



RI TRANSPARENCY REPORT 2020

Keva





An investor initiative in partnership with UNEP Finance Initiative and UN Global Compact

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 <u>PRI website</u>, 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

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	Select the type that best describes your of	ganisation or the services you provide.	
✔ Non-	corporate pension or superannuation or retirement	or provident fund or plan	
O Corp	orate pension or superannuation or retirement or p	rovident fund or plan	
O Insur	rance company		
O Four	ndation		
O Endo	owment		
O Deve	elopment finance institution		
O Rese	erve - sovereign or government controlled fund		
O Fami	ily office		
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The futur	re pensions of local government employees are prov	ided for by means of the pension liability fund.	
The miss contribut	sion of Keva's investment operations is to invest the	fund's assets in such a manner that the investment returns make it possible to the future. We also ensure that sufficient funds that can quickly and ecor	
The aim drawing	of Keva's investment operations is to maximise the	pension fund's long-term return. This aim is pursued by both making direct i estment strategy relies on making use of the pension fund's structural com	
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Finland			
00 02.2	Indicate the number of countries in which	you have offices (including your headquarters).	
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-			
O 2-5			
0 6-10			
O >10			
00 02.3	Indicate the approximate number of staff	in your organisation in full-time equivalents (FTE).	
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10-50%

<10%

Gateway/Peering

General

Mandatory

Listed equity

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Fore	estry	0	0		
Fund	d of hedge funds	0	0		
Hed	ge funds	0	<10%		
Com	nmodities	0	0		
Infra	astructure	<10%	<10%		
Prop	perty	<10%	<10%		
Priva	ate equity	<10%	<10%		

	 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.
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	✓ We incorporate ESG into our external manager selection process
Private equity	

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The same prin investment op infrastructure			
The same prin investment op	unds as well and are a good way to engage with the fund manager.		
The same prin	portunities and environmental considerations are in particular discuss	ed with the fund manager. Advisory board seats are taken in	
mirastructure	siples apply to infrastructure investments as to private equity fund inv		ing ne
	near aspects, with regard to runus neithin the portiono, advisory board	search allow responsionly locade to be raised as and when her	
reviewed in the	siples largely apply to real estate fund investments as to private equity context of new investments. Specific topics addressed with asset ma ntal aspects. With regard to funds held in the portfolio, advisory board	nagers, by means of examples, include energy efficiency requir	ireme
Real estate fur	d investments		
documentation	stment process the ESG criteria and/or the requirement of complianc , the fund description and in the legal due diligence documentation. I estment through advisory board seats. An ESG survey of the largest f	respect of major holdings, ongoing engagement is sought dur	uring t
Private equity During the inve	investments stment process the ESG criteria and/or the requirement of complianc	with LIN PRI is included in the process description DDO	
of the investm			
emphasis is or	investments unit manages Keva's private equity, real estate, infrastru the assessment of the fund manager/management company from t		
Alternative Inv			
	nhance its active ownership mechanisms in the external equity and fi y using external service providers.	ed income investments by working in close collaboration with	1 the 0
managers.			
indicators can	be used for relative analysis (such as comparisons with a geographic folio managers in the external equity and fixed income investments u	dimension) as well as for examining individual investments in a	abso
opportunities f	rom the long-term return viewpoint. , i.e. monitoring of the underlying securities, entails both ESG analysis		
	ige involves regular monitoring of the selected asset managers. An ar e portfolio. The survey addresses asset managers' responsible invest		
among others,	are observed: how the asset manager integrates ESG criteria into the neetings, and whether the asset manager has signed PRI or intends t	r analysis and investment decisions, how responsibility is addr	
	i.e. request for proposal (RFP) stage addresses asset managers' resp e. Most of the selected asset managers have in place a responsible in		
The search for	the new asset managers includes an assessment of the candidates f	om the responsible investment perspective.	
	e portfolio. The responsible investment perspective is factored in thro		.9
	and fixed income investments are managed by external asset manager for the new asset managers, the monitoring of the selected asset		
External equit	and fixed income investments		
11.4	Provide a brief description of how your organisation includes resp selection, appointment and monitoring processes.	bnsible investment considerations in your investment manage	er
	We do not do ESG incorporation		
1	We incorporate ESG into our external manager monitoring	process	
neage runds	We incorporate ESG into our external manager appointme	,	
Hedge funds	🕼 We incorporate ESG into our external manager selection p	rocess	
	Hedge funds - ESG incorporation addressed in processes	your external manager selection, appointment and/or monitor	ring
	We incorporate ESG into our external manager monitoring We do not do ESG incorporation	process	
	We incorporate ESG into our external manager appointme		
Infrastructure	☑ We incorporate ESG into our external manager selection p	rocess	
	processes	ryour external manager selection, appointment and/or monite	onng
	Infractructure - ESC incorporation addressed	n your external manager selection, appointment and/or monitc	oring
	□ We do not do ESG incorporation		
	☑ We incorporate ESG into our external manager monitoring		
Property	 We incorporate ESG into our external manager selection p We incorporate ESG into our external manager appointme 		
	processes		
	Property - ESG incorporation addressed in you		
		externel menorer colection, enneintment and /er menitering	

00 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		
✓ Organisational Overview		
Strategy and Governance		
RI implementation directly	v or via service providers	
Direct - Listed Equity	incorporation	
☑ Listed Equity incorporation		
Direct - Listed Equity	active ownership	
✓ Engagements		
Direct - Fixed Income		
 □ Fixed income - SSA ☑ Fixed income - Corporate (financia 	50	
 ✓ Fixed income - Corporate (infancia) ✓ Fixed income - Corporate (infancia) 		
□ Fixed income - Securitised		
Direct - Other accet of	lasses with dedicated modules	
Private Equity		
Private Equity		
DLisselamantation visuat		
RI implementation via ext	emar managers	
Indirect - Selection, A	ppointment and Monitoring of External Managers	
☑ Listed Equities		
Fixed income - SSA		
 Fixed income - Corporate (financia Fixed income - Corporate (non-financia) 		
Fixed income - Corporate (non-line Fixed income - Securitised	anciai)	
Private Equity		
Property		
□ Infrastructure		
Closing module		
Closing module		
00 12.2 Additional information. [Optio	nall	
	election in Listed Equities are also used in external Fixed Income - Corporate and Fixed Inc	ome - Government.
00 LE 01 Mandatory to Report, Voluntary to Di		General
		Ceneral
OO LE 01.1 Provide a breakdown of your i - other strategies.	internally managed listed equities by passive, active - quantitative (quant), active - fundar	mental and active
0		
Passive		
0		
Active - quantitative (q	juant)	
100		
Active - fundamental a	nd active - other	
00 Fl 01 Mandatory to Report, Voluntary to Di	isclose Gateway	General
00 Fl 01.1 Provide a breakdown of your in	internally managed fixed income securities by active and passive strategies	
Passive		
0		
SSA Active - q	uantitative (quant)	
0		
Active - fu	undamental and active - other	
100		

		assive			
Corporate	0	ctive - quantitative (quant)			
(financial)	0				
	A 100	ctive - fundamental and active	e - other		
		assive			
Corporate (non-		ctive - quantitative (quant)			
financial)	0 A 100	ctive - fundamental and active	e - other		
	_	assive			
Securitised	0	ctive - quantitative (quant)			
Securitiseu	0				
	A 100	ctive - fundamental and active	e - other		
) FI 03 Man	datory		Descript	tive	G
00 FI 03.1	Indicate the approxim	ate (+/- 5%) breakdown of you	ur SSA investments, by de	eveloped markets and	emerging markets.
	Develope	ed markets			
93	Develope	ed markets			
SSA 93					
SSA		ed markets g markets			
SSA 93					
SSA	Emergin Indicate the approxim		ur corporate and securitis	sed investments by inv	vestment grade or high-yield
00 FI 03.2	Emergin Indicate the approxim securities.	g markets ate (+/- 5%) breakdown of you			vestment grade or high-yield
T T T T T T T T T T T T T T T T T T T	Emergin Indicate the approxim securities.	g markets ate (+/- 5%) breakdown of you le (+/- 5%) High-yield (+/- 5			vestment grade or high-yield
00 FI 03.2	Emergin Indicate the approxim securities. Investment grad	g markets ate (+/- 5%) breakdown of you le (+/- 5%) High-yield (+/- 5 O >50%			vestment grade or high-yield
00 FI 03.2	Emergin Indicate the approxim securities. Investment grad <pre>>50%</pre> <pre>O 10-50%</pre>	g markets ate (+/- 5%) breakdown of you le (+/- 5%) High-yield (+/- 5 O >50% ✓ 10-50%			vestment grade or high-yield
OO FI 03.2	Emergin Indicate the approxim securities. Investment grad > >50% O 10-50% O <10%	g markets ate (+/- 5%) breakdown of you le (+/- 5%) High-yield (+/- 5 O >50% I 0-50% O <10%	i%) Total internally mar		vestment grade or high-yield
OO FI 03.2	Emergin Indicate the approxim securities. Investment grad <pre>>50%</pre> <pre>O 10-50%</pre>	g markets ate (+/- 5%) breakdown of you le (+/- 5%) High-yield (+/- 5 O >50% ✓ 10-50%	i%) Total internally mar		vestment grade or high-yield
OO FI 03.2 Type Corporate (fina	Emergin Indicate the approxim securities. Investment grad > >50% O 10-50% O <10%	g markets ate (+/- 5%) breakdown of you te (+/- 5%) High-yield (+/- 5 >50% 10-50% <10% 0% 	i%) Total internally mar	naged	vestment grade or high-yield
OO FI 03.2 Type Corporate (fina D SAM 01 Man Private	Emergin Indicate the approxim securities. Investment grad	g markets ate (+/- 5%) breakdown of you te (+/- 5%) High-yield (+/- 5 >50% 10-50% <10% 0% 	i%) Total internally mar 100% Gatewa	naged y	G
OO FI 03.2 Type Corporate (fina D SAM 01 Man Private	Emergin Indicate the approxim securities. Investment grac	g markets ate (+/- 5%) breakdown of you te (+/- 5%) High-yield (+/- 5 >50% 10-50% <10% 0% 	i%) Total internally mar	naged y	
OO FI 03.2 Type Corporate (fina D SAM 01 Man Private	Emergin Indicate the approxim securities. Investment grad	g markets ate (+/- 5%) breakdown of you te (+/- 5%) High-yield (+/- 5 >50% 10-50% <10% 0% 	i%) Total internally mar 100% Gatewa	naged y tive	G
OO FI 03.2 Type Corporate (fina O SAM 01 Man Private D PE 01 Man	Emergin Indicate the approxim securities. Investment grad	g markets ate (+/- 5%) breakdown of you le (+/- 5%) High-yield (+/- 5	i%) Total internally mar 100% Gatewa	naged y tive	G
OO FI 03.2 Type Corporate (fina Private D PE 01 Man 00 PE 01.1	Emergin Indicate the approxim securities. Investment grad	g markets ate (+/- 5%) breakdown of you le (+/- 5%) High-yield (+/- 5	i%) Total internally mar 100% Gatewa	naged y tive	G
OO FI 03.2 Type Corporate (fina Private D PE 01 Man 00 PE 01.1	Emergin Indicate the approxim securities. Investment grad > 50% 0 10-50% 0 <10% 0 <10% 0 % Investment grad Notesting Investment grad Investment grad	g markets ate (+/- 5%) breakdown of you le (+/- 5%) High-yield (+/- 5	i%) Total internally mar 100% Gatewa Descript Illy managed private equif	naged y tive	G
OO FI 03.2 Type Corporate (fina Private D PE 01 Man 00 PE 01.1 Investme	Emergin Indicate the approxim securities. Investment grad > 50% 0 10-50% 0 <10% 0 <10% 0 0% Investment grad Investment	g markets ate (+/- 5%) breakdown of you le (+/- 5%) High-yield (+/- 5	i%) Total internally mar 100% Gatewa Descript Illy managed private equif	naged y tive	G
OO FI 03.2 Type Corporate (fina Private D PE 01 Man 00 PE 01.1	Emergin Indicate the approxim securities. Investment grad > 50% 0 10-50% 0 <10% 0 <10% 0 0% Investment grad Investment	g markets ate (+/- 5%) breakdown of you le (+/- 5%) High-yield (+/- 5 Solution	i%) Total internally mar 100% Gatewa Descript Illy managed private equif	naged y tive	G
OO FI 03.2 Type Corporate (fina Corporate (fina Private D PE 01 Man 00 PE 01.1	Emergin Indicate the approxim securities. Investment grad > 50% 0 10-50% 0 <10% 0 <10% 0 0% Investment grad Investment	g markets ate (+/- 5%) breakdown of you le (+/- 5%) High-yield (+/- 5	i%) Total internally mar 100% Gatewa Descript Illy managed private equif	naged y tive	G
OO FI 03.2 Type Corporate (fina Corporate (fina Private D PE 01 Man 00 PE 01.1	Emergin Indicate the approxim securities. Investment grad > 50% 0 10-50% 0 <10% 0 <10% 0 0% Investment grad Investment	g markets ate (+/- 5%) breakdown of you te (+/- 5%) High-yield (+/- 5 ○ >50% 10-50% ○ <10% ○ 0% ary to Disclose Percentage of you private equity hold >50% ○ 10-50% ○ 10-50% ○ <10% ○ <10% ○ % 	i%) Total internally mar 100% Gatewa Descript Illy managed private equif	naged y tive	G
OO FI 03.2 Type Corporate (fina Corporate (fina Private D PE 01 Man 00 PE 01.1	Emergin Indicate the approxim securities. Investment grad > 50% 0 10-50% 0 <10% 0 <10% 0 0% Investment grad Investment	g markets ate (+/- 5%) breakdown of you le (+/- 5%) High-yield (+/- 5 ○ >50% 10-50% ○ <10% 0% ary to Disclose	i%) Total internally mar 100% Gatewa Descript Illy managed private equif	naged y tive	G
OO FI 03.2 Type Corporate (fina O SAM 01 Man Private O PE 01 Man 00 PE 01.1	Indicate the approxim securities. Investment grad	g markets ate (+/- 5%) breakdown of you le (+/- 5%) High-yield (+/- 5	i%) Total internally mar 100% Gatewa Descript Illy managed private equif	naged y tive	G
OO FI 03.2 Type Corporate (fina Corporate (fina D SAM 01 Man Private O PE 01 Man OO PE 01.1 Investme Venture c	Indicate the approxim securities. Investment grad	g markets ate (+/- 5%) breakdown of you le (+/- 5%) High-yield (+/- 5 ○ >50% 10-50% ○ <10% 0% ary to Disclose	i%) Total internally mar 100% Gatewa Descript Illy managed private equif	naged y tive	G

