



Annual Report (abbreviated)  
and Sustainability Report

2024

# AMF in brief

AMF is the pension company offering straightforward and reliable occupational pension solutions. Our focus is on collectively agreed occupational pensions in the form of traditional insurance for blue collar workers, but we also administer funds and unit-linked insurance for long-term saving. We are owned by the Swedish Trade Union Confederation (LO) and the Confederation of Swedish Enterprise and operate in accordance with mutual principles. This means that the profit we generate is returned in its entirety to our customers.

Our vision is a future to look forward to. We aim to provide our customers with the best pension product, at low cost and with favourable returns in the long term. We have a particular responsibility to ensure that customers who have not made an active choice receive a safe and adequate occupational pension.

We manage SEK 849 billion of assets on behalf of our customers. The pension capital is invested in equities, bonds, real estate and other alternative investments. We are one of the largest shareholders on the Stockholm Stock Exchange and owners of commercial properties in Sweden. We believe it is important to invest our customers' money responsibly and on the principle that our activities should contribute to a sustainable society.

The Group employs 469 people and conducts operations from Stockholm.



## Subsidiaries included in the Annual Report

### AMF Fonder AB

AMF Fonder AB is responsible for managing AMF's investment assets in traditional insurance, and for providing investment funds for AMF's unit-linked insurance. AMF Fonder operates 14 self-managed funds with low fees. The funds are available for selection in the fields of unit-linked insurance, the premium pension system and direct fund saving. At year end, assets under management in fund management totalled SEK 235 billion.

### AMF Fastigheter AB

AMF Fastigheter AB develops and manages the AMF Group's properties with a view to generating returns for AMF's pension savers. The properties consist of office and commercial properties in Stockholm and Sundbyberg. The market value of the managed property portfolio at year end was slightly over SEK 75 billion.

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# Significant events in 2024

## SEK 5.6 billion for stronger guarantees

On account of AMF's strong financial position, we were able to convert SEK 5.6 billion in existing surplus into stronger guarantees for approximately 700,000 customers receiving pension payments.

## ... and a total of SEK 230 million was distributed.

In November 2024, we distributed SEK 230 million to around 1.3 million pension savers with traditional insurance without repayment protection under the SAF-L0 agreement.

## Strong working relationship for Urban Escape

AMF and the Seventh AP Fund (AP7) reinforced their working relationship concerning the Urban Escape area of Stockholm, with AP7 increasing its ownership share in the jointly owned company Urban Escape KB to 49.9 per cent. Following its establishment in 2014, Urban Escape has been developed by AMF Fastigheter into one of the largest urban development projects in Stockholm City Centre since the 1970s. The deal was finalised in January 2025.



## Johan Sidenmark left as CEO of AMF

Having held the position for 12 years, Johan Sidenmark left his post as CEO at AMF.

Lars Wedenborn, Chairman of the Board of AMF commented:

"We members of the Board would like to thank Johan Sidenmark for his long and highly successful period as CEO. Under his leadership, AMF has become a better, stronger and more modern company, with the best returns among comparable firms and the lowest fees for core customers covered by the SAF-L0 agreement. We wish him every possible success for the future."

## ... and Tomas Flodén was appointed the new CEO of AMF

Tomas Flodén was appointed the new CEO of AMF and took up his duties in November. Tomas most recently held the positions of CEO of AMF Fonder and Head of Asset Management, and has previously been both Chief of Staff and Deputy CEO at AMF.

## ... and Katarina Romberg was named the new CEO of AMF Fonder

Katarina Romberg was appointed the new CEO of AMF Fonder. She previously held the position of Head of Alternative Investments at AMF Fonder and had worked in AMF's asset management department for eight years.

## AMF Aktiefond Europa procured by FTN

The Swedish Fund Selection Agency (FTN) procured its first funds for the new fund market in the field of premium pensions, and AMF Aktiefond Europa (European Equities Fund) was selected in the category of actively managed European funds.



## AMF was present at the WorldSkills Sweden championship in Karlstad

In April, we were present at the WorldSkills Sweden championship to meet the professionals of the future and to cheer on the most highly skilled workers in the country. AMF is the principal sponsor of the organiser: WorldSkills Sweden. At the event, we shared information about occupational pensions and the default option.

## AMF principal sponsor of the WorldSkills World Championships in Lyons

When the WorldSkills World Championships were held in the French city of Lyons, AMF was present at the event as the principal sponsor and to cheer on the Sweden's most highly skilled joiners, aeronautical technicians, hotel receptionists and painters, as well as 20 or so other Swedish master craftsmen.

## Prize-winning funds

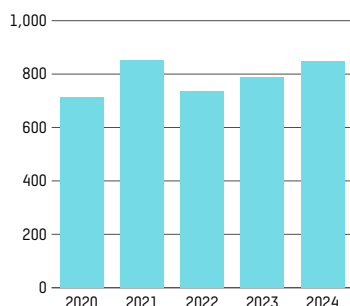
AMF Fixed-Income Fund Long was awarded the prize for best fixed income fund at the 2024 Morningstar Awards for Investing Excellence. In its justification, Morningstar – an independent fund-rating institute – highlighted the fund's historical returns and its low fees. AMF North American Equities Fund likewise received several prizes as the best fund in the category Equity US at the LSEG Lipper Fund Awards. The prizes were awarded to funds with high long-term risk-adjusted returns relative to other funds in the same category over three, five and ten years. AMF North American Equities Fund won the prizes for all these time periods.

# Developments during the year

The total investment return for the year was 7.1 per cent. Assets under management amounted to SEK 849 billion. The management cost ratio (operating costs in relation to assets under management) was 0.11 per cent, which is among the lowest in the industry. Our financial stability remains robust.

## Assets under management

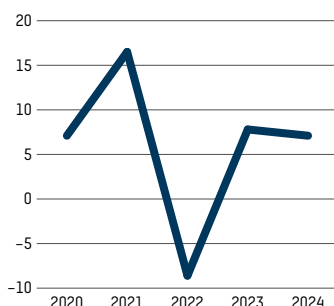
SEK billion



AMF's assets under management (including AMF Fonder) totalled SEK 849 billion. The fund assets are invested in equities, fixed-income securities, real estate and other alternative investments.

## Total return on assets

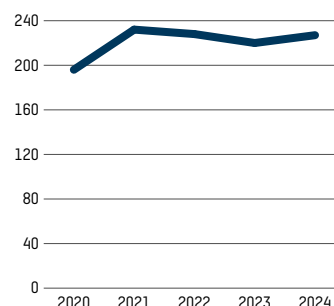
per cent



The total investment return for the year was 7.1 per cent. Over the past five- and ten-year periods, AMF has returned an average of 5.7 and 6.3 per cent, respectively.

## Solvency ratio

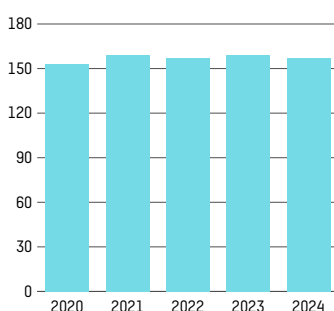
per cent



Financial stability remained robust and the solvency ratio (assets in relation to the guaranteed commitments) was 227 per cent.

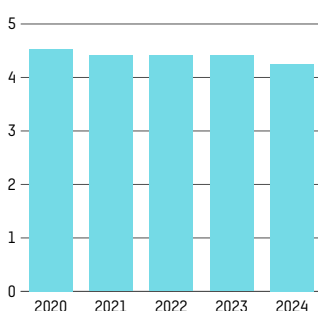
## Cost per customer

SEK



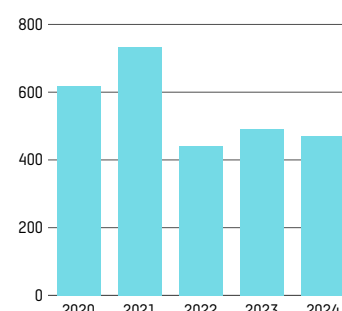
The cost per customer was SEK 157. The trend has remained relatively stable in recent years. Low costs per customer enable us at AMF to keep the fees for our products low.

## Customer satisfaction



Our Customer Satisfaction Index is stable at high levels (4.25 out of a possible 5).

## Carbon footprint from listed shares

Thousand tonnes CO<sub>2</sub>e

The total carbon footprint of the portfolio decreased in absolute terms, primarily on account of lower emissions for foreign equities. It is relevant to note that the proportion of equities in the portfolio actually increased, which highlights the relative improvement for foreign equities.

# Dear Customer,

AMF was established more than 50 years ago with the objective of giving blue collar workers in Sweden the best possible collectively agreed occupational pension. This objective is more important than ever today, and I am extremely proud to have been entrusted with the role of CEO of AMF since the autumn.

Our core business continues to be the product that blue collar workers who do not make an active choice of occupational pension receive. This product has been shaped on the basis of their conditions, circumstances and needs, and we have done our utmost to ensure that it has the lowest fees while returning the highest pension.

I am also delighted that a much broader group of people is placing the responsibility for their pension savings in our hands. For example, white collar workers, national and local government employees can all select AMF for their occupational pension. In addition, we have equity and fixed-income funds available within premium pension and for private savings.

One of AMF's greatest strengths is that we are so widely available, largely on account of our default option assignment under the SAF-LO Agreement. When more people save together, this means that there are more people to share the costs, enabling us to keep them remarkably low – not only for traditional pension savings, but also for savings in funds.

## Strong returns despite turbulence

Despite a degree of turbulence and unrest in the world, the past year was a successful one for us at AMF. We delivered a return of 7.1 per cent on the traditionally managed occupational pension. This is equivalent to more SEK 40 billion. High returns are important,

given that every krona extra in their pension plays a significant role for our savers. Today, AMF administers a total of SEK 849 billion, of which SEK 613 billion is to be found in our traditionally managed pension portfolio.

A key strength in our pension portfolio is that we are able to invest in numerous asset classes and companies. As a result, problems in individual companies – of which we witnessed a number of striking examples during the year – have only limited impact on you as a customer. This became particularly clear in 2024 when all asset classes contributed to the positive return – equities, fixed-income, real estate and alternative assets – as did the fact that we work actively with the distribution between assets. For example, we increased the share of equities in the portfolio during the year, and this made a positive contribution to the returns. We also completed a number of property sales, including that of the Femte Hötorgshuset in Stockholm, which was one of the biggest real estate deals closed in 2024.

During the year, we saw several proofs of the high quality of our asset management. Our North American Equities Fund was named the best USA fund of the year, the AMF Fixed-Income Fund Long was awarded the prize for the best fixed-income fund of the year, and our European Equities Fund was one of six that – in tough competition – was procured by the Swedish Fund Selection Agency for the new fund market in the field of premium pensions.



## CEO's statement (cont.)

**“ High returns are important, given that every krona extra in their pension plays a significant role for our savers.**

### Responsible owner

AMF is one of the largest investors in Sweden, a position that carries great responsibility. We are joint owners of around 400 companies, and we have seats on approximately 50 nomination committees. In Sweden, we work especially closely with our most important companies and in dialogue with them, we frequently raise issues we consider it important to work with in order to ensure long-term value generation. In our foreign companies, we are often relatively small shareholders with more limited influence. However, this does not stop us from becoming involved in their development in various ways; we vote at their General Meetings and often work with other owners to ensure they develop in a positive direction.

In our role of owners, one of our tasks is to support and encourage companies to transition towards more sustainable operations. We believe that this is good not only for the companies, but also for our savers. We fully support the UN Principles for Responsible Investment. Another fundamental principle is that all the companies we invest in must live up to the international principles of sustainable business we support, including the UN Global Compact and the OECD Guidelines for Multinational Enterprises.

In 2024 we devoted particular attention to the issue of fair labour practices within the tech industry, and we adopted measures against corporations such as Apple and Tesla. These are two important companies we want to continue investing in going forward and where we, in partnership with other owners, are taking steps to ensure compliance with international conventions.

### Lower fees – higher pension

Low fees are crucial to long-term forms of saving such as pension plans. For this reason, this is a high-priority issue for AMF and we work continuously to reduce fees whenever we can. At the turn of the year, we reduced the variable fee for our savers with traditional insurance under the SAF-LO Agreement by around 30 per cent. We also reduced fees for those people who chose a unit-linked insurance with AMF.

The difference in fees between the different options in the field of collectively agreed occupational pensions may appear small after a single fee reduction. However, for those people who save throughout their working lives, it can still make a big difference over time – especially when the ongoing reductions in fees are added together.

### The best interests of savers front and centre

For us as a default option company, it is important to take into account those who, for one reason or another, would like to choose a different saving scheme or company. At the same time, we are keen to ensure that this option is not abused. Unfortunately, many people who have moved from AMF are not aware of this, and many of them find themselves with a saving scheme that does not match the preferences they claim to have.

Over the years, against this background, we have aired and discussed different ways of addressing the challenges that exist in the pension transfer market. Public authorities and other pension companies have recently also strengthened their commitment to making sure that the right to transfer is handled responsibly. We regard this as positive.

### A secure pension company in insecure times

Many people believe that market conditions will improve this spring. After a run of difficult years, this would come as a relief for many people – especially those with slightly lower incomes and pensions. At the same time, it is likely that we will continue to live in a world that is in many ways insecure and occasionally unsettled for the foreseeable future.

AMF has previously navigated successfully through uncertain times, and I am convinced that we will continue to do so in the future. AMF's traditional insurance, with a solid guarantee at its base, active management and a broad spread of risk, is well-placed to deliver a secure pension in insecure times.

I and the staff of AMF are committed to working hard to continue to live up to the great trust that our mission entails. Pride in this mission is something I share with all AMF's staff. In a major survey we conducted recently, fully 95 per cent of our employees responded that they are proud of the contribution we make to society.

It is this commitment that I believe goes a long way to explaining how we have succeeded so well in staying ahead of the pack and providing our savers with good, solid occupational pensions distinguished by high returns, low fees and a high level of responsibility for such a long time.

Stockholm, March 2025  
Tomas Flodén, CEO of AMF

# Our 4.5 million customers

AMF has 4.5 million customers. Most of them are covered by the SAF-L0 collective agreement. On average, our SAF-L0 pensioners receive an occupational pension payment from us of approx. SEK 2,400 per month.

74%

In all, approximately 74 per cent of our customers are saving for their retirement. Around a quarter have an ongoing saving arrangement.

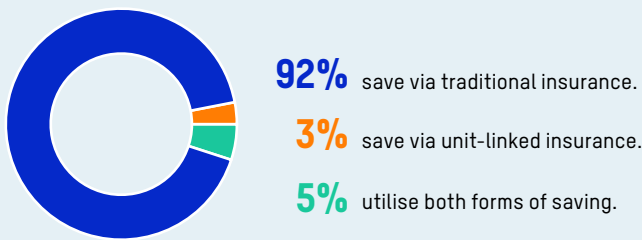
26%

26 per cent are pensioners and receive a payment from us every month.



The key factors in the choice of occupational pension are stated as being healthy returns and low fees, backed by simple and straight-forward information. This what our annual opinion poll reveals.

## How our customers save



## ... and where they work:

- 4,016,105 are blue collar employees in the private sector
- 346,242 are white collar employees in the private sector
- 347,011 are employed by municipalities and regions
- 86,253 are government employees

80%

of all those who contact AMF are over 60 years of age.

77%


start receiving their pension payments at age 65 or later.

60%

think a default provider is a good idea for those who do not want to choose an occupational pension company themselves.

51%

think it is important for pension companies to have focus clearly on sustainability.





# AMF's strategy 2023–27

## AMF's vision:

A future to look forward to.

## Strategic goal

Our goal is to be the leading default option and competitive on the market.

## The self-evident choice as default provider

Our strategy is to focus on traditional insurance for customers who choose the SAF-LO Contractual Pension, and always to be the self-evident choice as the default provider for this customer category.

