acquiring information and trying to understand what Science-Based Targets for Nature (SBTN, Science-Based Targets for Nature) means in practice and how related calculation methods are developing.</p> <p>eQ is currently figuring out which two additional indicators will be</p>
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						monitored and reported in interest and equity funds. Data related to additional indicators is still scarce.
Water	8. Emissions to water	The weighted average of emissions to water caused by companies we have invested in as tons per million euros invested	0,2 t/m€ (1 %)			<p>eQ already monitors and reports on all 14 mandatory (PAI) sustainability indicators and their development for fixed income and equity funds</p> <p>eQ has not yet defined threshold values for PAI indicators. In eQ's view, interpreting the value of the individual PAI indicator, which will be officially published for the first time in spring 2023, is not yet meaningful. It is important to monitor the trend development of the PAI indicator reading in the long term. First, however, we need to get more data points and improve the coverage and quality of the data</p>

						<p><b>Plans for 2023</b></p> <p>eQ is currently figuring out which two additional indicators will be monitored and reported in interest and equity funds. Data related to additional indicators is still scarce.</p>
Waste	9. Amount of hazardous waste and radioactive waste	The weighted average of hazardous waste and radioactive waste caused by companies we have invested in as tons per million euros invested	1,2 t/m€ (30 %)			<p>eQ already monitors and reports on all 14 mandatory (PAI) sustainability indicators and their development for fixed income and equity funds</p> <p>eQ has not yet defined threshold values for PAI indicators. In eQ's view, interpreting the value of the individual PAI indicator, which will be officially published for the first time in spring 2023, is not yet meaningful. It is important to monitor the trend development of the PAI indicator reading in the long term. First, however, we need to get more data points and improve the</p>

						<p>coverage and quality of the data</p> <p><b>Plans for 2023</b></p> <p>eQ is currently figuring out which two additional indicators will be monitored and reported in interest and equity funds. Data related to additional indicators is still scarce.</p>
<p><b>INDICATORS RELATED TO SOCIAL AND EMPLOYEE MATTERS, RESPECT FOR HUMAN RIGHTS, AND ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS</b></p>						
Social and employee matters	10. Violations of the UN's Global Compact principles and the operating instructions for multinational companies issued by the Organisation for Economic Co-operation and Development (OECD)	Share of investment in companies that have been part of a violation of the UN's Global Compact principles or the operating instructions for multinational companies issued by the OECD	0,1 % (90 %)			<p>In the selection and monitoring of the investment targets of all actively managed funds, the possible realization of norm violations against the principles of the UN Global Compact is taken into account. If the company has a verified norm violation, and the company's operations do not meet the requirements of good governance, eQ will not invest in it. The UN Global Compact</p>
	11. Lack of processes and mechanisms to monitor that the UN	Share of companies we have invested in	40,3 % (76 %)			

	<p>Global Compact principles of the OECD's operating instructions for multinational companies are followed</p>	<p>that have no operating principles for monitoring adherence to the UN Global Compact principles or the OECD's operating instructions for multinational companies or handling systems for problems or complaints for intervening with violations of UN's Global Compact principles or the OECD's operating instructions for multinational companies</p>				<p>principles are consistent with the following universal principles: the UN Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Rio Declaration on Environment and Development and the UN Convention against Corruption .</p> <p>Article 9 of eQ in the fund monitors the implementation of workers' rights (forced labor, modern slavery and human trafficking).</p> <p><b>Plans for 2023</b></p> <p>eQ is currently figuring out which two additional indicators will be monitored and reported in interest and equity funds. Data related to additional indicators is still scarce.</p>
	<p>12. Wage differentials between genders not evened</p>	<p>The unadjusted gender pay gap in</p>	<p>13,3 % (15 %)</p>			<p>eQ already monitors and reports on all 14 mandatory (PAI)</p>

