

**FONDITA NORDIC SMALL CAP INVESTMENT FUND**

**ANNUAL REPORT**

**31.12.2025**

# FONDITA NORDIC SMALL CAP INVESTMENT FUND

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**Activity Report 2025**

Fondita Nordic Small Cap Investment Fund began operations on September 10, 1997. It mainly invests in shares of publicly traded small- and midcap companies in North European countries.

The development of the fund is described in the following table:

	2025	2024	2023
Market value 31.12.	84 473 641,75	92 943 102,93	101 080 261,65
Unit value 31.12. (return / A)	56,53	57,88	57,76
Unit value 31.12. (growth / B)	213,25	211,97	200,91
Unit value 31.12. (growth / I)	224,40	221,27	207,95
Growth unit price change during period	0,6 %	5,5 %	7,0 %
Fiscal period profit	433 015,57	5 940 882,50	6 167 283,89
Management fees paid to Fund Company	1 793 546,72	2 028 169,57	2 190 823,59
A-unit returns	1,75	2,90	2,85
Turnover rate (times/year)	0,46	0,26	0,21
Volatility (%/year)	18,7	15,9	18,5
TER (Total Expense Ratio) A- and B-units	2,00 %	2,00 %	2,00 %
TER (Total Expense Ratio) I-units	1,20 %	1,20 %	1,20 %
Number of unitholders at end of period	384	425	435

During the year the fund has not participated in any shareholders' general meetings. Thereby the right to vote has not been used.

SFDR classification of the fund: Article 8

The Board of Directors suggested that the A-units return will be 1,70 € / share.

The return is paid on February 24, 2026.

The Fund Company has during 2025 paid 1 501 520,32 euros in remuneration to the employees whereof 0,00 euros in variable remuneration.

executive management (CEO, deputy CEO and chairman of the board)  
410 221,06 euros, no variable part

risk requiring actions (portfolio managers)  
664 890,36 euros, no variable part

those who manage the internal supervisory functions (all members of the Risk Control Function, Compliance Function and Internal Control Function)  
708 620,68 euros, no variable part

Note that some people may belong to several groups

## INCOME STATEMENT 1.1.2025-31.12.2025

(euros)

REVENUE	1.1.-31.12.2025	1.1.-31.12.2024
Net profit from securities	468 298,08	6 392 267,91
Dividends	1 735 383,72	1 483 866,87
Interest	22 880,49	92 917,29
Total revenue	<u>2 226 562,29</u>	<u>7 969 052,07</u>
COSTS		
Commissions		
to the Fund Company	<u>1 793 546,72</u>	<u>2 028 169,57</u>
Total Costs	<u>1 793 546,72</u>	<u>2 028 169,57</u>
FISCAL PERIOD PROFIT	<u>433 015,57</u>	<u>5 940 882,50</u>

**BALANCE SHEET 31.12.2025**

(euros)

<b>ASSETS</b>	31.12.2025	31.12.2024
<b>Current assets</b>		
Current assets		
Market value of securities	83 536 715,56	91 941 342,58
Receivables		
Dividends	15 829,77	0,00
Cash and bank deposits	1 070 300,97	1 160 984,28
<b>TOTAL ASSETS</b>	<u>84 622 846,30</u>	<u>93 102 326,86</u>
<b>LIABILITIES AND SHAREHOLDER EQUITY</b>	31.12.2025	31.12.2024
<b>Fund value</b>		
Fund value	84 473 641,75	92 943 102,93
<b>Liabilities</b>		
Current liabilities		
Accruals	<u>149 204,55</u>	<u>159 223,93</u>
	149 204,55	159 223,93
<b>TOTAL LIABILITIES AND EQUITY</b>	<u>84 622 846,30</u>	<u>93 102 326,86</u>

