




LEA 02		Category	Page
Mandatory		Category	123
Type of engagement	Reason for interaction		
Individual/ internal staff engagements	<ul style="list-style-type: none"> To support investment decision-making by senior investors To encourage companies to improve ESG practices To ensure compliance with regulatory requirements To address specific ESG issues To support the company's strategic objectives 		
Collaborative engagements	<ul style="list-style-type: none"> To support investment decision-making by senior investors To encourage companies to improve ESG practices To ensure compliance with regulatory requirements To address specific ESG issues To support the company's strategic objectives 		
Service provider engagements	<ul style="list-style-type: none"> To support investment decision-making by senior investors To encourage companies to improve ESG practices To ensure compliance with regulatory requirements To address specific ESG issues To support the company's strategic objectives 		

RI TRANSPARENCY REPORT 2018

eQ Asset Management Ltd

OO 01	Mandatory	Gateway/Peering	General
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OO 01.1 Select the services and funds you offer

Fund management

% of assets under management (AUM) in ranges

<10%

10-50%

>50%

Fund of funds, manager of managers, sub-advised products

% of assets under management (AUM) in ranges

<10%

10-50%

>50%

Other, specify

OO 02	Mandatory	Peering	General
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OO 02.1 Select the location of your organisation's headquarters.

Finland

OO 02.2 Indicate the number of countries in which you have offices (including your headquarters).

1

2-5

6-10

>10

OO 02.3 Indicate the approximate number of staff in your organisation in full-time equivalents (FTE).

81

OO 03	Mandatory	Descriptive	General
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OO 03.1 Indicate whether you have subsidiaries within your organisation that are also PRI signatories in their own right.

Yes

No

OO 04	Mandatory	Gateway/Peering	General
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OO 04.1 Indicate the year end date for your reporting year.

31/12/2017

OO 04.2 Indicate your total AUM at the end of your reporting year, Exclude subsidiaries you have chosen not to report on and any advisory/execution only assets.

Total AUM

5,020,082,000 EUR

5,956,311,059 USD

OO 05	Mandatory to Report, Voluntary to Disclose	Gateway	General
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OO 05.1 Provide an approximate percentage breakdown of your AUM at the end of your reporting year using the following asset classes:

	Internally managed (%)	Externally managed (%)
Listed equity	10-50%	<10%
Fixed income	10-50%	0
Private equity	0	10-50%
Property	10-50%	0
Infrastructure	0	0
Commodities	0	0
Hedge funds	0	0

Forestry	0	0
Farmland	0	0
Inclusive finance	0	0
Cash	0	0
Other (1), specify	0	0
Other (2), specify	0	0

OO 05.2 Indicate whether your organisation uses fiduciary managers.

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 06 **Mandatory** **Descriptive** **General**

OO 06.1 Select how you would like to disclose your asset class mix.

as percentage breakdown

as broad ranges

OO 07 **Mandatory to Report, Voluntary to Disclose** **Gateway** **General**

OO 07.1 Provide to the nearest 5% the percentage breakdown of your Fixed Income AUM at the end of your reporting year, using the following categories.

Private

OO 08 **Mandatory to Report, Voluntary to Disclose** **Peering** **General**

OO 08.1 Provide a breakdown of your organisation's externally managed assets between segregated mandates and pooled funds.

Private

OO 08.2 Additional information. [Optional]

Private

OO 09 **Mandatory to Report, Voluntary to Disclose** **Peering** **General**

OO 09.1 Indicate the breakdown of your organisation's AUM by market.

Private

OO 09.2 Additional information. [Optional]

Private

OO 10 **Mandatory** **Gateway** **General**

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 Corporate (financial) – engagement

We engage with companies on ESG factors via our staff, collaborations or service providers.

We do not engage directly and do not require external managers to engage with companies on ESG factors. Please explain why you do not.

Fixed income Corporate (non-financial) – engagement

We engage with companies on ESG factors via our staff, collaborations or service providers.

We do not engage directly and do not require external managers to engage with companies on ESG factors. Please explain why you do not.

OO 11 **Mandatory** **Gateway** **General**

OO 11.1 Select the internally managed asset classes in which you addressed ESG incorporation into your investment decisions and/or your active ownership practices (during the reporting year).

	Listed equity
<input checked="" type="checkbox"/>	We address ESG incorporation.
<input type="checkbox"/>	We do not do ESG incorporation.
	Fixed income - corporate (financial)
<input checked="" type="checkbox"/>	We address ESG incorporation.
<input type="checkbox"/>	We do not do ESG incorporation.
	Fixed income - corporate (non-financial)
<input checked="" type="checkbox"/>	We address ESG incorporation.
<input type="checkbox"/>	We do not do ESG incorporation.
	Property
<input checked="" type="checkbox"/>	We address ESG incorporation.
<input type="checkbox"/>	We do not do ESG incorporation.

OO 11.2 Select the externally managed assets classes in which you and/or your investment consultants address ESG incorporation in your external manager selection, appointment and/or monitoring processes.

Asset class	ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes										
Listed equity	<table border="1"> <tr> <td></td> <td>Listed equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td>We incorporate ESG into our external manager selection process</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td>We incorporate ESG into our external manager appointment process</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td>We incorporate ESG into our external manager monitoring process</td> </tr> <tr> <td><input type="checkbox"/></td> <td>We do not do ESG incorporation</td> </tr> </table>		Listed equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes	<input checked="" type="checkbox"/>	We incorporate ESG into our external manager selection process	<input checked="" type="checkbox"/>	We incorporate ESG into our external manager appointment process	<input checked="" type="checkbox"/>	We incorporate ESG into our external manager monitoring process	<input type="checkbox"/>	We do not do ESG incorporation
		Listed equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes									
<input checked="" type="checkbox"/>	We incorporate ESG into our external manager selection process										
<input checked="" type="checkbox"/>	We incorporate ESG into our external manager appointment process										
<input checked="" type="checkbox"/>	We incorporate ESG into our external manager monitoring process										
<input type="checkbox"/>	We do not do ESG incorporation										
Private equity	<table border="1"> <tr> <td></td> <td>Private equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td>We incorporate ESG into our external manager selection process</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td>We incorporate ESG into our external manager appointment process</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td>We incorporate ESG into our external manager monitoring process</td> </tr> <tr> <td><input type="checkbox"/></td> <td>We do not do ESG incorporation</td> </tr> </table>		Private equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes	<input checked="" type="checkbox"/>	We incorporate ESG into our external manager selection process	<input checked="" type="checkbox"/>	We incorporate ESG into our external manager appointment process	<input checked="" type="checkbox"/>	We incorporate ESG into our external manager monitoring process	<input type="checkbox"/>	We do not do ESG incorporation
		Private equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes									
<input checked="" type="checkbox"/>	We incorporate ESG into our external manager selection process										
<input checked="" type="checkbox"/>	We incorporate ESG into our external manager appointment process										
<input checked="" type="checkbox"/>	We incorporate ESG into our external manager monitoring process										
<input type="checkbox"/>	We do not do ESG incorporation										

OO 11.4 Provide a brief description of how your organisation includes responsible investment considerations in your investment manager selection, appointment and monitoring processes.

In the selection process, we interview and assess the resources available for ESG. This includes policy documentation, human resources and practical examples. We study sample reports, if available, and other ESG research material. The main goal is to understand how ESG supports the investment process in each case. We engage in development issues and explain what we expect from our managers. This part of the process is similar for PE and LE.

The appointment process is straight forward in LE, where we mainly agree on the frequency and delivery of ESG reports and proxy voting activity results. In PE, we also agree on a side letter where the GP acknowledges our status as both an UNPRI Signatory and a responsible investor, and we guarantee ESG reporting in each investment case and define acceptable investments.

Monitoring is continuous and we actively engage in dialogue, if necessary on important issues. We follow very carefully the continuity and quality of reporting.

OO 12	Mandatory	Gateway	General
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OO 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
<input checked="" type="checkbox"/>	Organisational Overview
<input checked="" type="checkbox"/>	Strategy and Governance
	RI implementation directly or via service providers
	Direct - Listed Equity incorporation
<input checked="" type="checkbox"/>	Listed Equity incorporation
	Direct - Listed Equity active ownership
<input checked="" type="checkbox"/>	Engagements
	Direct - Fixed Income
<input type="checkbox"/>	Fixed income - Corporate (financial)
<input type="checkbox"/>	Fixed income - Corporate (non-financial)
	Direct - Other asset classes with dedicated modules
<input checked="" type="checkbox"/>	Property

