

Global Reporting Initiative 2016

Global Reporting Initiatives (GRI) publishes international guidelines for sustainability reporting that are used by companies and organisations all over the world.

AP4 reports as far as possible in accordance with GRI's guidelines Version G4 level "Core" and the sector-specific addition for Financial Services.

AP4's GRI report has not been audited by a third party and is presented on www.ap4.se

Abbreviations used in the GRI table:

AR = 2016 Annual Report
 I = Holdings specification 2016
 HAR = Sustainability and Corporate Governance report 2015/2016
 ER = Ethical Council of the AP Funds annual report 2015
 F = Full application
 D = Partial application
 W = www.ap4.se

| Standard disclosure | Description | Page reference | Application |
|---|---|---|-------------|
| Strategi and Analysis | | | |
| G4-1 | Statement from the organisation's most senior decision-maker about the relevance of sustainability to the organization and its strategy | AR 7 HAR 3-4 | F |
| Organisational Profile | | | |
| G4-3 | Name of organisation | AR 48 | F |
| G4-4 | Most important brands, products and services | AR 3, 5 | F |
| G4-5 | Location of organisations' headquarters | AR 74 | F |
| G4-6 | Countries where the organisation operates | AR 48 | F |
| G4-7 | Nature of ownership and legal form | AR 4, 48 | F |
| G4-8 | Markets | AR 52-56, 11 | F |
| G4-9 | Scale of the organisation | AR 36-37, 46 | F |
| G4-10 | Employee data | AR 36-37 | F |
| G4-11 | Percentage of employees covered by collective bargaining agreements | AR 37 | F |
| G4-12 | Organisation' supply chain | W | F |
| G4-13 | Significant changes during the period regarding the organisation, size, structure, value chain, ownership | AR 4, 48-49, 50-51 | F |
| G4-14 | Whether and how the organisation addresses the precautionary principle | AR 30-33, 48-49 | F |
| G4-15 | External regulations, standards, principles to which the organisation subscribes/endorse | AR 2, 4, 34, 48-49, 73 HAR 34, 37 | F |
| G4-16 | Membership in organisations and associations | HAR 10, 13, 30-32, 34, 37 | F |
| Identified material aspects and boundaries | | | |
| G4-17 | Entities included in reporting and those that are not included | AR 48 | F |
| G4-18 | Process for defining report content and how reporting principles implemented | AR 34-35, 2 W | F |
| G4-19 | Identify material aspects | AR 4-5, 34-35, 73 HAR 5-7 | F |
| G4-20 | Each aspect's boundaries within the organisation | AR 34-35, 48-49 W, HAR 5-7 | F |
| G4-21 | Each aspect's boundaries outside the organisation | AR 34-35, 73 W | F |
| G4-22 | Effect of and reason for restatements from previous reports | AR 4, 35 | F |
| G4-23 | Significant changes from previous reporting regarding focus and boundaries | AR 4, 35 | F |
| Stakeholder Engagement | | | |
| G4-24 | Stakeholder groups | AR 34-35 HAR 34,37 | F |
| G4-25 | Identification and selection of stakeholder groups | AR 34-35 HAR 34,37 | F |
| G4-26 | Approach to stakeholder engagement | AR 34-35 HAR 5-37 ER 7, 8-25 | F |
| G4-27 | Significant issues raised by stakeholders in dialogue and initiatives taken | AR 19, 23, 34-35 HAR 5-37 ER 7, 8-25 | F |
| Report profile | | | |
| G4-28 | Reporting period | AR 2 | F |
| G4-29 | Most recent previous report | W | F |
| G4-30 | Reporting cycle | AR 2 | F |
| G4-31 | Contact data | AR 74 W | F |
| G4-32 | GRI content and index, as well as selection of reporting level | AR 2 W | F |
| G4-33 | Policy for external assurance | AR 2 W | F |