	(Leveraged) buy-out	 >50% 10-50% <10% ✓ 0% 		
	Distressed/Turnaround/Special Situations	 >50% 10-50% <10% ✓ 0% 		
	Secondaries	 >50% 10-50% <10% 0% 		
	Other investment strategy, specify (1)	 ✓ >50% ○ 10-50% ○ <10% ○ 0% 		
	Other investment strategy, specify (2)	 >50% 10-50% <10% ✓ 0% 		
	Total 100%			
	Other investment strategy,	specify (1)		
	Municipality Finance			
00 PE 02	Mandatory to Report, Voluntary to Dis	close	Descriptive	General
Private				
00 PR 01	Mandatory to Report, Voluntary to Dis	close	Descriptive	General
Private				
00 PR 02 Private	Mandatory to Report, Voluntary to Dis	close	Gateway	General
00 PR 03	Mandatory to Report, Voluntary to Dis	close	Descriptive	General
Private				
00 INF 01	Mandatory to Report, Voluntary to Dis	close	Descriptive	General
Private				
00 INF 02	Mandatory to Report, Voluntary to Dis	close	Gateway/Peering	General
Private				
OO INF 03	Mandatory to Report, Voluntary to Dis	close	Descriptive	General
Private				Checks
00 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.

	Mandatory	Core Assessed	Gener
SG 01.1	Indicate if you have an investment policy that covers	s your responsible investment approach.	
✓)	/es		
	SG 01.2 Indicate the components/types and coverage	e of your policy.	
	Policy components/types	Coverage by AUM	
	Selicy setting out your overall approach		
	 Formalised guidelines on environmental factors 		
	 Formalised guidelines on social factors 		
	 Formalised guidelines on corporate governance factor 	rs	
	Fiduciary (or equivalent) duties	✓ Applicable policies cover all AUM	
	Sector State of the sector of	Applicable policies cover a majority of AUM	
	 Sector specific RI guidelines 	O Applicable policies cover a majority of AUM	
	Screening / exclusions policy	Applicable policies cover a minority of Adm	
	 ✓ Other, specify (1) 		
	Ownership policy		
	Other, specify(2)		
	SG 01.3 Indicate if the investment policy covers any o	f the following	
	✓ Your organisation's definition of ESG and/or responsible in		
	✓ Your investment objectives that take ESG factors/real ecol	nomy influence into account	
	Time horizon of your investment		
	Governance structure of organisational ESG responsibilitie	2S	
	SG incorporation approaches		
	Active ownership approaches		
	Reporting		
	Climate change		
	Understanding and incorporating client / beneficiary susta	ainability preferences	
	Other RI considerations, specify (1)		
	Other RI considerations, specify (2)		
		ciples and overall investment strategy, interpretation of fiduciary (or	equivalent)
	duties,and how they consider ESG factors an	d real economy impact	
	Investment Beliefs document. The starting point is "The object	liability. The purpose for Keva's investment operation is described in ive of the fund is to generate real investment returns required to mer ke on investment risk. Taking on investment risk might at times resu	et our long-ter
	Investment Beliefs document. The starting point is "The object pension liabilities under the Act on Keva. This requires us to tak losses over short and medium-term horizons".	liability. The purpose for Keva's investment operation is described in ive of the fund is to generate real investment returns required to me	et our long-tei It in investme
	Investment Beliefs document. The starting point is "The object pension liabilities under the Act on Keva. This requires us to tak losses over short and medium-term horizons". The timeframe of the investment operation is long: "The long-tu	liability. The purpose for Keva's investment operation is described in ive of the fund is to generate real investment returns required to mer ke on investment risk. Taking on investment risk might at times resu	et our long-tei It in investme enable an
	Investment Beliefs document. The starting point is "The object pension liabilities under the Act on Keva. This requires us to tak losses over short and medium-term horizons". The timeframe of the investment operation is long: "The long-tr investment strategy aiming for long-term investment results. A investment strategy." An integration of ESG considerations links to the timeframe. "In	liability. The purpose for Keva's investment operation is described in ive of the fund is to generate real investment returns required to mer ke on investment risk. Taking on investment risk might at times resu erm nature of our pension liabilities and their predictable cash flows A long-horizon investment strategy will generate better returns than nvestment returns are driven by long-term economic growth, which Integrating the dimensions of responsible investment (ESG) into the	et our long-ter It in investme enable an a short-horizo must be
	Investment Beliefs document. The starting point is "The object pension liabilities under the Act on Keva. This requires us to tak losses over short and medium-term horizons". The timeframe of the investment operation is long: "The long-tr investment strategy aiming for long-term investment results. A investment strategy." An integration of ESG considerations links to the timeframe. "In sustainable since pensions are, by nature, long-term liabilities.	liability. The purpose for Keva's investment operation is described in ive of the fund is to generate real investment returns required to mer ke on investment risk. Taking on investment risk might at times resu erm nature of our pension liabilities and their predictable cash flows A long-horizon investment strategy will generate better returns than nvestment returns are driven by long-term economic growth, which Integrating the dimensions of responsible investment (ESG) into the	et our long-ter It in investme enable an a short-horizo must be
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	Investment Beliefs document. The starting point is "The object pension liabilities under the Act on Keva. This requires us to tak losses over short and medium-term horizons". The timeframe of the investment operation is long: "The long-te investment strategy aiming for long-term investment results. / investment strategy." An integration of ESG considerations links to the timeframe. "In sustainable since pensions are, by nature, long-term liabilities. investments creates long-term added value through better return Steering documents were approved by Keva's board Investment beliefs: https://www.keva.fi/globalassets/2-tiedostot/tama-on-keva A whitepaper explaining the Investment beliefs	liability. The purpose for Keva's investment operation is described in ive of the fund is to generate real investment returns required to me ke on investment risk. Taking on investment risk might at times resu erm nature of our pension liabilities and their predictable cash flows A long-horizon investment strategy will generate better returns than nvestment returns are driven by long-term economic growth, which Integrating the dimensions of responsible investment (ESG) into the urns and lower risk".	et our long-ter It in investme enable an a short-horize must be choice of
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O No

SG 01 CC	Mandatory to Report, Voluntary to Disclose	Descriptive	General
Private			

	Mandatory Core Assessed PRI
G 02.	1 Indicate which of your investment policy documents (if any) are publicly available. Provide a URL and an attachment of the document
	Policy setting out your overall approach
	URL/Attachment
	https://www.keva.fi/globalassets/2-tiedostot/tama-on-kevatiedostot/sijoitukset-talous-ja-raportointi/responsible-investment-beliefs.p
	Attachment (will be made public)
	Formalised guidelines on environmental factors
	URL/Attachment
	https://www.keva.fi/globalassets/2-tiedostot/tama-on-kevatiedostot/sijoitukset-talous-ja-raportointi/responsible-investment-by-asset
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	Asset class-specific RI guidelines
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G 03		Mandatory		Core Assessed General	
G U3		Mandatory		General	
S	G 03.	Indicate if you	organisation has a policy on managing p	otential conflicts of interest in the investment process.	
	~	' Yes			
		SG 03.2 Describ	e your policy on managing potential confli	cts of interest in the investment process.	
		The main general compa	ny-wide policies are discussed in Keva's co	ode of conduct:	
		https://www.keva.fi/glo	palassets/2-tiedostot/tama-on-kevatiedo	ostot/keva-code-of-conduct-eng.pdf	
		In the external equity and	fixed income investments, most significa	nt conflict of interest relates to such unrecognized or emerging principal-agent-	
		problem which jeopardiz	es the long-term return potential.		
				critical, prioritized matter both in pre- and post-due diligence phase. Much of th	S
		incentive mechanisms.	ame long-termism is consistently shared b	y both parties, and that the long-termism is enforced through e.g. appropriate	
		However, there are occa	sionally incidents where transparencv and	predictability in the manager's actions and long-term performance deteriorates	
		This includes e.g. shift in	the firm's focus, departure of key people, a	adverse changes in the ownership or investment style drift. As a long term	
				ons and performance over an extended time frame and strive for assessing the re conflicts of interest may, however, lead to termination of the investment	
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TRANSPARENCY

In the internal management, access to personnel ownership information of the people who are responsible for investment decisions is available on the website (code of conduct).

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Keva was a co-signatory in CDP's Non-discloser Project and promoted the project publicly: https://www.keva.fi/en/news/keva-broadens-its-influence-in-environmental-impact-reporting/

Keva broadened it's engagement via the project besides climate to forests and water.