	RI implementation via external managers		
	Indirect - Selection, Appointment and Monitoring of External Managers		
	<input type="checkbox"/> Listed Equities <input checked="" type="checkbox"/> Private Equity		
	Closing module		
	<input checked="" type="checkbox"/> Closing module		
OO LE 01	Mandatory to Report, Voluntary to Disclose	Gateway	General
OO LE 01.1	Provide a breakdown of your internally managed listed equities by passive, active - quantitative (quant), active - fundamental and active - other strategies.		
	<i>Private</i>		
OO LE 01.2	Additional information. [Optional]		
	<i>Private</i>		
OO FI 01	Mandatory to Report, Voluntary to Disclose	Gateway	General
OO FI 01.1	Provide a breakdown of your internally managed fixed income securities by active and passive strategies		
	<i>Private</i>		
OO FI 01.2	Additional information. [Optional]		
	<i>Private</i>		
OO FI 03	Mandatory to Report, Voluntary to Disclose	Descriptive	General
OO FI 03.3	Additional information. [Optional]		
	<i>Private</i>		
OO SAM 01	Mandatory to Report, Voluntary to Disclose	Gateway	General
OO SAM 01.1	Provide a breakdown of your externally managed listed equities and fixed income by passive, active quant and, active fundamental and other active strategies.		
	<i>Private</i>		
OO SAM 01.2	Additional information [Optional].		
	<i>Private</i>		
OO PR 01	Mandatory to Report, Voluntary to Disclose	Descriptive	General
	<i>Private</i>		
OO PR 01.2	Provide a breakdown of your organisations allocation to Real Estate Investment Trusts (REITs) or similar		
	<i>Private</i>		
OO PR 01.3	Additional information. [Optional]		
	<i>Private</i>		
OO PR 02	Mandatory to Report, Voluntary to Disclose	Gateway	General
OO PR 02.1	Provide a breakdown of your organisation's property assets based on who manages the assets.		
	<i>Private</i>		
OO PR 02.2	Additional information. [Optional]		
	<i>Private</i>		
OO PR 03	Voluntary	Descriptive	General
OO PR 03.1	Indicate up to three of your largest property types by AUM.		
	<i>Private</i>		
OO PR 03.2	Additional information.		
	<i>Private</i>		

SG 01.1	Indicate if you have an investment policy that covers your responsible investment approach.
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Yes

SG 01.2	Indicate the components/types and coverage of your policy.
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Policy components/types	Coverage by AUM
<input checked="" type="checkbox"/> Policy setting out your overall approach	<input checked="" type="checkbox"/> Applicable policies cover all AUM <input type="checkbox"/> Applicable policies cover a majority of AUM <input type="checkbox"/> Applicable policies cover a minority of AUM
<input type="checkbox"/> Formalised guidelines on environmental factors	
<input type="checkbox"/> Formalised guidelines on social factors	
<input type="checkbox"/> Formalised guidelines on corporate governance factors	
<input checked="" type="checkbox"/> Asset class-specific RI guidelines	
<input type="checkbox"/> Sector specific RI guidelines	
<input type="checkbox"/> Screening / exclusions policy	
<input checked="" type="checkbox"/> Engagement policy	
<input checked="" type="checkbox"/> (Proxy) voting policy	
<input type="checkbox"/> Other, specify (1)	
<input type="checkbox"/> Other, specify(2)	

SG 01.3	Indicate if the investment policy covers any of the following
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- Your organisation's definition of ESG and/or responsible investment and it's relation to investments
- Your investment objectives that take ESG factors/real economy influence into account
- Time horizon of your investment
- Governance structure of organisational ESG responsibilities
- ESG incorporation approaches
- Active ownership approaches
- Reporting
- Climate change and related issues

SG 01.3a CC	Describe how your products or investment strategy might be affected by the transition to a lower-carbon economy.
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Private

SG 01.3b CC	Describe how climate-related risks and opportunities are factored into your investment strategies or products.
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Private

- Other RI considerations, specify (1)
- Other RI considerations, specify (2)

SG 01.4	Describe your organisation's investment principles and overall investment strategy, and how they consider ESG factors and real economy impact.
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We seek long-term excellent returns. We realize that long-term investing is only possible with sustainable investee entities. Our policy and processes firm wide have been developed and designed to achieve this as efficiently as possible. Therefore we have integrated ESG into all our strategies and asset classes, including external partners.

Real economy impact will be delivered over time. If we adhere to our sustainable strategy, we have good reasons to believe that positive impact will be generated. Sometimes, these impacts can be even estimated early on, and we have products that actively source investments that directly have large global impacts while benefiting the investee entities along the way.

Generally, we follow and report on all areas of ESG and the tools we use in our integrated processes vary depending on the asset class, but they are firmly anchored in our processes.

No

SG 02.1	Indicate which of your investment policy documents (if any) are publicly available. Provide a URL and an attachment of the document.
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- Policy setting out your overall approach

URL/Attachment
<input checked="" type="checkbox"/> URL https://www.eq.fi/~media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi
<input type="checkbox"/> Attachment (will be made public)

- Asset class-specific RI guidelines
- Engagement policy

URL/Attachment
<input checked="" type="checkbox"/> URL

<https://www.eq.fi/~ /media/files/funds/esg/eq-rahastoyhti%C3%B6n-omistajaohjauksen-periaatteet.pdf?la=fi>

Attachment (will be made public)

(Proxy) voting policy

URL/Attachment

URL

<https://www.eq.fi/~ /media/files/funds/esg/eq-rahastoyhti%C3%B6n-omistajaohjauksen-periaatteet.pdf?la=fi>

Attachment (will be made public)

We do not publicly disclose our investment policy documents

SG 02.2

Indicate if any of your investment policy components are publicly available. Provide URL and an attachment of the document.

Your organisation's definition of ESG and/or responsible investment and it's relation to investments

URL/Attachment

URL

https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi

Attachment

Your investment objectives that take ESG factors/real economy influence into account

URL/Attachment

URL

https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi

Attachment

Time horizon of your investment

URL/Attachment

URL

https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi

Attachment

Governance structure of organisational ESG responsibilities

URL/Attachment

URL

https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi

Attachment

ESG incorporation approaches

URL/Attachment

URL

https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi

Attachment

Active ownership approaches

URL/Attachment

URL

<https://www.eq.fi/~ /media/files/funds/esg/eq-rahastoyhti%C3%B6n-omistajaohjauksen-periaatteet.pdf?la=fi>

Attachment

Reporting

URL/Attachment

URL

https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi

Attachment

Climate-related issues

URL/Attachment

URL

https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi

Attachment

Climate change and related issues

Private

We do not publicly disclose any investment policy components

SG 02.3 Indicate if your organisation's investment principles, and overall investment strategy is publicly available

- Yes
- No

SG 03 Mandatory Core Assessed General

SG 03.1 Indicate if your organisation has a policy on managing potential conflicts of interest in the investment process.

- Yes

SG 03.2 Describe your policy on managing potential conflicts of interest in the investment process.

The policy aims at identifying potential conflict of interests by internal education and setting guidelines. Measures have been taken to organizationally separate areas of business with potentially conflicting interests. The overriding principle is to make sure client interests are secured above any own interests of the firm or its businesses.

- No

SG 04 Voluntary Descriptive General

SG 04.1 Indicate if your organisation has a process for identifying and managing incidents that occur within portfolio companies.

Private

SG 04.2 Describe your process on managing incidents

Private

SG 05 Mandatory Gateway/Core Assessed General

SG 05.1 Indicate if and how frequently your organisation sets and reviews objectives for its responsible investment activities.

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad-hoc basis
- It is not set/reviewed

SG 06 Voluntary Descriptive General

SG 06.1 List the main responsible investment objectives that your organisation set for the reporting year.

Responsible investment processes

- Provide training on ESG incorporation

Key performance indicator

Internal training for portfolio managers

Progress achieved

Several sessions held in preparation for our new ESG reporting initiative to help managers to engage with investee companies and to collect relevant data.

- Provide training on ESG engagement

Key performance indicator

Internal training for PMs

Progress achieved

We trained managers to engage with investee entities in gathering CO2, social and environmental data and to help assess what kind of data is regarded as good quality reporting.

- Improved communication of ESG activities within the organisation

Key performance indicator

Firm wide training

Progress achieved

We held a firm wide training session where our entire policy was explained, our commitments and how the integrated process works.

A separate session was held for the Board of Directors, followed by an active discussions

We held several meetings for sales teams to educate on our ESG reporting project and client communicating thereof.

- Improved engagement to encourage change with regards to management of ESG issues

Key performance indicator
ESG reporting related queries
Progress achieved
We increased engagement in an effort to improve the quality for our ESG reporting. Firms were queried for availability of CO2 data (if they have not responded to CDP for example) and social and environmental annual reporting encouraging transparency and explaining our approach.

- Improved ESG incorporation into investment decision making processes

Key performance indicator
New active tools
Progress achieved
The active ESG toolkit was improved by the process of our new ESG reporting initiative concluded in 2017. We have now more hard data used in CO2 and better qualitative transparency tools followed by managers continuously.

- Other, specify (1)
- Other, specify (2)
- Other, specify (3)

Other activities

- Joining and/or participation in RI initiatives
- Encouraging others to join a RI initiative
- Documentation of best practice case studies
- Using case studies to demonstrate engagement and ESG incorporation to clients

Key performance indicator
ESG reporting
Progress achieved
These examples have been added to our client reporting of ESG on most of our internally managed mutual funds.

- Other, specify (1)
- Other, specify (2)
- Other, specify (3)

SG 07	Mandatory	Core Assessed	General
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SG 07.1	Indicate the roles present in your organisation and for each, indicate whether they have oversight and/or implementation responsibilities for responsible investment.
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Roles present in your organisation

- Board members or trustees
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Chief Executive Officer (CEO), Chief Investment Officer (CIO), Investment Committee
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Other Chief-level staff or head of department, specify
- Portfolio managers
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- ESG portfolio manager
- Investment analysts
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Dedicated responsible investment staff
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment

- No oversight/accountability or implementation responsibility for responsible investment
- External managers or service providers
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Investor relations
- Other role, specify (1)
- Other role, specify (2)

SG 07.2 For the roles for which you have RI oversight/accountability or implementation responsibilities, indicate how you execute these responsibilities.

