

Sustainability risk and remuneration

Mandatum Fund Management S.A. ("Mandatum") maintains a remuneration policy which is consistent with, and promotes, sound and effective risk management. We do not promote risk taking which is inconsistent with the risk profile of the investment products that we manage. Mandatum has acknowledged that integration of sustainability risks as well as considering adverse sustainability impacts of its own operations are critical for the long-term success of Mandatum Group. Therefore, the remuneration structure includes measures to ensure that the integration of sustainability risks and adverse sustainability impacts are taken into accordance account in the remuneration of relevant employees.