In 2022 we commenced implementation of our new strategy: AMF 2023–27. Our success criteria are to deliver high returns, offer the lowest fees, function as a responsible company, and have a capacity to change that allows us to benefit from the opportunity to develop in step with the world around us.

Our mission is to create value for those who are covered by the SAF-LO Contractual Pension. We do this by offering traditional retirement savings with high returns at low cost. We will always put the interests of our customers first and pay particular attention to the large group of people who do not make active choices.



## High returns

We are to deliver higher returns than most of our competitors in the field of collectively agreed occupational pensions.



## A company that acts responsibly

We aim to be a company that acts responsibly with regard to the expectations of our customers and our owners. We will always work in the best interests of our customers and put their interests first.



## Lowest fees

We will maintain the lowest fees within the SAF-LO Contractual Pension, as well as competitive fees in other collective agreement areas. This demands efficient operations.



## Right skills

We need employees who are familiar with – and take responsibility for – AMF's mission and commissions. We will constantly evolve our expertise and our working practices.

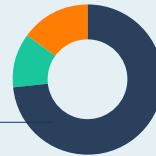


# Traditional insurance – security and long-term return on investment combined

When we ask our savers what is most important to them when it comes to their pension, the vast majority say good returns, security and low fees. These are our watchwords at AMF when it comes to the traditional insurance that we offer. Through traditional insurance, we also have unique opportunities to take a long-term, responsible approach to our management.

**AMF's total assets under management consist of traditional insurance, unit-linked insurance, premium pensions and private fund saving**

Traditional insurance, SEK 613 billion



On page 11, you can find out more about:

- Unit-linked insurance
- PPM and private fund saving

Of AMF's total assets under management – SEK 849 billion – fully SEK 613 billion is invested in traditional insurance. Because traditional insurance is the default product in the SAF-LO Contractual Pension, we have designed it so that our customers do not have to take an active role but can still be sure of a product with the possibility of high, long-term returns, low fees, security of payments and good sustainability.

## Excellent long-term returns

Traditional insurance has demonstrated high risk-adjusted returns over many years, largely on account of the opportunity to invest in several different asset classes. Our average annual return has been 5.7 per cent over the past five years, 6.3 per cent over the past ten years and 7.0 per cent over the past 15 years. Traditional management produces excellent opportunities in uncertain times. The capacity to invest in many different asset classes makes it possible to mitigate downturns in the economy through investments in real assets, such as real estate and infrastructure, in addition to equities and credits.

## Low fees

Traditional insurance can be managed cost-effectively, thanks to economies of scale. The annual cost to SAF-LO customers is a fixed

fee of SEK 40 regardless of the number of insurance policies contracted, plus 0.10 per cent\* of the pension capital. The maximum fee is SEK 400 per year, regardless of the number of insurance policies contracted and the size of the pension capital. In the latest offering, ITP customers pay a fee capped at SEK 500 per year. A maximum fee of SEK 600 applies within the collective agreement areas KAP-KL and PA 16.

The cost of asset management in our traditional insurance section is also remarkably low (0.03%).

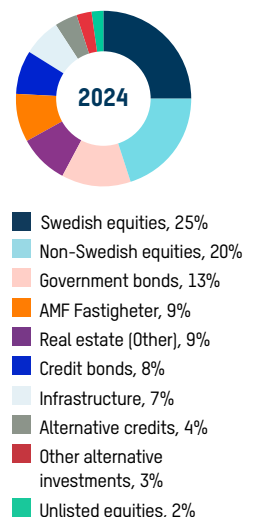
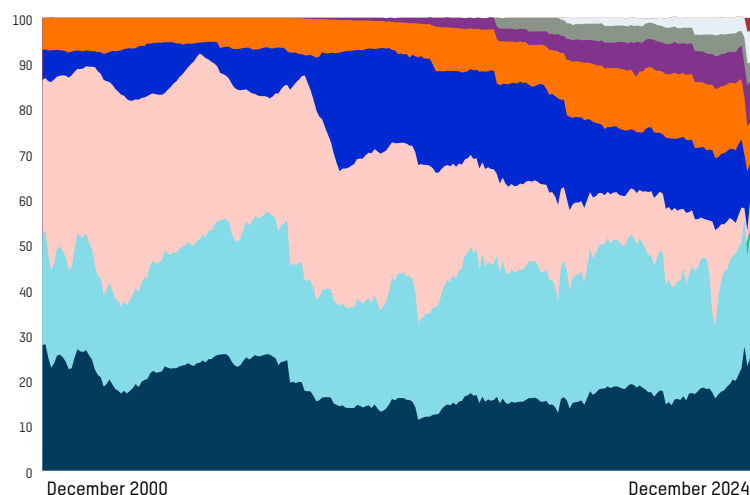
## Security in retirement

Our customers place great emphasis on pension security, according to high priority to stable, predictable pension payments. In addition to the return that our asset managers generate via their investments, traditional insurance is underpinned by a basic guarantee that guarantees a set pension amount each month. For lifetime payout customers, there is also a limit on how much their payouts can normally decrease from one year to the next as a result of negative returns. This adds an extra level of security, especially in years distinguished by major fluctuations in the capital markets. In fact, the limit currently means that the payout amount cannot decrease by more than 5 per cent of the annual recalculation. During the year, we converted SEK 5.6 billion in existing surplus to strong guarantees for the

\* As from 1 January 2025

## Different asset classes in traditional insurance

The allocation of assets in AMF's traditional insurance has varied over the past twenty years. Investments in real estate, alternative credits and infrastructure have increased in relative terms, while the share represented by fixed-income assets in particular has decreased – in order to create the best possible conditions for generating decent returns for our customers. One of the strengths of traditional insurance is precisely that – on the basis of developments in the capital markets – management can adjust the relative shares of different asset classes in order to optimise risk and return opportunities.



## Traditional insurance (cont.)

approximately 700,000 pension customers receiving payments. We also distributed SEK 230 million to around 1.3 million customers with traditional insurance without repayment protection under the SAF-LO agreements.

### Good level of sustainability

The sustainability level of our traditional insurance is based on our values and must reflect the expectations of the customer group as a whole. We are noting that our sustainability work can contribute to solid returns for our savers, as well as to increased sustainability in

general, within the framework of the product. Work with sustainability also includes managing risks and opportunities based on aspects of sustainability. Our sustainability initiatives are described in more detail in the Sustainability Report (see page 13). In particular, we have defined the following properties as being encouraged by traditional insurance: a transition towards lower carbon dioxide emissions; a conscious focus on sustainability at the portfolio companies and work towards gender equality on Boards of Directors in companies where we participate in the work of the nomination committee.

## Safeguarding asset management

Katarina Romberg has been the new Head of Asset Management and CEO of AMF Fonder since the start of November 2024. Katarina previously worked in AMF's asset management department for eight years and held the position of Head of Alternative Investments at AMF Fonder.



### Looking to the future – five years on, say – what do you hope to have achieved?

Far and away the most important thing, irrespective of the period of time, is that we continue to deliver on our mission: generating high returns as the default option for privately employed workers. In order to do this, we need to maintain an efficient organisation staffed by competent people, and to keep both costs and fees low. Then we come to the issues we are to pursue, with especial emphasis on the importance of Swedish ownership on the Stockholm Stock Exchange, where we are increasingly seeing foreign index managers capturing larger ownership shares. Both for us and for our savers, it is essential that the companies have active and involved owners who are prepared to shoulder their responsibility.

### During the year, several of AMF's investments – including those in Northvolt and Cake – have attracted attention in the media. What's your take on that?

Every investment we make is intended to generate returns for our savers, and this is also the case with those investments that prove to be less successful. The majority of our capital is placed in interest-generating assets, listed companies and real assets such as properties. However, we do use a small part of the portfolio to make investments of significantly higher risk, as in our opinion these present an opportunity for high returns. Northvolt and Cake are examples of investments in this part of the portfolio, as well as being two examples of investments that have not performed as expected at the time the investment was made. Generally speaking, investments of this kind have generated good returns, where some holdings have developed remarkably well, while others have not. For example, we invested in Yubico while it was still unlisted. Since then, the company has been floated on the Stockholm Stock Exchange and it is an investment whose value has grown strongly.

### What's your take on your early days as Head of Asset Management and CEO of AMF Fonder?

In all the new areas that have become my responsibility in my new role as CEO, I consider it positive that I'm not new to the organisation, and that I experienced a solid handover from Tomas Flodén, my predecessor. My new position involves dealing with other issues and relationships, which has been made easier by the way the succession was handled.

### Joining an organisation as CEO often leads you to want to make your mark and create "your own set-up". What changes are you planning to make?

I'd say that we are in a constant state of flux. We need to change and refine on an ongoing basis to maintain asset management at a really high level. The approach that has generated good returns over the past five, ten and fifteen years may not necessarily be the same one that will continue to do so five, ten and fifteen years from now. It demands constant development of our organisation and the way we work.

### How have the uncertain market conditions of the past year affected AMF?

We are financially robust asset managers who take a long-term perspective and maintain an appropriately diversified portfolio which generates competitive returns for our savers over time. This entails us being ready and prepared for different market conditions at the same time as we are obliged to navigate through the situation here and now. Rapid changes emphasise the importance of having the right skills combined with a tried-and-tested strategy and solid risk diversification. Looking back over the past three years, I think we've been pretty successful – as our returns confirm.

### Have you made any changes?

We constantly assess our work and make changes as and when necessary: for example, we adjust the risk level in our management on an ongoing basis. In our ownership work, we also check whether companies need support from us, as owners, in order to be able to prioritise long-term value generation rather than short-term profits. It is here that we have an important role to play as long-term owner – more than ever, perhaps, when conditions around us are uncertain."

### Can you cite some highlights from the past year?

Above all, I am proud and delighted that we have succeeded in delivering a high return for our savers. Over the past 15 years, we have maintained an average annual return of 7 per cent, and in 2024 the figure was actually 7.1 per cent. And then I am really proud and pleased that our AMF European Equities Fund was chosen in the first round of procurements by the Swedish Fund Selection Agency. I would also like to highlight our working relationship with AP7, where they have increased their ownership share in Urban Escape to 49.9 per cent. Our development of the area has made a huge difference to Stockholm city centre and to our savers in the form of a solid return. From a personal perspective, it's exciting and a lot of fun to be up and running in my new role, and I'm looking forward to continuing to develop our asset management.

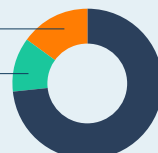
# Unit-linked insurance and AMF Fonder – for pensions and long-term savings

Saving up for retirement through unit-linked insurance is ideal for those customers who want to take an active role and decide for themselves how their money is to be managed. We offer a selection of primarily actively managed funds with low fees, predominantly through our own fund management company AMF Fonder. The AMF Generation Portfolio is suitable for savers who want unit-linked insurance, but do not want to choose individual funds themselves.

**AMF's total assets under management consist of traditional insurance, unit-linked insurance, premium pensions and private fund saving**

Premium pension and private fund saving, SEK 131 billion

Unit-linked insurance, SEK 104 billion



On pages 9–10, you can find out more about:

■ Traditional insurance

Nearly 350,000 customers have chosen unit-linked insurance for their retirement savings with us, representing a total of around SEK 104 billion (93). Most of the capital is invested in the entry-level solution, which we have termed the AMF Generation Portfolio. As a customer, it provided an entry-level solution in the event that you prefer not to make your own choice of fund. The plan is designed for long-term savings, with risk in the investments being defined on the basis of the customer's age. For clients wishing to choose funds themselves, we principally offer 13 funds from our subsidiary AMF Fonder, together with five externally managed funds to supplement the offerings from AMF Fonder.

## AMF Fonder

AMF Fonder is tasked with offering funds with competitive returns and low fees. All 14 funds are actively managed with the objective of ensuring that the returns for each fund exceed the average of funds in the same market. Total assets under management amounted to SEK 235 billion (210). Over the past five years, nine out of thirteen funds beat their benchmark index – and the overall average Morningstar rating, which measures parameters including risk level and return, was 3.5 out of a possible 5 at the end of 2024. All AMF's equity and mixed funds charge a fee of 0.40 per cent and all fixed-income funds a fee of 0.10 per cent. This is highly competitive compared to other actively managed funds for saving in funds. When the funds are included in AMF's unit-linked insurance offering, the fees are often even lower. The funds in AMF Fonder maintain a high level of sustainability, and in the respective funds we have identified a number of sustainability features that they are tasked with promoting. All AMF Fonder funds are "Article 8", which means light-green products according to the pan-EU Disclosure Regulation. For additional information about our sustainability work, see page 14 and AMF Fonder's Annual Report.

## Other fund offerings

When we select and evaluate funds managed by other fund companies for our unit-linked insurance, key assessment criteria include

### Our entry-level solution: The AMF Generation Portfolio

Consists of a mix of the AMF Global Equities Fund, AMF Swedish Equities Fund and AMF Mixed Fixed-Income Fund.

- The distribution of the different funds is adjusted automatically depending on the customer's age, with younger customers being attributed a higher risk while older customers – who are closer to retirement – are allocated a lower risk.
- Suitable for clients who want to invest in funds, but not to choose funds – or the distribution between different funds – themselves.

low fees, high returns and sustainability. We continuously monitor developments in the funds and evaluate them once a year.

AMF requires fund companies to have ratified the UN Principles for Responsible Investment, and if a fund is actively managed, it must use some form of negative or norm-based screening. As regards actively managed funds, the fund must be rated by Morningstar at no lower than two sustainability globes out of a possible five. AMF encourages fund management companies to sign and publish a sustainability profile for the fund in question.

## Premium pension savings

Via AMF Fonder, AMF offers savings options in the premium pension system. The total value of these savings options amounts to around SEK 93 (86) billion. Eleven of AMF Fonder's funds are options in the Premium Pension Marketplace.

During the year, the new Swedish Fund Selection Agency started procuring funds for the new fund market. AMF European Equities Fund participated in the first round of procurements and was selected as one of six funds in the category of actively managed European funds.

Fund offering in unit-linked insurance	Morningstar (max. 5)	Morningstar sustainability rating (max. 5)	Management fee, discounted, %, <sup>1)</sup>
AMF Asia Pacific Equities Fund	4	4	0.30
AMF European Equities Fund	4	3	0.30
AMF Global Equities Fund	4	3	0.20
AMF North American Equities Fund	5	4	0.30
AMF Small Companies Equities Fund	2	2	0.30
AMF Swedish Equities Fund	2	2	0.20
AMF Emerging Markets Equities Fund	3	5	0.25
AMF World Equities Fund	3	3	0.35
AMF Balanced Fund	3	4	0.35
AMF Corporate Bond Fund	4	– <sup>2)</sup>	0.10
AMF Fixed-Interest Fund Cards	– <sup>2)</sup>	– <sup>2)</sup>	0.10
AMF Fixed-Income Fund Long	5	3	0.10
AMF Fixed-Income Fund Mixed	– <sup>2)</sup>	– <sup>2)</sup>	0.10
<b>Average rating</b>	<b>3.5</b>	<b>3.3</b>	
Storebrand Japan	3	4	0.10
SHB Hälsovård Tema	5	3	0.50
Swedbank Robur Fastighet	4	2	0.50
Swedbank Robur Technology	5	4	0.50
SEB Sverigefond	4	2	0.40
<b>Average rating</b>	<b>4.2</b>	<b>3.0</b>	

<sup>1)</sup> Refers to unit-linked insurance SAF-LO <sup>2)</sup> No Morningstar rating

# Pensions on the customer's terms

It is important that savers should find the pension system easy to understand and predictable. This will help generate greater trust in the occupational pension system and reduce the concern felt about the pension system. Greater simplicity also makes it easier for customers who want to make well-informed choices.

