

Responsible investing principles, goals and methods

Principles of responsible investment

The main goal of our investment operations is to generate the best possible long-term returns for our customers. We aim to do this responsibly and in accordance with the chosen investment strategy.

Our principles for responsible investments are based on the belief that companies that operate responsibly and in accordance with sustainable standards are better investments in the long term, as the risks and opportunities related to environment, so cial responsibility, and good governance (ESG factors) are more extensively explored and understood. The refore, it is important to integrate ESG-related factors when performing company analysis.

In our investment decisions, as owners and in our daily operations in general, we always strive to act responsibly and in accordance with sustainable development Responsibility is grounded in our employees' values. In our principles for responsible investment, in our sustainability risk assessments and in our operations, we take into account the most common international agreements, norms and standards that guide society and business.

The goal of responsible investing

We want to own shares in companies where sustainability factors are an integral part of the company's strategy and corporate culture. This means the company bears responsibility towards its employees and treats everyone equally, while monitoring, measuring and improving its own environmental footprint. The company's sales

come mainly from business, which we believe is sustainable in the long term, and the end product or service is in line with the overall values of sustainable development.

We take our climate responsibility seriously and work to reduce our carbon footprint towards eventual carbon neutrality. As signatories of the Net Zero Asset Manager initiative, we have committed to have carbon neutral portfolios by 2050 at the latest. All Fondita funds – both our micro and small cap funds as our thematic funds – are actively managed funds based on a bottom-up stock picking strategy. They have a consistent, uniform investment philosophy and follow the same responsible investing approach. Our goal is to be a long-term owner in responsible, high-quality growth companies, and our strong thematic driving forces are environmental and climate smart solutions, health and well-being, and digitalization and technological development.

The principles and methods presented in the next section cover all aspects related to responsible investing. In their daily work, our portfolio managers are responsible for the implementation of the described methods, and for considering how to integrate ESG factors into the analysis of a company.



Our methods for responsible investing

Responsible investing includes a number of methods at different stages of the investment process in order to integrate ESG factors into portfolio management.

For Fondita, these methods are:



Through negative screening we exclude from our investment universe certain sectors that we have identified as unsustainable, either because of their climate impact or their broader societal impact. Companies whose operations violate general norms and standards like the UN Global Compact principles do not belong in our investment funds either.

The purpose of positive screening for our thematic funds is to look for companies whose operations are enhancing sustainability, and which benefit from various sustainable megatrends.

Responsible investment decisions are made by taking ESG factors into account and integrating them into the overall analysis of a company. We use both our own internal company-specific analysis and ESG analyses from partners, as well as ESG tools and databases from MSCI and Bloomberg.

When carrying out our ESG inquiries with micro- and small cap companies, we cover various parameters that affect environmental, social and governance aspects.

We pay special attention to the following factors:

Environment

- Use of renewable energy
 CO2 emissions
- Carbon dioxide risk
- Energy consumption
- Water use
- Waste managementTaxonomy

Social

- Gender equality and diversity
 - Safety
 - Health
- Corporate culture
- Measures to prevent human-right violations

Governance

- Measures to combat corruption and bribery
- Board independence
- Remuneration policy
- The relatioship between ESG factors and remuneration
- The company's risk management





Before we make an investment decision, we strive to discuss with the company's management to ensure that our view of the company and its strategy is in line with the management's vision. We are also active owners during the investment period itself, closely monitoring the company's operations and meeting with company representatives annually. During these meetings we discuss issues that affect operational activities and the business environment, and whenever possible, we strive to encourage responsible and sustainable operations, as well as transparency in reporting.

These meetings also give us the opportunity to raise issues that are important to us. During 2022 we focused on two important sustainability issues in our company meetings. They were: 1) the company's strategy for achieving carbon neutrality; and 2) the comany's actions for achieving equality and diversity. Our principles for responsible investing and corporate governance are aimed at achieving a long-term increase in the value of the companies held. Fondita assumes that the companies follow good corporate governance and management principles, for example by following the Swedish Securities Market Association's Code of Corporate Governance. In addition, emphasis is placed on environmental and social responsibility. If it is considered that any of the companies' corporate governance is not adequate, Fondita will try to influence the company and/or its leaders to bring about change. In such cases, cooperation with

other shareholders may also occur. Fondita can also determine that it serves our customers best to relinquish a specific holding, rather than for us to try and influence a company's position.

