

*Table 1*

**Notice on the principal adverse impacts of investment decisions on sustainability factors 31.12.2024**

<b>Financial market participant:</b> Nordea Eläkesäätiö 549300Y8Y8GE60GFX695
<p><b>Summary</b></p> <p>Nordea Pension Fund 549300Y8Y8GE60GFX695 takes into account the principal adverse impacts of its investment decisions on sustainability factors. This disclosure is Nordea Pension Fund's disclosure of principal adverse impacts on sustainability factors.</p> <p>This statement on principal adverse impacts on sustainability factors covers the reference period from 1 January 2024 to 31 December 2024.</p> <p>This notification is made as required by the European Union Communication Regulation (SFDR) (2019/2088, Article 4). The reporting of adverse impact indicators for the reference period is presented in Table 1 of Annex I to SFDR Delegated Regulation (EU) 2022/1288. This statement is reviewed annually.</p> <p>This statement also describes Nordea's policy for identifying and prioritising principal adverse impacts on sustainability factors and how this policy is kept up to date and applied.</p>
<p><b>Description of the principal adverse impacts on sustainability factors</b></p> <p>The assessment of the principal adverse impacts of investment activities is part of Nordea Pension Fund's operations, which are described in the Principles for Responsible Investment.</p> <p>Nordea Pension Fund has outsourced the management of its investment activities to Nordea Investment Management (NIM). NIM must take sustainability risks and factors into account in the investment decision-making process when creating and monitoring portfolios.</p> <p>The information in the notification is based on information received from NIMs and, in the case of real estate assets, on information received from the property manager.</p> <p>Eligibility is calculated as the proportion of assets covered by the indicator (relative to total assets).</p> <p>Coverage is calculated as the proportion of assets (relative to total assets) for which data are available to present the indicator.</p>

Indicators applicable to investments in investee companies						
Principal Adverse Impact indicator		Indicator	Impact [year n]	Impact [year n-1]	Explanation	Actions taken and planned actions and targets set for the next reference period
CLIMATE AND OTHER ENVIRONMENTAL INDICATORS						
Greenhouse gas emissions	1. Greenhouse gas emissions	Scope 1 -Greenhouse gas emissions (tCO2e)	9779	15938	Eligibility 54,70% Coverage 34,99%	
		Scope 2 -Greenhouse gas emissions (tCO2e)	3432	3341	Eligibility 54,70% Coverage 34,99%	Nordea Pension Fund contributed to environmental and social goals partly by investing in companies and issuers that contributed to the UN Sustainable Development Goals (SDGs) through their own actions. In addition, investments were made in targets that also promoted other societal objectives and operated in accordance with good governance practices in such a way that other objectives of the EU taxonomy were not undermined significantly.

		Scope 3 -Greenhouse gas emissions (tCO2e)	87956	105419	Eligibility 54,70% Coverage 34,99%	
		Total greenhouse gas emissions (tCO2e))	101167	124707	Eligibility 54,70% Coverage 34,99%	Investment activities excluded companies that were considered inappropriate in the light of aspects related to their business or the company's behaviour.
	2. Carbon footprint	Carbon footprint (tCO2e/m€)	372	438	Eligibility 54,70% Coverage 34,99%	
	3. Greenhouse gas intensity of investee companies	Greenhouse gas intensity of investee companies (tCO2e/m€)	761	926	Eligibility 54,70% Coverage 35,76%	Nordea Pension Fund's investment activities are carried out in accordance with Nordea Asset Management's fossil fuel policy in accordance with the Paris Agreement. The Foundation refrained from investing in companies that had significant exposure to fossil fuels, and unless they had a credible transition strategy.
	4. Responsibility of companies operating in the fossil fuel sector	Share of investments in fossil fuel companies	4,28%	3,82%	Eligibility 54,70% Coverage 32,20%	

	5. Share of non-renewable energy consumption and production	Share of non-renewable energy consumption and non-renewable energy production of investee companies compared to renewables, expressed as a percentage of total energy sources	62,41%          66,52%	64,50%          70,95%	consumption of non-renewable energy  Eligibility 54,70% Coverage 29,07%  Non-renewable energy production  Eligibility 54,70% Coverage 1,84%	
	6. Energy consumption intensity per sector with a significant climate impact	Energy consumption in gigawatt-hours per million euro generated by investee companies per sector with a significant climate impact	Agriculture, forestry and fisheries 0,00	0,00	Eligibility 0,00% Coverage 0,00%	
		(GWh / m€ Net sales)	Mining and quarrying 1,31	1,22	Eligibility 0,23% Coverage 0,23%	
			Industry 0,61	0,69	Eligibility 7,53% Coverage 7,25%	
			Electricity 1,90	2,49	Eligibility 1,30% Coverage 1,17%	
			Electricity, gas, heating and air conditioning supply 7,03	2,59	Eligibility 0,13% Coverage 0,13%	

