

## **ESG integration policy**

Sustainability investing is integral to ESG Portfolio Management's strategy. We are convinced that integrating environmental, social and governance (ESG) factors results in better-informed investment decisions which should result in higher risk adjusted returns. In addition we aim to increase the positive impact regarding the sustainable development goals (SDGs) and constantly work to reduce the CO2 emissions of our portfolio holdings further.

We do not invest in those government bonds and corporations with poor ESG quality or significant controversies or incidents like conflicting human rights. Potential investments are excluded when the companies are in the business of controversial weapons or nuclear energy, or if the companies generate more than five percent of sales in the areas of alcohol, coal, gaming, oil, pornography, tobacco or weapons.

We believe that our engagement with companies on financially material sustainability issues will have a positive impact on our investment results and on society. The policies outlined in this document apply to investments across equities, fixed income and alternatives. Our integration approach spans the breadth of the investment process, from identifying trends, analysing securities, constructing portfolios, through to engagement, voting and reporting.