Fondita strives to participate in the general meetings of companies where the interests of our fund unit holders need to be protected. If necessary, Fondita can also vote with the help of a proxy. Fondita is responsible for ensuring that voting rights are applied in accordance with the purpose and strategy of the investment in the company in question. Each fund votes individually at the Annual General Meeting (AGM).

At the AGM, Fondita attaches special importance to issues concerning the interests of fund unit holders. This applies to, for example.

- The companies 'capital structure
- Its remuneration policy
- Appointments to and the composition of the board
- ESG matters
- Transparent impact opportunities and appointment processes



The strength of responsible investing is realized when a broad group of investors together pursue important issues concerning the environment, social responsibility and corporate governance. It is important for us to have an active role, both as owners and as advocates for sustainability in society in general. This is why Fondita is actively involved in cooperation with other organizations in contributing to sustainable development. Since 2010, we have been committed to the UN's principles for responsible investment in our investment activities, and we report annually to the UN Principles for Responsible Investment (PRI) organization.

As signatories to the UN PRI, we commit to:

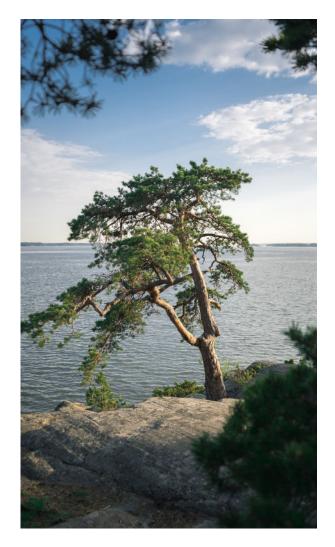
- 1. Integrate ESG issues into our investment processes and our decision-making.
- 2. Being active owners and including ESG issues as partof our corporate governance.
- 3. Strive for appropriate reporting on ESG issues from the companies in which we invest.
- 4. Working to promote acceptance of and implementation of these principles in the investment industry.
- 5. Promoting responsible investing with other investors.
- 6. Reporting on our activities and progress regarding the implementation of the principles

Fondita is also a member of Finland's Sustainable Investment Forum (Finsif) and Sweden's Sustainable Investment Forum (Swesif). The purpose of these associations isto promote responsible investment and to act as a platform for networking and knowledge exchange.

Fondita has since 2021 been a signatory of the Net Zero Asset Manager's Initiative. This obliges us to achieve net zero emissions in our funds by 2050.

More information about the Net Zero Asset Management initiative can be found on https://www.netzeroassetmanagers.org/

During 2022 Fondita also signed up to the CDP Climate, Water and Forests Program. By taking part in the work of this global non-profit organisation, we can influence and contribute to an increasing number of companies and cities reporting their environmental impact through the CDP investor initiative.













An overview of our responsible investment methods

Negative screening/exclusion Impact of the sector on sales >5% Norm-based exclusion	 Fossil fuels Weapons Tobacco and cannabis Alcohol Commercial gaming operations Quick loans Adult entertainment Uranium
Positive screening/thematic driving forces Companies whose operations are adapted to sustainable megatrends	 Environmentally and climate-smart solutions Health and well-being Digitization and technological development
Integration of ESG factors How we take sustainability into account in our own ESG analysis	 Integration of ESG factors alongside a basic economic analysis Our ESG analysis takes into account aspects related to the environment, society and governance Use of ESG analyses by our partners Use of databases such as MSCI and Bloomberg
Active ownership and influence	 Company meetings Meetings with our counterparty experts ESG questionnaire for our holdings Public discussion on responsible investment Annual General Meetings and voting
Investor initiatives and frameworks for responsible investment	 PRI (2010) Finsif & Swesif (2018) Net Zero Asset Managers Initiative (2021) CDP (2022)
ESG Committee	 Quarterly meetings External expert members Annual reporting to the board
ESG reporting	 Fund-specific ESG reporting MSCI reporting models Annual Report for Responsible Investments UNPRI reporting Ecolabel reporting NZAM reporting