			Construction 0,04	0,09	Eligibility 0,43% Coverage 0,40%	
			Wholesale and retail trade; Repair of motor vehicles and motorcycles 0,10	0,15	Eligibility 1,28% Coverage 1,23%	
			Transport and storage 0,69	1,05	Eligibility 0,23% Coverage 0,23%	
			Real Estate Operations 0,55	0,51	Eligibility 0,35% Coverage 0,35%	
Biodiversity	7. Activities adversely affecting biodiversity-sensitive areas	Share of investments in investee companies with establishments or activities in or near biodiversity-sensitive areas where the activities of these investee companies have a negative impact on these areas	0,69%	0,41%	Eligibility 54,70% Coverage 31,19%	
Water	8. Emissions to water	Emissions to water from investee companies in tonnes per million euro invested, expressed as a weighted average	0,02 t / m€ invested	0,04 7 /m€ invested	Eligibility 54,70% Coverage 2,15%	

Waste	9. Amount of hazardous and radioactive waste	Tonnes of hazardous waste and radioactive waste produced by investee companies per million euro invested, expressed as a weighted average	80,89 t /m€ invested	32,98 t/m€ invested	Eligibility 54,70% Coverage 31,16%	
INDICATORS FOR SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS						
Issues related to society and workers	10. Violations of the UN Global Compact principles and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises	Share of investments in investee companies that have been involved in breaches of the UN Global Compact principles or the OECD Guidelines for Multinational Enterprises	0,20%	0,04%	Eligibility 54,70% Coverage 34,22%	Nordea Pension Fund contributed to environmental and social goals partly by investing in companies and issuers that contributed to the UN Sustainable Development Goals (SDGs) through their own actions. In addition, investments were made in targets that also promoted other societal objectives and operated in accordance with good governance practices in such a way that other objectives of the EU taxonomy were not significantly harmed.

	11. Lack of processes and mechanisms for monitoring compliance with the UN Global Compact principles or the OECD Guidelines for Multinational Enterprises	Share of investments in investee companies that do not have policies in place to monitor compliance with the UN Global Compact Principles or the OECD Guidelines for Multinational Enterprises, or grievance or complaint handling systems to address breaches of the UN Global Compact Principles or the OECD Guidelines for Multinational Enterprises	0,19%	0,29%	Eligibility 54,70% Coverage 34,56%	
	12. Unequalised gender pay gap	Average unmatched gender pay gap in investee companies	16,31%	15,87%	Eligibility 54,70% Coverage 20,27%	Investment activities excluded companies that were considered inappropriate in the light of aspects related to their business or the company's behaviour.
	13. Gender diversity in the board	Average proportion of female board members in relation to male members in investee companies, expressed as a percentage of all board members	34,84%	34,21%	Eligibility 54,70% Coverage 32,99%	
	14. Exposure to the risk associated with contested weapons (anti-personnel)	Share of investments in investee companies involved in the manufacture or sale of	0,00%	0,00%	Eligibility 54,70% Coverage 33,73%	Nordea Pension Fund's investment activities are carried out in

	mines, daughter munitions, chemical and biological weapons)	controversial weapons				accordance with Nordea Asset Management's fossil fuel policy in accordance with the Paris Agreement. The Foundation refrained from investing in companies that had significant exposure to fossil fuels, and unless they had a credible transition strategy.
<b>Indicators applicable to investments in sovereigns and supranational organisations</b>						
Adverse sustainability indicator		Indicator	Impact [year n]	Impact [year n-1]	Explanation	Actions taken and planned actions and targets set for the next reference period
Environment	15. Greenhouse gas intensity	Greenhouse gas intensity of investee countries (tCO2e/m€ GDP)	287,42	na.	Eligibility 39,38% Coverage 39,38%	



