



Discretionary Mandate		Reason for Interaction
Individual/ internal staff engagements	<input checked="" type="checkbox"/> To support investment decisionmaking in & company related ESG issues <input checked="" type="checkbox"/> To enhance corporate practice for identifying the need to influence or <input checked="" type="checkbox"/> To engage through ESG disclosure <input type="checkbox"/> Other: specify	
Collaborative engagements	<input type="checkbox"/> To support investment decisionmaking in & company related ESG issues <input checked="" type="checkbox"/> To enhance corporate practice for identifying the need to influence or <input type="checkbox"/> Other: specify	
Service provider engagements	<input type="checkbox"/> To support investment decisionmaking in & company related ESG issues <input checked="" type="checkbox"/> To enhance corporate practice for identifying the need to influence or <input type="checkbox"/> Other: specify	

# RI TRANSPARENCY REPORT

2020

eQ Asset Management Ltd

## About this report

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

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

## PRI disclaimer

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

## Usage restrictions

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

OO 01.1	Select the services and funds you offer	
	Select the services and funds you offer	% of asset under management (AUM) in ranges
	Fund management	<input type="radio"/> 0% <input type="radio"/> <10% <input type="radio"/> 10-50% <input checked="" type="radio"/> >50%
	Fund of funds, manager of managers, sub-advised products	<input type="radio"/> 0% <input type="radio"/> <10% <input checked="" type="radio"/> 10-50% <input type="radio"/> >50%
	Other	<input checked="" type="radio"/> 0% <input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> >50%
	Total 100%	

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).	
	<input checked="" type="radio"/> 1 <input type="radio"/> 2-5 <input type="radio"/> 6-10 <input type="radio"/> >10	
OO 02.3	Indicate the approximate number of staff in your organisation in full-time equivalents (FTE).	
	89	

OO 03.1	Indicate whether you have subsidiaries within your organisation that are also PRI signatories in their own right.	
	<input type="radio"/> Yes <input checked="" type="radio"/> No	

OO 04.1	Indicate the year end date for your reporting year.	
	31/12/2019	
OO 04.2	Indicate your total AUM at the end of your reporting year.	
	Total AUM 5,800,000,000 EUR 6393347524 USD	
OO 04.4	Indicate the assets which are subject to an execution and/or advisory approach. Provide this figure based on the end of your reporting year	
	<input checked="" type="checkbox"/> Not applicable as we do not have any assets under execution and/or advisory approach	

OO 05.1	Provide an approximate percentage breakdown of your AUM at the end of your reporting year using the following asset classes and investment strategies:	
	Internally managed (%)	Externally managed (%)
Listed equity	10-50%	<10%

Fixed income	<10%	0
Private equity	0	10-50%
Property	10-50%	0
Infrastructure	0	0
Commodities	0	0
Hedge funds	0	0
Fund of hedge funds	0	0
Forestry	0	0
Farmland	0	0
Inclusive finance	0	0
Cash	0	0
Money market instruments	0	0
Other (1), specify	0	0
Other (2), specify	0	0

OO 06	Mandatory	Descriptive	General
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OO 06.1	Select how you would like to disclose your asset class mix.
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- as percentage breakdown
- as broad ranges

OO 06.3	Indicate whether your organisation has any off-balance sheet assets [Optional].
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- Yes
- No

OO 06.5	Indicate whether your organisation uses fiduciary managers.
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- Yes, we use a fiduciary manager and our response to OO 5.1 is reflective of their management of our assets.
- No, we do not use fiduciary managers.

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

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

OO 09	Mandatory	Peering	General
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OO 09.1	Indicate the breakdown of your organisation's AUM by market.
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OO 10	Mandatory	Gateway	General
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OO 10.1	Select the active ownership activities your organisation implemented in the reporting year.
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<input checked="" type="checkbox"/> Listed equity – engagement
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- 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.

	<b>Listed equity – voting</b>
<input checked="" type="checkbox"/>	We cast our (proxy) votes directly or via dedicated voting providers
<input checked="" type="checkbox"/>	We require our external managers to vote on our behalf.
<input type="checkbox"/>	We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf
	<b>Fixed income Corporate (financial) – engagement</b>
<input checked="" type="checkbox"/>	We engage with companies on ESG factors via our staff, collaborations or service providers.
<input type="checkbox"/>	We do not engage directly and do not require external managers to engage with companies on ESG factors. Please explain why you do not.
	<b>Fixed income Corporate (non-financial) – engagement</b>
<input checked="" type="checkbox"/>	We engage with companies on ESG factors via our staff, collaborations or service providers.
<input type="checkbox"/>	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
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**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).

	<b>Listed equity</b>
<input checked="" type="checkbox"/>	We address ESG incorporation.
<input type="checkbox"/>	We do not do ESG incorporation.
	<b>Fixed income - corporate (financial)</b>
<input checked="" type="checkbox"/>	We address ESG incorporation.
<input type="checkbox"/>	We do not do ESG incorporation.
	<b>Fixed income - corporate (non-financial)</b>
<input checked="" type="checkbox"/>	We address ESG incorporation.
<input type="checkbox"/>	We do not do ESG incorporation.
	<b>Property</b>
<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><b>Listed equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</b></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>		<b>Listed equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</b>	<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
	<b>Listed equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</b>										
<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><b>Private equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</b></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>		<b>Private equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</b>	<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
	<b>Private equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</b>										
<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 UN PRI 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.

What comes to PE, the sustainability of investee funds is also assessed and monitored continuously with, e.g. a regular ESG inquiry sent to the investee funds and in discussions with them. In connection with each quarterly report sent to investors, eQ produces an assessment of the status of each investee

OO 12	Mandatory	Gateway	General
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 <input checked="" type="checkbox"/> (Proxy) voting			
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.		
0	Passive		
0	Active - quantitative (quant)		
100	Active - fundamental and active - other		

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		
Corporate (financial)	0	Passive	
	0	Active - quantitative (quant)	
	100	Active - fundamental and active - other	
Corporate (non-financial)	0	Passive	
	0	Active - quantitative (quant)	
	100	Active - fundamental and active - other	

OO FI 03	Mandatory	Descriptive	General
OO FI 03.3	Additional information. [Optional]		
	Our fixed income investments follow the same integration principles with our other investments.		
OO SAM 01	Mandatory to Report, Voluntary to Disclose	Gateway	General
	<i>Private</i>		
OO PR 01	Mandatory to Report, Voluntary to Disclose	Descriptive	General
	<i>Private</i>		
OO PR 02	Mandatory to Report, Voluntary to Disclose	Gateway	General
	<i>Private</i>		
OO PR 03	Mandatory to Report, Voluntary to Disclose	Descriptive	General
	<i>Private</i>		
OO Checks			Checks
<input checked="" type="checkbox"/> If there are any messages below, please review them before continuing. If there are no messages below, please save this page and continue.			

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"/> Fiduciary (or equivalent) duties	
<input checked="" type="checkbox"/> Asset class-specific RI guidelines	
<input type="checkbox"/> Sector specific RI guidelines	
<input type="checkbox"/> Screening / exclusions 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
- Understanding and incorporating client / beneficiary sustainability preferences
- Other RI considerations, specify (1)
- Other RI considerations, specify (2)

SG 01.4	Describe your organisation's investment principles and overall investment strategy, interpretation of fiduciary (or equivalent) duties, 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 regularly 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.

We are committed to constantly developing our sustainability/ESG approach. We feel important to understand our clients' ESG preferences and to share transparently and openly about our ESG approach and practices in each our asset classes (fixed income and equity, PE and real estate). In addition, we provide regular ESG reporting regarding each asset class for our clients.

