

A stylized illustration of two hands, one orange and one blue, holding a stack of gold coins. The orange hand is at the top, holding a single coin, while the blue hand is at the bottom, holding a stack of several coins. The background is a light blue gradient with abstract shapes in orange and blue.

2022

Annual Report
(abbreviated) and
Sustainability Report

AMF in brief

AMF is the pension company with straightforward and reliable occupational pension solutions. Our focus is on collectively agreed occupational pensions in the form of traditional insurance for private sector workers, but we also administrate 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 solid occupational pension.

We manage SEK 734 billion of assets on behalf of our customers. The pension capital is invested in shares, bonds, real estate and other alternative investments. We are one of the largest shareholders on the Stockholm Stock Exchange and among the largest owners of commercial real estate in Sweden. We believe it is important to invest our customers’ money responsibly and according to the principle that our activities should contribute to a sustainable society.

The Group employs 452 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 offers 14 self-managed funds with low fees. The funds are available for selection via unit-linked insurance, the premium pension system and direct fund saving. At year end, assets under management in fund management totalled SEK 182 billion.

AMF Fastigheter AB

AMF Fastigheter AB develops and manages the AMF Group’s wholly owned 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 wholly owned property portfolio at year end was slightly over SEK 80 billion.

Contents

AMF in brief	2
Significant events in 2022	3
Developments during the year	4
CEO’s statement	5
Our customers	7
AMF’s strategy	8
Traditional insurance – security and long-term return on investment combined	9
Unit-linked insurance and AMF Fonder – own fund choices for retirement	11
Pensions on the customer’s terms	12
Sustainability Report, introduction	14
Sustainability in asset and fund management	15
Climate: Towards net-zero emissions in 2050	17
Climate: Reporting on climate risks	19
Climate: AMF Fastigheter’s environmental initiatives	22
Climate: Internal environmental and climate initiatives	24
Business ethics and responsible conduct	25
Diversity	26
Governance of sustainability initiatives	28
GRI Index	31
Notes on sustainability	34

Significant events in 2022

AMF Strategifond Global launched

Over the past year, we reinforced our fund offering through the launch of AMF Strategifond Global. This is a special feeder fund, which invests in other funds and has the opportunity to use leverage through loans or derivatives.

Biggest in Sweden in infrastructure

When the journal IPE Real Assets published a list of the largest investors in infrastructure we ranked **first in Sweden** and 58th at global level.

Investment in the electric vehicle manufacturer Polestar

We invested SEK **400 million** in the Swedish electric vehicle manufacturer Polestar in combination with the company's flotation on the Nasdaq Exchange in New York.



Changes in management

Fredrik Bergqvist, formerly head of our legal department was named our new **General Counsel** on the retirement of Per-Erik Karlsson, who previously held the position. **Malin Omberg** took on the role of **Chief of Staff at AMF** after Aino Bunge left the company to take up the position of Deputy Governor of the Swedish Riksbank.

Conversion into an occupational pension company

On 1 January 2022, we converted from a life insurance company into an occupational company, benefiting from the opportunity opened up by the Swedish Act on Occupational Pension Companies (2019:742). At the same time, we changed our name from AMF Pensionsförsäkring AB to **AMF Tjänstepension AB**.

We were awarded the title of North American Fund of the year

The AMF North American Equities Fund was named North American Fund of the Year 2021 by **Fondmarknaden.se**, Sweden's leading marketplace for funds on the Internet, which presents awards to the best funds in a number of categories every year.

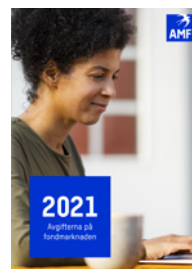


SEK 17 billion for stronger guarantees

Following a number of years of strong returns and solid liquidity, we decided to **convert a surplus** of SEK 17 billion into guarantees for around 500,000 customers with traditional insurance products that are currently paying out.

15th anniversary of the Annual Report on Fees

For the fifteenth year in a row, we published our Annual Report on Fees, which examines how fees have developed on the Swedish fund market. Our objective in preparing this report is to highlight the importance of low fees in a long-term fund saving scenario.



Investment in Ellevio

We acquired **12.5 percent of the shares in Ellevio AB**.

Ellevio is one of the leading electricity grid companies in Sweden, with almost a million customers and an electricity grid that stretches over more than 79,000 km.

Photo: Ellevio



New property company

In December it was announced that ICA Fastigheter and AMF will be establishing the property company Delcore Fastigheter, which they will own jointly and equally. The new company is initially to acquire 30 commercial properties from ICA Fastigheter, jointly valued at SEK 4.9 billion.

More investments in unlisted companies

During the year we continued to invest in unlisted companies, thereby raising the level of diversification in our investment portfolio. These investments included:

SEK 300 million in **LEAX Group**, a Swedish industrial enterprise that employs 1,200 people and runs operations on three continents. The investment corresponded to 29 percent of the company, which works with the development, industrialisation and manufacture of advanced components and subsidiary systems in industrial applications.

SEK 955 million in **Polarium**, a Swedish innovation and growth company that develops and manufactures advanced solutions for energy storage and optimisation based on lithium-ion technology, working for customers in the commercial property, manufacturing and telecoms industries.

SEK 310 million in **Northvolt**, a Swedish battery manufacturer in which we have previously invested around SEK 1.1 billion.

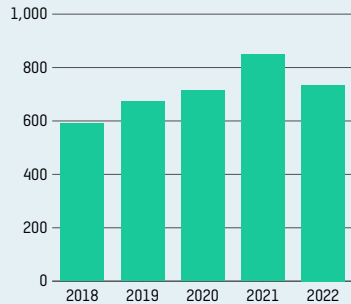
SEK 370 million in the Swedish steel manufacturer **H2 Green Steel**. The company has the stated aim of manufacturing five million tonnes of fossil-free steel by the end of 2030. H2 Green Steel's manufacturing process reduces emissions by around 95 percent compared to conventional steel production.

SEK 200 million in the Swedish technology and transport company **Einride**. The company specialises in electric transport solutions.

Developments during the year

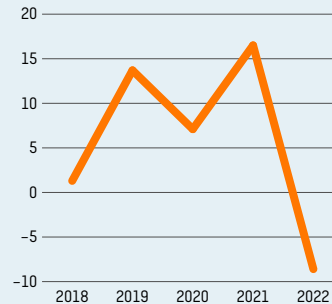
The total return on assets for the year was -8.6 percent. Assets under management amounted to SEK 734 billion. The management cost ratio (operating costs in relation to assets under management) was 0.11 percent, which is among the lowest in the industry. Our financial stability remains good.

Assets under management, SEK billion



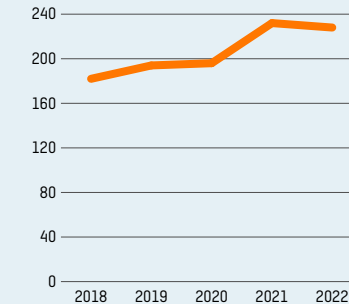
AMF's assets under management (including AMF Fonder) totalled SEK 734 billion. The fund assets are invested in shares, fixed-income securities, real estate and other alternative investments.

Total return on assets, percent



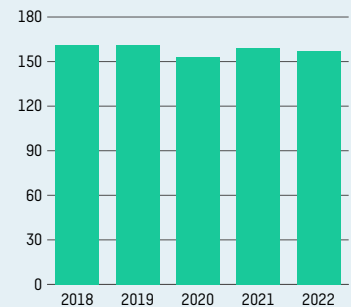
Return on assets for the year was -8.6 percent. Over the past five- and ten-year periods, AMF has generated average yields of 5.6 percent and 7.0 percent, respectively.

Solvency ratio, percentage



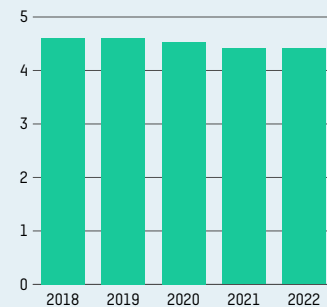
Financial stability remained robust and the solvency ratio (assets in relation to the guaranteed commitments) was 228 percent.

Cost per customer, SEK



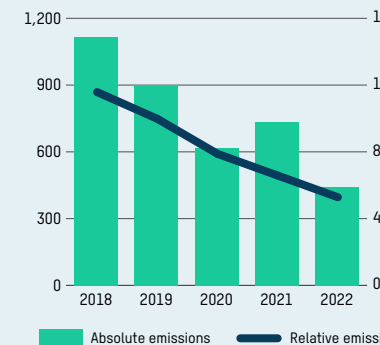
The cost per customer was SEK 157. The trend has been relatively stable in recent years. Low costs per customer enable us at AMF to keep the fees for our products low.

Customer satisfaction



Our Customer Satisfaction Index (NK) is stable at high levels (4.4, where 5 is the highest rating).

Carbon footprint, listed shares



The carbon footprint for the listed shares in traditional insurance, measured as emissions in relation to sales, fell during the year. The carbon footprint also decreased in absolute terms.

Dear Customer,

For fifty years, AMF has been administrating occupational pensions for private sector employees in Sweden. Since 1973 we have done our utmost – in good times and more challenging periods – to provide our savers the strongest, securest occupational pensions possible, with high returns and low fees.

The past year was one of the more challenging in recent times, and is likely to be recorded in the history books as the year when war returned to Europe. Russia's full-scale, human rights-violating invasion of its democratic neighbour, Ukraine, sent shock waves around the world.

At the same time, financial development slowed down in real terms during the year, partly on account of the war itself, but also as a result of the aftermath of the Coronavirus pandemic, as well as other geopolitical and financial challenges.

As a consequence of the turbulence and disquiet on the market, we recorded negative total returns for the year for the first time since 2008. First and foremost, it was our share portfolio that was hit hard by falling prices on exchanges around the world, although the downturn was mitigated to some extent by our property portfolio and our alternative investments.

Adjusted pension levels

AMF is a mutually operated occupational pension company, where the pensions of our savers reflect both the premiums they have paid and how strongly the capital has grown. Any surplus is shared among our customers when things go well – which has been the case for the past 14 years – but when the results are weaker, the responsibility is likewise borne by our customers.

At the end of the year, many of our customers receiving payment were actually in receipt of either unchanged or slightly higher payments. However, for a number of our savers, the negative yield in 2022 will mean that their pensions will have to be adjusted downwards slightly. This will primarily affect those customers who have chosen to withdraw their pension over a limited number of years, although even customers who are a little older witnessed a certain decrease.

Savers with a traditional insurance solution featuring lifetime payment experienced a more limited decrease, given that we have the opportunity to mitigate the decline individually for these savers. Younger customers receiving payment actually experienced a

slight rise in their payments – despite the tough conditions of the past year – thanks to an increase in the forecast interest rate.

It is, of course, unfortunate when capital and pensions decrease, but this should be viewed in the context of extremely solid development in value over a protracted period.

Reinforced security

Over a period of many years, we at AMF have been successful in helping our savers' money grow. Our average return has been 5.6 percent over the past five years and 7.0 percent over the past ten years. This was the best result among comparable companies in the field of collectively agreed occupational pensions. A customer receiving payments who saved SEK 100 with AMF will have seen the value double over the past ten years.

Our good, long-term yield and our robust liquidity made it possible for us, in the spring of 2022, to improve security for around half a million customers with traditional insurance payouts, by setting aside approximately SEK 17 billion to underpin guarantees. This naturally felt particularly good during a period distinguished by uncertainty and unease.

Over the past year, we also succeeded in lowering the risk in our portfolio by reducing the proportion of non-Swedish equities, and we maintained extremely low exposure to the rising interest rates, which had a positive effect on our yield. Working with our active allocation in this way is a key reason why we have succeeded so well in generating returns for our savers over time.

Aggressive future investments – biggest in infrastructure

Within the framework of our life portfolio, we have particularly good opportunities for long-term investment in illiquid assets in which it can otherwise be difficult or expensive to invest. These include, for example, forestry, energy, infrastructure and other types of asset that diversify our portfolio and spread the risks appropriately.



Over the course of 2022, thanks to our long-term placement horizon and our strong financial position, we were able to make investments in Swedish companies with the capacity and the will to grow and to transition, in spite of the prevailing financial exhaustion.

During the year we increased our holdings in the battery manufacturer Northvolt in the amount of SEK 310 million, we invested SEK 370 million in the steel producer H2 Green Steel, and put SEK 300 million into the contract manufacturer LEAX Group. We also placed almost a billion kronor in the innovation and growth company Polarium, which develops and manufactures advanced solutions for energy storage and optimisation based on lithium-ion technology.

At the end of 2022 we were also able to expand our infrastructure profile through the purchase of 12.5 percent of the shares in the electricity grid company Ellevio. In recent years, AMF has made significant investments in infrastructure and energy, including putting money into Finland's largest electricity distribution company, Caruna Networks Oy, and the Swedish wind power company SR Energy. According to a survey published in the journal *IPE Real Assets* last year, AMF is currently the largest institutional owner of infrastructure in Sweden, which is some-

CEO's statement (cont.)

thing I am convinced will help assure a more uniform and more stable yield for our savers.

