

Sustainability-related disclosures

- *LinkPension Aftryk Share*

Summary

LinkPension Aftryk contributes to the UN Sustainable Development Goals and promotes various environmental and social characteristics, including green transition, circular economy, gender equality and workers' rights.

In practice, this is achieved by investing in companies that help solve environmental and social challenges, by excluding companies open to criticism from the product's investment universe and by attempting to influence companies and asset managers to improve relevant aspects of sustainability.

The financial product promotes environmental or social characteristics, but its objective is not sustainable investment.

Investments are based on Velliv's Responsible Investment and Active Ownership Policy, which is based on international principles and guidelines, including the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. At the same time, the principal adverse impacts on sustainability factors (PAIs) are taken into consideration when selecting investments as well as in connection with the ongoing monitoring of investments. The principal adverse impacts of investment decisions on sustainability factors are disclosed in annual reports.

In *LinkPension Aftryk*, our ambition is to balance the highest possible return with the best possible environmental and social footprint. The strategy thus ensures investments across a broad range of options, such as listed and unlisted shares, corporate credit and bonds, balancing return and investment risk. To achieve a better environmental and social footprint, the investment strategy is focused on:

- ESG funds
- Focused climate and environmental investments
- Impact funds where measurable social and environmental value creation is required

The planned proportion of investments that promote environmental and social characteristics is 90%, of which a minimum of 20% will be sustainable investments.

In *LinkPension Aftryk*, investments are primarily made through external asset managers. To ensure that the selection is in line with Velliv's positions and policies in the area, the qualities, methods and processes of the managers are assessed on an ongoing basis.

At Velliv, we continuously monitor whether investments are in line with our Responsible Investment and Active Ownership Policy. If data, analyses or screening show that there is a discrepancy, we will enter into dialogue or exclude the investments.

In order to assess the environmental and social characteristics of the product, ESG data is collected from external data providers. Data is handled internally in recognised and tested systems, and in accordance with the business processes and working procedures applicable to the area.

The extent and quality of available sustainability data vary. This is a natural consequence of the timeframe for the rules intended to ensure available data in this area. At Velliv, we currently have data primarily on listed companies, and to a lesser extent on unlisted investments.

The available data, Velliv's adopted methodologies and the implemented system support allow us to continuously monitor and assess the promotion of environmental and social characteristics as well as the development of the proportion of sustainable investments. Thus, the limitations do not affect the fulfilment of the sustainability characteristics we promise to the customer.

No sustainable investment objective

LinkPension Aftryk promotes environmental or social characteristics, but its objective is not sustainable investment.

All investments are regularly screened to ensure they do not violate international principles of responsible business conduct or significantly harm other social or environmental objectives. The screening is performed in accordance with our Responsible Investment and Active Ownership Policy.

We use active ownership to influence the companies we invest in to improve their environmental, social and governance practices. That enables us to minimise companies' potential adverse impacts on sustainability factors.

Velliv engages in dialogue with and excludes companies from the investment universe by measuring material adverse sustainability impacts – known as Principal Adverse Impacts (PAI):

- Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises (PAI 10)
- Exposure to controversial weapons (PAI 14)

In order to monitor the adverse impact of investments and ensure that our sustainable investments do not adversely impact sustainability objectives, we also measure:

- Exposure to companies active in the fossil fuel sector (PAI 4)
- Activities negatively affecting biodiversity-sensitive areas (PAI 7)
- Investee countries subject to social violations (PAI 16)

Environmental or social characteristics of the financial product

LinkPension Aftryk contributes to the UN Sustainable Development Goals and promotes various environmental and social characteristics, including green transition, circular economy, gender equality and workers' rights.

In practice, this is achieved by investing in companies that help solve environmental and social challenges, by excluding companies open to criticism from the product's investment universe and by attempting to influence companies and asset managers to improve relevant aspects of sustainability.

Exclusion of companies

LinkPension Aftryk excludes investments in companies that are involved in the production and/or extraction of fossil fuels, weapons, alcohol, gambling, pornography and tobacco. We do not regard these activities as compatible with the sustainable characteristics of *LinkPension Aftryk*.

