

ASSESSMENT REPORT 2019

Ilmarinen Mutual Pension Insurance Company

INTRODUCTION

The Assessment report is designed to provide feedback to signatories to support ongoing learning and development.

A brief description of the each section of this report and how it should be interpreted is provided below. The high-level assessment methodology can be found [here](#) and a companion document explaining the assessment of each indicator can be found [here](#)

ORGANISATIONAL OVERVIEW

This section provides an overview of the main characteristics of your organisation. This determined which modules and indicators you reported on and determines your peer groups.

SUMMARY SCORECARD

This section provides an overview of your aggregate score for each module and the median score. These bands range from 'A+' (top band) to 'E' (lowest band).

ASSESSMENT BY MODULE

For each module you reported on, you will see a section that shows your:

- Year-on-year performance
- Indicator scorecard
- Section scores
- Comparison to peer groups

PUBLISHING IN THE DATA PORTAL

Assessment Reports and private Transparency Reports are confidential and only accessible to the reporting signatory on the Data Portal.

However, the Data Portal does facilitate signatories to share these reports bilaterally with other signatories.

To request access, use the "Find A Report" tab to search, and click "Request access". To check pending requests on your own reports, go to "Settings and Requests" tab. Your nominated Data Portal Contact can approve or decline requests.

PUBLICATION GUIDELINES

It is permitted to publish your Assessment Report outside of the Data Portal, however you must take every care not to represent scores out of context, and include access to or references to: the PRI assessment methodology; your full Assessment Report (if only a section is published); and your Transparency Report.

Assessment Reports are the intellectual property of PRI. Third party organisations who have accessed assessment reports outside of the Data Portal and intend to use assessment reports require the prior written consent of PRI (other than for internal use or research or for the sole benefit of the organisation whose report this refers to).

In no case, can this report or any content of it be sold to other parties.

PRI DISCLAIMER

This document is based on information reported directly by signatories. Moreover, the underlying information has not been audited by the PRI or any other party acting on its behalf. While every effort has been made to produce a fair representation of performance, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for damage caused by use of or reliance on the information contained within this report.

YEAR ON YEAR PERFORMANCE

These charts show the trend in your module band over the last three years, and also shows the trend across the average of all reporting signatories.

INDICATOR SCORECARD

Your indicator scorecard summarises the scores you achieved for each assessed indicator within each module.

These will range from zero stars to three stars. It also provides basic information about the performance of your organisation compared with other signatories that responded to that indicator. The number of stars determines your overall module score. Please refer to the [assessment methodology](#) summary for additional information about how these scores are calculated.

PEER COMPARISON

Your total aggregated performance band for each module will be compared against your peer groups in a series of distribution charts.

Organisational Overview

This section provides an overview of your organisation. These characteristics are used to define your peer groups.

MAIN CHARACTERISTICS	
Name	Ilmarinen Mutual Pension Insurance Company
Signatory Category	Asset Owner
Signatory Type	Non-corporate pension or superannuation or retirement or provident fund or plan
Size	US\$ > 10 billion AUM
Signed PRI Initiative	2006
Region	Europe
Country	Finland
Disclosure of Voluntary Indicators	89% from 54 Voluntary indicators

YOUR ORGANISATION'S ASSETS UNDER MANAGEMENT (AUM)†		
Asset Class	Internally Managed	Externally Managed
Listed equity	10-50%	10-50%
Fixed income	10-50%	10-50%
Private equity	<10%	<10%
Property	10-50%	<10%
Infrastructure	<10%	<10%
Commodities	0	0
Hedge funds	0	<10%
Forestry	<10%	0
Farmland	0	0
Inclusive finance	0	0
Cash	<10%	0
Other 1	<10%	<10%
Other 2	0	0

† Asset classes were aggregated to four ranges: 0%; <10%; 10-50% and >50%

Summary Scorecard

AUM	Module Name	Your Score	Your Score	Median Score
	01. Strategy & Governance	A+		A
Indirect - Manager Sel., App. & Mon				
10-50%	02. Listed Equity	B		A
<10%	03. Fixed Income - SSA	Not reported		
<10%	05. Fixed Income - Corporate Non-Financial	B		B
<10%	07. Private Equity	Not reported		
<10%	08. Property	Not reported		
<10%	09. Infrastructure	Not reported		
Direct & Active Ownership Modules				
10-50%	10. Listed Equity - Incorporation	A+		B
10-50%	11. Listed Equity - Active Ownership	A+		B
<10%	12. Fixed Income - SSA	B		B
<10%	13. Fixed Income - Corporate Financial	B		B
<10%	14. Fixed Income - Corporate Non-Financial	A		B
<10%	16. Private Equity	Not reported		
10-50%	17. Property	A		B
<10%	18. Infrastructure	Not reported		

Strategy And Governance

Indicator Scorecard

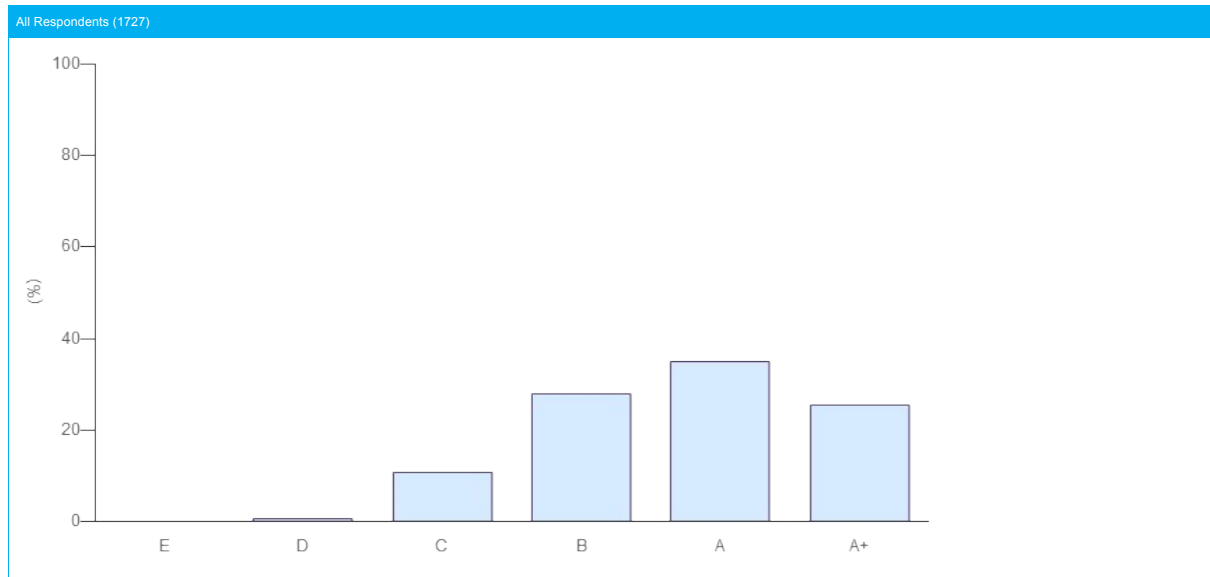
Module	Strategy and Governance
Total Score	29 ★ (out of a maximum 30 ★ from 10 indicators). Your score includes 3 additionally assessed indicators and the additional part of your score was calculated from SG 08.a, SG 11, SG 14.
Band	A+

SECTION	INDICATOR			MEDIAN PEER SCORE (# PEERS)	YOUR SCORE	CHANGE AGAINST LAST YEAR
	NUMBER	TYPE	TOPIC			
RI Policy	SG 01	CORE	RI Policy and coverage	★★★ (1728)	★★★★	—
	SG 02	CORE	Publicly available RI policy or guidance documents	★★★ (1728)	★★★☆	—
	SG 03	CORE	Conflicts of interest	★★★ (1728)	★★★★	—
Objective & Strategies	SG 05	CORE	RI goals and objectives	★★★ (1728)	★★★★	—
Governance & Human Resources	SG 07	CORE	RI roles and responsibilities	★★★ (1728)	★★★★	—
	SG 08a	ADDITIONAL	RI in performance management & rewards	★★★ (1728)	★★★★	—
	SG 08b	ADDITIONAL	RI in personal development / training	★★★ (1728)	★★★☆	↓
Promoting RI	SG 09	CORE	Collaborative organisations / initiatives	★★★ (1728)	★★★★	—
	SG 10	CORE	Promoting RI independently	★★★ (1728)	★★★★	—
	SG 11	ADDITIONAL	Dialogue with public policy makers or standard setters	★★★ (1728)	★★★★	↑
ESG Issues In Asset Allocation	SG 14	ADDITIONAL	Investment risks and opportunity	★★★ (1728)	★★★★	—
Assurance of Responses	CM 01	ADDITIONAL	Assurance, verification, or review	★★★ (1728)	★★★★	↑

COMPARISON WITH PEERS

Your Strategy and Governance module score has been compared to relevant peer groups in a series of distribution charts below.

Module	STRATEGY AND GOVERNANCE
Band	A+

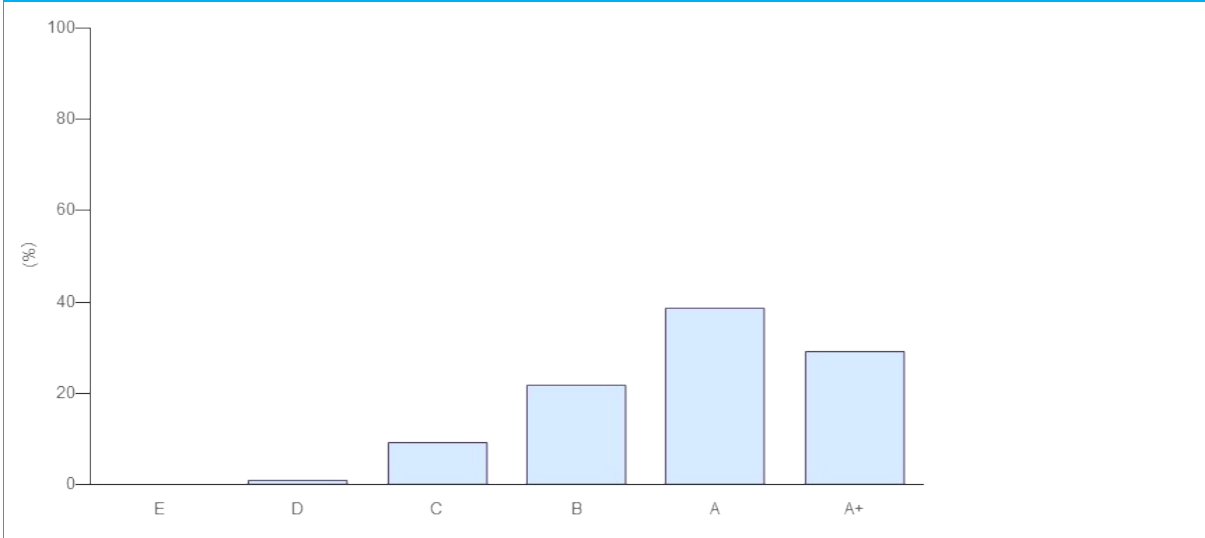


COMPARISON WITH PEERS

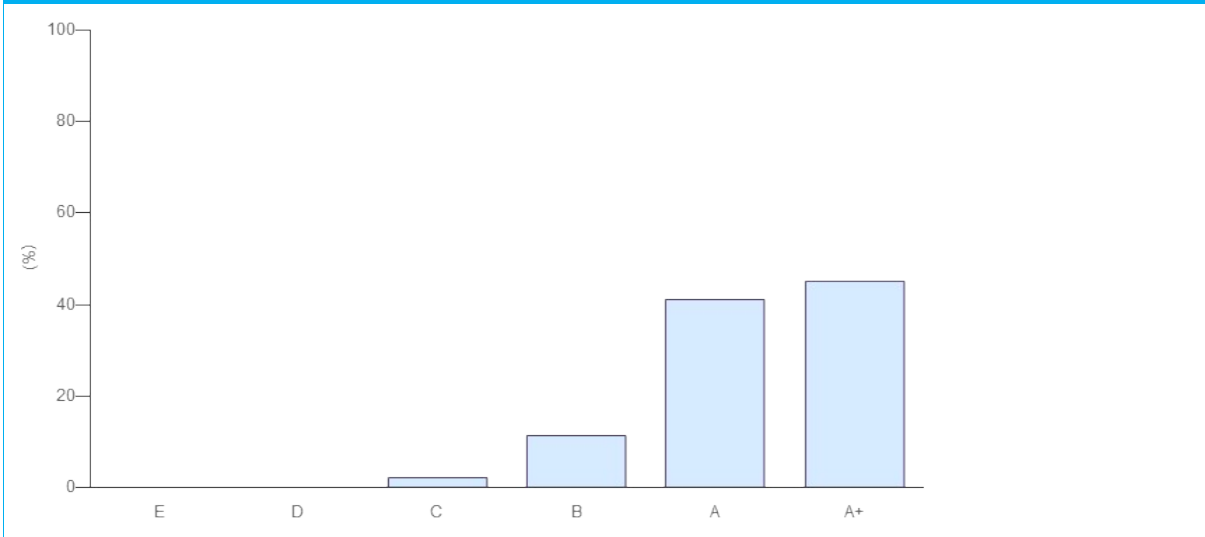
Your Strategy and Governance module score has been compared to relevant peer groups in a series of distribution charts below.

Module	STRATEGY AND GOVERNANCE
Band	A+

Category: Asset Owner (384)



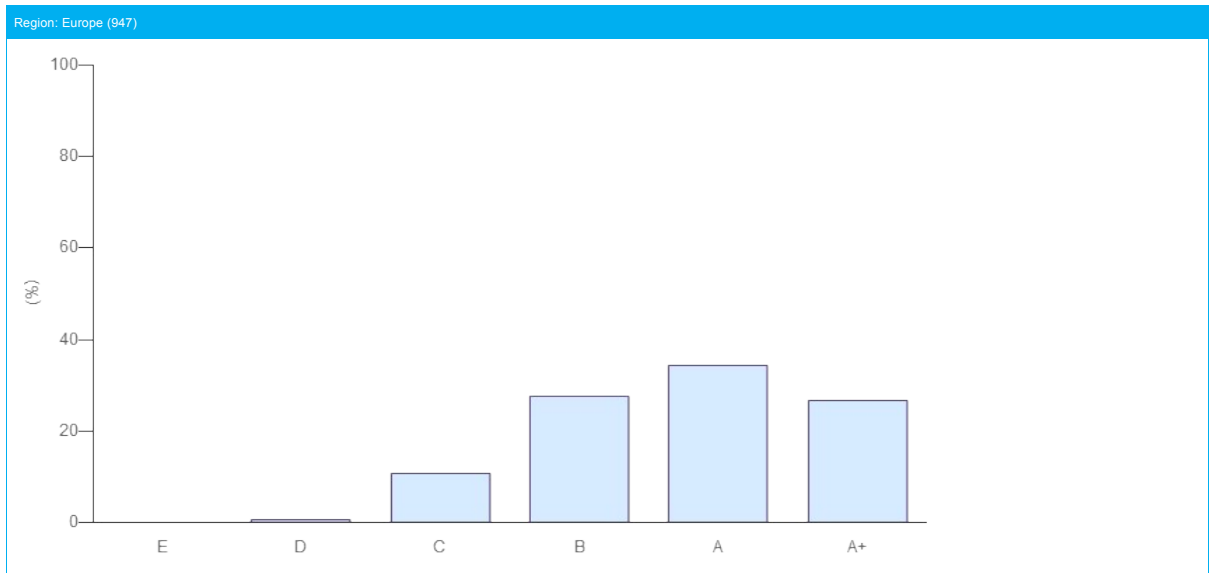
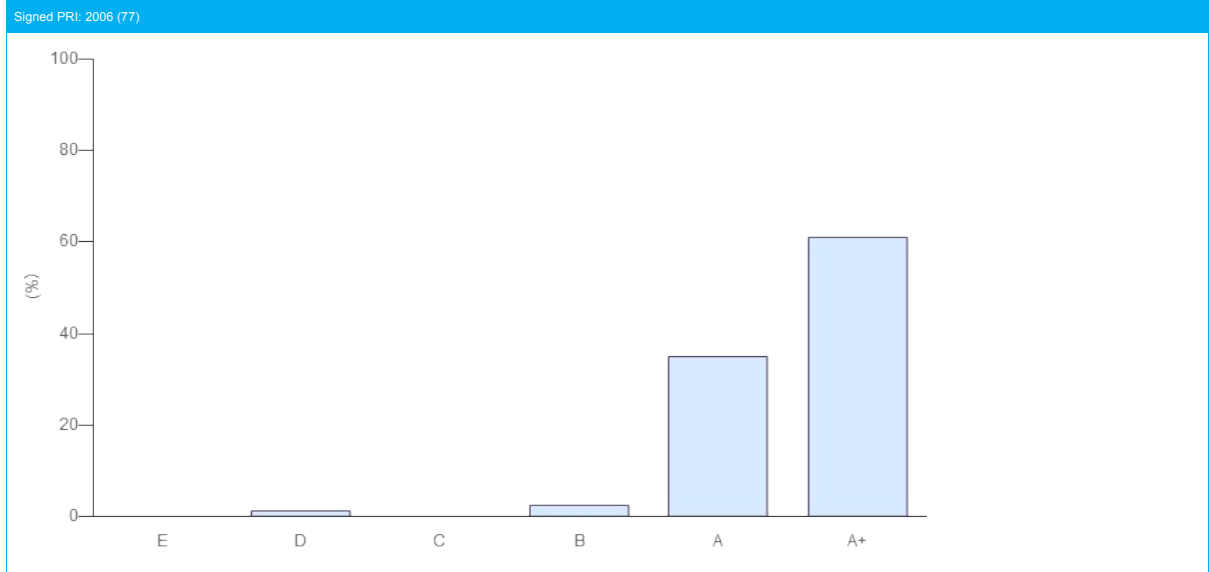
Size: > 10 (175)



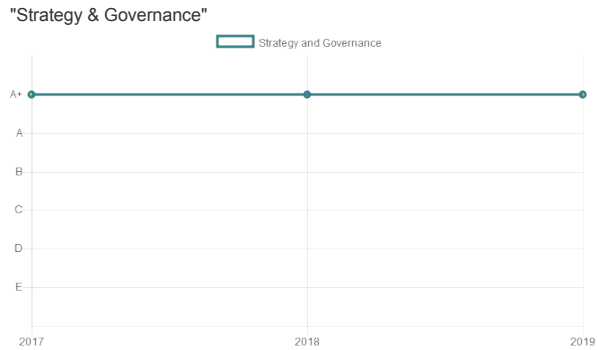
COMPARISON WITH PEERS

Your Strategy and Governance module score has been compared to relevant peer groups in a series of distribution charts below.

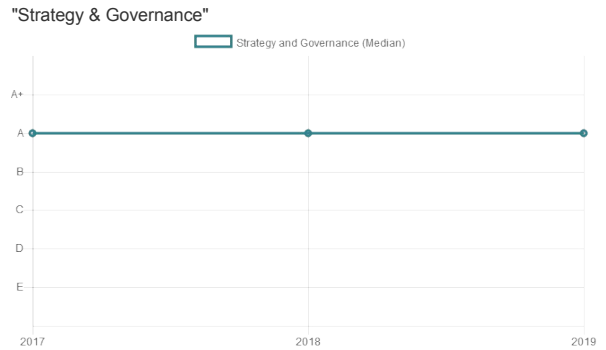
Module	STRATEGY AND GOVERNANCE
Band	A+



Your Company Year-On-Year Performance



Average Year-On-Year Trends



Indirect - Listed Equity

Indicator Scorecard

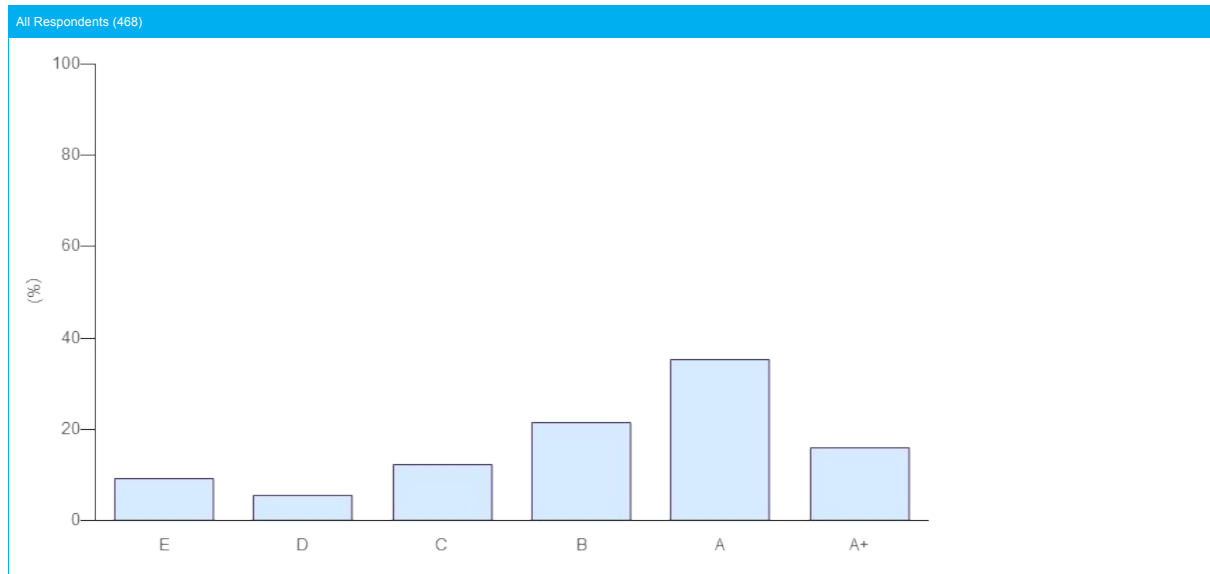
Module	Indirect - Listed Equity
Total Score	29 ★ (out of a maximum 39 ★ from 13 indicators). Your score includes 4 additionally assessed indicators and the additional part of your score was calculated from SAM 02.2b, SAM 02.4, SAM 03.1a, SAM 03.1b.
Band	B

SECTION	INDICATOR			MEDIAN PEER SCORE (# PEERS)	YOUR SCORE	CHANGE AGAINST LAST YEAR
	NUMBER	TYPE	TOPIC			
Overview	SG 12.3	CORE	Selection, appointment and review of investment consultants	★★★★ (156)	N/A	—
	SG 12.5	CORE	Monitoring fiduciary managers	★★★★ (116)	N/A	—
Selection	SAM 02.1	CORE	Selection - RI in documentation	★★★★ (468)	★★★★	—
	SAM 02.2a	CORE	Selection - Strategy	★★★★ (468)	★★★★	↑
	SAM 02.2b	ADDITIONAL	Selection - ESG people/oversight	★★★★ (468)	★★★★	—
	SAM 02.2c	CORE	Selection - Portfolio construction/valuation	★★★☆☆ (468)	★★★★	↑
	SAM 02.3	CORE	Selection processes - General	★★★★ (468)	★★★★	—
	SAM 02.4	ADDITIONAL	Selection processes - RI considerations	★★★★ (468)	★★★★	↑
	SAM 03.1a	ADDITIONAL	Selection -Engagement	★★★☆☆ (292)	★★★★	↑
	SAM 03.1b	ADDITIONAL	Selection - (Proxy) voting	★★★☆☆ (279)	★★★★	↑
	SAM 03.2	ADDITIONAL	Selection - Engagement effectiveness	★★★☆☆ (292)	★★★☆☆	↑
	SAM 03.3	ADDITIONAL	Selection - (Proxy) voting effectiveness	★★★☆☆ (279)	★★★☆☆	↑
Appointment	SAM 04.1	CORE	Appointment - General	★★★☆☆ (444)	☆☆☆☆	—
	SAM 04.2	CORE	Appointment - Objectives & Controls	★★★★ (444)	☆☆☆☆	—
	SAM 04.3	ADDITIONAL	Appointment - Incentives & Controls	★★★☆☆ (444)	☆☆☆☆	—
Monitoring	SAM 05.1	CORE	Monitoring - General	★★★★ (468)	★★★★	↑
	SAM 05.2	ADDITIONAL	Monitoring - Measuring progress	★★★☆☆ (468)	★★★☆☆	↑
	SAM 06.1a	ADDITIONAL	Monitoring - Engagements	★★★☆☆ (292)	★★★★	↑
	SAM 06.1b	ADDITIONAL	Monitoring - (proxy) Voting	★★★☆☆ (279)	★★★★	↑
	SAM 07	CORE	Percentages of (proxy) votes cast	★★★☆☆ (279)	★★★☆☆	↑
Outputs and Outcomes	SAM 09.1	ADDITIONAL	Examples of ESG factors	★★★★ (468)	★★★★	↑
Communication	SG 19	CORE	Disclosure of RI considerations	★★★☆☆ (468)	★★★☆☆	—

COMPARISON WITH PEERS

Your Indirect - Listed Equity module score has been compared to relevant peer groups in a series of distribution charts below.

