



Active Ownership Report: H1 2020

When customers entrust us with their assets and savings, it is our duty to serve their interests by providing investment solutions with the goal to deliver competitive and long-term performance. Our firm commitment to **Sustainable Investment** with **ESG Inside** is an integral part of this duty.

ESG Inside is about making better-informed investment decisions – addressing issues of risk, problems, and dilemmas, and influencing portfolio companies through **active ownership** to contribute to a positive outcome.

Active ownership – through direct dialogue and voting at the annual general meetings – is an important part of our ability to create long-term value to the companies we invest in and to our customers.

We believe it is more responsible to address material ESG matters as investors rather than refraining from investing when issues of concern arise, leaving the problem to someone else to solve. Our portfolio managers are the change agents who can impact companies to manage risks and opportunities.

The aim of our **Active Ownership Report** covering two parts '**Engagement Report**' and '**Voting Report**' is to provide our customers and stakeholders with regular updates on our progress and results.

The two parts of the report



Part 1: Engagement Report



Part 2: Voting Report

Where to get additional information



Sustainable Investment Policy Click here



Active Ownership Instruction Click here



Voting Guidelines Click here*



Our Sustainable Investment Journey Click here



Active Ownership Stories
Click here

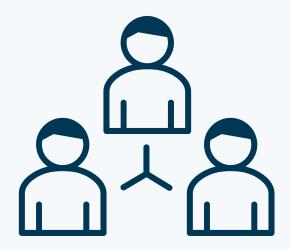


Proxy Voting Dashboard Click here





Active Ownership Report: H1 2020 Part 1: Engagement Report



This presentation is intended to be used as marketing material as defined by the European Directive 2014/65/EU dated 15 May 2014 (MiFID II) in Austria, Belgium, Denmark, Finland, France, Germany, Luxembourg, the Netherlands, Norway, Sweden, Switzerland and the United Kingdom.

Engagement Report introduction



We believe that fund-manager-driven dialogue with companies is the most effective as the investment teams are the experts of their respective strategies and portfolios, and tasked with the buy/sell decision.



Our investment teams engage on a regular basis with companies on material ESG matters to understand their risks and opportunities, and to support their growth and development.



We log and monitor company dialogue and progress to ensure a structured engagement process.



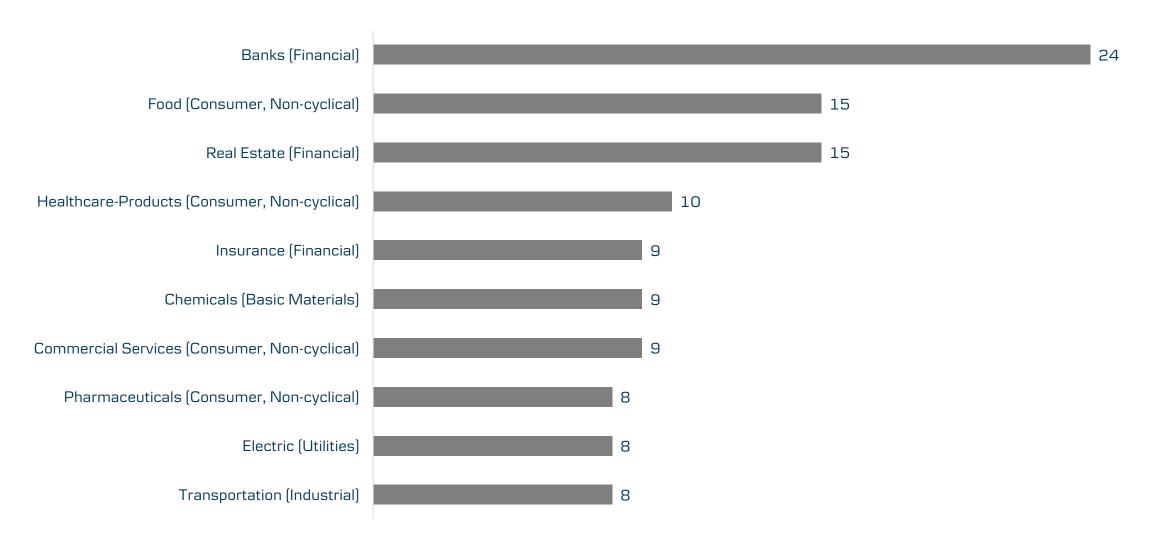
In H1 2020, we have had the following engagement activities