	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]
	Keva was a co-signatory in CDP's Non-discloser Project and promoted the project publicly: https://www.keva.fi/en/news/keva-broadens-its- influence-in-environmental-impact-reporting/
	Keva broadened it's engagement via the project besides climate to forests and water.
	CDP Water
	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]
	Keva was a co-signatory in CDP's Non-discloser Project and promoted the project publicly: https://www.keva.fi/en/news/keva-broadens-its- influence-in-environmental-impact-reporting/
	Keva broadened it's engagement via the project besides climate to forests and water.
	CFA Institute Centre for Financial Market Integrity
	Climate Action 100+
	Your organisation's role in the initiative during the reporting period (see definitions)
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_	Code for Responsible Investment in SA (CRISA)
	Council of Institutional Investors (CII) Eumedion
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_	Extractive Industries Transparency Initiative (EITI) ESG Research Australia
_	Invest Europe Responsible Investment Roundtable
_	Global Impact Investing Network (GIIN)
	Global Real Estate Sustainability Benchmark (GRESB)
	Green Bond Principles
	HKVCA: ESG Committee
	Institutional Investors Group on Climate Change (IIGCC)
	Your organisation's role in the initiative during the reporting period (see definitions)
	Basic
	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
	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]
_	Head of Responsible Investment was a member of Finsif's Nomination Committee.
	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
L	onice nations stobal compact

S Other collaborative organisation/initiative, specify

Green Building Council Finland

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]

🗹 Other	r collaborative organisation/initiative, specify
Glo	obal Investor Statement on Climate Change 2019
	Your organisation's role in the initiative during the reporting year (see definitions)
Ν	Noderate
	Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
	Keva was a signatory to the statement and promoted it publicly: https://www.keva.fi/en/news/keva-joins-coalition-of-investors-in-appea
_	https://theinvestoragenda.org/wp-content/uploads/2019/12/191201-GISGCC-FINAL-for-COP25.pdf
	r collaborative organisation/initiative, specify
SB	AI
	Your organisation's role in the initiative during the reporting year (see definitions)
_	Basic
🕑 Other	r collaborative organisation/initiative, specify
IN	REV and ILPA (Institutional Limited Partners Association)
	Your organisation's role in the initiative during the reporting year (see definitions)
E	Basic
1	Mandatory to Report, Voluntary to Disclose Descriptive
ate	
	Mandatory Core Assessed
10.1	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives.
🗸 Yes	
SG 1	10.2 Indicate the actions your organisation has taken to promote responsible investment independently of collaborative initia
	Provide a description of your role in contributing to the objectives of the selected action and the typical frequency of you
	Provide a description of your role in contributing to the objectives of the selected action and the typical frequency of you participation/contribution.
	participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training may be for
i	participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training may be for newstreent managers, actuaries, broker/dealers, investment consultants, legal advisers etc.)
ii C	participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training may be for nvestment managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Provided financial support for academic or industry research on responsible investment
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ii C	participation/contribution. Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training may be for nvestment managers, actuaries, broker/dealers, investment consultants, legal advisers etc.) Provided financial support for academic or industry research on responsible investment Provided input and/or collaborated with academia on RI related work Description Taken part in master's thesis. In 2019 regarding stewardship and active ownership. Frequency of contribution
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			Description	
		Blogs written	on responsible investing (In Finnish) https://www.keva.fi/tama-on-keva/sijoitukset/ Promoted investor engagement p	rojecto
			on responsible investing (in Finnish) https://www.keva.ii/tama-on-keva/sijoituksel/ Promoted investor engagement p ate Action 100+, CDP Non Disclosure Project etc: https://www.keva.fi/en/news/	งายบไร
			Frequency of contribution	
		✓ Quarterly	or more frequently	
		O Biannually		
		O Annually		
		O Less frequ	uently than annually	
		O Ad hoc		
		O Other		
	V	A member of PRI a	advisory committees/ working groups, specify	
			Description	
		Head of Respo	onsible Investment (Kirsi Keskitalo) is a member of RAAC	
			Frequency of contribution	
		🖌 Ouerterke	or more frequently	
		 Quarterly Biannually 		
		O Annually		
		- ,	Jently than annually	
		O Ad hoc		
		O Other		
	S	On the Board of, or	r officially advising, other RI organisations (e.g. local SIFs)	
		Hood of Doc-	Description	
		пеаа от кезро	onsible Investment (Kirsi Keskitalo) is a member of Finsif's Nomination Committee	
			Frequency of contribution	
		_	or more frequently	
		O Biannually	y .	
		O Annually	Jently than annually	
		O Less frequ	aenuy uran amittaliy	
		 ✓ Ad hoc ✓ Other 		
			specify	
	_		vorkload of the nomination committee is during autumn.	
	1	Other, specify		
C) No			
SG 11		Voluntary	Additional Assessed PRI	4,5,6
Private				
SG 12		Mandatory	Core Assessed PRI	4
SG 12	21	Indicate who	ether your organisation uses investment consultants.	
	res, we	use investment co	insuitants	
	SG 12.		ate how your organisation uses investment consultants in the selection, appointment and/or monitoring of external agers.	
		We use investmen	t consultants in our selection and appointment of external managers	
		We use investmen	t consultants in our monitoring of external managers	
	V	We do not use inve	estment consultants for selection, appointment and monitoring of external managers.	
	SG 12.		ate whether you use investment consultants for any the following services. Describe the responsible investment	
	_		ponents of these services.	
	_	Custodial services		
	_	Investment policy		
	_	Strategic asset all		
	J	investment resear		
			Describe how responsible investment is incorporated	
1	1			

		There is no systematic RI integration. It depends o	on the assignment in question.			
	_	er, specify (1)				
	_	er, specify (2)				
		er, specify (3) e of the above				
	1	ot use investment consultants.				
SG 13	Man	datory	Descriptive	PRI 1		
SG 1:	3.1	Indicate whether the organisation carries out sc analysis (by asset class, sector, strategic asset	cenario analysis and/or modelling, and if it does, provide a description allocation, etc.).	of the scenario		
	Yes, in order	to assess future ESG factors				
		Describe				
			ome manager was conducted in 2017 based on WEF trends. The aim	was to understand		
		positioning (risks and opportunities) with regards t	· · ·			
	5 Yes, in order	to assess future climate-related risks and opportu	unities			
		Describe				
	Keva's p		ome manager was conducted in 2017 based on WEF trends. The aim of ong-term trends including climate change. Scenarios focusing on c			
		nisation does not currently carry out scenario ana	alysis and/or modelling			
SG 1:	3.2	Indicate if your organisation considers ESG issu geographic markets.	ues in strategic asset allocation and/or allocation of assets between s	ectors or		
		geographic markets.				
		We do the following				
	Allocat	on between asset classes				
	_	ining fixed income duration				
	_	ion of assets between geographic markets				
	_	weightings				
	Other, s	pecity not consider ESG issues in strategic asset allocatio	on.			
		tot consider 200 issues in strategic asset anotation	on .			
SG 1:		Additional information. [OPTIONAL]				
		va made a trend survey to its internal and external portunities with regards to long-term trends inclu	l equity and fixed income managers, based on WEF trends to understa ding climate change.	and its positioning		
Fr	rom the results		equity and fixed income managers seen the opportunity and the risk w	<i>v</i> ith refards to the		
In	our targets ac	cepted by our board, the results of our trend surve	ey are a starting point			
ht	ttps://www.ke	va.fi/globalassets/2-tiedostot/tama-on-kevatied	lostot/sijoitukset-talous-ja-raportointi/responsible-investment-by-ass	et-class.pdf		
SG 13 CC	Man	datory to Report, Voluntary to Disclose	Descriptive	General		
Private						
SG 14	Man	datory to Report, Voluntary to Disclose	Additional Assessed	PRI 1		
Private						
SG 14 CC Private		ntary		General		
SG 15	Man	datory to Report, Voluntary to Disclose	Descriptive	PRI 1		
Private		datory	Descriptive	General		
SG 1	6.1		ally managed assets for which a specific PRI asset class module has use your assets are below the minimum threshold.	yet to be developed		
	Asset Class	Describe what processes are in place and	the outputs or outcomes achieved			
	Fixed income	Please look at our policy by asset class:				
		asset-class.pdf				

Fixed income - Securitised	Please look at our policy by asset class: https://www.keva.fi/globalassets/2-tiedostot/tama-on-kevatiedostot/sijoitukset-talous-ja-raportointi/responsible-investment-by- asset-class.pdf
Private equity	During the investment process the ESG criteria and/or the requirement of compliance with UN PRI is included in the process description, DDQ documentation, the fund description and in the legal due diligence documentation. In respect of major holdings, ongoing engagement is sought during the term of the investment through advisory board seats. An ESG survey of the largest funds' management companies is conducted annually
Infrastructure	Please look at our policy by asset class: https://www.keva.fi/globalassets/2-tiedostot/tama-on-kevatiedostot/sijoitukset-talous-ja-raportointi/responsible-investment-by- asset-class.pdf
Money market instruments	ESG issues are integrated in the investment decision making. Additionally, the exclusion policy is considered. Please look at our policy by asset class: https://www.keva.fi/globalassets/2-tiedostot/tama-on-kevatiedostot/sijoitukset-talous-ja-raportointi/responsible-investment-by- asset-class.pdf

Describe how you address ESG issues for externally managed as: or for which you are not required to report because your assets a ascribe what processes are in place and the outputs or of Please see the document Responsible invesment by asset class https://www.keva.fi/globalassets/2-tiedostot/tama-on-kevat by-asset-class.pdf The same principles largely apply to real estate fund investmen manager and the fund is reviewed in the context of new investre examples, include energy efficiency requirements and environn board seats allow responsibility issues to be raised as and whe Please look at our policy by asset class: https://www.keva.fi/globalassets/2-tiedostot/tama-on-kevat by-asset-class.pdf	are below the minimum threshold. outcomes achieved s: tiedostot/sijoitukset-talous-ja-raportointi/responsible-investm ats as to private equity funds. The ESG policy of both the asset ments. Specific topics addressed with asset managers, by mea mental aspects. With regard to funds held in the portfolio, advis en necessary.	nent- : ans of sory
Please see the document Responsible invesment by asset class https://www.keva.fi/globalassets/2-tiedostot/tama-on-keva-t by-asset-class.pdf The same principles largely apply to real estate fund investmen manager and the fund is reviewed in the context of new investr examples, include energy efficiency requirements and environn board seats allow responsibility issues to be raised as and whe Please look at our policy by asset class: https://www.keva.fi/globalassets/2-tiedostot/tama-on-keva-t by-asset-class.pdf	s: tiedostot/sijoitukset-talous-ja-raportointi/responsible-investm nts as to private equity funds. The ESG policy of both the asset ments. Specific topics addressed with asset managers, by mea mental aspects. With regard to funds held in the portfolio, advis en necessary.	ans of sory
https://www.keva.fi/globalassets/2-tiedostot/tama-on-keva-t by-asset-class.pdf The same principles largely apply to real estate fund investmen manager and the fund is reviewed in the context of new investme examples, include energy efficiency requirements and environn board seats allow responsibility issues to be raised as and whe Please look at our policy by asset class: https://www.keva.fi/globalassets/2-tiedostot/tama-on-keva-t by-asset-class.pdf	tiedostot/sijoitukset-talous-ja-raportointi/responsible-investm nts as to private equity funds. The ESG policy of both the asset ments. Specific topics addressed with asset managers, by mea nental aspects. With regard to funds held in the portfolio, advis en necessary.	ans of sory
manager and the fund is reviewed in the context of new investr examples, include energy efficiency requirements and environn board seats allow responsibility issues to be raised as and whe Please look at our policy by asset class: https://www.keva.fi/globalassets/2-tiedostot/tama-on-kevat by-asset-class.pdf	ments. Specific topics addressed with asset managers, by mea mental aspects. With regard to funds held in the portfolio, advis en necessary.	ans of sory
https://www.keva.fi/globalassets/2-tiedostot/tama-on-kevat by-asset-class.pdf	tiedostot/sijoitukset-talous-ja-raportointi/responsible-investm	nent-
Calact whather you use the DDLLIndra Fund DD		
Select whether you use the PRI Hedge Fund DI ○ Yes ✓ No	DQ	
ESG is part of our hedge fund due diligence. We rank the mana Board) and UNPRI, and hence have integrated their practices a		rd
ary	Descriptive	Gener
tory	Core Assessed	PRI 2,
	ry	

 Selection, Appointment and Monitoring

 Do you disclose?