**Fondita Nordic Small Cap Investment Fund**

Portfolio content 31.12.2025

<b>Sweden</b>	GICS	Shares	Price (euro)	Market value	66,57 %
Nolato	Industrials	807 430	5,71	4 612 606,21	5,46 %
Nordnet	Financials	161 920	24,98	4 044 258,09	4,79 %
Beijer Alma	Industrials	132 000	27,50	3 630 061,01	4,30 %
Camurus	Health care	62 500	56,94	3 558 883,34	4,21 %
OEM International	Industrials	260 000	13,44	3 494 546,13	4,14 %
Medcap	Health care	68 386	50,75	3 470 504,16	4,11 %
Systemair	Industrials	387 000	8,05	3 115 890,18	3,69 %
BHG Group	Consumer Discretionary	1 045 288	2,96	3 091 996,30	3,66 %
Bufab	Industrials	312 705	9,30	2 906 786,36	3,44 %
BioGaia B	Health care	282 000	9,82	2 768 386,02	3,28 %
Loomis	Industrials	72 000	36,09	2 598 336,11	3,08 %
AAK	Consumer Staples	106 000	24,39	2 584 840,08	3,06 %
Invisio	Industrials	97 000	24,31	2 358 199,30	2,79 %
Fenix Outdoor Int.	Consumer Discretionary	48 000	44,28	2 125 346,64	2,52 %
Vitrolife	Health care	163 000	12,66	2 064 244,78	2,44 %
Karnov	Communication	198 335	9,30	1 844 379,83	2,18 %
Nyfosa div 0,70	Real Estate	244 000	6,87	1 675 836,57	1,98 %
Medicover	Health care	80 000	20,38	1 630 615,64	1,93 %
Note	IT	88 351	16,81	1 484 767,22	1,76 %
Vimian Group	Health care	515 000	2,80	1 444 361,25	1,71 %
Dynavox Group	IT	75 000	9,43	707 154,74	0,84 %
Trelleborg B	Industrials	19 000	36,30	689 711,59	0,82 %
Lagercrantz B	IT	17 000	19,67	334 405,62	0,40 %
<b>Denmark</b>	GICS	Shares	Price (euro)	Market value	17,41 %
Sydbank	Financials	52 000	76,32	3 968 455,86	4,70 %
Alm. Brand	Financials	1 405 000	2,53	3 555 342,82	4,21 %
ALK-Abello	Health care	109 000	30,61	3 336 153,92	3,95 %
Embla	Health care	588 000	4,35	2 558 609,70	3,03 %
ChemoMetec	Health care	14 000	92,05	1 288 677,05	1,53 %
<b>Finland</b>	GICS	Shares	Price (euro)	Market value	12,31 %
Konecranes	Industrials	35 000	93,90	3 286 500,00	3,89 %
Hiab	Industrials	56 500	49,52	2 797 880,00	3,31 %
Vaisala	IT	60 928	44,05	2 683 878,40	3,18 %
Harvia	Consumer Discretionary	38 000	42,90	1 630 200,00	1,93 %
<b>Norway</b>	GICS	Shares	Price (euro)	Market value	2,60 %
Borregaard	Materials	130 175	16,86	2 194 900,64	2,60 %
<b>Portfolio value</b>				83 536 715,56	
<b>Cash and other asset, net</b>				936 926,19	1,11 %
<b>Fund value</b>				84 473 641,75	
<b>Number of outstanding units</b>					
Return units (A)			349 315,2128		
Growth units (B)			303 525,4124		
Growth units (I)			1,3842	652 842,0094	
<b>Unit value</b>					
Return unit value (A)				56,5268	
Growth unit value (B)				213,2528	
Growth unit value (I)				224,3956	

## Fondita Nordic Small Cap Investment Fund

### Securities' change in the portfolio 1.1. - 31.12.2025

(%-points)