Fund administration with an eye to the future

In addition to traditional insurance, AMF offers the chance to invest in a number of popular share and fixed-income funds, which are available in the area of unit-linked insurance, for private fund saving and within premium pensions. Our funds are actively managed and feature high sustainability ambitions along with extremely competitive fees.

Despite a tough year on stock exchanges around the world, we worked hard over the past 12 months to reinforce our fund offerings. In the summer of 2022, we launched our new fund: AMF Strategifond Global. This fund is administrated by AMF's experts in allocation, and benefits from competencies in both fund administration and strategic allocation. The fund has the opportunity to utilise leverage with the capacity to expand placement scope when it is considered beneficial to do so. This aspect, combined with low fees and high sustainability ambitions, makes the fund particularly interesting for people looking for a long-term saving solution.

During the past year, we have taken steps to put a freshly purchased fund market in place in the area of premium pensions. The objectives here include monitoring the previously identified irregularities. Our funds have long been highly appreciated and popular among many premium pension savers, and we are working to ensure that they remain strongly selectable in the future, too.

“ Over the past year, we also succeeded in lowering the risk in our portfolio by reducing the proportion of non-Swedish equities, and we maintained extremely low exposure to the rising interest rates, which had a positive effect on our yield.

A sustainable transition

Sustainability is an important part of AMF's work on generating good returns, keeping costs low and operating as a responsible company. Our customers, employees and stakeholders set exacting demands on transparency and clarity, in terms of both our sustainability policy and how we contribute to a sustainable society.

Supporting and encouraging change is fundamental to our sustainability work. We believe this is good for both the companies and our savers, as it is a prerequisite for solid long-term returns.

In our sustainability initiatives, a crucial point of departure is the international agreements that we have signed or endorsed. These include the UN Global Compact, the OECD Guidelines for Multinational Enterprises, the UN Principles for Responsible Investment and guidelines on accounting for climate risks developed by the Task Force on Climate-Related Financial Disclosures.

In order to achieve a broader impact, we have also been active in several international collaborations, including the global net-zero alliance AOA, which we co-founded in 2019 together with partners including Alecta and Folksam.

A decent pension market

Being a company on the customer's side, always doing what we believe is best for our savers in the long term, is a key aspect of what we do. As an integral part of this approach, we believe it is our responsibility to work for and contribute to a decent pension market.

During the past year, in line with this commitment and for the sixth year in a row, we presented a review of the transfer market for collectively agreed occupational pensions. We are strong advocates of the opportunity to transfer pensions, and we were quick to take important steps voluntarily to reinforce the freedom of choice for our customers. However, we are concerned about how the right to transfer is being handled today.

Slightly more than a third of our savers – 36 percent – stated in this year's survey that they were unaware that they had transferred their occupational pension. In addition, more than four out of ten – 42 percent – had switched to a form of saving with properties other than those they state that they prefer. This indicates that the right to transfer has not been handled responsibly, so AMF is working to promote a more consumer-friendly transfer market.

Low fees are important in all forms of saving, but particularly so when it comes to long-term forms of saving such as pension plans. Here at AMF, we accord this aspect high priority, and we are proud to say that we work continuously to remain as efficient as possible, keeping fees as low as we can.

One expression of our commitment to low fees is our Report on Fees, where we examine the level of fees on the Swedish fund market on an annual basis. In this year's report – the fifteenth – we were able to state that fees have never been as low as they are today. In fact, the annual fees on the Swedish fund market dropped for the fifth year in a row.

Efficiency, belief in the future and modern ways of working

Since the pandemic restrictions were discontinued in the spring of 2022 – and with them the recommendation to work from home, which was lifted on 9 February – we, in the same way as many other companies, have been striving to develop good ways of working. This means ways of working that incorporate what we learned during the pandemic, when working from home was the baseline, combined with safeguarding the opportunities that stem from physical interaction at the office.

Over the past year, we have devoted a fair amount of energy to looking to the future and establishing an updated strategic direction for AMF. A course for the future where, based on our fine commissions which are holding up well, we take our work to the next level, making the most of the opportunities offered by a new age.

It is harder than ever to predict the future – as a turbulent 2022 has made abundantly clear – but I feel confident that AMF is well-placed to do its utmost over the coming years to ensure that our four million pension savers obtain the best possible development.

Stockholm, March 2023

Johan Sidenmark
CEO, AMF

Our four million customers

AMF has more than four million customers. Most of them are covered by the SAF-L0 collective agreement. Around 21 percent are pensioners and receive a payment from us every month. On average, our SAF-L0 pensioners receive an occupational pension payment from us of approx. SEK 2,400 per month.

79%

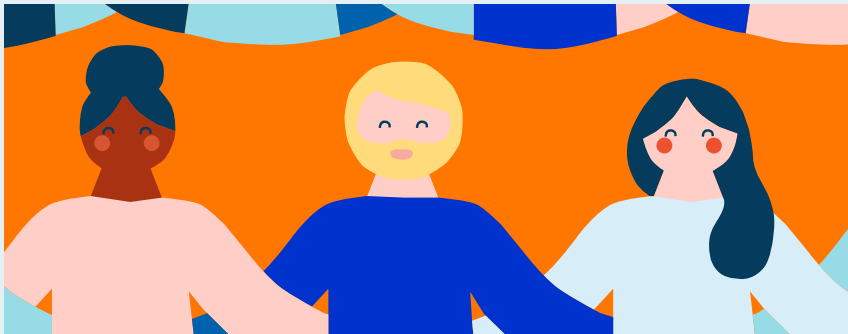
In all, approximately 80 percent of our customers are saving for their retirement. Around a third have an ongoing saving arrangement.

21%

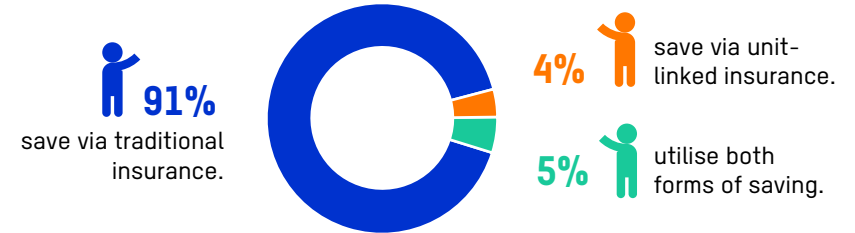
Approximately 20 percent are pensioners and receive a payment from us every month.

Most important factors in choice of occupational pension company?

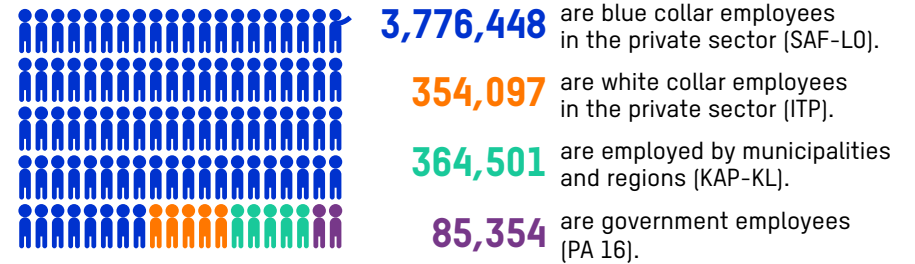
Decent returns, low fees and a secure and predictable pension.



How our customers save:



... and this is where they work:



81%

of all those who contact AMF are more than 60 years of age.



77%

start receiving their pension payments at 65 years of age or later.



61%

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



61%

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

AMF's strategy 2023–2027

AMF's vision

A future to look forward to.

Strategic goal

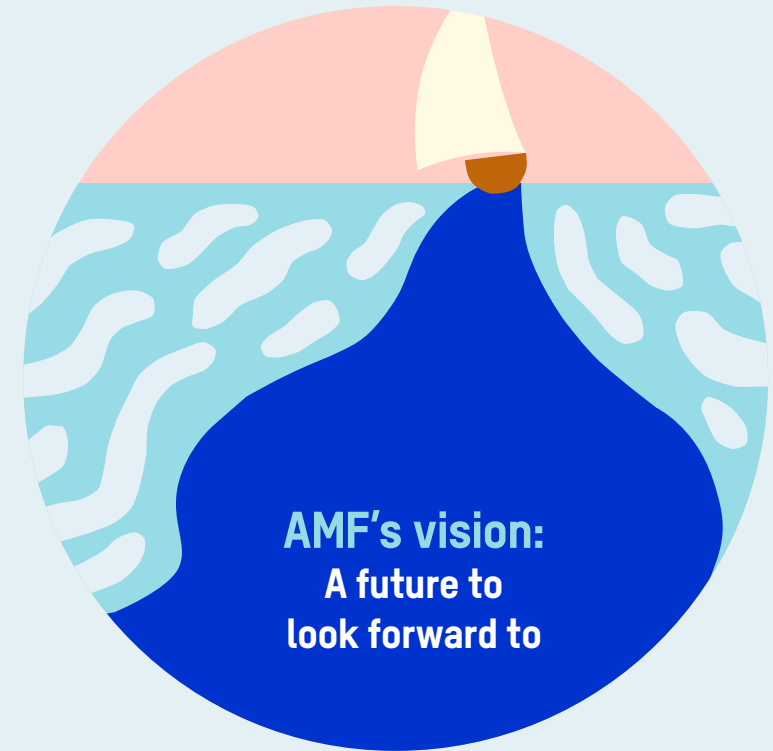
Our goal is to be the default option and competitive on the market.

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 the autumn of 2022 we commenced implementation of our new strategy: AMF 2023–2027. 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 category of people who do not make active choices but want and need a secure pension.



AMF's vision:
A future to look forward to



High returns

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



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.



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.

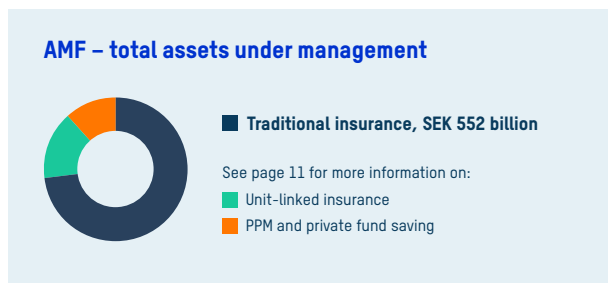


Competence and commitment

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.



Of AMF's total assets under management – SEK 734 billion – fully SEK 552 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 5.6 percent over the past five years and 7.0 percent over the past ten 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 shares 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 insurances policies contracted, plus 0.15 percent of the pension capital. The maximum fee is SEK 300 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 600 per year. A maximum fee of SEK 600 also applies within the collective agreement areas KAP-KL and PA 16.

The cost of asset management in our traditional insurance is also extremely low (0.03 percent), compared to the average fund fee in collectively negotiated insurance (for example, 0.30 percent in the ITP plan).

Security in retirement

Our customers place great emphasis on pension security, according high priority to stable, predictable pension payments. Traditional insurance is underpinned by a basic guarantee, with a guaranteed pension amount each month in addition to the return that our asset managers generate via their investments. 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. The limit currently means that the payout amount cannot decrease by more than 5 percent of the annual recalculation. At the turn of the year, we also introduced the option of guarantee consolidation during the payout period for

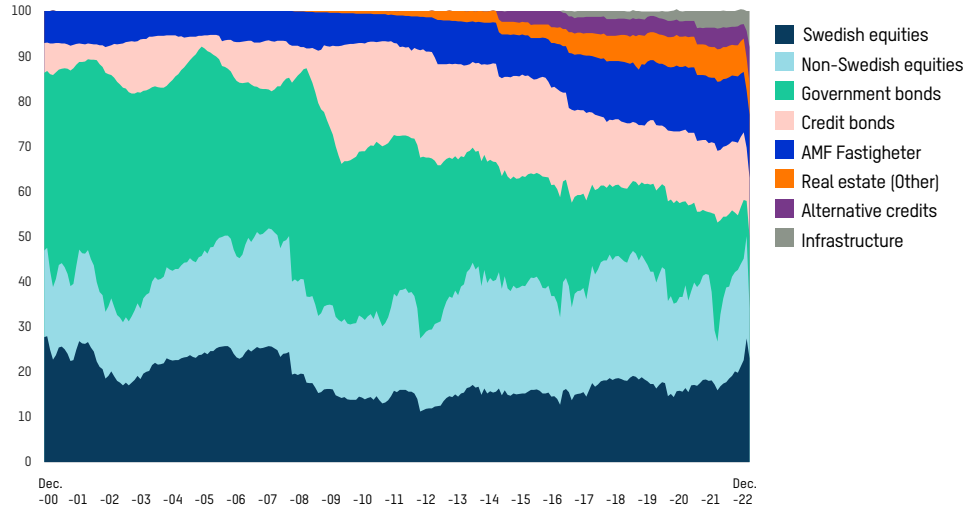
all agreement areas with the exception of ITP. The ambition is to roll this out for ITP as well over the course of 2023. Guarantee consolidation further reinforces security for our pensioners by ensuring a balanced risk level on their insurance during the payout period, as well as increased guarantees and more stable payouts.