 O 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	
O No	

Disclosure to public and U

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

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

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

🛛 Other

Annually

https://www.keva.fi/globalassets/2-tiedostot/tama-on-keva--tiedostot/sijoitukset-talous-ja-raportointi/responsible-investment-by-asset-class.pdf

https://www.keva.fi/en/this-is-keva/

Listed equity - Incorporation

Do you disclose?

- O We do not proactively disclose it to the public and/or clients/beneficiaries
- O We disclose to clients/beneficiaries only.

✔ We disclose it publicly

The information disclosed to clients/beneficiaries is the same

✓ YesO No

Disclosure to public and URL

Disclosure to public and UR

O Broad approach to ESG incorporation

✔ Detailed explanation of ESG incorporation strategy used

Less frequently than annually

https://www.keva.fi/globalassets/2-tiedostot/tama-on-keva--tiedostot/sijoitukset-talous-ja-raportointi/responsible-investment-beliefs.pdf https://www.keva.fi/globalassets/2-tiedostot/tama-on-keva--tiedostot/sijoitukset-talous-ja-raportointi/responsible-investment-by-assetclass.pdf

Listed equity - Engagement

Do you disclose

O We do not disclose to either clients/beneficiaries or the public.

O We disclose to clients/beneficiaries only.

✓ We disclose to the public

The information disclosed to clients/beneficiaries is the same

✓ Yes○ No

1

Disclosure to public and URL

Disclosure to public and URL
Details on the overall engagement strategy
🗹 Details on the selection of engagement cases and definition of objectives of the selections, priorities and specific goals
Number of engagements undertaken
□ Breakdown of engagements by type/topic
Breakdown of engagements by region
An assessment of the current status of the progress achieved and outcomes against defined objectives
☑ Examples of engagement cases
C 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.)
\Box Details on whether the provided information has been externally assured
$oldsymbol{arepsilon}$ Outcomes that have been achieved from the engagement
Other information
nnually

		https://www.keva.fi/en/this-is-keva/

Fixed income
Do you disclose?
O We do not disclose to either clients/beneficiaries or the public.
O We disclose to clients/beneficiaries only.
✓ We disclose to the public
The information disclosed to clients/beneficiaries is the same
✓ Tes ○ No
Disclosure to public and URL
Disclosure to public and URL
O Broad approach to RI incorporation
✓ Detailed explanation of RI incorporation strategy used
Less frequently than annually
https://www.keva.fi/globalassets/2-tiedostot/tama-on-kevatiedostot/sijoitukset-talous-ja-raportointi/responsible-investment-beliefs.pdf https://www.keva.fi/globalassets/2-tiedostot/tama-on-kevatiedostot/sijoitukset-talous-ja-raportointi/responsible-investment-by-asset- class.pdf
Property
Do you disclose?
O We do not disclose to either clients/beneficiaries or the public.
O We disclose to clients/beneficiaries only.
✓ We disclose to the public
The information disclosed to clients/beneficiaries is the same
✓ Yes
O No
Disclosure to public and URL
Disclosure to public and URL
ESG information on how you select property investments
 ESG information on how you monitor and manage property investments Information on your property investments' ESG performance
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 ESG information on how you monitor and manage property investments Information on your property investments' ESG performance Other Specify The environmental targets of property investments

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

		idatory					Gateway			
SAM 01		Indicate which of t your listed equity a				es you req	uire your external ma	nager(s) to imple	ment on you	behalf for
		Active investo	nent strategies							
	Active inv	vestment strategies	Listed Equity	FI - SSA	FI - Corpora	te (financi	al) FI - Corporate (non-financial)		
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	LE	FI - SSA	FI - Corporate (financial)	FI - Corporate (non- financial)	Private equity
Assess the time horizon of the investment manager's offering vs. your/beneficiaries' requirements					
Assess the quality of investment policy and its reference to ESG				\checkmark	
Assess the investment approach and how ESG objectives are implemented in the investment process					
Review the manager's firm-level vs. product-level approach to RI					
Assess the ESG definitions to be used					
Other					
None of the above					

	ESG people/oversight					
		LE	FI - SSA	FI - Corporate (financial)	FI - Corporate (non- financial)	Private equity
Assess ESG	expertise of investment teams					
Review the o	versight and responsibilities of ESG implementation					
Review how	s ESG implementation enforced /ensured					
Review the n the industry	nanager's RI-promotion efforts and engagement with					
Other						
None of the a	above					

	Process/portfolio construction/investment valuation					
		LE	FI - SSA	FI - Corporate (financial)	FI - Corporate (non- financial)	Private equity
Review the pr	ocess for ensuring the quality of the ESG data used					
Review and a process	gree the use of ESG data in the investment decision making					
Review and a	gree the impact of ESG analysis on investment decisions				\mathbf{V}	
Review and a impact)	gree ESG objectives (e.g. risk reduction, return seeking, real-world					
Review and a	gree manager's ESG risk framework					
Review and a and other ESC	gree ESG risk limits at athe portfolio level (portfolio construction) G objectives					
Review how E	ESG materiality is evaluated by the manager				\mathbf{V}	
Review proce	ss for defining and communicating on ESG incidents					
Review and a	gree ESG reporting frequency and detail					
Other, specify	,					
None of the a	bove				0	

SAM 02.3

J2.3 Indicate the selection process and its ESG/Ri comp

 ${\ensuremath{\overline{\rm C}}}$ 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

 $\hfill\square$ Review assurance process on ESG/RI data and processes

Review PRI Transparency Reports

Request and discuss PRI Assessment Reports

 $oldsymbol{\boxtimes}$ Meetings with the potential shortlisted managers covering ESG/RI themes

 $\ensuremath{\textcircled{}}$ Site visits to potential managers offices

☑ Other, specify

External FI Investments & External Equity Investments: The selection process involves both investment due diligence and operational due diligence. The latter is conducted by an external party. Investment due diligence includes both quantitative assessment (such as holdings and returns-based

analysis) as well as qualitative assessment. Asset manager meetings with an in-depth go-through of the investment cases and the underlying investment philosophy are important part of the qualitative assessment - and also the stage where ESG integration into investment analysis and decision-making, and the financial materiality impact of these decisions, is especially addressed during the selection process. Private Equity ESG is discussed during the due diligence sessions with the general partner. The most relevant aspects of ESG are discussed for the sectors that the manager is investing in. ESG policies are discussed both on portfolio company level and on the management company level. We encourage the manager to further develop and allocate resources to ESG where needed.

AM 02.4	When selecting externa	il mar	agers doe	s your organisation set any	of the following:	
		LE	FI - SSA	FI - Corporate (financial)	FI - Corporate (non-financial)	Private equity
ESG performan	ice development targets					
ESG score						
ESG weight						
Real world eco	nomy targets					
Other RI consid	lerations			\checkmark	ſ ⊘	
None of the ab	ove				0	

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

External FI Investments &

External Equity Investments &

Private Equity Investments

Our assessment is a holistic one rather than an assignment of pre-determined scores or weights for the factors covered in the DDQ. In our assessment we consider various aspects relating to the asset management firm, including but not limited to, investment team quality, investment philosophy, process and alignment of interests. RI considerations are a natural part of the deep, fundamental-based investment analysis for which we have appreciation in the manager selection.

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

External FI Investments & External Equity Investments & Private Equity Investments: We search for asset managers with a thorough understanding of the long-term industry and company drivers. ESG-related factors are no exception to this and are a natural part of the investment analysis.

VI 03	Man	datory	Additional Assessed	PRI 2
SAM 03.3		Describe how you assess if the manager's voting approach is effec	tive/appropriate	

Impact on	investment	decisions

- □ Impact on ESG profile of company or the portfolio
- Evidence of changes in corporate practices(i.e. ESG policies and implementation activities)
- Other, specify
- ☑ None of the above

SA	M 04	Man	datory	Core Assessed	PRI 1
	SAM 04.1		Indicate if in the majority of cases and where the structure of the p the manager appointment and/or commitment process	oduct allows, your organisation does any of the following	as part of
	🗹 Sets s	tandar	rd benchmarks or ESG benchmarks		
	🗹 Define	s ESG	objectives and/ or ESG related exclusions/restrictions		

- E Defines ESG objectives and/ of ESG related exclusions/re
- $\hfill\square$ 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

SAI	M 04.2		e an example per asset class of your benchmarks, objectives, incentives/controls and reporting requirements that would typically uded in your managers' appointment.
		As	set class
	🗹 Listed e	equity (LE)
			Benchmark
	S	Standar	d benchmark
	V	ESG ber	nchmark, specify
		FOOL	

ESG benchmarks apply to some of our passive investments which follow ESG indexes.

ESG Objectives

ESG related strategy, specify

	Second Seco
	Managers need to adhere to our exclusion policy which covers inhumane weapons.
C	ESG integration, specify
C	Engagement, specify
C	Voting, specify
C	Promoting responsible investment
C	ESG specific improvements
C	Other, specify
	Incentives and controls
R	We do not set incentives and controls
	Reporting requirements
	We do not require the reporting on ESG objectives
1	
E Fixed I	income - SSA (SSA)
	Benchmark
	Standard benchmark, specify
	The benchmarks used are standard amount-weighted indices for fixed income. Our objective is to outperform the chosen benchmark
	over a long horizon.
C	ESG benchmark, specify
	ESG Objectives
_	ESG related strategy, specify
	Second Seco
	Managers need to adhere to our exclusion policy which covers inhumane weapons.
_	ESG integration, specify
	Engagement, specify
	Voting, specify
_	Promoting responsible investment
_	ESG specific improvements
L	Other, specify
	Incentives and controls
•	We do not set incentives and controls
	Reporting requirements
~	We do not require the reporting on ESG objectives
_	
IN Fixed	income - Corporate (financial)
	Benchmark
V	Standard benchmark, specify
	The benchmarks used are standard amount-weighted indices for fixed income. Our objective is to outperform the chosen benchmark
_	over a long horizon.
Ĺ	ESG benchmark, specify
	ESG Objectives
	Other, specify
	DESG related strategy, specify
	SG related investment restrictions, specify
_	
_	Managers need to adhere to our evolution policy which covers inhumone weapons
•	Managers need to adhere to our exclusion policy which covers inhumane weapons.
	ESG integration, specify
	ESG integration, specify Engagement, specify
	ESG integration, specifyEngagement, specifyVoting, specify
	 ESG integration, specify Engagement, specify Voting, specify Promoting responsible investment
	ESG integration, specifyEngagement, specifyVoting, specify

 $\ensuremath{\textcircled{}}$ We do not set incentives and controls

	✓ We do not require the reporting on ESG objectives
🗹 Fixe	ed income - Corporate (non-financial)
	Benchmark
	Standard benchmark, specify
	The benchmarks used are standard amount-weighted indices for fixed income. Our objective is to outperform the chosen benchma over a long horizon.
	ESG benchmark, specify
	ESG Objectives
	Other, specify
	ESG related strategy, specify
	😰 ESG related investment restrictions, specify
	Managers need to adhere to our exclusion policy which covers inhumane weapons.
	ESG integration, specify
	Engagement, specify
	□ Voting, specify
	Promoting responsible investment
	ESG specific improvements
	Other, specify
	Incentives and controls
	☑ We do not set incentives and controls
	Reporting requirements
	✔ We do not require the reporting on ESG objectives
🗹 Priv	vate equity
	Benchmark
	Ctandard handbrack, an acity
	Standard benchmark, specify
	The benchmark used is an absolute return benchmark.
	The benchmark used is an absolute return benchmark.
	The benchmark used is an absolute return benchmark.
	The benchmark used is an absolute return benchmark. ESG benchmark, specify ESG Objectives
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Discuss Place inv Track an Re-negot Failing a	The benchmark used is an absolute return benchmark. ESG retated investment restrictions, specify Formoting responsible investment ESG specific improvements Voting, specify Formoting responsible investment ESG objectives: The exclusion list applies to external equity and fixed income only but the survey wont let us proceed if we don't ticl box for Private Equity as well. Comments Co
Discuss Place inv Track an Re-negot Failing a Other, sp	The benchmark used is an absolute return benchmark. ESG retated investment restrictions, specify Fromoting responsible investment ESG specific improvements Voting, specify Fromoting responsible investment ESG objectives: The exclusion list applies to external equity and fixed income only but the survey won't let us proceed if we don't tick box for Private Equity as well. Commoting responsible investment ESG objectives: The exclusion list applies to external equity and fixed income only but the survey won't let us proceed if we don't tick box for Private Equity as well. Commoting requirements Commoting requirement