<b>Sweden</b>	<b>3,7</b>	<b>Finland</b>	<b>-5,3</b>
Camurus	4,2 *	Konecranes	0,6 *
BHG Group	3,7 *	Hiab	0,3 *
Loomis	3,1 *	Vaisala	0,0 *
Invisio	2,8 *	Harvia	-0,7 *
Beijer Alma	2,5 *	Revenio	-1,6
Nordnet	2,4 *	QT Group	-1,8
Vitrolife	2,4 *	Huhtamäki	-2,0
Karnov	2,2 *	Tokmanni	
Medicover	1,9 *		
Nolato	1,8 *	<b>Norway</b>	<b>-8,2</b>
OEM International	1,4 *	Borregaard	-0,9 *
BioGaia B	1,1 *	Atea	-3,0
Dynavox Group	0,8 *	Crayon Group	-4,3
Systemair	0,6 *		
Medcap	0,6 *	<b>Denmark</b>	<b>9,8</b>
Lagercrantz Group	0,4 *	Sydbank	4,7 *
Fenix Outdoor Int.	-0,6 *	Alm Brand	4,2 *
Bufab	-0,7 *	ALK-Abello	1,9 *
AAK	-1,1 *	ChemoMetec	1,5 *
Trelleborg	-1,2 *	Embla	-0,6 *
Nyfosa	-1,2 *	GN Store Nord	-2,0
Note	-1,6 *		
Elekta	-1,7	<b>Cash</b>	<b>0,0</b>
Dometic Group	-1,8		
Vimian Group	-2,0 *		
NCAB Group	-2,1		
Thule Group	-2,4		
Castellum	-2,6		
AFRY	-3,0		
I.A.R. Systems Group	-3,0		
Munters	-3,2		
Addtech			
Beijer Ref			
Xvivo Perfusion			

\* = Current holding at 31.12.2025

**FONDITA NORDIC SMALL CAP INVESTMENT FUND****INCOME STATEMENT APPENDIX 31.12.2025**

(euro)

	31.12.2025	31.12.2024
Net profit of securities		
Sales profit of securities	6 018 912,58	10 027 631,19
Sales losses of securities	(-) 10 349 200,94	(-) 6 360 284,12
Unrealized gains	13 872 470,51	11 248 824,62
Unrealized losses	(-) 9 073 884,07	(-) 8 523 903,78
Total	<u>468 298,08</u>	<u>6 392 267,91</u>
Transaction costs	138 827,42	98 715,97

**BALANCE SHEET APPENDIX 31.12.2025**

Fund value

Fund value 1.1.	92 943 102,93	101 080 261,65
Unit subscriptions	2 523 979,78	9 681 211,12
Unit redemptions	(-) 10 705 583,92	(-) 22 560 002,16
Distribution of returns	(-) 720 872,61	(-) 1 199 250,18
Fiscal year profits	<u>433 015,57</u>	<u>5 940 882,50</u>
Fund value 31.12.	<u>84 473 641,75</u>	<u>92 943 102,93</u>

Helsinki 29/1 2026

CEO



Patrik Wickström

This is an unofficial translation of the original in Swedish.



**Shape the future  
with confidence**

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## **AUDITOR'S REPORT (Translation of the Swedish original)**

To Fondita Fund Management Company Ltd and to the unit holders of special mutual funds managed Fondita Fund Management Company Ltd

### **Report on the Audit of the Financial Statements**

#### **Opinion**

We have audited the financial statements of Fondita Fund Management Company Ltd (business identity code 0899688-5) and the mutual funds managed by Fondita Fund Management Company Ltd for the financial year ending 31.12.2025. The financial statements comprise the balance sheet, income statement, cash flow statement for the mutual fund company and notes.

#### **In our opinion**

- the financial statements of Fondita Fund Management Company Ltd give a true and fair view of the financial performance and financial position of the mutual fund company in accordance with the laws and regulations governing the preparation of financial statements in Finland and comply with statutory requirements.
- the financial statements of the mutual funds managed by Fondita Fund Management Company Ltd give a true and fair view of the financial performance and financial position of the mutual funds in accordance with the laws and regulations governing the preparation of financial statements in Finland and comply with statutory requirements

The mutual funds managed by Fondita Fund Management Company Ltd are Fondita Nordic Small Cap Placeringsfond, Fondita Global Megatrends Placeringsfond, Fondita Nordic Micro Cap Placeringsfond, Fondita Global Small Cap Placeringsfond, Fondita Sustainable World Placeringsfond, Fondita Healthcare Placeringsfond, Fondita Finland Micro Cap Placeringsfond and Fondita European Micro Cap Placeringsfond.