No

Private

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

- Fiduciary (or equivalent) duties

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



[https://www.eq.fi/~ /media/files/funds/esg/vastuullisen\\_sijoittamisen\\_politiikka\\_eq.pdf?la=fi](https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi)

Attachment (will be made public)

Asset class-specific RI guidelines

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

Engagement policy

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

(Proxy) voting policy

URL/Attachment
<input checked="" type="checkbox"/> URL <a href="https://www.eq.fi/~ /media/files/funds/esg/eq-rahastoyhtiön-omistajaohjauksen-periaatteet.pdf?la=fi">https://www.eq.fi/~ /media/files/funds/esg/eq-rahastoyhtiön-omistajaohjauksen-periaatteet.pdf?la=fi</a>
<input type="checkbox"/> 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
<input checked="" type="checkbox"/> URL <a href="https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi">https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi</a>
<input type="checkbox"/> Attachment

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

URL/Attachment
<input checked="" type="checkbox"/> URL <a href="https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi">https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi</a>
<input type="checkbox"/> Attachment

Time horizon of your investment

URL/Attachment
<input checked="" type="checkbox"/> URL <a href="https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi">https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi</a>
<input type="checkbox"/> Attachment

Governance structure of organisational ESG responsibilities

URL/Attachment
<input checked="" type="checkbox"/> URL <a href="https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi">https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi</a>
<input type="checkbox"/> Attachment

ESG incorporation approaches

URL/Attachment
<input checked="" type="checkbox"/> URL <a href="https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi">https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi</a>
<input type="checkbox"/> Attachment

Active ownership approaches

URL/Attachment
<input checked="" type="checkbox"/> URL <a href="https://www.eq.fi/~ /media/files/funds/esg/eq-rahastoyhti%C3%B6n-omistajaohjauksen-periaatteet.pdf?la=fi">https://www.eq.fi/~ /media/files/funds/esg/eq-rahastoyhti%C3%B6n-omistajaohjauksen-periaatteet.pdf?la=fi</a>
<input type="checkbox"/> Attachment

Reporting

URL/Attachment	
<input checked="" type="checkbox"/> URL	<a href="https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi">https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi</a>
<input type="checkbox"/> Attachment	

Climate change

URL/Attachment	
<input checked="" type="checkbox"/> URL	<a href="https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi">https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi</a>
<input type="checkbox"/> Attachment	

Understanding and incorporating client / beneficiary sustainability preferences

URL/Attachment	
<input checked="" type="checkbox"/> URL	<a href="https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi">https://www.eq.fi/~ /media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi</a>
<input type="checkbox"/> Attachment	

We do not publicly disclose any investment policy components

SG 03	Mandatory	Core Assessed	General
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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
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Private

SG 05	Mandatory	Gateway/Core Assessed	General
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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
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Private

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

Roles

- Board members or trustees
  - Oversight/accountability for responsible investment
  - Implementation of responsible investment
  - No oversight/accountability or implementation responsibility for responsible investment
- Internal Roles (triggers other options)

Select from the below internal roles

- Chief Executive Officer (CEO), Chief Investment Officer (CIO), Chief Operating Officer (COO), 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
- 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
- Investor relations
- Other role, specify (1)
- Other role, specify (2)
- External managers or service providers
  - Oversight/accountability for responsible investment
  - Implementation of responsible investment
  - No oversight/accountability or implementation responsibility for responsible investment

**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 07.4** Additional information. [Optional]

Sustainability is a key element in investment operations and their processes. eQ has no separate part for responsible investment, as ESG is part of all investment operations. In practice this means that sustainability matters are taken into consideration in the selection and portfolio management of the investments as well as in reporting in all asset classes. eQ's Director for Responsible Investment is responsible for this work. Each investment team also has a dedicated person who has deeper knowledge of responsible investments. In addition to these persons, we believe that it is of utmost importance that all our portfolio managers and analysts understand, recognise and take into account the potential sustainability risks and opportunities pertaining to investments. This is something that cannot be outsourced.

<b>SG 07 CC</b>	<b>Mandatory to Report, Voluntary to Disclose</b>	<b>Descriptive</b>	<b>General</b>
<i>Private</i>			
<b>SG 08</b>	<b>Voluntary</b>	<b>Additional Assessed</b>	<b>General</b>
<i>Private</i>			
<b>SG 09</b>	<b>Mandatory</b>	<b>Core Assessed</b>	<b>PRI 4,5</b>

**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

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

	<b>Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]</b>
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A special development object in 2019 was further development of the contents of our ESG report on equity and fixed income investments, private equity and real estate. 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
- AVCA: Sustainability Committee
- France Invest – 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 report on ESG and this means we are active in both utilizing CDP data we engage with companies to improve transparency very actively by signing non-response letters and directly.

- CDP Forests
- CDP Water
- CFA Institute Centre for Financial Market Integrity
- Climate Action 100+
- Code for Responsible Investment in SA (CRISA)
- Council of Institutional Investors (CII)
- Eumedion
- Extractive Industries Transparency Initiative (EITI)
- ESG Research Australia
- Invest Europe Responsible Investment Roundtable

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 promote responsible investment at Invest Europe.

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

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]
In 2019 real estate funds of eQ Asset Management participated for the first time in the GRESB (Global Real Estate Sustainability Benchmark) assessment of sustainable properties. The results that we get through GRESB will help us identify and prioritise development areas related to sustainable operations and build a strong foundation for systematic development of sustainability in our real estate investments.

- Green Bond Principles
- HKVCA: ESG Committee
- 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 Financial Action in the 21st Century
- Principles for Sustainable Insurance
- Regional or National Social Investment Forums (e.g. UKSIF, Eurosif, ASRIA, RIAA), specify  
FINSIF: Finland's Sustainable Investment Forum

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 member in FINSIF where our representative holds a Board seat.

- 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  
FVCA (Finnish Venture Capital Association)

Your organisation's role in the initiative during the reporting year (see definitions)
Advanced
Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
We promote as an active member responsible investment at the Finnish Venture Capital Association's ESG working Group.

- Other collaborative organisation/initiative, specify

RAKLI, The Finnish Association of Property Owners and Construction Clients

Your organisation's role in the initiative during the reporting year (see definitions)
--

Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
--

We also promote responsible investment at Rakli.

- 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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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.
---------	--

- 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.
---------	--

- 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 and ESG tools (regular ESG query for asset managers to follow the development of sustainability status in asset managers' work) formation work. Sharing thoughts about our own ESG practices in our clients' Board of Directors and other management meetings. We arranged two client seminars in 2019 regarding current sustainability themes (sharing current information about sustainability).

Frequency of contribution
---------------------------

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad hoc
- Other

- Provided financial support for academic or industry research on responsible investment

- Provided input and/or collaborated with academia on RI related work

Description
-------------

Answered to one for Academic Research in general RI investing and adoption themes.

Frequency of contribution
---------------------------

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad hoc
- Other

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

Description
-------------

Regarding both private equity as well as equity and fixed income eQ encourages the companies that it invests in to transparent stakeholder information and the development of sustainability reporting, regardless of the size of the company or regulatory requirements. In 2019, we carried active dialogue with investee firms to increase transparency related to our ESG reporting initiative. In addition, we published our Sustainability Report on our own initiative for the second time as part of the Annual Report in the spring 2019. For us it is very important to report about sustainability regarding our operations to our stakeholders in an open and transparent manner. We also publish blogs and other reports regarding our ESG practices and current activities in social media.

Frequency of contribution
---------------------------

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually

- Ad hoc
- Other

Spoke publicly at events and conferences to promote responsible investment

Description
eQ Responsible Investment Director participated in ESG panel discussion (Reward & Engage -seminar in May 2019) organised by Suomen henkilöstörahasot ry.

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

Wrote and published in-house research papers on responsible investment

Encouraged the adoption of the PRI

Description
What comes to PE investments, the sustainability of investee funds is also assessed and monitored continuously with, e.g. a regular inquiry sent to the investee funds and in discussions with them. In regular ESG query we are asking that is the investment manager a signatory in UN PRI or a similar program.

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

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)

Description
Board Member FINSIF (Finland's Sustainable Investment Forum)

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

Other, specify

specify description
Active member of FVCA, Invest Europe and Rakli (The Finnish Association of Property Owners and Construction Clients)

Description
We promote responsible investment at the Finnish Venture Capital Association, Invest Europe and Rakli (The Finnish Association of Property Owners and Construction Clients)

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

No

SG 10.3	Describe any additional actions and initiatives that your organisation has taken part in during the reporting year to promote responsible investment [Optional]
<p>Our ESG experts have also been active on several domestic and international forums in order to promote the distribution of information based on best sustainability practices in 2019. Our portfolio manager of eQ Blue Planet fund attended "Impact Leaders Podcast" hosted by JP Dallmann, Fast Forward 2030 and told about our thoughts on impact investing and sustainable value creation in autumn 2019. eQ responsible investment director gave an expert comment on sustainability book as well as gave an expert interview for the Finnish ESG study. In the spring 2019 eQ responsible investment director gave expert comments to the annual report of our three clients'. Our ESG experts have been active contributors in social media on ESG matters (e.g. LinkedIn, eQ web page).</p>	