Many customers regard occupational pensions as complicated because, inter alia, pension agreements and how they are managed differ from one collective agreement area to another. Increased mobility in the labour market means that many savers and pensioners today have a range of different occupational pensions that are subject to different rules and management approaches. Against that background, we strive to make our own offer as simple and secure as possible, and to play a part in making information about the pension system comprehensive. This makes it easier for customers both to educate themselves about pension issues and to understand their own pensions.

## Conscious choices

The right to transfer within a collectively agreed occupational pension is an important right in giving individual savers the opportunity to choose the pension company and pension solution that suits them best. We make every effort to inform customers who opt to change pension company or solution as to what a transfer to or from a company entails. On that basis, we have long monitored the transfer flows within collectively agreed occupational pensions, primarily in our annual Transfer Report, which is based on surveys of customers who have transferred their occupational pension from AMF. Since 2021 we have also examined transfers to AMF.

Our studies reveal a recurring problem with many people transferring their occupational pension, or having their occupational pension transferred, without their knowledge. At the same time, many people are finding themselves in a savings situation that does not match their stated preferences, and a clear majority want access to more information before making a move in order to be able to make well-founded decisions. Around a quarter are unaware that their occupational pension has been transferred. Moreover, half of those who are aware they have transferred their pension state that they did not compare different options before making the move. More and more – approximately one in five – have also been accorded a conditional discount in return for transferring their occupational pension.

## Working relationship with other operators

We work closely with other operators in the occupational pension sector to make things easier for customers. One important party in this regard is Avtalat, which has been commissioned by the Confederation of Swedish Enterprise, LO and PTK to coordinate and streamline information linked to collectively agreed pensions and insurance for employees and salaried employees in the private sector. Avtalat commenced operations on 1 January 2021 and the work to establish and develop the company is being conducted in close consultation with us and other party-owned companies to ensure that both customers and employers receive the best possible information.

### OUR GOAL: Reduce lack of awareness of, and offer the opportunity to take up, the latest offering

We have two goals in the area of "Pensions on the customer's terms":

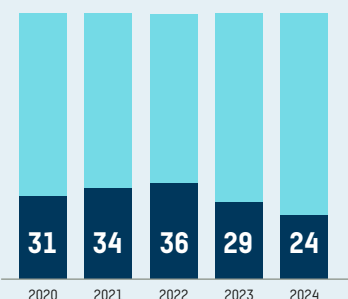
- Reduce the number of customers who are unaware that their occupational pension has been transferred.
- All customers to have the opportunity to benefit from the latest offering, without having to take out a new insurance policy. This is possible today within the Contractual Pensions SAF-LO, KAP-KL and PA 16.

We are also affiliated to the minPension (myPension) service, which has around five million users. The service provides an overview of the whole of the individual's pension and most users at minPension have insurance with us. In addition, minPension has, for several years, been operating the Withdrawal Planner service, which makes it easier for pension savers approaching retirement to make conscious choices. During the development process, we participated as a company trialling the service. The aim of the Withdrawal Planner is to provide prospective pensioners with a tool that enables them to produce a personal pension and withdrawal plan quickly and easily. Features include calculation and simulation of the effect on the pension of continuing to work longer or stopping earlier, calculation of the effect of taking a higher proportion of the occupational pension earlier and calculation of the pension amount after tax. To date, we are the only company included in Withdrawal Planner to offer a digital application process, which means that customers can seamlessly implement their withdrawal plan with us.

## Low fees for everyone

We are also focusing on developing our own offering to make it as simple and secure as possible for customers. We are striving to establish a product offering that reduces our costs and, in turn, leads to lower fees for customers. For example, we are aiming to harmonise terms and conditions of insurance in each collective agreement area so that all customers can benefit from the most recent and best offering – which is what we have done for the collective agreement areas SAF-LO, PA 16 and KAP-KL. This will also enable us to introduce a charge cap – i.e. a limit on the fees charged for occupational pension management for every customer – within these collective agreement areas. The charge cap that exists today within the SAF-LO Contractual Pension means that customers pay a maximum of SEK 400 per year for traditional insurance. The corresponding charge cap for the PA 16 and KAP-KL areas is SEK 600 per year, while for ITP it is SEK 500 per year. In 2024, we reduced the fee for customers covered by the SAF-LO Contractual Pension from 0.15 to 0.10 per cent.

### Customers unaware that their occupational pension has been transferred (per cent)



Between 21 August and 11 September 2024, with a view to establishing savers' reasons for transferring their occupational pension, AMF conducted a survey of savers who had transferred their occupational pension from AMF during the period January–June 2024.





Our studies reveal a recurring problem with many people transferring their occupational pension, or having their occupational pension transferred, without their knowledge.



# Sustainability Report

Our mission is to provide our four million customers with the highest pension possible. At the same time, we are committed to investing in a sustainable future. We focus our work in the field of sustainability on three areas, namely reducing our climate impact, maintaining a high standard of business ethics and responsible behaviour, and working to promote diversity and gender equality. We have long-term objectives for this work, combined with measurable short-term targets. In this way, we clearly define how we are to work with our long-term goals, and can follow up on how the work is progressing.

<p><b>Climate</b></p> <p><b>Ambition:</b> All AMF's activities, including investment activities, are to align with the Paris Agreement.</p>  <p>See pages 16 for additional information</p>	<table> <tr> <th>SHORT-TERM</th><th>COMMENTS</th></tr> <tr> <td>The carbon footprint of the portfolio is not to exceed the limit stipulated in our carbon budget.</td><td>Total absolute emissions amounted to 799,000 tonnes of CO<sub>2</sub> -equivalents in 2024, which is well below the budget limit.</td></tr> <tr> <td>We are to have a structured advocacy policy for the 20 companies with the highest emissions in our portfolio.</td><td>Over the course of 2024, we worked with a structured advocacy policy for 18 of the 20 companies with the highest carbon emissions. Two of the companies were sold before the dialogue took place.</td></tr> <tr> <td>The carbon footprint of the companies in our portfolio is to be reduced by 25 per cent between 2019 and 2024.</td><td>The carbon footprint fell by 33 per cent during the period.</td></tr> <tr> <td>All companies in which we have major influence are to report their climate footprint and set climate goals in line with the Paris Agreement.</td><td>Of the 50 companies in which we have major influence, 44 have set climate targets in line with the Paris Agreement, and 47 report their climate footprint.</td></tr> </table>	SHORT-TERM	COMMENTS	The carbon footprint of the portfolio is not to exceed the limit stipulated in our carbon budget.	Total absolute emissions amounted to 799,000 tonnes of CO <sub>2</sub> -equivalents in 2024, which is well below the budget limit.	We are to have a structured advocacy policy for the 20 companies with the highest emissions in our portfolio.	Over the course of 2024, we worked with a structured advocacy policy for 18 of the 20 companies with the highest carbon emissions. Two of the companies were sold before the dialogue took place.	The carbon footprint of the companies in our portfolio is to be reduced by 25 per cent between 2019 and 2024.	The carbon footprint fell by 33 per cent during the period.	All companies in which we have major influence are to report their climate footprint and set climate goals in line with the Paris Agreement.	Of the 50 companies in which we have major influence, 44 have set climate targets in line with the Paris Agreement, and 47 report their climate footprint.		
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<p><b>Business ethics</b></p> <p><b>Ambition:</b> We are confident that we ourselves, our suppliers, our partners and our portfolio companies all live up to our expectations with regard to business ethics.</p>  <p>See page 23 for additional information</p>	<table> <tr> <th>SHORT-TERM</th><th>COMMENTS</th></tr> <tr> <td>All working groups are to conduct a review of AMF's expectations regarding business ethics at least every other year.</td><td>Over the course of 2024, all working groups conducted a review of AMF's expectations regarding business ethics.</td></tr> <tr> <td>Business ethics form part of every induction programme for new employees.</td><td>In 2024 we completed two induction programmes for new employees.</td></tr> <tr> <td>All our major suppliers are to ratify AMF's Code of Conduct.</td><td>All our major suppliers have ratified AMF's Code of Conduct.</td></tr> <tr> <td>We monitor our ten largest suppliers from the perspective of sustainability on an annual basis.</td><td>We have followed up on our biggest suppliers for 2024.</td></tr> <tr> <td>The entire investment portfolio and all AMF funds, including external funds offered by AMF, are subject to fundamental sustainability criteria.</td><td>All holdings fulfilled AMF's sustainability criteria.</td></tr> </table>	SHORT-TERM	COMMENTS	All working groups are to conduct a review of AMF's expectations regarding business ethics at least every other year.	Over the course of 2024, all working groups conducted a review of AMF's expectations regarding business ethics.	Business ethics form part of every induction programme for new employees.	In 2024 we completed two induction programmes for new employees.	All our major suppliers are to ratify AMF's Code of Conduct.	All our major suppliers have ratified AMF's Code of Conduct.	We monitor our ten largest suppliers from the perspective of sustainability on an annual basis.	We have followed up on our biggest suppliers for 2024.	The entire investment portfolio and all AMF funds, including external funds offered by AMF, are subject to fundamental sustainability criteria.	All holdings fulfilled AMF's sustainability criteria.
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<p><b>Diversity</b></p> <p><b>Ambition:</b> We are to promote a way of working and a culture in which we can make the most efficient use of the experiences of all employees. This includes an even gender balance.</p>  <p>See page 24 for additional information</p>	<table> <tr> <th>SHORT-TERM</th><th>COMMENTS</th></tr> <tr> <td>A diversity analysis is to be performed in every working group prior to every new recruitment.</td><td>A diversity analysis was carried out for all recruitment processes during the year.</td></tr> <tr> <td>We are to ensure gender equality in all our management teams by 2027.</td><td>At the end of 2024, we had achieved gender equality in four of seven management teams.</td></tr> <tr> <td>All Boards of Directors where AMF participates in the Nomination Committee are to be gender-balanced.</td><td>Of the 38 companies where we are represented in the Nomination Committee, 34 have a gender-balanced Board of Directors.</td></tr> </table>	SHORT-TERM	COMMENTS	A diversity analysis is to be performed in every working group prior to every new recruitment.	A diversity analysis was carried out for all recruitment processes during the year.	We are to ensure gender equality in all our management teams by 2027.	At the end of 2024, we had achieved gender equality in four of seven management teams.	All Boards of Directors where AMF participates in the Nomination Committee are to be gender-balanced.	Of the 38 companies where we are represented in the Nomination Committee, 34 have a gender-balanced Board of Directors.				
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## AMF and the UN Sustainable Development Goals – Agenda 2030

We are to contribute to sustainable social development in line with the UN's 17 Sustainable Development Goals (SDGs), which are to be achieved globally by 2030. Our sustainability work primarily contributes to **Goal 5: Gender Equality**, **Goal 8: Decent work and economic growth** and **Goal 13: Climate action**. Through our sustainability work in our investment activities, we also contribute to other goals via our advocacy work or direct investments. For example, AMF Fastigheter's activities contribute to **Goal 11: Sustainable cities and communities**.

# Sustainability in asset and fund management

As an investor and an owner, AMF has both a responsibility and an opportunity to contribute to the transition of our society. Fundamentally, the decision about which companies we choose to invest in, and the way in which we influence the companies we own, is based on our goal of providing our customers with high, long-term returns and acting responsibly. From this perspective, companies that work consciously with sustainability and are prepared to make changes are a good fit, as are companies that offer solutions to the challenges facing society today. As an owner, we encourage companies to transform their operations and we support them in this endeavour.



### We are an active owner

AMF considers systematic and active ownership to be a key strategic tool for supporting a company’s long-term capacity to remain profitable and thus to secure solid returns in the long term. For this reason, active ownership is an integrated and crucial part of our investment process. We are the fourth-largest owner on the Stockholm Stock Exchange. Our ownership share varies from being the sole owner with an appreciable opportunity to apply influence, to having only limited influence, as is the case in many foreign holdings.

**We maintain direct dialogue** – Together, AMF and AMF Fonder are major owners in many Swedish companies. As such we participate in Nomination Committees in 38 (42) listed Swedish companies. AMF also holds complete or partial ownership of around 30 unlisted companies. This enables us to influence these businesses through our ownership. We often have a close dialogue with both Boards and management teams, and we work with ownership issues which, in many cases, are linked to aspects of sustainability – the climate transition, gender equality on Boards and in management teams, as well as decent working conditions and human rights. In these dialogues, we communicate our expectations regarding the companies’ development and sustainability work and can support them in this regard. Our portfolio companies are also increasingly initiating dialogues in order to ensure that their work is in line with our expectations.

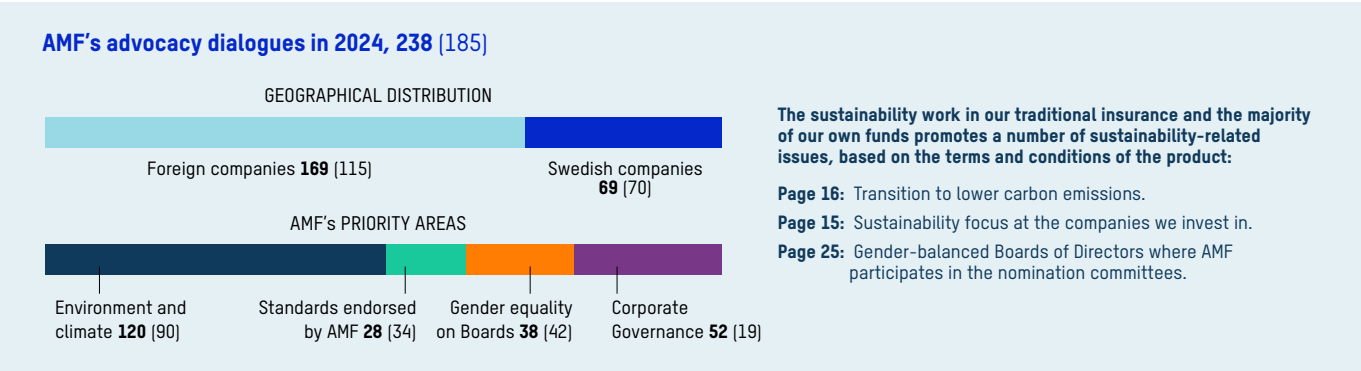
**We vote** – We vote at the shareholders’ meetings connected to the Swedish holdings in our traditional life portfolio, as well as at a selection of shareholder meetings connected to the Swedish holdings in our own funds. This involved a total of 84 shareholders’ meetings and six extra meetings during the year. As regards our foreign holdings, we vote at the shareholders’ meetings via a voting advisor – known as “proxy voting”. The advisor votes in accordance with a policy prepared by AMF which, amongst other things, is based on international principles of sustainable business and AMF’s prioritised ownership issues. In the policy, AMF also has an overarching

climate focus in line with our climate policy and targets. For example, through our proxy voting, we chose to vote against the management in 15 companies in the traditional life portfolio during the past year, citing our climate policy.

In 2024, we voted at 330 shareholders’ meetings related to our foreign holdings in the traditional life portfolio, as well as at 368 shareholders’ meetings concerning our foreign holdings in our own funds.

**We work with other investors** – We participate in a number of sector partnerships whose aim is to encourage companies to improve their work in the field of sustainability because we believe that, together, we are better able to power change. This is particularly relevant in the context of our foreign holdings, where, in the majority of cases, we are a minority owner.

- The Net Zero Asset Owner Alliance, in which more than 80 asset owners have committed to net zero emissions by 2050, working together to develop methods for achieving this.
- Climate Action 100+, an association of over 600 investors worldwide that focuses on influencing the world’s largest emitters of greenhouse gases to take the necessary steps to transition and to reduce their climate footprint.
- The Sustainable Value Creation network, which brings together a number of institutional owners on the Stockholm Stock Exchange, and which focuses on areas of sustainability of mutual interest.
- AMF participates in a number of thematic advocacy initiatives in partnership with other investors in areas including sustainability and corporate government, human rights, biodiversity and natural capital, as well as circular business. We also participate in the Investors Policy Dialogue on Deforestation (IPDD) Initiative.
- In 2024, AMF Fonder joined the Net Zero Asset Managers Initiative (NZAM), an initiative in which more than 325 asset managers have undertaken to achieve net zero emissions for the assets under management by 2050.