#### **Basis for Opinion**

We conducted our audit in accordance with good auditing practice in Finland. Our responsibilities under good auditing practice are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the company/mutual fund in accordance with the ethical requirements that are applicable in Finland and are relevant to our audit, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Responsibilities of the Board of Directors and the Managing Director for the Financial Statements**

The Board of Directors and the Managing Director are responsible for the preparation of financial statements that give a true and fair view in accordance with the laws and regulations governing the preparation of financial statements in Finland and comply with statutory requirements. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors and the Managing Director are responsible for assessing the company's/mutual fund's ability to continue as going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting. The financial statements are prepared using the going concern basis of accounting unless there is an intention to liquidate the company/mutual fund or cease operations, or there is no realistic alternative but to do so.

#### **Auditor's Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance on whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with good auditing practice will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.



As part of an audit in accordance with good auditing practice, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's/mutual fund's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the Board of Directors' and the Managing Director's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's/mutual fund's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company/mutual fund to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events so that the financial statements give a true and fair view.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

## Other reporting requirements

### Other information

The Board of Directors and the Managing Director are responsible for the other information. The other information comprises the report of the Board of Directors.

Our opinion on the financial statements does not cover the other information.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. Our responsibility also includes considering whether the report of the Board of Directors has been prepared in compliance with the applicable provisions.

In our opinion, the information in the report of the Board of Directors is consistent with the information in the financial statements and the report of the Board of Directors has been prepared in compliance with the applicable provisions.

If, based on the work we have performed, we conclude that there is a material misstatement of the report of the Board of Directors, we are required to report that fact. We have nothing to report in this regard.

Helsinki 3.2.2026

Ernst & Young Oy  
Authorized Public Accountant Firm

Anders Svennas  
Authorized Public Accountant

Timo Eerola  
Authorized Public Accountant

ANNEX IV

Template periodic disclosure for the financial products referred to in Article 8, paragraphs 1, 2 and 2a, of Regulation (EU) 2019/2088 and Article 6, first paragraph, of Regulation (EU) 2020/852

Product name: Fondita Nordic Small Cap Legal entity identifier: 743700XG8BG0I1WL9C57

## Environmental and/or social characteristics

### Did this financial product have a sustainable investment objective?

●● <input type="checkbox"/> Yes	● <input checked="" type="checkbox"/> No
<input type="checkbox"/> It made <b>sustainable investments with an environmental objective:</b> ___% <ul style="list-style-type: none"> <li><input type="checkbox"/> in economic activities that qualify as environmentally sustainable under the EU Taxonomy</li> <li><input type="checkbox"/> in economic activities that do not qualify as environmentally sustainable under the EU Taxonomy</li> </ul>	<input checked="" type="checkbox"/> It <b>promoted Environmental/Social (E/S) characteristics</b> and while it did not have as its objective a sustainable investment, it had a proportion of 93% of sustainable investments <ul style="list-style-type: none"> <li><input type="checkbox"/> with an environmental objective in economic activities that qualify as environmentally sustainable under the EU Taxonomy</li> <li><input checked="" type="checkbox"/> with an environmental objective in economic activities that do not qualify as environmentally sustainable under the EU Taxonomy</li> <li><input checked="" type="checkbox"/> with a social objective</li> </ul>
<input type="checkbox"/> It made <b>sustainable investments with a social objective:</b> ___%	<input type="checkbox"/> It promoted E/S characteristics, but <b>did not make any sustainable investments</b>

**Sustainable investment** means an investment in an economic activity that contributes to an environmental or social objective, provided that the investment does not significantly harm any environmental or social objective and that the investee companies follow good governance practices.