SG 11	Voluntary	Additional Assessed	PRI 4,5,6
Private			

SG 12	Mandatory	Core Assessed	PRI 4
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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 12.7	Additional information [Optional].
<p>Sustainability is a key element in investment operations and their processes. eQ has no separate part for responsible investment, as ESG is part of all investment operations. In practice this means that sustainability matters are taken into consideration in the selection and portfolio management of the investments as well as in reporting in all asset classes. eQ's Director for Responsible Investment is responsible for this work. Each investment team also has a dedicated person who has deeper knowledge of responsible investments. In addition to these persons, we believe that it is of utmost importance that all our portfolio managers and analysts understand, recognise and take into account the potential sustainability risks and opportunities pertaining to investments. This is something that cannot be outsourced.</p>	

SG 13	Mandatory	Descriptive	PRI 1
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SG 13.1	Indicate whether the organisation carries out scenario analysis and/or modelling, and if it does, provide a description of the scenario analysis (by asset class, sector, strategic asset allocation, etc.).
<input type="checkbox"/> Yes, in order to assess future ESG factors <input type="checkbox"/> Yes, in order to assess future climate-related risks and opportunities <input checked="" type="checkbox"/> No, our organisation does not currently carry out scenario analysis and/or modelling	

SG 13.3	Additional information. [OPTIONAL]
<p>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.</p>	

SG 14	Mandatory to Report, Voluntary to Disclose	Additional Assessed	PRI 1
Private			

SG 14 CC	Voluntary		General
Private			

SG 15	Mandatory to Report, Voluntary to Disclose	Descriptive	PRI 1
Private			

SG 16	Mandatory	Descriptive	General
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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. Also in 2019 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> <p>Regular ESG reports regarding eQ fixed income funds are available on eQ's web page.</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. Also in 2019 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> <p>Regular ESG reports regarding eQ fixed income funds are available on eQ's web page.</p>

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.

Private

SG 19.1 Indicate whether your organisation typically discloses asset class specific information proactively. Select the frequency of the disclosure to clients/beneficiaries and the public, and provide a URL to the public information.

Selection, Appointment and Monitoring

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

How responsible investment considerations are included in manager selection, appointment and monitoring processes

Details of the responsible investment activities carried out by managers on your behalf

E, S and/or G impacts and outcomes that have resulted from your managers' investments and/or active ownership

Other

Specify

In annual ESG report sent to investors, eQ produces the status of each PE investee fund regarding ESG performance as well as of ESG events.

Annually

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

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

**The information disclosed to clients/beneficiaries is the same**

Yes

No

Disclosure to public and URL	Disclosure to clients/beneficiaries
<p><b>Disclosure to public and URL</b></p> <p><input checked="" type="checkbox"/> Details on the overall engagement strategy</p> <p><input type="checkbox"/> Details on the selection of engagement cases and definition of objectives of the selections, priorities and specific goals</p> <p><input type="checkbox"/> Number of engagements undertaken</p> <p><input checked="" type="checkbox"/> Breakdown of engagements by type/topic</p> <p><input type="checkbox"/> Breakdown of engagements by region</p> <p><input checked="" type="checkbox"/> An assessment of the current status of the progress achieved and outcomes against defined objectives</p> <p><input type="checkbox"/> Examples of engagement cases</p> <p><input type="checkbox"/> 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.)</p> <p><input type="checkbox"/> Details on whether the provided information has been externally assured</p> <p><input type="checkbox"/> Outcomes that have been achieved from the engagement</p> <p><input checked="" type="checkbox"/> Other information</p> <p>Since 2018, our own sustainability assessment work has been supported by ISS-Ethix. We will report the results by ISS-Ethix in ESG report.</p>	<p><b>Disclosure to clients/beneficiaries</b></p> <p><input checked="" type="checkbox"/> Details on the overall engagement strategy</p> <p><input checked="" type="checkbox"/> Details on the selection of engagement cases and definition of objectives of the selections, priorities and specific goals</p> <p><input checked="" type="checkbox"/> Number of engagements undertaken</p> <p><input checked="" type="checkbox"/> Breakdown of engagements by type/topic</p> <p><input type="checkbox"/> Breakdown of engagements by region</p> <p><input checked="" type="checkbox"/> An assessment of the current status of the progress achieved and outcomes against defined objectives</p> <p><input checked="" type="checkbox"/> Examples of engagement cases</p> <p><input type="checkbox"/> 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.)</p> <p><input type="checkbox"/> Details on whether the provided information has been externally assured</p> <p><input checked="" type="checkbox"/> Outcomes that have been achieved from the engagement</p> <p><input checked="" type="checkbox"/> Other information</p> <p>Since 2018, our own sustainability assessment work has been supported by ISS-Ethix. We will report the results by ISS-Ethix in ESG report.</p>
Biannually	Biannually
<a href="https://www.eq.fi/~ /media/files/funds/eq-sininen-planeetta/esg- eq-sininen-planeetta-201906.pdf">https://www.eq.fi/~ /media/files/funds/eq-sininen-planeetta/esg- eq-sininen-planeetta-201906.pdf</a> <a href="https://www.eq.fi/~ /media/files/funds/eq-kehittyvat-markkinat- yrityslaina/esg- eq-kehittyvat-markkinat-yrityslaina-201912.pdf">https://www.eq.fi/~ /media/files/funds/eq-kehittyvat-markkinat- yrityslaina/esg- eq-kehittyvat-markkinat-yrityslaina-201912.pdf</a>	

**Listed equity – (Proxy) Voting**

**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**

Disclose all voting decisions

Disclose some voting decisions

Only disclose abstentions and votes against management

Annually

**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

**The information disclosed to clients/beneficiaries is the same**

Yes

No

Disclosure to public and URL	
	Disclosure to public and URL
<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 checked="" type="checkbox"/> Information on your property investments' ESG performance <input type="checkbox"/> Other	
Annually	
<a href="https://www.eq.fi/~ /media/files/funds/eq-hoivakiinteistot/eq-kiinteistörahasot_esg-raportti-2019.pdf">https://www.eq.fi/~ /media/files/funds/eq-hoivakiinteistot/eq-kiinteistörahasot_esg-raportti-2019.pdf</a> <a href="https://www.eq.fi/~ /media/files/funds/eq-hoivakiinteistot/eq-kiinteist%C3%B6rahasot_esg-raportti-2019.pdf">https://www.eq.fi/~ /media/files/funds/eq-hoivakiinteistot/eq-kiinteist%C3%B6rahasot_esg-raportti-2019.pdf</a>	

SG Checks

Checks

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

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

	Private equity
Your organisation's investment strategy and how ESG objectives relate to it	<input checked="" 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 selection documentation	<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 checked="" 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 checked="" type="checkbox"/>
Real world economy targets	<input type="checkbox"/>
Other RI considerations	<input checked="" type="checkbox"/>
None of the above	<input type="checkbox"/>

You selected an 'Other' option in table SAM 02.4 above, please specify

As part of the legal documentation, eQ Private Equity requests a side letter acknowledging our PRI status and our ESG reporting requirements. Commitments are made after a thorough discussion on ESG status in manager processes and when we are confident the manager will be able to comply with our ESG goals. We endeavour to impact the selected managers to avoid sectors and businesses that might raise ethical questions.

**SAM 02.5** Describe how the ESG information reviewed and discussed affects the selection decision making process.[OPTIONAL]

Under ESG DD eQ Private Equity aims to find out prospective fund manager's attitude including its ESG policy and overall commitment to sustainability. As part of our ESG DD, prospective fund managers are requested to describe how they integrate their responsible investing policy into their investment processes (e.g. ESG check lists, usage of external consultancy services, ESG disclosure policy). Our target is to get a comprehensive understanding of how ESG matters are incorporated into manager's investment process, dedicated ESG resources and the process of managing and reporting ESG matters. Based on the material received and onsite visits we assess and rate all the potential investee funds. This assessment is annually updated based on our ESG Query to portfolio funds. Major deviation from our ESG performance targets set, may cause rejection of the potential investment.