Good level of sustainability

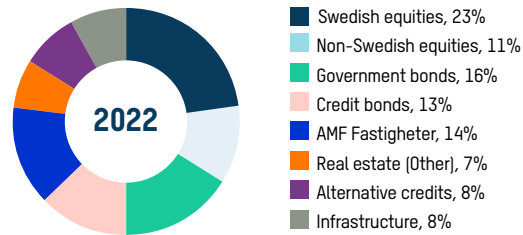
The sustainability level of our traditional insurance is based on our values and must reflect the expectations of the customer group as a whole. We are noting that our sustainability work can contribute to solid returns for our savers, as well as to increased sustainability in general, within the framework 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 14). 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.

Traditional insurance – security and long-term return on investment combined (cont.)

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.



Investing long-term in transition

Tomas Flodén, Head of AMF’s asset management and CEO of AMF Fonder, explains why AMF has chosen to invest in companies that are transitioning.



Why does AMF invest in transition companies?

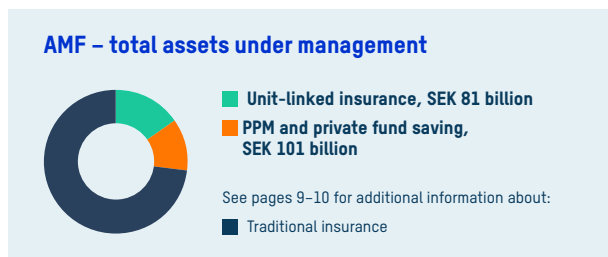
“Our principal task is to deliver a high, secure pension to our customers. We are convinced that companies need to adapt and to transition in order to meet the sustainability challenges of today and tomorrow, to remain competitive and to generate high returns for our savers. That is why we invest in companies we believe can achieve these goals in a decent manner.”

What role does AMF have to play in powering the companies’ sustainability work forward?

“As the third-largest active owner on the Stockholm Stock Exchange and a major owner of unlisted companies, we have the opportunity, the capacity and the will to apply long-term influence, supporting companies in their growth and transition trajectories. This opens the door to solid pensions, a competitive industry and more jobs. Providing capital, appointing Boards of Directors and maintaining a dialogue with companies to ensure that they can tackle the challenges facing society are what we consider to be the best contribution we can make to sustainable development.”

Unit-linked insurance and AMF Fonder – own fund choices for retirement

Pension saving via unit-linked insurance suits savers who want to invest their capital in funds. 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.



Nearly 400,000 customers have chosen unit-linked insurance for their retirement savings with us, representing a total of around SEK 81 billion (99). Most of the capital is invested in the entry-level solution, which we have termed the AMF Generation Portfolio. 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 funds (14 in total) from our subsidiary AMF Fonder, together with two externally managed funds specialising in markets not covered by the offerings from AMF Fonder.

AMF Fonder

AMF Fonder is tasked with offering funds with competitive returns and low fees. All 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 182 billion (228). Over the past three years, 8 out of 13 funds beat their benchmark index – and the overall average Morningstar rating, which measures risk level and return, was 3.8 out of a possible 5 in 2022. All AMF's equity and mixed funds charge a fee of 0.40 percent and all fixed-income funds a fee of 0.10 percent. This is highly competitive com-

pared 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. All AMF funds maintain a high level of sustainability, and in a majority of the funds a number of sustainability characteristics have been identified that the fund is tasked with promoting. The average sustainability of the funds was rated 4.4 out of a possible 5 by Morningstar. All AMF's funds are "Article 8", which means light-green products according to the pan-EU Disclosure Regulation. For more information about the sustainability work of AMF Fonder, see page 15 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 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's 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 the fund management company to sign and publish a Sustainability Profile for the fund in question.

Premium pension savings

Via AMF Fonder, AMF offers savings options in the PPM (Swedish Premium Pension Authority) premium pension system. The total value of these savings options amounts to around SEK 76 billion. Eleven of AMF's funds are options in the PPM system.

Our entry-level solution: The AMF Generation Portfolio

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

Fund offering in unit-linked insurance	Morningstar (max. 5)	Morningstar sustainability rating (max. 5)	Management fee, discounted, % ¹⁾
AMF Asia Pacific Equities Fund	4	5	0.30
AMF European Equities Fund	4	4	0.30
AMF Global Equities Fund	5	4	0.20
AMF North American Equities Fund	5	4	0.30
AMF Small Companies Equities Fund	3	3	0.30
AMF Swedish Equities Fund	2	4	0.20
AMF Emerging Markets Equities Fund	3	5	0.25
AMF World Equities Fund	3	5	0.35
AMF Balanced Fund	4	5	0.35
AMF Corporate Bond Fund	4	5	0.10
AMF Fixed-Interest Fund Short	²⁾	²⁾	0.10
AMF Fixed-Income Fund Long	5	4	0.10
AMF Fixed-Income Fund Mixed	²⁾	5	0.10
Average rating	3.8	4.4	
Swedbank Robur Östeuropafond A	²⁾	5	³⁾
Vanguard Japan Index	3	3	0.16
Average rating	3.0	4.0	

¹⁾ Unit-linked insurance SAF-L0

²⁾ No Morningstar rating

³⁾ Not an option within SAF-L0

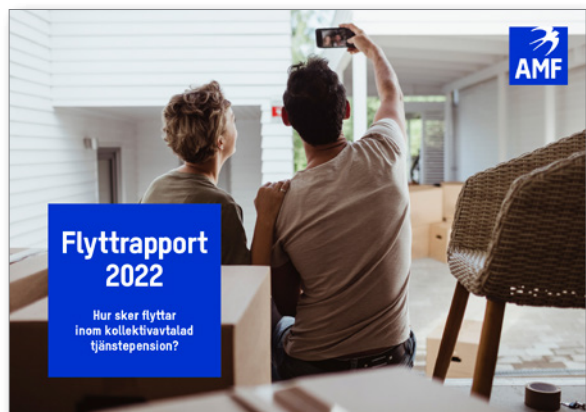
Pensions on the customer's terms

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 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, mainly 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.

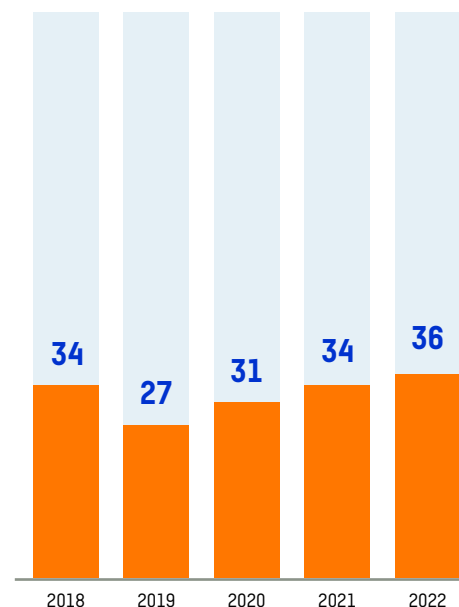
Our investigations reveal a recurring problem with many people transferring their occupational pension, or having their occupational pension transferred, without their being aware of it. At the same time, more and more people are finding themselves in a savings situation that does not match their stated preferences, and a clear majority want access to more information before making a move, so that their decision to do so is better informed. Almost a third are unaware that their occupational pension has been transferred. Likewise, one saver in four who has moved from an occupational pension to unit-linked insurance states that he/she would prefer traditional insurance instead.

In connection with the launch of our Transfer Report and with a view to raising awareness and boosting consumer protection, we suggested requiring additional confirmation involving e-identification for transfers of occupational pensions, and tabled a proposal for the form objective comparisons between collectively agreed occupational pensions could take.

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

Customers unaware that their occupational pension has been transferred (percent)



Between 21 August and 22 September 2022, 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 2022.

Pension on the customer's terms (cont.)

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.

We are also affiliated to the *minPension* (myPension) service, which has around four 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 easily to produce a personal pension and withdrawal plan. Features include calculation and simulation of the effect 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. 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 in-house 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 300 per year for traditional insurance. The corresponding charge cap for the PA 16, KAP-KL and ITP areas is SEK 600 per year.



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. This target was not achieved, as the proportion of unaware transferers increased from 34% to 36%.
- 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.

“ Almost a third of savers are unaware that their occupational pension has been transferred.

Sustainability Report

Sustainability is an integrated part of our strategy and our work in this field goes hand in hand with our commitment to generating solid returns for our savers, keeping fees low and operating as a responsible company. 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 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.

Page 17: Climate

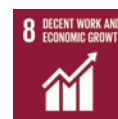
Ambition: All AMF's activities, including investment activities, are to align with the Paris Agreement.



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 702,000 tonnes of CO ₂ -equivalents in 2022, 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 2022, we worked with a structured advocacy policy for 19 of the 20 companies with the highest carbon emissions. One company was sold off before a dialogue could be conducted.
The carbon footprint of the companies in our portfolio is to be reduced by 25 percent between 2019 and 2025.	We will be following up on our carbon footprint at the end of 2025.
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 significant influence, 36 have set climate targets in line with the Paris Agreement, and 45 report their climate footprint.

Page 25: Business ethics

Ambition: 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.



SHORT-TERM	Comments
All working groups are to conduct a review of AMF's expectations regarding business ethics at least every other year.	In 2022, AMF conducted a review of all working groups.
Business ethics form part of every introduction programme for new employees.	In 2022 AMF completed two introduction programmes for new employees.
All major suppliers are to ratify AMF's Code of Conduct.	All AMF's major suppliers have ratified AMF's Code of Conduct.
We monitor the ten largest suppliers from the perspective of sustainability on an annual basis.	Follow-up was performed in 2022.
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.

Page 26: Diversity

Ambition: 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 establishing an equal gender balance.



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.
By 2022, the number of gender-balanced working groups in-house is to increase by 25 percent compared to 2018.	The number of gender-balanced working groups has, in principle, remained unchanged during the period.
The under-represented gender is to comprise one third of final candidates on recruitment to working groups with an uneven gender mix.	During the year, we carried out 35 recruitments to groups with an uneven gender distribution, and in 20 processes the final short-lists featured candidates of both genders. In nine cases, the position was offered to a candidate of the under-represented gender.
All Boards of Directors where AMF is represented in the Nomination Committee are to be gender-balanced.	Of the 42 companies where we are represented in the Nomination Committee, 32 have a gender-balanced Board of Directors.

AMF and the UN's 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

A key aspect of what we at AMF can do to help bring about a sustainable society is linked to how and where we invest our savers' pension capital. We invest in companies that take a conscious approach to sustainability work, as well as in companies that are developing solutions to tackle the societal challenges we are facing. We also work to ensure that companies in which we have significant influence set climate targets in line with the Paris Agreement and report their carbon footprint.



WE INFLUENCE As investors and shareholders, we have the opportunity to influence both companies and industries to adopt a more sustainable direction. We do this within the framework of our ownership role, and by cooperating with other investors, both globally and in Sweden.

We maintain direct dialogue Together, AMF and AMF Fonder are major owners in many Swedish companies. As such we are represented on Nomination Committees in 42 (35) listed Swedish companies. AMF is also a full or partial owner of – and partner in – a number of unlisted companies, which puts us in a position to influence the business 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. In this way, we communicate our expectations regarding the companies' development and sustainability work on an ongoing basis. Our portfolio companies are also increasingly initiating their own dialogues, in order to ensure that the work they do is in line with what we as long-term owners want to see. During the year, we continued to focus our sustainability work on adaptation to the climate transition, gender equality on Boards and in management teams, as well as decent working conditions and human rights.

We vote We vote at all shareholders' meetings connected to the Swedish holdings in our traditional insurance, as well as at a selection of shareholder meetings' connected to the Swedish holdings in our own funds. This involved a total of 100 shareholders' meetings and eight extra meetings during the year. We also vote, by proxy, at the shareholders' meetings connected to our non-Swedish holdings. In 2021/2022 AMF voted according to a policy which, in addition to focusing on general governance issues, also took into account principles of sustainable business and international standards and conventions on, for example, workers' rights that AMF endorses. AMF also has an overall climate focus in line with our climate policy and targets, which guides how we vote. For example, through our proxy voting in 25 companies in the traditional portfolio, we chose to vote against

the management, citing our stated climate-related agenda items. In 2022, we voted at 471 foreign shareholders' meetings connected to the holdings in our traditional insurance. In the case of the foreign holdings in our own funds, we voted at 76 shareholders' meetings in 2022.