The **EU Taxonomy** is a classification system laid down in Regulation (EU) 2020/852, establishing a list of **environmentally sustainable economic activities**. That Regulation does not lay down a list of socially sustainable economic activities. Sustainable investments with an environmental objective might be aligned with the Taxonomy or not.

### To what extent were the environmental and/or social characteristics promoted by this financial product met?



The environmental and social characteristics of the financial product was fully met according to previously presented sustainability parameters set for the financial product and the sustainability indicators presented below.



The financial product has as its primary environmental objective to promote climate change mitigation and as a social objective to promote equality, including safeguarding fundamental human rights.

For Fondita, sustainable investments in an Article 8 financial product are investments that contribute to sustainable development in environmental, social, and economic terms. Several aspects are considered. Fondita has defined the main criteria for promoting a sustainable investment as follows: a) an environmentally sustainable investment means the company has set an emissions reduction initiative in its strategy and/or has a plan for CO2 neutrality; b) a socially sustainable investment means the company has implemented a diversity and/or equality policy. In addition, companies must comply with international standards, good corporate governance, and not cause significant harm.

The goal of having an emissions reduction initiative is important to Fondita since we have signed the Net Zero Asset Manager Initiative at the company level with the interim target to reduce absolute emissions by 60% by 2030. The initiative recently underwent a selfreview (initiated by the Initiative itself). We are well on track to reach the goals, which are reported in our financial products' quarterly report and in our Annual Review of Responsible Investments.

The goal of having a diversity and/or equality plan is important to Fondita since we want to hold companies accountable to ensure these values are implemented throughout the company, as we are signatories of the UN Global Compact, for example. Fondita considers safeguarding fundamental human rights a minimum requirement in all of the financial products as we conduct extensive international norms screening.

● ***How did the sustainability indicators perform?***

The sustainability indicators performed well over the year, and the expected minimum thresholds were met.

In 2025, the set environmental sustainability indicator, that at least 40% of the holdings classified to promote sustainable investments (>40% of total investments) have a carbon reduction target, was met. By the end of the year, the financial product could report

a) 93,33% of the total holdings had a CO2 reduction target

In 2025 the social sustainability indicator, that at least 40% of the holdings classified to promote sustainable investments (>40% of total investments) have an equality and/or diversity policy in place, was met. By the end of the year, the financial product could report that

b) 86,66% of the holdings had an equality/diversity policy

All companies also followed good governance practices. Furthermore, the financial product did not hold any companies against our exclusion policy.

**Sustainability indicators** measure how the environmental or social characteristics promoted by the financial product are attained.

Fondita primarily uses data from MSCI ESG Research, which is complimented by manual ESG assessments on a best-effort basis, dependent on publicly disclosed information by the holdings.

The MSCI ESG rating for the financial product at the end of 2025 was AA (very good)

● ***....and compared to previous periods?***

In 2023, 60,8% of the holdings had a carbon reduction target. The same year, 44% of the holdings had an equality and diversity policy in place.

In 2024, 94,28% of the holdings had a carbon reduction target. The same year, 88,57% of the holdings had an equality and diversity policy in place.

The MSCI ESG rating of the financial product at the end of 2025 was AA (very good), compared to AA (very good) at the end of 2023 and AA (very good) in the end of 2024.

● ***What were the objectives of the sustainable investments that the financial product partially made and how did the sustainable investment contribute to such objectives?***

The financial products main environmental objective is to promote climate change mitigation. The financial product's environmental objective is aligned with UN SDG 13 Climate Action (71%) and SDG 7 Affordable and Clean Energy (65%).

The financial product's social objectives include improving equality and safeguarding fundamental human rights. By screening for international norms and for equality and diversity policies, the financial product's social objectives are mainly in line with SDG 5 Gender Equality (78%) and SDG 8 Decent work and economic growth (39%).

The alignment data is specifically disclosed in our quarterly ESG reports available on the homepage.