## Sustainability in asset and fund management, (cont.)



### WE OPT IN

We engage in active management, which means that we ourselves select the companies and securities to invest in on the basis of our judgement as to expected returns and risk. We invest in companies that take a focused approach to working with sustainability because we believe they have greater potential for high long-term returns at lower risk.

We sometimes also invest in companies that have not yet developed a sustainability policy if we consider that the company in question has a clear strategy for improvement. We follow up on holdings in such investments at least annually to check that the level of sustainability is improving at the pace we desire. This is an important part of our work where, as a long-term investor, we can contribute to transition and change.

### WE OPT OUT



AMF's policy of responsible investing entails, inter alia, not investing in certain types of business – either on account of our fundamental values or because it involves too great a risk. This policy applies to all investments in our traditional life portfolio and in our own funds, and entails our not investing in companies ...

- ... that are found to be in breach of fundamental principles of sustainable enterprise, such as human rights, labour law, the environment and anti-corruption, based on the principles of the UN Global Compact and the OECD Guidelines for Multinational Enterprises.
- ... that are involved in the manufacture or distribution of controversial weapons (anti-personnel mines, cluster munitions, chemical, biological and nuclear weapons).
- ... where the extraction of thermal coal represents more than five per cent of sales.
- We take a restrictive approach when investing in sectors associated with high climate impact. In such sectors – such as the energy sector – we seek to invest in companies with less of a carbon footprint than other companies in the sector, provided that they otherwise operate a focused sustainability policy.

Moreover, AMF Fonder has specific exclusion criteria for its funds as regards tobacco, pornography and commercial gaming activities (gambling), as well as certain fund-specific exclusions. For example, four funds are fossil-free. For additional information, see the funds' annual reports for 2024.

If a portfolio company has been found to be acting in breach of these fundamental principles for sustainable enterprise that we support, we contact the company to establish the details of their action plan and to communicate our expectations with regard to their work. AMF always performs an individual holistic assessment, drawing on information from a variety of sources. If we do not consider the action plan to be satisfactory, or if we are of the opinion that we cannot influence the company in the right direction, either solely or in partnership with other investors, then we sell the holding in an orderly manner. In 2024, we identified 0 (0) holdings that were in breach of international principles. That said, criticism has been directed at companies in the tech industry, such as Apple and Tesla, during the year regarding their approach to issues concerning employees' working conditions. As an owner, we have therefore taken action with a view to encouraging these companies to respect international norms in the area, and to ensure that they meet AMF's fundamental requirements. For example, we have written formal letters and backed proposals from shareholders that Tesla shall, inter alia, respect its employees' rights to organise at their workplaces. We likewise participate in thematic cooperation initiatives with the objective of working to ensure the companies comply with international norms.

With regard to listed equities and corporate bonds, we check that the companies we own are in compliance with our fundamental requirements on a daily basis. Every quarter, we compile the findings from these checks, and make sure that we have dealt with companies that do not meet our requirements. In addition, an external party reviews our holdings twice a year for the same purpose. These checks apply to all listed equities and corporate bonds, which at the turn of the year accounted for almost 53 per cent of the traditional portfolio. In the equity funds, where listed equities account for 100 per cent of the investments, we check all investments without exception. This likewise applies to 100 per cent of the corporate bonds in our fixed-income funds and mixed funds. In the traditional portfolio, we make substantial investments in unlisted companies – in real estate, forests and wind power, for example. In these investments, we follow up on operations at least once a year to ensure they are being conducted in line with fundamental requirements.

# Climate: Towards net zero emissions in 2050

Climate issues are highly prioritised at AMF. We support the Paris Agreement and we are committed to achieving net zero carbon emissions in our investment portfolio by 2050. As a part of this commitment, we have clear goals for bringing down emissions in the portfolio, and we strive actively and systematically to ensure that our portfolio companies work strategically with these issues. Over the course of the year, we have drawn up new climate goals for the period up to 2029.

Society is experiencing a structural transformation with a view to tackling climate change and achieving the stated climate targets. This is powered by legislation, demands from stakeholders and rapid developments in technology. As long-term investors, we have a key role to play in supporting companies in their strategic work with the issues. This involves, for example, ensuring that they understand how they are affected by the transition and how they need to adapt to the new conditions in order to remain competitive in the long term. As a long-term owner, we are in a position to support companies on their transition journey. In order to be able to do this, we need to see that the companies have a credible transition plan and that they are implementing tangible changes in both the long and the short term.

## Short-term targets show the way

During the period up to the end of 2024, we have been drawing on the climate targets we laid down in 2020 for our traditional insurance. These targets follow the structure set out in the framework of the Net Zero Asset Owner Alliance, which was prepared precisely to ensure that emissions in the portfolio are reduced at the rate required to ensure alignment with the goals of the Paris Agreement.

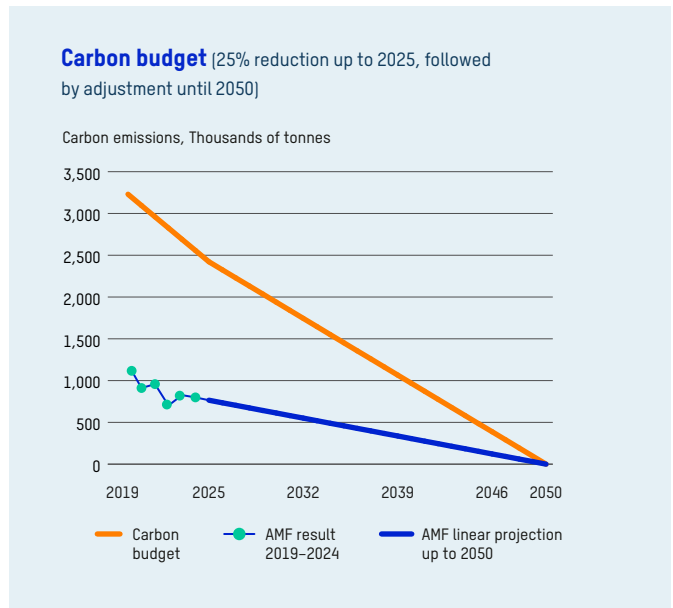
AMF operates a carbon budget that sets a limit on how large emissions in the portfolio are allowed to be over time. The budget enables our asset management to act up to a set limit and to invest in companies that are good at restructuring their operations, as well as in enterprises that deliver solutions in the form of renewable energy, for instance. This freedom to act is important to our capacity to help drive the transition of the business community. We also have targets for how emissions are to be reduced, and for how we, in our role as owners, are to encourage companies to transform their activities.

Our climate targets enable us both to measure emissions in our portfolio and to follow up on them to ensure they are actually falling at the required rate. With this model, emissions in the portfolio may vary in the future, but must always align with our long-term ambition and remain within the room for manoeuvre allowed by the budget.

## Reduction in emissions at our portfolio companies

Our primary intention is to achieve the goal of net zero emissions by ensuring that the companies in which we invest reduce their emissions over time. That is why we have set a goal of ensuring that emissions in the companies we invest in fall by 25 per cent by the end of 2024. During the year, absolute emissions (Scopes 1 and 2) from our listed equities, listed corporate bonds and directly owned properties totalled 799,000 tonnes. The total absolute emissions decreased as compared to 2023 and remain well below the budget figures. The reduction is largely attributable to lower emissions for foreign equities. For equities, the carbon intensity – which is a measurement that is independent of the size of our equity investments – has likewise decreased in comparison with 2023. For additional information, see page 32 (Table H1).

Viewed across the entire period (2019–24), absolute emissions have fallen by 33 per cent, which means that we have achieved our stated goals. Below, we detail the new climate targets AMF has adopted for the period up to the end of 2029.



## Ownership work is key

The climate issue is one of our prioritised ownership issues, which clearly links to companies' long-term competitive strength, and that we engage in dialogue with the companies on an ongoing basis. One of our stated goals is that we are to engage in structured advocacy work for the 20 companies that are responsible for the highest absolute carbon emissions in the traditional life portfolio, with a view to encouraging them to reduce their climate footprint in line with the Paris Agreement. These 20 companies account for approximately 70 per cent of the total emissions in the life insurance portfolio. Over the past year, we have carried out advocacy work of this kind at 18 of the 20 companies, as two of the companies were sold off before the dialogue could be held. In addition, we have participated in climate dialogues with the largest emitters in our total investment portfolio, which means we have held an additional three dialogues. We are likewise working to encourage those companies in which we have a major influence to set climate goals in line with the Paris Agreement, and to report their climate footprint. This includes companies where we participate in the Nomination Committees, as well as our direct investments in real estate and infrastructure companies. As many as 44 of the 50 companies in which we have significant influence have set climate targets in line with the Paris Agreement, and 47 of them report their climate footprint (Scope 1 and 2 emissions). In the dialogues, AMF is increasingly raising the issue of how portfolio companies are working to improve their understanding and assessment of their Scope 3 emissions (indirect emission in a company's value chain).

## New climate goals for the period 2019–29

During the year we have prepared new climate targets for traditional life insurance for the period 2019–29. Briefly put, these new targets



## Climate: Towards net zero emissions by 2050 (cont.)

state that we are to reduce carbon emissions, expressed as carbon intensity, by 50 per cent during the period. Going forward the emission reduction targets include our infrastructure assets, which means that a further 7 per cent of the portfolio will be included.

Our experience suggests that different companies have made different amounts of progress in their climate work. This is something we also take into account in our dialogues with those companies where we are large owners. Ahead of 2025, we have updated our impact targets with a view to clarifying the different steps that we, as owners, want to see these companies achieve in their work with climate issues. In the future, we will therefore be making it clear that we want to see companies working towards being able to report their climate footprint, to have science-based climate targets approved by the Science Based Targets Initiative (SBTi) or a corresponding quality assurance body; and to have a transition plan in place to adapt their business and strategy in line with the goals of the Paris Agreement. We will be following up annually on how many of the companies in which we exert significant influence fulfil this aim.

As an aspect of its membership of the NZAM network, AMF Fonder will be working in 2025 to prepare measurable targets for the reduction of emissions in the funds and for its advocacy work.

### Methods in development

Our carbon budget and our targets are based on the calculation methods and the data that are available today. Our ambition is for all emissions from companies and businesses in which we invest to be included in our objectives. Due to a lack of data, however, we have thus far only been able to follow up on the direct emissions (Scope 1 and Scope 2) for listed equities, listed corporate bonds and directly owned properties. The long-term ambition of net zero emissions in 2050 assumes that we have access to more and better data from the companies, and that calculation methods are developed that apply to all areas of our industry. We are actively involved in the ongoing method development and will be including additional parts of the portfolio in our objectives, in step with improvements in data quality and accessibility.

## AMF's climate targets – results and the work going forward

**Magnus Jonasson, Head of Allocations in AMF's asset management department, reveals more about our carbon targets.**

### Why has AMF chosen to set climate targets for its investment portfolio?

Our climate targets is a way to break down our long-term ambition to achieve net zero emissions in 2050. These targets enable us to measure emissions in our portfolio and to follow up on them to check that they are actually falling at the required rate.

### How has it gone? Has AMF achieved its climate targets for the period up to 2024.

Yes we have, which we find highly pleasing. Emissions in the portfolio have actually fallen by 33 per cent during this five-year period, largely thanks to the fact that we are taking a structured approach to working with climate issues in all parts of our investment process. We invest in companies that are working actively with their transition and reducing their emissions. Within the framework of our ownership work, we are committed to ensuring that companies set science-based climate targets, and we actively support them in their transition work. In the same way, we actively reject companies that mine thermal coal, and we are cautious about investing in companies active in high-emission sectors such as the energy sector.

### The updated target of reducing emissions by 50 per cent by the end of 2029 sounds ambitious. What are your thoughts on this?

Yes, it is ambitious. At the same time, it is important to remember that reductions in emissions need to be around that level if we are to have a chance of reaching the goal of net zero emissions by 2050. We have already implemented a number of climate-related measures, and we expect that they will continue to pay off. Of course, we need to work continuously to make sure that we stay on track, and in this context these targets have a key role to play.

### You conduct climate dialogues with the companies you own. To what end?

We want to be invested in companies that are working actively to transition their activities. We are convinced that companies that transition proactively will be better able to operate profitably and thus to generate high returns in the long term. The dialogues are one way for us as owners to track and assess the companies' climate work. This not only give us the opportunity to present our expectations to them, but also allows them to update us on how their work with climate issues is pro-



gressing. This, in turn, lays the foundations for how we prioritise our work as owners, where we are in a position to make demands and to contribute when we see the need. We believe that this work benefits the companies, society and our customers through higher returns.

# Climate: Reporting climate risks

Through our climate focus, we manage the financial risks that may result from climate change and the transition, and we report on the basis of the TCFD (Task Force on Climate-related Financial Disclosure) recommendations.

In order to meet our undertaking to our savers to generate high, long-term returns, we need to be skilled at identifying, measuring and dealing with the financial risks that our investments entail. Work in this area encompasses climate risks, i.e. the financial risks that climate change – and the transition – may lead to. Climate risks are not a separate risk category; rather, it is a term for risk factors that affect other categories of risk, primarily market risk. In the work with climate risks, we take as our starting point an analysis of how traditional insurance as a whole is managed, although climate risks play a part in individual investment decisions and assessments of how well-placed specific companies are with regard to handling the risks that stem from the climate development and the transition.

The climate report in this section is based on the structure in the TCFD recommendations, and serves as a supplement to the risk section on page 45 of the Annual Report.

## Two categories of climate risk

**Transition risk:** risks stemming from the transition of society towards lower carbon emissions. Such a transition may, for example, involve stricter environmental legislation, new technology that displaces conventional, environmentally damaging technology or customers demanding – and switching to – more climate-conscious choices.

**Physical risk:** risks that can arise from changes in the climate and climate-related events such as floods, drought or extreme heat. This may, for example, result in lower asset values, as well as a reduction in access to necessary resources for companies when production and transport chains are disrupted.

## Governance

AMF's Board of Directors is ultimately responsible for compliance with and assessment of our risks, including climate risks. As a part of the annual risk assessment (ORSA – Own Risk and Solvency Assessment), the Board evaluates and assesses the impact of climate risks on market risks and our ability to generate high returns. The Board's risk assessment is embedded in management processes and other key functions within AMF. We follow-up on the risk assessment and prepare recommended measures for the risks that are deemed to have a significant negative impact on our capacity to generate high returns. Our asset management has responsibility for integrating climate risks and opportunities in our investment decisions, and for ensuring that any negative climate consequences of investment decisions are taken into account. The integration of these issues is described in more detail in the section entitled "Climate Risk Assessment" on page 19. Both the Board and the management receive quarterly reports on the work and outcome in relation to our climate-related goals.

AMF's governance of the sustainability work is described in more detail on page 26.

## Strategy

Our long-term goal for the work on climate issues is to ensure that all aspects of AMF's operations, including the investment business, are in line with the Paris Agreement. AMF operates a climate policy that forms the basis for how we integrate climate perspectives into our investment process. Our climate policy is intended both to deal with climate-related risks that may have a negative effect on the long-term returns, and to avoid investments that have a significant negative impact on the climate. The climate policy affects all areas of the

investment process: from the companies we can invest in, to the companies we actively select and the ownership and advocacy initiatives we operate with regard to our portfolio companies.

Briefly put, the climate policy entails us striving to invest in companies that actively contribute to the transition of society to lower carbon emissions. Our climate policy forms part of our sustainability policy and is described in more detail on page 17.