**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 and/ or ESG related exclusions/restrictions
- 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
- Other, specify (1)
- Other, specify (2)
- None of the above

**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 checked="" type="checkbox"/> ESG related strategy, specify                      We always endeavour to ensure that selected managers have defined their responsible investing policy and they provide us a copy of the policy and related documents.                 </td> </tr> <tr> <td> <input checked="" type="checkbox"/> ESG related investment restrictions, specify                      We endeavour to affect the selected managers to avoid sectors and businesses that might raise ethical questions.                 </td> </tr> <tr> <td> <input checked="" type="checkbox"/> ESG integration, specify                 </td> </tr> </tbody> </table>	Benchmark	<input checked="" type="checkbox"/> We do not set benchmarks	ESG Objectives	<input checked="" type="checkbox"/> ESG related strategy, specify We always endeavour to ensure that selected managers have defined their responsible investing policy and they provide us a copy of the policy and related documents.	<input checked="" type="checkbox"/> ESG related investment restrictions, specify We endeavour to affect the selected managers to avoid sectors and businesses that might raise ethical questions.	<input checked="" type="checkbox"/> ESG integration, specify
Benchmark						
<input checked="" type="checkbox"/> We do not set benchmarks						
ESG Objectives						
<input checked="" type="checkbox"/> ESG related strategy, specify We always endeavour to ensure that selected managers have defined their responsible investing policy and they provide us a copy of the policy and related documents.						
<input checked="" type="checkbox"/> ESG related investment restrictions, specify We endeavour to affect the selected managers to avoid sectors and businesses that might raise ethical questions.						
<input checked="" type="checkbox"/> ESG integration, specify						

Under ESG DD eQ Private Equity aims to find out prospective fund manager's attitude including its ESG policy and overall commitment to sustainability. As part of our ESG DD, prospective fund managers are requested to describe how they integrate their responsible investing policy into their investment processes (e.g. ESG check lists, usage of external consultancy services, ESG disclosure policy). Our target is to get a comprehensive understanding of how ESG matters are incorporated into manager's investment process, dedicated ESG resources and the process of managing and reporting ESG matters.

Engagement, specify

PE fund investing is a blind pool by definition and the engagement pre-investment takes place in form of participating in AGMs and contributing to advisory board work. Also direct dialogue with managers is carried out.

Voting, specify

When there is a decision making situation regarding the investee fund's activities, eQ always will use our voting right.

Promoting responsible investment

We carry out frequent ESG queries in our investee funds and continuously endeavour to impact on their responsible investing activities.

ESG specific improvements

eQ Private Equity continuously monitors investee funds and actively promotes the development of ESG performance within investee funds. Monitoring is based on investee funds' quarterly reporting, meetings with the managers of the investee funds, annual general meetings and advisory board discussions as well as eQ's own annual ESG query.

Other, specify

ESG guidelines/regulation, principles/standards, specify

As part of the legal documentation, eQ Private Equity requests a side letter acknowledging our PRI status and our ESG reporting requirements. Commitments are made after a thorough discussion on ESG status in manager processes and when we are confident the manager will be able to comply with our ESG goals.

**Incentives and controls**

We do not set incentives and controls

**Reporting requirements**

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

**SAM 04.3 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 04.4 Provide additional information relevant to your organisation's appointment processes of external managers. [OPTIONAL]**

eQ Private Equity continuously monitors investee funds and actively promotes the development of ESG performance within investee funds. Monitoring is based on investee funds' quarterly reporting, meetings with the managers of the investee funds, annual general meetings and advisory board discussions as well as eQ's own annual ESG query. 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 08	Mandatory to Report, Voluntary to Disclose	Descriptive	PRI 1
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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.**

Add Example 1

Topic or issue	Further promoting ESG approach within investee funds as well as expanding our own ESG approach. We endeavour to enhance our transparency accordingly.
Conducted by	Internal staff
Asset class	Private equity

Scope and process	We continuously urge our investee funds managers to become more sophisticated in their management processes regarding ESG matters. The sustainability/ESG of investee funds is also assessed and monitored continuously with, e.g. a regular inquiry sent to the investee funds and in discussions with them. In 2019, we updated the content of annual ESG query to our investee funds. We included the following new question in the ESG Query: How do you take into account the SDGs (UN Sustainable Development Goals) at your company.
Outcomes	<p>What comes to the results of our annual ESG query 2019 we see that awareness of responsible investment approach has grown positively among our investee funds. The response rate to our query was high, 96,9 % (in 2018 ESG query: response rate 96,5% ja 2017 ESG query: response rate 88,2%). During the reporting year 2019 six of our investee fund managers joined PRI as a signatory and one has make to decision to join PRI. Also several GP's started to publish their annual ESG report. 42 % of respondents said that they somehow take the SDGs at their companies into account. Based on our results 2019, it is interesting and important to see that more and more GP's have defined KPI's to follow the ESG targets they have set for their portfolio companies.</p> <p>We have started to share transparently our views through social media e.g. blogs. In addition, we published eQ Plc's Sustainability Report 2019 (available on eQ's web page).</p>

Add Example 2

Topic or issue	Further improvement of ESG integration in our processes like investment process, monitoring during fund life time as well as reporting, communication and marketing
Conducted by	Internal staff
Asset class	Private equity
Scope and process	We are committed to constantly developing our sustainability/ESG approach. We feel important to evaluate regularly our processes and used tools from a sustainability perspective.
Outcomes	In 2019, we updated our new fund product's marketing material to fully reflect our ESG approach. Additionally, we in similar way enhanced the juridical documentation templates from this point of view.

- Add Example 3
- Add Example 4
- Add Example 5
- Add Example 6
- Add Example 7
- We are not able to provide examples

SAM Checks

Checks

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

LEI 01	Mandatory	Gateway	PRI 1				
LEI 01.1	Indicate which ESG incorporation strategy and/or combination of strategies you apply to your actively managed listed equities; and the breakdown of your actively managed listed equities by strategy or combination of strategies.						
	<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 checked="" type="checkbox"/> Screening and integration strategies <table border="1" data-bbox="359 376 1093 414"> <tr> <td>Percentage of active listed equity to which the strategy is applied – you may estimate +/- 5%</td> <td>95%</td> </tr> </table> <input type="checkbox"/> Thematic and integration strategies <input type="checkbox"/> Screening and thematic strategies <input checked="" type="checkbox"/> All three strategies combined <table border="1" data-bbox="359 533 1093 571"> <tr> <td>Percentage of active listed equity to which the strategy is applied – you may estimate +/- 5%</td> <td>5%</td> </tr> </table> <input type="checkbox"/> We do not apply incorporation strategies			Percentage of active listed equity to which the strategy is applied – you may estimate +/- 5%	95%	Percentage of active listed equity to which the strategy is applied – you may estimate +/- 5%	5%
Percentage of active listed equity to which the strategy is applied – you may estimate +/- 5%	95%						
Percentage of active listed equity to which the strategy is applied – you may estimate +/- 5%	5%						
LEI 01.3	If assets are managed using a combination of ESG incorporation strategies, briefly describe how these combinations are used. [Optional]						
	<p>eQ Blue Planet fund and also, we manage a tailor-made low carbon strategy. ESG strategy regarding eQ Blue Planet fund consists of a. screening of investments (inc. ISS Ethix Norms-based-screening), b. thematic fund which is positioned with social and environmental themes and c. integration of ESG matters (the systematic and explicit inclusion of material ESG factors into investment analysis and investment decisions). The fund focuses on opportunities arising from transition to sustainable energy system. Social sustainability and leadership in stakeholder capitalism are also in the core of the investment process.</p>						
LEI 02	Voluntary	Additional Assessed	PRI 1				
	Private						
LEI 03	Voluntary	Additional Assessed	PRI 1				
	Private						
LEI 04	Mandatory	Descriptive	PRI 1				
LEI 04.1	Indicate and describe the type of screening you apply to your internally managed active listed equities.						
	<input type="checkbox"/> Negative/exclusionary screening <input type="checkbox"/> Positive/best-in-class screening <input checked="" type="checkbox"/> Norms-based screening <input checked="" type="checkbox"/> UN Global Compact Principles <input checked="" type="checkbox"/> The UN Guiding Principles on Business and Human Rights <input checked="" type="checkbox"/> International Labour Organization Conventions <input checked="" type="checkbox"/> United Nations Convention Against Corruption <input checked="" type="checkbox"/> OECD Guidelines for Multinational Enterprises <input type="checkbox"/> Other, specify <table border="1" data-bbox="287 1406 1401 1579"> <thead> <tr> <th>Description</th> </tr> </thead> <tbody> <tr> <td>Since 2018, our own sustainability assessment work has been supported by ISS-Ethix, which monitors the contents of our funds quarterly to detect any violations of the UN's Global Compact principles. This information is used actively in the interaction with companies, and in all serious violations, we will launch a separate follow-up process of our own in order to find out if the investment is still in line with our responsibility principles for long-term ownership. The number of serious violations has remained very low in 2019, and is limited to a few companies world-wide. ISS-Ethix provides the data which is used in pre-investment, monitoring and engagement.</td> </tr> </tbody> </table>			Description	Since 2018, our own sustainability assessment work has been supported by ISS-Ethix, which monitors the contents of our funds quarterly to detect any violations of the UN's Global Compact principles. This information is used actively in the interaction with companies, and in all serious violations, we will launch a separate follow-up process of our own in order to find out if the investment is still in line with our responsibility principles for long-term ownership. The number of serious violations has remained very low in 2019, and is limited to a few companies world-wide. ISS-Ethix provides the data which is used in pre-investment, monitoring and engagement.		
Description							
Since 2018, our own sustainability assessment work has been supported by ISS-Ethix, which monitors the contents of our funds quarterly to detect any violations of the UN's Global Compact principles. This information is used actively in the interaction with companies, and in all serious violations, we will launch a separate follow-up process of our own in order to find out if the investment is still in line with our responsibility principles for long-term ownership. The number of serious violations has remained very low in 2019, and is limited to a few companies world-wide. ISS-Ethix provides the data which is used in pre-investment, monitoring and engagement.							
LEI 04.2	Describe how you notify clients and/or beneficiaries when changes are made to your screening criteria.						
	We notify of the engagement actions taken, the criteria as such, being provided and carried out by ISS-Ethix, does not change and we do not have an impact on it.						
LEI 05	Mandatory	Core Assessed	PRI 1				
LEI 05.1	Indicate which processes your organisation uses to ensure ESG screening is based on robust analysis.						
	<input type="checkbox"/> Comprehensive ESG research is undertaken or sourced to determine companies' activities and products. <input checked="" type="checkbox"/> Companies are given the opportunity by you or your research provider to review ESG research on them and correct inaccuracies. <input type="checkbox"/> External research and data used to identify companies to be excluded/included is subject to internal audit by ESG/RI staff, the internal audit function or similar. <input checked="" type="checkbox"/> Third-party ESG ratings are updated regularly to ensure that portfolio holdings comply with fund policies. <input type="checkbox"/> Trading platforms blocking / restricting flagged securities on the black list. <input type="checkbox"/> A committee, body or similar with representatives independent of the individuals who conduct company research reviews some or all screening decisions. <input checked="" type="checkbox"/> A periodic review of internal research is carried out.						