In some cases, based on further analysis, we may choose to invest in fossil fuels if a company has a credible transition plan in place to reduce its involvement in these activities, thereby ensuring support of the Paris Agreement.

Active ownership

We work actively to influence the companies we invest in to improve their management of relevant sustainability aspects and risks. Our work consists in dialogue with companies and voting at their annual general meetings. Any such voting is based on Velliv's own or the external managers' voting policy. This could, for example, be with the goal of women being represented on boards, companies setting climate objectives or companies reporting further on their human rights and climate impacts.

Investment strategy

In *LinkPension Aftryk*, our ambition is to balance the best possible return with the best possible environmental and social footprint. The strategy therefore has an overall focus on investing in companies or funds that support sustainable development and do not cause significant harm to society and the environment.

We select investments across a broad range of options, such as listed and unlisted shares and corporate credit. To achieve a better environmental and social footprint, the investment strategy is focused on:

- ESG funds
- Focused climate and environmental investments
- Impact funds where measurable social and environmental value creation is required

LinkPension Aftryk does not use derivatives or other financial instruments where there is a risk of indirectly investing in companies or sectors that Velliv has excluded.

In addition, the investment strategy follows the principles and practices set out in Velliv's Responsible Investment and Active Ownership Policy, which describes, among other things, the excluded investment options. The policy is based on internationally recognised principles of responsible corporate governance, including governance practices and our approach to tax planning. These include:

- The UN Global Compact
- The UN Guiding Principles on Business and Human Rights
- The OECD Guidelines for Multinational Enterprises

Proportion of investments

The planned proportion of investments that promote environmental and social characteristics is 90%, of which a minimum of 20% will qualify as sustainable investments. Derivatives and other financial products are not included in the *Aftryk* product.

Monitoring of environmental or social characteristics

At Velliv, we use data to continuously monitor the development of the products' sustainability indicators, metrics for adverse impacts on sustainability factors and compliance with our exclusion criteria. If data, analyses or screening show that there is a discrepancy between an investment and our Responsible Investment and Active Ownership Policy, we engage in dialogue or exclude the investments.

As a rule, Velliv does not wish to exclude companies as, in our assessment, this does not create real change in society. In cases where companies fail to comply with Velliv's Responsible Investment and Active Ownership Policy, including failing to meet Velliv's expectations for responsible business

practices, a dialogue with the company will generally be initiated first. If the dialogue does not produce satisfactory results, exclusion may be necessary.

Read more about our active ownership initiatives and exclusion in our [Responsible Investment Policy \(velliv.dk\)](https://velliv.dk).

Methodologies

At Velliv, we measure, analyse and assess how we are doing in promoting the environmental and social characteristics of our investments and products. To this end, we need sustainability-related data on investments and methods to help assess these data.

Methodology to measure sustainability characteristics

To assess how the investments in our products promote environmental and social characteristics, we measure, among other things, the extent to which the investments contribute to one or more of the UN Sustainable Development Goals. We do so on the basis of data from several external data providers regarding the share of the investment's revenue that contribute to one or more of the UN Sustainable Development Goals.

Methodology to measure the proportion of sustainable investments

In determining the proportion of sustainable investments, we follow the EU definition of a sustainable investment.

This means we measure against three criteria to determine whether an investment can be defined as sustainable. The criteria are:

1. Sustainable contribution through the economic activity
2. Do no significant harm to other environmental or social objectives
3. Follow good governance practices

The 'sustainable contribution' criterion:

We use the UN Sustainable Development Goals and the EU Taxonomy to assess whether an economic activity contributes to environmental and/or social objectives.

To measure contributions to the UN SDGs, we use data from external data providers on the listed investment's share of revenue that contributes to one or more of the UN Sustainable Development Goals. Velliv has decided that only investments where more than 33% of the turnover contributes positively to the SDGs will be included in the calculation of the proportion of sustainable investments. Furthermore, the proportion of sustainable investments in the unlisted assets is assessed according to the purpose of the investments, and investments in renewable energy and certified forestry are thus included.

To measure the compliance of activities with the EU Taxonomy, we use reported data from ISS ESG when available.