Companies	237
Country domiciles	32
ESG engagement topics	90
Interactions	348



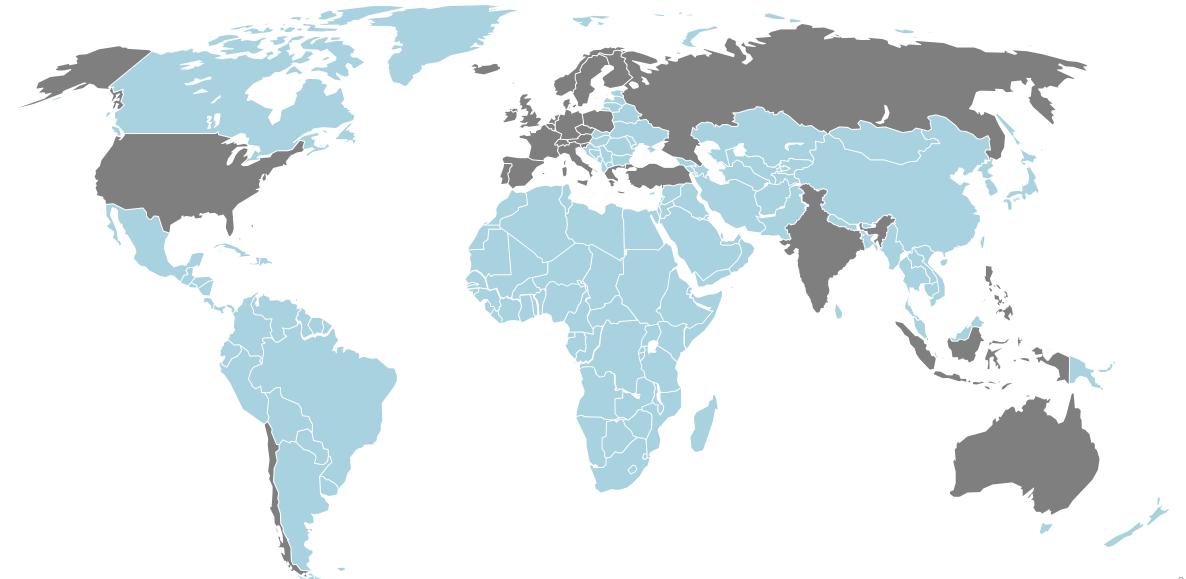


Top 10 industries most engaged with during H1 2020 Number of companies per industry (Sector in bracket)



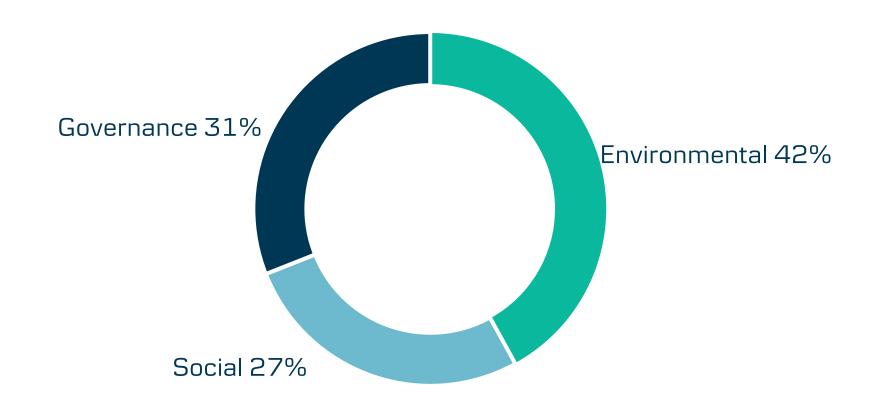


Engagement with companies domiciled in 32 countries



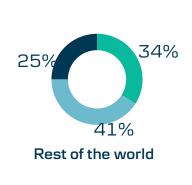


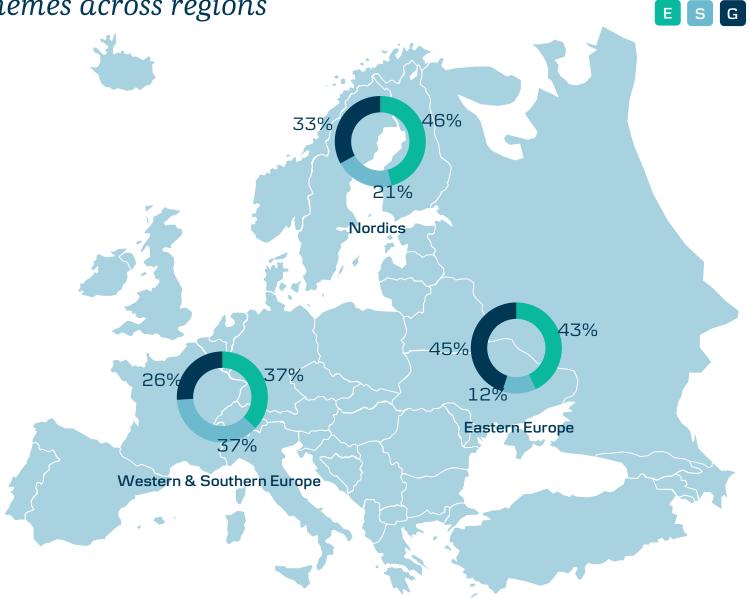
Split between ESG engagement themes





Split between ESG engagement themes across regions









90 ESG engagements topics have been addressed and discussed









Share Buybacks Data Privacy

 $Materials \ Sourcing \ \& \ Efficiency$

Energy Efficiency
Research & Development

Data Security Responsible Drinking

Energy Efficiency
Research & Development Sustainable Products Digitalisation

Ecological Impacts

Customer Privacy Compliance Procedures Sustainability Targets Air Quality

Physical Impacts Of Climate Change Restructuring Energy Consumption **SDGs** Political Risk Access & Affordability

Employee Retention Board Composition Executive Composition Sustainable Transports Future Fit ${\it Product\ Quality\ \&\ Safety} {\it Competence}$

Dividends Water & Wastewater Management Product Development Anti-Corruption Issues & Handling