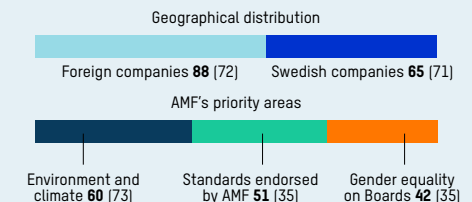
We work with other investors We participate in a number of sector partnerships whose aim is to encourage companies to improve their work in the field of sustainability because we believe that, together, we can make a bigger difference. This is particularly relevant in the context of our foreign holdings, 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 and to developing methods and objectives for achieving this. AMF participated in working groups on policy development and advocacy activities. Over the past year, we and the other Swedish members launched a research-based series of talks centred on sustainability, the transition of the business community, and how the financial sector can best contribute to same. The group assembled consists of 20 people from selected societal functions. The objective of the series is to disseminate our shared knowledge around the status of research, to boost insight into each other's toolboxes, and to identify strong ways of working together going forward.
- Climate Action 100+, an association of over 700 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.
- In the context of shared investor initiatives, we have supported external advocacy on the issue of child labour in cocoa production, as well as on modern slavery, i.e. work under

slave-like conditions. During the year, AMF also joined the advocacy initiative Human Rights Accelerator, which focuses on enterprises and human rights in specific sectors.

- Swedish Investors for Sustainable Development is a network of Swedish investors and asset managers focusing on the exchange of experience and learning with regard to investments and the UN's Sustainable Development Goals (Agenda 2030).
- The Sustainable Value Creation Network, which brings together the 16 largest institutional owners on the Stockholm Stock Exchange. During the year, the emphasis here was on the businesses' follow-up on, handling and reporting of Scope 3 emissions (indirect climate emissions), the importance of securing human rights and slowing down the loss of biodiversity.

AMF's advocacy dialogues in 2022, 153 [143]



In addition to this, AMF has participated in the Investors Policy Dialogue on Deforestation (IPDD) Initiative.

The sustainability work in our traditional insurance and the majority of our own funds promotes a number of sustainability-related issues, based on the terms and conditions of the product:

- Transition to lower carbon emissions, page 17.
- Sustainability focus at the companies in which we invest, page 16.
- Gender-balanced Boards of Directors where AMF is represented on the Nomination Committee, page 27.

Sustainability in asset and fund management, (cont.)



WE OPT IN

We engage in active management, meaning that we ourselves select the companies or securities to invest in on the basis of our judgement as to expected returns and risk. In terms of sustainability, we follow the following principle for investments in shares and corporate credits:

- We invest in companies that take a focused approach to working with sustainability because we believe these companies have greater potential for good long-term returns at lower risk.

At the same time, our managers in both traditional insurance and fund management can invest in companies that do not have a developed sustainability work, but only if the company has a clear strategy to improve. We monitor holdings in such companies at least annually to ensure that the level of sustainability is improving at the pace we desire. This is an important part of our work where we, as a long-term investor, can contribute to transition and change.

Through our work of selecting companies with a conscious sustainability focus, the level of sustainability in our shareholdings and corporate credits is generally higher than in an average portfolio. Our funds score an average of 4.4 sustainability globes from Morningstar out of a possible 5, which is a good rating for our work on sustainability.



WE OPT OUT

We apply certain fundamental criteria regarding which companies we do not want to invest in, based on our values or because the risk is considered too high. These criteria apply to all investments in our traditional insurance and in our own funds.

- We do not invest in companies 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.
- We do not invest in companies involved in the manufacture or distribution of controversial weapons (anti-personnel mines, cluster munitions, chemical, biological and nuclear weapons).
- Nor do we invest in companies where coal extraction represents more than five percent of sales.
- We take a restrictive approach with regard to investments in companies in industries with a high climate impact. In such industries, for example the energy sector, we seek to invest in companies with a lower carbon footprint than others, provided that they otherwise operate a focused sustainability policy.
- AMF Fonder has further specific exclusion criteria for its funds as regards tobacco, pornography and commercial gaming activities (gambling). Four funds have completely excluded fossil fuels. For additional information, see the funds' annual reports for 2022.

With regard to listed shares and corporate credits, we check our sustainability limits daily.

Every quarter, we conduct an internal review of all investments to ensure that the companies are in compliance with the standards and principles that AMF endorses. The same examination is performed twice a year via an external party. If a portfolio company has been found to be acting in breach of these standards and principles, we first contact the company to be informed of their action plan. If we do not consider the action plan to be satisfactory, and we estimate that we cannot influence the company in the right direction, either solely or in partnership with other investments, then we discontinue the holding. In 2022, we identified 0 (0) holdings that were in breach of international standards.

In the traditional portfolio, all listed shares and corporate bonds are subject to the sustainability follow-up procedures described above. At the turn of the year, such shares and bonds accounted for 48 percent of the traditional portfolio. For the equity funds, where 100 percent of the investments comprise listed shares, all investments are subject to such follow-ups. They likewise apply to 100 percent 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 our criteria.

AMF products promote sustainability

AMF's traditional pension insurance products promote sustainability, and the same applies in all our own funds. Suzanna Eckerhall, Sustainability Officer, explains:



What does it mean that AMF products promote sustainability?

"There are regulations within the EU that require companies which supply financial products to report on whether they take sustainability into consideration, and how they do so. At AMF, promoting

sustainability means that sustainability is an integral part of the work we do to generate solid, long-term returns for our savers, keeping costs low and operating as a responsible company."

Can you explain a little further?

"Our principal task is to generate solid returns for our savers. Our commitment to integrating sustainability into our investment decisions is an important part of this, because it is one way to make sure that we invest in companies with the potential to be profitable in the long term. We focus in particular on a number of sustainability issues in our work. It is a question both of investing in companies that work consciously with sustainability and which incorporate sustainability considerations, and of our working to ensure that the companies we invest in are transitioning towards lower carbon emissions. We also advocate for gender-equal Boards of Directors at those companies where we have significant influence, because we consider diversity in the Board of Directors to be a precondition for the capacity of the company to remain competitive in the long term."

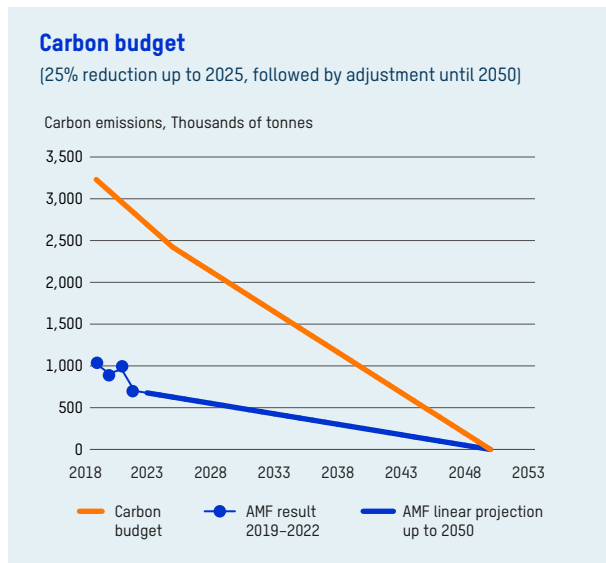
Why is that important?

"Fundamentally, it has to do with the fact that we believe that a company which works actively with sustainability is better placed to generate strong returns in the long term. As a major owner and investor, AMF has both an opportunity and a responsibility to contribute to a sustainable transition. Which companies we choose to invest in, how we influence the companies we own, and how we act as a company all play a major role. It is a large and important responsibility.

Climate: Towards net-zero emissions in 2050

We support the Paris Agreement with a clear goal of ensuring that taken together, our investments will show net-zero emissions by 2050. In order to achieve this goal, we are working with specific activities that contribute to change in the short term. As a part of this work, we have a carbon budget and we are striving to ensure that, on average, our portfolio companies reduce their emissions by 25 percent by 2025.

In order to achieve the goals set out in the Paris Agreement, the entire business community needs to transition, with all sectors adapting to new conditions. At the same time, innovations and new technologies have to be developed that will facilitate the transition of the business community. As long-term investors, we have a key role to play in powering change in those companies in which we invest. Our long-term approach, combined with financial muscle, puts us in a position to support them in their transition trajectory. In order to do this, we want to see that the companies have a credible transition plan, and that they are implementing tangible changes in the short term, too.



Short-term targets show the way

The climate issue is a key part of our sustainability policy. In 2020, we established clear climate targets for our traditional insurance products. These targets follow the structure set out in the framework of the Net-Zero Asset Owner Alliance, which was prepared precisely to ensure that emission reductions in the portfolio are achieved at the rate required to ensure we are aligned with the goals of the Paris Agreement. At the same time, we have adapted the wording of the targets on the basis of what we consider to be best for our savers, as well as for our conditions with regard to making an effective contribution to the transition.

AMF has a carbon budget intended to clarify how we are to reach our long-term goal of net-zero emissions in 2050. The carbon budget is a tool that enables us both to measure and to govern the portfolio such that the total emissions in our holdings actually decrease over time at the pace required. The budget allows our asset management to act within a range of values and to invest both in companies that are good at adapting their operations, and in enterprises that deliver solutions to climate challenges in the form of renewable energy or new innovations. This freedom to act is important to our capacity to help drive the transition of the business community. With this model, the carbon emissions in our portfolio may vary going forward, but they must always align with our long-term ambition and remain within the room for manoeuvre allowed by the budget.

Over the past year, total absolute emissions decreased and are well below the budget figures. This reduction was largely attributable to the fact that the share of equities is relatively lower than at the turn of the last year, which can be explained by declining markets and by our decision to reduce the share of equities. That said, the total emissions linked to the portfolio

AMF's CLIMATE GOALS

We apply a climate budget and structured advocacy work to govern our operations.

- We have a carbon budget intended to decrease by 25 percent between 2019 and 2025, i.e. at a pace that aligns with the Paris Agreement. The objective is to ensure a trajectory towards net-zero emissions in 2050.
- We are to have a structured advocacy policy for the 20 companies with the highest carbon emissions in our portfolio. The aim of this advocacy work is to reduce the climate footprint of the companies in line with the intentions behind the Paris Agreement. Our advocacy work extends beyond these companies, but the aim of this goal is to ensure that these 20 are included in our advocacy work.

We have clear expectations of the companies we invest in.

- Our aim is for all companies in which we have major influence to report their climate footprint and set climate goals in line with the intentions of the Paris Agreement. This includes companies where we participate in the work of the Nomination Committee, as well as our direct investments in real estate and infrastructure companies.
- Our aim is for carbon emissions from all our portfolio companies to show an average rate of reduction equivalent to 25 percent or more from 2019 to 2025, as one aspect of the goal of achieving net-zero emissions by 2050.

CLIMATE A KEY ASPECT OF OUR SUSTAINABILITY POLICY

Our climate goals are underpinned by our sustainability policy.

- We take the climate aspect into account in our investment decisions, not only to be aware of our impact on the climate, but also to understand the impact of the climate transition on our investments.
- Our aim is to invest for real change, not to achieve short-term effects in our portfolio.
- We are to strive to invest in companies that actively contribute to the transition of society to lower carbon emissions.
- We are selective in sectors with high emissions. If we do invest in these sectors, the companies we select must show a low climate footprint relative to others in the same industry.
- We are to avoid investments in companies where the mining of thermal coal accounts for more than five percent of the company's sales.

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

// You can view the carbon budget as a tool that enables us both to measure and to govern the portfolio such that the total emissions in our holdings actually decrease over time and at the pace required for us to reach our goal.

have actually decreased – even adjusted for the reduced share of equities.

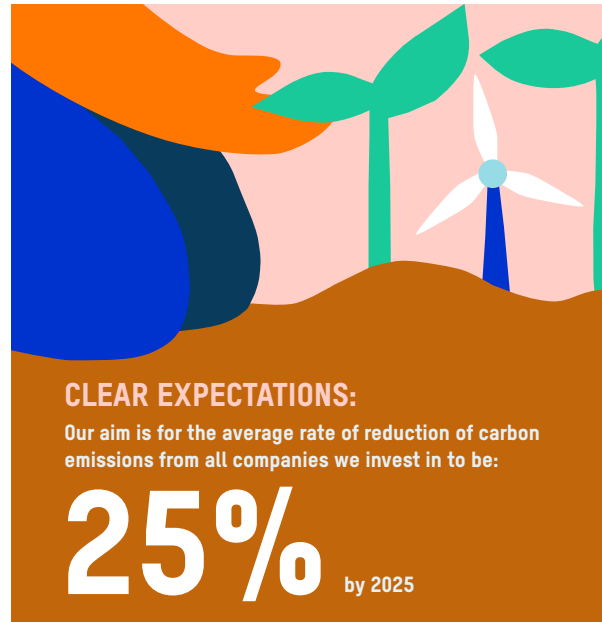
Reduction in emissions at our portfolio companies

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. We therefore clearly expect that the average rate of reduction of carbon emissions from all companies we invest in will be 25 percent in the run-up to 2025. The carbon intensity in our listed shares, expressed as emissions in relation to the companies' sales, has fallen by almost 50 percent since 2019.

One of our stated goals is to operate structured advocacy work for the 20 companies that are responsible for the highest absolute carbon emissions in our portfolio, because we are committed to encouraging them to reduce their climate footprint in line with the Paris Agreement. Over the past year, we have carried out advocacy work of this kind at 19 of the 20 companies, as we sold our holding in one company before a dialogue could be held. We are also working actively to ensure that all companies in which we have significant influence set climate goals in line with the Paris Agreement, and that they report their climate footprint. This includes companies where we participate in the work of the Nomination Committee, as well as our direct investments in real estate and infrastructure companies. As many as 36 of the 50 companies in which we have a major influence have set climate targets in line with the Paris Agreement, and 45 of them report their climate footprint (Scope 1 and 2 emissions).