\square No actions are taken if any of the ESG requirements are not met

M 06	Mandat	tory		Additional Assessed	PRI 1
SAM 06		Vhen monitoring managers, indicate which of the follov valuates from the investment manager in meetings/cal		ownership information your organisation typically r	eviews and
		(Proxy) voting			
			LE		
	Report on vo	ting undertaken (with outcomes and examples)	⊠ R	eport on voting undertaken (with outcomes and exa	mples) - LE
	Report on vo	ting decisions taken	□ R	eport on voting decisions taken - LE	
	Adherence w	ith the agreed upon voting policy		dherence with the agreed upon voting policy - LE	
		siderations relating to (proxy) voting in investment t agreements; specify		ther RI considerations relating to (proxy) voting in in igement agreements; specify - LE	vestment
	None of the a	above	O N	one of the above - LE	
M 07	Mandat	tory	•	Core Assessed	PRI 2
g	Of the fOf the f	Specify the basis on which this percentage is call total number of ballot items on which they could have is total number of company meetings at which they could total value of your listed equity holdings on which they o	ssued insti I have vote	d	
	We do not colle	ct this information.			
N 08	Mandat	ory to Report, Voluntary to Disclose		Descriptive	PRI 1
Private	Mandat			Additional Assessed	PRI 1,6
	Add Example 1 Topic or issue Conducted by Asset class Scope and process	our normal manager selection process, but an add leaders in ESG thinking and their ESG integration e	ditional rec efforts mus	st global, sustainability-themed, portfolio. The proces uirement for the managers chosen was that they ne st compass all of the manager's investment strategie guided by UN SDGs) in addition to our normal financ	ed to be though es. Futher, the a
	Outcomes			ats in three new strategies. Two of them are impact i agements and sustainable business models. The stra	0 0
	Add Example 2				
	Topic or issue	Passive manager selection and passive ESG inves	tments		
	Conducted by	Internal staff			
	Asset class	Listed Equity			
	Scope and process	candidates' ESG intergration and active ownership	practises	uity exposure provider. In addition to price, a key crite . We used an external consultant's assessment as a ith the change of our passive equity asset manager, established ESG index.	basis for this, a

Outcomes

Search was concluded and investments were made in 2019.

🗹 Add Example 3

Topic or issue	Establishing a new quarterly reporting template
Conducted by	Internal staff
Asset class	Listed Equity
Scope and process	We created a quarterly reporting template that aims to reflect our stance as a long-term investor and partner to our managers. With our template, we are gathering information not only on the external portfolios' performance, but on characteristics, such as turnover and number of holdings. It also includes a section on portfolio financials, or "portfolio as a company". Further, we emphasized to our managers that their quarterly comments should focus on developments, processes and events during the quarter that influence long term value creation, instead of merely commenting on short-term price movements. We also included an ESG/engagements section that specifically asks managers to report on their interactions with company management; what were the issues raised, were they E, S or G related, what methods were used, who was the counterparty and what was the outcome. Finally, some firm level KPIs are included as well.
Outcomes	The template has been reviewed and agreed with almost all of our managers. Simultaneously, we asked our managers to discontinue monthly reporting.

🗹 Add Example 4

discussions and meetings with companies or in the engagement projects. Over half of the managers collaborated with other investors. Various more granular level metrics were collected from both voting and engagement activity, such as utilisation of proxy adviso	Topic or issue	Engagement and Voting Survey
class All asset classes Scope and process Every year external equity and fixed income investment teams conduct an ESG Survey which is targeted to Keva's external asset managers' deliberate and goal-oriented influence on their portfolio companies - either through voting or engagement practices - in the pursuit of long-term value creation Altogether, 61 of our external equity and fixed income managers participated in the survey this time. The results revealed a very active use of various active ownership methods among our external asset managers. Voting activity was again very high; most managers voted in close to a 100% of cases. Over three quarters of our asset managers were involved discussions and meetings with companies or in the engagement projects. Over half of the managers collaborated with other investors. Outcomes Various more granular level metrics were collected from both voting and engagement activity, such as utilisation of proxy adviso votes cast for or against, top voting themes, geographical split of general meetings participated, method, length and outcomes cangagements undertaken as well as most common engagement themes and global frameworks, and plan to follow their acceptance as well going forward. dd Example 5 Topic or issue Review of specific investments and their potential RI concerns Conducted Internal staff Asset Asset As part of our monitoring of portfolio investments, PE team members conducted a review of certain investments of GP's. We wated to make sure that the manager was acting in an ethical manner and their is practices were up the standard we expect from them. Quiccomes <		Internal staff
Scope and process managers. For now two years in a row, we have focused on our asset managers' deliberate and goal-oriented influence on their portfolio companies - either through voting or engagement practices - in the pursuit of long-term value creation Altogether, 61 of our external equity and fixed income managers participated in the survey this time. Image: Companies - either through voting or engagement practices - in the pursuit of long-term value creation Altogether, 61 of our external equity and fixed income managers participated in the survey this time. Image: Companies - either through voting active ownership methods among our external asset managers were involved discussions and meetings with companies or in the engagement projects. Over their our asset managers were involved discussions and meetings with companies or in the engagement projects. Over half of the managers collaborated with other investors. Outcomes Various more granular level metrics were collected from both voting and engagement projects. Over half of the managers collaborated with other investors. Various more granular level metrics were collected from both voting and engagements undertaken as well as most common engagement themes and their respective sector biases. In addition, for the first time, we asked specific questions about collaborations and global frameworks, and plan to follow their acceptance as well going forward. conducted Internal staff Asset Private equity Asset Private equity Scope and process As part of our monitoring of portfolio investments, PE team members conducted a review of certain investments of GP's.		All asset classes
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In addition, for the first time, we asked specific questions about collaborations and global frameworks, and plan to follow their acceptance as well going forward. In addition, for the first time, we asked specific questions about collaborations and global frameworks, and plan to follow their acceptance as well going forward. Internal staff Asset Private equity Scope and process Vertex to make sure that the manager was acting in an ethical manner and that it's practices were up the standard we expect from them. Outcomes We had several productive discussions with the manager as well as with other investors. No changes were deemed necessary. dd Example 6 add Example 7	Outcomes	 was again very high; most managers voted in close to a 100% of cases. Over three quarters of our asset managers were involved discussions and meetings with companies or in the engagement projects. Over half of the managers collaborated with other investors. Various more granular level metrics were collected from both voting and engagement activity, such as utilisation of proxy advisor votes cast for or against, top voting themes, geographical split of general meetings participated, method, lenght and outcomes or
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dd Example 7	Topic or issue Conducted by Asset	Review of specific investments and their potential RI concerns Internal staff
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	Topic or issue Conducted by Asset class Scope and process	Review of specific investments and their potential RI concerns Internal staff Private equity As part of our monitoring of portfolio investments, PE team members conducted a review of certain investments of GP's. We wanted to make sure that the manager was acting in an ethical manner and that it's practices were up the standard we expect from them.
Ve are not able to provide examples	Topic or issue Conducted by Asset class Scope and process Outcomes	Review of specific investments and their potential RI concerns Internal staff Private equity As part of our monitoring of portfolio investments, PE team members conducted a review of certain investments of GP's. We wanted to make sure that the manager was acting in an ethical manner and that it's practices were up the standard we expect from them.
	Topic or issue Conducted by Asset class Scope and process Outcomes dd Example 6	Review of specific investments and their potential RI concerns Internal staff Private equity As part of our monitoring of portfolio investments, PE team members conducted a review of certain investments of GP's. We wanted to make sure that the manager was acting in an ethical manner and that it's practices were up the standard we expect from them.

🗹 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
LE	El 01.1	Indicate which ESG incorporation strategy and/or combination of breakdown of your actively managed listed equities by strategy o		ies; and the
		Screening alone (i.e., not combined with any other strategies)		
	_	Thematic alone (i.e., not combined with any other strategies)		
		Integration alone (i.e., not combined with any other strategies)		
	C	Screening and integration strategies		
	C	Thematic and integration strategies		
	C	C Screening and thematic strategies		
		All three strategies combined		
		Percentage of active listed equity to which the strategy is applied – ye	ou may estimate +/- 5% 100%	
	C	We do not apply incorporation strategies		
	LEI 01	If assets are managed using a combination of ESG incorpora [Optional]	tion strategies, briefly describe how these combinations ar	e used.
		the active equity portfolios, the ESG factors are integrated in the stock selec G violations or controversies. Controversial weapons are excluded from our		ew reported
LEI 02		Voluntary	Additional Assessed	PRI 1
Priv				
LEI 03 Priv		Voluntary	Additional Assessed	PRI 1
LEI 04		Mandatory	Descriptive	PRI 1
LE	EI 04.1	Indicate and describe the type of screening you apply to your inte	rnally managed active listed equities.	
	Ner	pative/exclusionary screening		
	_	Product		
	_	Activity		
	_	Sector Country/geographic region		
	_	 Country geographic region Environmental and social practices and performance 		
	_	Corporate governance		
		Description		
		The portfolios are screened bi-yearly using an external service provider		
	_	itive/best-in-class screening		
	🗹 Nor	ms-based screening		
		UN Global Compact Principles		
	_	The UN Guiding Principles on Business and Human Rights		
	_	International Labour Organization Conventions		
	_	United Nations Convention Against Corruption		
	_	CECD Guidelines for Multinational Enterprises		
		Other, specify		
		Description		
		The portfolios are screened twice a year by the external service provider bas	sed on their own classification and recommendations syste	em.
LE	EI 04.2	Describe how you notify clients and/or beneficiaries when change	es are made to your screening criteria.	
	service	ing to our principles of responsible investments we monitor and analyse con provider has establised the criterion for the classification of violations and th as research on companies, sectors and countries is a continous process. Th	ne recommendations are based on these criterion. The revie	
LEI 05		Mandatory	Core Assessed	PRI 1
LE	EI 05.1	Indicate which processes your organisation uses to ensure ESG s	creening is based on robust analysis.	
		nprehensive ESG research is undertaken or sourced to determine companies		
		nprenensive ESG research is undertaken of sourced to determine companies npanies are given the opportunity by you or your research provider to review		
	_	ernal research and data used to identify companies to be excluded/included		lit function or
	_	rd-party ESG ratings are updated regularly to ensure that portfolio holdings o	comply with fund policies.	
	_	ding platforms blocking / restricting flagged securities on the black list.		

A committee, body or similar with representatives independent of the individuals who conduct company research reviews some or all screening decisions.

 $\hfill\square$ A periodic review of internal research is carried out.