We have clear roles and responsibilities (explained in our Responsible Investing Policy), regular review of the execution is done, goals are set and progress is ongoing for developing RI firm wide.

SG 07.3 Indicate the number of dedicated responsible investment staff your organisation has.

1

SG 07 CC	Voluntary	Descriptive	General
<i>Private</i>			
SG 07.1 CC	Indicate the roles in your organisation, and indicate for each whether they have oversight and/or implementation responsibilities for climate-related issues.		
<i>Private</i>			
SG 07.1b CC	For the management-level roles which assess and manage climate-related issues, provide further information on the structure and process involved.		
<i>Private</i>			

SG 08	Voluntary	Additional Assessed	General
SG 08.1	Indicate if your organisation's performance management, reward and/or personal development processes have a responsible investment element.		
<i>Private</i>			
SG 08.3	Provide any additional information on your organisation's performance management, reward and/or personal development processes in relation to responsible investment.		
<i>Private</i>			

SG 09	Mandatory	Core Assessed	PRI 4,5
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SG 09.1 Select the collaborative organisation and/or initiatives of which your organisation is a member or in which it participated during the reporting year, and the role you played.

- Principles for Responsible Investment

Your organisation's role in the initiative during the reporting period (see definitions)
Basic

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
We have focused in our ESG reporting heavily in 2017 and our work outside the firm has been somewhat less active, temporarily. In the past we have been an active supporter, and will continue to be and we are available for developing the work of PRI.

- Asian Corporate Governance Association
- Australian Council of Superannuation Investors
- AFIC – La Commission ESG
- BVCA – Responsible Investment Advisory Board
- CDP Climate Change

Your organisation's role in the initiative during the reporting period (see definitions)
Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
We began to report on ESG and this means we have become more active in both utilizing CDP data and an increase in engagement with companies, also.

- CDP Forests
- CDP Water
- CFA Institute Centre for Financial Market Integrity
- Code for Responsible Investment in SA (CRISA)
- Code for Responsible Finance in the 21st Century
- Council of Institutional Investors (CII)
- Eumedion

- Extractive Industries Transparency Initiative (EITI)
- ESG Research Australia
- EVCA – Responsible Investment Roundtable

Your organisation's role in the initiative during the reporting period (see definitions)
Moderate

- Global Investors Governance Network (GIGN)
- Global Impact Investing Network (GIIN)
- Global Real Estate Sustainability Benchmark (GRESB)
- Green Bond Principles

Your organisation's role in the initiative during the reporting period (see definitions)
Moderate

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
We have actively taken in part road shows and seminars in this topic.

- Institutional Investors Group on Climate Change (IIGCC)
- Interfaith Center on Corporate Responsibility (ICCR)
- International Corporate Governance Network (ICGN)
- Investor Group on Climate Change, Australia/New Zealand (IGCC)
- International Integrated Reporting Council (IIRC)
- Investor Network on Climate Risk (INCR)/CERES
- Local Authority Pension Fund Forum
- Principles for Sustainable Insurance
- Regional or National Social Investment Forums (e.g. UKSIF, Eurosif, ASRIA, RIAA), specify

FINSIF: Finland's Sustainable Investment Forum and FVCA (Finnish Venture Capital Association)

Your organisation's role in the initiative during the reporting period (see definitions)
Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
Active members in the sustainability committee of FVCA.

- Responsible Finance Principles in Inclusive Finance
- Shareholder Association for Research and Education (Share)
- United Nations Environmental Program Finance Initiative (UNEP FI)
- United Nations Global Compact
- Other collaborative organisation/initiative, specify
- Other collaborative organisation/initiative, specify
- Other collaborative organisation/initiative, specify
- Other collaborative organisation/initiative, specify

SG 09.2	Mandatory to Report, Voluntary to Disclose	Descriptive	PRI 1
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Indicate approximately what percentage (+/- 5%) of your externally managed assets are managed by PRI signatories.
Private

SG 10	Mandatory	Core Assessed	PRI 4
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SG 10.1	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives.
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Yes

SG 10.2	Indicate the actions your organisation has taken to promote responsible investment independently of collaborative initiatives. Provide a description of your role in contributing to the objectives of the selected action and the typical frequency of your participation/contribution.
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- Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training may be for clients, investment managers, actuaries, broker/dealers, investment consultants, legal advisers etc.)

Description
Assisted a number of clients in their ESG policy formation work.

Frequency of contribution
<input type="radio"/> Quarterly or more frequently <input type="radio"/> Biannually <input type="radio"/> Annually <input type="radio"/> Less frequently than annually <input checked="" type="checkbox"/> 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
Answered to two queries for Academic Research in general RI investing and adoption them.

Frequency of contribution
<input type="radio"/> Quarterly or more frequently <input type="radio"/> Biannually <input checked="" type="radio"/> Annually <input type="radio"/> Less frequently than annually <input type="radio"/> Ad hoc <input type="radio"/> Other

- Encouraged better transparency and disclosure of responsible investment practices across the investment industry

Description
We carried active dialogue with investee firms to increase transparency related to our ESG reporting initiative

Frequency of contribution
<input type="radio"/> Quarterly or more frequently <input type="radio"/> Biannually <input checked="" type="radio"/> Annually <input type="radio"/> Less frequently than annually <input type="radio"/> Ad hoc <input type="radio"/> Other

- Spoke publicly at events and conferences to promote responsible investment
- Wrote and published in-house research papers on responsible investment
- 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
- A member of PRI advisory committees/ working groups, specify
- On the Board of, or officially advising, other RI organisations (e.g. local SIFs)
- Other, specify

No

SG 11	Voluntary	Additional Assessed	PRI 4,5,6
SG 11.1	Indicate if your organisation - individually or in collaboration with others - conducted dialogue with public policy makers or regulators in support of responsible investment in the reporting year.		
	<i>Private</i>		
SG 11.4	Provide a brief description of the main topics your organisation has engaged with public policy-makers or regulators on.		
	<i>Private</i>		

SG 12	Mandatory	Core Assessed	PRI 4
SG 12.1	Indicate whether your organisation uses investment consultants.		
	<input type="checkbox"/> Yes, we use investment consultants <input checked="" type="checkbox"/> No, we do not use investment consultants.		

SG 13	Mandatory	Descriptive	PRI 1
SG 13.1	Indicate if your organisation executes scenario analysis and/or modelling in which the risk profile of future ESG trends at portfolio level is calculated.		
	<input type="checkbox"/> We execute scenario analysis which includes factors representing the investment impacts of future environmental trends <input type="checkbox"/> We execute scenario analysis which includes factors representing the investment impacts of future social trends <input type="checkbox"/> We execute scenario analysis which includes factors representing the investment impacts of future governance trends <input type="checkbox"/> We consider scenario analysis that includes factors representing the investment impacts of future climate-related risks and opportunities <input type="checkbox"/> We execute other scenario analysis, specify <input checked="" type="checkbox"/> We do not execute such scenario analysis and/or modelling		
SG 13.3	Additional information. [OPTIONAL]		
	While we do consider all of the above, and in quite some detail, it has not been relevant to draw a pure scenario analysis quantitatively. Our analysis is qualitative and it does take into account very relevant aspects of the above. Also, our focus on screening risks pre-investment makes a separate scenario		

analysis exercise slightly less relevant in providing materially new information above and beyond our already extensive monitoring on the investment level.

SG 14	Mandatory to Report, Voluntary to Disclose	Additional Assessed	PRI 1
SG 14.1	Describe the process used to identify short, medium and long-term risks and opportunities that could have a material impact on your organisation and its activities.		
Private			
SG 14.1 CC	Describe the processes used to determine which climate-related short, medium and long-term risks and opportunities could have a material impact on your organisation and its activities.		
Private			
SG 14.2	Some investment risks and opportunities arise as a result of long term trends. Indicate which of the following you act on.		
Private			
SG 14.4a CC	Please provide further details on these key metric(s) used to assess climate related risks and opportunities.		
Private			
SG 14.6	Additional information [Optional]		
Private			
SG 14.7 CC	Describe your risk management processes for identifying, assessing, and managing climate-related risks.		
Private			
SG 14.8 CC	Describe your processes for prioritising climate-related risks.		
Private			
SG 14.9 CC	Do you conduct engagement activity with investee companies to encourage better disclosure and practices around climate-related risks?		
Private			
SG 14.10 CC	Describe how you use data from climate-related disclosures.		
Private			

SG 15	Mandatory to Report, Voluntary to Disclose	Descriptive	PRI 1
SG 15.1	Indicate if your organisation allocates assets to, or manages, funds based on specific environmental and social themed areas.		
Private			

SG 16	Mandatory	Descriptive	General
SG 16.1	Describe how you address ESG issues for internally 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	
	Fixed income - Corporate (financial)	<p>Our integrated ESG process is in place for all fixed income assets managed internally.</p> <p>We focus on transparency of environmental and social reporting and CO2 footprint. In 2017 we emphasized these areas as part of our wider ESG reporting initiative. It included wide engagement with issuers and a dialogue to enhance transparency long term.</p> <p>We also engage regularly, when needed on bond holders structuring cases.</p> <p>Our process in fixed income follows the same principles we have in all our mutual fund ESG work.</p>	
	Fixed income - Corporate (non-financial)	<p>Our integrated ESG process is in place for all fixed income assets managed internally.</p> <p>We focus on transparency of environmental and social reporting and CO2 footprint. In 2017 we emphasized these areas as part of our wider ESG reporting initiative. It included wide engagement with issuers and a dialogue to enhance transparency long term.</p> <p>We also engage regularly, when needed on bond holders structuring cases.</p> <p>Our process in fixed income follows the same principles we have in all our mutual fund ESG work.</p>	

SG 17	Mandatory	Descriptive	General
SG 17.1	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	
	Listed equities - ESG incorporation	All our external manager candidates are assessed on ESG integration, their resources and reporting availability are core selection factors. We have good reporting and dialogues in place.	
	Listed equities - engagement	We ask external managers to engage actively and when necessary, and include this in their quarterly reporting.	
	Listed equities - (proxy) voting	We ask external managers to vote actively, report and justify their decisions.	
SG 17.2	Additional information.		
Our integrated approach covers all asset classes, including external managers. External managers are mostly used in our PE fund of funds business.			