- Review and evaluation of external research providers.
- Other; specify
- None of the above

**LEI 05.3** Indicate how frequently third party ESG ratings are updated for screening purposes.

- Quarterly or more frequently
- Bi-Annually
- Annually
- Less frequently than annually

**LEI 05.4** Indicate how frequently you review internal research that builds your ESG screens.

- Quarterly or more frequently
- Bi-Annually
- Annually
- Less frequently than annually

LEI 06	Voluntary	Additional Assessed	PRI 1
Private			

**LEI 07** **Mandatory** Descriptive PRI 1

**LEI 07.1** Indicate the type of sustainability thematic funds or mandates your organisation manages.

- Environmentally themed funds
- Socially themed funds
- 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 Blue Planet 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. This fund also uses actively social sustainability factors, and a 360 degree sustainability analysis, which is unique and leading in the industry. Experiences of this fund, and its processes, are shared with other PM's to help them develop tools suitable for their own funds.

**LEI 08** **Mandatory** Core Assessed PRI 1

**LEI 08.1** Indicate the proportion of actively managed listed equity portfolios where E, S and G factors are systematically researched as part of your investment analysis.

ESG issues	Proportion impacted by analysis	
Environmental	Environmental	
	<input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input checked="" type="radio"/> >90%	
Social	Social	
	<input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input checked="" type="radio"/> >90%	
Corporate Governance	Corporate Governance	
	<input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input checked="" type="radio"/> >90%	

**LEI 09** **Mandatory** Core Assessed PRI 1

**LEI 09.1** Indicate which processes your organisation uses to ensure ESG integration is based on robust analysis.

- Comprehensive ESG research is undertaken or sourced to determine companies' activities and products
- Companies are given the opportunity by you or your research provider to review ESG research on them and correct inaccuracies
- Third-party ESG ratings are updated regularly
- A periodic review of the internal research is carried out



- Structured, regular ESG specific meetings between responsible investment staff and the fund manager or within the investments team
- ESG risk profile of a portfolio against benchmark
- Analysis of the impact of ESG factors on investment risk and return performance
- Other; specify
- None of the above

**LEI 09.3** Indicate how frequently third party ESG ratings that inform your ESG integration strategy are updated.

- Quarterly or more frequently
- Bi-Annually
- Annually
- Less frequently than annually

**LEI 09.4** Indicate how frequently you review internal research that builds your ESG integration strategy.

- Quarterly or more frequently
- Bi-Annually
- Annually
- Less frequently than annually

**LEI 09.5** Describe how ESG information is held and used by your portfolio managers.

- ESG information is held within centralised databases or tools, and it is accessible by all relevant staff
- ESG information or analysis is a standard section or aspect of all company research notes or industry/sector analysis generated by investment staff
- Systematic records are kept that capture how ESG information and research were incorporated into investment decisions
- Other; specify
- None of the above

**LEI 09.6** Additional information. [Optional]

We focus on sharing and communicating ESG information internally and keeping transparent records available to our investment staff and compliance and risk management staff for assurance purposes.

LEI 10	Mandatory to Report, Voluntary to Disclose	Core Assessed	PRI 1
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Private

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

LEA 01.1	Indicate whether your organisation has an active ownership policy (includes engagement and/or voting).
----------	--

Yes

LEA 01.2	Attach or provide a URL to your active ownership policy.
----------	--

Attachment provided:

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 active engagement policy covers:
----------	---

	General approach to Active Ownership
--	--------------------------------------

- Conflicts of interest
- Alignment with national stewardship code requirements
- Assets/funds covered by active ownership policy
- Expectations and objectives
- Engagement approach

	Engagement
--	------------

- ESG issues
- Prioritisation of engagement
- Methods of engagement
- Transparency of engagement activities
- Due diligence and monitoring process
- Insider information
- Escalation strategies
- Service Provider specific criteria
- Other, (specify)

(Proxy) voting approach

	Voting
--	--------

- ESG issues
- Prioritisation and scope of voting activities
- Methods of voting
- Transparency of voting activities
- Regional voting practice approaches
- Filing or co-filing resolutions
- Company dialogue pre/post-vote
- Decision-making processes
- Securities lending processes
- Other, (specify)

Other

None of the above

No

LEA 01.4	Do you outsource any of your active ownership activities to service providers?
----------	--

Yes

No

LEA 01.6	Additional information [optional]
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Sustainability is a key element in investment operations and their processes. eQ has no separate part for responsible investment, as ESG is part of all investment operations. In practice this means that sustainability matters are taken into consideration in the selection and portfolio management of the investments as well as in reporting in all asset classes. eQ's Director for Responsible Investment is responsible for this work. Each investment team also has a dedicated person who has deeper knowledge of responsible investments. In addition to these persons, we believe that it is of utmost importance that all our portfolio managers and analysts understand, recognise and take into account the potential sustainability risks and opportunities pertaining to investments. This is something that cannot be outsourced.

LEA 02.1	Indicate the method of engagement, giving reasons for the interaction.
----------	--

Type of engagement	Reason for interaction

Individual / Internal staff engagements	<input checked="" type="checkbox"/> To influence corporate practice (or identify the need to influence it) on ESG issues <input checked="" type="checkbox"/> To encourage improved/increased ESG disclosure <input checked="" type="checkbox"/> To gain an understanding of ESG strategy and/or management <input type="checkbox"/> We do not engage via internal staff
Collaborative engagements	<input checked="" type="checkbox"/> To influence corporate practice (or identify the need to influence it) on ESG issues <input checked="" type="checkbox"/> To encourage improved/increased ESG disclosure <input checked="" type="checkbox"/> To gain an understanding of ESG strategy and/or management <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 it) on ESG issues <input checked="" type="checkbox"/> To encourage improved/increased ESG disclosure <input checked="" type="checkbox"/> To gain an understanding of ESG strategy and/or management <input type="checkbox"/> We do not engage via service providers

**LEA 02.2** Indicate whether your organisation plays a role in the engagement process that your service provider conducts.

