

## Alfred Berg - ESG Policy

### ENVIRONMENTAL SOCIAL GOVERNANCE

1. Alfred Berg is committed to contribute to a fair community and a sustainable environment in our business activities. We have enshrined this in our governance policies and code of conduct for staff, and in particular, we seek to:
  - ensure best practices in all parts of our business operation, our financial, investment and risk management processes and legal compliance;
  - ensure that all of our clients are evaluated according to anti money-laundering and other relevant regulatory requirements;
  - avoid any form of corruption and/or discrimination with respect to clients, issuers and employees;
  - ensure that our ESG capabilities continue to reflect best practice.
2. We are committed to the Principles for Responsible Investments (“PRI”) set out by the United Nations. We comply with these principles and other generally accepted international best practice standards in our investment activities.
3. Within PRI, our obligation is to act in the best interest of our investors in accordance to the investment guidelines set by these investors. Where clients request, we can and do include ESG considerations into the investment process and decision-making.
4. We believe that ESG investment decisions based on proprietary and rigorous research add far more value to the investment process than screening based on readily observable parameters. Therefore, our contribution to ESG is through dedicated investment products, and we are committed to develop ESG-focused investment products for the long-term investment needs of our clients. However, we will provide a screening procedure to client requesting this.
5. We exercise the voting rights of our clients in accordance to their wishes and our ESG policy. We encourage companies and issuers to implement best practices in their businesses, including ESG considerations.

Alfred Berg's ESG criteria consider the environmental and social consequences of a company's operations, and assess the quality of governance from a transparency and equality perspective.

Alfred Berg is a Nordic asset management company with ca. 160 employees based in all the Nordic countries. Alfred Berg manages equity, fixed income and TAA investment strategies, fundamental as well as quantitative. Its owner is Fortis Investment Management S.A., one of the leading asset managers in the world with operations in five continents and more than 40 investment centres. Together we offer our clients a strong range of investment solutions, including top performers in several asset classes.

For more information visit [www.alfredberg.com](http://www.alfredberg.com)