Critical Incident Risk Management Energy Transformation

Food Safety Environmental Incidents Sustainability Strategy Financial Accessibility Regulatory Compliance Customer Welfare

Environmental Regulation AML Issues & Handling Capital Structure

Human Rights & Community Relations

Environmental Supply Chain Employee Engagement, Diversity & Inclusion Ownership Structure Labor Standards/Practices

Circular Economy Accounting

Incentive Programs Environmental Issues Plastic/Recycling Products

Sustainability Integration & Reporting

Indigenous Rights Executive Compensation

Systemic Risk Management $M \mathcal{E}_A$

Customer Education

Regulations

Overboarding

International Norms & Principals

Climate Neutrality Sustainability Certificates Animal Welfare

 $Board\ Leadership_{Business}\ Model\ Resilience$

Personnel Turnover

Technology Disruption

Product Design & Lifecycle Management Corporate Behavior

Waste & Hazardous Materials Management

Palm Oil Production

Employee Health & Safety

Anti-Trust Issues & Competitive Behavior

Sustainable Shipping

Energy Management Corporate Governance

Quality Management

Green Buildings

ESG Issues In Fish Farming **Business Ethics**

Selling Practices & Product Labeling

Decent Work & Economic Growth ESG Integration **SDGs**

Sustainability Ratings

Supply Chain Management





Top 7 ESG engagement topics across the E, S, and G theme

Е

Rank Topic Count **GHG** Emissions 53 **Energy Efficiency** 39 **Energy Transformation** 32 **Green Financing** 25 Digitalisation 21 Sustainable Products 21 Circular Economy 20

S

Rank	Topic	Count
1	Employee Health & Safety	43
2	Supply Chain Management	28
3	Business Model Resilience	25
4	Access & Affordability	19
5	Customer Welfare	16
6	Product Quality & Safety	15
7	Product Design & Lifecycle Management	13

G

Rank	Topic	Count
1	Dividends	30
2	Capital Structure	20
3	ESG Integration	18
4	M&A	17
5	Restructuring	15
6	Business Ethics	12
7	Corporate Governance	12

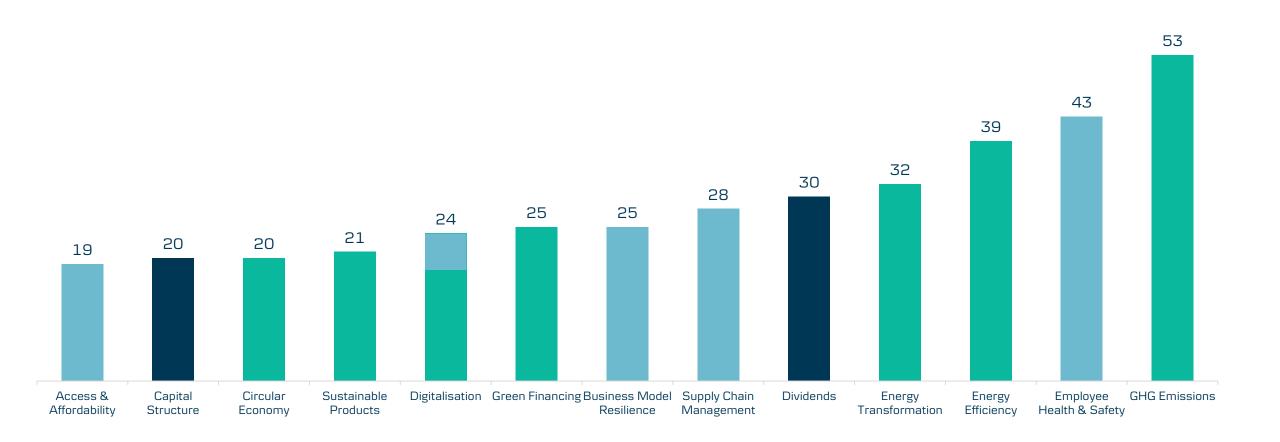


Top 3 among ESG engagement topics: GHG Emissions; Employee Health & Safety; and Energy Efficiency







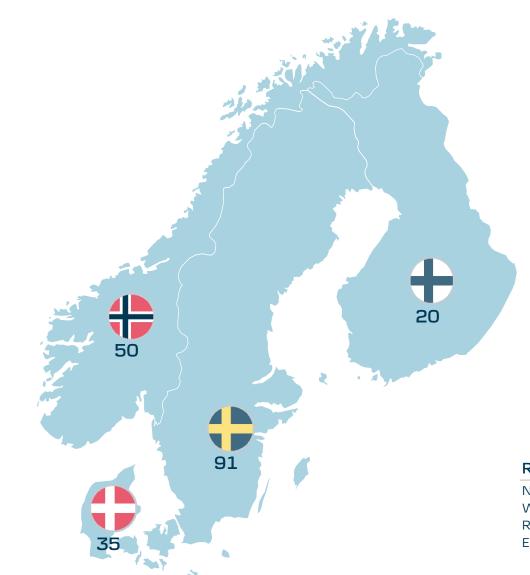






Top 10 and engagement interactions across Nordic countries

Rank	Country	Count
1	Sweden	91
2	Norway	50
3	Denmark	35
4	United Kingdom	23
5	Germany	21
6	Finland	20
7	United States	20
8	France	13
9	Netherlands	12
10	Russia	11