- Yes  
 No

**LEA 03** **Mandatory** **Core Assessed** **PRI 2**

**LEA 03.1** Indicate whether your organisation has a formal process for identifying and prioritising engagements.

- Yes

**LEA 03.2** Indicate the criteria used to identify and prioritise engagements for each type of engagement.

Type of engagement	Criteria used to identify/prioritise engagements
Individual / Internal staff engagements	<p><b>Individual / Internal staff engagements</b></p> <input checked="" type="checkbox"/> Geography/market of the companies <input checked="" type="checkbox"/> Materiality of the ESG factors <input type="checkbox"/> Exposure (size of holdings) <input checked="" type="checkbox"/> Responses to ESG impacts that have already occurred <input type="checkbox"/> Responses to divestment pressure <input type="checkbox"/> Consultation with clients/beneficiaries <input type="checkbox"/> Consultation with other stakeholders (e.g. NGOs, trade unions, etc.) <input type="checkbox"/> Follow-up from a voting decision <input type="checkbox"/> Client request <input checked="" type="checkbox"/> Breaches of international norms <input type="checkbox"/> Other; (specify) <input type="checkbox"/> We do not outline engagement criteria for our individual engagements
	<p><b>Collaborative engagements</b></p> <input checked="" type="checkbox"/> Potential to enhance knowledge of ESG issues through other investors <input checked="" type="checkbox"/> Ability to have greater impact on ESG issues <input checked="" type="checkbox"/> Ability to add value to the collaboration <input checked="" type="checkbox"/> Geography/market of the companies targeted by the collaboration <input checked="" type="checkbox"/> Materiality of the ESG factors addressed by the collaboration <input type="checkbox"/> Exposure (size of holdings) to companies targeted by the collaboration <input checked="" type="checkbox"/> Responses to ESG impacts addressed by the collaboration that have already occurred <input type="checkbox"/> Responses to divestment pressure <input type="checkbox"/> Follow-up from a voting decision <input checked="" type="checkbox"/> Alleviate the resource burden of engagement <input type="checkbox"/> Consultation with clients/beneficiaries <input checked="" type="checkbox"/> Consultation with other stakeholders (e.g. NGOs, trade unions, etc.) <input type="checkbox"/> Other; (specify) <input type="checkbox"/> We do not outline engagement criteria for our collaborative engagement providers

Service-provider engagements	Service-provider engagements
	<input type="checkbox"/> Geography/market of the companies <input checked="" type="checkbox"/> Materiality of the ESG factors <input type="checkbox"/> Exposure (size of holdings) <input checked="" type="checkbox"/> Responses to ESG impacts that have already occurred <input type="checkbox"/> Responses to divestment pressure <input type="checkbox"/> Consultation with clients/beneficiaries <input type="checkbox"/> Consultation with other stakeholders (e.g. NGOs, trade unions, etc.) <input type="checkbox"/> Follow-up from a voting decision <input type="checkbox"/> Client request <input checked="" type="checkbox"/> Breaches of international norms <input type="checkbox"/> Other; (specify) <input type="checkbox"/> We do not outline engagement criteria for our service providers
<input type="radio"/> 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 whether you define specific objectives for your organisation's engagement activities.
Individual / Internal staff engagements	<input checked="" type="checkbox"/> All engagement activities <input type="checkbox"/> Majority of engagement activities <input type="checkbox"/> Minority of engagement activities <input type="checkbox"/> We do not define specific objectives for engagement activities carried out by internal staff
Collaborative engagements	<input checked="" type="checkbox"/> All engagement activities <input type="checkbox"/> Majority of engagement activities <input type="checkbox"/> Minority of engagement activities <input type="checkbox"/> We do not define specific objectives for engagement activities carried out through collaboration
Service-provider engagements	<input checked="" type="checkbox"/> All engagement activities <input type="checkbox"/> Majority of engagement activities <input type="checkbox"/> Minority of engagement activities <input type="checkbox"/> We do not define specific objectives for engagement activities carried out by our service providers

LEA 05	Mandatory	Core Assessed	PRI 2
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LEA 05.1	Indicate whether you monitor and/or review engagement outcomes.
Individual / Internal staff engagements	<input checked="" type="checkbox"/> Yes, in all cases <input type="checkbox"/> Yes, in a majority of cases <input type="checkbox"/> Yes, in a minority of cases <input type="checkbox"/> We do not monitor, or review engagement outcomes when the engagement is carried out by our internal staff.
Collaborative engagements	<input checked="" type="checkbox"/> Yes, in all cases <input type="checkbox"/> Yes, in a majority of cases <input type="checkbox"/> Yes, in a minority of cases <input type="checkbox"/> We do not monitor, or review engagement outcomes when the engagement is carried out through collaboration.
Service-provider engagements	<input checked="" type="checkbox"/> Yes, in all cases <input type="checkbox"/> Yes, in a majority of cases <input type="checkbox"/> Yes, in a minority of cases <input type="checkbox"/> We do not monitor, or review engagement outcomes when the engagement is carried out by our service providers.

LEA 05.2	Indicate whether you do any of the following to monitor and/or review the progress of engagement activities.
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Individual / Internal staff engagements	<input checked="" type="checkbox"/> Define timelines/milestones for your objectives <input checked="" type="checkbox"/> Track and/or monitor progress against defined objectives and/or KPIs <input checked="" type="checkbox"/> Track and/or monitor the progress of action taken when original objectives are not met <input checked="" type="checkbox"/> Revisit and, if necessary, revise objectives on a continuous basis <input type="checkbox"/> Other; specify
Collaborative engagements	<input checked="" type="checkbox"/> Define timelines/milestones for your objectives <input checked="" type="checkbox"/> Track and/or monitor progress against defined objectives and/or KPIs <input checked="" type="checkbox"/> Track and/or monitor the progress of action taken when original objectives are not met <input checked="" type="checkbox"/> Revisit and, if necessary, revise objectives on a continuous basis <input type="checkbox"/> Other; specify
Service-provider engagements	<input checked="" type="checkbox"/> Define timelines/milestones for your objectives <input checked="" type="checkbox"/> Track and/or monitor progress against defined objectives and/or KPIs <input checked="" type="checkbox"/> Track and/or monitor the progress of action taken when original objectives are not met <input checked="" type="checkbox"/> Revisit and, if necessary, revise objectives on a continuous basis <input type="checkbox"/> Other; specify

LEA 06	Mandatory	Additional Assessed	PRI 2,4
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**LEA 06.1** Indicate whether your organisation has an escalation strategy when engagements are unsuccessful.

Yes

**LEA 06.2** Indicate the escalation strategies used at your organisation following unsuccessful engagements.

- Collaborating with other investors
- Issuing a public statement
- Filing/submitting a shareholder resolution
- Voting against the re-election of the relevant directors
- Voting against the board of directors or the annual financial report
- Submitting nominations for election to the board
- Seeking legal remedy / litigation
- Reducing exposure (size of holdings)
- Divestment
- Other; specify

No

**LEA 06.3** Additional information. [Optional]

We will resort to actions that are necessary to reach our engagement goals and to fulfill our fiduciary duties. Harder forms, such as litigation and class action participation, come from our fiduciary role, mainly. The core principle is to carry a confidential dialogue with companies and outside managers. Divestitures happen if we cannot see development aligned with our long term goals, which is always core to our process.

LEA 07	Voluntary	Additional Assessed	PRI 1,2
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Private

LEA 08	Mandatory	Gateway	PRI 2
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**LEA 08.1** Indicate whether you track the number of your engagement activities.

Type of engagement	Tracking engagements
Individual/Internal staff engagements	<input checked="" type="radio"/> Yes, we track the number of our engagements in full <input type="radio"/> Yes, we partially track the number of our engagements <input type="radio"/> We do not track
Collaborative engagements	<input checked="" type="radio"/> Yes, we track the number of collaborative engagements in full <input type="radio"/> Yes, we partially track the number of our collaborative engagements <input type="radio"/> We do not track
Service-provider engagements	<input checked="" type="radio"/> Yes, we track the number of service-provider engagements in full <input type="radio"/> Yes, we partially track the number of our service-provider engagements <input type="radio"/> We do not track

**LEA 08.2** Additional information. [Optional]

Every engagement is tracked and reported regularly to clients as part of ESG reporting.