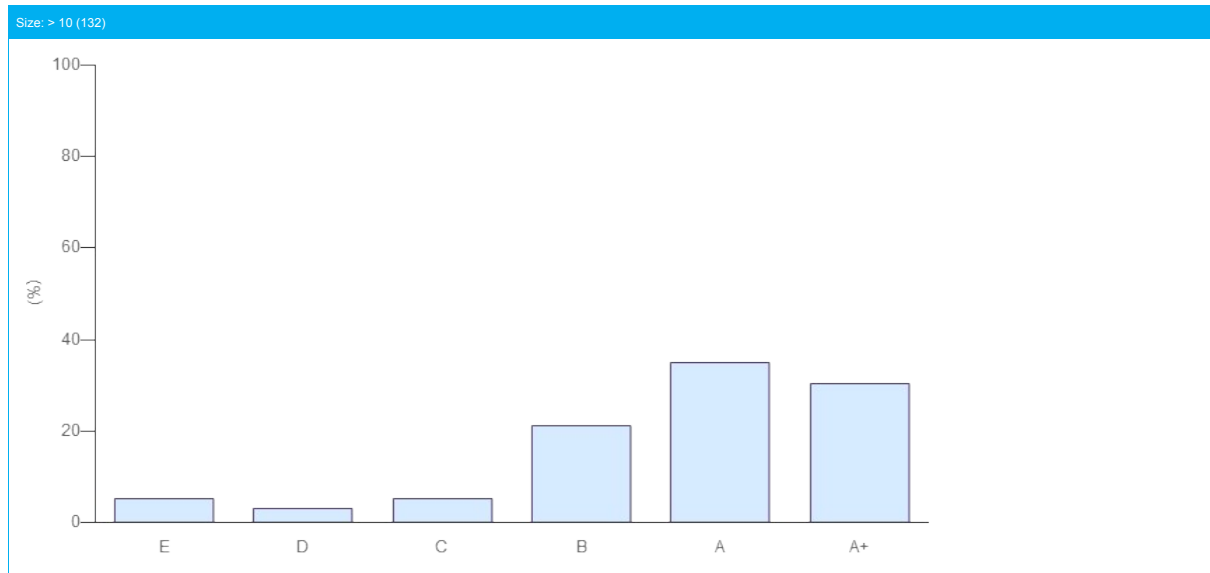
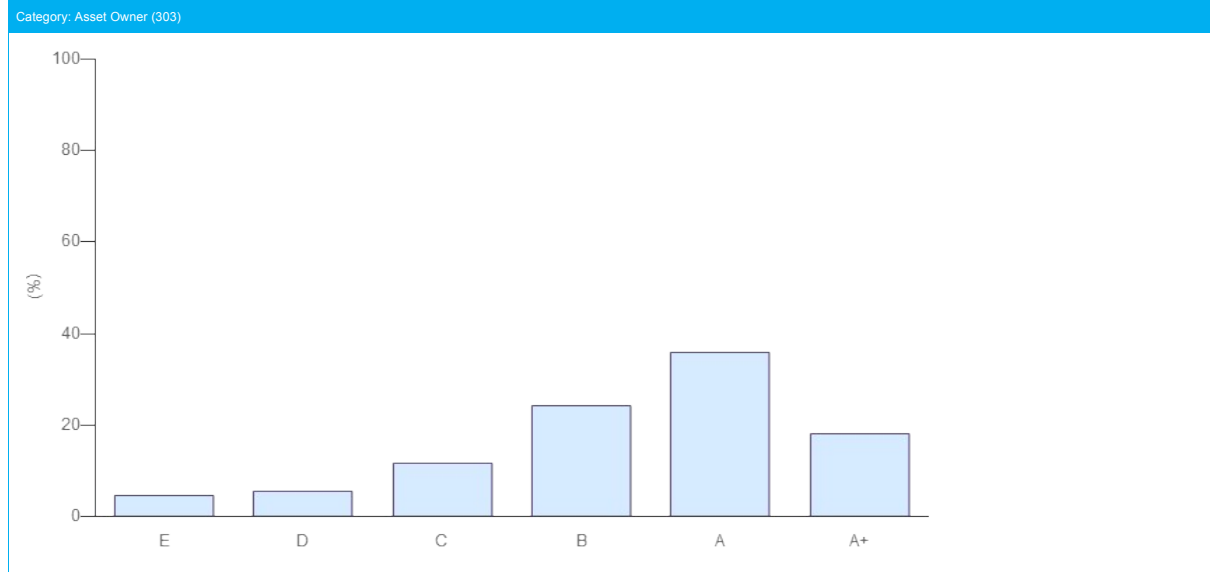
Module	INDIRECT - LISTED EQUITY
Band	B



COMPARISON WITH PEERS

Your Indirect - Listed Equity module score has been compared to relevant peer groups in a series of distribution charts below.

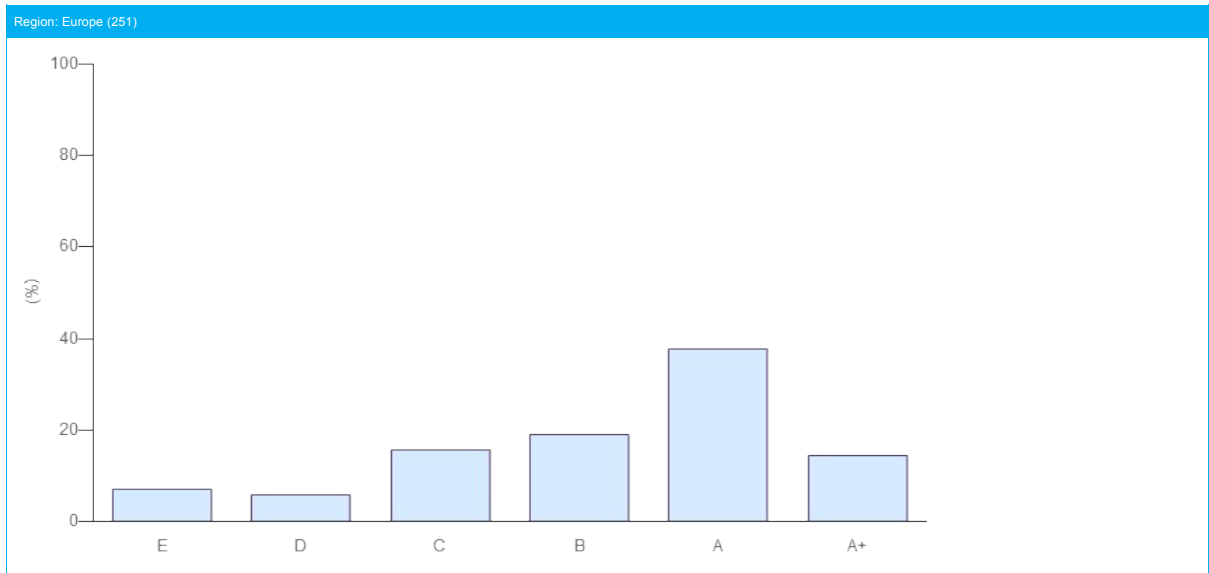
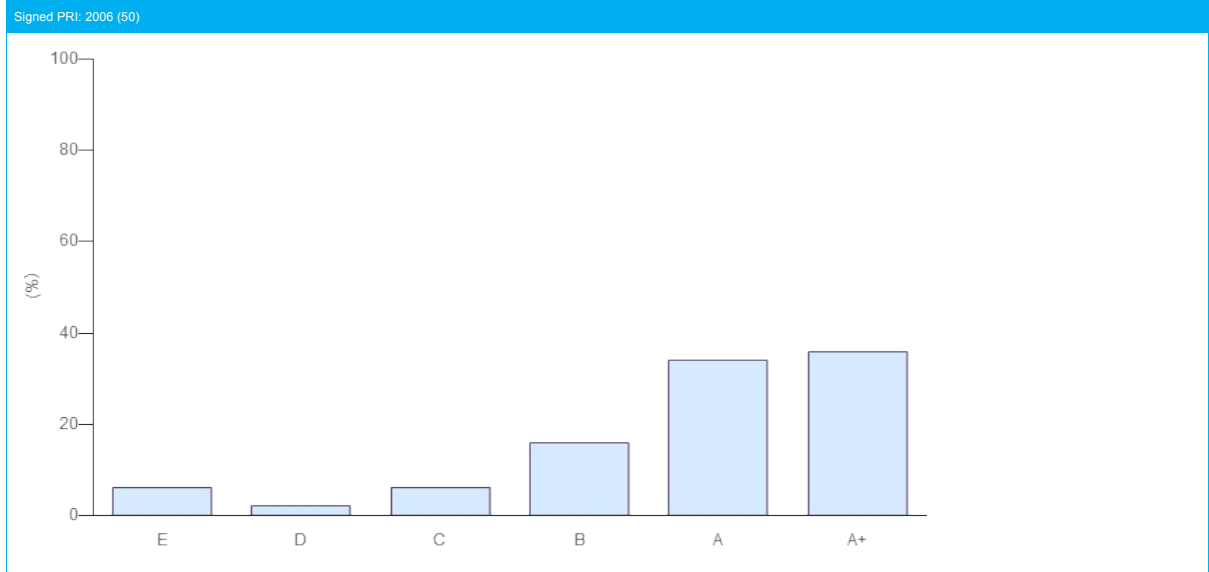
Module	INDIRECT - LISTED EQUITY
Band	B



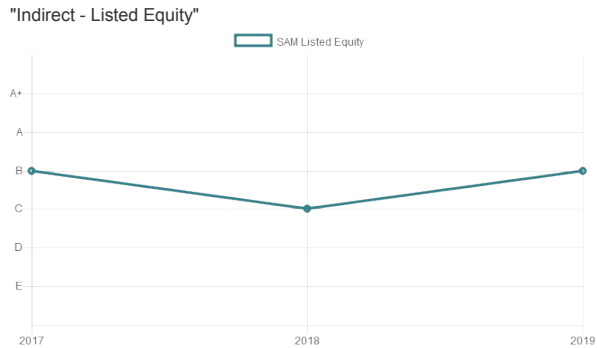
COMPARISON WITH PEERS

Your Indirect - Listed Equity module score has been compared to relevant peer groups in a series of distribution charts below.

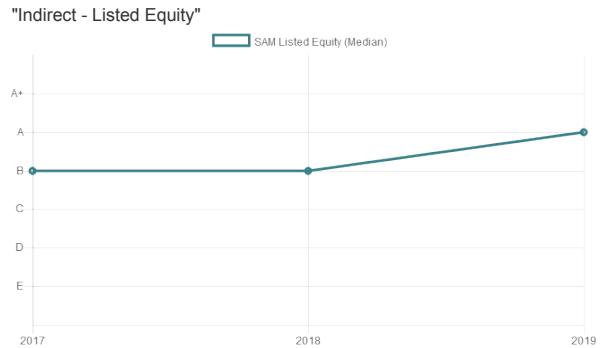
Module	INDIRECT - LISTED EQUITY
Band	B



Your Company Year-On-Year Performance



Average Year-On-Year Trends



Indirect - Fixed Income Corporate (Non-Financial)

Indicator Scorecard

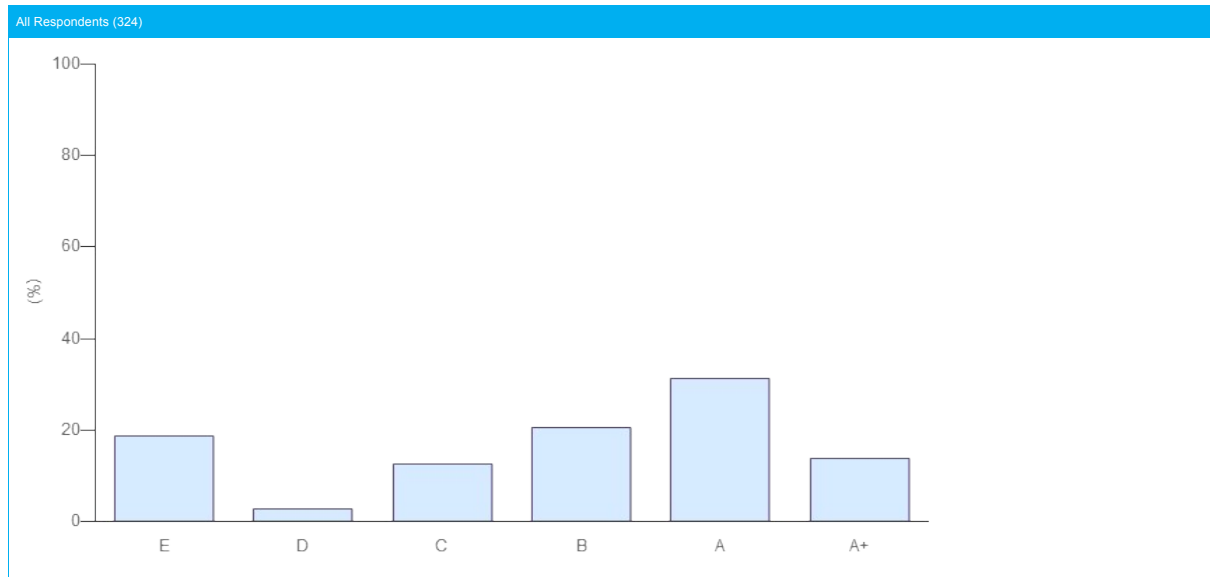
Module	Indirect - Fixed Income Corporate (Non-Financial)
Total Score	24 ★ (out of a maximum 36 ★ from 12 indicators). Your score includes 4 additionally assessed indicators and the additional part of your score was calculated from SAM 02.2b, SAM 02.4, SAM 09.1, SAM 05.2.
Band	B

SECTION	INDICATOR			MEDIAN PEER SCORE (# PEERS)	YOUR SCORE	CHANGE AGAINST LAST YEAR
	NUMBER	TYPE	TOPIC			
Overview	SG 12.3	CORE	Selection, appointment and review of investment consultants	★★★★ (78)	N/A	—
	SG 12.5	CORE	Monitoring fiduciary managers	★★★★ (83)	N/A	—
Selection	SAM 02.1	CORE	Selection - RI in documentation	★★★★ (324)	★★★☆☆	—
	SAM 02.2a	CORE	Selection - Strategy	★★★★ (324)	★★★★	—
	SAM 02.2b	ADDITIONAL	Selection - ESG people/oversight	★★★★ (324)	★★★★	—
	SAM 02.2c	CORE	Selection - Portfolio construction/valuation	★★★☆☆ (324)	★★★★	—
	SAM 02.3	CORE	Selection processes - General	★★★★ (324)	★★★★	—
	SAM 02.4	ADDITIONAL	Selection processes - RI considerations	★★★★ (324)	★★★★	—
	SAM 03.1a	ADDITIONAL	Selection -Engagement	★★★☆☆ (214)	N/A	—
	SAM 03.2	ADDITIONAL	Selection - Engagement effectiveness	★★★☆☆ (214)	N/A	—
Appointment	SAM 04.1	CORE	Appointment - General	★★★☆☆ (305)	☆☆☆☆	—
	SAM 04.2	CORE	Appointment - Objectives & Controls	★★★★ (305)	☆☆☆☆	—
	SAM 04.3	ADDITIONAL	Appointment - Incentives & Controls	★★★☆☆ (305)	☆☆☆☆	—
Monitoring	SAM 05.1	CORE	Monitoring - General	★★★☆☆ (324)	★★★☆☆	—
	SAM 05.2	ADDITIONAL	Monitoring - Measuring progress	★★★☆☆ (324)	★★☆☆☆	—
	SAM 06.1	ADDITIONAL	Monitoring - Engagements	★★★☆☆ (214)	N/A	—
Outputs and Outcomes	SAM 09.1	ADDITIONAL	Examples of ESG factors	★★★☆☆ (324)	★★★★	—
Communication	SG 19	CORE	Disclosure of RI considerations	★★★☆☆ (324)	★★☆☆☆	—

COMPARISON WITH PEERS

Your Indirect - Fixed Income Corporate Non Financial module score has been compared to relevant peer groups in a series of distribution charts below.

Module	INDIRECT - FIXED INCOME CORPORATE NON FINANCIAL
Band	B

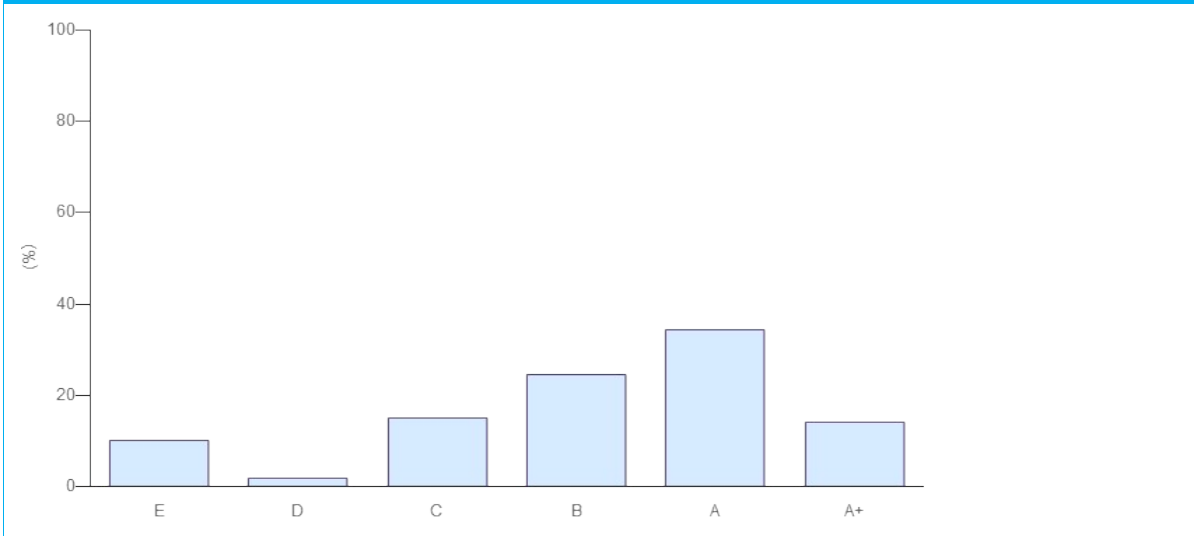


COMPARISON WITH PEERS

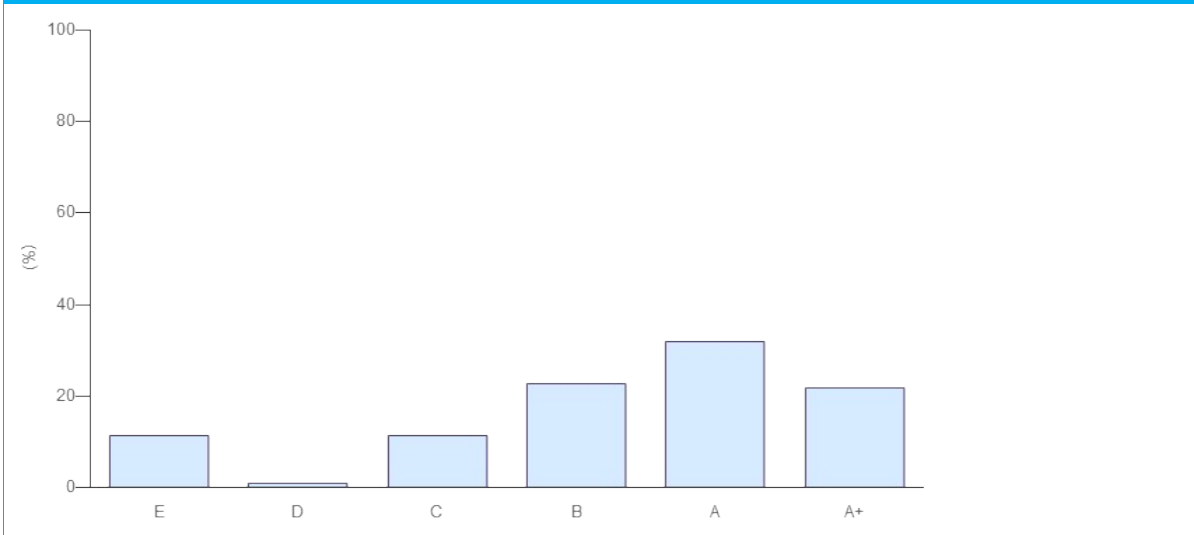
Your Indirect - Fixed Income Corporate Non Financial module score has been compared to relevant peer groups in a series of distribution charts below.

Module	INDIRECT - FIXED INCOME CORPORATE NON FINANCIAL
Band	B

Category: Asset Owner (207)



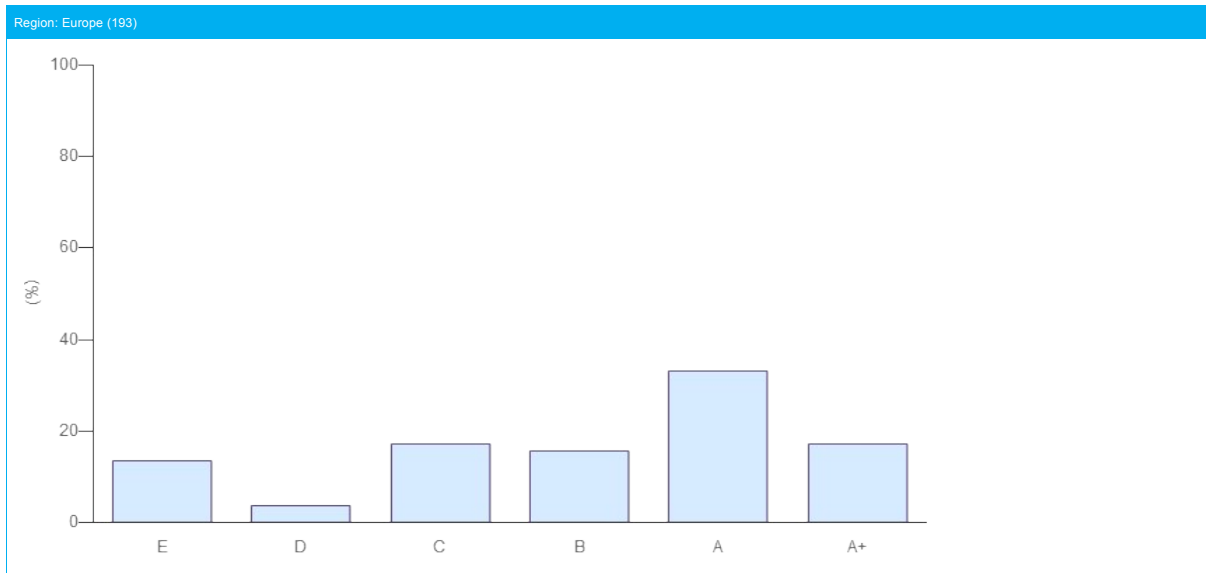
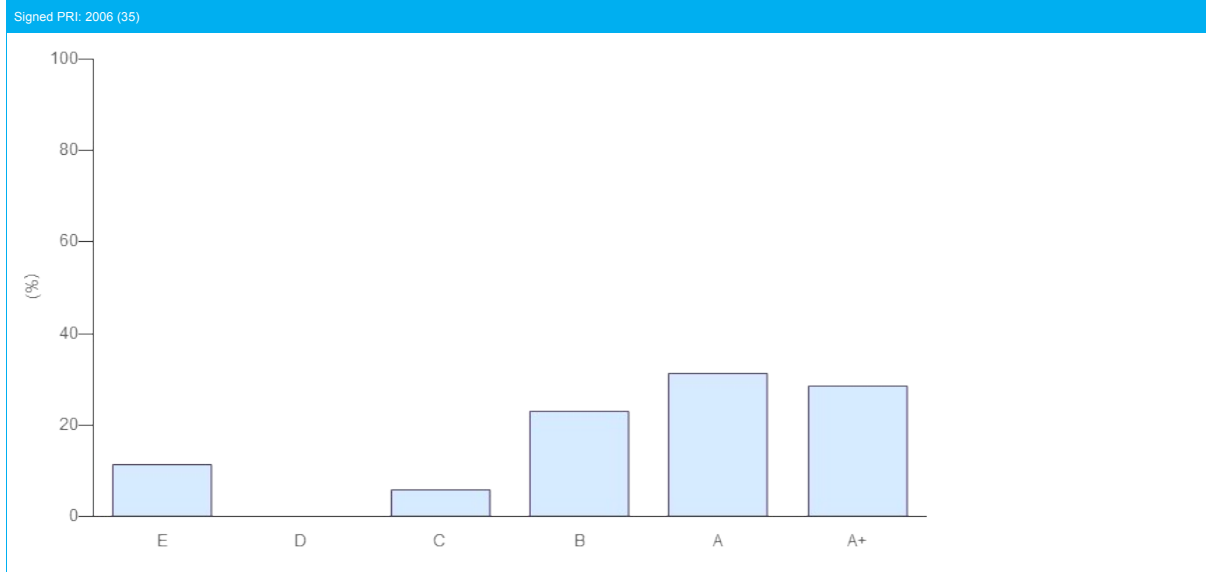
Size: > 10 (97)



COMPARISON WITH PEERS

Your Indirect - Fixed Income Corporate Non Financial module score has been compared to relevant peer groups in a series of distribution charts below.