Region	Count
Jordics	200
Vestern & Southern Europe	103
Rest of the world	29
astern Europe	16



Most commonly addressed ESG topics across geography



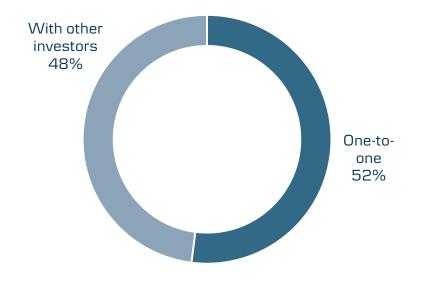




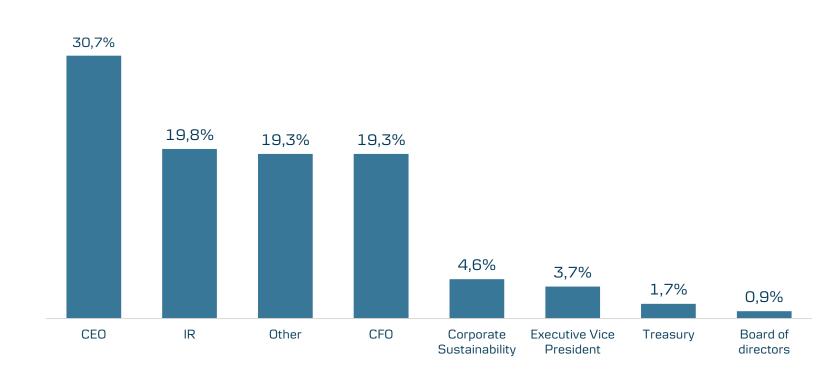


Company interactions are mainly with one-to-one and with CEO

Type of meeting



Share of meetings by level of participants





Engagement examples: GHG Emissions



53 engagements

Among the 348 total engagements focused on GHG Emissions.

GHG Emissions is the first most common topic for our portfolio managers to engage with companies on during H1 2020. GHG Emissions are emissions into earth's atmosphere of any type of various gases contributing to the greenhouse effect.

Company Example



Sector: Basic Materials

"Discussion around company's efforts to lower scope 1&2 emissions through more renewable energy."



Sector: Utilities

"Discussed hydrogen opportunity and potential place for green hydrogen in the future energy mix."



Sector: Energy

"Company's adoption to net zero emission target and discussion about how facilitate energy transformation to lower carbon energy."





Engagement examples: Employee Health & Safety

43 engagements

Among the 348 total engagements focused on Employee Health & Safety.

Employee Health & Safety is the second most common topic for our portfolio managers to engage with companies on during H1 2020. Employee Health & Safety focuses on creating and maintaining safe and healthy workplace environment that is free of accidents, injuries, fatalities, and illness.

Company Example



Sector: Consumer, Non-Cyclical "Safety for workers during Covid-19."



Sector: Consumer, Non-Cyclical

"Company's approach to employee safety."



Sector: Financial

"Covid-19 impact on business."





Engagement examples: Energy Efficiency



39 engagements

Among the 348 total engagements focused on Energy Efficiency.

Energy Efficiency is the third most common topic for our portfolio managers to engage with companies on during H1 2020. Energy Efficiency means using less energy to perform the same task -thus limiting energy waste. It is the cheapest and often the most immediate way in order to reduce the use of fossil fuels.

Company Example



Sector: Energy

"Discussed about company's energy transition strategy."



Sector: Basic materials

"Company's CO2 reductions."



Sector: Industrial

"Discussed about company's sustainability targets to reduce CO2 emissions."





Sovereigns: We have had 5 engagements with 4 governmental entities





Sovereigns: In total, have 10 topics been discussed





Active Ownership Report: H1 2020 Part 2: Voting Report



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Engagement Report introduction



The annual general meeting is an opportunity to voice our opinion, vote on issues of key importance to the running of a company, and contribute to the good governance of the company.



We exercise the right to vote at annual general meetings of Nordic and European companies where we represent relevant holdings. Unless required by special circumstances, holdings in passively managed funds are not subject to voting activities.

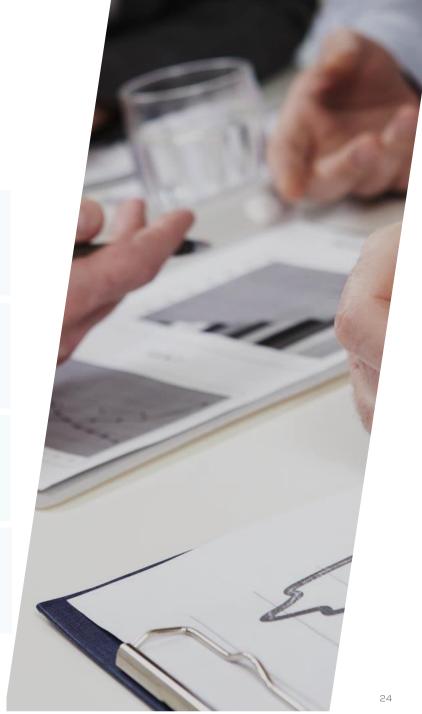


We vote either by ourselves or through a service provider. We log and publish our voting records.