SG 18	Voluntary	Descriptive	General
SG 18.1	Indicate whether any specific features of your approach to responsible investment are particularly innovative.		

SG 19.1

Indicate whether your organisation proactively discloses asset class specific information. Select the frequency of the disclosure to clients/beneficiaries and the public, and provide a URL to the public information.

Listed equity - Engagement

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

Disclosure to clients/beneficiaries

Disclosure to clients/beneficiaries

- Details on the overall engagement strategy
- Details on the selection of engagement cases and definition of objectives of the selections, priorities and specific goals
- Number of engagements undertaken
- Breakdown of engagements by type/topic
- Breakdown of engagements by region
- An assessment of the current status of the progress achieved and outcomes against defined objectives
- Examples of engagement cases
- Details on eventual escalation strategy taken after the initial dialogue has been unsuccessful (i.e. filing resolutions, issuing a statement, voting against management, divestment etc.)
- Details on whether the provided information has been externally assured
- Outcomes that have been achieved from the engagement
- Other information

Biannually

Listed equity - Incorporation

Do you disclose?

- We do not proactively disclose it to the public and/or clients/beneficiaries
- We disclose to clients/beneficiaries only.
- We disclose it publicly

The information disclosed to clients/beneficiaries is the same

- Yes
- No

Disclosure to public and URL

Disclosure to public and URL

- Broad approach to ESG incorporation
- Detailed explanation of ESG incorporation strategy used

Annually

https://www.eq.fi/~media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi

Disclosure to clients/beneficiaries

- Broad approach to ESG incorporation
- Detailed explanation of ESG incorporation strategy used

Biannually

Property

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

Disclosure to clients/beneficiaries

Disclosure to clients/beneficiaries	
<input checked="" type="checkbox"/>	ESG information on how you select property investments
<input checked="" type="checkbox"/>	ESG information on how you monitor and manage property investments
<input type="checkbox"/>	Information on your property investments' ESG performance
<input type="checkbox"/>	Other
Annually	

Selection, Appointment and Monitoring

Do you disclose?	
<input type="radio"/>	We do not disclose to either clients/beneficiaries or the public.
<input checked="" type="radio"/>	We disclose to clients/beneficiaries only.
<input type="radio"/>	We disclose to the public

Disclosure to clients/beneficiaries											
<table border="1"> <thead> <tr> <th colspan="2">Disclosure to clients/beneficiaries</th> </tr> </thead> <tbody> <tr> <td><input checked="" type="checkbox"/></td> <td>How responsible investment considerations are included in manager selection, appointment and monitoring processes</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td>Details of the responsible investment activities carried out by managers on your behalf</td> </tr> <tr> <td><input type="checkbox"/></td> <td>E, S and/or G impacts and outcomes that have resulted from your managers' investments and/or active ownership</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Other</td> </tr> </tbody> </table>		Disclosure to clients/beneficiaries		<input checked="" type="checkbox"/>	How responsible investment considerations are included in manager selection, appointment and monitoring processes	<input checked="" type="checkbox"/>	Details of the responsible investment activities carried out by managers on your behalf	<input type="checkbox"/>	E, S and/or G impacts and outcomes that have resulted from your managers' investments and/or active ownership	<input type="checkbox"/>	Other
Disclosure to clients/beneficiaries											
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<input checked="" type="checkbox"/>	Details of the responsible investment activities carried out by managers on your behalf										
<input type="checkbox"/>	E, S and/or G impacts and outcomes that have resulted from your managers' investments and/or active ownership										
<input type="checkbox"/>	Other										
Biannually											

SAM 02.1 Indicate what RI-related information your organisation typically covers in the majority of selection documentation for your external managers

	Private equity
Investment strategy and how ESG objectives relate to it	<input type="checkbox"/>
ESG incorporation requirements	<input checked="" type="checkbox"/>
ESG reporting requirements	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>
No RI information covered in the RFPs	<input type="checkbox"/>

SAM 02.2 Explain how your organisation evaluates the investment manager's ability to align between your investment strategy and their investment approach

Strategy

	Private equity
Assess the time horizon of the investment manager's offering vs. your/beneficiaries' requirements	<input checked="" type="checkbox"/>
Assess the quality of investment policy and its reference to ESG	<input checked="" type="checkbox"/>
Assess the investment approach and how ESG objectives are implemented in the investment process	<input checked="" type="checkbox"/>
Review the manager's firm-level vs. product-level approach to RI	<input checked="" type="checkbox"/>
Assess the ESG definitions to be used	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>
None of the above	<input type="checkbox"/>

ESG people/oversight

	Private equity
Assess ESG expertise of investment teams	<input checked="" type="checkbox"/>
Review the oversight and responsibilities of ESG implementation	<input checked="" type="checkbox"/>
Review how is ESG implementation enforced /ensured	<input checked="" type="checkbox"/>
Review the manager's RI-promotion efforts and engagement with the industry	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>
None of the above	<input type="checkbox"/>

Process/portfolio construction/investment valuation

	Private equity
Review the process for ensuring the quality of the ESG data used	<input type="checkbox"/>
Review and agree the use of ESG data in the investment decision making process	<input checked="" type="checkbox"/>
Review and agree the impact of ESG analysis on investment decisions	<input checked="" type="checkbox"/>
Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact)	<input checked="" type="checkbox"/>
Review and agree manager's ESG risk framework	<input checked="" type="checkbox"/>
Review and agree ESG risk limits at the portfolio level (portfolio construction) and other ESG objectives	<input type="checkbox"/>
Review how ESG materiality is evaluated by the manager	<input checked="" type="checkbox"/>
Review process for defining and communicating on ESG incidents	<input checked="" type="checkbox"/>
Review and agree ESG reporting frequency and detail	<input checked="" type="checkbox"/>
Other, specify	<input type="checkbox"/>
None of the above	<input type="checkbox"/>

SAM 02.3 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

SAM 02.4 When selecting external managers does your organisation set any of the following:

	Private equity
ESG performance development targets	<input checked="" type="checkbox"/>
ESG score	<input checked="" type="checkbox"/>
ESG weight	<input type="checkbox"/>
Real world economy targets	<input type="checkbox"/>
Other RI considerations	<input checked="" type="checkbox"/>
None of the above	<input type="checkbox"/>

If you select any 'Other' option(s), specify

We always include a side letter acknowledging our UNPRI status and we require ESG reporting in the same documentation. A thorough discussion on ESG and what types of investments are acceptable to us, and commitments are made only after we are confident the manager will comply with our goals. We typically indicate avoidance of controversial weapons industry, gambling and socially controversial investments, such as pornography, to name a few examples.

SAM 04 Mandatory Core Assessed PRI 1

SAM 04.1 Indicate if in the majority of cases and where the structure of the product allows, your organisation does any of the following as part of the manager appointment and/or commitment process

- Sets standard benchmarks or ESG benchmarks
- Defines ESG objectives
- Sets incentives and controls linked to the ESG objectives
- Requires reporting on ESG objectives
- Requires the investment manager to adhere to ESG guidelines, regulations, principles or standards
- None of the above
- None of the above, we invest only in pooled funds and have a thorough selection process

SAM 04.2 Provide an example per asset class of your benchmarks, objectives, incentives/controls and reporting requirements that would typically be included in your managers' appointment.