Module	INDIRECT - FIXED INCOME CORPORATE NON FINANCIAL
Band	B



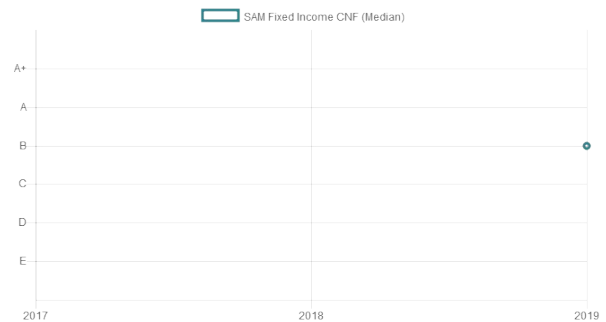
Your Company Year-On-Year Performance

"Indirect - Fixed Income Corporate Non-Financial"



Average Year-On-Year Trends

"Indirect - Fixed Income Corporate Non-Financial"



DIRECT - LISTED EQUITY - INCORPORATION

MODULE OVERVIEW

The table below provides an overview of your Listed Equity Incorporation Band as well as your scores for Screening and/or Integration strategies. You receive a single score for this module, which is based on your main incorporation strategy, calculated using your reported information in indicator LEI 03. Both the Screening and Integration scores, if applicable, are presented in more detail in the following pages. Thematic approaches are not scored.

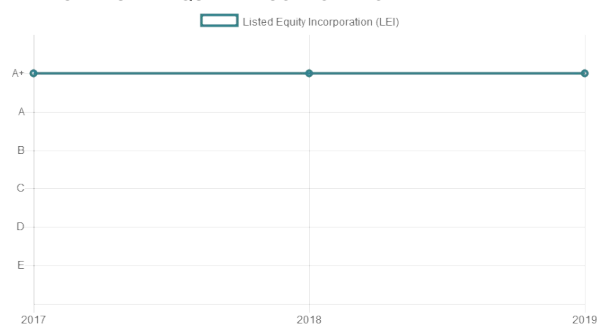
Module Band	A+
Score based on	Screening & Integration
Screening	A+
Integration	A+
Thematic	Not Scored

OVERVIEW OF INCORPORATION STRATEGIES (LEI 03)

ESG INCORPORATION STRATEGY	PERCENTAGE OF ACTIVE LISTED EQUITY TO WHICH THE STRATEGY IS APPLIED (%)
Screening alone	0 %
Thematic alone	0 %
Integration alone	0 %
Screening + integration strategies	90 %
Thematic + integration strategies	0 %
Screening + thematic strategies	0 %
All three strategies combined	10 %
No incorporation strategies applied	0 %

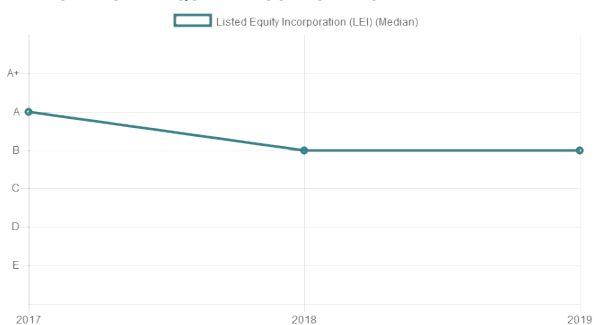
Your Company Year-On-Year Performance

"DIRECT - LISTED EQUITY - INCORPORATION"



Average Year-On-Year Trends

"DIRECT - LISTED EQUITY - INCORPORATION"



Direct - LISTED EQUITY - SCREENING

Indicator Scorecard

This module looks at how your organisation applies ESG screening to your internally managed listed equity holdings. If your organisation did not respond to an applicable indicator, you will see a score of ☆☆☆

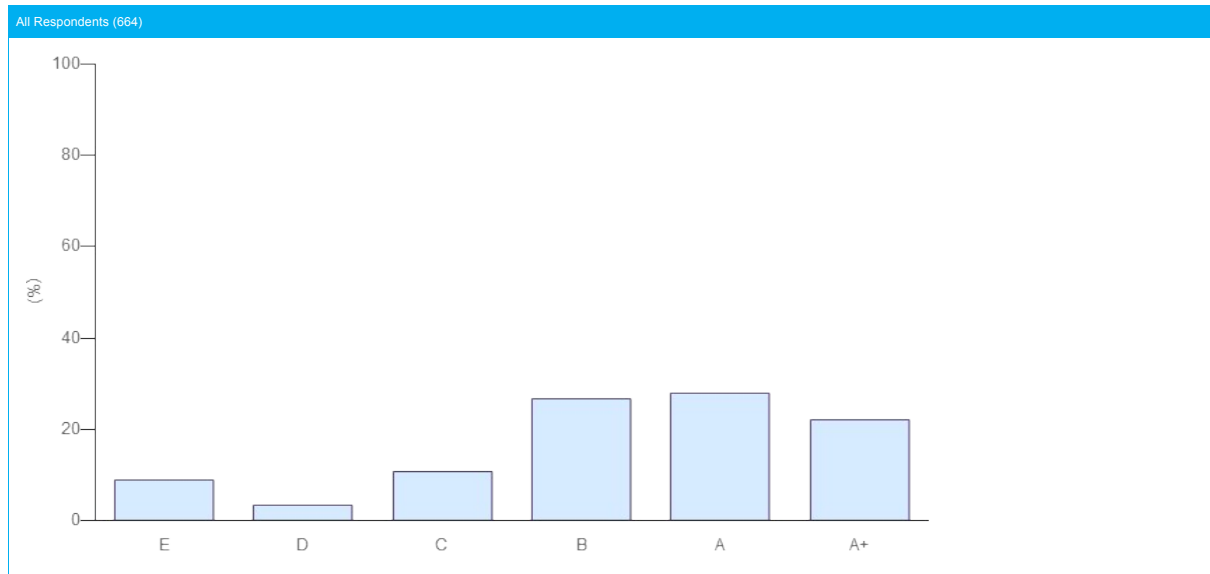
Module	LISTED EQUITY - INCORPORATION
Incorporation Strategy	SCREENING
Total Score	15 ★ (out of a maximum 15 ★ from 5 indicators). Your score includes 2 additionally assessed indicators and the additional part of your score was calculated from LEI 02, LEI 03.
Band	A+

SECTION	INDICATOR			MEDIAN PEER SCORE (# PEERS)	YOUR SCORE	CHANGE AGAINST LAST YEAR
	NUMBER	TYPE	TOPIC			
IMPLEMENTATION PROCESSES	LEI 02	ADDITIONAL	Type of ESG information used in investment decision	★★★★ (664)	★★★★	—
	LEI 03	ADDITIONAL	Information from engagement and/or voting used in investment decision-making	★★★★ (664)	★★★★	—
IMPLEMENTATION: SCREENING	LEI 05	CORE	Processes to ensure screening is based on robust analysis	★★★★ (664)	★★★★	—
	LEI 06	ADDITIONAL	Processes to ensure fund criteria are not breached	★★★☆☆ (664)	★★★★	—
COMMUNICATION	SG 19a	CORE	Disclosure of approach to public	★★★☆☆ (664)	★★★★	—
	SG 19b	CORE	Disclosure of approach to clients/beneficiaries	★★★☆☆ (664)	★★★★	—

COMPARISON WITH PEERS

Your Direct - Listed Equity - Screening module score has been compared to relevant peer groups in a series of distribution charts below.

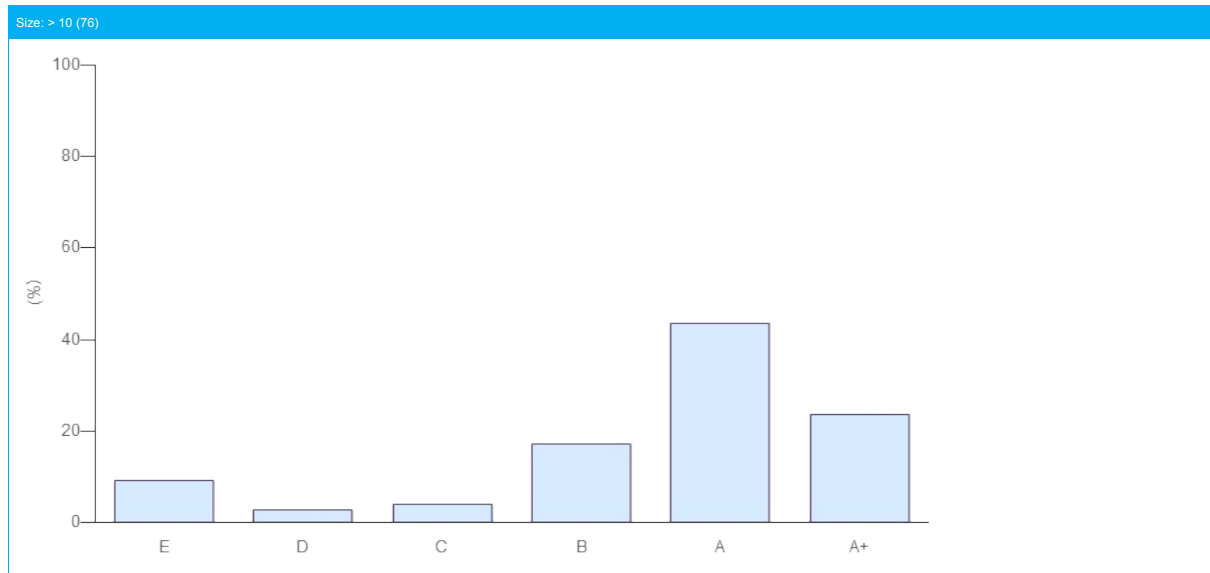
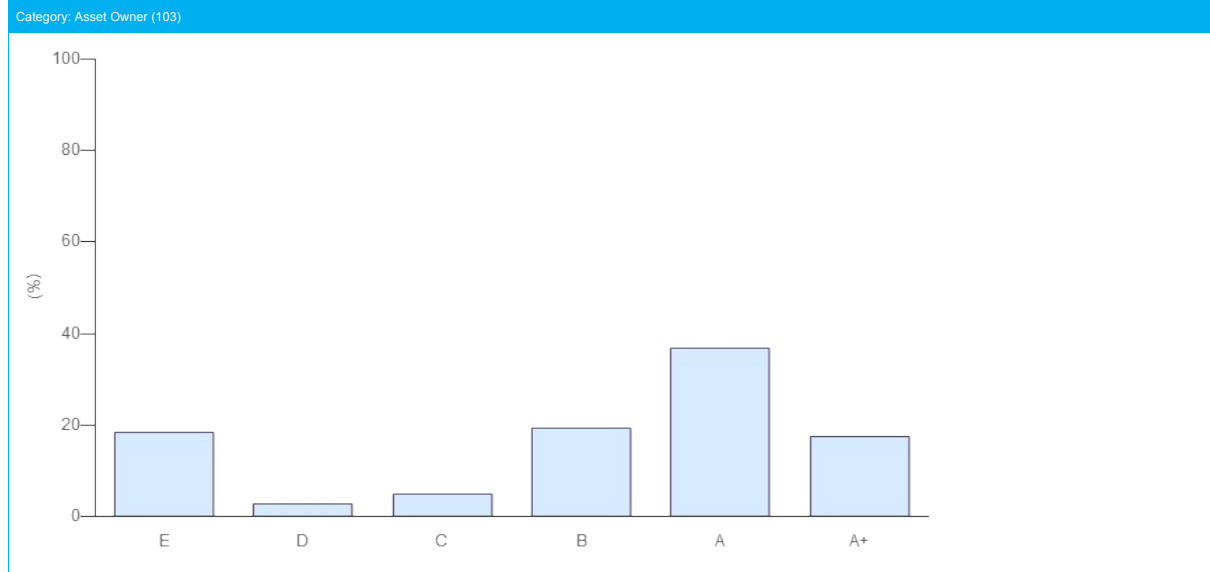
Module	DIRECT - LISTED EQUITY - SCREENING
Band	A+



COMPARISON WITH PEERS

Your Direct - Listed Equity - Screening module score has been compared to relevant peer groups in a series of distribution charts below.

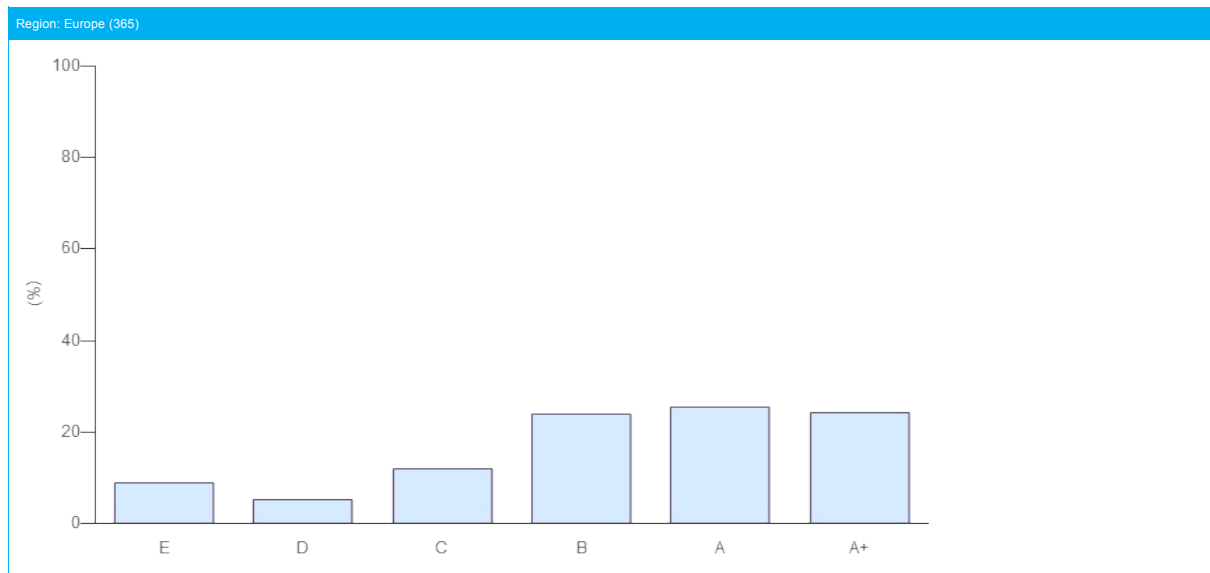
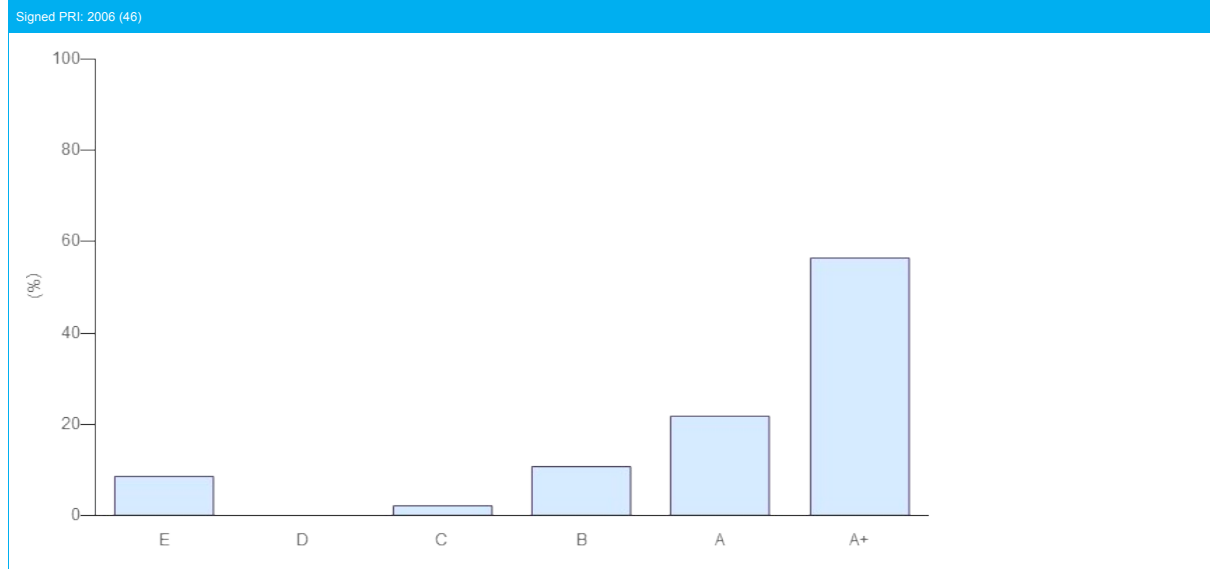
Module	DIRECT - LISTED EQUITY - SCREENING
Band	A+



COMPARISON WITH PEERS

Your Direct - Listed Equity - Screening module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - LISTED EQUITY - SCREENING
Band	A+



Direct - LISTED EQUITY - INTEGRATION

Indicator Scorecard

This module looks at how your organisation integrates ESG issues into investment decision making for your internally managed listed equity holdings. If your organisation did not respond to an applicable indicator, you will see a score of ☆☆☆

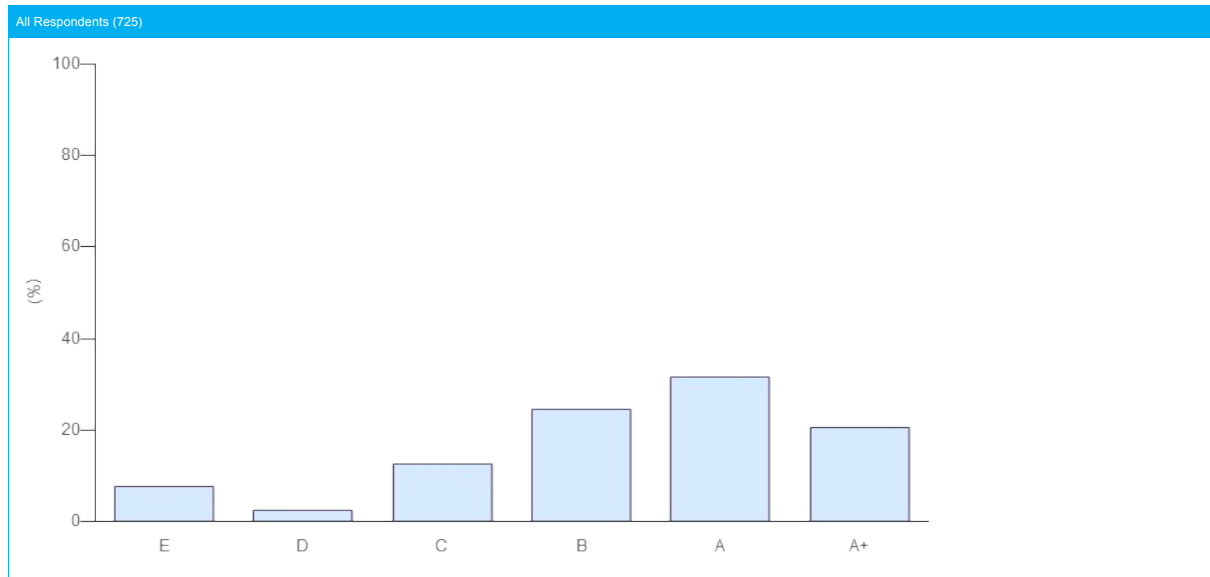
Module	LISTED EQUITY - INCORPORATION
Incorporation Strategy	INTEGRATION
Total Score	21 ★ (out of a maximum 21 ★ from 7 indicators). Your score includes 2 additionally assessed indicators and the additional part of your score was calculated from LEI 02, LEI 03.
Band	A+

SECTION	INDICATOR			MEDIAN PEER SCORE (# PEERS)	YOUR SCORE	CHANGE AGAINST LAST YEAR
	NUMBER	TYPE	TOPIC			
IMPLEMENTATION PROCESSES	LEI 02	ADDITIONAL	Type of ESG information used in investment decision	★★★★ (725)	★★★★	—
	LEI 03	ADDITIONAL	Information from engagement and/or voting used in investment decision-making	★★★★ (725)	★★★★	—
IMPLEMENTATION: INTEGRATION	LEI 08	CORE	Review ESG issues while researching companies/sectors	★★★★ (725)	★★★★	—
	LEI 09	CORE	Processes to ensure integration is based on robust analysis	★★★★ (725)	★★★★	—
	LEI 10	CORE	Aspects of analysis ESG information is integrated into	★★★★ (725)	★★★★	—
COMMUNICATION	SG 19a	CORE	Disclosure of approach to public	★★☆☆ (725)	★★★★	—
	SG 19b	CORE	Disclosure of approach to clients/beneficiaries	★★☆☆ (725)	★★★★	—

COMPARISON WITH PEERS

Your Direct - Listed Equity - Integration module score has been compared to relevant peer groups in a series of distribution charts below.

