

## **Statement Sustainable Finance Disclosure Regulation**

As of March 10, 2021, pension funds must comply with the **Sustainable Finance Disclosure Regulation** (SFDR), a new European regulation with information obligations on sustainable investments. The SFDR (hereinafter: the Disclosure Regulation) is part of the European Commission's action plan for financing a sustainable economy.

The Disclosure Regulation requires pension funds to provide additional information on sustainability in the investment process on their website.

### **Publication of information on the integration of sustainability risks (article 3)**

Stichting Pensioenfonds Avery Dennison (hereinafter: the fund) has a ESG policy (or Responsible investment policy), which is published on the fund's website.

### **Statement on adverse information factors (article 4)**

The fund does not take into account the major adverse effects of investment decisions on sustainability factors within the meaning of article 4 of the Disclosure Regulation and future secondary legislation.

The reason for this is that the reporting requirements, which are not yet known, are expected to be costly.

### **Transparency of remuneration policies (article 5)**

Article 5 of the Disclosure Regulation requires transparency of remuneration policies with regard to the integration of sustainability risks. The fund's remuneration policy does not take into account the integration of sustainability risks.

In accordance with the Pension Act and related regulations, the fund maintains a remuneration policy that does not encourage taking on more risks than what is acceptable to the pension fund. There are no performance-related rewards awarded by the fund.