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 we invest in to be included in the carbon budget. At present, however, we



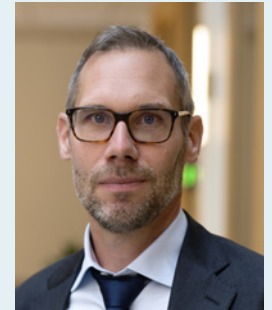
can only follow up on what are known as “direct emissions” (Scope 1 and Scope 2) for listed shares, listed corporate credits and directly owned real estate. In total, absolute emissions from these asset classes amounted to 702,000 tonnes. For additional information, see page 34 (Table H1). The long-term ambition of net-zero emissions in 2050 requires that we have access to better data and calculation methods, and this applies to our entire industry. We are participating in the ongoing method development work, with the objective of being able to develop and improve our carbon budget. Companies' reporting of emissions is also improving, which will improve our opportunities to measure emissions in our portfolio.

Climate goals in line with the Paris Agreement

Magnus Jonasson, Head of Allocations, reveals more about our carbon budget and its purpose.

Why has AMF introduced a carbon budget for its portfolio?

“The carbon budget is one way to clarify how we at AMF are to reach our long-term goal of achieving net-zero emissions in 2050. You can view the carbon budget as a tool that enables us both to measure and to govern the portfolio such that the total emissions in our holdings actually decrease over time at the pace required for us to reach our goal.”



Why is it so important for AMF to reach net zero?

“From our perspective, it's only natural that we should support both the Paris Agreement and Sweden's climate goals, and that we should contribute where we can to the necessary transition to lower carbon emissions that society needs to make. Investing in companies that are transitioning their operations towards lower emissions is also a way for us to make sure that we invest in companies that will remain competitive and profitable in the long term. Briefly put, it's a question of generating solid returns for our savers at the same time as acting as a responsible company.”

So how's it going? Is AMF staying within budget?

“Yes, we're currently well below the limit set out in our budget, largely thanks to having a structured approach to working with climate issues. For example, we invest in companies that are working actively with their transition, and we are supporting them in this work. We also actively deselect companies that do not have a credible transition plan. Moreover, we are cautious about investing in companies active in high-emission sectors such as the energy sector. In other words, we have already implemented a range of climate-related measures that are generating results. That said, we need to make sure that we stay on course – which is why we have implemented the budget, as well as a number of short-term goals we are to have fulfilled by 2025.”

Climate: Reporting on 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 mission to our savers to generate high, long-term yield, 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. Our starting point here is an analysis of how traditional insurance as a whole is managed, although climate risks naturally also 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 climate change 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 48 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 climate change 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. Within the scope of the annual risk assessment (ORSA – Own Risk and Solvency Assessment), the Board evaluates and assesses the impact of climate risks on our ability to generate good 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 is responsible for taking climate risks into account in investments, on the basis of the risk assessment, proposed measures and AMF's appetite for risk. The asset management also 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. Both the Board and the management receive quarterly reports on the outcome of our work in relation to our climate-related goals.

AMF's governance of the sustainability work is described in more detail on page 28.

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 carbon budget that is designed to implement a 25 percent cut between 2019 and 2025, and which must not be exceeded. We supplement this carbon budget with specific targets and activities in the short term. For example, we are working to ensure that all companies in which we have significant influence report their climate footprint, and that they also set climate targets in line with the objectives of the Paris Agreement. We also apply

structured advocacy to the 20 companies in our portfolio with the highest emissions, with the goal of encouraging them to reduce their climate footprint in line the Paris Agreement.

Our strategy regarding the work with climate risks in the investment portfolio over the next few years is to improve our understanding of how the portfolio companies and the investment portfolio are affected by the climate transition. We are likewise continuing to focus on climate issues in our ownership work, with the objective of ensuring that the companies maintain sufficient strategic focus on climate issues, and that they are transparent about how they work with it.

Risk management

Our risk management focuses on managing the risk of changes in the value of the portfolio companies resulting from climate risks. We do this to a large extent 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 – where necessary – dealing with the short- and long-term challenges that climate change 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 activities and our climate policy at least twice a year.

Over the past year, we have clarified our expectations regarding how the companies we invest in 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 request that these companies implement and report climate risk assessments in the same way as other sustainability and climate-related reporting, where necessary. We have also continued to share experience with companies and

Climate: Reporting on climate risks (cont.)

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, opting out and advocacy, see page 16. Moreover, we work with other investors in order to influence companies to adapt their operations in line with the aims of the Paris Agreement.

Metrics and targets

Our climate targets are set out on page 17. There are no areas of conflict between objectives in our remuneration policy and in our climate goals, as we do not offer variable remuneration in asset management or in any other parts of the business. We report carbon emissions for listed shares, listed corporate credits and properties in Notes H1 and H2, pages 34 and 35. 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

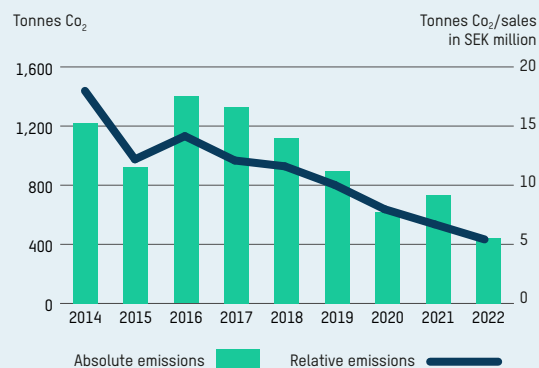
An analysis of carbon emissions from traditional insurance activities reveals that the absolute carbon emissions decreased in comparison with 2021. Emissions in the portfolio are well below the target figures stated in our carbon budget. This reduction is largely attributable to the fact that the share of equities is relatively lower than at the turn of the last year on account of both declining markets and AMF's decision actively to reduce the share of equities. Total emissions linked to the portfolio have, however, decreased – even adjusted for the reduced share of equities.

Another measure for carbon footprint is the “carbon intensity”, i.e. carbon emissions in relation to the companies' sales. The carbon intensities in listed shares and properties were 5.0 and 3.9 tonnes of CO₂e, respectively, per SEK million in sales. Our calculations show that the intensities decreased in relation to the previous year, and that the footprint from shareholdings is significantly lower than the corresponding market index.

Funds

AMF Fonder does not report in line with TCFD recommendations for its funds, but manages climate risks primarily via the goal that the carbon intensity for all funds is to be lower than the corresponding broad market index, as well as through the methods of opting in, opting out and advocacy. In 2022 the absolute emissions from the funds' holdings of listed shares and corporate credits decreased slightly. The carbon intensity of most funds decreased during the year, and was also lower than the benchmark index.

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 mission, even if climate-related risks should materialise.

Transition risk

Over the past two years, AMF has completed 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 was conducted using the PACTA (Paris Agreement Capital Transition Assessment) tool, which helps estimate how large a share of the portfolio is invested in businesses that emit large amounts of carbon dioxide – so called “climate-relevant sectors”. It is estimated that these sectors account for around 80 percent 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 assesses the compatibility of the investments with various climate scenarios at the end of the period.

As of the end of December 2022, the tool indicated that eleven percent of the shares and seven percent of the fixed income securities that the tool was able to match constituted investments in climate-relevant sectors. In total, these investments account for slightly more than three percent of AMF's total investment portfolio. Alternative assets and unlisted shares are not included in the analysis. The result indicates that the companies in high emissions sectors in which AMF has invested in are better suited to a transition than the sectors as a whole. That said, 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 participated in the EIOPA climate stress test in 2022. The EIOPA scenario is built on a materialisation of transition risk through what is known as a “disorderly transition”. The test describes the disorderly transition as an effect of a lack of political solutions to reduce emissions in the immediate future, whereby a situation arises in which carbon emissions have to be cut drastically and quickly. This results in significant increases in the price of emissions over the coming ten years, which, in the test, has a direct impact on the balance sheet but which in practice would correspond to the development on the financial markets during the first three years after the price of emissions was increased. The result of the exercise indicates that in such a situation, AMF would experience a major effect on returns, in that the traditional insurance asset portfolio would fall in value by slightly more than ten percent, but AMF's solvency would remain solid.

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 currently produce 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. However, scenarios now exist that can be used to assess how different regions and areas may be physically affected by different rises in temperature, and work is under way to combine this new knowledge with data concerning where a company's activities are located. AMF is monitoring the work, and will continue to focus on analysing the physical climate risks in the portfolio.

Summary assessment

Our work to assess climate risk requires 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 transition risks. 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. Nevertheless, we consider our risk management regarding climate risks – in combination with AMF's composition of investment assets and strong solvency – to put us in a good position to deliver on our mission, 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.

Climate: AMF Fastigheter's environmental initiatives

Our wholly owned subsidiary AMF Fastigheter, which manages properties corresponding to around 15 percent of the market value of AMF's traditional insurance, has a solid commitment to sustainability work, in which climate and environmental issues play a key role. AMF Fastigheter's activities are governed on the basis of climate targets approved according to Science Based Targets. By continuously working with lifecycle issues, AMF Fastigheter is contributing to the conservation of resources and materials.

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

AMF Fastigheter's climate goals

At the end of 2019, AMF Fastigheter ratified the Science Based Targets initiative (SBTi), thus undertaking to prepare scientifically based climate targets. A key part of the work had to do with 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 percent, and to cut Scope 3 emissions by 67 percent per square metre, based on 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.

During the year, AMF Fastigheter has continued the work to analyse its property holdings on the basis of the criteria set out in the EU Taxonomy. The EU Taxonomy is a classification system designed to establish common criteria for environmentally sustainable economic activities, and to help investors identify and compare environmentally sustainable investments.

Environmentally certified properties

By environmentally certifying properties, AMF Fastigheter makes it easier to assess 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, 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 currently has 80 percent of its property holdings certified, and the goal is to reach 100 percent in 2023.

AMF Fastigheter's work on climate risks

Over the past year, AMF Fastigheter has analysed the physical climate risks regarding its property holdings. The findings will be used in the ongoing work on climate adaptation and reporting in accordance with TCFD. In the second phase, an action plan and suggestions for measures will be prepared for the risks identified, with a view to securing properties, businesses and tenants in the portfolio against the consequences of climate change.



Climate: AMF Fastigheter's environmental initiatives, (cont.)

Fossil-free energy

The AMF Group mainly uses electricity, heating and cooling from fossil-free energy sources to the extent of 98.8 percent 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. Total carbon emissions have, however, increased during the year, largely because Stockholm Exergi was obliged to utilise more fossil fuels to balance the electricity grid in Stockholm. The suppliers climate-offset the emissions produced.

The AMF Group only buys renewable electricity bearing the Good Environmental Choice label, and AMF Fastigheter has currently installed solar PV panels on 18 properties, generating a total of 800 MWh. This is equivalent to the energy consumption of 44 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 has been to achieve an energy performance of 84 kWh/m² in 2022, i.e. a 14 percent reduction in relation to the baseline year, 2019.

Despite the fact that tenants have requested extended operating hours, which naturally increases energy utilisation, the energy-efficiency projects that AMF Fastigheter completed made it possible to achieve the stated goals for 2022. Total energy utilisation amounted to 80 (82) kWh/m², which translates into a 19 percent reduction compared with 2019. Over the course of 2022, a new goal was prepared for the period 2023–25, which entails AMF achieving a further reduction of 14 percent, which translates into an energy performance of 69 kWh/m² by 2025.

AMF Fastigheter is involved in a working relationship with Vattenfall centred on frequency regulation. Briefly put, frequency regulation makes it possible for electricity consumers to contribute to the stability of the power grid by periodically reducing their own electricity consumption. By signing up for

what is known as the FCR market, AMF Fastigheter will help assure a more stable power grid and support the use of fossil-free electricity in Sweden.

Consumption of materials

In new builds, redevelopments and extensions, AMF Fastigheter seeks as far as possible to use materials that are accepted in the *Byggsvarubedömningen* system, an established system for the environmental assessment of building materials. AMF Fastigheter is also working to promote increased recycling and to achieve a higher proportion of reuse of building materials, instead of demolishing glass partitions, walls, fixtures and fittings when a new tenant takes up occupancy, for example. During the year, AMF Fastigheter also joined the CCBuild network, which is the Construction and Property Sector's shared arena for circular construction, where operators have the opportunity to meet and work together in areas such as reuse and circular material flows in the context of construction, demolition and administration.

Waste management

Operations generate waste above all during construction projects and in the course of property management. In construction projects, AMF Fastigheter requires construction and demolition waste to be sorted and dealt with according to an approved waste management plan, and requests reports on waste volumes. Construction and demolition waste is to be sorted and dealt with in accordance with guidelines from the Swedish Construction Federation. Total waste from construction projects completed during the year was 2,709 (431) tonnes. The increase is attributable to the fact that two major projects were completed in 2022.