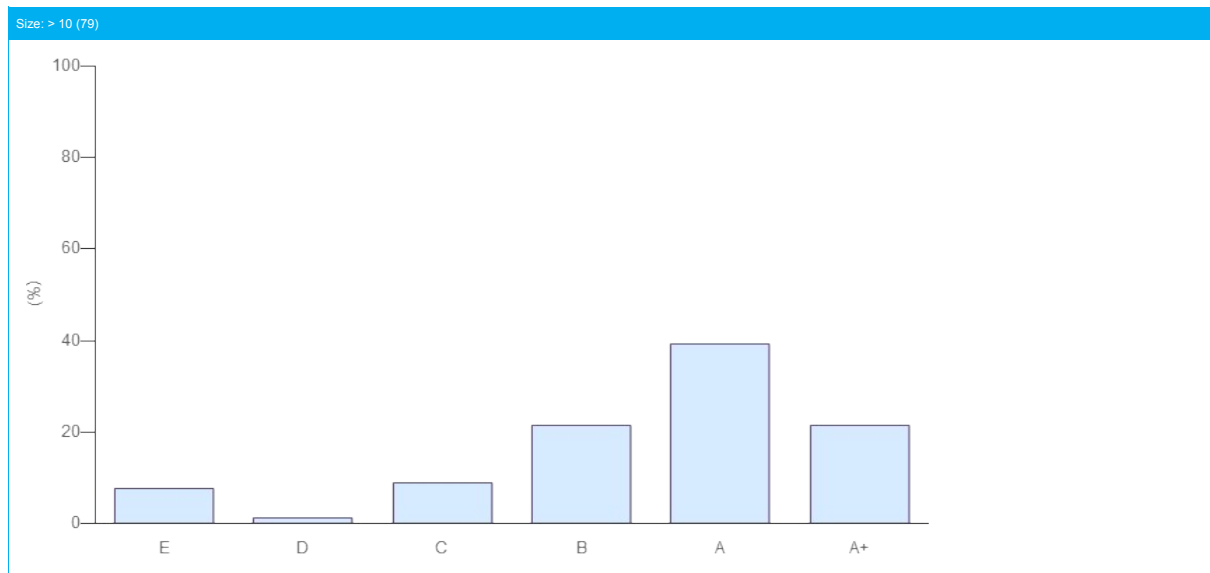
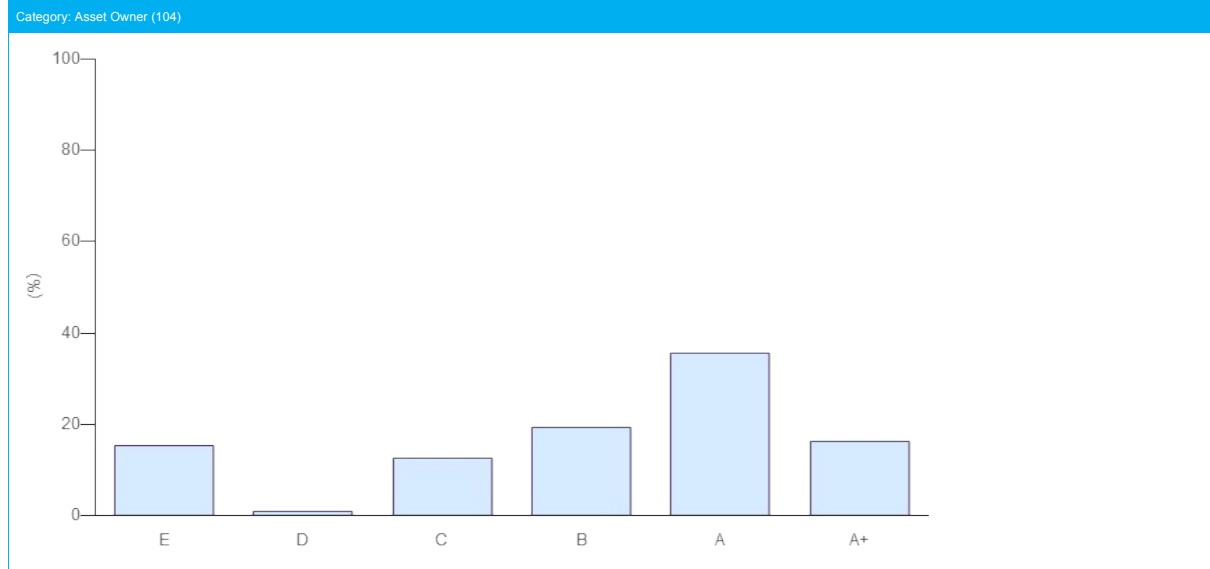
Module	DIRECT - LISTED EQUITY - INTEGRATION
Band	A+



COMPARISON WITH PEERS

Your Direct - Listed Equity - Integration module score has been compared to relevant peer groups in a series of distribution charts below.

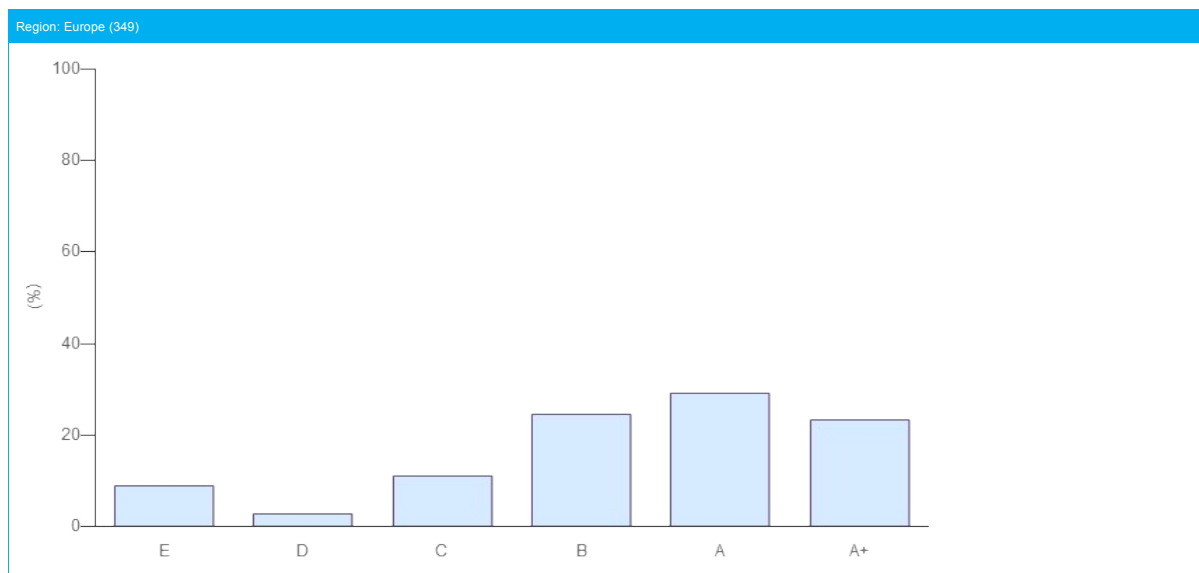
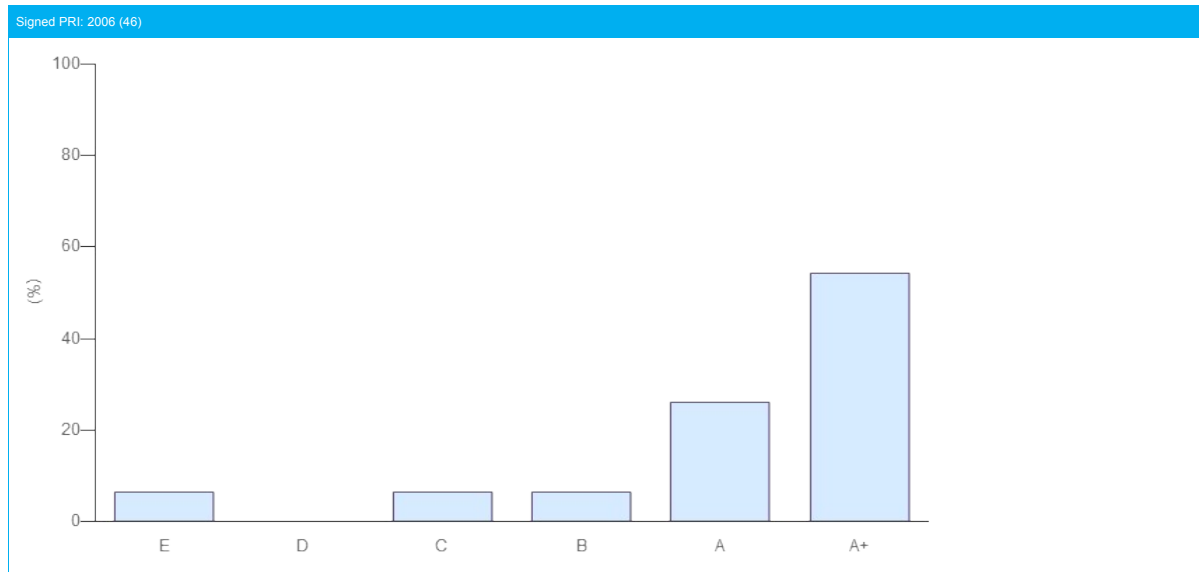
Module	DIRECT - LISTED EQUITY - INTEGRATION
Band	A+



COMPARISON WITH PEERS

Your Direct - Listed Equity - Integration module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - LISTED EQUITY - INTEGRATION
Band	A+



DIRECT - LISTED EQUITY - ACTIVE OWNERSHIP

MODULE OVERVIEW

The table below provides an overview of your Listed Equity Active Ownership Band. This is based on your score for engagement and (proxy) voting.

If applicable, you will see a separate score for engagements run internally, collaboratively and through service providers. Your engagement score is based on your main engagement approach, calculated using your reported information in indicator LEA 11. Your main approach is based on the combination of the quantity and comprehensiveness of engagements and your role/involvement. The Engagement score is not dependent on how you conduct your engagements and the top score can be achieved regardless of who conducts the engagements. For more information please see the assessment methodology and detailed methodology.

The scores for each applicable engagement approach are presented in more detail in the following pages.

Active Ownership Band	A+
Engagement Band	A+
Score based on:	Collaborative
Individual Engagement Band	A+
Collaborative Engagement Band	A+
Service Provider Engagement Band	A+
(Proxy) Voting Band	A

DIRECT - LISTED EQUITY - INDIVIDUAL ENGAGEMENTS

Indicator Scorecard

This section looks at how your organisation carries out engagements individually through internal staff. If your organisation did not respond to an applicable indicator, you will see a score of ☆☆☆

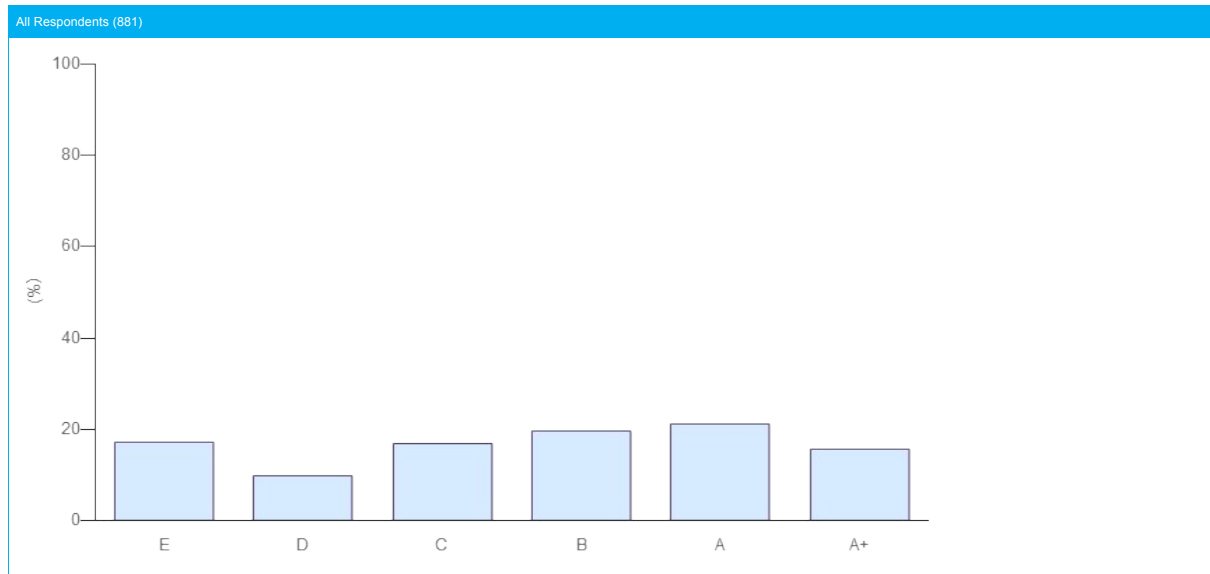
Section	LISTED EQUITY - INDIVIDUAL ENGAGEMENTS
Type of Engagement	INDIVIDUAL/INTERNAL STAFF ENGAGEMENTS
Total Score	30 ★ (out of a maximum 30 ★ from 10 indicators). Your score includes 3 additionally assessed indicators and the additional part of your score was calculated from LEA 06, LEA 07, LEA 10.
Band	A+

SECTION	INDICATOR			MEDIAN PEER SCORE (# PEERS)	YOUR SCORE	CHANGE AGAINST LAST YEAR
	NUMBER	TYPE	TOPIC			
OVERVIEW	LEA 01	CORE	Description of approach to engagement	★★★ (881)	★★★★	—
INTERNAL PROCESSES	LEA 03	CORE	Process for identifying and prioritising engagement activities	★★★ (881)	★★★★	—
	LEA 04	CORE	Objectives for engagement activities	☆☆☆ (881)	★★★★	—
	LEA 05	CORE	Monitor/review engagement outcomes	★★★ (881)	★★★★	—
	LEA 06	ADDITIONAL	Escalation strategy	★★★ (881)	★★★★	—
GENERAL PROCESSES	LEA 07	ADDITIONAL	Share insights from engagements with internal/external managers	★★★ (881)	★★★★	—
OUTPUTS AND OUTCOMES	LEA 09a	CORE	Number of companies engaged with, intensity of engagement and effort	★★★ (881)	★★★★	—
	LEA 09b	ADDITIONAL		☆☆☆ (881)	★☆☆	—
	LEA 10	ADDITIONAL	Engagement methods	★★★ (881)	★★★★	⬆️
COMMUNICATION	SG 19a	CORE	Disclosure of approach to public	☆☆☆ (881)	★★★★	—
	SG 19b	CORE	Disclosure of approach to clients/beneficiarie	★★★ (881)	★★★★	—

COMPARISON WITH PEERS

Your Direct - Listed Equity - Individual Engagements module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - LISTED EQUITY - INDIVIDUAL ENGAGEMENTS
Band	A+

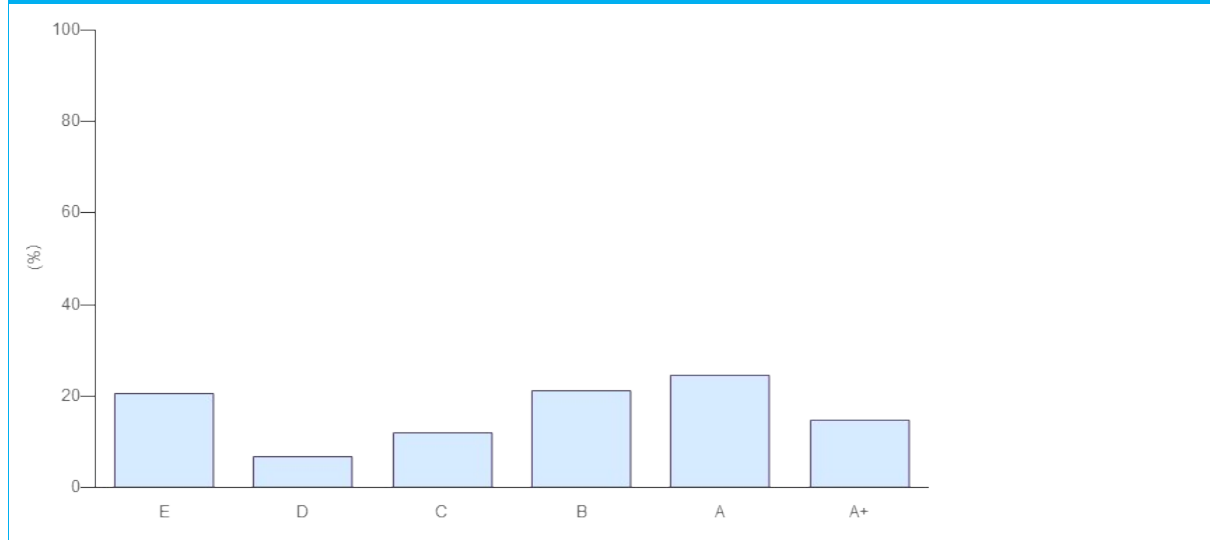


COMPARISON WITH PEERS

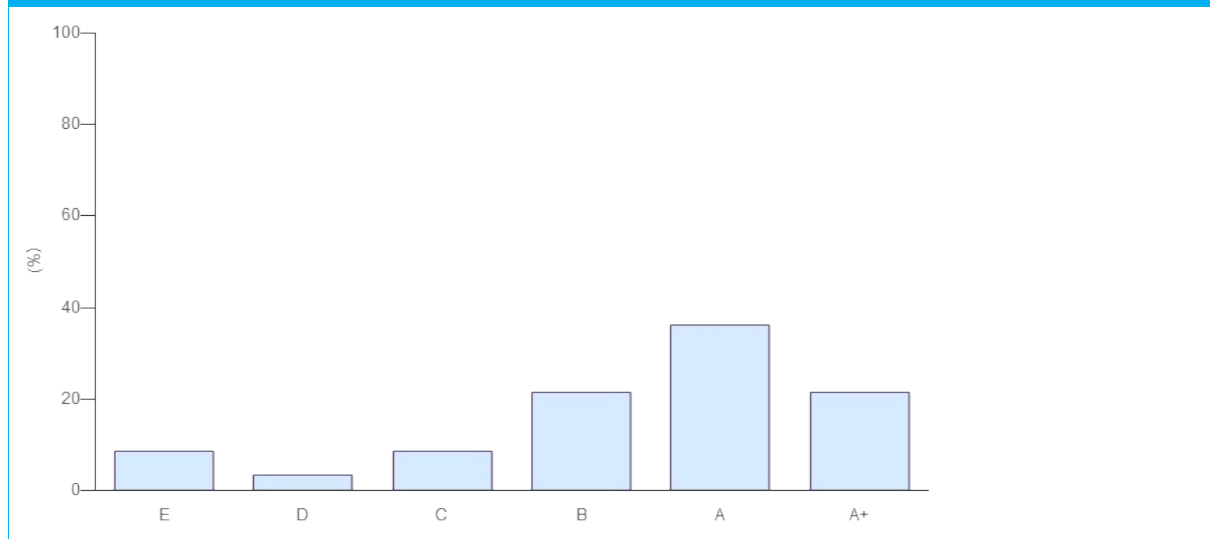
Your Direct - Listed Equity - Individual Engagements module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - LISTED EQUITY - INDIVIDUAL ENGAGEMENTS
Band	A+

Category: Asset Owner (203)



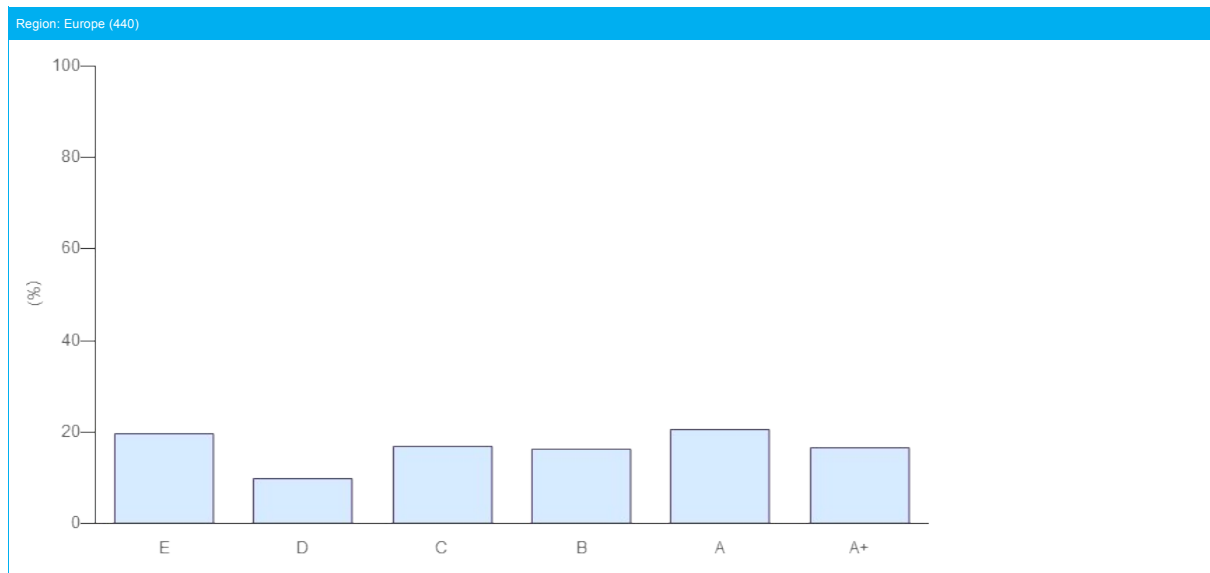
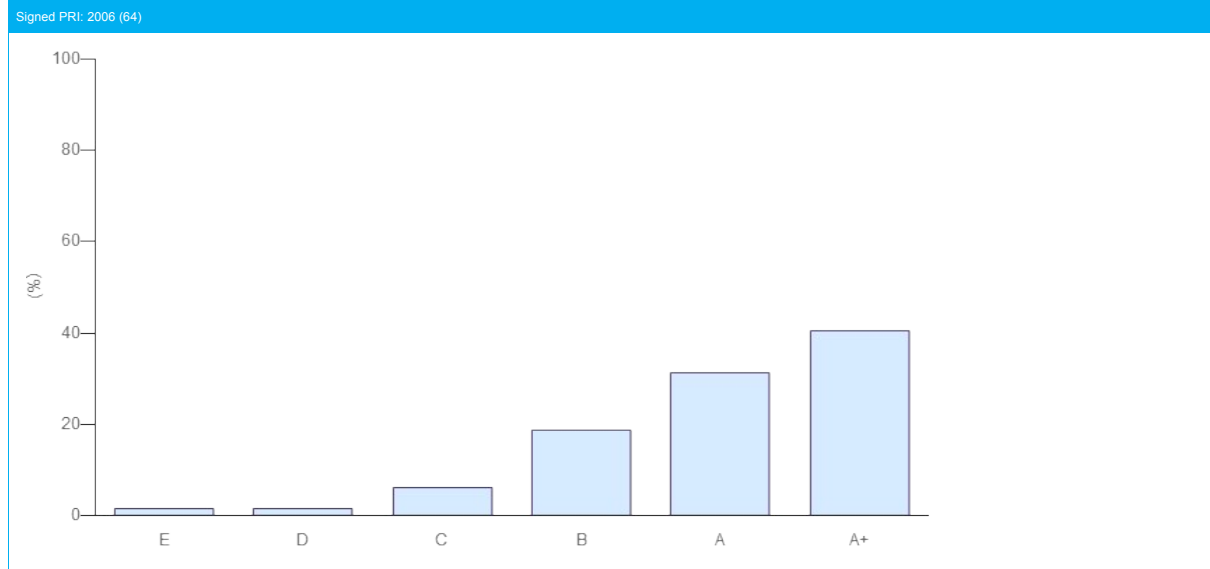
Size: > 10 (116)



COMPARISON WITH PEERS

Your Direct - Listed Equity - Individual Engagements module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - LISTED EQUITY - INDIVIDUAL ENGAGEMENTS
Band	A+



Direct - LISTED EQUITY - COLLABORATIVE ENGAGEMENTS

Indicator Scorecard

This section looks at how your organisation carries out engagements via collaborations. If your organisation did not respond to an applicable indicator, you will see a score of ☆☆☆

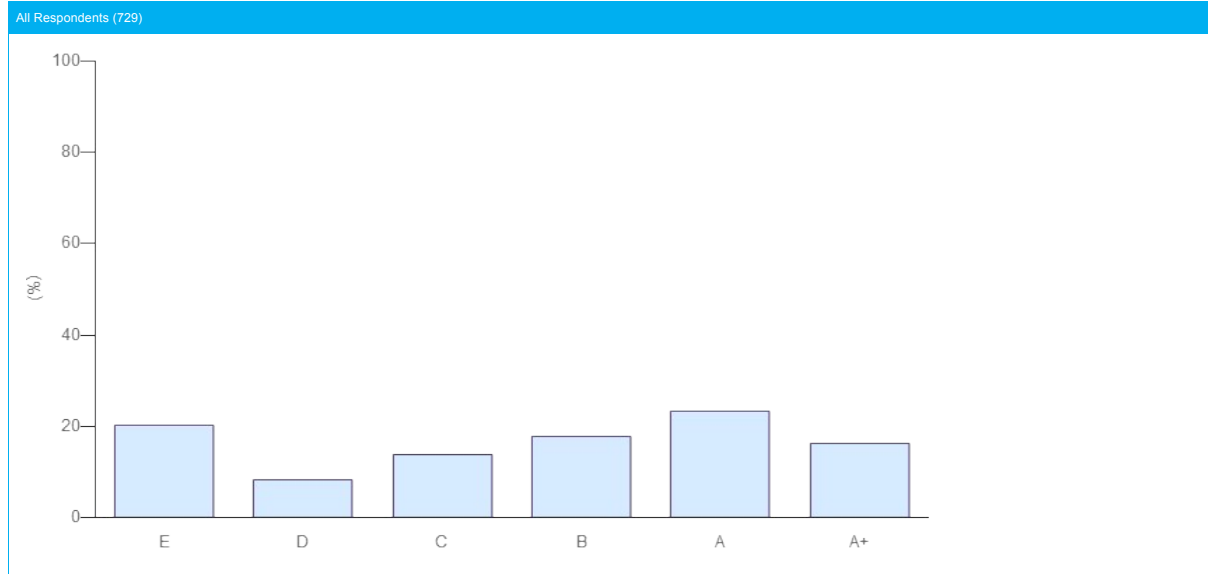
Section	LISTED EQUITY - COLLABORATIVE ENGAGEMENTS
Type of Engagement	COLLABORATIVE ENGAGEMENTS
Total Score	30 ★ (out of a maximum 30 ★ from 10 indicators). Your score includes 3 additionally assessed indicators and the additional part of your score was calculated from LEA 06, LEA 07, LEA 10.
Band	A+