Additionally, the financial product contributes to these objectives through Fondita's company-level engagement policy, where Fondita reaches out to the holdings in each financial product that do not yet have the sustainability indicators implemented. This is to discuss why investors and Fondita consider these sustainability indicators important. The results are reported in our annual Review of Responsible Investments and partly presented later in this document. The engagement policy is not part of the financial product's investment strategy.

● ***How did the sustainable investments that the financial product partially made not cause significant harm to any environmental or social sustainable investment objective?***

The financial product's systematic investment process results in a portfolio of companies that do not cause any significant harm to environmental or social sustainable investment objectives.

- 1) We exclude certain non-sustainable/controversial sectors according to the Fondita exclusion list
- 2) We exclude companies breaching international norms and conventions (UN Global Compact and OECD Guidelines for Multinational Enterprises)
- 3) We run a monthly screen of the portfolio's holdings against the MSCI EU Taxonomy DNSH (Do No Significant Harm).
- 4) We assess all companies' PAI (Principle Adverse Impacts) indicators for anomalies that have the potential to increase the risk of the investment decision

The financial product did not hold any companies during the reference period that breached the above-mentioned criteria which is under the coverage of MSCI.

— *How were the indicators for adverse impacts on sustainability factors taken into account?*

The Portfolio Manager and Head of ESG consider the adverse impacts on sustainability factors before making an investment decision and monitor them during the lifetime of the investment. The financial product considers all 14 mandatory and two voluntary adverse sustainability impact factors. Fondita uses data from several sources to make the assessment; if available, MSCI data is used as the main source. If data is not attainable from MSCI, we search for company disclosures. In case anomalies are identified in the principal adverse impacts data, the relevant are thoroughly investigated and highlighted in the ESG assessment of the company, which impacts the investment decision

— *The EU Taxonomy sets out a “do not significant harm” principle by which Taxonomy-aligned investments should not significantly harm EU Taxonomy objectives and is accompanied by specific Union criteria.*

The “do no significant harm” principle applies only to those investments underlying the financial product that take into account the EU criteria for environmentally sustainable economic activities. The investments underlying the remaining portion of this financial product do not take into account the EU criteria for environmentally sustainable economic activities.

*Any other sustainable investments must also not significantly harm any environmental or social objectives.*

*Were sustainable investments aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights?*

The holdings are aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. We base this assessment on the fact that we exclude companies that have breached any of the UN Global Compact Principles and OECD Guidelines for Multinational Enterprises.



## How did this financial product consider principal adverse impacts on sustainability factors?

The financial product takes into account the potential negative impact of the investment decision on sustainability factors. Before making an investment, we evaluate the sustainability risks associated with the company. To assess the potential negative sustainability impacts of an investment, we pay close attention to the sector to which the holding belongs, where production takes place geographically, and what the company produces. Certain sectors and geographies are simply associated with a higher risk of sustainability-related incidents. We also take into account a number of qualitative and quantitative indicators relating to the company's management and their ESG priorities.

The following mandatory PAI indicators are considered and tracked. The results were included in the Fondita annual PAI report for 2024, published in the summer of 2025. This data is specific to the financial product Nordic Small Cap produced by MSCI ESG Research April 28 2025 for the period 1st of January to 31st of December 2024. The reports are available per financial product on our homepage <https://fondita.fi/en/reports-and-documents> where definitions and units are thoroughly explained in the reports. Detailed report for this specific financial product can be reviewed behind the following link <https://fondita.fi/wp-content/uploads/2025/06/nordic-small-cap-2024-principle-adverse-impact-report.pdf>

### 1. GHG Emissions

Scope 1: 982,04

Scope 2: 1008,34

Scope 3: 31063,62

Total GHG emissions: 32959,63

### 2. Carbon Footprint 325,29

### 3. GHG intensity of investee company 625,79

### 4. Exposure to companies active in the fossil fuel sector 0%

### 5. Share of non-renewable energy consumption and production 58,68%

### 6. Energy consumption intensity per high impact climate sector (NACE A-L) N/A

### 7. Activities negatively affecting biodiversity-sensitive areas 1,98%

### 8. Emissions to water N/A

### 9. Hazardous waste ratio 1,26

### 10. Violations of UN Global Compact principles and Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises 0%

**Principal adverse impacts** are the most significant negative impacts of investment decisions on sustainability factors relating to environmental, social and employee matters, respect for human rights, anti-corruption and anti-bribery matters.