## Risk management

Our risk management focuses on dealing with the risk of changes in the value our investments resulting from climate risks. We primarily do this by working to ensure that the companies themselves integrate climate risks in their risk management programmes, and that they take a structured approach to identifying and dealing with the short- and long-term challenges that climate developments and the transition entail for their operations. Our climate policy specifically clarifies how we handle transition risks. We also follow up on the climate footprint in our investment portfolio activities at least twice a year.

Over the past year, we have used our dialogues with companies to communicate our expectations regarding how they are to work with the analysis, management and reporting of climate risks. We carry out advocacy work in several ways. In those companies where we are major owners, we conduct ongoing dialogues with the Boards of Directors and management teams to put forward our expectations. For example, we seek to ensure that the companies carry out climate risk assessments, set science-based climate targets and adopt a plan for how to achieve their goals. We have also continued to share experience with companies and other investors with the emphasis on climate work and sustainability, particularly in the forum for large Swedish institutional real estate investors that was established on the initiative of AMF. In companies where our ownership interest is lower, we manage these risks via our processes for opting in and by being an active owner, see page 14.

We are working continuously to develop our capacity to evaluate climate risks in the portfolio and to improve our understanding of how the portfolio companies and the investment portfolio are affected by the climate transition, and of how we, as owners, can support the companies in their work. During the year, AMF has also initiated a project targeted at more clearly including climate risks in the annual risk assessment. The objective of this work is to improve both our qualitative and quantitative assessment of the financial climate risks in the portfolio.

## Metrics and targets

Our climate targets are set out on page 16. We measure and report the outcome on an annual basis. We report carbon emissions for listed equities, listed corporate bonds and properties in Notes H1 and H2, page 32. Since 2020 we have applied Insurance Sweden's sector standard for reporting the carbon footprint in the traditional insurance area of our business. This standard is in line with corresponding standard from the Swedish Investment Fund Association.

## Traditional insurance

An analysis of carbon emissions from our traditional insurance activities reveals that the absolute carbon emissions decreased in comparison with 2023. Emissions in the portfolio remain well below the target figures stated in our carbon budget. The development in emissions is described in more detail on pages 17 and 32.

Another measure for carbon footprint is carbon intensity, i.e.

## Climate: Reporting climate risks (cont.)

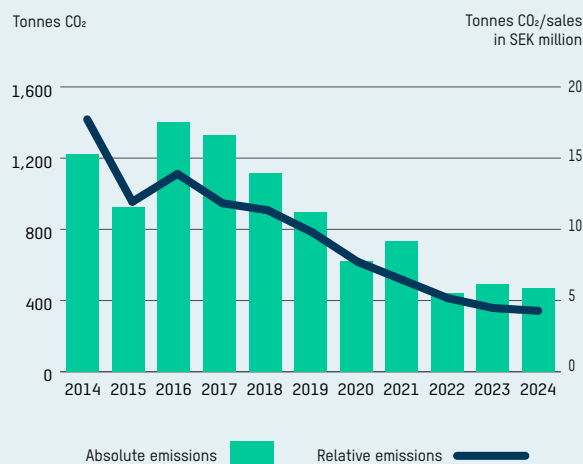
CO<sub>2</sub> emissions in relation to sales by the companies. The carbon intensity in listed equities and properties were 4.3 and 2.7 tonnes of CO<sub>2</sub>e, respectively, per SEK million in sales. Our calculations show that the intensity decreased slightly in relation to the previous year, and that the footprint from the equity share is lower than the corresponding market index.

### Funds

AMF Fonder does not report in line with TCFD recommendations for its funds, but principally manages climate risks via the methods of opting in, opting out and being an active owner. AMF Fonder reports the carbon intensity for each fund and aims for it to be lower than the intensity for the fund's benchmark index. In 2024 the absolute emissions from the funds' holdings of listed equities and corporate bonds decreased. The carbon intensity of almost all funds likewise decreased during the year, and for most funds it was also lower than the benchmark index.

In 2025, AMF Fonder will be preparing climate targets for the funds, including targets for how the emissions in the funds are to decline over time to ensure they are in line with the Paris Agreement.

### Carbon emissions, shareholdings in traditional insurance



### Assessment of climate risks

**Our investments are exposed to both transition risks and physical risks. Thanks to AMF's portfolio composition and solid solvency, we are of the opinion that we are well-placed to deliver on our undertakings, even if climate-related risks should materialise.**

**TRANSITION RISK:** On an annual basis, AMF carries out an analysis of the extent to which the traditional insurance asset portfolio is in line with various climate scenarios, including some based on the climate goals set out in the Paris agreement. The analysis is conducted using the PACTA (Paris Agreement Capital Transition Assessment) tool, which measures how large a share of the portfolio is invested in businesses that emit large volumes of carbon dioxide – known as "climate-relevant sectors". It is calculated that these sectors account for around 75 per cent of total global emissions from companies. On the basis of this assumption and information available from these businesses regarding how their emissions are likely to change over a five-year period, the PACTA tool provides an estimate of the compatibility of the investments with various climate scenarios at the end of the period.

In the same way as in 2023, AMF has included additional sectors in the analysis. As of the end of December 2024, the tool indicated that 14 per cent of the shares and 5 per cent of the fixed income securities that the tool was able to match constituted investments in climate-relevant sectors. In total, these investments account for almost 7 per cent of AMF's total investment portfolio. Alternative assets and unlisted equities are not included in the analysis. The findings show that AMF's holdings in several of the sectors need to reduce their forecast future emissions to bring them in line with the level required to meet the goals of the Paris Agreement. This highlights the importance of AMF continuing to pursue a programme of active advocacy to encourage companies to adapt their operations.

AMF has previously also carried out analyses linked to climate-related risks. In 2022, for example, AMF performed an analysis based on the Bank of England's 2021 climate risk scenario. That same year, AMF participated in the EIOPA stress test that took the form of a transition scenario. Even though the results of these exercises were serious and led to significant negative returns, they were not deemed sufficiently severe to pose a threat to AMF's capacity to honour its financial commitments to its customers.

**PHYSICAL CLIMATE RISKS:** Over the course of 2021, AMF applied an analysis method designed to estimate how large a proportion of the assets are particularly vulnerable to physical risks. This work contributed to a better understanding of the area; at the same time, however, we had to concede that the method cannot give an accurate picture of the risks. One key reason for this is that the method is based on the physical risks that exist in the region in which a company has its head office or primary seat of operations. This means that the risks to companies that do business in different parts of the world, where the level of physical risk can differ, are not correctly identified. A good deal of work is being done to develop methods that allow more precise evaluation of the physical risks that stem from climate change. AMF has initiated a project to evaluate methods with the objective of refining our analyses of physical climate risks in the investment portfolio over the coming years. Within the framework of the initiatives to include climate risks in the annual risk assessment, AMF additionally analyses available methods for the analysis of physical risk.

#### Summary assessment

Our work to assess climate risk entails us gaining a better understanding of how our portfolio is placed in relation to the goals set out in the Paris Agreement, and of which parts of the portfolio are at risk of becoming more vulnerable to different types of climate risk. In contrast, we cannot currently quantify the risks related to different holdings. There may therefore be a risk of unexpected financial impact on certain, individual holdings. We nevertheless consider our composition of investment assets, strong solvency and risk management to put us in a good position to deliver on our undertakings, even if climate-related risks should materialise to a greater extent than expected. Against that background, our conclusion is that the risk of us not delivering on our commitments to savers, as a result of climate-related events, is at an acceptable level.

# AMF Fastigheter's work with sustainability

AMF Fastigheter, our wholly owned subsidiary, is one of the largest property companies in Sweden and operates a solid sustainability programme that encompasses climate-related, environmental and social issues. By promoting sustainable behaviour both inside and outside the properties, AMF Fastigheter aims to assist cities in developing in a way that does not have a negative impact on the climate, and which also allows a more sustainable lifestyle in the different neighbourhoods. In the context of the climate, AMF Fastigheter works on the basis of established science-based climate goals, approved in accordance with Science Based Targets.

## Sustainable locations

AMF Fastigheter's vision is to create sustainable locations where people want to be. A key aspect in this regard is to look beyond individual properties and to develop entire locations that enhance the city as a whole. Teaming up the people who are actually present in these locations, AMF Fastigheter aims to create sustainable properties and urban areas for both current and future generations. Environmental sustainability plays an important role in this context, as do a sense of security and social sustainability. Otherwise, there is a risk that the outcome will be nothing more than properties with high environmental performance, rather than places that people genuinely want to utilise.

In 2024, with a view to achieving this vision, AMF Fastigheter developed a holistic method for sustainable urban development that centres on creating locations that are beneficial to both people and their surroundings, at the same time as supporting our business and sustainability strategies. This method is to be implemented in the immediate future to boost the contribution made by these locations to social sustainability, for example through additional location activations with the emphasis on health, culture and social inclusion.

## AMF Fastigheter's climate goals

In 2019, AMF Fastigheter ratified the Science Based Targets initiative (SBTi) and undertook to prepare scientifically based climate targets. A key part of the work has to do with AMF Fastigheter mapping

and following up on emissions in every phase of the value chain, and then formulating the climate targets necessary to guide its operations going forward. The ultimate goal involves AMF Fastigheter undertaking, in the run-up to 2030, to reduce its absolute emissions of greenhouse gases under Scope 1 and Scope 2 by 100 per cent, and to cut Scope 3 emissions by 67 per cent per square metre, compared to 2020 levels. For AMF Fastigheter, Scope 1 relates to sources including emissions from own service vehicles and coolants, while Scope 2 refers to purchased energy and Scope 3 comprises business travel, purchases and property development. These goals have been approved by SBTi, and AMF Fastigheter has since been working with the measures necessary to achieve them.

In 2024, through the application of a new tool and a new way of working, AMF Fastigheter has improved the management and follow-up of the climate impact of the construction projects. All projects have been allocated a sustainability coordinator who is to ensure compliance with sustainability requirements and performance of climate calculations. The goal for the year was for the carbon footprint per square metre to be reduced by 15 per cent in relation to 2023. The result actually achieved was a 10 per cent reduction.

The EU taxonomy is a classification system with shared criteria for what is to be considered environmentally sustainable business activities. The taxonomy is designed to assist investors in identifying environmentally sustainable investments. For 2024, AMF Fastigheter has had the stated aim of ensuring that 71 per cent of its property holdings are to be taxonomy aligned and thus fulfil the requirements set out in the EU taxonomy, based on the Swedish Property Federation's threshold values from 2022. The figure achieved was 74 per cent. The target for 2025 has been set at 80 per cent.

## Environmentally certified properties

A property impacts the environment throughout its lifecycle. Initially during construction, then in management and operation, thirdly during conversion and finally at any demolition.

By environmentally certifying properties, AMF Fastigheter makes it easier to check that the properties really are as sustainable as we want them to be. Such certification also functions as a means of governance and contributes to ensuring that sustainability is prioritised throughout the process when AMF Fastigheter builds,

## AMF Fastigheter's work on climate risks

Given that an altered climate can have a negative impact on areas and properties, the issue of the need for climate adaptation is one that AMF Fastigheter monitors and assesses on an ongoing basis. Over the course of 2022, AMF Fastigheter analysed the physical climate risks regarding its property holdings. The company then developed action plans on the basis of this analysis, and measures are now being implemented to guard the property holdings, operations and tenants against the consequences of climate change.





## AMF Fastigheter's work with sustainability, (cont.)

renovates and administrates the properties. An environmental certification is tangible proof that the building is energy-efficient, that the construction materials are sustainable, and that the people who live or work in the building can enjoy a pleasant indoor climate in both summer and winter. In other words, a sustainable building is good not only for the climate and environment, but also for the people who actually use it.

AMF Fastigheter has had the stated goal of 100 per cent of its property portfolio being environmentally certified in 2024. At the end of the year, 95 per cent of AMF Fastigheter's property portfolio had been certified. The outstanding 5 per cent relates to two project properties – Marievik 24 and Jericho 34 – where a decision on environmental certification was taken at project start-up. These certifications will be finalised on completion of the projects in question.

### Fossil-free energy

The AMF Group principally uses electricity, heating and cooling from fossil-free energy sources to the extent of 98.7 per cent of total energy consumption. Only a minor share of the district heating is produced from fossil energy and according to the suppliers, this will be phased out over the next few years. The suppliers climate-offset the emissions produced. Total carbon emissions amounted to 1,214 tonnes of CO<sub>2</sub>, which represents an increase compared to 2023. This increase was primarily attributable to a heat pump breakdown suffered by the supplier when the weather was coldest, which necessitated injecting more fossil oil to maintain the district heating suppliers.

The AMF Group only buys renewable wind power electricity bearing the Good Environmental Choice label, and AMF Fastigheter has currently installed solar PV panels on 19 properties, generating a total of 800 MWh. This is equivalent to the energy consumption of 53 detached houses. These solar PV panels are adapted to the electricity consumed in each property, such that only negligible amounts of electricity are sold to the grid.

### Energy consumption

AMF Fastigheter has been working systematically to improve the efficiency of its energy consumption for many years. The goal up to and including 2025 is to cut energy consumption by 14 per cent, from 80 kWh/m<sup>2</sup> in 2022 to 69 kWh/m<sup>2</sup> in 2025.

Total energy consumption in 2024 amounted to 73 (75) kWh/m<sup>2</sup>, which translates into a three per cent reduction compared with 2023. In all, AMF Fastigheter has reduced energy consumption by 58 per cent since 2008.

### Consumption of materials

In new builds, redevelopments and extensions, AMF Fastigheter seeks as far as possible to use materials that are accepted in the *Byggarubedömningen* system, an established system for the environmental assessment of building materials. AMF Fastigheter is also working to promote increased recycling and to achieve more widespread reuse of building materials rather than simply demolishing

glass partitions, walls, fixtures and fittings when a new tenant takes up occupancy, for example. The work on developing the methodology for circularity in construction projects continued in 2024, for example through the design of a strategy for circular construction and new tools and work methods for adapting premises. AMF Fastigheter is also a participant in the Climate Arena working group for the reuse market. The group brings together players from all areas of the value chain with a view to boosting the market for reusing construction materials.

### Waste management

In AMF Fastigheter's operations, waste is principally generated during construction projects and in the course of property management. In construction projects, AMF Fastigheter requires construction and demolition waste to be sorted according to an approved waste management plan, and requests reports on volumes. Sorting and processing are to comply with guidelines from the Swedish Construction Federation. The objective is to minimise the volume of construction waste and promote recycling and circular material flows in order to reduce waste and save natural resources. Total waste from construction projects completed during the year amounted to 775 (653) tonnes. This increase is attributable to the greater scope and size of the year's construction projects. Hazardous waste has increased this year, totalling 5.8 tonnes compared to 3.3 tonnes in 2023. This is primarily due to all the technical projects such as lift modernisations and the replacement of fluorescent lights with LEDs, which often results in a large volume of electrical waste.

The fraction of waste that derives from management of the properties and tenants' operations increased during the year to 6,733 (5,628) tonnes. The waste volumes for the past year are affected by the type of activity, occupancy rates, etc. of the tenants. Fully 98 (99) per cent of the total volume of waste is reused or recycled in some form, for example through being converted into energy or biogas.

In 2024, AMF Fastigheter has prepared a waste strategy with the vision of a future free from waste. Our strategy is a key building block intended to stimulate interest and engage stakeholders. The strategy focuses on minimising waste in every link of the value chain. The work includes education and communication as important ways to highlight the financial and environmental benefits of reducing waste.

### Water consumption

AMF Fastigheter measures water consumption at all its properties. The goal AMF Fastigheter had set for 2024 was to reduce water consumption, excluding restaurants, by 2 per cent in comparison with 2023. During the year, water consumption totalled 271,000 (316,000) m<sup>3</sup>, which represents a 14 per cent reduction. This reduction is attributable to both previously implemented water-saving measures, and measures implemented under the 2024 action plan.