The waste generated during the operation of the property and as a result of the tenants' activities increased during the year to 6,916 (5,039) tonnes, largely due to the fact that many tenants recommenced working in their offices.

96 (99) percent of the total volume of waste is reused or recycled in some form, for example as energy.

Water consumption

AMF Fastigheter measures water consumption at all its properties. Over the course of 2022, water consumption increased by 28 percent compared to 2021. This can largely be explained by the fact that several restaurants have been established in our properties, and that existing offices and restaurants have experienced more normal business and staffing compared to the pandemic year of 2021.

See Notes H6–H10 on page 37 for figures concerning AMF Fastigheter's climate activities.

Climate: Internal environmental and climate initiatives

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

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 and we also reuse furniture. We follow up on – and adjust – the purchases that have an impact on the environment on an annual basis. Suppliers to the office use fossil-free transport solutions. We have *Kranmärkt* ("tap-labelled") our office, which means that we only serve tap water and avoid disposables as far as possible. We have completely stopped using waste bins at desks and have instead installed shared waste collection points. The recycling of paper towels was introduced in 2020, which helped reduce emissions of CO₂ from the use of paper towels by 40 percent. Our cleaning services provider is Nordic Swan eco-labelled and we require our purchases of coffee, food and fruit to be organic as far as possible. Our computers are reused or recycled 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.



We have previously introduced presence-controlled ventilation and lighting in our offices. During conversions and day-to-day maintenance, we endeavour to use materials that are accepted under the *Byggsvarubedömningen* (building materials assessment) scheme. We are also working on making a contribution to increasing the reuse of materials.

Over the year, we continued our work to increase our understanding of the climate impact of our purchases. We have previously prepared "Sustainability Requirements, IT", which set out more detailed requirements on energy consumption in data halls. They also require our suppliers to have a process for safe, environmentally correct take-back of IT equipment, including feedback.

AMF is also working actively with health-promoting measures with a view to inspiring more employees to choose an active lifestyle. Teaming up with partners such as AFA Försäkringar we have, for instance, renovated and improved the communal keep-fit facility. We have company bicycles for local business journeys, and facilities that make cycling to and from the office easier. Today, around 25 percent of all AMF employees cycle to and from work. In order to encourage cycle commuting, and to make everyday life a little easier, we have reduced the number of parking spaces for cars so as to make more room for cycle parking. We have also installed charger points for electric bicycles. Our employees are offered annual bicycle servicing. Charging points for electric vehicles were installed in the garage in 2019. AMF does not offer company cars.

Business travel: Carbon emissions from our business travel increased in comparison with the preceding year, and this can be attributed to a rise in work-related travel after the pandemic. Emissions totalled 37 (9) 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.

Paper consumption: In our own operations, paper consumption increased to 6 (2) kilos of paper per employee, corresponding to 3.0 (1.1) tonnes in total. This is attributable to increased use of printers and other paper products at the office. This is only a small figure, however, compared to the 45 tonnes (45) 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.

See Notes H11–H12 on page 38 for figures on outcomes regarding our in-house environmental work.

Internal commitment to sustainability

During the autumn, we organised a special Sustainability Week, whose purpose was to give our employees the opportunity to expand and deepen their knowledge about sustainability, and about how AMF and AMF's portfolio companies work with the issue. All employees were given the opportunity to participate in interesting seminars, and we also organised specific activities during the week to call attention to what we all, as individuals, can do to make a contribution.

During the year, the Sustainability Managers have also completed training in sustainability and sustainability regulations for Board members and employees. The Board of Directors has also provided regular updates about the work with sustainability over the course of the year.

Business ethics and responsible conduct

Acting responsibly and maintaining a high standard in issues of business ethics constitutes a precondition for retaining trust as preferred 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.

Business ethics issues in own operations

Our in-house rules on business ethics issues 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, all working groups are to review and discuss our expectations regarding business ethics at least every two years.

AMF strives to maintain a culture distinguished by transparency, honesty and responsibility which, in turn, generates engagement, well-being and confidence. Employees should feel confident in highlighting both large and small matters that are not functioning correctly. AMF has a whistleblower system that employees, consultants and others can use to report irregularities on the basis of a clear process. Reports can be submitted openly or anonymously. In 2022, there were 0 (0) reports filed through the whistleblower channel.

Sustainability criteria in purchasing

An important part of our work with business ethics is a requirement on our suppliers to meet basic sustainability requirements. Our major suppliers are obliged to abide by our Code of Conduct, which requires them to commit to the principles of the UN

Purchasing categories

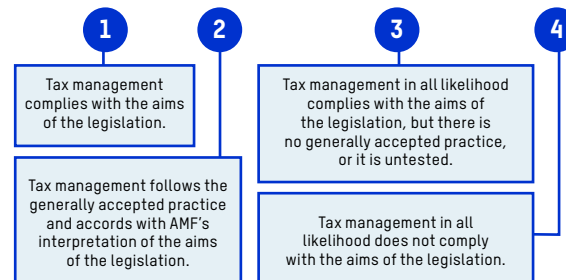
AMF and AMF Fonder's purchases consist primarily of IT and telephony services, research and transactions in asset management, marketing and pension management services.

AMF Fastigheter's purchases consist mostly of consultancy services in construction and management, as well as in energy and heating.

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 percent (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 likewise conduct a suitability assessment that includes creditworthiness, any tax liabilities and payment of social security contributions. We monitor compliance with the Code of Conduct via available external information. In the event of any suspected deviation, we contact the supplier to clarify any issues before deciding upon further action.

As a supplement to AMF's Code of Conduct, we have prepared 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 sustainability officer, and to submit a public sustainability report, climate reporting included. 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.

AMF's tax scale



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.

Our assessment is that all tax management in the Parent Company, AMF Fonder and AMF Fastigheter is conducted at level 1 or 2 on the tax scale (left). In 2022, AMF paid a total of SEK 696 million (1,034) in tax in the Group, above all 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 authority. Withholding tax is paid in the country where the holding is registered. See Note 10 – Tax, on page 79 for additional information about the estimated tax expense for the year.

In our investment activities, we are also to strive to ensure that our portfolio companies maintain a transparent and public tax policy, with appropriate follow-up.

Business ethics issues in our portfolio companies

It is of great importance to us that our portfolio companies comply with the principles of business ethics and act responsibly. According to our own assessment, all portfolio companies meet fundamental sustainability criteria in accordance with the principles of the UN Global Compact. During the year, we commenced a project to develop our methods for integrating social issues into our work. This may include both dialogues with specific companies and participation in relevant international advocacy initiatives.

Diversity

As we see it, work to improve diversity and to increase equality has to do with the right to be oneself and with the opportunity to benefit from available skills and experience. This applies in our own business and with regard to Boards of Directors and in management teams in the companies where we are major owners.

Diversity and equality in AMF's activities

To us, diversity means differences in background, competence and experience. We view diversity as an asset and a means of fulfilling our mission with regard to our customers and offering a decent workplace for our staff, by making us better able to develop our operations and solve problems on the basis of extra depth of experience and perspective. As an employer, we are to work to ensure that everyone has the same working conditions, equal rights and opportunities for development in the workplace. We strive to ensure that all employees are treated with respect and that our work environment is totally free from discrimination and victimisation.

Process to promote diversity

Given that unconscious behaviours can obstruct diversity, we have introduced a goal 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. It is still too early to assess the impact this input is having on diversity at AMF in general, but the activities are targeted at improving knowledge and in several cases they have focused attention on shortcomings with regard to various diversity factors in a working group. We are also training our managers in recruiting without prejudice.

Last spring, we organised a special diversity week in order to mark the European Diversity Month, which is celebrated in many parts of Europe. This is an annual activity that gives our employees the opportunity to find out more about how AMF works with diversity issues and to listen to interesting presentations. This year, our focus for the week was "building bridges" and inclusion.

Age

The age distribution at AMF is concentrated within the age categories 45–59 (43 percent) and 30–44 (39 percent). On that basis, increasing the proportion of employees below the age of 30 is regarded as desirable, in order to achieve a good spread of age categories. Over the past year, we have therefore launched two trainee programmes, one within AMF Fonder and one within IT. The trainee programmes are also a way to bring new skills into the organisation.

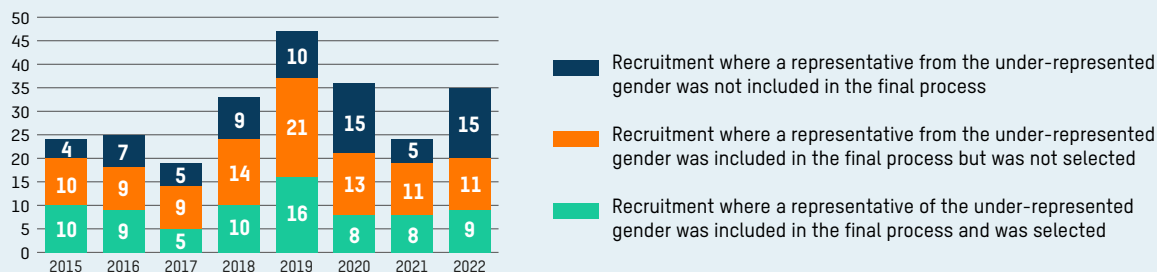
Even gender distribution

On the whole, AMF features an even gender distribution, with the exception of the Board of Directors of AMF Fastigheter (67 percent women). We can see that challenges remain at Group level, where distortions in gender distribution within different working groups are evident. 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. During the year, we carried out 35 recruitments to groups with an uneven gender distribution. In 20 recruitments, the shortlist featured candidates of both genders, and in nine cases the successful candidate was from the under-represented gender. In 2018, we set ourselves the goal of increasing the number of gender-balanced groups by 25 percent by 2022. We can state that we failed to achieve this goal, as a 25 percent increase would have entailed us having approximately 50 percent gender-balanced groups by the end of 2022. At 31 December, the share of gender-balanced groups was 37 percent, which is slightly below the 39 percent we recorded when we set the goal. As we consider this issue important, but can see that the focus on this goal has not produced the desired effect, we will be re-evaluating the goal for 2023.

As a part in our ongoing gender equality work, we have signed up for *Nyckeltalinstitutet's* Gender Equality Index (JÄMIX), which highlights important aspects of equality in an organisation with regard to working conditions, the working

Recruitment to professional categories with an uneven gender balance



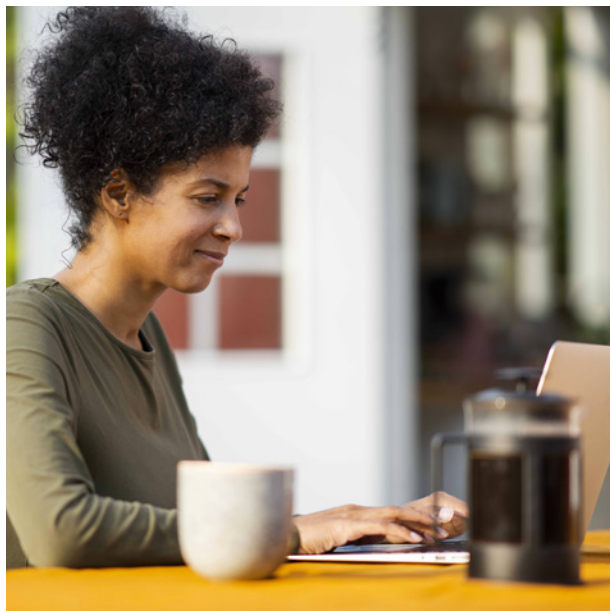
Within the Group, we conducted 35 recruitments to groups with gender imbalances during the year. In these 35 processes, we had final candidates of both genders in 20 recruitments, and in 9 cases a representative of the under-represented gender was hired.

Diversity (cont.)

environment and employment conditions. The results indicate that AMF features a high level of gender equality within the organisation and in comparison with the sector as a whole. We will use these results as the basis for our annual action plan on equal opportunities, which we are drawing up in consultation with the trades union. This should provide us with an analysis of which areas regarding equal working conditions, the working environment and employment conditions we can develop.

Pay differentials

Every year, we verify that no pay differentials exist within various occupational categories at AMF, where the possibility that such differentials are attributable to gender cannot be ruled out. In 2022 we identified no unjustified pay differentials for either women or men. On the other hand, 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. On average, women's pay is 80 percent of what men are paid, depending on the occupational category concerned. Overall, the level of these structural pay differentials remained unchanged in comparison with the previous year.

The highest total individual remuneration in 2022 was 11.2 (10.8) 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 1.3 times higher than the mean value for other employees. This information is based on the 2022 annual salary audit. No salary audit was performed in 2021.

Governance and other key performance indicators

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. AMF also has an action plan prepared annually and based on salary surveys, employee surveys and dialogues with trade union representatives. In addition to monitoring diversity and gender equality, we also follow up other key performance indicators in the area of HR, such as employee turnover, sick leave and internal employee mobility. We have worked for many years on improving development opportunities for employees, for example by facilitating internal mobility. Our aim is for at least 20 percent of all positions to be filled by internal applicants. We achieved this goal in 2022, with 21 percent (20) of all positions being filled by internal applicants. Staff turnover is at ten percent, which corresponds to 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 42 (35) in listed companies in 2022 – 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. We are therefore working to establish Boards with greater gender equality.

