

Disclosure pursuant to Article 5 of Regulation (EU) 2019/2088 on sustainability-related disclosures in the financial services sector

Swiss Life Asset Managers Nordic AS

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Background

Legal Framework

This document has been prepared for the purpose of meeting the specific disclosure requirements set out in Article 5 of the Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (SFDR).

This document may be further updated to consider the Regulatory Technical Standards supplementing the SFDR, and the Regulation on the Establishment of a Framework to Facilitate Sustainable Investment (Regulation EU/2020/852) (the “Taxonomy Regulation”) once it comes into effect on 1 January 2023.

Remuneration policy

The Policy aims at combining remuneration with solid and effective risk management, supports the performance culture defined by the business strategy and forms part of the employment and personnel policy. In particular, combining effective risk management with remuneration means appropriately reflecting enterprise risks and client risks including but not limited to sustainability risks in the compensation system. It is tuned to the business strategy, the targets, the values, the commitment to responsible investing and the interests of SLAM LUX and Swiss Life Asset Managers and of the assets it manages and includes measures to avoid conflicts of interests. The aim is to retain well-qualified employees and gain new, highly skilled staff. The compensation system is in line with the market environment and must be competitive. The individual overall compensation takes into account the employee’s professional skills, engagement and personal performance.