The 'do no significant harm' criterion:

To measure whether investments have a material negative impact on other environmental or social objectives, we have chosen to use as a basis the principal adverse impacts (PAIs) on sustainability factors defined by the EU. Our primary focus is on CO₂ emission levels. In addition, our focus is on the investee company not being involved in coal, oil sands or controversial weapons, and on the investment not violating the UN Global Compact principles or the OECD Guidelines for Multinational Enterprises.

The 'good governance practices' criterion:

Finally, we assess the ability of investments to comply with good governance practices, which include both employee relations and human rights considerations, and how well environmental issues and corruption are managed. To measure good governance practices, we use data from a range of data providers, including ISS ESG and Sustainalytics.

Data sources and processing

We use data from external suppliers and fund managers to measure the environmental and social characteristics, as well as the 'sustainable contribution', 'do no significant harm' and 'good governance practices' criteria. The external data providers include:

Data providers:	Data
Sustainalytics	<ul style="list-style-type: none"> • PAI indicators • Turnover data related to controversial activities
ISS ESG	<ul style="list-style-type: none"> • PAI indicators (CO2) • Taxonomy • Sustainable Development Goals (SDG) data
MSCI	<ul style="list-style-type: none"> • Sustainable Development Goals (SDG) data
SDI AOP	<ul style="list-style-type: none"> • Sustainable Development Goals (SDG) data

We continuously check the data we receive to ensure data quality. We obtain additional data if needed.

For listed assets, reported figures are used to determine the proportion of the investment aligned with the EU Taxonomy. To measure the proportion of sustainable investments, we use data from external data providers on the investment's share of revenue that contributes to one or more of the UN Sustainable Development Goals. If there are investee companies where it is not possible to determine whether there is a contribution to the UN SDGs, the investment is not included in the calculation of the proportion of sustainable investments.

Data is continuously analysed and historical data is stored to allow us to identify any discrepancies.

We have recognised and tested systems that process the sustainability data provided in accordance with the business processes and working procedures applicable to the area, which are based on the same principles as apply to financial data.

Limitations to methodologies and data

The extent and quality of available sustainability data continues to vary. This is a natural consequence of the timeframe for the rules intended to ensure available data in this area. At Velliv, we currently have data primarily on listed companies, and to a lesser extent on unlisted investments.

We expect that both the volume and quality of available data will improve in years to come, when there will also be increased reporting requirements in this area. In addition, we expect that improved access to data as well as experience in the field in general in the industry will mean that methods and approaches need to be adapted. The available data, Velliv's adopted methodologies and the implemented system support allow us to continuously monitor and assess the promotion of

environmental and social characteristics as well as the development of the proportion of sustainable investments. Thus, the limitations do not affect the fulfilment of the sustainability characteristics we promise to the customer.

Due diligence

Investment selection is primarily done through external managers. To ensure that the selection is in line with Velliv's positions and policies in the area, the qualities, methods and processes of the managers are assessed on an ongoing basis. At Velliv we prefer to work with asset managers that have also signed up to the UN-backed Principles for Responsible Investments (PRI) or operate on similar principles.

The process involved in selecting funds and asset managers includes an assessment of the asset managers' responsible investment skills and standards, and their approach to and management of environmental, social and governance issues, and whether there is consistency with the sustainability characteristics promoted by *LinkPension Aftryk*. The process also involves the assessment of potential sustainability risks of the investment and whether the investment will comply with Velliv's Responsible Investment and Active Ownership Policy.

Active ownership policy

Investments are based on Velliv's Responsible Investment and Active Ownership Policy, which is based on international principles and guidelines, including the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises.

At Velliv we work actively to influence the companies we invest in to improve their management of relevant sustainability aspects and risks. Our work consists in dialogue with companies and voting at their annual general meetings. Any such voting is based on Velliv's own or the external managers' voting policy.

As a rule, Velliv does not wish to exclude companies as, in our assessment, this does not create real change in society. In cases where companies fail to comply with Velliv's Responsible Investment and Active Ownership Policy and fail to meet Velliv's expectations for responsible business practices, a dialogue with the company will generally be initiated. However, exclusion may be used in situations where companies exhibit no desire or willingness for change.

Designated reference benchmark

No index has been designated as a reference benchmark to attain the environmental or social characteristics.