

## Jula Holding Pension Foundation

### Purpose

The purpose of the pension foundation is to secure the pension commitments made by the group companies to their current and former salaried employees, as well as to their surviving dependents.



Organization number: 802482-5450.

The pension fund shall serve as a joint pension fund for Jula Holding, organization number 556433-2079, and its Swedish subsidiaries within the Jula Holding Group. Subsidiaries that leave the Group must also withdraw from the pension foundation, unless they have received special permission from Jula Holding AB to remain within the foundation.

All commitments shall be secured through credit insurance with PRI Pensionsgaranti, mutual.

The pension foundation is based in Skara and registered in Sweden. It is supervised by the County Administrative Board and the Swedish Financial Supervisory Authority.

**Address:** Jula Holding AB Joint Pension Foundation

Julagatan 2, 532 32 Skara, Sweden

[pensionsstiftelse@jula.se](mailto:pensionsstiftelse@jula.se)

### **INFORMATION ON REQUEST ABOUT THE FOUNDATION AND ITS ACTIVITIES**

The pension fund provides information to the person to whom the pension fund secures a pension commitment or is offered pension benefits secured by the pension fund. On request, the pension foundation's statutes, latest annual report and investment guidelines are provided free of charge in paper form.

### **ROLE AND FINANCIAL POSITION**

The pension foundation was established in 2024 and the first provision was made in the third quarter of 2024.

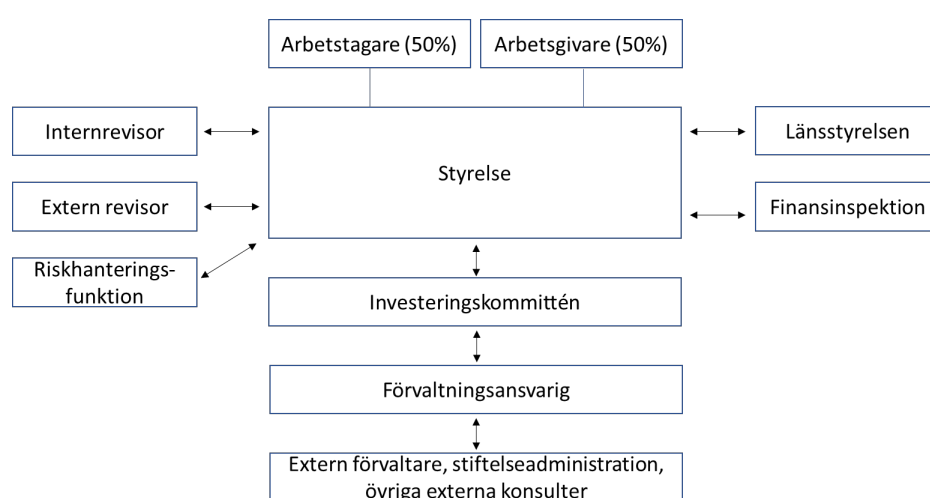
The overall purpose of the management of the Pension Fund's assets is to invest the assets in the best way that best benefits those covered by the Pension Foundation's purpose in accordance with current legislation, and also in other respects in a prudent manner.

The investment strategy has been decided by the Board of Directors based on an analysis of expected risk and return, so that the long-term return target is likely to be met, taking into account the Foundation's risk tolerance.

## RESPONSIBILITY, GOVERNANCE AND ORGANISATION

The Board of Directors of the Pension Foundation consists of an equal number of employer representatives and employee representatives. The Board of Directors has the ultimate responsibility for the pension foundation's organisation, compliance and management.

The Pension Foundation's overall organisational structure and reporting are shown in the figure below.



The Board of Directors prepares and evaluates ongoing governance and control frameworks in the form of policies and guidelines. The governing documents are usually evaluated and revised annually.

## INVESTMENT STRATEGY FOR ASSET MANAGEMENT

The foundation capital may be invested in the following asset classes:

- Fixed income investments
- Swedish and foreign stocks
- Alternative assets
- Cash and cash equivalents

Investments may be made through direct ownership or through mutual funds and alternative investment funds that have been authorised by the Financial Supervisory Authority or a similar foreign authority and whose investment strategy is in accordance with the provisions of these investment guidelines.

The allocation between different asset classes is expressed as a normal portfolio, which reflects the Pension Foundation's strategy in asset management. The normal portfolio corresponds to the portfolio composition

required for the expected return to correspond to the required rate of return over time. The allocation in the pension fund's portfolio is allowed to deviate from the normal portfolio as set out below.

Assets	Allocation Limitier		
	Normal (%)	Min (%)	Max(%)
Shares	75	60	90
Fixed income securities	25	5	40
Alternative investments	0	0	15
Cash and cash equivalents	0	0	10

### **Ethics and environmental considerations**

Investments may only be made in companies that in an acceptable manner comply with international conventions and norms, such as the UN Global Compact and the OECD's guidelines for multinational enterprises, on human rights, working conditions, the environment and anti-corruption.

Investments in companies where a not insignificant part of the turnover derives from the production of weapons, alcohol and tobacco, gambling or pornography.

As far as fossil fuels are concerned, investments should be avoided as far as possible in companies with turnover from fossil fuel extraction. Investments should not be made in companies engaged in controversial extraction, such as oil sands or shale gas. Investments may also not be made in companies that conduct energy production that is largely based on fossil fuels, however, investments may be made in such companies if they have a plan for transition in line with the UN's Paris Agreement.

For fund investments, the fund management company must be a signatory to the United Nations Principles for Responsible Investments (UNPRI). There is no consideration of the negative impact of investment decisions on sustainability factors.

The above information originates from the Foundation's investment guidelines.

### **SHAREHOLDER ENGAGEMENT**

The Pension Foundation has chosen to refrain from adopting the principles for shareholder engagement described in Section 10 e of the Safeguarding Act and to report on how the principles have been applied in accordance with Section 10 f.

The Pension Foundation has chosen to abstain as its equity exposure mainly consists of mutual funds, which means that it is the respective fund management company that is responsible for the investments and thereby transfers shareholder involvement to the asset manager and its principles for shareholder engagement. Beyond this, the pension fund has no influence in the underlying companies.

The pension fund does not provide any account or vote, but instead refers to the fund management of each fund manager's fund rules, which are available on the respective fund management company's website.

The funds are monitored on an ongoing basis with regard to the funds' performance.

#### **BOARD OF DIRECTORS AND AUDITORS**

The members and deputies of the Board of Directors are set out in the Pension Foundation's Annual Report.

The Board's administration and the Foundation's accounts are audited by external auditors. The external auditors shall, in accordance with the pension foundation's statutes, be the same as for Jula Holding AB.

In addition to auditing external auditors, an internal audit is also carried out annually, regardless of the day-to-day operations.