Asset class										
<input checked="" type="checkbox"/> Private equity <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Benchmark</th> </tr> </thead> <tbody> <tr> <td><input checked="" type="checkbox"/> We do not set benchmarks</td> </tr> </tbody> </table> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>ESG Objectives</th> </tr> </thead> <tbody> <tr> <td><input type="checkbox"/> ESG related strategy, specify</td> </tr> <tr> <td><input checked="" type="checkbox"/> ESG related investment restrictions, specify We always include a side letter acknowledging our UNPRI status and we require ESG reporting in the same documentation. A thorough discussion on ESG and what types of investments are acceptable to us, and commitments are made only after we are confident the manager will comply with our goals. We typically indicate avoidance of controversial weapons industry, gambling and socially controversial investments, such as pornography, to name a few examples.</td> </tr> <tr> <td><input checked="" type="checkbox"/> ESG integration, specify We assess the managers overall processes integrating ESG</td> </tr> <tr> <td><input checked="" type="checkbox"/> Engagement, specify In PE engagement with underlying investments is always included deeply by definition.</td> </tr> <tr> <td><input checked="" type="checkbox"/> Voting, specify In PE, again, as above, since the funds invest in significant stakes in underlying companies, voting by definition is automatically included</td> </tr> <tr> <td><input checked="" type="checkbox"/> Promoting responsible investment We ask this in our DD queries, and follow during investment period.</td> </tr> <tr> <td><input checked="" type="checkbox"/> ESG specific improvements</td> </tr> </tbody> </table>	Benchmark	<input checked="" type="checkbox"/> We do not set benchmarks	ESG Objectives	<input type="checkbox"/> ESG related strategy, specify	<input checked="" type="checkbox"/> ESG related investment restrictions, specify We always include a side letter acknowledging our UNPRI status and we require ESG reporting in the same documentation. A thorough discussion on ESG and what types of investments are acceptable to us, and commitments are made only after we are confident the manager will comply with our goals. We typically indicate avoidance of controversial weapons industry, gambling and socially controversial investments, such as pornography, to name a few examples.	<input checked="" type="checkbox"/> ESG integration, specify We assess the managers overall processes integrating ESG	<input checked="" type="checkbox"/> Engagement, specify In PE engagement with underlying investments is always included deeply by definition.	<input checked="" type="checkbox"/> Voting, specify In PE, again, as above, since the funds invest in significant stakes in underlying companies, voting by definition is automatically included	<input checked="" type="checkbox"/> Promoting responsible investment We ask this in our DD queries, and follow during investment period.	<input checked="" type="checkbox"/> ESG specific improvements
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<input checked="" type="checkbox"/> Promoting responsible investment We ask this in our DD queries, and follow during investment period.										
<input checked="" type="checkbox"/> ESG specific improvements										

This is also part of the monitoring process in PE.
 ESG guidelines/regulation, principles/standards, specify

We always include a side letter acknowledging our UNPRI status and we require ESG reporting in the same documentation. A thorough discussion on ESG and what types of investments are acceptable to us, and commitments are made only after we are confident the manager will comply with our goals. We typically indicate avoidance of controversial weapons industry, gambling and socially controversial investments, such as pornography, to name a few examples.

Incentives and controls

We do not set incentives and controls

Reporting requirements

- Ad-hoc/when requested
- Annually
- Bi-annually
- Quarterly
- Monthly

SAM 04.4 Indicate which of these actions your organisation might take if any of the requirements are not met

- Discuss requirements not met and set project plan to rectify
- Place investment manager on a "watch list"
- Track and investigate reason for non-compliance
- Re-negotiate fees
- Failing all actions, terminate contract with the manager
- Other, specify

If none of the above lead to satisfactory solution, final step is to sell the PE investments in secondary markets.

No actions are taken if any of the ESG requirements are not met

SAM 04.5 Provide additional information relevant to your organisation's appointment processes of external managers. [OPTIONAL]

We monitor investments continuously. Any failure to adhere to the agreed reporting, for example on ESG events, or slipping of standards, or events arising that are clearly in conflict with DD process findings and expectations are reacted upon. These will include dialogue, but may also result in a manager not being selected for next fund raising rounds. In PE investing ESG objectives are not practical to be hard coded, or contractually enforced, therefore, emphasis is heavily focused on pre-investment assessment and monitoring.

SAM 05 Mandatory Core Assessed PRI 1

SAM 05.1 When monitoring managers, indicate which of the following types of responsible investment information your organisation typically reviews and evaluates

	Private equity
ESG objectives linked to investment strategy	<input type="checkbox"/>
Evidence on how the ESG incorporation strategy(ies) affected the investment decisions and financial / ESG performance of the portfolio/fund	<input type="checkbox"/>
Compliance with investment restrictions and any controversial investment decisions	<input checked="" type="checkbox"/>
ESG portfolio characteristics	<input checked="" type="checkbox"/>
How ESG materiality has been evaluated by the manager in the monitored period	<input checked="" type="checkbox"/>
Information on any ESG incidents	<input checked="" type="checkbox"/>
Metrics on the real economy influence of the investments	<input type="checkbox"/>
PRI Transparency Reports	<input checked="" type="checkbox"/>
PRI Assessment Reports	<input checked="" type="checkbox"/>
RI-promotion and engagement with the industry to enhance RI implementation	<input checked="" type="checkbox"/>
Other general RI considerations in investment management agreements; specify	<input type="checkbox"/>
None of the above	<input type="checkbox"/>

SAM 05.2 When monitoring external managers, does your organisation set any of the following to measure compliance/progress

	Private equity
ESG score	<input checked="" type="checkbox"/>

ESG weight	<input type="checkbox"/>
ESG performance minimum threshold	<input checked="" type="checkbox"/>
Real world economy targets	<input type="checkbox"/>
Other RI considerations	<input type="checkbox"/>
None of the above	<input type="checkbox"/>

SAM 08	Mandatory to Report, Voluntary to Disclose	Descriptive	PRI 1
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SAM 08.1	Describe how you ensure that best RI practice is applied to managing your assets
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Private

SAM 08.2	Additional information. [Optional]
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Private

SAM 09	Mandatory	Additional Assessed	PRI 1,6
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SAM 09.1	Provide examples of how ESG issues have been addressed in the manager selection, appointment and/or monitoring process for your organisation during the reporting year.
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Add Example 1

Topic or issue	Dialogue on developing ESG processes
Conducted by	Internal staff
Asset class	Private equity
Scope and process	We have carried an effective dialogue on developing ESG processes generally with our managers. The scope covers all PE investments.
Outcomes	Increased cooperation with managers on ESG. In fact, in 2017, we have been reported by one manager launching a third party consulting project to improve processes and reporting.

Add Example 2

Topic or issue	Corruption
Conducted by	Internal staff
Asset class	Private equity
Scope and process	One fund reporting on corruption related issued in their underlying investment.
Outcomes	This incident is being thoroughly investigated by the General Partner of the fund in question.

Add Example 3

Topic or issue	Controversial industries
Conducted by	Internal staff
Asset class	Private equity
Scope and process	We include a discussion on accepted industries during our DD process, emphasizing avoidance of weapons and defence industry and socially controversial investments.
Outcomes	Each year, commitments are not made upon lack of committing to our goals and policies.

Add Example 4

Topic or issue	Political activity
Conducted by	Internal staff
Asset class	Private equity
Scope and process	One fund reported that a General Partner shareholder was involved in political activity without prior announcement and without seeking company approval.
Outcomes	This is being investigated, and we monitor the situation closely.

Add Example 5

We are not able to provide examples

SAM 09.2	Additional information.
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In addition to the general approach in our PE investing described here in this section, we also report regularly to our Fund of Fund limited partners, and assist our clients in developing their ESG approaches in PE investing both one-on-one and via industry forums.

LEI 01	Mandatory	Core Assessed	PRI 1
LEI 01.1	Indicate (1) which ESG incorporation strategy and/or combination of strategies you apply to your actively managed listed equities and (2) the breakdown of your actively managed listed equities by strategy or combination of strategies (+/- 5%)		
	<input type="checkbox"/> Screening alone (i.e. not combined with any other strategies) <input type="checkbox"/> Thematic alone (i.e. not combined with any other strategies) <input type="checkbox"/> Integration alone (i.e. not combined with any other strategies) <input type="checkbox"/> Screening and integration strategies <input checked="" type="checkbox"/> Thematic and integration strategies		
	Percentage of active listed equity to which the strategy is applied		100%
	<input type="checkbox"/> Screening and thematic strategies <input type="checkbox"/> All three strategies combined <input type="checkbox"/> We do not apply incorporation strategies		
LEI 01.2	Describe your organisation's approach to incorporation and the reasons for choosing the particular ESG incorporation strategy/strategies.		
	ESG is included in the investment processes of our actively managed funds. Our goal is to seek best returns in all our strategies and the ESG process plays a significant role in achieving the goal. Our investment processes are typically designed to identify long term sustainable growth and profitability and therefore ESG is imbedded in the process in selection and monitoring stages. We have one thematic fund which is positioned environmentally.		
LEI 02	Voluntary	Additional Assessed	PRI 1
LEI 02.1	Indicate what ESG information you use in your ESG incorporation strategies and who provides this information.		
	Private		
LEI 02.2	Provide a brief description of the ESG information used, highlighting any different sources of information across your ESG incorporation strategies.		
	Private		
LEI 02.3	Indicate if you incentivise brokers to provide ESG research.		
	Private		
LEI 02.5	Additional information. [Optional]		
	Private		
LEI 03	Voluntary	Additional Assessed	PRI 1
LEI 03.1	Indicate if your organisation has a process through which information derived from ESG engagement and/or (proxy) voting activities is made available for use in investment decision-making.		
	Private		
LEI 03.2	Additional information. [Optional]		
	Private		
LEI 07	Mandatory	Descriptive	PRI 1
LEI 07.1	Indicate the type of sustainability thematic funds or mandates your organisation manages.		
	<input checked="" type="checkbox"/> Environmentally themed funds <input type="checkbox"/> Socially themed funds <input type="checkbox"/> Combination of themes		
LEI 07.2	Describe your organisation's processes relating to sustainability themed funds. [Optional]		
	We have transformed our old energy fund to eQ CO2 identifying opportunities from global energy system transitioning to lower carbon footprint. This process has our integrated ESG approach added with a specific screening approach to single out companies significantly impacting the aforementioned transition globally. We have been able to successfully build a technology investing platform that really starts from hard CO2 challenges.		
LEI 08	Mandatory	Core Assessed	PRI 1
LEI 08.1	Indicate which ESG factors you systematically research as part of your investment analysis and the proportion of actively managed listed equity portfolios that is impacted by this analysis.		
	ESG issues	Proportion impacted by analysis	
	Environmental	Environmental	
		<input checked="" type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input type="radio"/> >90%	