| Standard disclosure | Description | Page reference | Application |
|--|--|------------------------------------|-------------|
| Corporate governance | | | |
| G4-34 | Governance structure and responsibility for finance, environment and social impact | AR 4, 34, 36, 73 HAR 5-7 W | F |
| G4-35 | Process of delegating authority for economic, environmental and social topics | HAR 5-7 | F |
| G4-36 | Responsible for economic, environmental and social issues at executive level or not | HAR 5-7 | F |
| Remuneration | | | |
| G4-51 | Remuneration policies for Board of Directors and Executive Management Committee | AR 38-39, 50 | F |
| G4-52 | The process for determining remuneration | AR 38-39, 50 | F |
| Ethics and integrity | | | |
| G4-56 | Values, principles and codes of conduct and ethics | AR 34-36 HAR 5-7, 34-35, 37 | F |
| G4-57 | Advice on ethical and lawful behaviour | AR 30-31, 36 HAR 34-35 | F |
| G4-58 | Mechanism for reporting unethical and unlawful behaviour | AR 30-31, 36 | F |
| G4-DMA | Why the issues are material and how they are managed and assessed | AR 28-31, 36-37 HAR 35 | F |
| Economic | | | |
| DMA | Organisation's approach to social investments | AR 19-25, 28-29 | F |
| G4-EC1 | Generated and delivered direct economic value | AR 3-4, 9-10, 45-46 | F |
| G4-EC2 | Financial risks and opportunities with the investments related to climate change | AR 19-22 | F |
| Environmental | | | |
| Energy | | | |
| G4-EN3 | Energy consumption within the organisation | W | F |
| G4-EN6 | Reduction of energy consumption | W | F |
| Waste | | | |
| G4-EN16 | Indirect greenhouse gas emissions (Scope 2) | AR 20-21, 46 | F |
| Social | | | |
| Labour practices | | | |
| G4-LA1 | New employee hires and employee turnover | AR 37 | F |
| G4-LA2 | Benefits provided to full-time employees | AR 36-39, 50 | F |
| GA-LA3 | Parental leave | AR 37 | F |
| Health and safety | | | |
| G4-LA5 | Injuries, absence etc | AR 37 | F |
| Training and education | | | |
| G4-LA11 | Evaluation and training | AR 37 | D |
| Diversity and equal opportunity | | | |
| G4-LA12 | Composition of decision-making bodies | AR 36, 50-51 HAR 5-7 | F |
| Human rights | | | |
| Investments | | | |
| G4-HR1 | Investment agreements that include human rights | AR 22, 24-25, 34-35 | F |
| Non-discrimination | | | |
| G4-HR3 | Discrimination | AR 36-37 | F |
| Child labour | | | |
| G4-HR5 | Operations with risk for child labour | Not applicable to AP4 | F |
| Forced labour | | | |
| G4-HR6 | Operation with risk for forced labour | Not applicable to AP4 | F |
| Society | | | |
| Local communities | | | |
| G4-FS13 | Access in low-populated or economically disadvantaged areas | AR 74 | F |
| Anti-corruption | | | |
| G4-SO4 | Communication and training | AR 36-37 | D |
| G4-SO5 | Incidents of corruption | AR 36 | F |
| Product responsibility | | | |
| G4-DMA | Guidelines, processes and evaluations relating to environmental and social impacts for employees, as well as their interactions in the investments | AR 36-37 | F |
| G4-FS6 | Product portfolio | AR 9-14, 16, 18, 40-43, 46 | F |
| G4-FS8 | Value of products and services with environmental value | AR 12, 14, 19-22 | |
| Revisions | | | |
| G4-DMA | Revisions to evaluate environmental or social issues | AR 23 | D |
| Active ownership | | | |
| G4-DMA | Voting policy applied to environmental or social issues | AR 23 HAR 19-29 | F |
| G4-FS10 | Proportion of companies in which the Fund collaborated in environmental and social issues | AR 19, 20, 23 HAR 10, 12-13, 29 | F |
| G4-FS11 | Asset subject to environmental or social criteria | AR 19-22, 23-25 | F |