LEA 09	Mandatory to Report, Voluntary to Disclose	Core Assessed	PRI 2
Private			
LEA 10	Voluntary	Additional Assessed	PRI 2
Private			
LEA 11	Voluntary	Descriptive	PRI 2
Private			
LEA 12	Mandatory	Descriptive	PRI 2
Private			
LEA 14	Voluntary	Additional Assessed	PRI 2
Private			
LEA 15	Mandatory	Descriptive	PRI 2
LEA 15.1	Indicate the proportion of votes participated in within the reporting year in which where you or the service providers acting on your behalf raised concerns with companies ahead of voting.		
<input type="radio"/> 100% <input type="radio"/> 99-75% <input type="radio"/> 74-50% <input type="radio"/> 49-25% <input type="radio"/> 24-1% <input checked="" type="checkbox"/> Neither we nor our service provider(s) raise concerns with companies ahead of voting			
LEA 16	Mandatory	Core Assessed	PRI 2
LEA 16.1	Indicate the proportion of votes where you, and/or the service provider(s) acting on your behalf, communicated the rationale to companies for abstaining or voting against management recommendations. Indicate this as a percentage out of all eligible votes.		
<input type="radio"/> 100% <input type="radio"/> 99-75% <input type="radio"/> 74-50% <input type="radio"/> 49-25% <input type="radio"/> 24-1% <input checked="" type="checkbox"/> We do not communicate the rationale to companies <input type="radio"/> Not applicable because we and/or our service providers did not abstain or vote against management recommendations			
LEA 17	Mandatory	Core Assessed	PRI 2
LEA 17.1	For listed equities in which you or your service provider have the mandate to issue (proxy) voting instructions, indicate the percentage of votes cast during the reporting year.		
<input checked="" type="checkbox"/> We do track or collect this information			
		Votes cast (to the nearest 1%)	
		1%	
		Specify the basis on which this percentage is calculated	
<input type="radio"/> Of the total number of ballot items on which you could have issued instructions <input checked="" type="checkbox"/> Of the total number of company meetings at which you could have voted <input type="radio"/> Of the total value of your listed equity holdings on which you could have voted <input type="checkbox"/> We do not track or collect this information			
LEA 17.2	Explain your reason(s) for not voting on certain holdings		
<input type="checkbox"/> Shares were blocked <input type="checkbox"/> Notice, ballots or materials not received on time <input type="checkbox"/> Missed deadline <input checked="" type="checkbox"/> Geographical restrictions (non-home market) <input checked="" type="checkbox"/> Cost <input type="checkbox"/> Conflicts of interest <input type="checkbox"/> Holdings deemed too small <input type="checkbox"/> Administrative impediments (e.g., power of attorney requirements, ineligibility due to participation in share placement) <input type="checkbox"/> Client request <input type="checkbox"/> Other (explain)			

LEA 18	Voluntary	Additional Assessed	PRI 2
Private			
LEA 19	Mandatory	Core Assessed	PRI 2
LEA 19.1	Indicate whether your organisation has a formal escalation strategy following unsuccessful voting.		
<input type="radio"/> Yes <input checked="" type="radio"/> No			
LEA 20	Voluntary	Descriptive	PRI 2
Private			
LEA Checks			Checks
<input checked="" type="checkbox"/> If there are any messages below, please review them before continuing. If there are no messages below, please save this page and continue.			

PR 01	Mandatory	Core Assessed	PRI 1-6
PR 01.1	Indicate if your organisation has a Responsible Property Investment (RPI) policy.		
<input checked="" type="checkbox"/> Yes			
PR 01.2	Provide a URL or attach the document		
<input checked="" type="checkbox"/> URL <a href="https://www.eq.fi/~media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi">https://www.eq.fi/~media/files/funds/esg/vastuullisen_sijoittamisen_politiikka_eq.pdf?la=fi</a>			
<input type="checkbox"/> Attach Document			
<input 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. [Optional]		
<p>The real estate business has an important and multi-dimensional impact on society and our living.</p> <p>When a property is purchased, the necessary due diligences always comprise sustainability matters. They go through matters related to soil, energy efficiency and background information about the main tenant, for instance. We also thoroughly assess sustainable forms of transport, the location of the investment target with regard to public transport and the life cycle costs. During the ownership period, activities are taken in both separate properties and the operating models and processes of the funds (eQ Care Fund and eQ Finnish Real Estate Fund) in order to propomote sustainability (e.g. BREEAM In-Use certifications as well as the development of reporting regarding energy, water and waste and its use in the co-operation wirth tenants). Carrying out and developing responsible operations is part of the day-to-day work of every member or our real estate team. The entire process is designed to ensuring long term sustainable returns.</p> <p>We are committed to constantly developing our sustainability. We feel that eQ Asset Management is a so-called "permanent owner", which requires of us sustainable long-term solutions regarding both own processes and our real estate investment targets.</p> <p>In 2019, taking into account and developing sustainability had a major role both in property development and construction and in the management of existing properties and seeing to the needs of the tenants. The real estate funds of eQ Asset Management participated for the first time in the GRESB (Global Real Estate Sustainability Benchmark) assessment of sustainable properties. The results that we get through GRESB will help us identify and prioritise development areas related to sustainable operations and build a strong foundation for systematic development of sustainability in our real estate investments. In 2019, we also joined the TETS programme (energy efficiency agreement of the real estate sector), continued with the development of stakeholder engagements (e.g. tenant satisfaction surveys and the integration of ESG recommendations in new leases) and improved the documentation processes of information pertaining to the energy management of real estate targets.</p> <p>In our choices we try to find as low-carbon alternatives as possible. The investment targets of both the Finnish Real Estate Fund and Care Fund have used renewable electricity based on wind power since the beginning of 2018. In addition, we always evaluate the possibilities of using geothermal and solar energy in our new real estate targets. Towards the end of 2019, a school centre that we built in Lauttasaari was completed (primary school for about 600 pupils and nursery for 300 children) and delivered to the city of Helsinki. This is the first own developing project of our real estate funds. The school centre is completely carbon neutral during its use. The heating and cooling energy used by the centre is produced with geothermal energy, and the object also uses solar panels. A comprehensive system monitoring the quality of the indoor air has also been installed in the school centre.</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="checkbox"/> 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
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="checkbox"/> Yes			
PR 04.2	Provide a description of your organisation's approach to incorporating ESG issues in property investment selection.		
<p>The real estate business has an important and multi-dimensional impact on society and our living.</p> <p>When a property is purchased, the necessary due diligences always comprise sustainability matters. They go through matters related to soil, energy efficiency and background information about the main tenant, for instance. We also thoroughly assess sustainable forms of transport, the location of the investment target with regard to public transport and the life cycle costs.</p> <p>We demand contractors in our new build projects to follow widely used industry standards that are extensive in governance standard. In the end of 2019 we defined our Supplier code of conduct as part of our sustainability guidelines. Where we acquire properties operated by the tenants, we analyse their compliance with regulations and pratices to make sure long term investment case is built on solid and sustainable foundations.</p> <p>In our choices we try to find as low-carbon alternatives as possible. The investment targets of both the Finnish Real Estate Fund and Care Fund have used renewable electricity based on wind power since the beginning of 2018. In addition, we always evaluate the possibilities of using</p>			



geothermal and solar energy in our own development projects. Towards the end of 2019, a school centre that we built in Lauttasaari was completed (primary school for about 600 pupils and nursery for 300 children) and delivered to the city of Helsinki. This is the first own development project in our real estate funds. The school centre is completely carbon neutral during its use. The heating and cooling energy used by the centre is produced with geothermal energy, and the object also uses solar panels. A comprehensive system monitoring the quality of the indoor air has also been installed in the school centre.

**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.

Environmental

Energy efficiency

**Environmental example 1, description**

Energy efficiency improvement can be an additional value driver. Also high energy efficiency and technology existing will be regarded as positive contributors. In 2019 eQ real estate funds had energy saving and CO2 saving targets. The weakest performers of the funds were assessed and on these properties technical improvements to place.

Indoor environmental quality

**Environmental example 2, description**

Indoor air quality is one of the core values. If improvements are needed, they are discounted in acquisition stage as these investment will have a priority in asset development. The funds have invested indoor air quality assessment systems in several properties. A good example from the year 2019 is a school centre that we built in Lauttasaari. It was completed (primary school for about 600 pupils and nursery for 300 children) and delivered to the city of Helsinki. This is the first own development project in our real estate funds. The school centre is completely carbon neutral during its use. The heating and cooling energy used by the centre is produced with geothermal energy, and the object also uses solar panels. A comprehensive system monitoring the quality of the indoor air has also been installed in the school centre.

Energy supply, Flooding, GHG emissions

**Environmental example 3, description**

In our choices we try to find as low-carbon alternatives as possible. The investment targets of both the Finnish Real Estate Fund and Care Fund have used renewable electricity based on wind power since the beginning of 2018. In addition, we always evaluate the possibilities of using geothermal and solar energy in our new real estate targets.

Social

Health, safety and wellbeing

**Social example 1, description [OPTIONAL]**

In 2019 we launched our sustainability guidelines in providing clear targets for all the development and renovation projects (small and large projects).

Occupier Satisfaction

**Social example 2, description [OPTIONAL]**

In 2019 we started to conduct our regular tenant satisfaction survey. We conduct the survey two times a year and corrective operations are made between the surveys.