Social	Social	
	<input type="radio"/> <10% <input checked="" type="radio"/> 10-50% <input type="radio"/> 51-90% <input type="radio"/> >90%	
Corporate Governance	Corporate Governance	
	<input checked="" type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input type="radio"/> >90%	

LEI 09	Voluntary	Additional Assessed	PRI 1
LEI 09.1	Indicate which processes your organisation uses to ensure ESG integration is based on a robust analysis.		
	<i>Private</i>		
LEI 09.5	Describe how ESG information is held and used by your portfolio managers.		
	<i>Private</i>		
LEI 09.6	Additional information.[Optional]		
	<i>Private</i>		
LEI 10	Mandatory to Report, Voluntary to Disclose	Core Assessed	PRI 1
LEI 10.1	Indicate which aspects of investment analysis you integrate material ESG information into.		
	<i>Private</i>		
LEI 10.5	Additional information.		
	<i>Private</i>		
LEI 12	Voluntary	Descriptive	PRI 1
LEI 12.1	Indicate how your ESG incorporation strategies have influenced the composition of your portfolio(s) or investment universe.		
	<i>Private</i>		
LEI 12.2	Additional information.[Optional]		
	<i>Private</i>		
LEI 13	Voluntary	Additional Assessed	PRI 1
LEI 13.1	Indicate whether your organisation measures how your approach to responsible investment in Listed Equity has affected your portfolio's financial and/or ESG performance.		
	<i>Private</i>		
LEI 13.2	Describe how you are able to determine these outcomes.		
	<i>Private</i>		
LEI 14	Voluntary	Descriptive	PRI 1
LEI 14.1	Provide examples of ESG issues that affected your investment view and/or performance during the reporting year.		
	<i>Private</i>		
LEI 14.2	Additional information.[Optional]		
	<i>Private</i>		

LEA 01	Mandatory	Core Assessed	PRI 2
LEA 01.1	Indicate whether your organisation has a formal engagement policy.		
<input checked="" type="checkbox"/> Yes			
LEA 01.2	Attach or provide a URL to your engagement policy.		
<input type="checkbox"/> Attachment provided: <input checked="" type="checkbox"/> URL provided: https://www.eq.fi/~~/media/files/funds/esg/eq-rahastoyhti%C3%B6n-omistajaohjauksen-periaatteet.pdf?la=fi			
LEA 01.3	Indicate what your engagement policy covers:		
<input checked="" type="checkbox"/> Conflicts of interest <input checked="" type="checkbox"/> Insider information <input checked="" type="checkbox"/> Alignment with national stewardship code requirements <input checked="" type="checkbox"/> Due diligence and monitoring process <input checked="" type="checkbox"/> Prioritisation of engagements <input checked="" type="checkbox"/> Transparency of engagement activities <input type="checkbox"/> Environmental factors <input type="checkbox"/> Social factors <input checked="" type="checkbox"/> Governance factors <input type="checkbox"/> Other, describe <input type="checkbox"/> None of the above			
LEA 01.4	Provide a brief overview of your organization's approach to engagement		
<p>Our engagement is based on supporting long term investing. We engage pre-investment and during investments whenever we have a reason to review long term holdings and the necessary information is not publicly available.</p> <input type="checkbox"/> No			

LEA 02	Mandatory	Gateway	PRI 1,2,3								
LEA 02.1	Indicate the method of engagement, giving reasons for the interaction.										
<table border="1"> <thead> <tr> <th>Type of engagement</th> <th>Reason for interaction</th> </tr> </thead> <tbody> <tr> <td>Individual/Internal staff engagements</td> <td> <input checked="" type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input checked="" type="checkbox"/> To encourage improved/increased ESG disclosure <input type="checkbox"/> Other, specify <input type="checkbox"/> We do not engage via internal staff </td> </tr> <tr> <td>Collaborative engagements</td> <td> <input type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input type="checkbox"/> To encourage improved/increased ESG disclosure <input checked="" type="checkbox"/> Other, specify <p>We shall participate in collaborative action especially if we see the need to protect client interests.</p> <input type="checkbox"/> We do not engage via collaborative engagements </td> </tr> <tr> <td>Service provider engagements</td> <td> <input type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input checked="" type="checkbox"/> To encourage improved/increased ESG disclosure <input type="checkbox"/> Other, specify <input type="checkbox"/> We do not engage via service providers </td> </tr> </tbody> </table>				Type of engagement	Reason for interaction	Individual/Internal staff engagements	<input checked="" type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input checked="" type="checkbox"/> To encourage improved/increased ESG disclosure <input type="checkbox"/> Other, specify <input type="checkbox"/> We do not engage via internal staff	Collaborative engagements	<input type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input type="checkbox"/> To encourage improved/increased ESG disclosure <input checked="" type="checkbox"/> Other, specify <p>We shall participate in collaborative action especially if we see the need to protect client interests.</p> <input type="checkbox"/> We do not engage via collaborative engagements	Service provider engagements	<input type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input checked="" type="checkbox"/> To encourage improved/increased ESG disclosure <input type="checkbox"/> Other, specify <input type="checkbox"/> We do not engage via service providers
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LEA 03	Mandatory	Core Assessed	PRI 2
LEA 03.1	Indicate whether your organisation has a formal process for identifying and prioritising engagement activities carried out by internal staff.		
<input checked="" type="checkbox"/> Yes			
LEA 03.2	Describe the criteria used to identify and prioritise engagement activities carried out by internal staff.		
<input type="checkbox"/> Geography / market of the companies <input checked="" type="checkbox"/> Materiality of ESG factors <input type="checkbox"/> Systemic risks to global portfolios <input checked="" type="checkbox"/> Exposure (holdings) <input checked="" type="checkbox"/> In response to ESG impacts that have already occurred. <input type="checkbox"/> As a response to divestment pressure <input type="checkbox"/> Consultation with clients/beneficiaries <input type="checkbox"/> Consultation with other stakeholders (i.e. NGOs, trade unions etc.)			

- As a follow-up from a voting decision
- Client request
- Other, describe

No

LEA 03.3	Additional information. [Optional]
----------	------------------------------------

Portfolio managers have the responsibility to engage if necessary and suitable methods are discussed at the management level depending on case by case requirements to arrive at appropriate measures and ensuring adherence to our policy, which we have documented and published.

LEA 04	Mandatory	Core Assessed	PRI 2
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LEA 04.1	Indicate if you define specific objectives for your engagement activities.
----------	--

- Yes
 - Yes, for all engagement activities
 - Yes, for the majority of engagement activities
 - Yes, for a minority of engagement activities
- We do not define specific objectives for engagement activities carried out by internal staff.

LEA 04.2	Indicate if you monitor the actions that companies take during and following your engagements activities carried out by internal staff.
----------	---

- Yes
 - Yes, in all cases
 - Yes, in the majority of cases
 - Yes, in the minority of cases
- We do not monitor the actions that companies take following engagement activities carried out by internal staff.

LEA 04.3	Indicate if you do any of the following to monitor and evaluate the progress of your engagement activities carried out by internal staff.
----------	---

- Define timelines for your objectives
- Tracking and/or monitoring progress against defined objectives
- Tracking and or monitoring progress of actions taken when original objectives are not met
- Revisit and, if necessary, revise objectives on continuous basis
- Other, please specify
- We do not monitor and evaluate progress of engagement activities carried out by internal staff

LEA 07	Mandatory	Core Assessed	PRI 2,4
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LEA 07.1	Indicate if you play a role in the engagement process that your service provider conducts on your behalf.
----------	---

Yes

LEA 07.2	Indicate the role(s) you play in engagements that your service provider conducts on your behalf.
----------	--

- Discuss the topic (or ESG issue(s)) of engagement
- Discuss the rationale for engagement
- Discuss the objectives of the engagement
- Select the companies to be engaged with
- Discuss the frequency/intensity of interactions with companies
- Discuss next steps for engagement activity
- Participate directly in certain engagements with your service provider
- Other, specify
- We play no role in engagements that our service provider conducts.

No

LEA 08	Mandatory	Core Assessed	PRI 2,6
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LEA 08.1	Do you monitor and review the outcomes of the engagement activities undertaken by your service providers on your behalf?
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- Yes, periodically
- Yes, ad hoc basis
- We do not monitor or review them

LEA 09	Voluntary	Additional Assessed	PRI 1,2
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LEA 09.1	Indicate if insights gained from your engagements are shared with your internal or external investment managers.
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Type of engagement	Insights shared
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Individual/Internal staff engagements	<input checked="" type="checkbox"/> Yes, systematically <input type="checkbox"/> Yes, occasionally <input type="checkbox"/> No
Service provider engagements	<input checked="" type="checkbox"/> Yes, systematically <input type="checkbox"/> Yes, occasionally <input type="checkbox"/> No

LEA 10	Mandatory	Gateway	PRI 2
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LEA 10.1 Indicate if you track the number of your engagement activities.