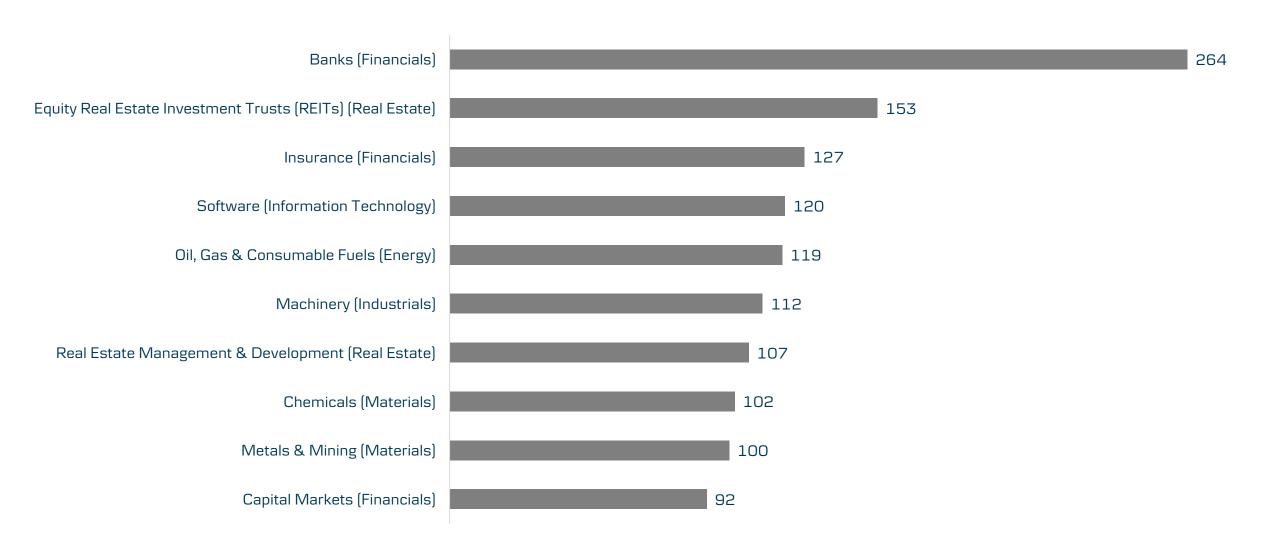
In H1 2020, we have had the following voting activities







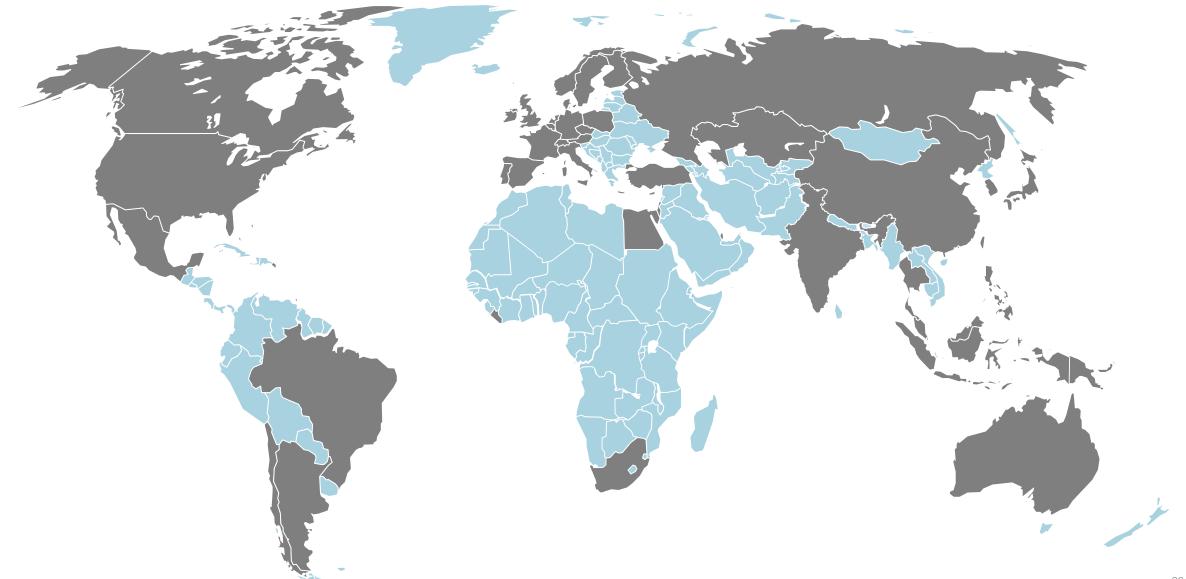
Top 10 industries most voted during H1 2020 Number of companies per industry (Sector in bracket)





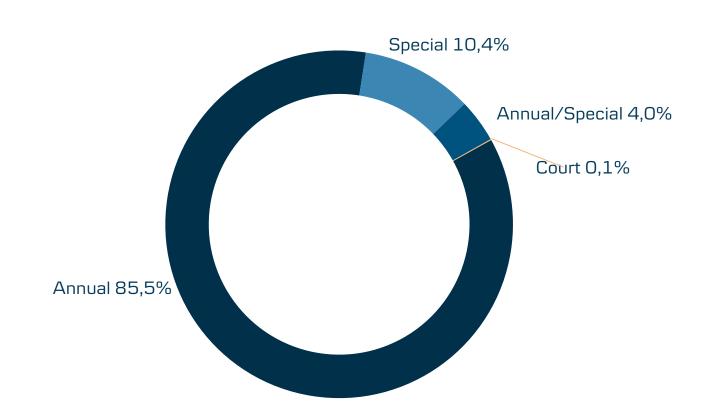


Voting with companies domiciled in 55 countries





We voted primarily at Annual General Meetings (AGM)