Accessibility

**Social example 3, description [OPTIONAL]**

When a property is purchased, the necessary due diligences always comprise sustainability matters. They go through matters related to soil, energy efficiency and background information about the main tenant, for instance. We also thoroughly assess sustainable forms of transport, the location of the investment target with regard to public transport and the life cycle costs. The good location of our investment targets is very important for us.

Governance

Supply chain governance

**Governance example 1, description**

On the end of the year 2019, we launched eQ Supplier Code of Conduct as part of our Sustainability Guidelines.

Governance structure

**Governance example 2, description**

We always prefer clear governance structure. We launched our Sustainability Guidelines in providing clear targets for all the development and renovation projects (small and large projects).

Regulatory

**Governance example 3, description**

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

No

**PR 04.4** Additional information. [Optional]

ESG approach has deeply integrated into our property investment selection process. Each investment team's member takes sustainability/ESG into consideration in every phase of investment process. It is important for us to communicate our ESG approach to all relevant parties of the process.

PR 05	Voluntary	Additional Assessed	PRI 1,3
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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.

When a property is purchased, the necessary due diligences always comprise sustainability matters. They go through matters related to soil, energy efficiency and background information about the main tenant, for instance. We also thoroughly assess sustainable forms of transport, the location of the investment target with regard to public transport and the life cycle costs. In this phase we always define the current sustainability level of the investment target and based on this level we are preparing a plan for improvement. Later the sustainability level will be checked eg. through BREEAM In use certification.

**PR 07** **Mandatory** **Core Assessed** **PRI 4**

**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**

- Request explanation of how ESG is effectively integrated, including inquiries about governance and processes
- Request track records and examples of how the manager implements ESG in their asset and property management
- Discuss property level out-performance opportunities through greater integration of ESG criteria
- Request explanation of engaging stakeholders on ESG issues
- Other, explain

**Coverage**

- >75% to 100%
- >50% to 75%
- <50%

Contractual requirements when appointing property managers includes ESG issues

**Types of actions**

- Include clear and detailed expectations for incorporating ESG
- Require dedicated ESG procedures in all relevant asset and property management phases
- Clear ESG reporting requirements
- Clear ESG performance targets
- Other, explain

**Coverage**

- >75% to 100%
- >50% to 75%
- <50%

Monitoring of property managers covers ESG responsibilities and implementation

**Types of actions**

- Performance against quantitative and material environmental / resource targets over specified timeframe.
- Performance against quantitative and material environmental / resource targets against relevant benchmarks
- Performance against quantitative and qualitative targets to address social impacts of the portfolio/investment,
- Other, explain

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

Manager has clear ESG targets. The manager has financial incentives to perform according to the ESG targets. In addition we have a dedicated energy manager that reports quarterly based regarding energy efficiency figures and targets. Regular tenant satisfaction survey two times a year. Based on the results of the survey, the improvement plan is prepared and the property manager implements this plan.

**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.

We are committed to constantly developing our sustainability. During the ownership period, activities are taken in both separate properties and the operating models and processes of the funds in order to promote sustainability (e.g. BREEAM In-Use certifications as well as the development of reporting regarding energy, water and waste and its use in the co-operation with tenants). Carrying out and developing responsible operations is part of the day-to-day work of every member of our real estate team.

In 2019, taking into account and developing sustainability had a major role both in property development and construction and in the management of existing properties and seeing to the needs of the tenants. The real estate funds of eQ Asset Management participated for the first time in the GRESB (Global Real Estate Sustainability Benchmark) assessment of sustainable properties. The results that we get through GRESB will help us identify and prioritise development areas related to sustainable operations and build a strong foundation for systematic development of sustainability in our real estate investments. In 2019, we also joined the TETS programme (energy efficiency agreement of the real estate sector), continued with the development of stakeholder engagements (e.g. tenant satisfaction surveys and the integration of ESG recommendations in new leases) and improved the documentation processes of information pertaining to the energy management of real estate targets.

In our choices we try to find as low-carbon alternatives as possible. The investment targets of both the Finnish Real Estate Fund and Care Fund have used renewable electricity based on wind power since the beginning of 2018. In addition, we always evaluate the possibilities of using geothermal and solar energy in our new real estate targets. Towards the end of 2019, a school centre that we built in Lauttasaari was completed (primary school for about 600 pupils and nursery for 300 children) and delivered to the city of Helsinki. This is the first own developer contracting of our real estate funds. The school centre is completely carbon neutral during its use. The heating and cooling energy used by the centre is produced with geothermal energy, and the object also uses solar panels. A comprehensive system monitoring the quality of the indoor air has also been installed in the school centre.

No

**PR 09** Mandatory Core Assessed PRI 2,3

**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	Energy consumption saving target has been achieved
Water usage	Guidelines for the selection of water "equipments/instruments" have been set
Waste management	Data collection process in place (data coverage of the both funds is over 20%)

Social

Target/KPI	Progress Achieved

Indoor air quality	Indoor air quality assessment systems have been installed in several properties
Regular tenant satisfaction survey	Regular survey started in 2019
Indoor air quality	Launch of indoor air quality system operating model

Governance

Target/KPI	Progress Achieved
Clarifying own current processes and guidelines regarding ESG  Regular ESG reporting to our clients  Internal follow up and development process for ESG issues	Internal guidelines regarding real estate processes were completed.  We published our first ESG report. We will publish ESG report regularly once a year. ESG report is available on eQ's web page  We established internal ESG team who will be responsible for monitoring and documenting possible ESG deviations as well documenting and organising new ESG development matters.

We do not set and/or monitor against targets

**PR 09.3** Additional information. [Optional]

Satisfaction survey for all tenants was established in 2019 and is conducted biannually.

PR 10	Voluntary	Descriptive	PRI 2
Private			

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
- Health and wellbeing of residents
- Construction contractors comply with sustainability guidelines
- Resilient building design and orientation
- Other, specify

**PR 11.3** Additional information. [Optional]

In 2019 we launched our sustainability guidelines in providing clear targets for all the development and renovation projects (small and large projects).

PR 12	Mandatory	Core Assessed	PRI 2
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**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
- Health and wellbeing of residents
- Offer green leases
- Other, specify

**PR 12.3** Additional information. [Optional]

Tenant satisfaction survey was conducted first time in 2019. Additionally, we piloted general information channel for tenants.

PR 13	Voluntary	Additional Assessed	PRI 2
<i>Private</i>			
PR 14	Voluntary	Additional Assessed	PRI 2
<i>Private</i>			
PR 15	Voluntary	Additional Assessed	PRI 1,2
<i>Private</i>			
PR 16	Voluntary	Descriptive	PRI 1,3
<i>Private</i>			

CM1 01	Mandatory	Additional 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 correct implementation of RI processes (that have been reported to the PRI this year) <input type="checkbox"/> Internal audit of the correct implementation of RI processes and/or accuracy of RI data (that have been reported to the PRI this year) <input checked="" type="checkbox"/> Internal verification of responses before submission to the PRI (e.g. by the CEO or the board) <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Whole PRI Transparency Report has been internally verified</li> <li><input type="checkbox"/> Selected data has been internally verified</li> </ul> <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 02	Mandatory	Descriptive	General				
CM1 02.1	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 <input type="radio"/> None of the above, we were in our preparation year and did not report last year.							
CM1 03	Mandatory	Descriptive	General				
CM1 03.1	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							
CM1 04	Mandatory	Descriptive	General				
CM1 04.1	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 07	Mandatory	Descriptive	General				
CM1 07.1	Indicate who has reviewed/verified internally the whole - or selected data of the - PRI Transparency Report . and if this applies to selected data please specify what data was reviewed						
<input checked="" type="checkbox"/> CEO or other Chief-Level staff <ul style="list-style-type: none"> <li> <table border="1" style="width: 100%;"> <tr> <td style="width: 20%;"></td> <td>Sign-off or review of responses</td> </tr> <tr> <td><input type="checkbox"/> Sign-off</td> <td><input checked="" type="checkbox"/> Review of responses</td> </tr> </table> </li> <li><input type="checkbox"/> The Board</li> <li><input type="checkbox"/> Investment Committee</li> <li><input type="checkbox"/> Compliance Function</li> <li><input type="checkbox"/> RI/ESG Team</li> <li><input type="checkbox"/> Investment Teams</li> <li><input type="checkbox"/> Legal Department</li> <li><input type="checkbox"/> Other (specify)</li> </ul>					Sign-off or review of responses	<input type="checkbox"/> Sign-off	<input checked="" type="checkbox"/> Review of responses
	Sign-off or review of responses						
<input type="checkbox"/> Sign-off	<input checked="" type="checkbox"/> Review of responses						