Type of engagement	Tracking engagements
Individual / Internal staff engagements	<input checked="" type="checkbox"/> Yes, we track the number of our engagements in full <input type="checkbox"/> Yes, we partially track the number of our engagements <input type="checkbox"/> We do not track
Service provider engagements	<input type="checkbox"/> Yes, we track the number of our engagements in full <input checked="" type="checkbox"/> Yes, we partially track the number of our engagements <input type="checkbox"/> We do not track and cannot estimate our engagements

LEA 11	Mandatory to Report, Voluntary to Disclose	Core Assessed	PRI 2
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LEA 11.1 Indicate the amount of your listed equities portfolio with which your organisation engaged during the reporting year.

Private

LEA 11.2 Indicate the proportion of engagements that involved multiple, substantive and detailed discussions or interactions with a company during the reporting year relating to ESG issue.

Private

LEA 11.4 Indicate the percentage of your service provider engagements that you had some involvement in during the reporting year.

Private

LEA 11.5 Additional information. [Optional]

Private

LEA 12	Voluntary	Additional Assessed	PRI 2
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LEA 12.1 Indicate which of the following your engagement involved.

Private

LEA 12.2 Additional information. [Optional]

Private

LEA 13	Voluntary	Descriptive	PRI 2
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LEA 13.1 Indicate whether you track the number of cases during the reporting year in which a company changed its practices, or made a formal commitment to do so, following your organisation's and/or your service provider's engagement activities.

Private

LEA 13.3 Additional information [Optional].

Private

LEA 14	Voluntary	Additional Assessed	PRI 2
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LEA 14.1 Provide examples of the engagements that your organisation or your service provider carried out during the reporting year.

Private

LEA 14.2 Additional information. [Optional]

Private

PR 01	Mandatory	Core Assessed	PRI 1-6
PR 01.1	Indicate if your organisation has a Responsible Property Investment (RPI) policy.		
<input type="radio"/> Yes <input checked="" type="radio"/> No			
PR 01.3	Provide a brief overview of your organisation's approach to responsible investment in property, and how you link responsible investment in property to your business strategy.		
<p>We have set guidelines for the acquisition of properties and what we expect from the tenants. In new built projects we demand that contractors follow industry standards and best practices for governance issues. Tenants report that they are compliant with regulatory requirements and the operations are reviewed periodically to monitor their activities where tenants operate and manage the facilities themselves.</p> <p>We focus on tenant quality, often tenants have their own corporate responsibility guidelines which we analyse. The property characteristics assessment includes environmental and social aspects, and governance analysis looks into the financial structures of the acquisition, including transparency. The entire process is designed to ensuring long term sustainable returns.</p> <p>Sustainability is one of the core value drivers in property investing, we have invested in developing our processes recently with very good results.</p>			
PR 02	Mandatory	Core Assessed	PRI 1,4,6
PR 02.1	Indicate if your most recent fund placement documents (private placement memorandums (PPMs) or similar) refer to responsible investment aspects of your organisation.		
<input checked="" type="radio"/> Yes			
PR 02.2	Indicate how your fund placement documents (PPMs or similar) refer to the following responsible investment aspects of your organisation:		
<input checked="" type="checkbox"/> Policy and commitment to responsible investment <input type="checkbox"/> Approach to ESG issues in pre-investment processes <input type="checkbox"/> Approach to ESG issues in post-investment processes			
<input type="radio"/> No <input type="radio"/> Not applicable as our organisation does not fundraise			
PR 03	Voluntary	Additional Assessed	PRI 4
PR 03.1	Indicate whether your organisation makes formal commitments in fund formation contracts, Limited Partnership Agreements (LPAs) or in side letters relating to responsible investment in property when requested by clients.		
Private			
PR 03.2	Additional information.		
Private			
PR 04	Mandatory	Gateway/Core Assessed	PRI 1
PR 04.1	Indicate if your organisation typically incorporates ESG issues when selecting property investments.		
<input checked="" type="radio"/> Yes			
PR 04.2	Provide a description of your organisation's approach to incorporating ESG issues in property investment selection.		
<p>We demand contractors in our new build projects to follow widely used industry standards that are extensive in governance standards. Where we acquire properties operated by tenants, we analyse their compliance with regulations and practices to make sure long term investment case is built on solid and sustainable foundations.</p> <p>We look at improving the environmental and social aspects of the property as value adding tool. There are many areas we actively screen, energy efficiency is one of them. Examples of this include LED lighting and energy savings opportunities. Water usage and waste disposal are critical areas, also. The analysis of these factors begins at the DD stage of the investment consideration.</p>			
PR 04.3	Indicate which E, S and/or G issues are typically considered by your organisation in the property investment selection process, and list up to three examples per issue.		
<input checked="" type="checkbox"/> Environmental			
Energy efficiency			
		Description [OPTIONAL]	
Energy efficiency improvement can be an additional value driver. Also high energy efficiency and technology existing will be regarded as positive contributors.			
Indoor environmental quality			
		Description [OPTIONAL]	
Indoor air quality is one of core values. If improvements are needed, they are discounted in acquisition stage as these investments will have a priority in asset development.			
Water efficiency			
		Description [OPTIONAL]	
In equipment improvements water management is a high priority			
<input checked="" type="checkbox"/> Social			

Health, safety and wellbeing

Description [OPTIONAL]
We have a lot care properties, hence this area is a core consideration.

Accessibility

Description [OPTIONAL]
Care facilities management and asset development requires good access, hence this is a core area.

Occupier Satisfaction

Description [OPTIONAL]
This is a key indicator followed continuously during investment cycle and key in our acquisition of long term tenancy contracts associated with the properties.

Governance

Governance structure

Description [OPTIONAL]
We always prefer clear governance structures

Regulatory

Description [OPTIONAL]
A thorough DD is always carried to assess regulatory compliance, and in some cases this will extend to tenant analysis, also.

Conflicts of interest

Description [OPTIONAL]
We have a strict conflicts of interest policy firm wide and this adhered to in every acquisition.

No

PR 05	Voluntary	Additional Assessed	PRI 1,3
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PR 05.1 Indicate what type of ESG information your organisation typically considers during your property investment selection process.

Private

PR 05.2 Provide a brief description of how this ESG information was incorporated into your investment selection process.

Private

PR 06	Mandatory	Core Assessed	PRI 1
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PR 06.1 Indicate if ESG issues impacted your property investment selection process during the reporting year.

- ESG issues helped identify risks and/or opportunities for value creation
- ESG issues led to the abandonment of potential investments
- ESG issues impacted the investment in terms of price offered and/or paid
- ESG issues impacted the terms in the shareholder/purchase agreements and/or lending covenants
- ESG issues were considered but did not have an impact on the investment selection process
- Other, specify
- Not applicable, our organisation did not select any investments in the reporting year
- We do not track this potential impact

PR 06.2 Indicate how ESG issues impacted your property investment deal structuring processes during the reporting year.

- ESG issues impacted the investment in terms of price offered and/or paid
- ESG issues impacted the terms in the shareholder/purchase agreements and/or lending covenants
- ESG issues were considered but did not have an impact on the deal structuring process
- Other, specify
- Not applicable, our organisation did not select any investments in the reporting year
- We do not track this potential impact

PR 06.3 Additional information.

Energy efficiency has been identified as an important value driver. We have made acquisitions where development plans and improvements were taken into account.

We have positive experiences in acquiring assets with a high degree of certification and we have also started to install renewable energy early on, wherever feasible.

PR 07	Mandatory	Core Assessed	PRI 4
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PR 07.1 Indicate if your organisation includes ESG issues in your selection, appointment and/or monitoring of third-party property managers.

Yes

PR 07.2 Indicate how your organisation includes ESG issues in your selection, appointment and/or monitoring of third party property managers.

- Selection process of property managers incorporated ESG issues

Types of actions	
<input checked="" type="checkbox"/>	Request explanation of how ESG is effectively integrated, including inquiries about governance and processes
<input checked="" type="checkbox"/>	Request track records and examples of how the manager implements ESG in their asset and property management
<input checked="" type="checkbox"/>	Discuss property level out-performance opportunities through greater integration of ESG criteria
<input type="checkbox"/>	Request explanation of engaging stakeholders on ESG issues
<input type="checkbox"/>	Other, explain

Coverage	
<input checked="" type="radio"/>	>75% to 100%
<input type="radio"/>	>50% to 75%
<input type="radio"/>	>25% to 50%
<input type="radio"/>	>0% to 25%

Contractual requirements when appointing property managers includes ESG issues

Types of actions	
<input checked="" type="checkbox"/>	Include clear and detailed expectations for incorporating ESG
<input type="checkbox"/>	Require dedicated ESG procedures in all relevant asset and property management phases
<input checked="" type="checkbox"/>	Clear ESG reporting requirements
<input type="checkbox"/>	Clear ESG performance targets
<input type="checkbox"/>	Other, explain

Coverage	
<input checked="" type="radio"/>	>75% to 100%
<input type="radio"/>	>50% to 75%
<input type="radio"/>	>25% to 50%
<input type="radio"/>	>0% to 25%

Monitoring of property managers covers ESG responsibilities and implementation

Types of actions	
<input type="checkbox"/>	Performance against quantitative and material environmental / resource targets over specified timeframe.
<input type="checkbox"/>	Performance against quantitative and material environmental / resource targets against relevant benchmarks
<input type="checkbox"/>	Performance against quantitative and qualitative targets to address social impacts of the portfolio/investment,
<input checked="" type="checkbox"/>	Other, explain

We are undergoing a manager transition, this area is under development and very important.