		the companies we have invested in				<p>sustainability indicators and their development for fixed income and equity funds</p> <p>eQ has not yet defined threshold values for PAI indicators. In eQ's view, interpreting the value of the individual PAI indicator, which will be officially published for the first time in spring 2023, is not yet meaningful. It is important to monitor the trend development of the PAI indicator reading in the long term. First, however, we need to get more data points and improve the coverage and quality of the data</p> <p><b>Plans for 2023</b></p> <p>eQ is currently figuring out which two additional indicators will be monitored and reported in interest and equity funds. Data related to additional indicators is still scarce.</p>
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	<p>13. Gender diversity in the Board of Directors</p>	<p>The average share of female Board members in relation to the male members in the companies we have invested in presented as percentages of all Board members</p>	<p>31,1 % (25 %)</p>			<p>eQ already monitors and reports on all 14 mandatory (PAI) sustainability indicators and their development for fixed income and equity funds</p> <p>eQ has not yet defined threshold values for PAI indicators. In eQ's view, interpreting the value of the individual PAI indicator, which will be officially published for the first time in spring 2023, is not yet meaningful. It is important to monitor the trend development of the PAI indicator reading in the long term. First, however, we need to get more data points and improve the coverage and quality of the data</p> <p><b>Plans for 2023</b></p> <p>eQ is currently figuring out which two additional indicators will be monitored and reported in interest and equity funds.</p>
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						Data related to additional indicators is still scarce.
	14. Exposure to a risk related to controversial weapons (antipersonnel mines, cluster bombs, chemical weapons and biological weapons)	Share of companies we have invested in that participate in the production or sale of controversial weapons	0,1 % (76 %)			<p>eQ already monitors and reports on all 14 mandatory (PAI) sustainability indicators and their development for fixed income and equity funds</p> <p>eQ has not yet defined threshold values for PAI indicators. In eQ's view, interpreting the value of the individual PAI indicator, which will be officially published for the first time in spring 2023, is not yet meaningful. It is important to monitor the trend development of the PAI indicator reading in the long term. First, however, we need to get more data points and improve the coverage and quality of the data</p> <p><b>Exclusion</b></p> <p>Article 9 of eQ in the fund's investment process excludes e.g. the following</p>



						<p>industries (arms and defense industry). In addition, if the company has a verified norm violation in controversial weapons defined by eQ (e.g. cluster bombs and chemical weapons), the investment cannot be made in all funds managed by eQ itself. The exclusion regarding eQ's investment processes is described in more detail in eQ Asset Management Ltd.'s responsible investment principles on eQ's website.</p> <p><b>Plans for 2023</b></p> <p>eQ is currently figuring out which two additional indicators will be monitored and reported in interest and equity funds. Data related to additional indicators is still scarce</p>

**Indicators applied to investment in governments and supranational organisations**

Sustainability indicator describing the level of harm		Metric	Impact 2022 * **	Impact[year n-1]	Description	Measures taken and the measures planned and goals set for the next reference period
Environment	15. Greenhouse gas intensity	Intensity of greenhouse gas emissions of countries we have invested in	222,1 tCO2e/m€ (93 %)			<p>The eQ Euro Government Bond fund mainly invests in euro-denominated bonds issued by countries belonging to the European Economic Area. Eurozone countries are committed to the energy and climate goals set by the EU.</p> <p>As themes related to the environment, the portfolio manager monitors the issuers (states) with the sustainability indicator data obtained from them, for example the carbon intensity of the issuers and the warming scenario indicators concerning the issuers (warming scenario current state °C and warming scenario target state °C).</p>

						<p>eQ has not yet defined threshold values for PAI indicators. In eQ's view, interpreting the value of the individual PAI indicator, which will be officially published for the first time in spring 2023, is not yet meaningful. It is important to monitor the trend development of the PAI indicator reading in the long term. First, however, we need to get more data points and improve the coverage and quality of the data.</p>
Social	16. Countries invested in that have committed a violation of social code regulations	Number of countries invested in (absolute number and a relative number divided by all invested countries) that have committed a violation of international fundamental and general treaties, the United Nations' principles or social	0 0,0 % (77 %)			<p>The fund excludes from its investments issuing countries where the rule of law is not observed. If the fund's investment target is potentially excluded, the investment will be abandoned within a reasonable period of time.</p> <p>The fund's investment targets are monitored regularly. The social features promoted by the</p>

		code regulations under international legislation				fund are related, among other things, to issues related to the observance of human rights, anti-corruption measures and the realization of the principles of the rule of law. The fund's portfolio manager monitors the implementation of the features from the issuers (states) with sustainability indicator information obtained, including the number of issuers on the EU sanctions list, implementation of the rule of law, freedom of the press, the presence of public sector corruption in the issuing state and equality of income distribution liikkeeseenlaskijavaltion väestön sisällä.