Top 10 and voting distribution across Nordic countries

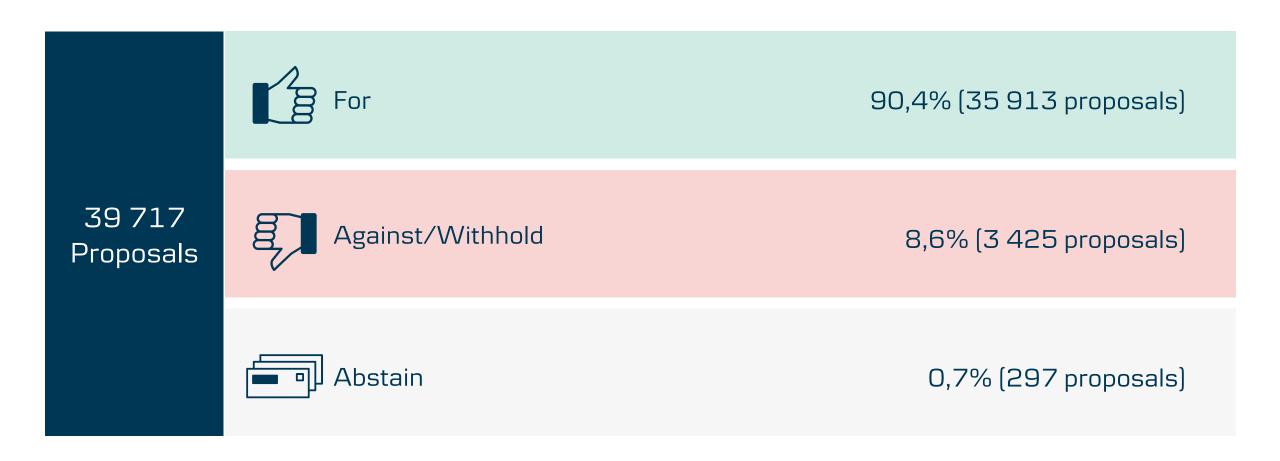
Rank	Country Domicile	Count
1	USA	1253
2	China	533
3	Japan	284
4	Cayman Islands	104
5	France	87
6	Taiwan	80
7	Denmark	78
8	United Kingdom	77
9	Germany	71
10	Canada	69



egion	Count
est of the world	2 493
estern & Southern Europe	608
ordics	174
astern Europe	26