One indication of the Board's diversity is the ratio of women to men. We are striving 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 42 companies where we are represented in the Nomination Committee, 32 have a gender-balanced Board of Directors. On average, the distribution is 59/41 percent men/women, compared with the average on the Stockholm Stock Exchange of 65/35 percent.

See Notes H3–H5 on page 36 for figures on outcomes regarding our internal work on Diversity and Gender Equality.

Continued development of the working environment

During the year, we continued the work to adapt our way of working, our offices and our tools to the hybrid working life. We launched various digital initiatives designed to create a sense of community and opportunities for exchange between colleagues, and we have utilised employee surveys and discussions to assess how employees perceive the work situation. Our assessment is that the activity has functioned smoothly, and that at individual level we have become used to – and learned from – working exclusively remotely during the pandemic. We will continue to track and assess which adaptations are needed to ensure a good, efficient work situation for our employees.

Governance of sustainability work

Our sustainability work focuses on areas based on stakeholders' expectations and our own assessment of which issues are important to AMF. Our key stakeholders are customers, owners and other collective agreement parties, political decision-makers and employees. During the year, we conducted a survey containing questions on topics including sustainability and pensions. The survey was aimed at the general public and representatives of the pension industry with a view to understanding their perspective on and expectations to AMF's work. Over the past year, AMF has maintained a regular and active dialogue with stakeholders in order to capture their expectations.

The conclusion is that sustainability is important to many people, although it is often not the most important issue when it comes to pensions. The public also has little knowledge of how pension companies work on sustainability. At the same time, the view is expressed that pension companies need to take responsibility and handle sustainability issues effectively.

Organisation and governance of sustainability work

AMF's Board of Directors is ultimately responsible for AMF's sustainability work, which is based on the Board's rules on accountability and sustainability. These rules provide the framework for many of our other governing documents, such as investment guidelines, rules on AMF's offering, actuarial guidelines and rules on risk management, which are all subject to approval by the Board. The Board decides on the overarching direction of the sustainability work and monitors this quarterly.

In some cases, the Board gives the CEO a mandate to produce more detailed instructions for how the sustainability work is to take place 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. The Sustainability Council advises the CEO on issues of sustainability. 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 2022.

The Group's Sustainability Manager is responsible for supporting and coordinating our sustainability work, for ensuring

that employees and the Board of Directors receive information about and training in matters to do with sustainability, and for preparing issues for the Sustainability Council to address. The Sustainability Manager also bears overall responsibility for collating stakeholder opinions and expectations regarding sustainability work.

The business managers are responsible for ensuring that work on sustainability within the organisation is carried out in line with the overarching direction and objectives of the work.

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

We report on our sustainability work annually according to GRI Standards and the Swedish Annual Accounts Act. This reporting is reviewed by external auditors.

The Board's rules on accountability and sustainability

Briefly put, the Board's rules on responsibility and sustainability – which are available on our website – state that our employees must act responsibly, and we must strive to contribute to sustainable development in accordance with the UN Sustainable Development Goals and the objective of the Paris Agreement to limit global warming. AMF also complies with the principles of the UN Global Compact on Human Rights, Labour Law, the Environment and Anti-Corruption, the OECD Guidelines for Multinational Companies and the UN Principles for Responsible Investment. The Board's rules likewise stipulate that AMF must work to minimise risk in environmental issues, based on the Precautionary Principle. The rules are reviewed at least once a year. The same applies to the CEO's instructions on sustainability governance, which are based on the Board's rules.

The rules apply to all those who represent AMF and, on taking up employment, our employees undertake to comply with these and other rules. Employees receive information on AMF internal rules and the rules on accountability and sustainability when they join the Group and during introduction training. Employees are informed about sustainability work on an ongoing basis, for example through personnel meetings. The subsidiaries have their own internal rules, with additional regulations and instructions with a bearing on sustainability specific to their particular business.

Stakeholder group	Expectations of AMF as to sustainability	Dialogues/ Measurements
Customers	<ul style="list-style-type: none"> • Good and secure pension. • Simplicity in dealings with customers. • High level of accountability. • Sustainability in investment important to many. 	Customer service, customer survey, complaint function, user tests.
Owners and other collective and contractual partners.	<ul style="list-style-type: none"> • Active sustainability work that creates value for savers. • High level of accountability and good business ethics. 	Board meetings, other meetings with owners and partners, requirements in procurement and affiliations, surveys.
Decision makers/authorities	<ul style="list-style-type: none"> • Expectations primarily for sustainability work in investment activities. • High level of accountability and good business ethics. 	Reference groups, sector associations, meetings with representatives, surveys, media analysis.
Employees	<ul style="list-style-type: none"> • Skills development. • Work to increase diversity and gender equality. • Good work environment in general. 	Employee surveys, performance appraisals, dialogue with trade union representatives, Committee on Health and Safety at Work.
Other stakeholders	<ul style="list-style-type: none"> • Mainly regarding sustainable investments. • Transparency and information on sustainability work. 	Meetings with representatives, monitoring external environment.

Working relationship with other operators

AMF is a member of several organisations and associations in the pension and insurance industry. These include Insurance Sweden, the Swedish Investment Fund Association and Pensions Europe. 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, Climate Action 100+, the Swedish Institutional Owners Association and the Swedish networks Sustainable Value Creation, SWESIF (the Swedish Forum for Sustainable Investments), Swedish Investors for Sustainable Development 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). In addition, AMF has signed the Montreal Pledge on carbon footprint accounting.

About the Sustainability Report

This Sustainability Report summarises AMF's sustainability work in the calendar year 2022. The report has been prepared in accordance with GRI Standards 2021.

AMF is an occupational pensions company that operates in the Swedish market and is owned equally by the Swedish Trade Union Confederation (LO) and the Confederation of Swedish Enterprise. 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 wholly owned by the Group. AMF has holdings in a number of part-owned companies defined as joint ventures and associates. These holdings fall within the categories of asset management and 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 reviewed by AMF's auditors, Ernst & Young AB (see page 119).

The Sustainability Report is produced annually and the previous report, on the calendar year 2021, was published in March 2022.

Please address any questions or requests for additional information about AMF's sustainability work to Suzanna Eckerhall, Sustainability Manager, suzanna.eckerhall@amf.se

Measurement methods and other information

General

Comparative figures for 2016–21 are included to the extent they are compatible with reporting for the year.

Carbon dioxide measurement in the equity portfolio

AMF reports both the weighted average carbon intensity of the total portfolio and the absolute emissions of the portfolio. 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, tCO₂e, based on data produced in accordance with the generally accepted GHG (Green House Gas protocol) accounting standard. "Carbon dioxide equivalents" – or CO₂e – 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 emissions at the portfolio companies are measured as the company's greenhouse gas emissions relative to its net sales. AMF's exposure to carbon-intensive companies is calculated by weighing up each company's carbon intensity based on its weighting in AMF's portfolio.

The asset classes included are, in accordance with Insurance Sweden's recommendations, listed shares and directly owned property companies. Corporate credits are recognised, but as the coverage (57 percent) is below the recommended limit of 75 percent, they are recognised separately for the weighted average carbon intensity, but included for the absolute emissions of the total portfolio.

Up until 2019, absolute emissions were measured on the basis of AMF's ownership share in the total market value of a company. The absolute measure has been aligned with the new recommendation. As a result, 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), of the carbon emissions of the portfolio companies. This is in line with the recommendations from Insurance Sweden.

The figures on pages 34–35 are based on AMF's holdings at 31 December 2022. Data on the companies' sales, carbon emissions and Enterprise Value are based on most recent data available, in most cases from 31 December 2021. 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 shares in the voluntarily reported carbon budget. A plausibility assessment has been conducted for all manually collected data.

AMF's available data cover 96 (97) percent of the listed share portfolio, 57 (59) percent of the corporate credits and 100 percent of the directly owned properties. The carbon footprint provides a snapshot.

The carbon footprint shows a 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, because, for example:

- 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 2022. The carbon footprint calculations on pages 34–35 are based on AMF Fonder's holdings at 31 December 2022. The measurement shows the exposure of the fund portfolio to carbon-intensive companies, expressed as the portfolio company's annual CO₂e 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 CO₂ 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 a price for carbon dioxide, and facilitates influencing companies to reduce 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 a 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, because, for example:

- 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 2022. 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 2022, consultants accounted for an average of 12 (12) percent of the total hours worked, corresponding to 40 FTEs. Working groups with an uneven gender balance are defined as those with more than five members and less than 40 percent of either gender. The division into working groups has changed from department to cost centre, as we believe that a more refined classification better reflects the actual groupings in which the day-to-day work is performed.

Real estate in general

Properties are to be excluded for the entire financial year in which tenants are responsible for – and pay for – the energy. In 2022 this applied to Marievik 24.

Properties are classified as projects 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 percent 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. No properties were operated on a project basis in 2022.

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.

The property at Marievik 28 was acquired in 2022 and taken over as of 1 July.

AMF's current energy performance against target is based on a reference year, 2019.

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, 2019. 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 centre).

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. 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, Grävlingen 12.

The gases that AMF take into account in its calculations are the following CFCs used in the above-mentioned cooling plants: R134a, R417a, R404a, R407f, R410a and 407c. The GWP value is in line with the IPCC AR5 factors.

Adjustments

No adjustments have been made of information from previous years in the present sustainability report.

Regulatory compliance

AMF has not incurred any fines or sanctions in 2022. In the previous year, 2021, the Swedish Financial Supervisory Authority imposed a sanction of SEK 75,000 on AMF for a flagging missed in 2018 (FI Dnr 19-6451)

GRI index for the 2022 Sustainability Report

Description of scope	AMF Tjänstepension AB has reported in accordance with GRI Standards for the period 1 January–31 December 2022
GRI standard:	GRI 1: Foundation 2021
GRI sector-specific standard	Not applicable

GRI 2: General disclosures

ORGANISATIONAL PROFILE AND ACCOUNTING PRINCIPLES		Page	DEVIATION
2-1	Details about the organisation	29, 39	
2-2	Units included in the sustainability report	29	
2-3	Accounting period, reporting and contacts	29	
2-4	Restatements of information	30	
2-5	External assurance	29	
BUSINESS AND EMPLOYEES		Page	DEVIATION
2-6	Activities, value chain and other business relations	2, 25, 29, 38	
2-7	Employees	26–27, 36	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.
2-8	Staff who are not employees	30	
GOVERNANCE		Page	DEVIATION
2-9	Composition of the organisation and governance structure	44–47	
2-10	Nomination and election to the superior governing body	44–47	
2-11	Role of the Chairman of the Board	44–46	
2-12	Role of the Board of Directors regarding sustainability governance	19, 28	
2-13	The process for delegating responsibility for sustainability	19, 28	
2-14	Role of the Board of Directors regarding sustainability reporting	28–29	
2-15	Conflicts of interest	44	
2-16	Communication of critical affairs	25	
2-17	Total sustainability knowledge within the Board of Directors	24, 28	
2-18	Evaluation of the Board of Directors and its work	44–45	
2-19	Remuneration policy	100–104	
2-20	Process for defining remunerations	100–104	
2-21	Total annual remuneration	27, 100–104	

GRI index for the 2022 Sustainability Report, **(cont.)****GRI 2: General disclosures**

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	25, 28	
2-24	Compliance with values, principles and guidelines	28	
2-25	Processes for remedying negative impact	54-55	
2-26	Mechanisms for consultancy and reporting issues to the organisation	28	
2-27	Regulatory compliance	30	
2-28	Membership of associations	28	
STAKEHOLDER ENGAGEMENT		Page	DEVIATION
2-29	Stakeholders and stakeholder dialogue	28	
2-30	Collective agreements	36	

GRI index for the 2022 Sustainability Report, (cont.)

GRI 3: Significant issues				
		GRI	Governance and indicators	Page
GRI 3		3-1	Process for deciding significant issues	28
		3-2	List of significant issues	14
GRI 300 Environment	Energy	3-3	Governance of significant issues	22-23, 30, 37
		2016 302-1	Energy consumption within the organisation	22-23, 30, 37
		2016 302-3	Energy intensity	22-23, 30, 37
	Emissions	3-3	Governance of significant issues	22-23, 30, 37-38
		2016 305-2	Energy-related indirect (Scope 2) GHG emissions	22-23, 30, 37-38
	Effluents and waste	3-3	Governance of significant issues	23, 30, 37
2020 306-3, 4, 5		Total waste by type and disposal method	23, 30, 37	
GRI 400 Social	Gender equality	3-3	Governance of significant issues	26-27, 36
		2016 401-1	New employee hires and personnel turnover	26-27, 36
		2016 405-1	Diversity of governance bodies and employees	26-27, 36
		2016 405-2	Ratio of basic salary and remuneration of women to men	26-27, 36
	Supplier social assessment	3-3	Governance of significant issues	25
		2016 414-1	New suppliers that were screened using social criteria	25
Sustainability management Financial sector	Active ownership	3-3	Governance of significant issues	15-16
		FS 10	Portfolio companies with which environmental or social issues were discussed	15
		FS 11	Percentage of assets that have been targeted for positive and/or negative environmental and social screening	16

Notes on sustainability

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

Tonnes of CO ₂ e	2022	2021	2020	2019	2018	2017	2016	2015	2014
Management of traditional insurance									
Swedish equities	146,000	235,000	211,000	195,000	313,000	220,000	187,000	108,000	140,000
Non-Swedish equities	296,000	499,000	407,000	700,000	804,000	1,111,000	1,213,000	818,000	1,081,000
Total equities	442,000	734,000	618,000	895,000	1,117,000	1,331,000	1,400,000	926,000	1,221,000
Properties	25,000	28,000	24,000	-	-	-	-	-	-
Corporate credits	235,000	196,000	269,000	-	-	-	-	-	-
Total equities, real estate and corporate loans	702,000	958,000	911,000	-	-	-	-	-	-
AMF Fonder	394,000	404,000	387,000	507,000	482,000	-	-	-	-

Emission data concerning carbon dioxide equivalents are based on data per the year prior to the year reported. The values per 2022 are thus based on emission data for 2021.