- $\hfill\square$ Review and evaluation of external research providers.
- Other; specify
- None of the above

	□ None	e of the a	bove		
LE	El 05.2		Indicate the proportion of your actively managed screening strategy.	listed equity portfolio that is subject to comprehensive ES	G research as part your ESG
	 <10% 10-50 51-90 	0%			
	✔ >90%	6			
LE	EI 05.3		Indicate how frequently third party ESG ratings a	re updated for screening purposes.	
	✓ QuartO Bi-An		nore frequently		
	O Annu				
	O Less	frequent	tly than annually		
LE	EI 05.5		Additional information. [Optional]		
	aggregat focusing	ted repor	t of the portfolios 4 times a year. Before taking a d	time for the portfolio managers through Factset. In additio company in the portfolio, the portfolio managers conduct a nis question-setting leads several ESG-questions as well. S s more likely interested in externalities as well.	a standard-form research,
_EI 06 Priva	ato	Volun	itary	Additional Assessed	PRI 1
_EI 07	ale	Mand	latory	Descriptive	PRI 1
LE			ally themed funds	or mandates your organisation manages.	
	Envir Socia Coml	ally them ibination	ally themed funds ed funds of themes Describe your organisation's processes relating t	o sustainability themed funds. [Optional]	nualitu" portfolio etulo-wico
	□ Envir □ Socia ☑ Coml ■ OT.2 As descti This lead	ally them ibination tibed abo ds to e.g.	ally themed funds ed funds of themes Describe your organisation's processes relating 1 we (LEI 01), when we are targeting stable cashflow	o sustainability themed funds. [Optional] /s (starting from the purpose of the fund), we end up in a "o enchmark. Also other ESG metrics (as measured by our ser	
	□ Envir □ Socia ☑ Coml ■ OT.2 As descti This lead	ally them ibination tibed abo ds to e.g.	ally themed funds ed funds of themes Describe your organisation's processes relating f we (LEI 01), when we are targeting stable cashflow a carbon footprint, which is less than half of the be From the metrics, one could make the conclusion	o sustainability themed funds. [Optional] /s (starting from the purpose of the fund), we end up in a "o enchmark. Also other ESG metrics (as measured by our ser	
LE _EI 08	□ Envir □ Socia ☑ Coml ■ OT.2 As descti This lead	ally them ibination tibed abo ds to e.g. ne index.	ally themed funds eed funds of themes Describe your organisation's processes relating f we (LEI 01), when we are targeting stable cashflow a carbon footprint, which is less than half of the be From the metrics, one could make the conclusion latory	o sustainability themed funds. [Optional] rs (starting from the purpose of the fund), we end up in a "c enchmark. Also other ESG metrics (as measured by our ser that the fund is environmentally themed.	vice provider) are higher than PRI 1
LE _EI 08	Envir Socia Socia Com	ally them ibination iibed abo ds to e.g. he index. Mand	ally themed funds eed funds of themes Describe your organisation's processes relating f we (LEI 01), when we are targeting stable cashflow a carbon footprint, which is less than half of the be From the metrics, one could make the conclusion latory Indicate the proportion of actively managed lister	o sustainability themed funds. [Optional] rs (starting from the purpose of the fund), we end up in a "o enchmark. Also other ESG metrics (as measured by our ser that the fund is environmentally themed. Core Assessed	vice provider) are higher than PRI 1
LE _EI 08	Constant of the second	ally them ibination tibed abo ds to e.g. ne index. Mand sues	ally themed funds ed funds of themes Describe your organisation's processes relating f we (LEI 01), when we are targeting stable cashflow a carbon footprint, which is less than half of the bu From the metrics, one could make the conclusion latory Indicate the proportion of actively managed lister your investment analysis.	o sustainability themed funds. [Optional] rs (starting from the purpose of the fund), we end up in a "o enchmark. Also other ESG metrics (as measured by our ser that the fund is environmentally themed. Core Assessed	vice provider) are higher than PRI 1
LE _EI 08	Comile Co	ally them ibination tibed abo ds to e.g. ne index. Mand sues	ally themed funds eed funds of themes Describe your organisation's processes relating f we (LEI 01), when we are targeting stable cashflow a carbon footprint, which is less than half of the bu- From the metrics, one could make the conclusion latory Indicate the proportion of actively managed lister your investment analysis. Proportion impacted by analysis Environmental O <10% O 10-50% O 51-90%	o sustainability themed funds. [Optional] rs (starting from the purpose of the fund), we end up in a "o enchmark. Also other ESG metrics (as measured by our ser that the fund is environmentally themed. Core Assessed	vice provider) are higher than PRI 1

	LEI 08	.2	Additional information. [Optional]	
		,	, i issues are integrated in all internally, actively managed listed equity investments. Look at the answers above on 1) IT infrastrucure and rting framework when aiming to include a company to the portfolio and 3) our framework for company meetings / engagements.	d 2)
LEI O			ndatory Core Assessed PRI 2	1
	LEI 09	.1	Indicate which processes your organisation uses to ensure ESG integration is based on robust analysis.	
			sive ESG research is undertaken or sourced to determine companies' activities and products	
	_		are given the opportunity by you or your research provider to review ESG research on them and correct inaccuracies	
		Third-party I	ESG ratings are updated regularly	
		A periodic re	eview of the internal research is carried out	
	_		regular ESG specific meetings between responsible investment staff and the fund manager or within the investments team	
	_		ofile of a portfolio against benchmark	
		Other; specif	the impact of ESG factors on investment risk and return performance	
	_	None of the		
	LEI 09	.2	Indicate the proportion of your actively managed listed equity portfolio that is subject to comprehensive ESG research as part your integration strategy.	
	0	<10%		
	0	10-50%		
	0	51-90%		
	~	>90%		
	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		
			ntly than annually	
	LEI 09		Describe how ESG information is held and used by your portfolio managers.	
	_		ation is held within centralised databases or tools, and it is accessible by all relevant staff ation or analysis is a standard section or aspect of all company research notes or industry/sector analysis generated by investment st	off
	_		records are kept that capture how ESG information and research were incorporated into investment decisions	an
		Other; specif	ify	
		None of the	above	
	LEI 09	.6	Additional information. [Optional]	
			h both on a company level and on portfolio leven is availablle to portfolio managers. All company reports and engagement reports are	
LEI 1			ole (look at the description above),	1
LEIT	U	Man	ndatory to Report, Voluntary to Disclose Core Assessed PRI 7	
	LEI 10	.1	Indicate which aspects of investment analysis you integrate material ESG information into.	
		Economic ar	nalysis	
			Proportion of actively managed listed equity exposed to investment analysis	
		O <10	%	
		O 10-5	50%	
		O 51-9		
	_	✓ >90'		
		Industry ana	alysis	
			Proportion of actively managed listed equity exposed to investment analysis	
		0 <10	%	
		0 10-5		
		✓ >90 ^o		
	۲	Quality of m		
			Proportion of actively managed listed equity exposed to investment analysis	
		0 <10		
		O 10-5	50%	

	Proportion of actively managed listed equity exposed to investment analysis
	O <10%
	O 10-50%
	O 51-90%
	✔ >90%
D Po	ortfolio weighting
🗆 Se	ecurity sensitivity and/or scenario analysis
🗆 Fa	sir value/fundamental analysis
🗆 Ot	her, specify
LEI 10.6	Additional information. [OPTIONAL]

	Mandatory	Core Assessed PRI 2
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 pol	icy.
	Attachment provided:	
	URL provided:	
	https://www.keva.fi/globalassets/2-tiedostot/tama-on-kevatiedo	ostot/sijoitukset-talous-ja-raportointi/omistajaohjauksen-periaatteet.pd
LEA	01.3 Indicate what your active engagement policy covers:	
	General approach to Active Ownership	
	☑ Conflicts of interest	
	□ Alignment with national stewardship code requirements	
	S 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; (specify) Other	
	 Other None of the above 	
O No		
LEA 01.4	Do you outsource any of your active ownership activities to	service providers?
O Yes		
✓ Tes		
LEA 01.6	Additional information [optional]	
		nsible investment by asset class and Owneship policy (currently available
in Finnis		
		kset-talous-ja-raportointi/responsible-investment-by-asset-class.pdf
https://v	ww.keva.fi/globalassets/2-tiedostot/tama-on-kevatiedostot/sijoitu	kset-talous-ja-raportointi/omistajaohjauksen-periaatteet.pdf
As can h	seen from the attached report, Keva has an aim to improve its active	e ownership processes during 2019-2020
		kset-talous-ja-raportointi/responsible-investment-by-asset-class.pdf
This pro		more concentrated portfolio than earlier enabling a more realistic startin
	incagement given the limited recourses 2) a standardization at both	n the company and the engagement frameworks (discussed above) 3) a

Active ownership and dialogue create an enabling environment to influence entities we invest in. In this case, there will also be a wider benefit from the operation for communities, the environment and financially via the more sustainable practices of the entity invested in.

In 2018, Keva become a member of IIGCC. One target of the membership is to improve our ability to engage with the companies with regards to climate. In 2019, Keva became a member of Climate Action 100+

A strategic-level description of our thinking in responsible investments in general and active ownership in particular can be found in

https://www.keva.fi/globalassets/2-tiedostot/tama-on-keva--tiedostot/sijoitukset-talous-ja-raportointi/responsible-investment-beliefs.pdf

EA 02	Mandatory	Core Assessed	PRI 1,2,3
LE	A 02.1 Indicate the method of	engagement, giving reasons for the interaction.	
	Type of engagement	Reason for interaction	
	Individual / Internal staff engagements	 To influence corporate practice (or identify the need to influence it) on ESG issues To encourage improved/increased ESG disclosure To gain an understanding of ESG strategy and/or management We do not engage via internal staff 	
	Collaborative engagements	 To influence corporate practice (or identify the need to influence it) on ESG issues To encourage improved/increased ESG disclosure To gain an understanding of ESG strategy and/or management We do not engage via collaborative engagements 	
	Service provider engagements	 To influence corporate practice (or identify the need to influence it) on ESG issues To encourage improved/increased ESG disclosure To gain an understanding of ESG strategy and/or management We do not engage via service providers 	
LE	A 02.4 Additional information	. [Optional]	
	In 2018, Keva was involved in influencing its advocacy and included not only compo- with forests and water resources. In 2019, we're involved in requesting a tot broadened advocacy to encompass comp In addition, Keva, along with more than 4: Furthermore, Keva has become a member Change (IIGCC), and has now also signed	s Keva deepens its engagement in the programme this summer. , mainly in association with climate change, in the major polluters in which it is an owner. In 20 anies of relevance to climate change, but was appealing also to companies whose business er al of 34 companies to report on climate change as well as on their use of water and forest res panies also outside our investment portfolio. 50 other global investors, has issued an appeal to G20 leaders calling for action against clima er of the largest group of investors working to stop climate change, the Institutional Investor G I the global Climate Action 100+ initiative. The initiative aims to influence the world's 100 large for two thirds of annual global industrial emissions.	ntails risks associa ources. We te change. iroup on Climate
A 03	Mandatory	Core Assessed	PRI 2
LE	A 03.1 Indicate whether your of O Yes Vo A 03.3 Additional information We have an on-going project to generate		
A 04		Core Assessed	PRI 2
1.5		efine specific objectives for your organisation's engagement activities.	
	Indicate whether you d	 All engagement activities All engagement activities Majority of engagement activities Minority of engagement activities We do not define specific objectives for engagement activities carried out by internal 	staff
	Collaborative engagements	 All engagement activities Majority of engagement activities Minority of engagement activities We do not define specific objectives for engagement activities carried out through co 	Ilaboration

EA 04.2 Additional information. [Optional]

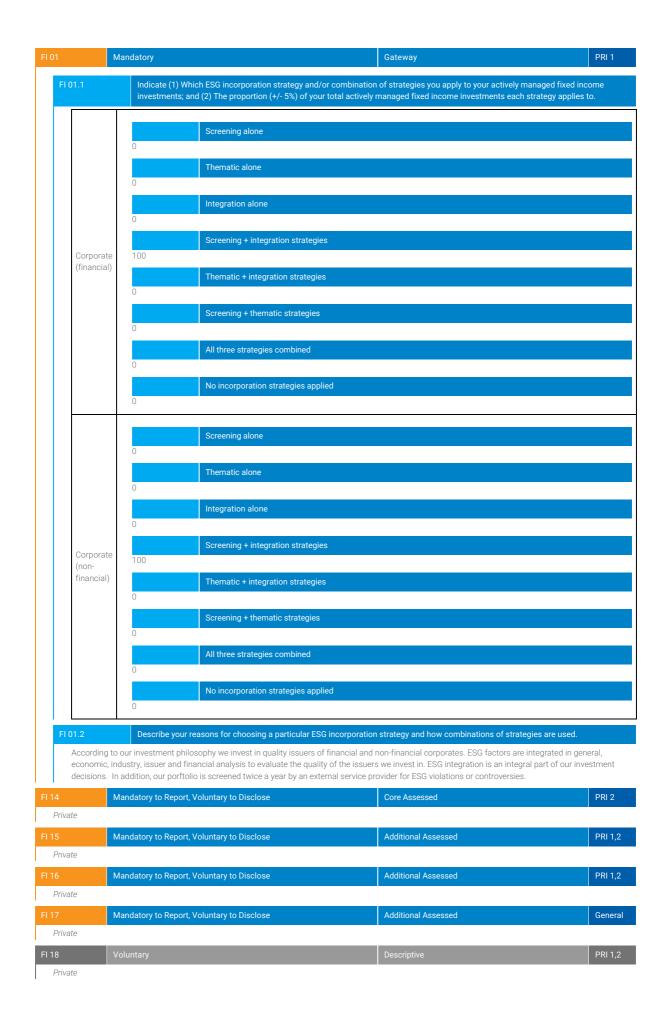
Through the on-going engagement prioritization project, the objectives will improve.