SECTION	INDICATOR			MEDIAN PEER SCORE (# PEERS)	YOUR SCORE	CHANGE AGAINST LAST YEAR
	NUMBER	TYPE	TOPIC			
OVERVIEW	LEA 01	CORE	Description of approach to engagement	★★★ (729)	★★★★	—
COLLABORATIVE PROCESSES	LEA 03	CORE	Process for identifying and prioritising engagement activities	★★★ (729)	★★★★	—
	LEA 04	CORE	Objectives for engagement activities	★★★ (729)	★★★★	—
	LEA 05	CORE	Monitor/review engagement outcomes	★★★ (729)	★★★★	—
	LEA 06	CORE	Escalation strategy	★★★ (729)	★★★★	—
	LEA 07	ADDITIONAL	Share insights from engagements with internal/external managers	★★★ (729)	★★★★	—
OUTPUTS AND OUTCOMES	LEA 09a	CORE	Number of companies engaged with, intensity of engagement and effort	★★★ (729)	★★★★	—
	LEA 09b	ADDITIONAL		☆☆☆ (729)	☆☆☆	—
	LEA 10	ADDITIONAL	Engagement methods	★★★ (729)	★★★★	⬆️
COMMUNICATION	SG 19a	CORE	Disclosure of approach to public	☆☆☆ (729)	★★★★	—
	SG 19b	CORE	Disclosure of approach to clients/beneficiaries	★★★ (729)	★★★★	—

COMPARISON WITH PEERS

Your Direct - Listed Equity - Collaborative Engagements module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - LISTED EQUITY - COLLABORATIVE ENGAGEMENTS
Band	A+

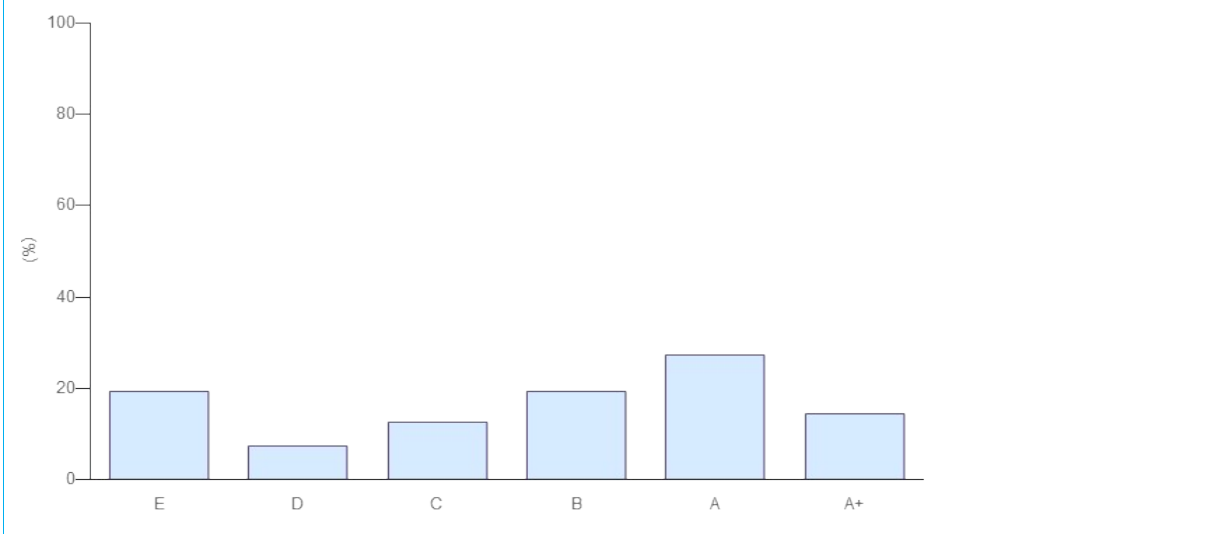


COMPARISON WITH PEERS

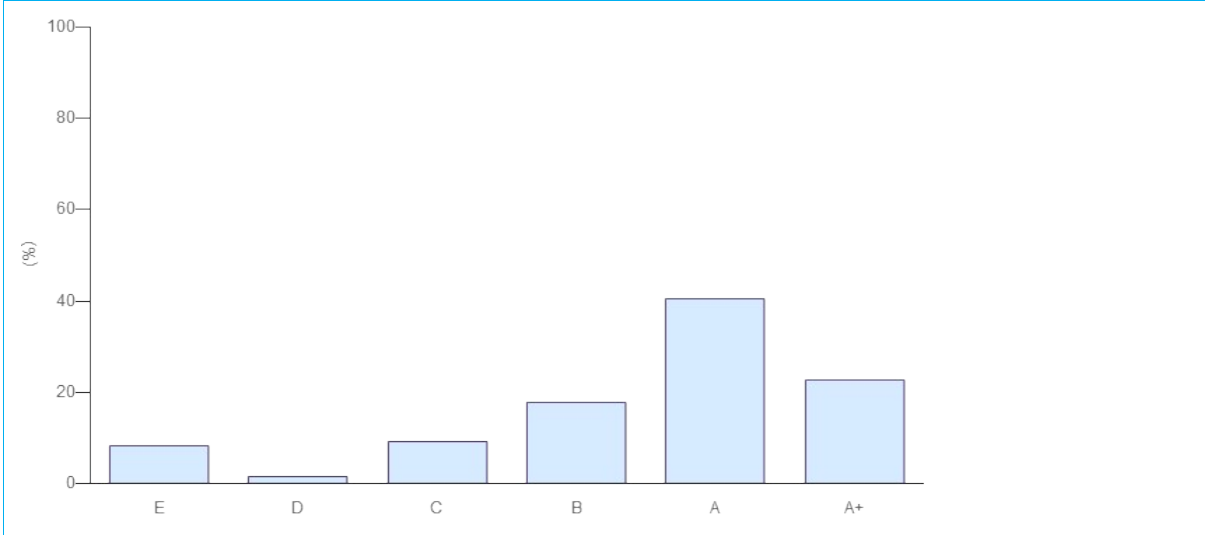
Your Direct - Listed Equity - Collaborative Engagements module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - LISTED EQUITY - COLLABORATIVE ENGAGEMENTS
Band	A+

Category: Asset Owner (217)



Size: > 10 (119)

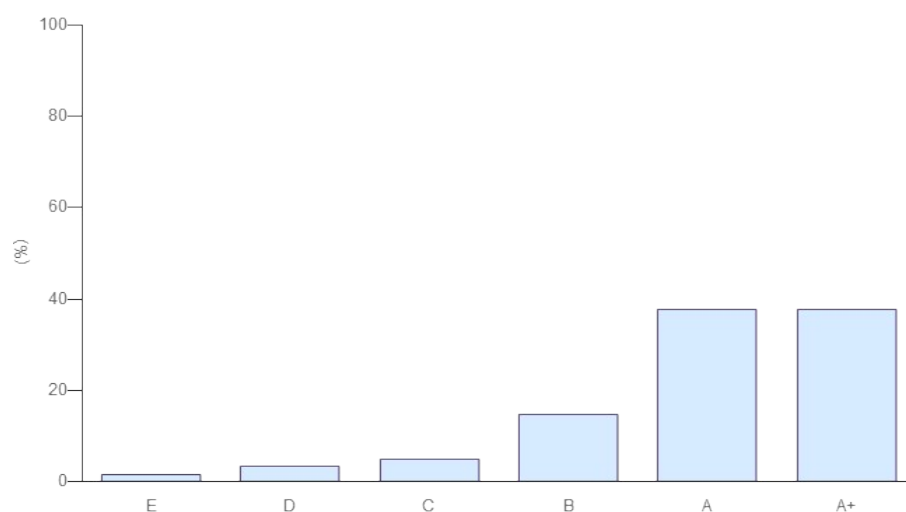


COMPARISON WITH PEERS

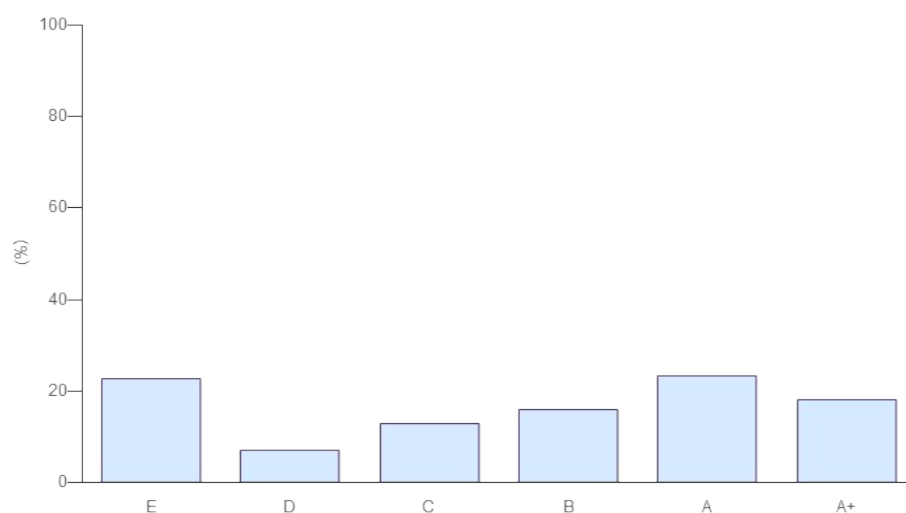
Your Direct - Listed Equity - Collaborative Engagements module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - LISTED EQUITY - COLLABORATIVE ENGAGEMENTS
Band	A+

Signed PRI: 2006 (61)



Region: Europe (373)



Direct - LISTED EQUITY - SERVICE PROVIDER ENGAGEMENTS

Indicator Scorecard

This section looks at engagement activities undertaken on your behalf by service providers. If your organisation did not respond to an applicable indicator, you will see a score of ☆☆☆

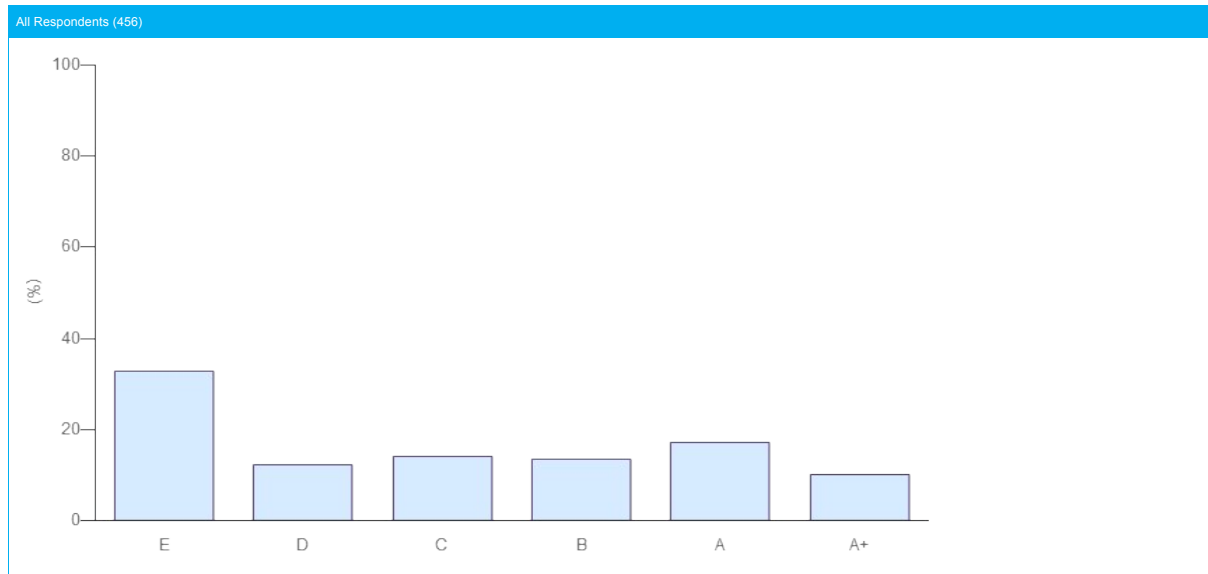
Section	LISTED EQUITY - SERVICE PROVIDER ENGAGEMENTS
Type of Engagement	SERVICE PROVIDER ENGAGEMENTS
Total Score	32 ★ (out of a maximum 33 ★ from 11 indicators). Your score includes 3 additionally assessed indicators and the additional part of your score was calculated from LEA 06, LEA 07, LEA 10.
Band	A+

SECTION	INDICATOR			MEDIAN PEER SCORE (# PEERS)	YOUR SCORE	CHANGE AGAINST LAST YEAR
	NUMBER	TYPE	TOPIC			
OVERVIEW	LEA 01	CORE	Description of approach to engagement	☆☆☆ (456)	★★★★	—
SERVICE PROVIDER PROCESSES	LEA 02	CORE	Role in engagement process	☆☆☆ (456)	★★★★	—
	LEA 03	CORE	Process for identifying and prioritising engagement activities	☆☆☆ (456)	★★★★	—
	LEA 04	CORE	Objectives for engagement activities	☆☆☆ (456)	★★★☆☆	—
	LEA 05	CORE	Monitor / discuss service provider information	☆☆☆ (456)	★★★★	—
	LEA 06	ADDITIONAL	Escalation strategy	☆☆☆ (456)	★★★★	—
	GENERAL PROCESSES	LEA 07	ADDITIONAL	Share insights from engagements with internal/external managers	☆☆☆ (456)	★★★★
OUTPUTS AND OUTCOMES	LEA 09a	CORE	Number of companies engaged with, intensity of engagement and effort	☆☆☆ (456)	★★★★	—
	LEA 09b	ADDITIONAL		☆☆☆ (456)	★★★☆☆	—
	LEA 10	ADDITIONAL	Engagement methods	☆☆☆ (456)	★★★★	⬆️
COMMUNICATION	SG 19a	CORE	Disclosure of approach to public	☆☆☆ (456)	★★★★	—
	SG 19b	CORE	Disclosure of approach to clients/beneficiaries	☆☆☆ (456)	★★★★	—

COMPARISON WITH PEERS

Your Direct - Listed Equity - Service Provider Engagements module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - LISTED EQUITY - SERVICE PROVIDER ENGAGEMENTS
Band	A+

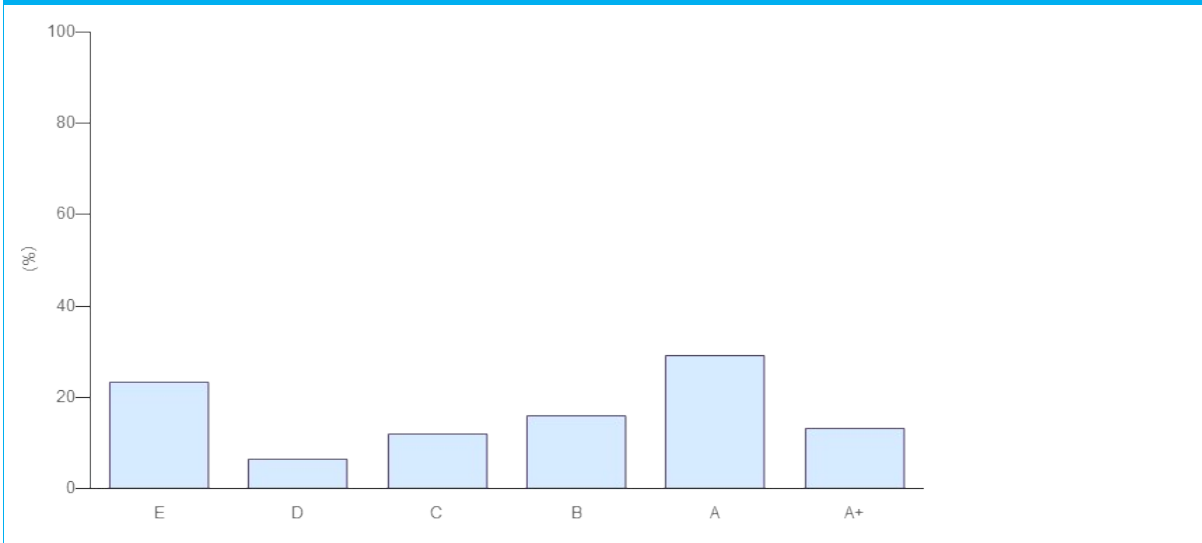


COMPARISON WITH PEERS

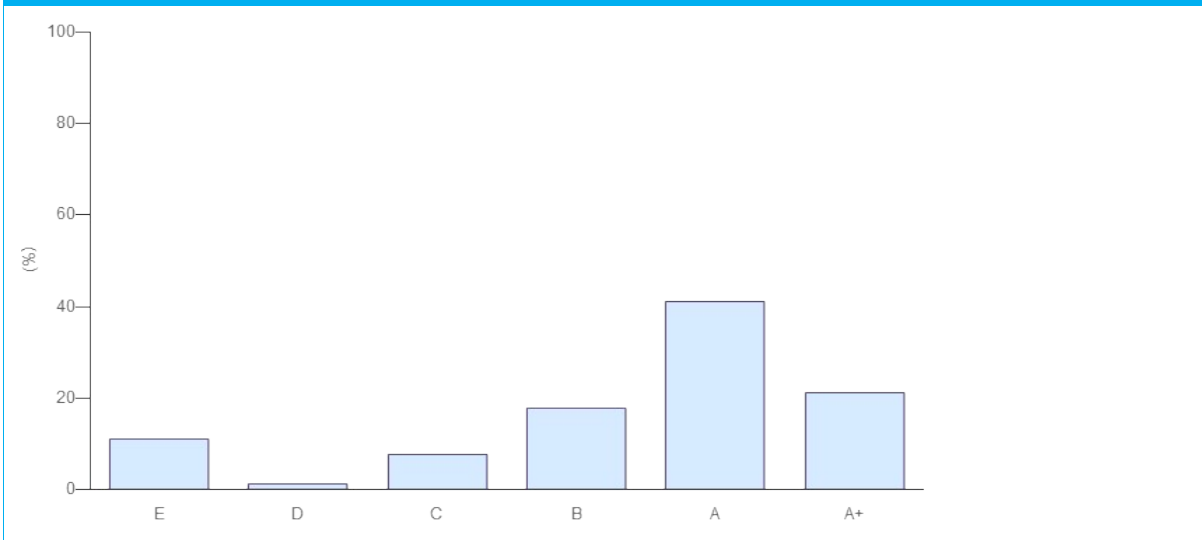
Your Direct - Listed Equity - Service Provider Engagements module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - LISTED EQUITY - SERVICE PROVIDER ENGAGEMENTS
Band	A+

Category: Asset Owner (175)



Size: > 10 (90)

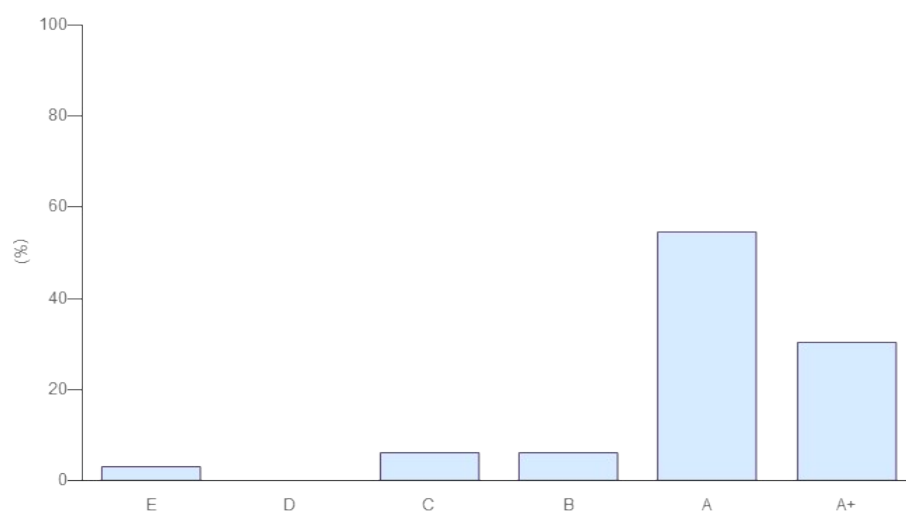


COMPARISON WITH PEERS

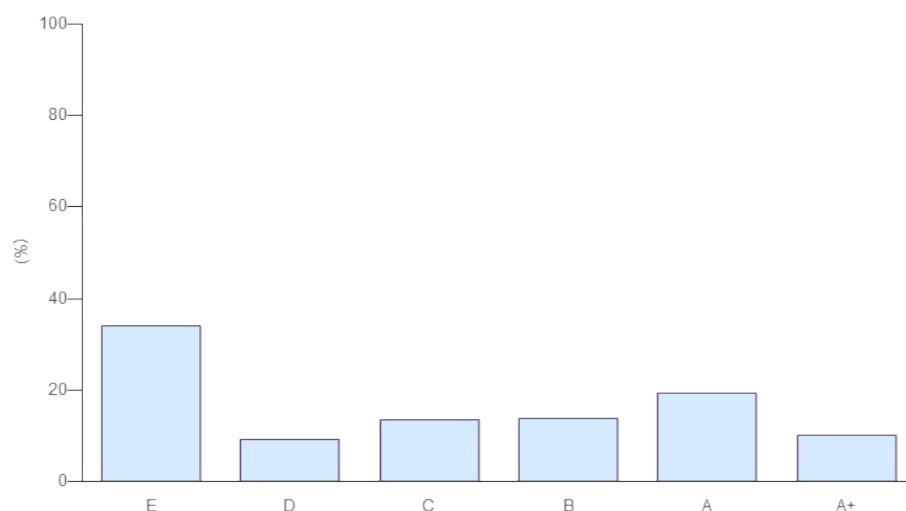
Your Direct - Listed Equity - Service Provider Engagements module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - LISTED EQUITY - SERVICE PROVIDER ENGAGEMENTS
Band	A+

Signed PRI: 2006 (33)



Region: Europe (259)



Direct - LISTED EQUITY - (PROXY) VOTING

Indicator Scorecard

This section looks at how your organisation conducts (proxy) voting and shareholder resolutions decided upon by you or on your behalf by service providers in relation to your listed equity holdings. If your organisation did not respond to an applicable indicator, you will see a score of ☆☆☆

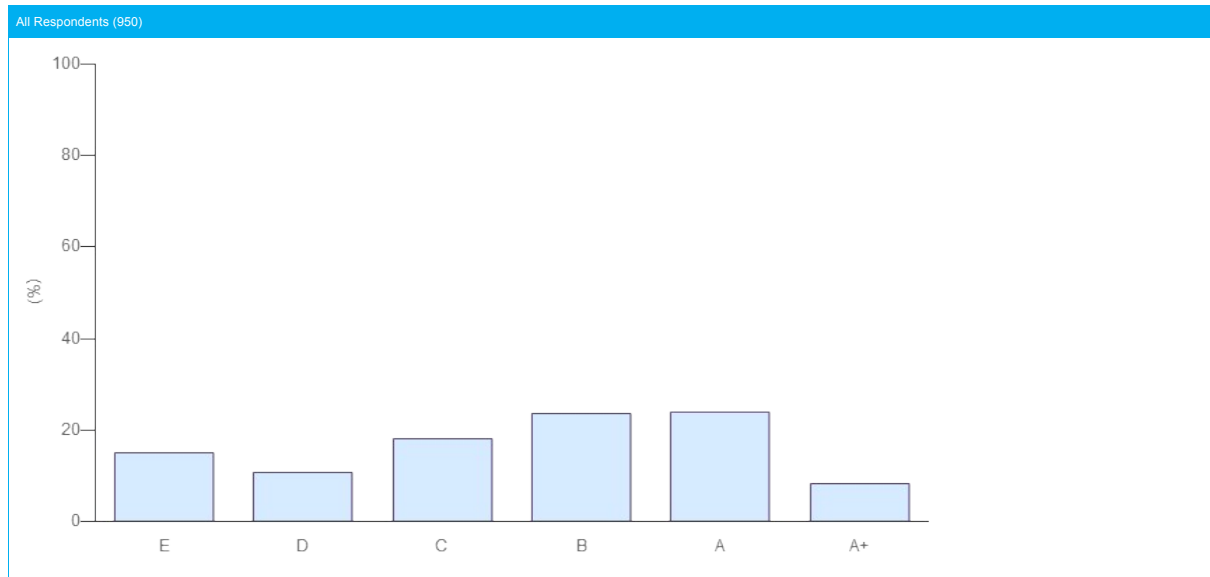
Section	(PROXY) VOTING & SHAREHOLDER RESOLUTIONS
Total Score	19 ★ (out of a maximum 21 ★ from 7 indicators). Your score includes 2 additionally assessed indicators and the additional part of your score was calculated from LEA 18, LEA 19.
Band	A