Social	16. Investee countries that have committed breaches of social legislation	Niiden sijoituskohteina olevien maiden lukumäärä (absoluuttinen lukumäärä sekä kaikilla sijoituskohteina olevilla mailla jaettu suhteellinen lukumäärä), jotka ovat syyllistyneet kansainvälisissä perus- ja yleissopimuksissa, Yhdistyneiden kansakuntien periaatteissa tai tapauksen mukaan kansallisessa lainsäädännössä tarkoitettuihin sosiaalilainsäädännön rikkomisiin	0,00%	0,00%	Eligibility 39,38% Coverage 39,27%	
<b>Indicators to be applied to investments in real estate assets</b>						
Adverse sustainability indicator		Indicator	Impact [year n]	Impact [year n-1]	Explanation	Actions taken and planned actions and targets set for the next reference period
Fossil fuels	17. Exposure to fossil fuel risk through real estate assets	Share of investments in real estate assets related to the capture, storage, transport or production of fossil fuels	0%	0%	Eligibility 20,79% Coverage 20,79%	No investments

Energy efficiency	18. Exposure to the risk associated with energy-inefficient real estate assets	Share of investments in energy-inefficient real estate assets	100%	100%	Eligibility 20,79% Coverage 20,79%	2024: Replacement investments in electrical systems
						2025: Condition assessment updates, Planned restoration measures

*Table 2*

**Additional indicators related to climate and the environment**

<b>1. Indicators to be applied to investments in real estate assets</b>						
Energy consumption	19. Energy Consumption Intensity	Energy consumption of owned real estate assets in gigawatt-hours per square meter	0.0002	0.0002	Eligibility 20,79% Coverage 20,79%	
<b>2. Additional indicators applicable to investments in sovereigns and supranational organisations</b>						
Administration	22. Non-cooperative jurisdictions in tax matters	Investments made in jurisdictions included in the EU list of non-cooperative jurisdictions for tax purposes	0,00 %	0,00 %	Eligibility 26,70% Coverage 2,17%	
<b>3. The indicator is not available at a reasonable cost</b>						

**Description of the policy for identifying and prioritising principal adverse impacts on sustainability factors**

Nordea Pension Fund has outsourced the management of its investment activities to Nordea Investment Management (NIM). NIM must take sustainability risks and factors into account in the investment decision-making process when creating and monitoring portfolios.

International ESG agreements and standards (such as the UN Global Compact, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and the ILO Conventions on Labour Standards) are taken into account in the asset manager's reporting, investment analysis, decision-making processes and governance. Investments must comply with the asset manager's latest responsible investment policy. The Responsible Investment Policy can be found on NIM's website: [https://www.nordea.lu/documents/esg%20-%20ri%20policy/ESG-RI-PL\\_eng\\_INT.pdf?inline=true](https://www.nordea.lu/documents/esg%20-%20ri%20policy/ESG-RI-PL_eng_INT.pdf?inline=true).

The Foundation's investments are subject to a responsible investment policy. As a result, the Foundation does not invest in companies whose turnover consists of, among other things, products or services related to chemical weapons or nuclear weapons. The Foundation also does not invest in companies that violate international norms and that are unwilling or unable to change their operations to comply with the norms. The policy applied by the Foundation also restricts investing in coal, oil or oil sands. The tobacco sector is also excluded from investments.

**Engagement policies**

NIM engages in active ownership policy and dialogue, and these are key tools for highlighting and improving ESG issues. NIM is also required to have an active ownership policy, which includes participating in and voting at general meetings, serving on nomination committees and dialogue with companies.

**References to international standards**

Fossil Fuel Principles under the Paris Agreement (PAFF): In its investments, the Foundation adheres to the fossil fuel principles of the Paris Climate Agreement. Based on them, fossil fuel companies are excluded from investments if they do not have a viable strategy to adapt their business to the Paris Climate Agreement. The Foundation does not invest in companies whose turnover consists of more than 5 per cent of oil or natural gas drilling or coal mining. In addition, the Foundation does not invest in companies engaged in unconventional oil or natural gas production, or in electricity companies that do not have a plan to phase out the use of coal.

**Historical comparison**

Compared to the comparison year 2023, the greenhouse gas emissions of investments in companies have decreased by a total of 23,540 tCO<sub>2</sub>e. The carbon footprint of investments (tCO<sub>2</sub>e/m€) has decreased by 66 tonnes.

Energy intensity has increased in electricity, gas, steam and air conditioning supply. The amount of hazardous waste and radioactive waste produced by investee companies in tonnes per million euros invested has also increased.

There have been no changes in real estate assets.

More detailed information on the development of individual indicators can be seen in the tables above.