The list includes the investments constituting **the greatest proportion of investments** of the financial product during the reference period which is: 31.12.2025

Taxonomy-aligned activities are expressed as a share of:

- **turnover** reflects the “greenness” of investee companies today.
- **capital expenditure** (CapEx) shows the green investments made by investee companies, relevant for a transition to a green economy.
- **operational expenditure** (OpEx) reflects the green operational activities of investee companies.

- 11. Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises 2,43%
- 12. Unadjusted gender pay gap 7,51%
- 13. Board gender diversity 39,21%
- 14. Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons) 0%

The following voluntary PAI indicators are considered and tracked.

- 15. Investments in companies without carbon emissions reduction initiatives with the Paris Alignment. 43,94%
- 16. Number of identified cases of severe human rights issues and incidents. 0%

**What were the top investments of this financial product?**

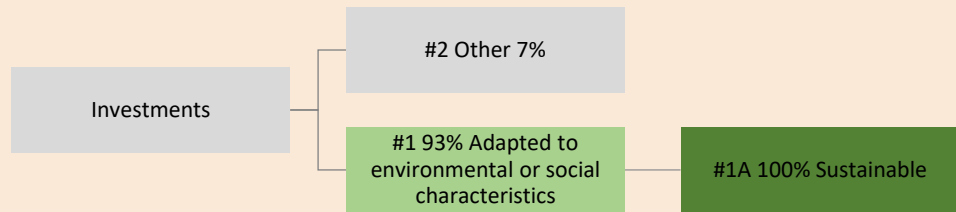
Largest Investments	Sector	% Assets	Country
Nolato	Industry	5,46%	Sweden
Nordnet	Finance	4,79%	Sweden
AL Sydbank	Finance	4,70%	Denmark
Beijer Alma	Industry	4,30%	Sweden
Camurus	Healthcare	4,21%	Sweden
Alm Brand	Finance	4,21%	Denmark
OEM International	Industry	4,10%	Sweden
Medcap	Healthcare	4,11%	Sweden
ALK Abello	Healthcare	3,95%	Denmark
Konecranes	Industry	3,89%	Finland



**What was the proportion of sustainability-related investments?**

The proportion of sustainability-related investments that promote climate change mitigation and aim to improve diversity and equality while safeguarding fundamental human rights was significantly higher than the targets set in the financial product. The proportion of sustainability-related investments was 93% It aims to promote at least 40% of its investments as sustainable investments. Out of the total 31 holdings of the financial product, 93,33% of the companies had a carbon reduction target, and 86,66% had an equality and diversity policy implemented.

## ● *What was the asset allocation?*



**No. 1 Adapted to environmental or social characteristics** includes investments of the financial product that are used to achieve the environmental or social characteristics promoted by the financial product.

**No. 2 Other** includes the remaining investments of the financial product that are neither adapted to the environmental or social characteristics nor considered as sustainable investments.

Category No 1 Adapted to environmental or social characteristics includes:

- Sub-category **No 1A Sustainable** includes sustainable investments with environmental or social objectives.
- Sub-category **No 1B Other environmental** or social characteristics includes investments adapted to the environmental or social characteristics that are not considered as sustainable investments.

## *In which economic sectors were the investments made?*

Health care, industrials, information technology, consumer staples, consumer discretionary, financials real estate and materials.



## **To what extent were the sustainable investments with an environmental objective aligned with the EU Taxonomy?**

Although the financial product promotes environmental aspects, it is not committed to making sustainable investments according to the EU Taxonomy Regulation. Therefore, the financial product does not have a target for a certain proportion of investments. The estimate of the sustainable investments with an environmental objective aligned with the EU Taxonomy (turnover) was 0,56%.