**See Notes H6–H10 on page 34 for figures concerning AMF Fastigheter's climate activities.**

# Internal sustainability initiatives

Optimal use and recycling of products and services translates into lower costs and environmental benefits, given that fewer materials are used. This entails working to extend the service life of the office's surface areas, furnishings and equipment, and to encourage climate-smart working in the office. We also work with health-promoting measures.

**In the office:** We purchase electricity bearing the Good Environmental Choice ecolabel for our own offices, and climate-offset the emissions arising from that part of the district heating that is still based on fossil fuels. Wherever possible, we opt for recyclable materials, we invest in reuse and we purchase second-hand furniture. We follow up on the environmental impact from our purchases every year and then make adjustments in order to lessen this impact – switching to other materials and eco-friendlier products, for example. Suppliers to the office use fossil-free transport solutions. The provider of our cleaning service is Nordic Swan Ecolabelled and uses Pure Water Cleaning (i.e. ionised water) rather than chemicals and cleaning agents. As far as possible, we purchase organic coffee, food and fruit. We reuse our computers, recycling them via our supplier when we no longer need them. We also return our phones so that they can be disposed of in an eco-friendly manner.

During conversions and day-to-day maintenance, we endeavour to use materials that are accepted under the *Byggsvarubedömningen* (building materials assessment) scheme.

**Purchases:** AMF and AMF Fonder's purchases consist primarily of IT and telephony services, analysis and transactions in asset management, marketing and pension administration services. AMF Fastigheter's purchases consist primarily of consultancy services in construction and management, as well as in energy and heating. Over the year, we continued our work to increase our understanding of the climate impact of our purchases. We have continued dialogues on sustainability with selected suppliers, with a view to gaining a better understanding of how they work with the various issues, and to communicating our expectations. We have a set of "Sustainability Requirements, IT", which applies additional focus to climate issues in the IT sector. For example, we require certain suppliers to have implemented quality and environmental management systems in line with the ISO 9001 and 14001 standards, to have a dedicated sus-

tainability manager, and to submit a public sustainability report, including climate accounts. We also make demands on these suppliers' energy consumption in data halls, and require them to have a process for the secure, environmentally correct take-back of IT equipment, including feedback.

**Health:** AMF works actively with health-promoting measures with a view to inspiring more employees to choose an active lifestyle. In partnership with AFA Insurance, we have a fitness centre where employees can exercise. We have company bicycles for local business journeys, as well as facilities, such as cycle parking areas and charging points for electric bikes, that make it easier to cycle to and from the office.

**Business travel:** Carbon emissions from business travel increased in relation to the previous year, amounting to 137 (112) tonnes. Our travel policy stipulates that air travel is to be avoided on routes shorter than 500 km (between Stockholm and Gothenburg, for instance). We climate-offset carbon emissions caused by business travel on an annual basis and in arrears.

AMF does not offer company cars.

**Paper consumption:** Paper consumption increased during the year to 21 (8) kilos of paper per employee, corresponding to 8.3 (3.2) tonnes in total. This increase is due in part to increased presence in the office. However, this is only a small figure compared to the 29 (32) tonnes of paper we sent out to our customers in the form of pension statements, welcoming letters and statements of earnings and tax deductions. We are continuously endeavouring to increase the proportion of digital mailshots via Kivra. This work will continue in 2025.

**See Notes H11–H12 on page 34 for figures on outcomes regarding our in-house environmental work.**

## Internal commitment to sustainability

In partnership with other employees, the company sustainability managers regularly carry out information initiatives about sustainability, and the Board of Directors is informed on an ongoing basis about the continuing work with sustainability and relevant issues.

Every autumn, AMF organises a special Sustainability Week, whose purpose is to give employees the opportunity to expand and deepen their knowledge about sustainability, and about how AMF and AMF's portfolio companies work with the issue. During this year's Sustainability week, we arranged interesting seminars with external speakers as well as specific activities to call attention to how we work with sustainability in different parts of the organisation and in our subsidiaries.



# Business ethics and responsible conduct

At AMF, a high standard in issues of business ethics is essential in retaining trust as default provider. We are to feel secure in the knowledge that we ourselves, our suppliers, partners and portfolio companies live up to our expectations with regard to issues such as human rights, labour law, working conditions, corruption and tax. It is on account of the loyalty we show towards our customers that we make high demands on ourselves and our actions.

### Business ethics issues in own operations

Our in-house rules on business ethics are based on the Swedish Code of Business Conduct and on Insurance Sweden’s recommendations for the industry. The rules are available to employees via both the intranet and AMF’s website, and they clarify how employees should act when representing AMF or participating in external events, for example. All employees are encouraged to familiarise themselves with the rules when taking up employment, and business ethics is included in introduction training for new employees in the Group. In addition to this, all work groups review our Code of Business Ethics at least every two years, taking the time to discuss what they entail for their individual roles and assignments.

AMF strives to maintain a culture distinguished by transparency, honesty and responsibility which, in turn, contributes to engagement, well-being and confidence. Employees should feel confident in highlighting any issues that are not functioning correctly. In order to be able to detect and deal with irregularities in our operation as quickly as possible, we have established a whistleblower function that employees, consultants and others can use to report suspected incidences of wrongdoing to an external party. Reports can be submitted openly or anonymously. A total of 2 (0) reports were received via the whistleblower function in 2024.

### Sustainability criteria in purchasing

An important part of our work with business ethics is the requirement on our suppliers to meet basic sustainability requirements. Our major suppliers, which we define as recurring suppliers who invoice us for SEK 100,000 or more during a given year, are to abide by our Code of Conduct. This requires them to commit to the principles of the UN Global Compact with regard to human rights, labour law, the environment and anti-corruption. Suppliers may ratify our Code as part of the agreement or make their own equivalent commitments, which 100 per cent (100) of our major suppliers have done. We also strive to ensure that all suppliers have collective agreements in place or allow collective bargaining. Where appropriate, we conduct a suitability assessment that includes creditworthiness, any tax liabilities and payment of social security contributions.

We monitor compliance with the Supplier Code via available external information. In the event of a suspected deviation, we contact the supplier to clarify any issues before we decide upon what action to take.

As a supplement to AMF’s Code of Conduct, we have a set of “Sustainability Requirements, IT”, which applies additional focus to climate issues in the IT sector. This is described in more detail on page 22.

#### Purchasing categories

- AMF and AMF Fonder’s purchases** consist primarily of IT and telephony services, research and transactions in asset management, marketing and pension management services.
- AMF Fastigheter’s purchases** consist mostly of consultancy services in construction and management, as well as in energy and heating.

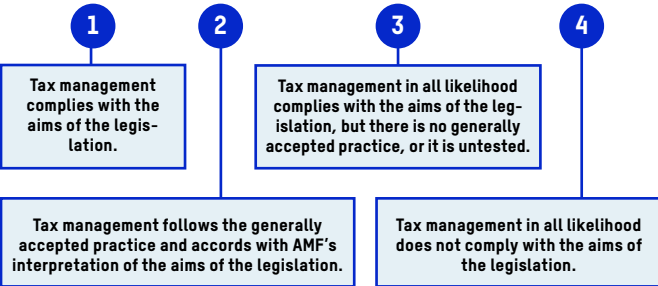
### Tax

Another important aspect of business ethics is our approach to tax. We base our approach on the following principles, which also form part of our policy on tax.

- Tax management is to be based on our interpretation of what the legislature aimed to achieve with tax legislation, or to comply with established practice in the sector (levels 1–3 on our tax scale).
- We are to be open and transparent about how tax is handled in our operations.

We consider all tax management in the Parent Company, AMF Fonder and AMF Fastigheter to be conducted at level 1 or 2 according to the tax scale presented below. In 2024, AMF paid a total of SEK 1,683 million (1,063) in tax in the Group, primarily capital yield tax in the Parent Company, but also withholding tax and income tax. All capital yield tax and income tax are paid to the Swedish Tax Agency. Coupon tax is paid in the country where the holding is registered. See Note 10 – Tax, on page 67 for additional information about the estimated tax expense for the year. In our investment activities, we strive to ensure that our portfolio companies maintain a transparent and public tax policy, with appropriate follow-up.

### AMF’s tax scale



### Business ethics issues in our portfolio companies

We place high priority on ensuring that our portfolio companies fulfil our expectations with regard to business ethics and that they act responsibly. For this reason, we require all companies we invest in to comply with international principles of sustainable business, including those concerning human rights, labour rights, the environment and anti-corruption. It is our opinion that all our portfolio companies live up to these standards. On pages 13–15 we report on how we are working to ensure that our portfolio companies meet our fundamental requirements.

# Diversity

As we see it, work to improve diversity and to increase equality has to do with the employees' right to be themselves, as well as with the opportunity to benefit from available skills and experience. We therefore work strategically with these issues, both in our business and with regard to Boards of Directors and management teams in the companies where we are major owners.

## Diversity and equality in AMF's activities

Ensuring employees thrive and have the opportunity to develop constitutes the key to continuing to attract expertise to AMF. As an employer, we work to ensure that everyone enjoys equal rights and opportunities for development in the workplace. Diversity entails a breadth of experience and perspective which enables us to offer our employees a good place to work. It also puts us in a better position to develop the business and to complete our mission.

## Governance and process to promote diversity

We base our work on diversity and gender equality on an equal opportunities policy that defines AMF's work on diversity, gender equality, discrimination and victimisation, and which is updated annually. We also prepare annual action plans based on salary surveys, employee surveys and dialogues with trade union representatives.

We strive to ensure that all employees are treated with respect and that our work environment is totally free from discrimination and victimisation. Given that unconscious behaviours can obstruct the achievement of diversity targets, we have introduced goals intended to call attention to shortfalls and to help develop our work with diversity. For example, all recruiting managers are to perform a diversity analysis of the working group before commencing a recruitment process. Our objective in this context is to raise awareness of the composition of the group at present, and to highlight which skills may be lacking. During the year, we carried out an analysis of this kind for all recruitment processes. A key objective of this work is to improve competence, and we have noted that it has increased attention on potential shortcomings with regard to various diversity factors in a working group. We are also training our managers in recruiting without prejudice.

## Age

The age distribution at AMF is concentrated within the age categories 45–59 years (45 per cent) and 30–44 years (39 per cent). We are committed to increasing the proportion of employees below the age of 30 in order to achieve a good spread of age categories. In 2022/23 we completed three trainee programmes, one within AMF Fonder, one within IT and one within analysis. The trainee programmes are one way to bring new skills into the organisation and to increase the age spread. AMF is now looking into the possibility of launching new programmes.

## Even gender distribution

Generally speaking, AMF maintains an even gender balance, although challenges do exist at Group level and in the Boards of Directors of its subsidiaries; four out of five members of the Boards of both AMF Fastigheter and AMF Fonder are women. We have been working since 2015 to reduce the number of gender-unbalanced working groups by engaging candidates of the under-represented gender when recruiting. For 2023, we set the target of ensuring gender equality in all our management teams by 2027. We are convinced that in the long term, gender-balanced management teams can have an impact on the composition at Group level as well. At the end of 2024, we had achieved gender equality in four of seven management teams, which is unchanged in relation to 2023.

As a part in our ongoing gender equality work, we are participants in *Nyckeltalinstitutet's* Gender Equality Index (JÄMIX), which highlights important aspects of equality in an organisation with regard to working conditions, the working environment and employment conditions. The results from *Nyckeltalinstitutet's* 2023 Gender Equality Index indicate that AMF features a high level of gender





## Diversity (cont.)

equality within the organisation and in comparison with the sector as a whole. This data basis also highlights the areas concerning equal working conditions, the working environment and employment conditions that we can develop. We use these results as the basis for our annual action plan on equal opportunities, which we draw up in consultation with the trade union organisations.

### Pay differentials

Every year, we analyse whether pay differentials exist within various occupational categories at AMF, where the possibility that such differentials are attributable to gender cannot be ruled out. In 2024 we identified no unjustified pay differentials for either women or men. However, there are structural wage differentials attributable to the fact that men are generally over-represented in working groups with higher market-level pay, while women are over-represented in working groups with lower market-level pay. Our work to attempt to attract candidates of the under-represented gender when recruiting is one of the ways in which we are working actively with the issue.

On average, women are paid 77 per cent of what men are paid, depending on the occupational category concerned. The level of these structural pay differentials has increased slightly compared to the previous year.

The highest total individual remuneration in 2024 was 10.7 (11.0) times higher than the mean value for other employees. Total remuneration is composed of all cash salary paid during the year. The percentage increase in salary for the person with the highest remuneration was 1.03 times higher than the mean value for other employees. This information is based on the 2024 annual salary audit.

### Other key performance indicators

In addition to monitoring diversity and gender equality, we also follow up other key performance indicators in the HR area, such as employee turnover, sickness absence and internal employee mobility.

We work actively to improve development opportunities for employees, for example by facilitating internal mobility. Our aim is for at least 20 per cent of all positions to be filled by internal applicants. We failed to achieve this goal in 2024, with 13 per cent (21) of all positions being filled by internal applicants. The reason for this was that several recruitments during the year concerned narrow, specialist profiles that attracted few, if any, internal applicants. Staff turnover was at 10 per cent, which aligns with the level for the previous year.

### Diversity and gender equality as part of corporate governance

As a major owner of many Swedish companies, we participate in a number of Nomination Committees – a total of 38 (42) in listed companies in 2024 – which enables us to influence the selection of Board members proposed to the General Meetings in these companies. We consider diversity in the Board of Directors with regard to background, skills and experience to be a precondition for the capacity of the company to remain competitive in the long term. At the end of the day, this also benefits our customers. It is for this reason that we strive to establish Boards that are appropriately composed from the perspectives of background, competence and experience.

One indication of the Board's diversity is the ratio of women to men. We strive to ensure an even gender balance on the Boards of the companies we own. We define an even gender balance as a distribution of at least 60/40 between the genders. We also consider gender balance in management teams to be important. While this is, naturally, an issue for the CEO, we make sure to highlight the issue in our dialogue with the companies, especially those demonstrating negative traits. Of the 38 companies where we are represented in the Nomination Committee, 34 have a gender-balanced Board of Directors. On average, the distribution is 59/41 per cent men/women, compared with the average on the Stockholm Stock Exchange of 62/38 per cent.

### Employees' opinions of AMF as a workplace

Over the year, with support from the *Great Place To Work* company, we conducted a survey of how our employees view AMF as a workplace from five perspectives: credibility, fairness, respect, pride and camaraderie. The findings indicate the degree of trust as perceived by employees. We score highly and on this basis we have been certified as a "Great Place To Work" in two successive years, a distinction of which we are justly proud. We are particularly pleased with the excellent result which indicates that a large majority of our employees are proud of what we are achieving at AMF (95 per cent), and that overall, our employees consider AMF to be an excellent workplace (83 per cent). We have high ambitions and work actively to stand out as an attractive employer and to continue to improve. One area in which we have identified room for improvement and which we will be focusing on to a greater extent is that of generating greater clarity in expectations and delegation.

**See Notes H3–H5 on page 37 for figures on outcomes regarding our internal work on Diversity and Gender Equality.**



# Governance of sustainability initiatives

Our sustainability work focuses on areas based on our stakeholders' expectations and our assessment of which issues are of strategic importance to AMF. Our key stakeholders are customers, owners and other collective agreement parties, political decision-makers and employees.

As a starting point for the work, AMF maintains an active dialogue with stakeholders in order to understand their perspectives and expectations. Overall, the results indicate that our stakeholders accord high priority to sustainability issues. Both individuals and professional stakeholders view sustainability as a natural and self-evident part of pension management, and there is a general perception that sustainability and returns go hand in hand. We are also seeing increasing numbers of stakeholders highlighting the importance of investors actively working to influence companies to transition, rather than to exclude entire sectors. Many individuals consider sustainability to be important, although it is often not the most important issue when it comes to pensions. At the same time, it is clear that the general public largely knows little about how pension companies specifically work with sustainability.