	Mandatory	Core Assessed	PRI		
.EA 05.1	Indicate whether you m	ionitor and/or review engagement outcomes.			
		O Yes, in all cases			
		 Yes, in a majority of cases 			
Individual, engageme	/ Internal staff	O Yes, in a minority of cases			
ongugenne		O We do not monitor, or review engagement outcomes when the engagement is carried out by	y our inte		
		staff.			
		O Yes, in all cases			
		 Yes, in a majority of cases 			
Collaborat	ive engagements	O Yes, in a minority of cases			
	O We do not monitor, or review engagement outcomes when the engagement is carried out thro collaboration.				
.EA 05.2	Indicate whether you de	o any of the following to monitor and/or review the progress of engagement activities.			
		Define timelines/milestones for your objectives			
		 Define timelines/milestones for your objectives Track and/or monitor progress against defined objectives and/or KPIs 			
Individual	/ Internal staff engagements	Track and/or monitor progress against defined objectives and/or KPIS Track and/or monitor the progress of action taken when original objectives are not met			
marriadar	internal starr engagements	 Revisit and, if necessary, revise objectives on a continuous basis 			
		 Other; specify 			
		Define timelines/milestones for your objectives			
		 Define timelines/milestones for your objectives Track and/or monitor progress against defined objectives and/or KPIs 			
Collaborat	ive engagements	 Track and/or monitor the progress of action taken when original objectives are not met 			
		Revisit and, if necessary, revise objectives on a continuous basis			
		□ Other; specify			
		[Optional] ders issues on norm-based challenges are kept under discusssion until the issues are resolved. opplied in the bank's ALM issues as well: The issue is kept under discussion until it is solved.			
With the hel Recently a s	p of our external service provi	ders issues on norm-based challenges are kept under discusssion until the issues are resolved.	PR		
With the hel Recently a s 6 EA 06.1	p of our external service provi same type of an approach is ap Mandatory	ders issues on norm-based challenges are kept under discusssion until the issues are resolved. opplied in the bank's ALM issues as well: The issue is kept under discussion until it is solved.	PR		
With the hel Recently a s 6 EA 06.1 Yes	p of our external service provi same type of an approach is ap Mandatory Indicate whether your o	ders issues on norm-based challenges are kept under discusssion until the issues are resolved. opplied in the bank's ALM issues as well: The issue is kept under discussion until it is solved. Additional Assessed organisation has an escalation strategy when engagements are unsuccessful.	PR		
With the hel Recently a s 6 EA 06.1 Yes LEA 06	p of our external service provi same type of an approach is ap Mandatory Indicate whether your o	ders issues on norm-based challenges are kept under discussion until the issues are resolved. opplied in the bank's ALM issues as well: The issue is kept under discussion until it is solved. Additional Assessed organisation has an escalation strategy when engagements are unsuccessful. alation strategies used at your organisation following unsuccessful engagements.	PR		
With the hel Recently a s 6 EA 06.1 Yes LEA 06 C	p of our external service provi same type of an approach is ap Mandatory Indicate whether your o 5.2 Indicate the esc	ders issues on norm-based challenges are kept under discussion until the issues are resolved. opplied in the bank's ALM issues as well: The issue is kept under discussion until it is solved. Additional Assessed organisation has an escalation strategy when engagements are unsuccessful. alation strategies used at your organisation following unsuccessful engagements.	PR		
With the hel Recently a s 6 .EA 06.1 Yes LEA 06 	p of our external service provi same type of an approach is ap Mandatory Indicate whether your of 0.2 Indicate the esc Collaborating with other inve	ders issues on norm-based challenges are kept under discussion until the issues are resolved. opplied in the bank's ALM issues as well: The issue is kept under discussion until it is solved. Additional Assessed organisation has an escalation strategy when engagements are unsuccessful. alation strategies used at your organisation following unsuccessful engagements. stors	PR		
With the hel Recently a s 6 .EA 06.1 Ves LEA 06 	p of our external service provi same type of an approach is ap Mandatory Indicate whether your of 0.2 Indicate the esc Collaborating with other inve Issuing a public statement	ders issues on norm-based challenges are kept under discussion until the issues are resolved.	PR		
With the hel Recently a s 6 .EA 06.1 Ves LEA 06 	p of our external service provi ame type of an approach is ap Mandatory Indicate whether your of i.2 Indicate the esc Collaborating with other inve Issuing a public statement Filing/submitting a sharehold Voting against the re-election	ders issues on norm-based challenges are kept under discussion until the issues are resolved.	PR		
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With the hel Recently a s 6 EA 06.1 Ves LEA 06 C C C C No	p of our external service provi same type of an approach is ap Mandatory Indicate whether your of A link of the second Collaborating with other inver Issuing a public statement Filing/submitting a sharehold Voting against the re-election Voting against the re-election Voting against the board of d Submitting nominations for e Seeking legal remedy / litigati Reducing exposure (size of he Divestment Other; specify	ders issues on norm-based challenges are kept under discussion until the issues are resolved. opplied in the bank's ALM issues as well: The issue is kept under discussion until it is solved. Additional Assessed organisation has an escalation strategy when engagements are unsuccessful. alation strategies used at your organisation following unsuccessful engagements. stors der resolution of the relevant directors lirectors or the annual financial report election to the board ion oldings)	PR		
With the hel Recently a s 6 EA 06.1 Ves LEA 06 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Additional information.	ders issues on norm-based challenges are kept under discussion until the issues are resolved. applied in the bank's ALM issues as well: The issue is kept under discussion until it is solved. Additional Assessed arganisation has an escalation strategy when engagements are unsuccessful. alation strategies used at your organisation following unsuccessful engagements. stors der resolution n of the relevant directors lirectors or the annual financial report election to the board ion oldings) [Optional]			
With the hel Recently a s 6 EA 06.1 Ves LEA 06 C C No EA 06.3 Nttps://www	p of our external service provision of an approach is approach	ders issues on norm-based challenges are kept under discussion until the issues are resolved. opplied in the bank's ALM issues as well: The issue is kept under discussion until it is solved. Additional Assessed organisation has an escalation strategy when engagements are unsuccessful. alation strategies used at your organisation following unsuccessful engagements. stors der resolution of the relevant directors lirectors or the annual financial report election to the board ion oldings)			
With the hel Recently a s 6 EA 06.1 Ves LEA 06 C C No EA 06.3 https://www Please note	p of our external service provision of an approach is approach	ders issues on norm-based challenges are kept under discussion until the issues are resolved. applied in the bank's ALM issues as well: The issue is kept under discussion until it is solved. Additional Assessed arganisation has an escalation strategy when engagements are unsuccessful. alation strategies used at your organisation following unsuccessful engagements. stors der resolution of the relevant directors lirectors or the annual financial report election to the board ion oldings) (Optional)	PR		
With the hel Recently a s 6 EA 06.1 Ves LEA 06 C C No EA 06.3 https://www Please note	p of our external service provi ame type of an approach is ap Mandatory Indicate whether your of Our of the second se	ders issues on norm-based challenges are kept under discusssion until the issues are resolved. applied in the bank's ALM issues as well: The issue is kept under discussion until it is solved. Additional Assessed arganisation has an escalation strategy when engagements are unsuccessful. alation strategies used at your organisation following unsuccessful engagements. stors der resolution of the relevant directors lirectors or the annual financial report election to the board ion oldings) [Optional] pstot/tama-on-kevatiedostot/sijoitukset-talous-ja-raportointi/responsible-investment-by-asset-che to toolbox from the beginning of 2020	lass.pdf		
With the hel Recently a s 6 EA 06.1 Ves LEA 06 C C C C C C C C C C C C C C C C C C C	p of our external service provi ame type of an approach is ap Mandatory Indicate whether your of Our of the second se	ders issues on norm-based challenges are kept under discusssion until the issues are resolved. applied in the bank's ALM issues as well: The issue is kept under discussion until it is solved. Additional Assessed arganisation has an escalation strategy when engagements are unsuccessful. alation strategies used at your organisation following unsuccessful engagements. stors der resolution of the relevant directors lirectors or the annual financial report election to the board ion oldings) [Optional] pstot/tama-on-kevatiedostot/sijoitukset-talous-ja-raportointi/responsible-investment-by-asset-che to toolbox from the beginning of 2020	lass.pdf		
With the hel Recently a s 6 EA 06.1 Ves LEA 06 C C C C C C C C C C C C C C C C C C C	p of our external service provi same type of an approach is ap Mandatory Indicate whether your of a link of the second Collaborating with other inve Issuing a public statement Filing/submitting a sharehold Voting against the re-election Voting against the re-election Voting against the board of d Submitting nominations for e Seeking legal remedy / litigati Reducing exposure (size of he Divestment Other; specify Additional information. w.keva.fi/globalassets/2-tiedo , that voting is also a part of th Voluntary Mandatory	ders issues on norm-based challenges are kept under discussion until the issues are resolved. applied in the bank's ALM issues as well: The issue is kept under discussion until it is solved. Additional Assessed organisation has an escalation strategy when engagements are unsuccessful. alation strategies used at your organisation following unsuccessful engagements. stors der resolution of the relevant directors lirectors or the annual financial report detot to the board on oldings) (ptional) stot/tama-on-keva-tiedostot/sijoitukset-talous-ja-raportointi/responsible-investment-by-asset-cleeteeteeteeteeteeteeteeteeteeteeteeteet	lass.pdf		