<b>Indicators applied to investment in real estate assets</b>						
<b>Sustainability indicator describing the level of harm</b>		<b>Metric</b>	<b>Impact 2022</b> ***	<b>Impact [year n-1]</b>	<b>Description</b>	<b>Measure taken and the measures planned and goals set for the next reference period</b>
Fossil fuels	17. Exposure to a risk related to fossil fuels through real estate assets	Share of investment in such real estate assets that relate to the recovery, storage, transport or production of fossil fuels	0 % (100 %)			
Energy efficiency	18. Exposure to a risk related to energy inefficiency real estate assets	Share of investment in energy inefficient real estate assets	73,25 %		The share of GAV of properties with an energy certificate of C or worse as of 31 December 2022. Properties without an energy certificate are also classified in the category "energy certificate C or worse". The calculation	eQ's real estate and residential funds have set a carbon-neutral target in terms of in-use energy consumption until 2030. eQ annually publishes fund-specific ESG reports of eQ's real estate and residential funds to investors with information on the events of the year under review in the real estate funds and the impact of the events on the development of the carbon footprint. ESG reports describe the measures that

					<p>includes properties owned and completed on 31 December 2022.</p>	<p>will be used to achieve the carbon neutrality goal (Strategy for achieving carbon neutrality goals in the next few years).</p> <p><b>The year 2022</b></p> <p>All funds are well on schedule with regard to the carbon neutrality goal (December 31, 2022). The share of BREEAM in Use-certified properties in the funds is increasing. The goal is to certify all real estate properties, with a level of at least "Very Good. eQ's real estate and residential funds were accepted as members of the Green Building Council Finland (FIGBC).</p>
<p>* Data source: MSCI ((excl. in indicator 10 ISS ESG)</p> <p>** The number in brackets indicates how extensive the data is (%)</p> <p>*** Data source: real estate data</p>						

### **Description of the operating principles for identifying and prioritising principal adverse sustainability factor**

The Board of Directors of eQ Fund Management Company has approved the policies most recently on 21 June 2023. The need to update the principles is assessed annually.

### **Information on how the responsibility for the implementation of these operating principles has been distributed in the strategies and operations of organisations**

The implementation of the operating principles is supervised by eQ Fund Management Company. The members of eQ's investment teams, together with the support of the director of responsible investment, are responsible for the implementation of operating principles and for taking into account the principal adverse impacts of investment decisions on sustainability factors throughout the investment's life cycle.

### **Methods**

Responsibility and sustainability are a key part of eQ Asset Management's investment activities and its processes. eQ Asset Management's principles of responsible investment create a reference framework for all of eQ's investment operations and its processes. The principles describe in detail the methods that are used both to identify sustainability risks and to consider principal adverse impacts in all of eQ's investment areas. The principles of responsible investing are available on eQ's website at [www.eQ.fi](http://www.eQ.fi). eQ Asset Management aims to identify the harmful principal adverse impacts of its own investment decisions and the investment decisions made by the partners it uses in several ways.

Regular screening of adverse sustainability impacts:

Principal adverse sustainability impacts are analysed using the indicators describing the level of harm presented in Table 1. eQ has not yet defined threshold values for PAI indicators. In eQ's view, interpreting the value of the individual PAI indicator, which will be officially published for the first time in spring 2023, is not yet meaningful. It is important to monitor the trend development of the PAI indicator reading in the long term. First, however, we need to get more data points and improve the coverage and quality of the data.

Integrating ESG into investment practices an active ownership and engagement:

The funds' key approaches to responsible investing are the integration of ESG into investment practices, active ownership and engagement, and the industry-specific exclusion for Article 9 equity fund. eQ evaluates the fund's target companies with regard to issues related to the environment, society and governance, i.e. ESG factors, both before investment decisions are made and during ownership. Investment targets are monitored regularly and efforts are made to influence the operating methods of the companies.

Engagement is done by having a direct sustainability dialogue with companies, participating in company general meetings if necessary, and by influencing companies through influence initiatives, either alone or together with other investors.

eQ's promotion activities are related to curbing climate change, compliance with human rights, anti-corruption measures, consideration of environmental issues, good governance and reporting of sustainability factors.

eQ reviews all investment targets using the sustainability indicators defined in eQ's actively managed equity and fixed income funds (amount of target companies' emissions, development of carbon intensity, commitment to emission reduction targets (science-based emissions target SBTi), assessment of principal adverse impacts (PAI indicators) and the company's readiness to manage the risks and possibilities of the transition to low carbon and the number of norm violations). To support the analysis of investment targets and influence work, the fund's portfolio manager, in addition to his own assessment, also uses the databases and analyzes of external service providers (MSCI and ISS ESG).