## Organisation and governance of sustainability work

AMF's Board of Directors is ultimately responsible for AMF's handling of business ethics matters. On an annual basis, the Board of Directors lays down business rules on ethics as well as on responsibility and sustainability, the latter providing the framework for many of our other governing documents, such as investment guidelines, rules on AMF's offering and rules on risk management. Every year, the Board also determines the company's focus areas and decides on the overarching direction of sustainability work, and monitors the work in this regard quarterly.

In some areas, the Board gives the CEO a mandate to produce more detailed instructions for how the sustainability work is to be run in the organisation. The CEO bears operational responsibility for the sustainability work and is also responsible for ensuring that wholly owned subsidiaries comply with relevant general sustainability goals. AMF has a Group-level Sustainability Council that advises

the CEO on sustainability issues. The council is made up of the CEO, the General Counsel, the business managers, representatives of the wholly owned subsidiaries and employees in the Group responsible for sustainability. The Sustainability Council held four meetings in 2024.

The Group's Sustainability Manager is responsible for supporting, coordinating and serving as the driving force behind AMF's work with sustainability as a whole. The Sustainability Manager holds responsibility for compiling stakeholders' opinions and expectations on sustainability work and presents suggestions regarding the sustainability issues of most relevance to AMF. The Sustainability Manager is also responsible for coordinating AMF's implementation of sustainable finance regulations, and for ensuring that AMF employees receive information about and training in issues to do with sustainability.

It is the responsibility of the organisation's managers to implement sustainability initiatives in everyday operations on the basis of stated goals, for example. The CEO is responsible for ensuring that investment activities within the framework of the management assignment are carried out in accordance with AMF's instructions for sustainability in such activities. The accounting and controller departments are responsible for reporting and following up on AMF's sustainability work, including its activities in investment operations.

The Compliance and Internal Audit function can decide to control whether sustainability work is being carried out in accordance with laws and regulations, Board decisions and AMF's internal rules.

AMF reports its sustainability work annually in accordance with GRI Standards and the Swedish Annual Accounts Act. The reports are reviewed by external auditors. AMF submits sustainability information in accordance with the EU Disclosure Regulation.

Stakeholder group	Expectations of AMF as to sustainability	Dialogues/Measurements
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Good and secure pension.</li> <li>• Simplicity in dealings with customers.</li> <li>• High level of accountability.</li> <li>• Sustainability in investments is important to many people, particularly in the context of the climate and human rights.</li> </ul>	Customer service, customer survey, complaint function, user tests.
<b>Owners and other collective and contractual partners.</b>	<ul style="list-style-type: none"> <li>• Active sustainability work that creates value for savers.</li> <li>• High level of accountability and good business ethics.</li> </ul>	Board meetings, other meetings with owners and partners, requirements in procurement and affiliations, surveys.
<b>Decision makers/authorities</b>	<ul style="list-style-type: none"> <li>• Expectations primarily for sustainability work in investment activities, especially in connection with sustainability risks and greenwashing.</li> <li>• High level of accountability and good business ethics.</li> </ul>	Reference groups, sector associations, meetings with representatives, surveys, media analysis.
<b>Portfolio companies</b>	<ul style="list-style-type: none"> <li>• Expectations as to how AMF acts as an owner and integrates sustainability into this work</li> <li>• High level of accountability</li> </ul>	Direct dialogues with companies within the framework of ownership work, Sustainability survey
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Skills development.</li> <li>• Work to increase diversity and gender equality.</li> <li>• Good working environment in general.</li> </ul>	Employee surveys, performance appraisals, dialogue with trade union representatives, OHAS committee.
<b>Other stakeholders</b>	<ul style="list-style-type: none"> <li>• Mainly regarding sustainable investments.</li> <li>• Transparency and information on sustainability work.</li> </ul>	Meetings with representatives, monitoring external environment.

## Governance of sustainability work (cont.)

### The Board's rules for dealing with ethical issues and rules concerning accountability and sustainability

Briefly put, the Board's rules for dealing with ethical issues and rules concerning accountability and sustainability, which are available on our website, state that AMF shall observe good business practice, conduct operations with a high level of business ethics and with consideration for people, society and the environment. The rules also imply that AMF shall act responsibly and strive to contribute to sustainable development in accordance with the UN's Sustainable Development Goals and the aims of the Paris Agreement to limit global warming. The rules likewise stipulate that AMF shall comply with the UN Global Compact's Principles on Human Rights, Labour Law, the Environment and Anti-Corruption, as well as the OECD Guidelines for Multinational Companies and the UN's Principles for Responsible Investment. The Board's rules additionally make it clear that AMF shall adopt the measures necessary to prevent, hinder or counteract damage to people's health and the environment. The rules are reviewed at least once a year. The same applies to the CEO's instructions, which are based on the Board's rules.

The rules apply to all areas of AMF's business and to everyone who represents AMF. On accepting employment, our employees undertake to comply with these and other rules. Employees receive

information about the rules on joining the company and during introduction training. Employees also receive information on an ongoing basis about sustainability work, for example through staff meetings. The subsidiaries have their own internal rules, with additional regulations and instructions with a bearing on sustainability specific to their particular business.

### Working relationship with other operators

AMF is a member of several organisations and associations in the pension and insurance industry. These include Insurance Sweden and the Swedish Investment Fund Association. In the field of sustainable business and responsible investments, AMF is a member of UN PRI, the UN Global Compact, the Net Zero Asset Owner Alliance (NZAOA), Net Zero Asset Managers Initiative (NZAM), Climate Action 100+, the Swedish Institutional Owners Association, as well as the Swedish networks Sustainable Value Creation, SWESIF (the Swedish Forum for Sustainable Investments), and a network of institutional real estate owners. AMF also supports CDP (the Carbon Disclosure Project) and TCFD (the Task Force for Climate-Related Financial Disclosure). AMF has also signed the Montreal Pledge on carbon footprint accounting.



## About the Sustainability Report

This Sustainability Report summarises AMF's sustainability initiatives in the calendar year 2024. The report has been prepared in accordance with GRI Standards 2021. AMF is an occupational pensions company that operates on the Swedish market and is owned equally by the Confederation of Swedish Enterprise and the Swedish Trade Union Confederation (LO).

This report covers all operations of the Parent Company, AMF Tjänstepension AB, the wholly-owned subsidiaries AMF Fonder AB and AMF Fastigheter AB, as well as a number of property companies by the Group. For the Group structure, see Note 12 Shares and participations in Group companies on page 70. AMF has holdings in a number of part-owned companies defined as joint ventures and associates. These holdings are included in the investment activities.

No material changes in the size, ownership and supply chain of the organisation occurred during the reporting period. The Sustainability Report has been approved by the Board of Directors of AMF and generally reviewed by AMF's auditors, KPMG AB, see page 99.

AMF publishes an annual Sustainability Report and the previous report, on the calendar year 2023, was published in March 2024.

**Please address any questions or requests for additional information about AMF's sustainability work to Suzanna Eckerhall, Sustainability Manager, [suzanna.eckerhall@amf.se](mailto:suzanna.eckerhall@amf.se)**

## Measurement methods and other information

### General information

Comparative figures for 2022–23 are included to the extent they are compatible with reporting for the year.

### Carbon dioxide measurement in the portfolio

AMF reports both the weighted average carbon intensity and the absolute emissions in the traditional insurance. Both measures have been calculated in accordance with the recommendation of Insurance Sweden and have been adapted to match TCFD recommendations. Emissions data are expressed as tonnes of carbon dioxide equivalents, tCO<sub>2</sub>e, based on data produced in accordance with the generally accepted GHG (Green House Gas protocol) accounting standard. "Carbon dioxide equivalents" – or CO<sub>2</sub>e – is a measure of emissions of greenhouse gases that takes into account the fact that different gases contribute to a different extent to the greenhouse effect and global warming. Scope 2 emissions are primarily calculated on what is known as the "location-based method". The weighted average carbon intensity shows the investment portfolio's exposure to carbon-intensive companies, where carbon dioxide emissions at the portfolio companies are measured as the Company's greenhouse gas emissions relative to its net sales. The average carbon intensity of the portfolio is calculated by jointly weighing the carbon intensity of each company based on its weighting in the portfolio.

The asset classes included for 2024 are listed equities, directly owned property companies and corporate credits. This means that we calculate our share of the emissions as the value of the holding relative to the portfolio company's debt-free market value (the Enterprise Value, EV). This is in line with the recommendations from Insurance Sweden. In the report of the weighted average carbon intensity for previous years, corporate credits are recognised separately in cases where coverage was below the recommended limit of 75 per cent.

The figures on page 32 are based on AMF's holdings at 31 December

2024. Data on the companies' sales, carbon emissions and enterprise value are based on the most recent data available, in most cases from 31 December 2023. As benchmarks for the measurement of carbon dioxide, MSCI ACWI excluding Swedish companies has been used for the non-Swedish portfolio. The OMX Stockholm Benchmark Index has been used for the Swedish portfolio, while MSCI Real Estate Europe has been used for the property portfolio. Emissions data include direct emissions (Scope 1) and indirect emissions associated with energy consumption (Scope 2). Comprehensive, reliable data on other indirect emissions, such as contractors' emissions and emissions from the use of manufactured products (Scope 3) are not included. AMF uses data from an external provider in its own models to calculate carbon emissions. The emissions data are primarily based on the companies' own reported figures. In cases where companies do not report data themselves, emissions are estimated. In order to present as accurate a picture as possible of the emissions in the portfolio, AMF has manually collected emissions data for those significant positions in listed companies where the data provider lacked data. The same applies for unlisted equities in the voluntarily reported carbon budget.

There is some uncertainty in the emissions data with regard to coverage and quality. AMF is in continuous dialogue with the data providers with a view to improving reliability and checking the quality. AMF also conducts its own ongoing checks of data collected, as well as an assessment of reasonableness for all manually collected data. AMF's available data cover 99 (99) per cent of the listed share portfolio, 75 (74) per cent of the corporate credits and 100 per cent of the directly owned properties. The carbon footprint shows an historical snapshot of the emissions from the companies in the portfolio. Values will vary as companies' emissions change, but also as the composition of the portfolio changes. Changes in exchange rates also affect the result. Please note that the carbon footprint does not show the overall climate impact of investments, *inter alia* for the following reasons:

- Only certain emissions are included. Indirect emissions from suppliers are not always covered by the calculations, nor are the usually major emissions that may arise from use of a company's products.
- Emission data from companies are not comprehensive.
- Only certain asset classes are measured.
- Reductions in emissions from products and services are not included.
- Information on fossil reserves is not included.
- The measure does not provide any information about how well a portfolio is positioned against, or its contribution to, a transition to a low-carbon society.

### AMF Fonder

The Morningstar sustainability rating for AMF Fonder on page 11 dates from 31 December 2024. The carbon footprint calculations on page 32 are based on AMF Fonder's holdings as of 31 December 2024. The average carbon intensity of the portfolio is calculated by jointly weighing the carbon intensity of each company based on its weighting in the portfolio. The carbon intensity of a portfolio company is expressed as the portfolio company's annual CO<sub>2</sub>e in tonnes/company's annual income in the fund's currency, broken down by portfolio weighting, i.e. the value of the holding/total value of the portfolio. The MSCI ACWI index is used as the benchmark index for measurement of CO<sub>2</sub> for foreign companies, while SIX PRX (SIX Portfolio Return Index) and CSX (Carnegie Small Cap Index) are used for Swedish companies. The carbon footprint provides a basis for assessing certain climate-related financial risks – such as how a carbon dioxide price can affect a company's operations – and facilitates influencing companies in reducing emissions, via, for example, requirements for emission



reductions, risk management, business strategies and transparency. The measure should be seen in the context of the fund company's overall sustainability work.

The carbon footprint presents an historical snapshot of the emissions from the companies in the fund's portfolio. Values will vary as companies' emissions change, but also as the composition of the portfolio changes. Changes in exchange rates also affect the result. Please note that the carbon footprint does not show the overall climate impact of investments, *inter alia* for the following reasons:

- Only certain emissions are included. Indirect emissions from suppliers are not always covered by the calculations, nor are the usually major emissions that may arise from use of a company's products.
- Emission data from companies are not comprehensive.
- Only certain asset classes are measured.
- Reductions in emissions from products and services are not included.
- Information on fossil reserves is not included.
- The measure does not provide any information about how well a portfolio is positioned against, or its contribution to, a transition to a low-carbon society.

### Employee data

The classification into men and women is based on personal identity numbers and indicates the status at 31 December 2024. The data in the tables refer to the Group unless stated otherwise. The Parent Company maintains ongoing monitoring of the proportion of consultants used in the business, with a view to shedding light on the organisation as a whole and, in the long term, reducing the proportion of consultants used. The proportion of consultants is calculated on the basis of hours actually worked. In 2024, consultants accounted for an average of 14 (14) per cent of the total hours worked, corresponding to 50 FTEs.

Follow-up is performed on the gender balance in all Group management teams. AMF has the stated goal of ensuring gender equality in the management teams, which we define as a 60/40 gender split as a minimum. Follow-up is conducted on groups of at least five people.

### Properties

Properties are to be excluded for the entire financial year in which tenants are responsible for – and pay for – the energy. In 2024 this applies to Marievik 24.

A property is classified as a project when the building is under construction, or has predominantly been vacated for redevelopment. In such cases, the redevelopment must comprise at least half of the area of the property during the year in order to be considered a project. In the case of new builds, properties are considered to be projects if less than 75 per cent of the property area has been rented out, or until six months after completion. In the case of redevelopment or renovation, properties are considered projects until completion, and they revert to the status of investment property immediately afterwards. Projected properties are included as from the year in which they are finally completed, with regard to energy performance, and substantially fully occupied at 1 January of the relevant financial year. When calculating total energy utilisation, project properties are included for the full year. Four properties were operated on a project basis in 2024: Jericho 34, Marievik 14, Marievik 23 and Trollhättan 29.

Properties acquired are included in the subsequent financial year with regard to energy performance (it is expected that 12-month statistics will be available). In the calculation of total energy utilisation, both acquired and sold properties are included for the months in which they were owned by AMF. AMF's current energy performance against target is based on a reference year, 2022.

### Energy performance and consumption

Energy performance is the total energy consumption of the property portfolio divided by the total area in Atemp. Atemp is calculated as the internal areas of floors, attics and cellars (excluding garages) heated to over 10°C. AMF's energy target is based on a reference year, 2022. Energy consumption is based on actual energy use. In the recognition of energy consumption and energy performance, the property at Marievik 24 – where the tenants themselves are responsible for the energy utilisation – is not included. The property at Trollhättan 29–33 is included in a shared energy centre for the whole of Urban Escape (Gallerian district).

### District heating/District cooling

District heating refers to deliveries of heating from Stockholm Exergi and Norrenergi. District heating is adjusted for the normal year, apart from the table "Energy Consumption" (H10) which states actual values. District cooling refers to deliveries of cooling from Stockholm Exergi and Norrenergi. District cooling also includes process cooling to a certain extent. Process cooling refers to cooling for the tenants' technical installations such as server rooms.

### Cooling plants

Cooling plants refers to own-produced cooling, which is to be found in the following properties: Svalan 9, Trumman 2/Vattenpasset 11, Marievik 24, Fältöversten 7, Rektangeln 21, Trossen 12, Trollhättan 33, Oxen Större 21, Tobaksmonopolet 6, Fatburssjön 10, Marievik 19, Marievik 23, Marievik 26 and Grävlingen 12.

The gases that AMF takes into account in its calculations are the following CFCs used in the above-mentioned cooling plants: R134a, R417a, R407f, R410a and 407c. The GWP value is in line with the IPCC AR5 factors.