SECTION	INDICATOR			MEDIAN PEER SCORE (# PEERS)	YOUR SCORE	CHANGE AGAINST LAST YEAR
	NUMBER	TYPE	TOPIC			
PROCESS	LEA 01	CORE	Voting policy	★★★★ (950)	★★★★	—
	LEA 13	ADDITIONAL	Reviewing service provider voting recommendations	★★★★ (106)	N/A	—
	LEA 14	ADDITIONAL	Securities lending programme	☆☆☆☆ (475)	N/A	—
	LEA 16	CORE	Informing companies of the rationale of abstaining/voting against management	★★★★ (900)	★★★★	⬆️
OUTPUTS & OUTCOMES	LEA 17	CORE	Percentage of (proxy) votes cast	★★★★ (950)	★★☆☆	—
	LEA 18	ADDITIONAL	Voting instructions issued	★★★★ (950)	★★★★	⬆️
	LEA 19	ADDITIONAL	Escalation strategy	☆☆☆☆ (950)	★★★★	—
COMMUNICATION	SG 19a	CORE	Disclosure of approach to public	☆☆☆☆ (950)	★★★★	⬆️
	SG 19b	CORE	Disclosure of approach to clients/beneficiaries	★★★★ (950)	★★★★	⬆️

COMPARISON WITH PEERS

Your Direct - Listed Equity - Proxy voting module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - LISTED EQUITY - PROXY VOTING
Band	A

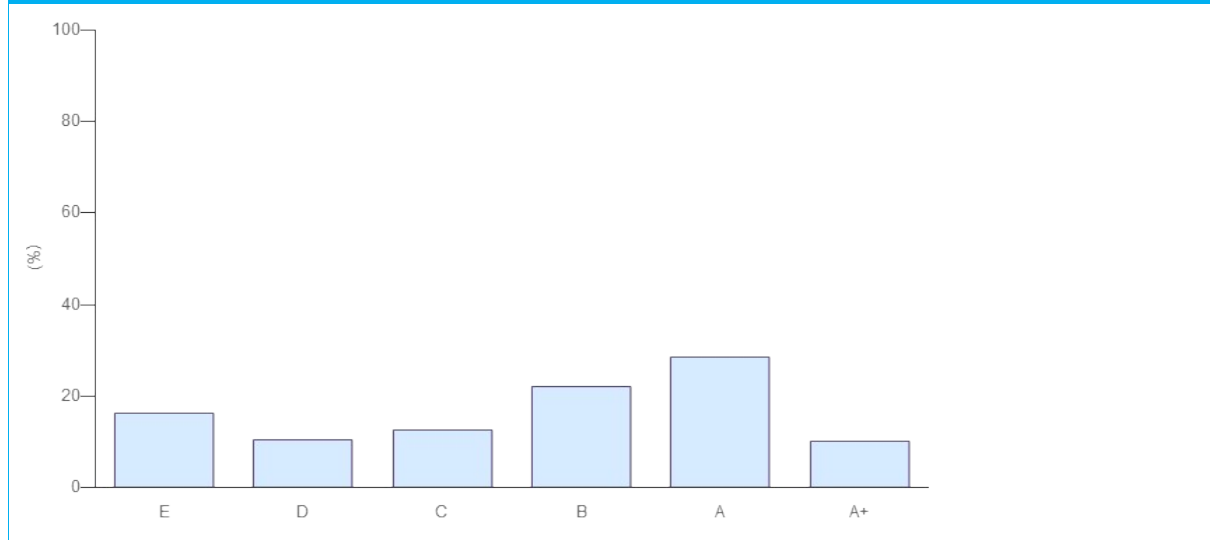


COMPARISON WITH PEERS

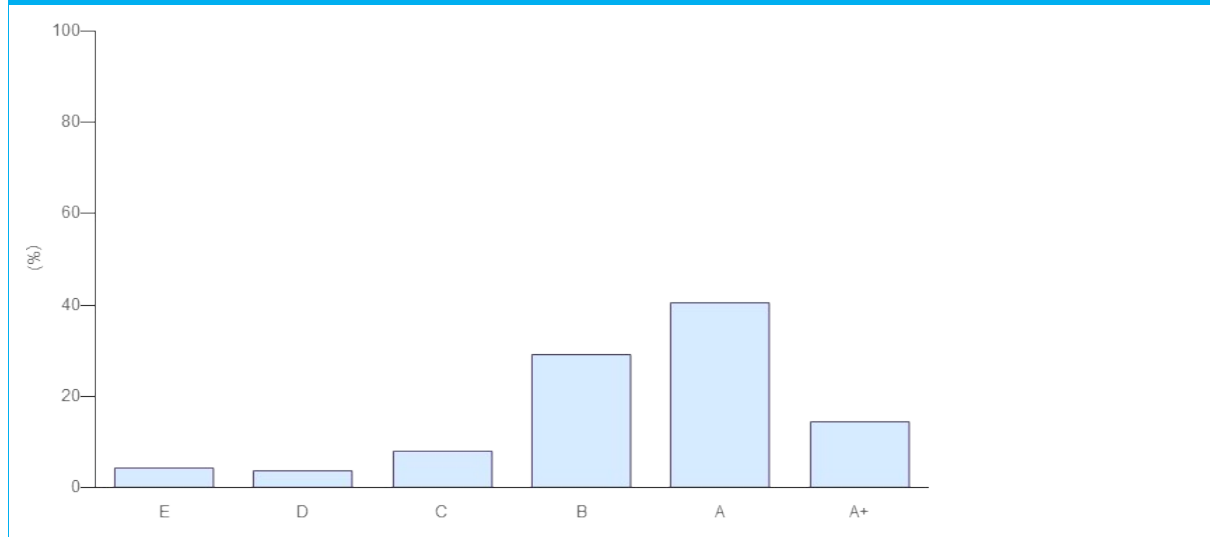
Your Direct - Listed Equity - Proxy voting module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - LISTED EQUITY - PROXY VOTING
Band	A

Category: Asset Owner (248)



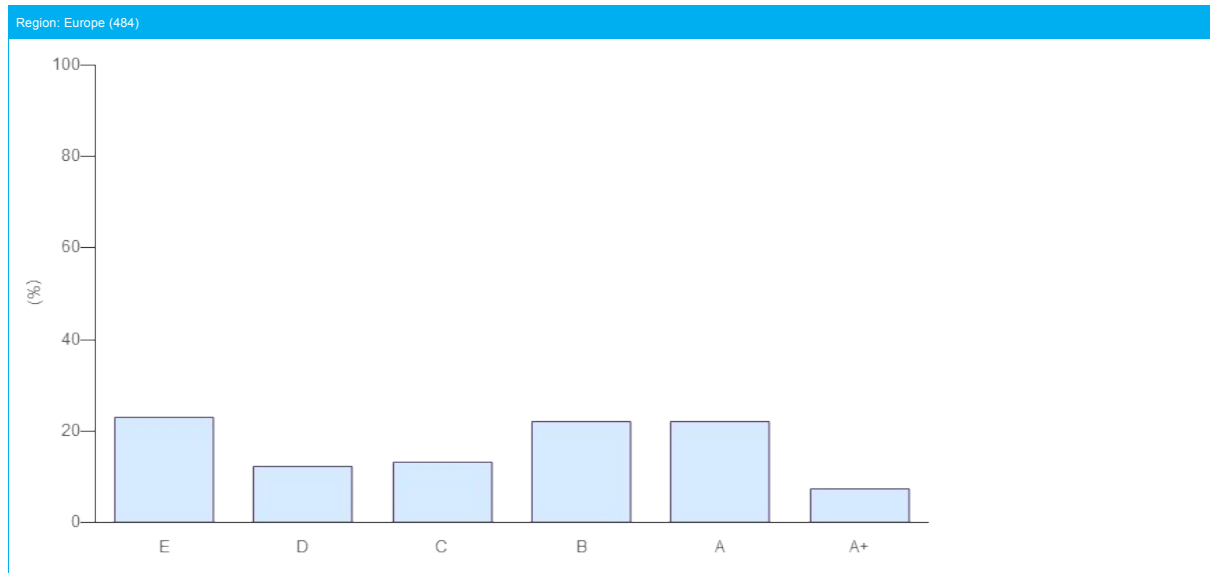
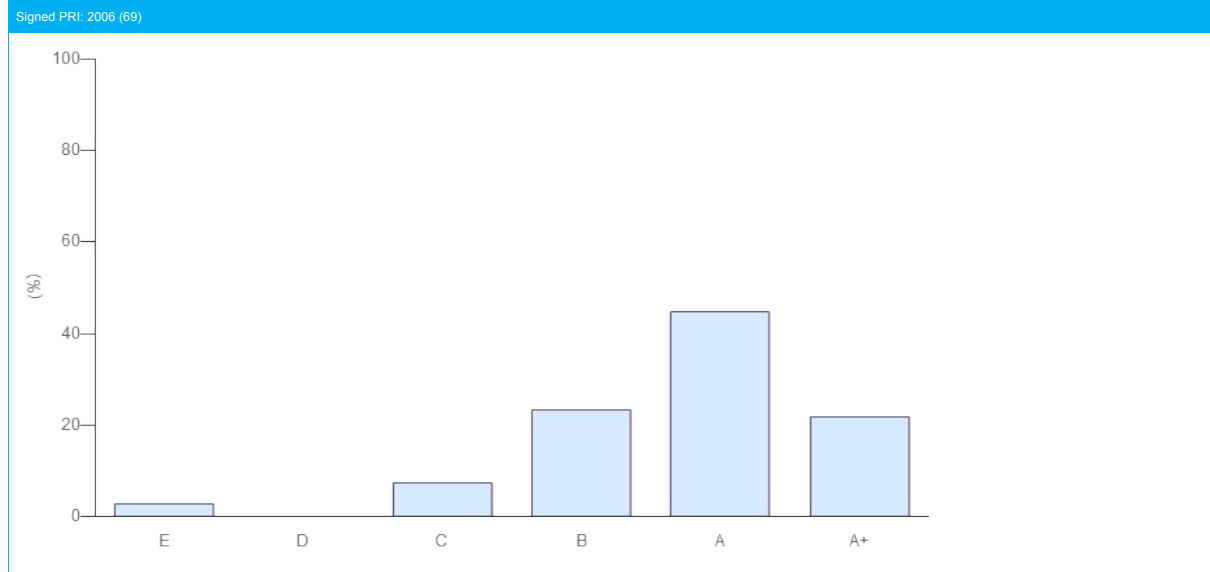
Size: > 10 (138)



COMPARISON WITH PEERS

Your Direct - Listed Equity - Proxy voting module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - LISTED EQUITY - PROXY VOTING
Band	A



DIRECT - FIXED INCOME (SSA)

Indicator Scorecard

This module looks at how your organisation applies ESG to your internally managed fixed income (SSA) holdings.

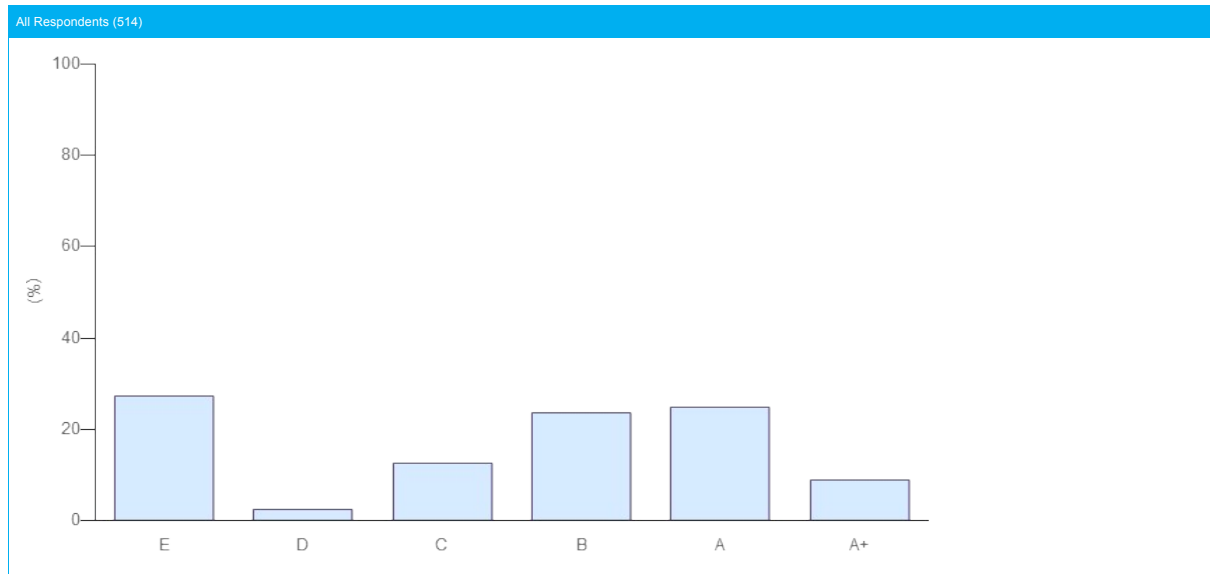
Module	FIXED INCOME (SSA)
Total Score	26 ★ (out of a maximum 36 ★ from 12 indicators). Your score includes 3 additionally assessed indicators and the additional part of your score was calculated from FI 12, FI 09.
Band	B

SECTION	INDICATOR			MEDIAN PEER SCORE (# PEERS)	YOUR SCORE	CHANGE AGAINST LAST YEAR
	NUMBER	TYPE	TOPIC			
IMPLEMENTATION PROCESSES	FI 02.1	CORE	ESG issues and issuer research	★★★ (515)	★★★★	↑
	FI 02.2	CORE	ESG issues and issuer research	★★★ (515)	★★★★	↑
	FI 03	CORE	Processes to ensure analysis is robust	★★★ (515)	★★★★	—
IMPLEMENTATION: SCREENING	FI 05	ADDITIONAL	Examples of ESG factors in screening process	★★★ (286)	☆☆☆	—
	FI 06a	CORE	Negative Screening - ensuring criteria are met	★★★ (245)	★★★☆	↓
	FI 06b	CORE	Positive Screening - ensuring criteria are met	★★★ (132)	★★★☆	↓
	FI 06c	CORE	Norms Screening - ensuring criteria are met	★★★ (155)	N/A	—
IMPLEMENTATION: THEMATIC	FI 08	CORE	Thematic investing - themed bond processes	★★★ (110)	★★★★	—
	FI 09	ADDITIONAL	Thematic investing - assessing impact	★★★ (110)	★★☆☆	—
IMPLEMENTATION: INTEGRATION	FI 11	CORE	Integration - ESG information in investment processes	★★★ (280)	★★☆☆	—
	FI 12	ADDITIONAL	Integration - E,S and G issues reviewed	★★★ (280)	★★★☆	↑
OUTPUTS AND OUTCOMES	FI 17	ADDITIONAL	Financial/ESG performance	★★★ (515)	☆☆☆	—
COMMUNICATION	SG 19a	CORE	Disclosure of approach to public	★★★ (515)	★★★★	—
	SG 19b	CORE	Disclosure of approach to clients/beneficiaries	★★★ (515)	★★★★	—

COMPARISON WITH PEERS

Your Direct - Fixed Income SSA module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - FIXED INCOME SSA
Band	B

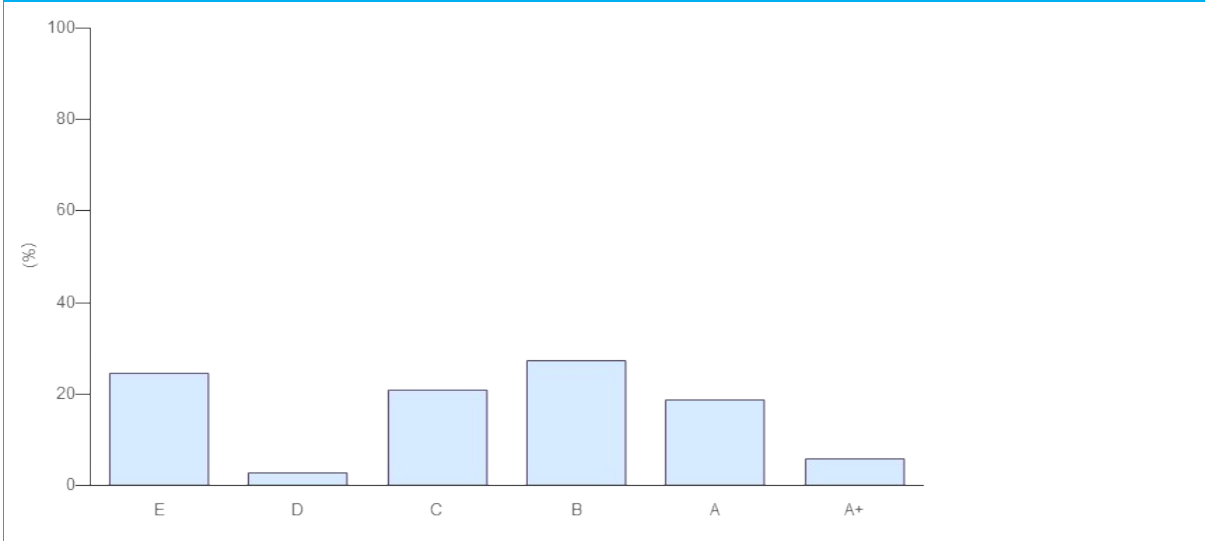


COMPARISON WITH PEERS

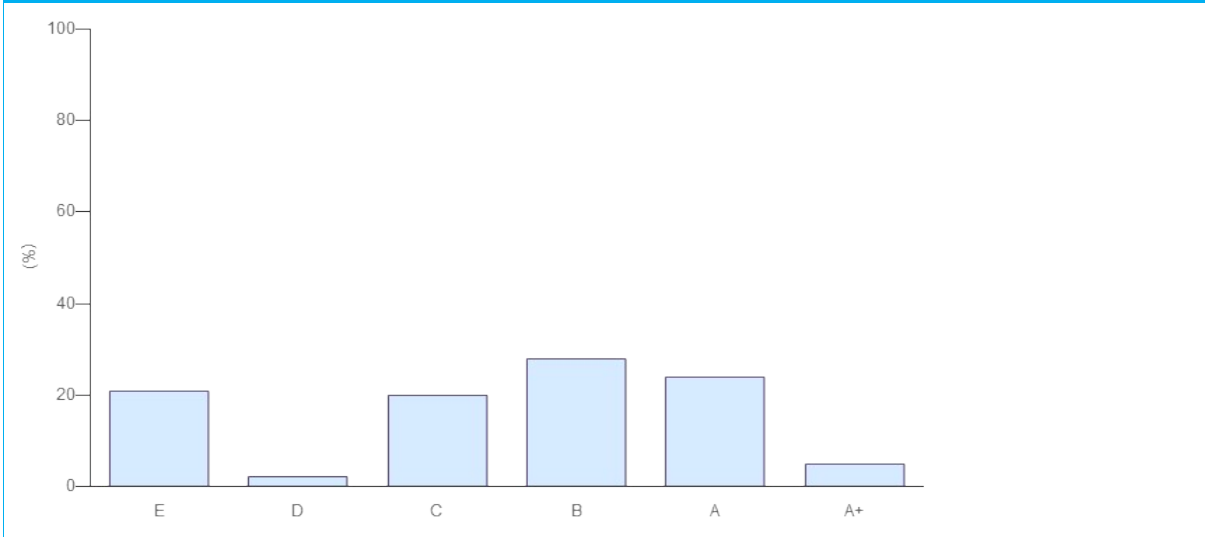
Your Direct - Fixed Income SSA module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - FIXED INCOME SSA
Band	B

Category: Asset Owner (139)



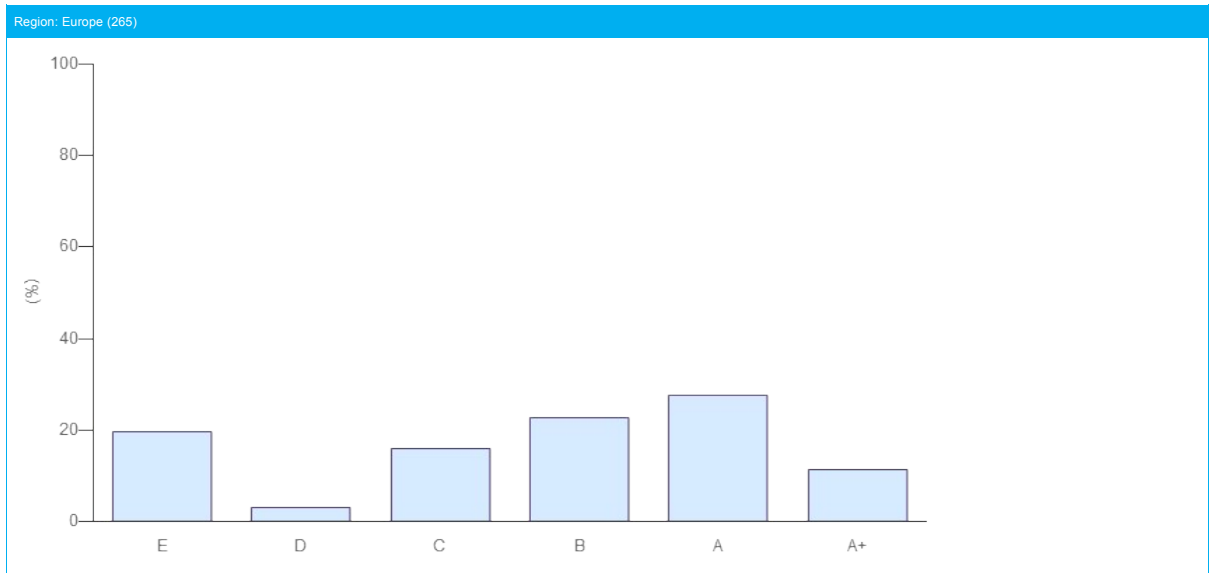
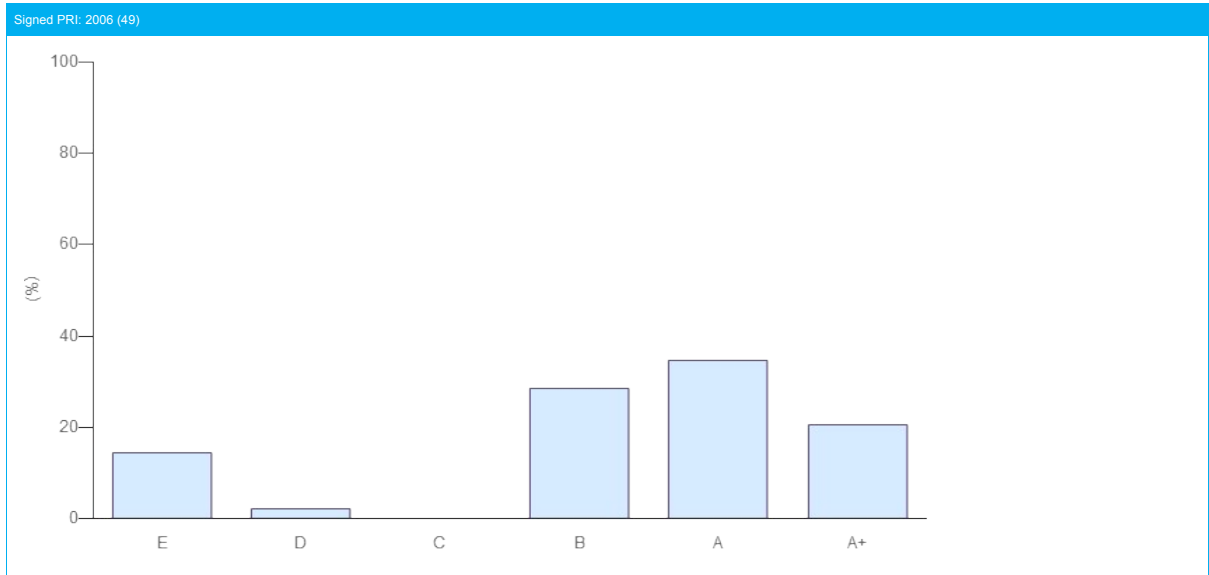
Size: > 10 (100)



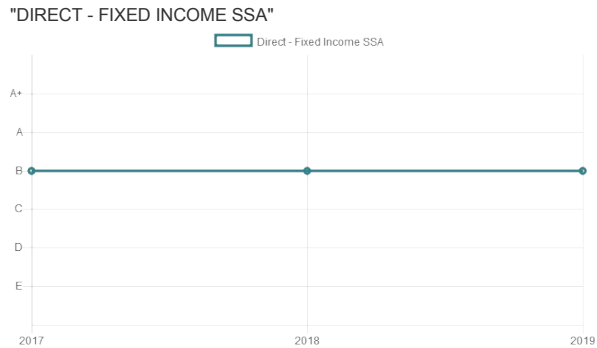
COMPARISON WITH PEERS

Your Direct - Fixed Income SSA module score has been compared to relevant peer groups in a series of distribution charts below.