Scope 2 emissions are primarily calculated on what is known as the "location-based method".

The measurement methods used for equities in traditional insurance were changed in 2020; for additional information on measurement methods, see page 29. Comparison figures for the years 2014–19 have not been recalculated. Measurement of corporate credits started in 2020, while properties were added in 2021. Measurement of the absolute emissions for AMF Fonder started in 2019, at which time figures for comparison could only be produced for 2018. Fixed-income funds are excluded, as AMF has less than 75 percent coverage for holdings for which a carbon footprint is measured.

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

Tonnes of CO ₂ e/companies' sales, SEK million	2022		2021		2020		2019		2018		2017		2016		2015		2014		
	AMF	Index	AMF	Index	AMF	Index	AMF	Index	AMF	Index	AMF	Index	AMF	Index	AMF	Index	AMF	Index	
Management of traditional insurance																			
Swedish equities	2.3	3.1	3.6	3.6	6.0	4.2	4.1	7.5	6.5	10.2	5.0	8.5	4.5	7.3	3.9	6.8	5.4	8.7	
Non-Swedish equities	8.5	19.1	9.9	18.4	9.6	18.3	14.3	27.2	14.9	24.4	16.5	26.8	20.8	29.8	18.4	27.9	27.2	37.2	
Total equities, weighted	5.0	10.0	6.5	10.5	7.8	12.7	9.9	19.3	11.5	21.3	12.0	19.5	14.1	20.8	12.1	19.5	18.0	25.8	
Properties	3.9	7.8	3.9	9.6	4.3	10.5	-	-	-	-	-	-	-	-	-	-	-	-	
Total equities and properties, weighted	4.6	9.3	5.7	10.2	6.6	11.0	-	-	-	-	-	-	-	-	-	-	-	-	
Corporate credits	7.1	-	10.0	-	11.6	-	-	-	-	-	-	-	-	-	-	-	-	-	
AMF Fonder																			
AMF Asia Pacific Equities Fund	10.1	25.1	10.4	28.9	11.6	23.0	12.4	28.8	17.0	38.0	24.7	32.2	27.0	41.5	27.6	35.6	19.5	45.6	
AMF European Equities Fund	10.2	10.5	12.8	13.5	12.7	15.4	15.0	18.9	23.6	29.0	11.9	22.8	15.6	26.8	15.2	28.7	20.7	33.4	
AMF Global Equities Fund	7.5	16.0	11.7	18.1	15.4	18.3	14.0	22.1	20.6	29.0	17.4	26.9	20.9	29.8	21.8	28.4	25.7	36.5	
AMF North American Equities Fund	6.6	13.6	10.5	14.0	8.4	15.3	11.3	19.3	15.9	22.4	21.4	23.3	20.3	24.1	26.4	25.7	32.2	33.2	
AMF Small Companies Equities Fund	4.9	4.1	5.5	7.7	5.5	7.2	8.0	9.9	16.0	18.7	25.9	21.9	19.5	24.1	19.3	25.8	25.3	34.3	
AMF Swedish Equities Fund	1.9	2.7	4.3	5.4	3.9	5.3	4.0	6.6	6.2	10.1	7.6	9.6	4.3	7.3	3.9	7.3	10.1	9.9	
AMF Emerging Markets Equities Fund	11.6	31.8	13.1	41.1	13.9	37.8	15.7	38.5	-	-	-	-	-	-	-	-	-	-	
AMF World Equities Fund	4.4	8.0	7.3	10.5	8.6	10.5	7.9	12.8	10.6	17.7	9.8	16.5	10.4	16.3	10.5	15.8	17.1	20.5	
AMF Strategifond Global	7.1	15.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
AMF Balanced Fund (equity share)	3.7	7.1	6.7	9.6	7.7	9.6	7.3	11.7	10.0	16.4	10.6	15.3	9.2	14.8	10.6	14.3	15.4	18.7	
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 2022 are thus based on emission data for 2021.

The measurement methods used for equities in traditional insurance were changed in 2020; for additional information on measurement methods, see page 29. Comparison figures for the years 2014–19 have not been recalculated. Measurement of corporate credits started in 2020, while properties were added in 2021. No outcomes are available for fixed-income funds, as AMF has less than 75 percent coverage of holdings for which a carbon footprint is measured.

* The coverage ratio for Corporate Loans is 57 percent and is therefore not included in the weighted carbon intensity for the portfolio, given that Insurance Sweden recommends a coverage ratio of 75 percent per asset class.

H3. Gender equality

2022	Women	Men	<29 years	30–44 years	45–59 years	>60 years	Total
Number of employees	254	198	35	177	193	47	452
Of whom, permanent employees	254	197	34	177	193	47	451
Of whom, fixed-term employees	0	1	1	0	0	0	1
Of whom, employed by the hour	0	0					0
Of which, FTEs	244	191	34	169	187	45	435
Of whom, part-time workers	10	7	1	8	6	2	17
Employee turnover							
Number of new appointments	39	25	15	30	18	1	64
Number of terminations	34	16	3	18	24	5	50
Percentage of terminations (staff turnover)	14%	8%	10%	11%	12%	10%	11%
Composition of Board of Directors, management and other staff							
Composition, Board of Directors							
AMF	44%	56%	0%	0%	56%	44%	
AMF Fastigheter	67%	33%	0%	17%	50%	33%	
AMF Fonder	60%	40%	0%	0%	60%	40%	
Management teams, Parent Company and subsidiaries							
	39%	61%	0%	26%	74%	0%	
Other managers	68%	32%	0%	29%	59%	12%	
Other administrative employees	56%	44%	9%	41%	39%	11%	

2021	Women	Men	<29 years	30–44 years	45–59 years	>60 years	Total
Number of employees	245	194	26	176	196	41	439
Of whom, permanent employees	241	194	25	173	196	41	435
Of whom, fixed-term employees	4	0	1	3	0	0	4
Of whom, employed by the hour	0	0					0
Of which, FTEs	234	187	26	166	189	40	421
Of whom, part-time workers	11	7	0	10	7	1	18
Employee turnover							
Number of new appointments	16	19	10	18	7	0	35
Number of terminations	18	22	5	14	14	7	40
Percentage of terminations (staff turnover)	7%	11%	21%	8%	7%	16%	9%
Composition of Board of Directors, management and other staff							
Composition, Board of Directors							
AMF	44%	56%	0%	0%	67%	33%	
AMF Fastigheter	67%	33%	0%	17%	50%	33%	
AMF Fonder	40%	60%	0%	0%	60%	40%	
Management teams, Parent Company and subsidiaries							
	35%	65%	0%	30%	60%	10%	
Other managers	67%	33%	0%	36%	49%	15%	
Other administrative employees	56%	44%	7%	41%	43%	9%	

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

	2022	2021	2020	2019	2018	2017	2016	2015	2014
Percentage of individuals, men and women, for whom an unjustified pay differential was identified in the annual salary survey	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	–	0.0%

No salary survey was carried out in 2015. At that time, the legal requirement was for a salary survey every three years. An unjustified pay differential means that the possibility that lower pay is gender-based cannot be ruled out. Unjustified pay differentials identified in the 2017 salary survey were immediately addressed. 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	2022	2021	2020	2019	2018	2017	2016	2015	2014
Management in Parent Company and wholly owned subsidiaries	73%	78%	77%	73%	90%	93%	64%	69%	71%
Other managers	93%	99%	73%	67%	82%	70%	68%	68%	74%
Other administrative employees	86%	86%	87%	88%	80%	82%	83%	79%	75%
All	80%	81%	81%	80%	79%	79%	75%	73%	69%

H6. Management of waste from construction projects, fractions

Tonnes	2022	2021	2020	2019	2018	2017	2016
Hazardous waste							
Landfill	21	17	153	20	24	491	122
Recycling	17	2	3	12	2	3	1
Energy recovery	0	0	7	16	25	4	2
Non-hazardous waste							
Reuse	1	3	17	6	1,459	8,154	13,726
Recycling	1,982	187	2,098	1,179	1,686	3,640	5,257
Energy recovery	348	169	886	1,306	2,319	1,437	2,614
Landfill	340	53	94	500	514	1,243	1,529
Total	2,709	431	3,258	3,039	6,029	14,972	23,251

The waste stems from premises adaptations. Reports on two major projects (IKEA and Space) were finalised in 2022.

H7. Management of operational waste, fractions

Tonnes	2022	2021	2020	2019	2018	2017	2016
Hazardous waste							
Landfill	0	0	0	1			3
Recycling	25	29	21	27			2
Energy recovery	1	1	1	4			26
Non-hazardous waste							
Reuse	34	111	91	20			0
Recycling	3,828	2,901	2,398	2,458			1,640
Energy recovery	3,002	1,992	2,016	2,980			2,554
Landfill	26	5	30	10			22
Total	6,916	5,039	4,557	5,500			4,247

Only aggregated figures are available for 2016 and 2017 – 2,670 tonnes and 4,830 tonnes, respectively.

H8. Carbon emissions from consumption of heating and electricity

	2022	2021	2020	2019	2018	2017	2016
Fossil carbon emissions, total in tonnes of CO ₂	1,289	1,100	1,132	1,996	2,296	2,546	2,629
Carbon emissions, total in kg CO ₂ /sqm Atemp	1.7	1.4	1.4	2.5	2.6	3.0	3.1

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 105 tonnes CO₂e. Indirect emissions Scope 2 are recognised based on emission factors obtained from energy suppliers using the market-based method.

H9. Energy performance

Specific energy consumption, kWh/sq. km

AMF's property portfolio	2022	2021	2020	2019	2018	2017	2016
Property electricity	30	31	30	30	34	33	40
District heating ¹⁾	35	38	40	48	47	48	51
District cooling	15	13	16	20	30	19	20
Total energy consumption	80	82	86	98	111	100	111

¹⁾ District heating is normal-year adjusted.

H10. Energy consumption

MWh	2022	2021	2020	2019	2018	2017	2016
Fossil fuels	733	571	148	2,938	3,628	4,253	4,550
Recovered energy	3,547	15,373	14,991	3,918	6,211	8,492	8,921
Renewable	57,852	48,638	46,856	70,137	71,354	73,861	78,552
Total	62,132	64,582	61,995	76,993	81,193	86,606	92,023

AMF's property portfolio

Property electricity	22,761	27,394	23,703	25,730	25,992	27,162	29,199
District heating ¹⁾	26,420	36,904	31,318	38,622	34,732	43,807	46,040
District cooling	11,257	12,430	12,727	16,727	21,030	17,820	19,089
Total	60,438	76,728	67,748	81,079	81,754	88,789	94,328

Own consumption

AMF Group's own consumption ¹⁾	277	262	177	248	234	189	276
Total	277	262	177	248	234	189	276

¹⁾ 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	2022	2021	2020	2019	2018
AMF (Parent Company)	12	3	21	80	145
AMF Fonder	8	2	12	63	46
AMF Fastigheter	17	4	20	30	64
Total	37	9	53	173	255

See page 24 for additional information.

H12. Paper consumption

Tonnes	2022	2021	2020	2019	2018	2017	2016
Mailings to customers	45.4	44.7	48.1	54.8	34.1	90.1	83.0
Own consumption	3.0	1.1	2.8	6.7	8.4	9.6	8.6
Total consumption	48.4	45.8	50.9	61.5	42.5	99.7	91.6
Own consumption per workplace, kilos	6	2	6	15	18	21	19

See page 24 for additional information.

H13. Suppliers

	Total	Share of purchasing volume for the 10 largest
AMF (Parent Company)	460	49%
AMF Fonder	150	52%
AMF Fastigheter	970	46%
Total	1,580	

Approximately 61 percent and 66 percent, respectively, of AMF's and AMF Fonder's suppliers invoiced more than SEK 50,000 in 2022. Approximately 43 percent of AMF Fastigheter's suppliers invoiced more than SEK 100,000 in 2022. The thresholds differ due to AMF Fastigheter having a much larger supplier base with small invoiced amounts.