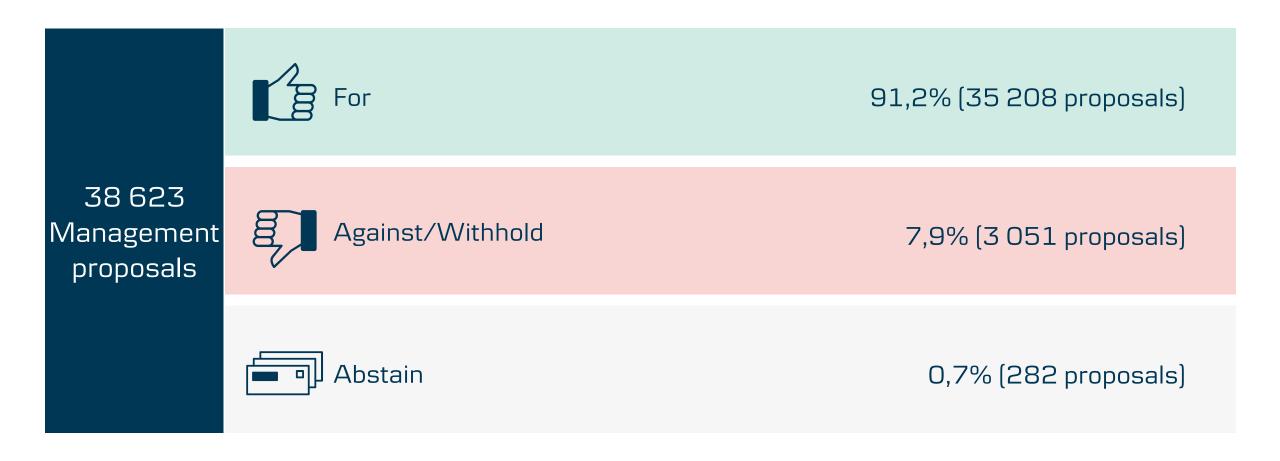


We predominantly voted 'For' the proposals



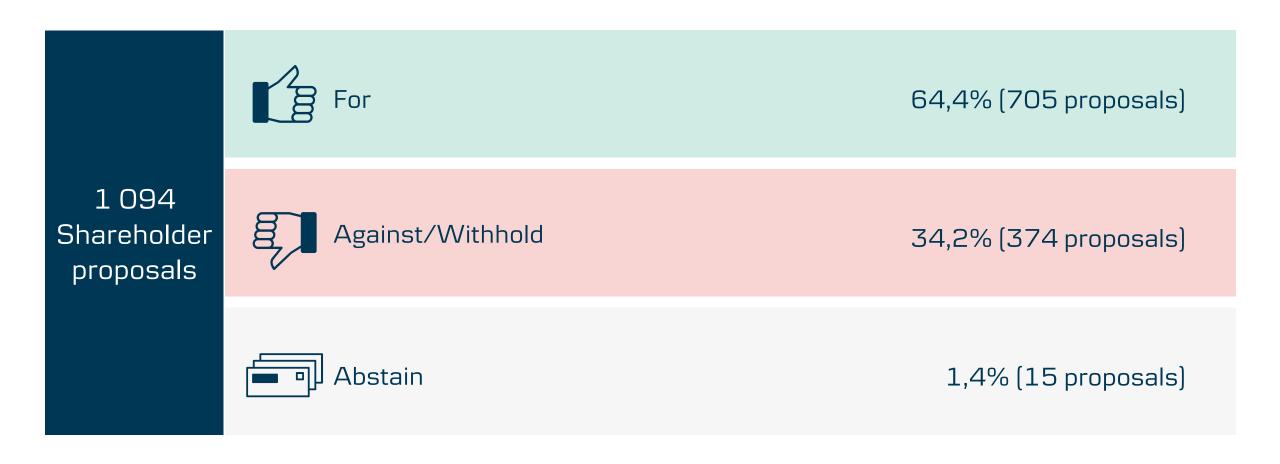


We predominantly voted 'For' the Management proposals





We predominantly voted 'For' the Shareholder proposals

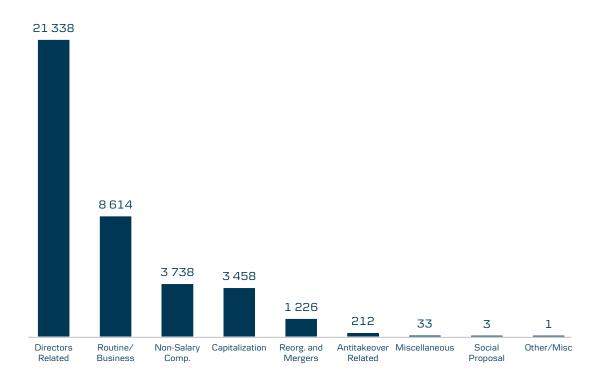




Voted proposals are mainly Directors-related

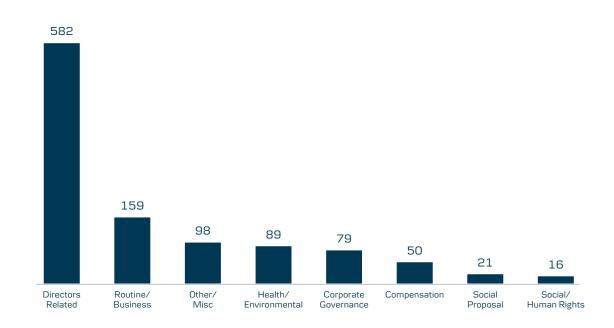
Management proposals

A total of 38 623 proposals



Shareholder proposals

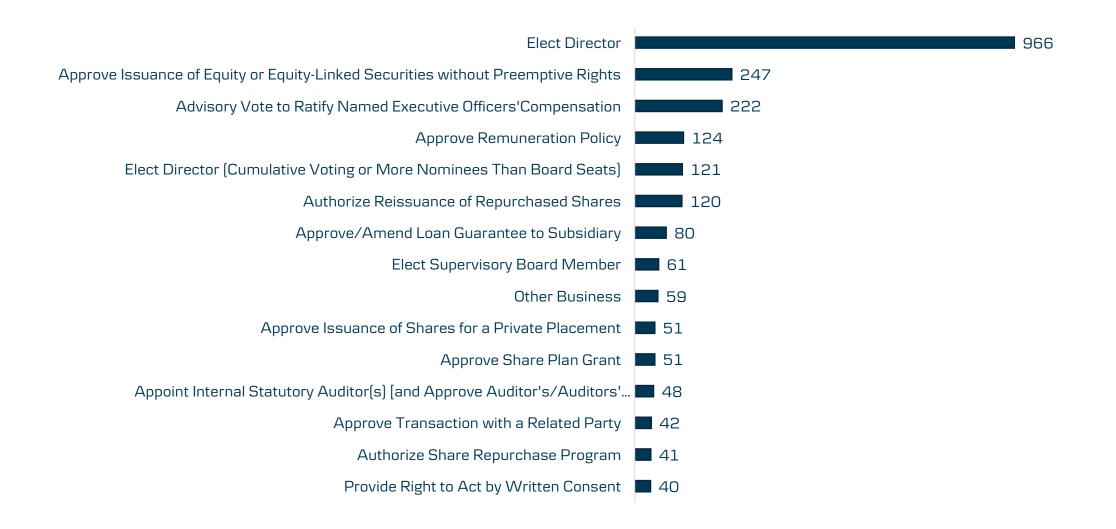
A total of 1 094 proposals







Most common voted proposals against Management recommendations





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Engagement during H1 2020, by company

Akamai Technologies Inc

Akelius Residential Property AB

Aker BioMarine AS Akzo Nobel NV

Allegion plc Allianz SE Alrosa PJSC Alstom SA

Altice Europe NV

Ambea AB Amgen Inc

Anheuser-Busch InBev SA/NV

Antofagasta PLC

AP Moller - Maersk A/S

Arjo AB

Aroundtown SA
Ashtead Group PLC
ASML Holding NV
Assa Abloy AB
AstraZeneca PLC

Atlantia SpA
Atlas Copco AB
Atrium Ljungberg AB
Austevoll Seafood ASA

Akamai Technologies Inc

Akelius Residential Property AB

Aker BioMarine AS Akzo Nobel NV Allegion plc Allianz SE **BASF SE**

Bavarian Nordic A/S
Baxter International Inc.