Violation of international norms:

In the selection and monitoring of the investment targets of all actively managed funds, the possible realization of norm violations against the principles of the UN Global Compact is taken into account. If the company has a verified norm violation, and the company's operations do not meet the requirements of good governance, eQ will not invest in it.

The UN Global Compact principles are consistent with the following universal principles: the UN Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Rio Declaration on Environment and Development and the UN Convention against Corruption.

External asset managers:

Regarding external asset managers, eQ finds out before the investment whether the asset manager has signed the UN's principles of responsible investment, whether the asset manager has a responsible investment policy, what responsibility resources and processes and reporting capabilities are in use, and how the EU's regulation of sustainable finance is implemented in the asset manager's operations. From external asset managers already in



use, eQ expects regular sustainability reporting and a summary of annual voting activity and discussions with investment targets. eQ also regularly investigates how asset managers take into account principal adverse impacts on sustainability factors in investment activities and encourages them to collect and report information related to PAI indicators.

Real estate:

Principal adverse impacts are regularly assessed by taking into account the PAI indicators applicable to real estate investments. The indicators apply to risks related to fossil fuels and energy inefficiency. In real estate and residential funds, the portfolio manager also monitors the realization of the sustainable investment goal with, among other things, the development of the fund's carbon neutrality target, the results obtained from the GRESB responsibility assessment, BREEAM In-use certificates and the development of consumption data for individual real estate sites (emissions, energy consumption, water, waste).

Collaboration with significant stakeholders is also key. As an example, let's mention the regular tenant satisfaction survey, the purpose of which is to collect information about the satisfaction and experiences of the users of the sites, to identify development targets for both individual properties and eQ's own operations and processes as well as those of its partners.

### **The error margin and margin description related to the above methods**

Opportunities to identify and analyse the principal adverse impacts related to sustainability factors depend on the availability and quality of data. The information reported by the portfolio companies are the primary source, but companies do not yet publish data related to many of the adverse sustainability impacts which is why some of the available PAI data may be based on assessments made by external service providers. The quality, coverage and availability of information continue to pose challenges, especially for small companies and less developed markets. The aim is to constantly improve the quality and coverage of information by encouraging investment targets to develop e.g. own emission calculation.

### **Information sources used**

eQ Asset Management uses not only the information obtained directly from the investment sites, but also the information sources of external service providers. The primary sources of information are MSCI and ISS ESG, which provide information on investments' emissions, the development of carbon intensity, commitment to emission reduction targets (science-based emissions target, SBTi), evaluation of adverse sustainability effects (PAI indicators) and the readiness of investment targets to manage the risks and opportunities of the transition to low carbon and norm violations by target companies. In addition, individual ESG indicators obtained from data sources are used as part of eQ's own broader analysis or assessment of the

investment target's level of responsibility and its development. eQ also utilizes the sustainability information collected by Bloomberg on target companies.

eQ has carefully familiarized itself with the methodologies of the service providers it uses, and has ensured their suitability for its purposes. The service providers use both the information reported by the companies and the evaluated information, which is based on the evaluation model developed by each service provider. The providers used have processes in place to ensure the quality of the data and to correct incorrect data points.

eQ also regularly monitors the development of ESG information and service providers' services in the market, to enable appropriate information to support investment decisions and for customer reporting.

### **Engagement policies**

Investment targets are monitored regularly and efforts are made to influence the operating methods of the companies. Engagement is done by having a direct sustainability dialogue with the companies and, if necessary, participating in the company's general meetings. In addition to that, companies are influenced through partners and influence initiatives, either alone or together with other investors. For example, ISS ESG reviews the norm violations of all eQ fixed income and equity funds and in cases of norm violations directly affects the company and monitors the development.

More information about eQ's means of engagement in use can be found in eQ Asset Management's ownership policy, which are available together with eQ Asset Management's principles of responsible investment on eQ's website.

### **International standards**

eQ Asset Management's method of assessing sustainability risks and the principal adverse impacts in investment decision-making is based on international standards and conventions, such as the UN Global Compact initiative (UNGC), the OECD's guidelines for multinational companies, the UN Principles on Business and Human Rights (UNGPs) and the international labor organization (ILO) conventions.

eQ Asset Management has been an active pioneer of responsible investing for several years. eQ Asset Management has signed the UN's Principles for Responsible Investment (PRI) in 2010.

### **Historical comparison**

Time period 1 January – 31 December 2022 is the first reporting period eQ Asset Management is reporting. Historical comparison will be performed in June 2024 at the earliest.