- **Did the financial product invest in fossil gas and/or nuclear energy related activities complying with the EU Taxonomy<sup>1</sup>?**

Yes:

In fossil gas

In nuclear energy

No

- **Did the financial product invest in fossil gas and/or nuclear energy related activities complying with the EU Taxonomy?**

No, the financial product does not invest in fossil gas as these sectors are part of the Fondita exclusion list.

- ***What was the share of investments made in transitional and enabling activities?***

The financial product does not have a minimum requirement for the share of investments in transitional or enabling activities.

- ***How did the percentage of investments that were aligned with the EU Taxonomy compare with previous reference periods?***

The financial product does not have a minimum requirement regarding alignment with the EU Taxonomy.



- **What was the share of sustainable investments with an environmental objective not aligned with the EU Taxonomy?**

93,33% of the holdings had a carbon reduction target, which was the environmental objective of the share of sustainable investments promoted by the financial product, which is not aligned with the EU Taxonomy.

- **What was the share of socially sustainable investments**

86,66% of the holdings had a diversity and equality policy implemented, which was the social objective of the share of sustainable investments promoted by the financial product.



- **What investments were included under “other”, what was their purpose and were there any minimum environmental or social safeguards?**

The financial product’s purpose for investment under “#2 Other” is to include investments that do not promote environmental or social characteristics according to the financial product’s sustainability indicators and do not contribute to the minimum

<sup>1</sup> Fossil gas and/or nuclear related activities will only comply with the EU Taxonomy where they contribute to limiting climate change (“climate change mitigation”) and do not significantly harm any EU Taxonomy objective - see explanatory note in the left-hand margin. The full criteria for fossil gas and nuclear energy economic activities that comply with the EU Taxonomy are laid down in Commission Delegated Regulation (EU) 2022/1214.

are sustainable investments with an environmental objective that **do not take into account the criteria** for environmentally sustainable economic activities under Regulation (EU) 2020/852.

**Enabling activities** directly enable other activities to make a substantial contribution to an environmental objective.

**Transitional activities** are activities for which low-carbon alternatives are not yet available and among others have greenhouse gas emission levels corresponding to the best performance.



proportion of sustainable investments. The "#2 Other" category of investments includes companies which we are not able to receive information on if they promote the environmental or sustainability indicator of the financial product. The minimum environmental and social safeguards for the allocation towards "#2 Other" are the screening criteria according to Fondita's previously mentioned exclusion list, which is applied to all holdings of the financial product. The exclusion list includes certain controversial sectors as well as breaches of specific international norms. The companies which were included in the "#2 Other" Category in the end of 2025 was Dynavox and OEM International since we could not attain sufficient data to assess the sustainability indicators.

### **What actions have been taken to meet the environmental and/or social characteristics during the reference period?**

The engagement policy (which is part of Fondita's principles of responsible investment) of Fondita is not part of the investment strategy of the financial product. The financial product meets the environmental and social sustainability requirements without the need for additional action. However, in Fondita Nordic Small Cap, Fondita engaged with two holdings, which none was able to verify they have the sustainability indicators of the financial product implemented by internal policies. These indicators had not been covered by our third-party database MSCI or publicly disclosed reporting by the holdings, which improved the sustainability indicators as they were used for input for the manual ESG assessment of the holdings in the financial product during the reference period.

### **How did this financial product perform compared to the reference benchmark?**

The financial product has no official benchmark.

- ***How does the reference benchmark differ from a broad market index?***

The financial product has no official benchmark.

- ***How did this financial product perform with regard to the sustainability indicators to determine the alignment of the reference benchmark with the environmental or social characteristics promoted?***

The financial product has no official reference benchmark

- ***How did this financial product perform compared with the reference benchmark?***

The financial product has no official reference benchmark

- ***How did this financial product perform compared with the broad market index?***

In 2025 the financial product had a positive return of 0,60 %. The broad MSCI Nordic Small Cap index returned 12,54%.



**Reference benchmarks** are indexes to measure whether the financial product attains the environmental or social characteristics that they promote.