BHP Group Ltd BillerudKorsnas AB Boston Scientific Corp

BP PLC

BW Offshore Ltd CaixaBank SA Castellum AB Caverion Oyj CD Projekt SA

CEZ AS

Chr Hansen Holding A/S

Cie Generale des Etablissements

Michelin SCA

Colgate-Palmolive Co Concentric AB

Coor Service Management Holding AB Corticeira Amorim SGPS SA

Covestro AG

Croda International PLC

CTT Systems AB CyrusOne Inc Daimler AG BASF SE

Bavarian Nordic A/S
Baxter International Inc

BHP Group Ltd BillerudKorsnas AB Boston Scientific Corp DLR Kredit A/S DNB ASA

Dometic Group AB

Drilling Co of 1972 A/S/The

DSV PANALPINA A/S

E.ON SE
Ecolab Inc
Eli Lilly and Co
Elisa Oyj
Elkem ASA
Ellevio AB
Eltel AB
Enel SpA
Epiroc AB

EQT AB

Equinor ASA

Erste Group Bank AG Etalon Group PLC

European Investment Bank

Evraz PLC Fabege AB

Fastighets AB Balder

Faurecia SE Federal Bank Ltd DLR Kredit A/S DNB ASA

Dometic Group AB

Drilling Co of 1972 A/S/The

DSV PANALPINA A/S

E.ON SE

Grieg Seafood ASA Grupa Kety SA

H Lundbeck A/S

Haci Omer Sabanci Holding AS

Haldex AB Heimstaden AB

Heimstaden Bostad AB

Heineken NV

Hennes & Mauritz AB

Hexagon AB
Hoist Finance AB
Huhtamaki Oyj
Husqvarna AB
Iberdrola SA

ICA Gruppen AB

Ideagen PLC
IMI PLC
Industrivarden AB

Industrivarden A

Infineon Technologies AG

ING Groep NV Intrum AB Investor AB Islandsbanki HF Grieg Seafood ASA Grupa Kety SA

H Lundbeck A/S Haci Omer Sabanci Holding AS

Haldex AB Heimstaden AB Kemira Oyj

K-fast Holding AB

Kinnevik AB

Knorr-Bremse AG

Kojamo Oyj

Konecranes Oyj Koninklijke Philips NV

Koninklijke Philips IV

Kungsleden AB

Leroy Seafood Group ASA

Liberty Global PLC

Lifco ÁB

Lifco AB
Link Net Tbk PT
L'Oreal SA
Magnit PJSC

Magnitogorsk Iron & Steel Works PJSC

Matas A/S
Medistim ASA
MetLife Inc
Metsa Board Oyj
Metso Outotec Oyj

Millicom International Cellular SA

Mobile TeleSystems PJSC Mondelez International Inc

Morningstar Inc Kemira Oyj

K-fast Holding AB Kinnevik AB Knorr-Bremse AG

Kojamo Oyj Konecranes Oyj



Engagement during H1 2020, by company

Nestle SA

Nibe Industrier AB

Nobina AB

Nokian Renkaat Oyj Nordea Bank Abp Norsk Hydro ASA

Norwegian Air Shuttle ASA Nova Ljubljanska Banka dd

Novartis AG

Novo Nordisk A/S NP3 Fastigheter AB Nykredit Realkredit A/S

Olav Thon Eiendomsselskap ASA

Orkla ASA
Orsted A/S
Owens Corning
Pandora A/S

Philippine National Bank Procter & Gamble Co/The

Puma SE

Realkredit Danmark A/S

Renault SA Rexel SA Rio Tinto Pl C Salmar ASA Sandvik AB SAS AB SATS Ltd

Schibsted ASA Schneider Electric SE Security Bank Corp Serneke Group AB Severstal PAO

Scandi Standard AB

SGS SA Siemens AG

Siemens Healthineers AG

Signify NV Sika AG

Sirius International Group Ltd Skandinaviska Enskilda Banken AB

Sparebank 1 Oestlandet SpareBank 1 SMN

SpareBank 1 SR-Bank ASA

SSE PLC Stora Enso Oyj Storebrand ASA

Stromma Turism & Sjofart AB

Tobii AB

TOMRA Systems ASA Topdanmark A/S

TOTAL SE

Turk Telekomunikasyon AS

Unicaja Banco SA

Unilever NV

UNIQA Insurance Group AG

UPM-Kymmene Oyj

Veidekke ASA

Vestas Wind Systems A/S

Visa Inc

Volkswagen AG

Volvo AB

Wallenius Wilhelmsen ASA

Wallenstam AB
Weir Group PLC/The
X5 Retail Group NV
Zealand Pharma A/S

Zee Entertainment Enterprises Ltd

Zurich Insurance Group AG