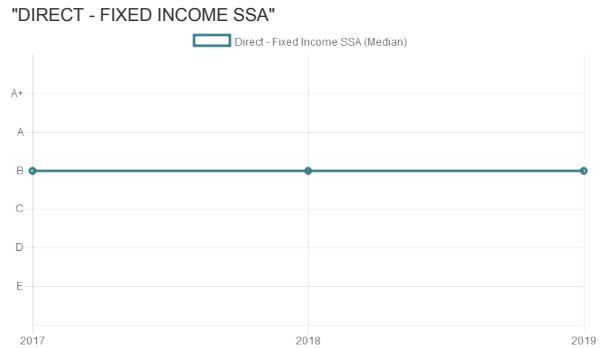
Module	DIRECT - FIXED INCOME SSA
Band	B



Your Company Year-On-Year Performance



Average Year-On-Year Trends



DIRECT - FIXED INCOME CORPORATE (FINANCIAL)

Indicator Scorecard

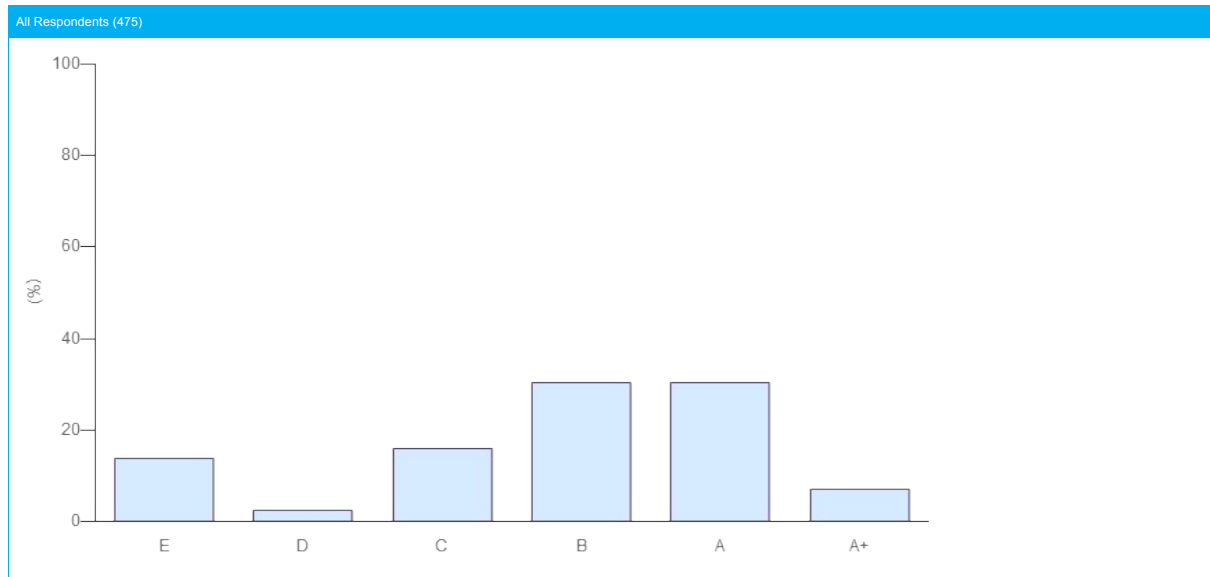
Module	FIXED INCOME CORPORATE (FINANCIAL)
Total Score	31 ★ (out of a maximum 42 ★ from 14 indicators). Your score includes 3 additionally assessed indicators and the additional part of your score was calculated from FI 12, FI 09.
Band	B

SECTION	INDICATOR			MEDIAN PEER SCORE (# PEERS)	YOUR SCORE	CHANGE AGAINST LAST YEAR
	NUMBER	TYPE	TOPIC			
IMPLEMENTATION PROCESSES	FI 02.1	CORE	ESG issues and issuer research	★★★★ (475)	★★★★	—
	FI 02.2	CORE	ESG issues and issuer research	★★★★ (475)	★★★★	⬆️
	FI 03	CORE	Processes to ensure analysis is robust	★★★☆☆ (475)	★★★★	—
IMPLEMENTATION: SCREENING	FI 05	ADDITIONAL	Examples of ESG factors in screening process	★★★☆☆ (348)	☆☆☆☆	—
	FI 06a	CORE	Negative Screening - ensuring criteria are met	★★★★ (318)	★★★☆☆	⬇️
	FI 06b	CORE	Positive Screening - ensuring criteria are met	★★★★ (185)	★★★☆☆	⬇️
	FI 06c	CORE	Norms Screening - ensuring criteria are met	★★★★ (215)	★★★☆☆	⬇️
IMPLEMENTATION: THEMATIC	FI 08	CORE	Thematic investing - themed bond processes	★★★★ (127)	★★★★	—
	FI 09	ADDITIONAL	Thematic investing - assessing impact	★★★☆☆ (127)	★★☆☆	—
IMPLEMENTATION: INTEGRATION	FI 11	CORE	Integration - ESG information in investment processes	★★★★ (343)	★★★★	⬆️
	FI 12	ADDITIONAL	Integration - E,S and G issues reviewed	★★★★ (343)	★★★★	—
ENGAGEMENT	FI 14	CORE	Engagement overview and coverage	★★★☆☆ (465)	☆☆☆☆	—
	FI 15	ADDITIONAL	Engagement method	★★★★ (465)	☆☆☆☆	—
	FI 16	ADDITIONAL	Engagement policy disclosure	★★★☆☆ (465)	☆☆☆☆	—
OUTPUTS AND OUTCOMES	FI 17	ADDITIONAL	Financial/ESG performance	★★★☆☆ (475)	☆☆☆☆	—
COMMUNICATION	SG 19a	CORE	Disclosure of approach to public	★★★☆☆ (475)	★★★★	—
	SG 19b	CORE	Disclosure of approach to clients/beneficiaries	★★★★ (475)	★★★★	—

COMPARISON WITH PEERS

Your Direct - Fixed Income Corporate Financial module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - FIXED INCOME CORPORATE FINANCIAL
Band	B

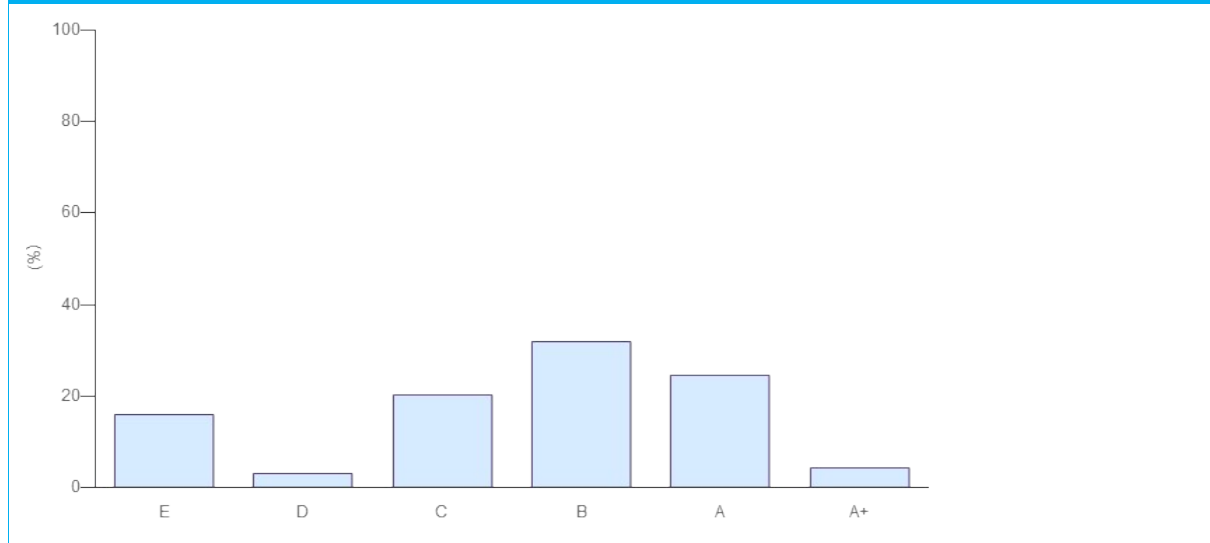


COMPARISON WITH PEERS

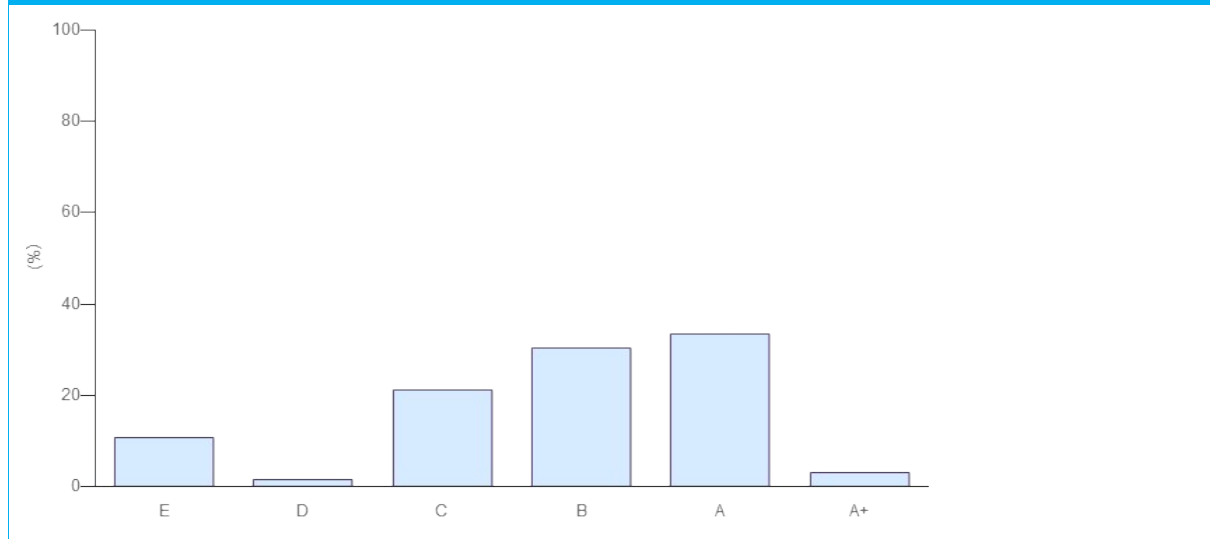
Your Direct - Fixed Income Corporate Financial module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - FIXED INCOME CORPORATE FINANCIAL
Band	B

Category: Asset Owner (94)



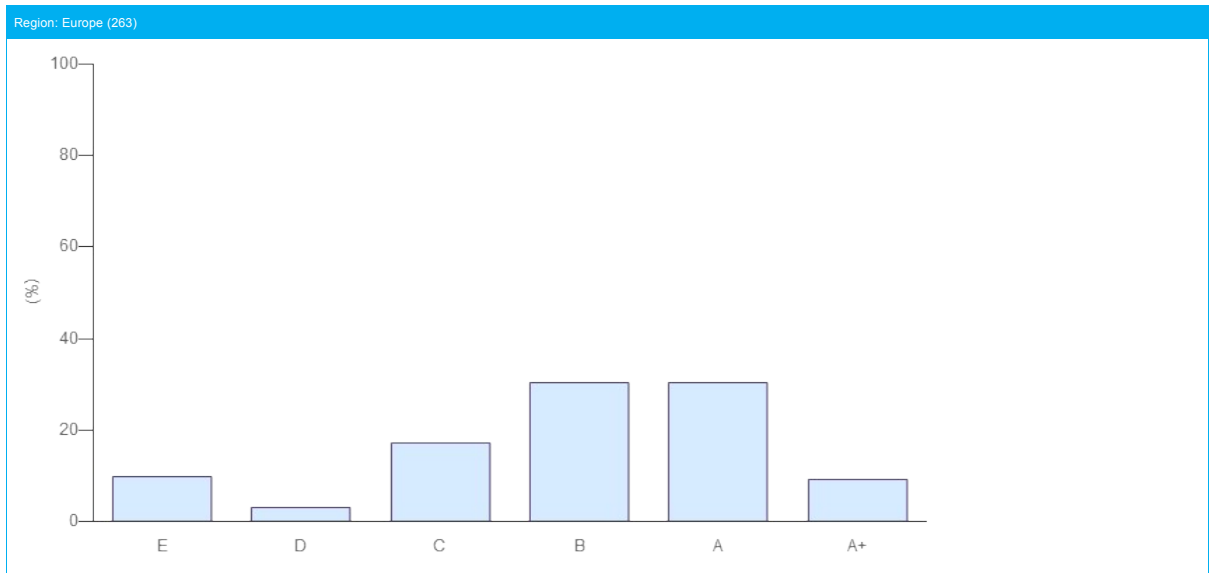
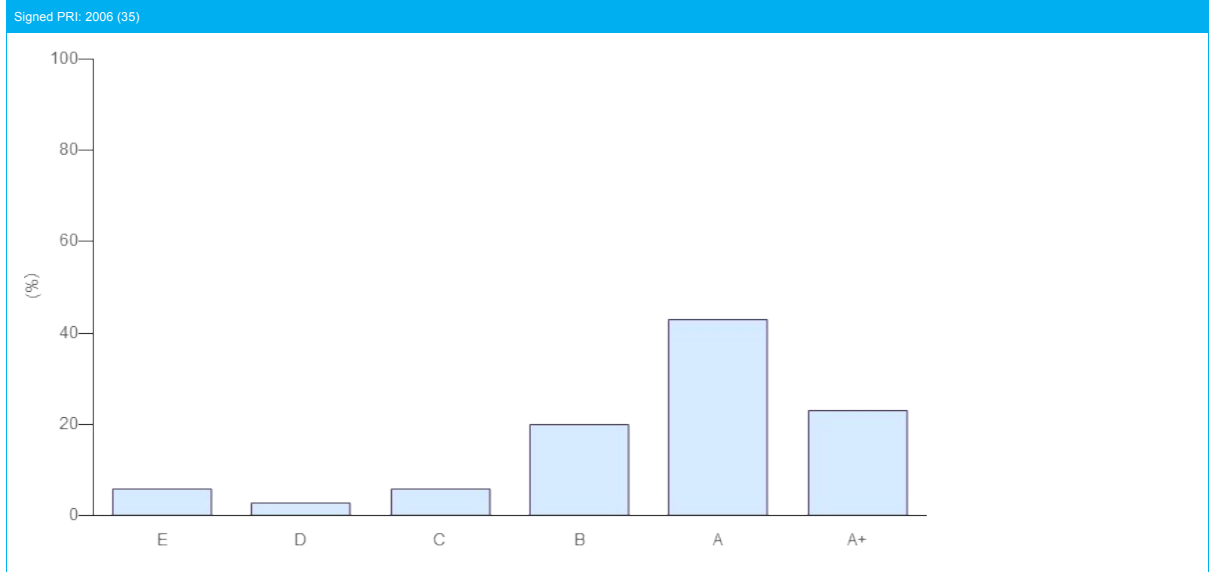
Size: > 10 (66)



COMPARISON WITH PEERS

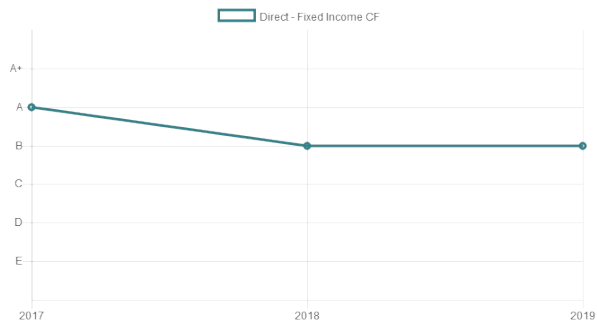
Your Direct - Fixed Income Corporate Financial module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - FIXED INCOME CORPORATE FINANCIAL
Band	B



Your Company Year-On-Year Performance

"DIRECT - FIXED INCOME CORPORATE FINANCIAL"



Average Year-On-Year Trends

"DIRECT - FIXED INCOME CORPORATE FINANCIAL"



DIRECT - FIXED INCOME CORPORATE (NON-FINANCIAL)

Indicator Scorecard

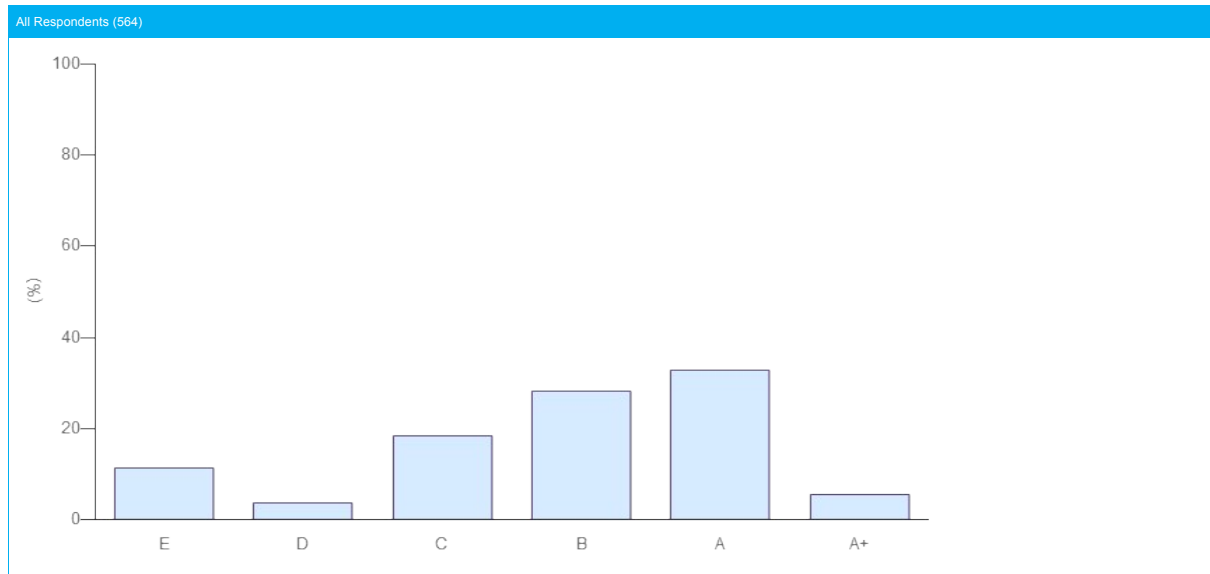
Module	FIXED INCOME CORPORATE (NON-FINANCIAL)
Total Score	36 ★ (out of a maximum 42 ★ from 14 indicators). Your score includes 3 additionally assessed indicators and the additional part of your score was calculated from FI 05, FI 12, FI 15.
Band	A

SECTION	INDICATOR			MEDIAN PEER SCORE (# PEERS)	YOUR SCORE	CHANGE AGAINST LAST YEAR
	NUMBER	TYPE	TOPIC			
IMPLEMENTATION PROCESSES	FI 02.1	CORE	ESG issues and issuer research	★★★★ (564)	★★★★	—
	FI 02.2	CORE	ESG issues and issuer research	★★★★ (564)	★★★★	↑
	FI 03	CORE	Processes to ensure analysis is robust	★★★☆☆ (564)	★★★★	—
IMPLEMENTATION: SCREENING	FI 05	ADDITIONAL	Examples of ESG factors in screening process	★★★★ (425)	★★★★	↑
	FI 06a	CORE	Negative Screening - ensuring criteria are met	★★★☆☆ (397)	★★★☆☆	↓
	FI 06b	CORE	Positive Screening - ensuring criteria are met	★★★☆☆ (220)	★★★☆☆	↓
	FI 06c	CORE	Norms Screening - ensuring criteria are met	★★★☆☆ (261)	★★★☆☆	↓
IMPLEMENTATION: THEMATIC	FI 08	CORE	Thematic investing - themed bond processes	★★★★ (150)	★★★★	—
	FI 09	ADDITIONAL	Thematic investing - assessing impact	★★★☆☆ (150)	★★★☆☆	—
IMPLEMENTATION: INTEGRATION	FI 11	CORE	Integration - ESG information in investment processes	★★★★ (417)	★★★★	↑
	FI 12	ADDITIONAL	Integration - E,S and G issues reviewed	★★★★ (417)	★★★★	—
ENGAGEMENT	FI 14	CORE	Engagement overview and coverage	★★★☆☆ (550)	★★★☆☆	—
	FI 15	ADDITIONAL	Engagement method	★★★★ (550)	★★★★	↑
	FI 16	ADDITIONAL	Engagement policy disclosure	★★★☆☆ (550)	★★★☆☆	—
OUTPUTS AND OUTCOMES	FI 17	ADDITIONAL	Financial/ESG performance	★★★☆☆ (564)	★★★☆☆	—
COMMUNICATION	SG 19a	CORE	Disclosure of approach to public	★★★☆☆ (564)	★★★★	—
	SG 19b	CORE	Disclosure of approach to clients/beneficiaries	★★★☆☆ (564)	★★★★	—

COMPARISON WITH PEERS

Your Direct - Fixed Income Corporate Non-Financial module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - FIXED INCOME CORPORATE NON-FINANCIAL
Band	A