Coverage	
<input checked="" type="radio"/>	>75% to 100%
<input type="radio"/>	>50% to 75%
<input type="radio"/>	>25% to 50%
<input type="radio"/>	>0% to 25%

No

PR 07.3 Provide a brief description of your organisations selection, appointment and monitoring of third party property managers and how they contribute to the management of ESG issues for your property investments.

In 2017 we made a major manager selection round, in which ESG issues became a core selection criteria. A new manager was selected and we expect this change to improve our ESG in operations and to improve asset development.

PR 08 **Mandatory** **Gateway** **PRI 2**

PR 08.1 Indicate if your organisation, and/or property managers, considers ESG issues in post-investment activities relating to your property assets.

Yes

PR 08.2 Indicate whether your organisation, and/or property managers, considers ESG issues in the following post-investment activities relating to your property assets.

- We consider ESG issues in property monitoring and management
- We consider ESG issues in property developments and major renovations.
- We consider ESG issues in property occupier engagements
- We consider ESG issues in community engagements related to our properties
- We consider ESG issues in other post-investment activities, specify

PR 08.3 Describe how your organisation, and/or property managers, considers ESG issues in post-investment activities related to your property assets.

ESG is an important consideration in adding value to our properties, we take an active role in cost efficient improvement of our properties and many of the actions are directly ESG related.

No

PR 09	Mandatory	Core Assessed	PRI 2,3
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PR 09.1 Indicate the proportion of property assets for which your organisation, and/or property managers, set and monitored ESG targets (KPIs or similar) during the reporting year.

- >90% of property assets
- 51-90% of property assets
- 10-50% of property assets
- <10% of property assets

PR 09.2 Indicate which ESG targets your organisation and/or property managers typically set and monitor

Environmental

Target/KPI	Progress Achieved
Energy usage	started
Water usage	started

Social

Target/KPI	Progress Achieved
Air quality	started

- Governance
- We do not set and/or monitor against targets

PR 09.3 Additional information. [Optional]

After new manager appointment, we have identified areas to develop. One reason behind the change was to improve our monitoring of assets.

PR 10	Voluntary	Descriptive	PRI 2
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PR 10.1 Indicate whether your property assets are assessed against certification schemes, ratings and/or benchmarks

Yes

PR 10.2 List the certification schemes, ratings and/or benchmarks your property assets are assessed against and what proportion of your property assets they apply to.

Add certification scheme, rating and benchmark 1

Specify	BREEAM In-Use
Proportion of property assets these apply to	<input type="radio"/> >90% of property assets <input type="radio"/> 51-90% of property assets <input type="radio"/> 10-50% of property assets <input checked="" type="radio"/> <10% of property assets (in terms of number of property assets)

- Add certification scheme, rating and benchmark 2
- Add certification scheme, rating and benchmark 3

No

PR 10.3 Indicate if your organisation uses property specific reporting standards to disclose information related to your property investments' ESG performance.

- Global Reporting Initiative (GRI) Construction & Real Estate Sector Supplement (CRESS)
- Other property reporting standards, specify
BREEAM/ LEED
- No property specific reporting standards are used

PR 10.4 Additional information.

In 2017 we decided to use BREEAM/ LEED in all major acquisitions. Further, we have extended the number of BREEAM in Use during 2017, and decided to further increase the usage significantly in the following years.

PR 11	Mandatory	Core Assessed	PRI 2
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PR 11.1 Indicate the proportion of active property developments and major renovations where ESG issues have been considered.

- >90% of active developments and major renovations
- 51-90% of active developments and major renovations

- 10-50% of active developments and major renovations
- <10% of active developments and major renovations
- N/A, no developments and major renovations of property assets are active

PR 11.2 Indicate if the following ESG considerations are typically implemented and monitored in your property developments and major renovations.

- Environmental site selection requirements
- Environmental site development requirements
- Sustainable construction materials
- 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
- Construction contractors comply with sustainability guidelines
- Resilient building design and orientation
- Other, specify

PR 11.3 Additional information. [Optional]

Water efficiency is important, but locally our infrastructure and water availability is not scarcity issue, therefore there is no need to emphasize beyond existing very high quality standards, however, when appliance investments are considered, this becomes important again.

We made first renewable energy project launches in 2017 by solar panel installations.

PR 12 Mandatory Core Assessed PRI 2

PR 12.1 Indicate the proportion of property occupiers your organisation, and/or your property managers, engaged with on ESG issues during the reporting year.

- >90% of occupiers
- 50-90% of occupiers
- 10-50% of occupiers
- <10% of occupiers

PR 12.2 Indicate if the following practises and areas are typically part of your, and/or your property managers', occupier engagements.

- 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
- Provide feedback on waste generation
- Carry out occupier satisfaction surveys
- Offer green leases
- Other, specify

PR 13 Voluntary Additional Assessed PRI 2

PR 13.1 Indicate the proportion of all leases signed during the reporting year that used green leases or the proportion of Memoranda of Understandings (MoUs) with reference to ESG issues.

Private

PR 13.2 Additional information.

Private

PR 14 Voluntary Additional Assessed PRI 2

PR 14.1 Indicate what proportion of property assets your organisation, and/or your property managers, engaged with the community on ESG issues during the reporting year.

Private

PR 14.2 Indicate if the following areas and activities are typically part of your, and/or your property managers', community engagement.

Private

PR 14.3 Additional information.

Private

PR 15 Voluntary Additional Assessed PRI 1,2

PR 15.1 Indicate whether your organisation measures how your approach to responsible investment in property investments has affected financial and/or ESG performance.

Private

PR 15.3 Describe how you are able to determine these outcomes.

Private

PR 16

Voluntary

Descriptive

PRI 1,3

PR 16.1 Provide examples of ESG issues that affected your property investments during the reporting year.

Add Example 1

ESG issue	Green energy
Types of properties affected	Direct energy purchases
Impact (or potential impact) on investment	Renewable energy usage is an important tenant acquisition driver.
Activities undertaken to influence the investment and the outcomes	We decided to contract and buy 100% renewable energy in all assets where we directly purchase the electricity.

Add Example 2

ESG issue	Property management structure
Types of properties affected	Externally managed properties
Impact (or potential impact) on investment	Improvement of property management and ESG reporting.
Activities undertaken to influence the investment and the outcomes	We appointed a new propert manager for externally managed assets, where ESG procedures and monitoring was a core criteria. This will improve transparency and helps to identify development areas.

Add Example 3

ESG issue	Green energy
Types of properties affected	Large commercial
Impact (or potential impact) on investment	Better energy sourcing and improvement of carbon footprint.
Activities undertaken to influence the investment and the outcomes	We made first project launches to install solar panels in selected assets. This is both financially and environmentally a feasible solution in selected assets and we continue exploring similar investments.

Add Example 4

Add Example 5

CM1 01.1	Mandatory	Core Assessed	General
CM1 01.1	Indicate whether the reported information you have provided for your PRI Transparency Report this year has undergone:		
	<input type="checkbox"/> Third party assurance over selected responses from this year's PRI Transparency Report <input type="checkbox"/> Third party assurance over data points from other sources that have subsequently been used in your PRI responses this year <input type="checkbox"/> Third party assurance or audit of the implementation of RI processes (that have been reported to the PRI this year) <input type="checkbox"/> Internal audit conducted by internal auditors of the implementation of RI processes and/or RI data that have been reported to the PRI this year) <input type="checkbox"/> Internal verification of responses before submission to the PRI (e.g. by the CEO or the board) <input checked="" type="checkbox"/> Other, specify <p style="margin-left: 20px;">Our compliance and risk management functions assure annually our firm wide ESG process of which this report is an integral part.</p> <input type="checkbox"/> None of the above		
CM1 01.2 & 01.8	Mandatory	Descriptive	Planned assurance of this year's PRI Transparency Report
CM1 01.2	Do you plan to conduct third party assurance of this year's PRI Transparency report?		
	<input type="radio"/> Whole PRI Transparency Report will be assured <input type="radio"/> Selected data will be assured <input checked="" type="radio"/> We do not plan to assure this year's PRI Transparency report		
CM1 01.3 & 01.9	Mandatory	Descriptive	General
CM1 01.3	We undertook third party assurance on last year's PRI Transparency Report		
	<input type="radio"/> Whole PRI Transparency Report was assured last year <input type="radio"/> Selected data was assured in last year's PRI Transparency Report <input checked="" type="radio"/> We did not assure last year's PRI Transparency report, or we did not have such a report last year.		
CM1 01.4, 10-12	Mandatory	Descriptive	General
CM1 01.4	We undertake confidence building measures that are unspecific to the data contained in our PRI Transparency Report:		
	<input type="checkbox"/> We adhere to an RI certification or labelling scheme <input type="checkbox"/> We carry out independent/third party assurance over a whole public report (such as a sustainability report) extracts of which are included in this year's PRI Transparency Report <input type="checkbox"/> ESG audit of holdings <input checked="" type="checkbox"/> Other, specify <p style="margin-left: 20px;">Our compliance function assesses the ESG processes and data used annually. In addition, our risk management collects data used in our fund ESG reporting.</p> <input type="checkbox"/> None of the above		