

Sustainability

- Sustainability aspects are taken into account in the management of the fund
- Sustainability aspects are not taken into account in the management of the fund

Company's comment:

ESG aspects are of great importance to both the company and our clients as investors and partners in the portfolio companies. We use both positive and negative screening in the selection process.

Sustainability aspects taken into account in the management of the fund

- Environmental aspects (eg companies impact on environment and climate).
- Social aspects (eg human rights, labor rights and equal treatment).
- Corporate governance aspects (eg shareholders' rights, issues of remuneration to senior executives and counter-corruption)
- Other sustainability aspects

Methods used for sustainability work

- The Fund selects
- Sustainability aspects are crucial for the manager's choice of companies. The Fund has specific and explicit criteria for selecting companies based on environmental, social and business ethics issues. Analysis of the companies' work with sustainability is crucial for the selection of companies in the fund.
- The fund's trustees take into account sustainability issues. Sustainability aspects are taken into account in financial corporate analyzes and investment decisions, which is effective but does not have to be decisive for which companies are selected in the fund.

Company's comment: We favor companies that work with ESG issues. We believe that companies that focus on ESG factors both contribute to a better society and are attractive investments.

- Other things it applies to choose
- Fund opt out

The fund does not invest in companies that are involved in the following products and services. A maximum of five percent of the turnover in the company where the placement takes place may relate to activities that are attributable to the specified product or service.

Products and services

- Cluster bombs, personal mines

Company's comment: 0% acceptance level

- Chemical and biological weapons

Company's comment: 0% acceptance level

- Nuclear weapons

Company's comment: 0% acceptance level

- Weapons and / or war material

Company's comment: Companies whose significant activities are included in the area are excluded

- Alcohol

Company's comment: Companies whose significant activities are included in the area are excluded

- Tobacco

Company's comment: Companies whose significant activities are included in the area are excluded

- Commercial gaming

Company's comment: Companies whose significant activities are included in the area are excluded

- Pornography

Company's comment: Companies whose significant activities are included in the area are excluded

- Fossil fuels

Company's comment: Companies whose significant activities are included in the area are excluded

- Charcoal

Company's comment: Companies whose significant activities are included in the area are excluded

- Uranium

Company's comment: Companies whose significant activities are included in the area are excluded. Funding company's comment: Companies whose significant activities are included in the area are excluded

- Genetically modified organisms (GMOs)
- Other

International Standards

The Fund avoids investing in companies involved in violations of international norms and conventions (at least the UN Global Compact and OECD Guidelines for Multinational Enterprises) on environment, human rights, working conditions and business ethics.

- The Fund avoids investing in all identified companies that do not comply with international standards.

Company's comment: Nordic Equities is based on GES International's process where the portfolios are screened twice a year. A so-called norm based screening based on an analysis model based on the principle that companies have a responsibility to comply with international standards. They also identify potential incidents of companies that are informed by regular alerts by mail. GES Global Ethical Standard Screening covers the UN Global Compact's ten principles within the four standards; Human Rights, Labor Rights, Environment and Corruption.

- Companies in which the fund does not see willingness to change or where the fund assesses that the companies will not address the problems over an acceptable time horizon are rejected for investment.

Countries

- For reasons of sustainability, the fund does not invest in companies involved in certain countries / interest-bearing securities issued by certain states.
- Other

- The fund company affects

The fund company uses its ownership influence to influence companies in sustainability issues.

The fund company has contact with companies in order to influence them in a more sustainable direction.

- Company impact on its own

Funding company's comment: A letter is sent to all portfolio companies annually, in which Nordic Equities addresses its position on sustainability issues, and points out possible controversies that the company has been involved in during the year. The company has a regular dialogue with the portfolio companies management regarding the company's sustainability work.

- Company impact in cooperation with other investors
- Company impact through external suppliers / consultants
- Voting at general meetings
- Participates in election committees to influence the composition of the board
- Other Company Impact