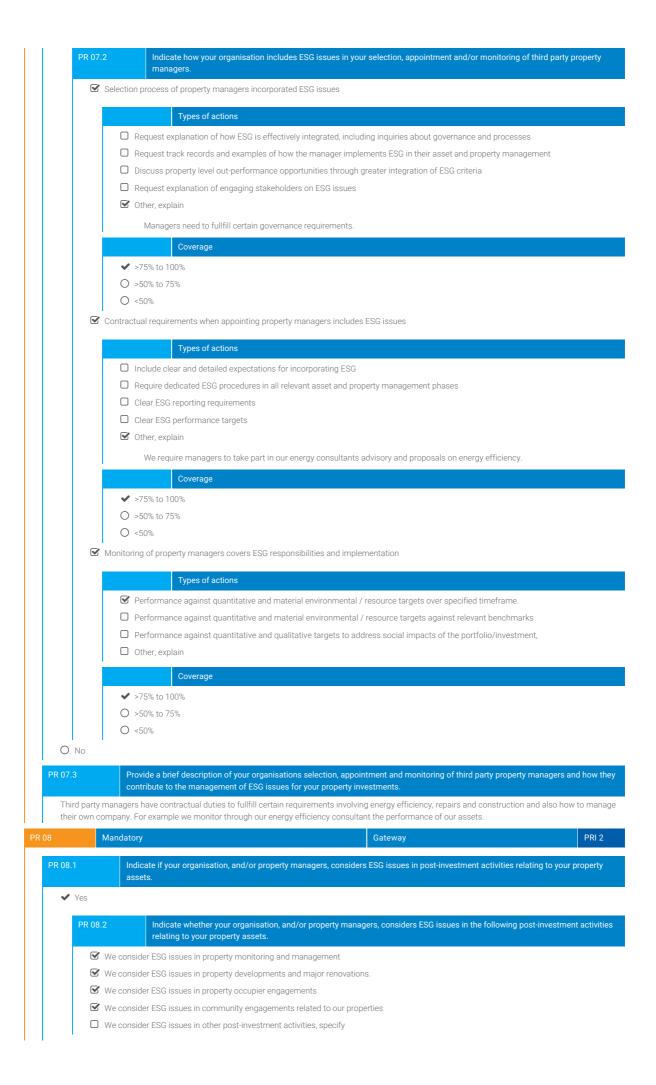
	Individu	ial/Internal staff engagements	 Yes, we track the number of our er Yes, we partially track the number We do not track 			
	Collabo	rative engagements	 Yes, we track the number of collab Yes, we partially track the number We do not track 			
		Additional information. tfolio manager tracks and documeryone can see them.	[Optional] Nents progress of their engagements on a	predetermided format. The results a	are stored internally in a d	latabase
LEA 0		Mandatory to Report, Voluntar	y to Disclose	Core Assessed		PRI 2
LEA 1	ivate 0 ivate	Voluntary		Additional Assessed		PRI 2
LEA 1 Pr	1 ivate	Voluntary		Descriptive		PRI 2
LEA C	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.

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R 01	Mandatory	Core Assessed	PRI 1
PR 01.1	Indicate if your organisation ha	as a Responsible Property Investment (RPI) policy.	
🗸 Yes			
PR	01.2 Provide a URL or attach	n the document	
	S URL		
		iedostot/tama-on-kevatiedostot/sijoitukset-talous-ja-raportointi/responsible-inves	tment-by-asset-
	class.pdf		
	Attach Document		
O No			
PR 01.3	Provide a brief overview of you in property to your business st	ir organisation's approach to responsible investment in property, and how you link res	sponsible investr
We have		ir Direct Real Estate investments. It sets the guidelines on how we manage our asset:	s and has target
consum	ption levels set.		
04	Mandatory	Gateway/Core Assessed	PRI 1
PR 04.1	Indicate if your organisation ty	pically incorporates ESG issues when selecting property investments.	
🖌 Yes			
PR	04.2 Provide a description of	f your organisation`s approach to incorporating ESG issues in property investment se	election.
		e do a thorough due diligence process, where ESG matters are considered.	
PR	04.3 Indicate which E, S and	/or G issues are typically considered by your organisation in the property investment s	selection proces
	and list up to three exar		·
	🗹 Environmental		
	Transportation Contamination		
	Energy efficiency		
	Social		
	Socio-economic		
	Governance		
O No	Governance Shareholder structure & rights		
O No	Governance Shareholder structure & rights	Additional Assessed	PRI 1
O No	Governance Shareholder structure & rights Regulatory	Additional Assessed	PRI 1
O No 05 Private	Governance Shareholder structure & rights Regulatory	Additional Assessed Core Assessed	
O No 05 Private 06	 Governance Shareholder structure & rights Regulatory Voluntary Mandatory 	Core Assessed	
O No 05 Private 06	 Governance Shareholder structure & rights Regulatory Voluntary Mandatory Indicate if ESG issues impacte 	Core Assessed d your property investment selection process during the reporting year.	
O No 05 Private 06 PR 06.1	 Governance Shareholder structure & rights Regulatory Voluntary Mandatory Indicate if ESG issues impacte issues helped identify risks and/or oppo 	Core Assessed d your property investment selection process during the reporting year. rtunities for value creation	
O No 05 Private 06 PR 06.1 ESG ESG	 Governance Shareholder structure & rights Regulatory Voluntary Mandatory Indicate if ESG issues impacte 	Core Assessed d your property investment selection process during the reporting year. rtunities for value creation tial investments	
O No 05 Private 06 PR 06.1 © ESG © ESG	 Governance Shareholder structure & rights Regulatory Voluntary Mandatory Indicate if ESG issues impacted issues helped identify risks and/or oppo issues led to the abandonment of potenti issues impacted the investment in terms 	Core Assessed d your property investment selection process during the reporting year. rtunities for value creation tial investments	PRI 1 PRI 1
O No 05 Private 06 PR 06.1 © ESG © ESG © ESG	 Governance Shareholder structure & rights Regulatory Voluntary Mandatory Indicate if ESG issues impacte issues helped identify risks and/or oppo issues led to the abandonment of potent issues impacted the investment in terms issues impacted the terms in the shareh 	Core Assessed d your property investment selection process during the reporting year. rtunities for value creation tial investments s of price offered and/or paid	
O No 05 Private 06 PR 06.1 PR 06.1 PR 06.1 ESG C ESG C ESG C ESG	 Governance Shareholder structure & rights Regulatory Voluntary Mandatory Indicate if ESG issues impacte issues helped identify risks and/or oppo issues led to the abandonment of potent issues impacted the investment in terms issues impacted the terms in the shareh 	Core Assessed d your property investment selection process during the reporting year. rtunities for value creation tial investments s of price offered and/or paid older/purchase agreements and/or lending covenants	
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O No 05 Private 06 PR 06.1 ♥ ESG ♥ ES	Governance Shareholder structure & rights Regulatory Voluntary Mandatory Indicate if ESG issues impacte issues helped identify risks and/or oppo issues led to the abandonment of potent issues impacted the investment in terms issues impacted the terms in the shareh issues were considered but did not have er, specify applicable, our organisation did not select issues impacted the terms in the shareh issues impacted the investment in terms issues impacted the terms in the shareh issu	Core Assessed d your property investment selection process during the reporting year. rtunities for value creation tial investments s of price offered and/or paid older/purchase agreements and/or lending covenants an impact on the investment selection process et any investments in the reporting year cted your property investment deal structuring processes during the reporting year. s of price offered and/or paid older/purchase agreements and/or lending covenants an impact on the deal structuring processes during the reporting year.	



		cribe how your organisatior perty assets.	n, and/or property managers, o	considers ESG issues in post-investment activities related to y	your
			isions, we lock a certain starti	ng point/level and follow the progress how the investment has	s beer
		ling the prognosed level.			
0	No				
9	Mandatory			Core Assessed PR	ri 2,3
PR 09.		e proportion of property ass during the reporting year.	sets for which your organisati	on, and/or property managers, set and monitored ESG targets	s (KPI
~	>90% of property assets				
0	51-90% of property assets	S			
0	10-50% of property assets	S			
0	<10% of property assets				
PR 09.	2 Indicate wh	nich ESG targets your organ	isation and/or property mana	gers typically set and monitor	
	Environmental				
	Target/KPI		Progress Achieved	Т	PRI 2,3 ets (KPIs PRI 2 PRI 2
	Talget/tal		Trogress Admered	-	
	Electricity const	umption from most assets	- 0,4 % (2019 vs 2018))	
	Heating consun	mption from most assets	- 1,6 % (2019 vs 2018))	
	Water consump	otion from most assets	-0,4 % (2019 vs 2018)		
	Social			_	
	Governance				
	We do not set and/or mor	nitor against targets			
0	Voluntary			Descriptive	ri 2
Private					
1	Mandatory			Core Assessed PR	RI 2
PR 11.			rty developments and major r	enovations where ESG issues have been considered.	
_		ents and major renovations			
-		ments and major renovatior ments and major renovatior			
		ents and major renovations	15		
-		d major renovations of prop	perty assets are active		
PR 11.		· · ·		ed and monitored in your property developments and major	
FIX I L.	renovations			eu and monitoreu in your property developments and major	
	Environmental site selection	on requirements			
\checkmark		proport requirements			
	Environmental site develo	pinent requirements			
V	Environmental site develo				
	Sustainable construction Water efficiency requirem	materials nents			
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	Sustainable construction Water efficiency requirem Energy efficiency requirem Energy generation from o	materials nents nents n-site renewable sources			
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	Sustainable construction of Water efficiency requirem Energy efficiency requirem Energy generation from or Waste management plans Health and safety manage Health and safety manage Health and wellbeing of re Construction contractors Resilient building design a Other, specify Mandatory	materials nents n-site renewable sources s at sites ement systems at sites esidents comply with sustainability and orientation	~	Core Assessed PR	
2 PR 12.	Sustainable construction in Water efficiency requirem Energy efficiency requirem Energy generation from or Waste management plans Health and safety manage Health and wellbeing of re Construction contractors Resilient building design a Other, specify Mandatory 1. Indicate the	materials nents n-site renewable sources s at sites ement systems at sites esidents comply with sustainability and orientation	~		
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€ € € € € € € € € € € € € € € €	Sustainable construction i Water efficiency requirem Energy efficiency requirem Energy generation from or Waste management plans Health and safety manage Health and wellbeing of re Construction contractors Resilient building design a Other, specify Mandatory 1 Indicate the reporting ye >90% of occupiers	materials nents n-site renewable sources s at sites ement systems at sites esidents comply with sustainability and orientation	~		

		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]		
	In c	ur customer/occupier satisfaction process we engage occupiers to notify any is	sue (incl. ESG issues) they might have regarding the propert	y asset.
PR	13	Voluntary	Additional Assessed	PRI 2
	Private			
PR	14	Voluntary	Additional Assessed	PRI 2
	Private			
PR	15	Voluntary	Additional Assessed	PRI 1,2
	Private			
PR	16	Voluntary	Descriptive	PRI 1.3

Private

01	Mandatory	Additional Assessed	
CM1 01.1	Indicate whether the reported inf	formation you have provided for your PRI Transparency Report this year has undergo	ne:
Third	party assurance over selected responses	from this year's PRI Transparency Report	
Third	party assurance over data points from oth	her sources that have subsequently been used in your PRI responses this year	
🛛 Thirc	party assurance or audit of the correct im	nplementation of RI processes (that have been reported to the PRI this year)	
Inter	hal audit of the correct implementation of	RI processes and/or accuracy of RI data (that have been reported to the PRI this year)
🗹 Interi	nal verification of responses before submis	ssion to the PRI (e.g. by the CEO or the board)	
~	Whole PRI Transparency Report has been	en internally verified	
0	Selected data has been internally verified	1	
🗹 Othe	r, specify		
Int	ernal verification by the Head of Responsi	ible Investment	
None	e of the above		
CM1 01.2	Additional information [OPTIONA	AL]	
		a's organization reports directly to the board.	
02	Mandatory	Descriptive	Gene
CM1 02.1		nce on last year's PRI Transparency Report	
	e PRI Transparency Report was assured la		
	sted data was assured in last year's PRI Tra		
	id not assure last year's PRI Transparency		
O None	e of the above, we were in our preparation y	year and did not report last year.	
			Gene
	Mandatory	Descriptive	Gene
CM1 03.1		Descriptive	
CM1 03.1		ng measures that are unspecific to the data contained in our PRI Transparency Report:	
CM1 03.1	We undertake confidence buildin dhere to an RI certification or labelling sche arry out independent/third party assurance	ng measures that are unspecific to the data contained in our PRI Transparency Report:	
CM1 03.1 We a We c PRI Tran	We undertake confidence buildin dhere to an RI certification or labelling sche arry out independent/third party assurance sparency Report	ng measures that are unspecific to the data contained in our PRI Transparency Report:	
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