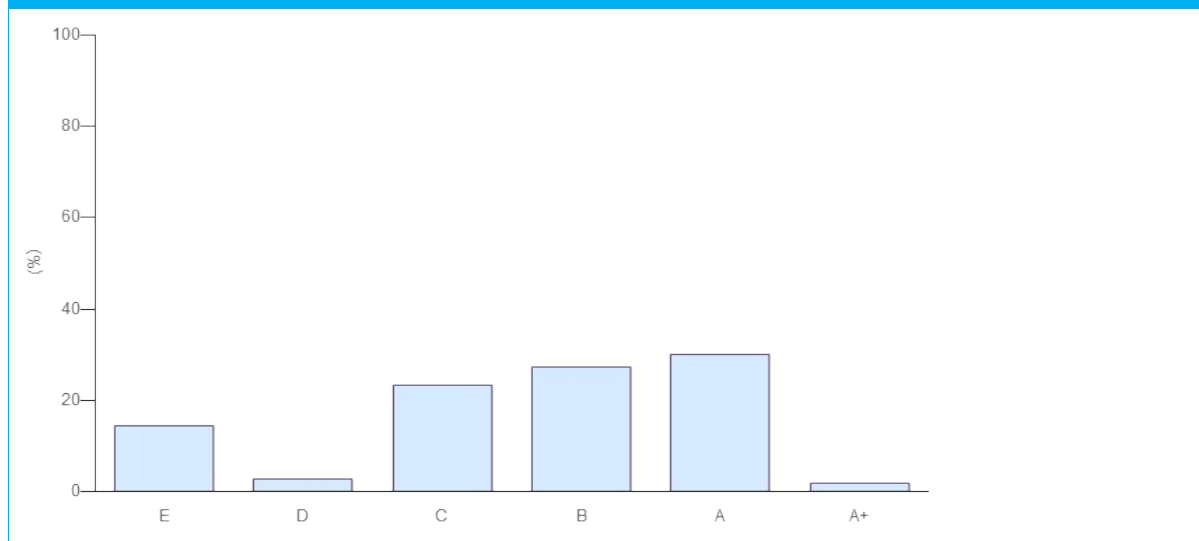


COMPARISON WITH PEERS

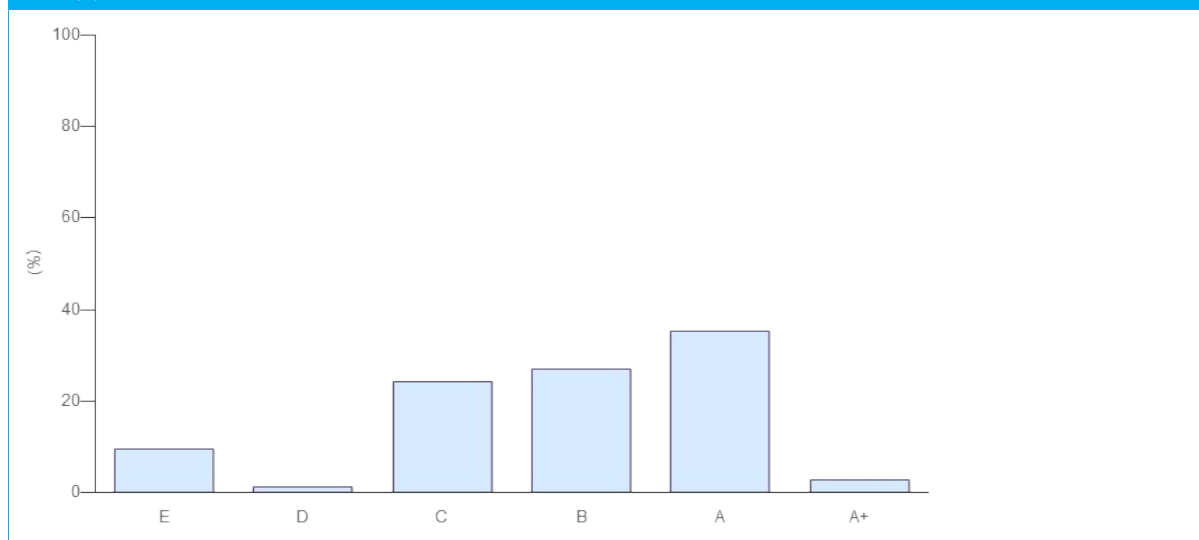
Your Direct - Fixed Income Corporate Non-Financial module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - FIXED INCOME CORPORATE NON-FINANCIAL
Band	A

Category: Asset Owner (103)



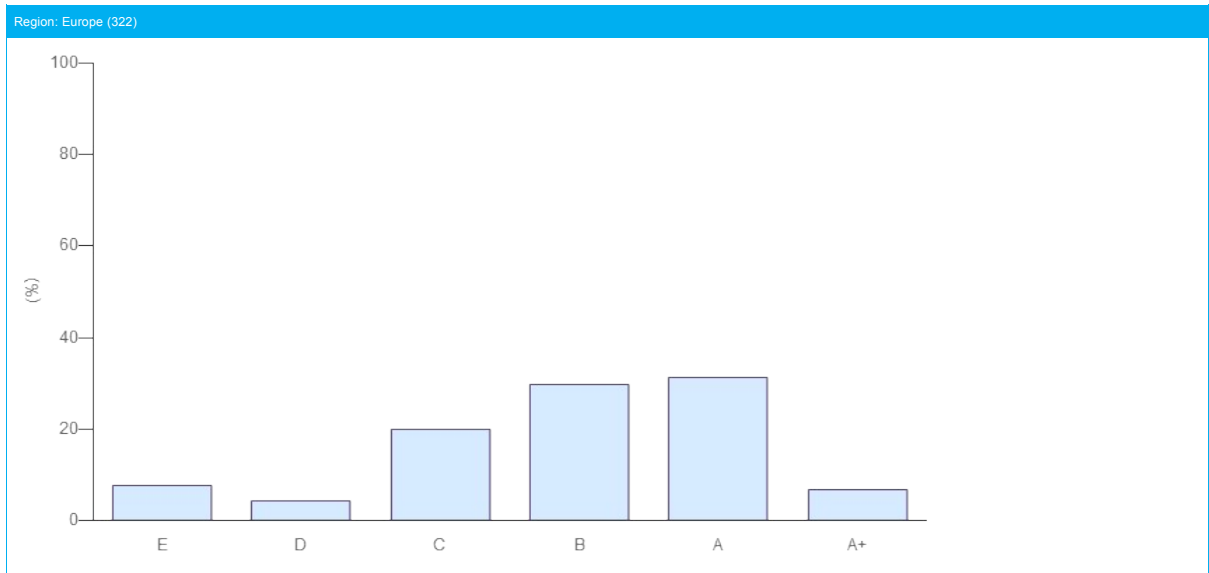
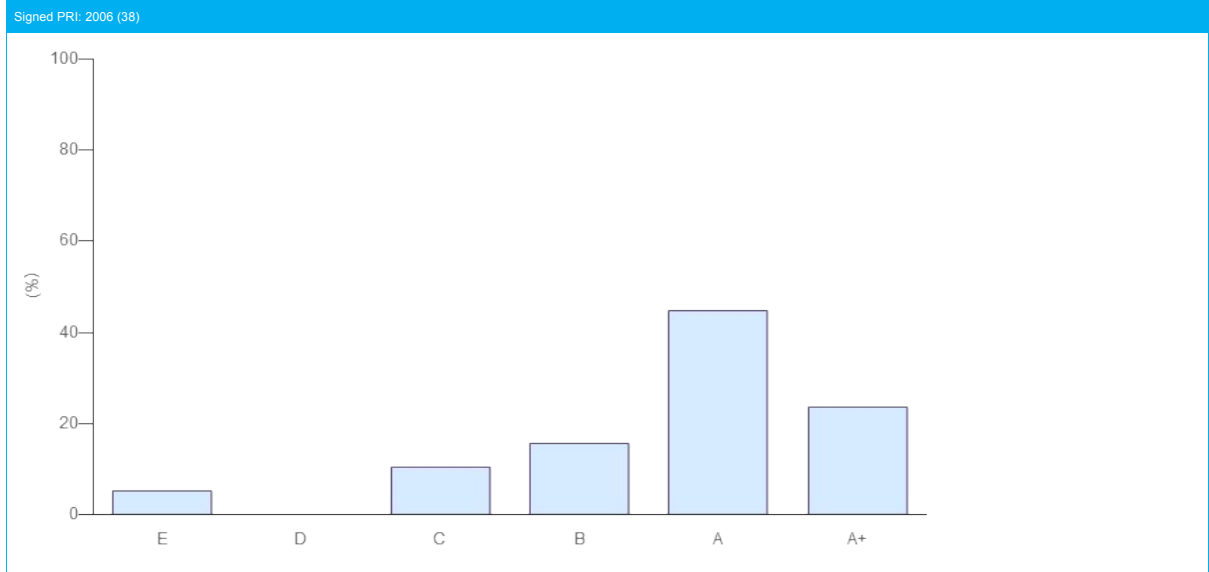
Size: > 10 (74)



COMPARISON WITH PEERS

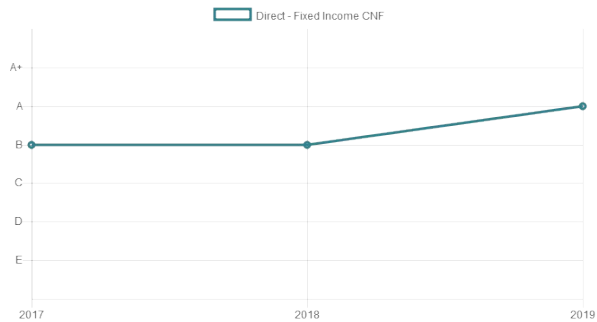
Your Direct - Fixed Income Corporate Non-Financial module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - FIXED INCOME CORPORATE NON-FINANCIAL
Band	A



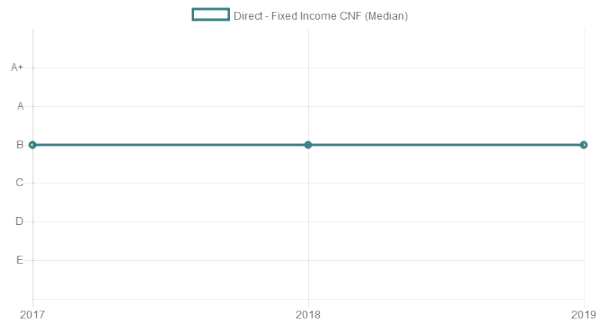
Your Company Year-On-Year Performance

"DIRECT - FIXED INCOME CORPORATE NON-FINANCIAL"



Average Year-On-Year Trends

"DIRECT - FIXED INCOME CORPORATE NON-FINANCIAL"



DIRECT - PROPERTY

Indicator Scorecard

This module looks at responsible investment implementation during fundraising, pre- and post-investment processes.

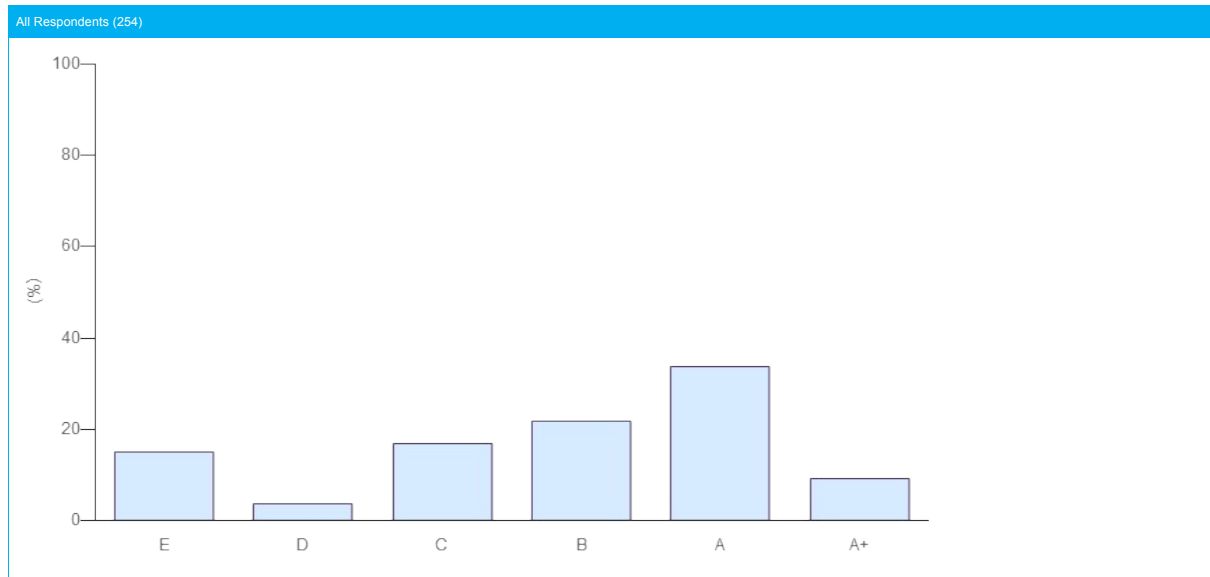
Module	PROPERTY
Total Score	39 ★ (out of a maximum 48 ★ from 16 indicators). Your score includes 4 additionally assessed indicators and the additional part of your score was calculated from PR 05, PR 15.
Band	A

SECTION	INDICATOR			MEDIAN PEER SCORE (# PEERS)	YOUR SCORE	CHANGE AGAINST LAST YEAR
	NUMBER	TYPE	TOPIC			
OVERVIEW	PR 01	CORE	Responsible Property Investment (RPI) policy	★★★ (254)	★★★★	—
FUNDRAISING	PR 02	CORE	Fund placement documents and RI	★★★ (165)	N/A	—
	PR 03	ADDITIONAL	Formal commitments to RI	★★★ (135)	N/A	—
PRE-INVESTMENT	PR 04	CORE	Incorporating ESG issues when selecting investments	★★★ (254)	★★★★	—
	PR 05	ADDITIONAL	Types of ESG information considered in investment selection	★★★ (254)	★★★★	—
	PR 06	CORE	ESG issues impact in selection process	★★★ (244)	★★★★	—
SELECTION, APPOINTMENT & MONITORING THIRD-PARTY PROPERTY MANAGERS	PR 07a	CORE	ESG issues in selection	★★★ (175)	★★★★	—
	PR 07b	CORE	ESG issues in appointment	★★★ (175)	★★★★	⬆️
	PR 07c	CORE	ESG issues in monitoring	★★★ (175)	★★★☆	—
POST-INVESTMENT	PR 09	CORE	ESG targets that were set and monitored	★★★ (254)	★★★★	—
	PR 11a	CORE	Developments and refurbishments	★★★ (250)	★★★★	—
	PR 11b	CORE	ESG Considerations	★★★ (250)	★★★★	—
	PR 12	CORE	Occupier engagement	★★★ (254)	★★★☆	—
	PR 13	ADDITIONAL	Green leases or MOUs	★★★ (231)	☆☆☆	—
	PR 14	ADDITIONAL	Proportion of assets engaged with on community issues	★★★ (254)	☆☆☆	—
OUTPUTS	PR 15	ADDITIONAL	ESG issues affected financial/ESG performance	★★★ (254)	★★★☆	—
COMMUNICATION	SG 19a	CORE	Disclosure of approach to public	★★★ (254)	★★★★	—
	SG 19b	CORE	Disclosure of approach to clients/beneficiaries	★★★ (254)	★★★★	—

COMPARISON WITH PEERS

Your Direct - Property module score has been compared to relevant peer groups in a series of distribution charts below.

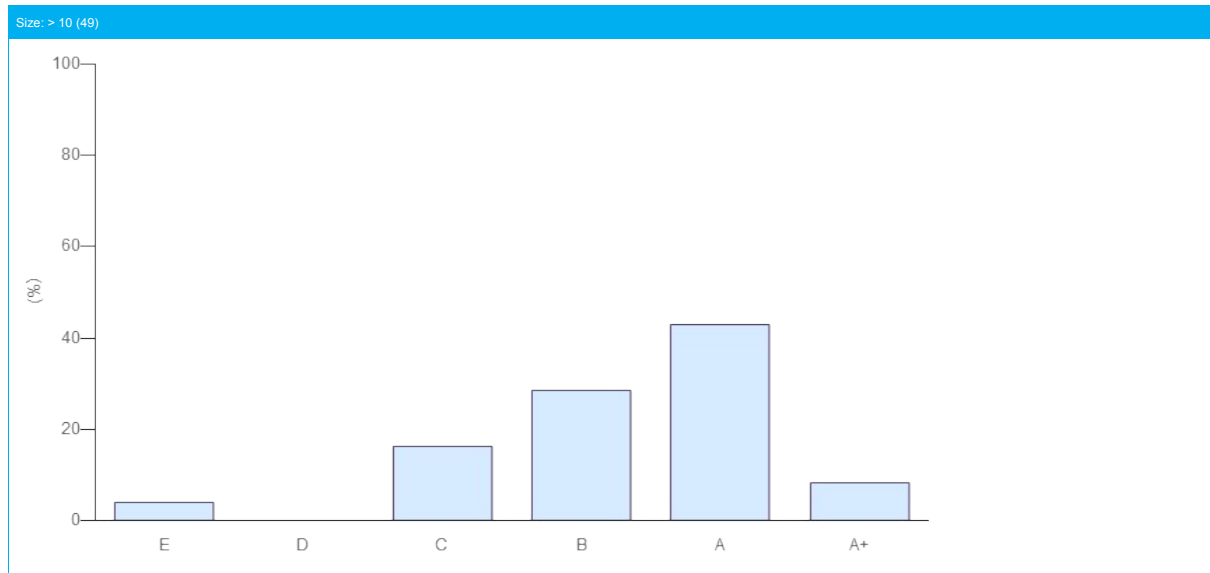
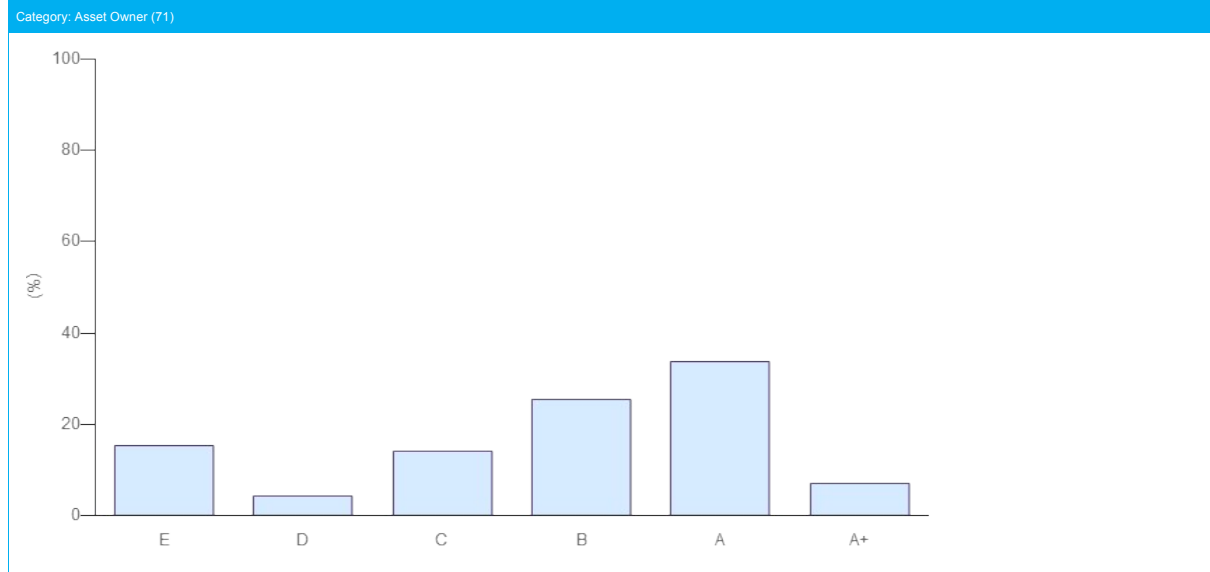
Module	DIRECT - PROPERTY
Band	A



COMPARISON WITH PEERS

Your Direct - Property module score has been compared to relevant peer groups in a series of distribution charts below.

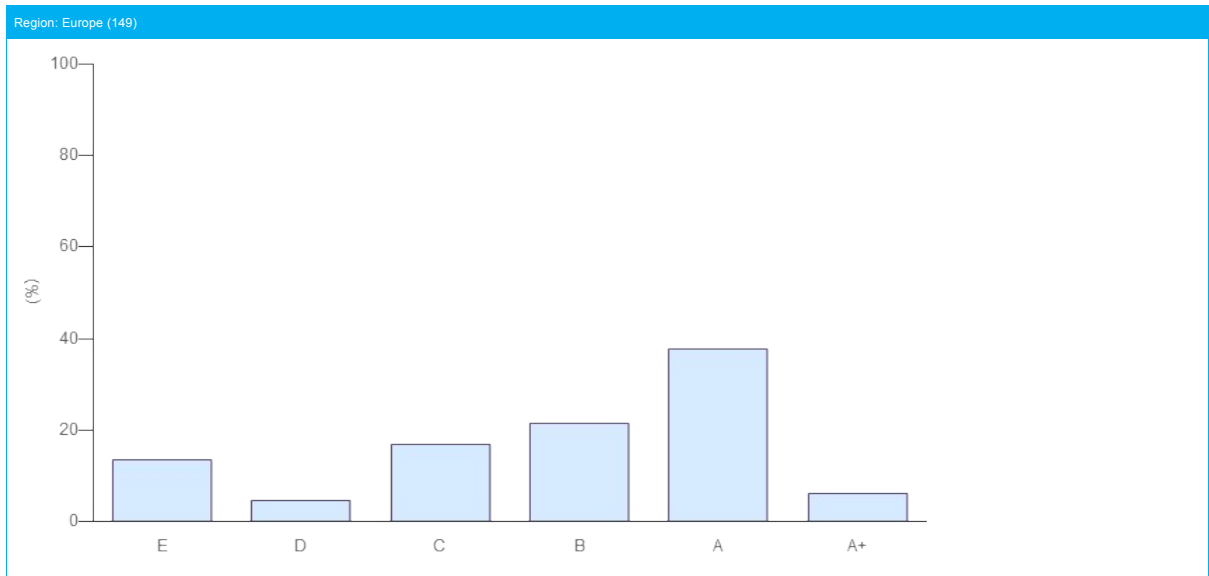
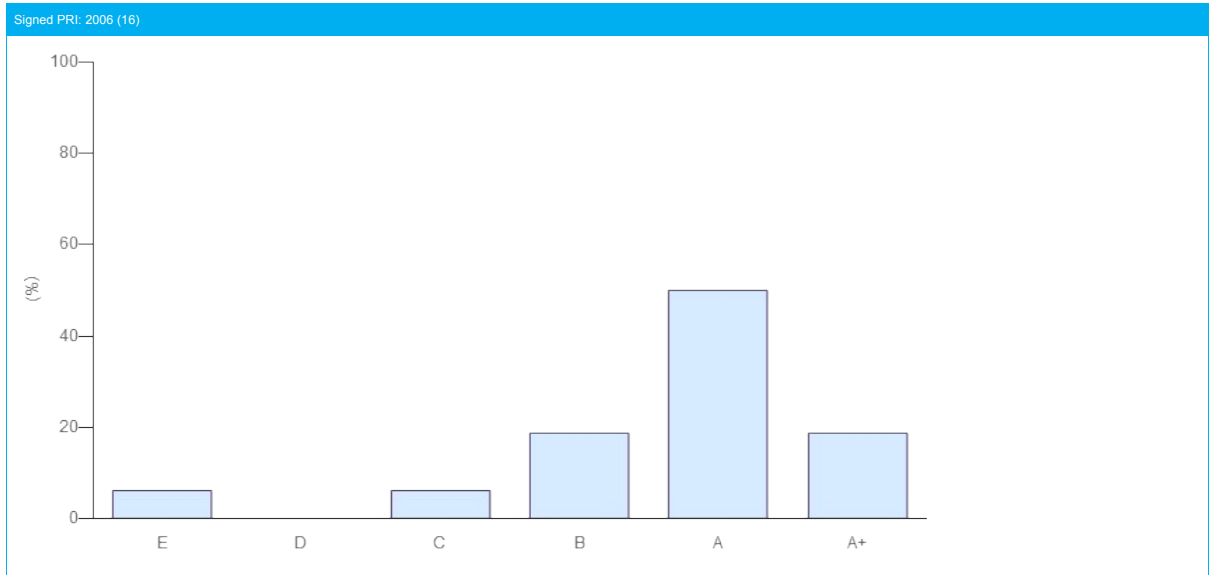
Module	DIRECT - PROPERTY
Band	A



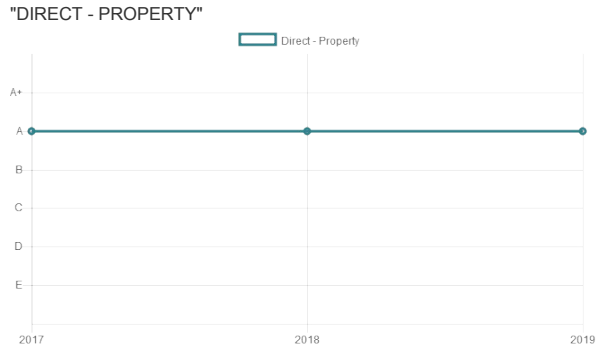
COMPARISON WITH PEERS

Your Direct - Property module score has been compared to relevant peer groups in a series of distribution charts below.

Module	DIRECT - PROPERTY
Band	A



Your Company Year-On-Year Performance



Average Year-On-Year Trends

