

Global Reporting Initiative

This sustainability report complies with Global Reporting Initiative (GRI) guidelines Version G4 level "Core" and the sector-specific addition for Financial Services.

The GRI publishes international guidelines for sustainability reporting that are used by companies and organisations all over the world. The report includes AP4's operations and no limitations have been applied. 2014 was the first year that AP4 reported according to GRI.

This GRI report has not been audited by a third party.

Abbreviations used in the GRI table

AR = 2015 Annual Report

I = Holdings specification 2015

HAR = Sustainability and corporate governance report 2014/2015

ER = Ethical Council of the AP Funds annual report 2014

F = Full application

P = Partial Application

Standard disclosure	Description	Page reference	Application
Strategy 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: 8-10; HAR: 6-7	F
Organisational Profile			
G4-3	Name of organisation	AR: 1	F
G4-4	Most important brands, products and services	AR: 4	F
G4-5	Location of organisation's headquarters	AR: 100	F
G4-6	Countries where the organisation operates	AR; I	F
G4-7	Nature of ownership and legal form	AR: 4	F
G4-8	Markets	AR: 78-81; I1	F
G4-9	Scale of the organisation	AR: 60-61, 72	F
G4-10	Employee data	AR: 60-63	F
G4-11	Percentage of employees covered by collective bargaining agreements	AR: 61	F
G4-12	Organisation's supply chain	AR: 63	F
G4-13	Significant changes during the period regarding the organisation, size, structure, value chain, ownership	AR: 3, 74-75	F
G4-14	Whether and how the organisation addresses the precautionary principle	AR: 54-57	F
G4-15	External regulations, standards, principles to which the organisation subscribes/endorses	AR: 12, 58-59, 74-75, 99	F
G4-16	Membership in organizations and associations	AR: 12, 47 HAR: 10, 44-45	F
Identified material aspects and boundaries			
G4-17	Entities included in reporting and those that are not included	AR: 74-75	F
G4-18	Process for defining report content and how reporting principles implemented	AR: 58-59, 94, 96	F
G4-19	Identify material aspects	AR: 59, 97	F
G4-20	Each aspect's boundaries within the organisation	AR: 59-59, 62-63, 74-75, 94, 96	F
G4-21	Each aspect's boundaries outside the organisation	AR: 58-59, 94, 97	F
G4-22	Effect of and reason for restatements from previous reports	AR: 3, 58-59, 62-63, 94	F
G4-23	Significant changes from previous reporting regarding focus and boundaries	AR: 3, 58-59, 62-63, 94, 96	F
Stakeholder Engagement			
G4-24	Stakeholder groups	AR: 58-59, 96	F
G4-25	Identification and selection of stakeholder groups	AR: 58-59, 96	F
G4-26	Approach to stakeholder engagement	AR: 58-59, 96; HAR: 9-43; ER: 6, 8-23	F
G4-27	Significant issues raised by stakeholders in dialogue and initiatives taken	AR: 51, 53, 58-59, 96; HAR: 18-43; ER: 6, 8-23	F
Report Profile			
G4-28	Reporting period	AR: 2	F
G4-29	Most recent previous report	AR: 94	F
G4-30	Reporting cycle	AR: 2	F
G4-31	Contact data	AR: 100	F
G4-32	GRI content and index, as well as selection of reporting level	AR: 94	F
G4-33	Policy for external assurance	AR: 94	F

Standard disclosure	Description	Page reference	Application
Corporate governance			
G4-34	Governance structure and responsibility for finance, environment, and social impact	AR: 4, 58-59, 60-63, 64, 65, 96, 99	F
G4-35	Process of delegating authority for economic, environmental and social topics	AR: 47	F
G4-36	Responsible for economic, environmental and social issues at executive level or not	AR: 47	F
Remuneration			
G4-51	Remuneration policies for Board of Directors and Executive Management Committee	AR: 64-65, 76-77	F
G4-52	The process for determining remuneration	AR: 64-65, 76-77	F
Ethics and integrity			
G4-56	Values, principles and codes of conduct and ethics	AR: 5, 58-59, 62-63	F
G4-57	Advice on ethical and lawful behaviour	AR: 58-59, 62-63	F
G4-58	Mechanism for reporting unethical and unlawful behaviour	AR: 62-63	F
G4-DMA	Why the issues are material and how they are managed and assessed	AR: 20-22, 84-89; I	F
Economic			
DMA	Organisation's approach to social investments	AR: 11-16, 20-22, 29-32, 44, 49-50, 52-53	F
G4-EC1	Generated and delivered direct economic value	AR: 3, 19	F
G4-EC2	Financial risks and opportunities with investments related to climate change	AR: 11-16, 30-31, 44, 50-53	F
Environmental			
Energy			
G4-EN3	Energy consumption within the organisation	AR: 63	F
G4-EN6	Reduction of energy consumption	AR: 63	F
Waste			
G4-EN16	Indirect greenhouse gas emissions (Scope 2)	AR: 16, 44	F
Social			
Labour practices			
G4-LA1	New employee hires and employee turnover	AR: 61	F
G4-LA2	Benefits provided to full-time employees	AR: 61, 64, 72, 76-77	F
GA-LA3	Parental leave	AR: 61	F
Health and safety			
G4-LA5	Injuries, absence etc	AR: 61	F
Training and Education			
G4-LA11	Evaluation and training	AR: 62	P
Diversity and equal opportunity			
G4-LA12	Composition of decision-making bodies	AR: 60, 76-77	F
Human rights			
Investments			
G4-HR1	Investment agreements that include human rights	AR: 48-49, 58-59	F
Non-discrimination			
G4-HR3	Discrimination	AR: 60, 62	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: 100	F
Anti-corruption			
G4-SO4	Communication and training	AR: 60-62	P
G4-SO5	Incidents of corruption	AR: 62	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: 60-63	F
G4-FS6	Product portfolio	AR: 16, 18-22, 68-70	F
G4-FS8	Value of products and services with environmental value	AR: 26, 30-31, 44	F
Revisions			
G4-DMA	Revisions to evaluate environmental and social policies	AR: 52-53	P
Active ownership			
G4-DMA	Voting policy applied to environmental or social issues	AR: 52-53, 58; HAR: 9-43	F
G4-FS10	Proportion of companies in which the Fund collaborated in environmental and social issues	AR: 12-13, 30, 50-51, 52-53	F
G4-FS11	Assets subject to environmental or social evaluation criteria	AR: 11-16, 30-32, 44, 50-53	F