### Settlement, District Cooling for Trollhättan 29.

The properties at Trollhättan 29–33 are part of a shared energy centre for the whole of Urban Escape. For the project property Trollhättan 29, cooling consumption is measured in its entirety, including local cooling (own-produced cooling) and district cooling. In order to calculate the annual district cooling for each property, a percentage distribution is performed for the properties on the basis of their power consumption. The calculated district cooling consumption thus obtained for Trollhättan 29 is then used for the settlement and calculation of AMF Fastigheter's total district cooling consumption for 2024.

### Adjustments

AMF has adjusted the information regarding tax paid for 2023.

### Regulatory compliance

AMF has not incurred any fines or sanctions in the period 2022–24.

# GRI index for the 2024 Sustainability Report

<b>Description of scope</b>	AMF Tjänstepension AB has reported in accordance with GRI Standards for the period 1 January–31 December 2024
<b>GRI standard:</b>	GRI 1: Foundation 2021
<b>GRI sector-specific standard:</b>	Not applicable

## GRI 2: General disclosures

ORGANISATIONAL PROFILE AND ACCOUNTING PRINCIPLES		Page	Deviation
2-1	Details about the organisation	28, 35	
2-2	Units included in the sustainability report	28	
2-3	Accounting period, reporting and contacts	28	
2-4	Restatements of information	29	
2-5	External assurance	28	

BUSINESS AND EMPLOYEES		Page	Deviation
2-6	Activities, value chain and other business relations	2, 23, 28, 34	
2-7	Employees	24–25, 33	<b>Deviation from requirements:</b> AMF does not report employees per region. <b>Reason:</b> All AMF employees are located in Stockholm, Sweden. <b>Explanation:</b> It is therefore not considered relevant to report employees per region.
2-8	Staff who are not employees	29	

GOVERNANCE		Page	Deviation
2-9	Composition of the organisation and governance structure	40–44	
2-10	Nomination and election to the superior governing body	40–44	
2-11	Role of the Chairman of the Board	40–42	
2-12	Role of the Board of Directors regarding sustainability governance	18, 26–27	
2-13	The process for delegating responsibility for sustainability	18, 26–27	
2-14	Role of the Board of Directors regarding sustainability reporting	26–28	
2-15	Conflicts of interest	40	
2-16	Communication of critical affairs	23	
2-17	Total sustainability knowledge within the Board of Directors	22, 26	
2-18	Evaluation of the Board of Directors and its work	40–41	
2-19	Remuneration policy	87–91	
2-20	Process for defining remunerations	87–91	
2-21	Total annual remuneration	25, 87–91	

STRATEGIES, POLICIES AND PRACTICE		Page	Deviation
2-22	Statement from the CEO concerning sustainability	5–6	
2-23	The values, principles, standards and norms of behaviour of the organisation	23, 26–27	
2-24	Compliance with values, principles and guidelines	26–27	
2-25	Processes for remedying negative impact	18–19, 50	
2-26	Mechanisms for consultancy and reporting issues to the organisation	23, 26–27	
2-27	Regulatory compliance	29	
2-28	Membership of associations	27	

STAKEHOLDER ENGAGEMENT			Deviation
2-29	Stakeholders and stakeholder dialogue	26–27	
2-30	Collective agreements	33	

## GRI index for the 2024 Sustainability Report (cont.)

## GRI 3: Significant issues

	GRI	Governance and indicators		Page
GRI 3		3-1	Process for deciding significant issues	26
		3-2	List of significant issues	13
GRI 300 Environment	Energy	3-3	Governance of significant issues	20–21, 29, 34
		2016 302-1	Energy consumption within the organisation	20–21, 29, 34
		2016 302-3	Energy intensity	20–21, 29, 34
	Emissions	3-3	Governance of significant issues	20–21, 29, 34
		2016 305-2	Energy-related indirect [Scope 2] GHG emissions	20–21, 29, 34
	Effluents and waste	3-3	Governance of significant issues	21–22, 39
		2020 306-3, 4, 5	Total waste by type and disposal method	21–22, 39
GRI 400 Social	Gender equality	3-3	Governance of significant issues	24–25, 33
		2016 401-1	New employee hires and personnel turnover	24–25, 33
		2016 405-1	Diversity of governance bodies and employees	24–25, 33
		2016 405-2	Ratio of basic salary and remuneration of women to men	24–25, 33
	Supplier social assessment	3-3	Governance of significant issues	23
		2016 414-1	New suppliers that were screened using social criteria	23
Sustainability governance	Active ownership	3-3	Governance of significant issues	14–15
Financial sector		FS 10	Portfolio companies with which environmental or social issues were discussed	14
		FS 11	Percentage of assets that have been targeted for positive and/or negative environmental and social screening	15

# Notes on sustainability

## H1. Absolute emissions of carbon dioxide equivalents – equities, properties and corporate credits

Tonnes of CO <sub>2</sub> e	2024	2023	2022
<b>Management of traditional insurance</b>			
Swedish equities	196,000	152,000	146,000
Non-Swedish equities	274,000	339,000	296,000
<b>Total equities</b>	<b>470,000</b>	<b>491,000</b>	<b>442,000</b>
Properties	19,000	21,000	25,000
Corporate credits	310,000	314,000	235,000
<b>Total equities, real estate and corporate credits</b>	<b>799,000</b>	<b>826,000</b>	<b>702,000</b>
<b>AMF Fonder</b>	<b>280,000</b>	<b>390,000</b>	<b>394,000</b>

Emission data concerning carbon dioxide equivalents are based on data per the year prior to the year reported. The values per 2024 are thus based on emission data for 2023. Fixed-income funds are excluded, as AMF has less than 75 per cent coverage for holdings for which a carbon footprint is measured.

## H2. Relative emissions of carbon dioxide equivalents, equities and corporate credits

Tonnes of CO <sub>2</sub> e/companies' sales, SEK million	2024		2023		2022	
<b>Management of traditional insurance</b>	AMF	Index	AMF	Index	AMF	Index
Swedish equities	2.2	2.2	2.0	2.9	2.3	3.1
Non-Swedish equities	6.8	11.9	7.8	12.7	8.5	19.1
<b>Total equities, weighted</b>	<b>4.3</b>	<b>6.5</b>	<b>4.5</b>	<b>7.0</b>	<b>5.0</b>	<b>10.0</b>
Properties	2.7	6.8	3.5	6.0	3.9	7.8
<b>Total equities and properties, weighted</b>	<b>3.9</b>	<b>6.6</b>	<b>4.2</b>	<b>6.8</b>	<b>4.6</b>	<b>9.3</b>
Corporate credits	8.2	-	7.7	-	7.1	-
<b>Total equities, real estate and corporate credits, weighted</b>	<b>4.4</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>AMF Fonder</b>						
AMF Asia Pacific Equities Fund	6.5	18.9	7.8	23.5	10.1	25.1
AMF European Equities Fund	10.7	7.2	8.7	9.0	10.2	10.5
AMF Global Equities Fund	5.7	10.2	10.2	12.5	7.5	16.0
AMF North American Equities Fund	6.9	8.1	6.9	9.1	6.6	13.6
AMF Small Companies Equities Fund	1.2	3.2	2.7	5.7	4.9	4.1
AMF Swedish Equities Fund	1.9	1.9	1.7	2.9	1.9	2.7
AMF Emerging Markets Equities Fund	7.9	35.0	10.1	32.9	11.6	31.8
AMF World Equities Fund	3.8	6.1	5.8	6.7	4.4	8.0
AMF Strategifond Global	5.7	10.2	10.2	12.5	7.1	15.2
AMF Balanced Fund (equity share)	3.1	4.7	4.5	6.1	3.7	7.1
AMF Corporate Bond Fund	-	-	-	-	-	-
AMF Fixed-Interest Fund Short	-	-	-	-	-	-
AMF Fixed-Income Fund Long	-	-	-	-	-	-
AMF Fixed-Income Fund Mixed	-	-	-	-	-	-

Emission data concerning carbon dioxide equivalents are based on data per the year prior to the year reported. The values per 2024 are thus based on emission data for 2023.

The coverage ratio for Corporate Credits was not included in the weighted carbon intensity for the portfolio in the period 2022–23, given that Insurance Sweden recommends a coverage ratio of 75 per cent per asset class and the coverage ratio was lower.



### H3. Gender equality

2024	Women	Men	<30 years	30–44 years	45–59 years	>60 years	Total
<b>Number of employees</b>	267	202	27	185	212	45	469
Of whom, permanent employees	260	200	25	179	211	45	460
Of whom, fixed-term employees	7	2	2	6	1	–	9
Of whom, employed by the hour	–	–	–	–	–	–	0
Of which, FTEs	260	197	27	183	203	44	457
Of whom, part-time workers	7	5	–	2	9	1	12
<b>Staff turnover</b>							
Number of new appointments	31	28	7	35	16	1	59
Number of terminations	22	23	2	18	14	11	45
Percentage of terminations (staff turnover)	8%	12%	8%	10%	7%	22%	10%
<b>Composition of Board of Directors, management and other personnel</b>							
Composition, Board of Directors							
AMF	44%	56%	0%	0%	56%	44%	
AMF Fastigheter	80%	20%	0%	0%	40%	60%	
AMF Fonder	80%	20%	0%	0%	40%	60%	
Management teams, Parent Company and subsidiaries	36%	64%	0%	14%	73%	14%	
Other managers	58%	42%	0%	22%	75%	3%	
Other administrative employees	58%	42%	7%	42%	41%	10%	

2023	Women	Men	<30 years	30–44 years	45–59 years	>60 years	Total
<b>Number of employees</b>	262	199	34	171	211	45	461
Of whom, permanent employees	258	198	32	170	210	44	456
Of whom, fixed-term employees	4	1	2	1	1	1	5
Of whom, employed by the hour	–	–	–	–	–	–	0
Of which, FTEs	251	191	32	166	203	41	442
Of whom, part-time workers	11	8	2	5	8	4	19
<b>Staff turnover</b>							
Number of new appointments	32	17	12	19	18	0	49
Number of terminations	24	18	3	17	15	7	42
Percentage of terminations (staff turnover)	9%	9%	10%	10%	7%	14%	9%
<b>Composition of Board of Directors, management and other personnel</b>							
Composition, Board of Directors							
AMF	80%	20%	0%	20%	40%	40%	
AMF Fastigheter	80%	20%	0%	0%	60%	40%	
AMF Fonder							
Management teams, Parent Company and subsidiaries	36%	64%	0%	18%	77%	5%	
Other managers	67%	33%	0%	27%	70%	3%	
Other administrative employees	57%	43%	8%	39%	42%	11%	

**Deviation from requirements:** AMF does not report employees per region.

**Reason:** All AMF employees are located in Stockholm, Sweden.

**Explanation:** It is therefore not considered relevant to report employees per region.

### H4. Comparison of earnings between men and women in same profession

	2024	2023	2022
Percentage of individuals, men and women, for whom an unjustified pay differential was identified in the annual salary survey	0%	0%	0%

An unjustified pay differential means that the possibility that lower pay is gender-based cannot be ruled out. All employees, with the exception of the CEOs of AMF, AMF Fastigheter and AMF Fonder, are parties to collective agreements.

### H5. Salary comparison between men and women regardless of occupation

Women's relative average salary	2024	2023	2022
Management in Parent Company and wholly owned subsidiaries	87%	77%	73%
Other managers	98%	99%	93%
Other administrative employees	81%	86%	86%
<b>All</b>	<b>77%</b>	<b>80%</b>	<b>80%</b>

## H6. Management of waste from construction projects, fractions

Tonnes	2024	2023	2022
<b>Hazardous waste</b>			
Landfill	0	0	21
Recycling	2	1	17
Energy recovery	4	2	0
<b>Non-hazardous waste</b>			
Reuse	0	0	1
Recycling	603	203	1,982
Energy recovery	138	116	348
Landfill	28	331	340
<b>Total</b>	<b>775</b>	<b>653</b>	<b>2,709</b>

The waste stems from premises adaptations.

## H7. Management of operational waste, fractions

Tonnes	2024	2023	2022
<b>Hazardous waste</b>			
Landfill	0	0	0
Recycling	50	30	25
Energy recovery	3	5	1
<b>Non-hazardous waste</b>			
Reuse	10	14	34
Recycling	3,686	3,535	3,828
Energy recovery	2,853	2,006	3,002
Landfill	131	38	26
<b>Total</b>	<b>6,733</b>	<b>5,628</b>	<b>6,916</b>

## H8. Carbon dioxide emissions from consumption of heating and electricity

	2024	2023	2022
Fossil carbon emissions, total in tonnes of CO <sub>2</sub>	1,214	1,202	1,289
Carbon emissions, total in kg CO <sub>2</sub> /sqm Atemp	1.5	1.5	1.7

Indirect carbon emissions are for the most part generated by the proportion of district heating consumption that is based on fossil fuels. Direct emissions Scope 1, indirect emissions Scope 2 and Scope 3 in connection with business travel are completely carbon offset. During the year, leakage of CFC coolant contributed to an additional 27.2 tonnes CO<sub>2</sub>e. Indirect emissions Scope 2 are accounted for based on emission factors obtained using the market-based method (energy suppliers).

## H9. Energy performance

Specific energy consumption, kWh/sqm Atemp

AMF's property portfolio	2024	2023	2022
Property electricity	27	28	30
District heating <sup>1)</sup>	35	35	35
District cooling	11	12	15
<b>Total energy consumption</b>	<b>73</b>	<b>75</b>	<b>80</b>

<sup>1)</sup> District heating is normal-year adjusted.

## H10. Energy consumption

MWh	2024	2023	2022
Fossil fuels	755	547	733
Recovered energy	51,989	6,735	3,547
Renewable	5,645	53,465	57,852
<b>Total</b>	<b>58,389</b>	<b>60,747</b>	<b>62,132</b>
<b>AMF's property portfolio</b>			
Property electricity	21,923	22,393	22,761
District heating <sup>1)</sup>	31,217	28,551	26,420
District cooling	10,260	9,633	11,257
<b>Total</b>	<b>63,400</b>	<b>60,577</b>	<b>60,438</b>
<b>Own consumption</b>			
AMF Group's own consumption <sup>1)</sup>	325	352	277
<b>Total</b>	<b>325</b>	<b>352</b>	<b>277</b>

<sup>1)</sup> District heating is normal-year adjusted.

Fossil fuels are various energy sources in the form of hydrocarbons, such as oil and coal. Recovered energy refers to waste heat, energy recovered in waste water, proportion of waste and recycled fuels not identified as renewable, and recovered energy in purchased electricity and cooperation on heat generation. Renewable energy is generated from sources that are constantly naturally renewed and will not become depleted. Solar, wind, water and biofuel are examples of renewable sources.

## H11. Carbon dioxide emissions from business travel

Tonnes	2024	2023	2022
AMF (Parent Company)	18	8	12
AMF Fonder	100	51	8
AMF Fastigheter	19	53	17
<b>Total</b>	<b>137</b>	<b>112</b>	<b>37</b>

## H12. Paper consumption

Tonnes	2024	2023	2022
Mailings to customers	28.6	32.4	45.4
Own consumption	8.3	3.2	3.0
<b>Total consumption</b>	<b>36.9</b>	<b>35.6</b>	<b>48.4</b>
<b>Own consumption per workplace, kg</b>	<b>21</b>	<b>8</b>	<b>6</b>

## H13. Suppliers

	Total	Share of purchasing volume for the 10 largest
AMF (Parent Company)	387	55%
AMF Fonder	175	60%
AMF Fastigheter	1,116	56%
<b>Total</b>	<b>1,678</b>	

Approximately 64 per cent and 69 per cent, respectively, of AMF's and AMF Fonder's suppliers invoiced more than SEK 50,000 in 2024. Approximately 47 per cent of AMF Fastigheter's suppliers invoiced more than SEK 100,000 in 2024. The thresholds differ due to AMF Fastigheter having a much larger supplier base with small invoiced amounts.