



# **SNPS Statement on principal adverse impacts of investment decisions on sustainability factors**



## Summary

SNPS identifies the most significant adverse effects of its investment decisions on sustainability factors into consideration. This statement relates to the most important adverse effects on sustainability factors of the pension fund across all the pension schemes. This statement relates to the reference period from 1 January to 31 December 2023.

The pension fund places great importance on socially responsible investment (SRI). As part of our approach to SRI and in addition to the consideration of sustainability risks, we strive to mitigate the main adverse effects of our investment decisions on sustainability factors. These main adverse effects can occur in various areas. For example, in relation to environmental, social and employee matters, human rights, corruption and bribery.

We take action on the main adverse effects. The most important adverse effects on the environment are: the carbon footprint (CO<sub>2</sub> footprint) and greenhouse gas intensity (CO<sub>2</sub> intensity) of companies. Where social and employee matters are concerned, the main adverse effects are: violations by companies of the UN Global Compact, the UN Guiding Principles on Business and Human Rights and/or the OECD guidelines, the risk of child labour, the lack of gender diversity in the Board of Directors and possible exposure to controversial weapons.

The extent to and manner in which the main adverse effects are taken into account in the investment process depend on several factors. For example, the type of fund or strategy, the asset class and the availability of reliable data. Where possible and feasible, minimum requirements apply to all financial products, depending on the nature of the investments. The exact application of these requirements may vary from one financial product to another and will be documented in financial product disclosures in line with the requirements and timelines of the European Union's Sustainable Finance Disclosure Regulation (SFDR).