



SUSTAINABLE
VALUE CREATION



SWEDEN
REPORT 2009

FOREWORD

The project was initiated by a group of Sweden's largest investors and shareholders to highlight the importance of companies working in a structured manner on sustainability issues, which we consider a prerequisite for long-term value creation in companies and long-term financial returns for investors and shareholders.

Good business practices require structure, and corporate accountability on sustainability issues is no exception. Our collective experience and the results of the Sustainable Value Creation project show that companies that work methodically with sustainability issues have also advanced the furthest in integrating these issues at the strategic and operating levels. What these companies have in common is that they see sustainability issues as an opportunity as well as a prerequisite for good business, so the issues spur value creation.

Sustainability issues are often complex. As investors we are humbled by the tough decisions that boards and management must make. Our hope is that an open and trusting dialogue with companies will contribute to sustainable development. Through the Sustainable Value Creation project, we want to acquire better information for investment decisions and activities as company shareholders.

The survey responses are valuable to those of us taking part in this investor collaboration, because they show how the companies see their responsibility and work for sustainable value creation. The information can serve as input for investment decisions and in future dialogue with companies. We also hope that the respondents' individual feedback will be appreciated and that the project will lead to an in-depth discussion of how sustainability issues are reported and how they should be assessed in company valuations.

We thank the companies for their answers to the survey – and for the high response rate of 84% – as well as for the strong involvement shown by the companies. We also see it as a very positive sign that certain companies not targeted by this survey volunteered to participate anyway, further underscoring companies' interest in and commitment to these issues.

Stockholm, 28 January 2010



Allan Emanuelsson
Project manager
Sustainable value creation

THE SUSTAINABLE VALUE CREATION PROJECT

The project represents assets under management totalling SEK 4,000 billion, of which SEK 550 billion is invested in companies listed on NASDAQ OMX Stockholm. During the second half of 2009, a survey was sent to the chairman of the board at each of the 100 largest companies publicly traded on NASDAQ OMX Stockholm, and 84 responded.

The survey was divided into four parts:

- » *Accountability of the board*
- » *Key policy documents*
- » *Implementation and compliance*
- » *Communication and reporting*

For each part, we explored the following six sustainability areas:

- » *Human rights*
- » *Labour rights*
- » *Environment*
- » *Anti-corruption*
- » *Responsible business conduct*
- » *Health, working environment and safety*

www.hallbartvardeskapande.se

The results in this report are based on the companies' own responses and have not been verified by the project. Nor do the results take into account the size of the company, whether the company has local or global operations, or how priorities might relate to industry affiliation – all factors influencing companies' work with sustainability issues.

OVERALL FINDINGS

According to the companies, boards and corporate management place great emphasis on sustainability issues, but they have not advanced as far in implementing and complying with policies adopted.

The companies responded that their boards and corporate management place great emphasis on sustainability issues and that they have come a long way in setting up key policies for their work with sustainability issues. Yet the survey shows that the majority of companies fall short in implementing and following up compliance with such policies. Few companies have sufficient management systems or explicit targets to guide their operations according to the intentions of their board and corporate management. Nor do many companies monitor compliance with policies. This in turn makes communication more difficult for issues related to sustainability, as hard facts and reportable data are lacking, and so in many cases communication concentrates on individual good examples in the companies.

STRUCTURE AND FEEDBACK GIVE RESULTS

The companies achieving the best results state that they work in a structured manner on sustainability issues and that they balance the four main sections of the survey. One aspect that sets them apart is that large parts of their organisations are involved in and accountable for work towards sustainability in line with policies set by their boards and management. Such work is followed up using qualitative and quantitative key performance indicators that are reported internally and externally. These companies obviously link sustainability efforts with commercial value and see sustainability factors as a competitive tool. 34 companies have elected to make their responses to the survey available on the project's website (www.hallbartvardeskapande.se). You can find examples there of how the different parts of sustainability work can be organised.

90% OF THE COMPANIES HAVE POLICIES

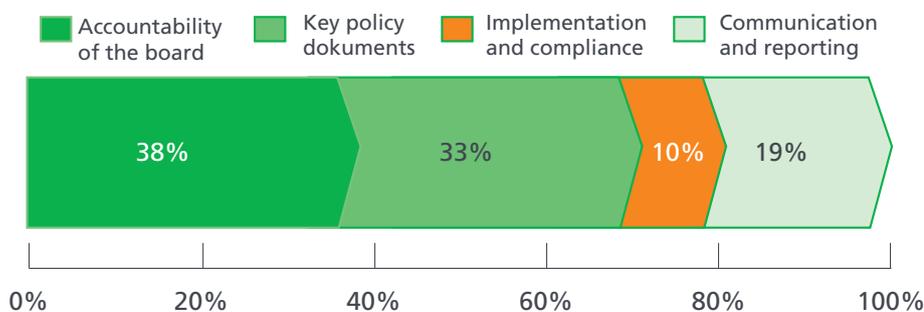
The majority of companies on the Swedish stock exchange responded that sustainability issues are important and that they have done extensive work formulating clear policies for managing sustainability issues. More than 90% of the companies have key policies in at least one of the sustainability areas in the survey. A majority have policies for all of the areas. The companies in the survey differ in the scope of their rules and priorities for each of the sustainability areas, which is a natural result of different sectors and industries having to deal with different aspects of sustainability.

POLICIES PRIMARILY FOR THEIR OWN COMPANY

The survey shows that policies often apply only to a parent company's and subsidiaries' own employees in Sweden (more than 90% of cases). The companies seem to have a limited view of their ability to influence their value chain further out and of how far along the chain their responsibility extends. More than half of the companies (60%) stated that their suppliers are subject to their policies, while 40% stated that other major business partners, such as agents and joint ventures, are subject to them. Less than half of the companies follow up on suppliers' and business partners' compliance with the sustainability policies.

IMPLEMENTATION NEGLECTED

The survey shows that many companies fall short in implementing and following up compliance with their policies. Implementation and compliance contribute only about 10% to the average company's score (see the diagram).



The imbalance in sustainability efforts is illustrated in the diagram above, which shows how the companies' scores are distributed among the equally weighted parts. Implementation and compliance contributes only about 10% to the average company's score.



SUSTAINABILITY ABSENT FROM BONUS SYSTEMS

Only in exceptional cases are there positive direct links between goals for sustainability work and remuneration and bonuses to management. However, serious breaches in the sustainability areas can result in disciplinary action, including dismissal.

FOCUS ON THE ENVIRONMENT AND CLIMATE CHANGE

The survey shows that the sustainability area in which companies have advanced furthest is the environment and climate change. This is true throughout – from the work of the board, through policies, to implementation and reporting. The singular position of environmental issues, especially climate change, is logical considering they have been in focus in society for so long and, in many cases, regulated in legislation for decades. In addition, environmental targets are regarded as easier to measure and to link to economic benefits, such as through greater energy-efficiency and the competitiveness of green or environmentally safe products and services.

HUMAN RIGHTS NEGLECTED

58% of the companies stated that they systematically follow up and measure work on sustainability. The percentage is highest in the environment and health, working environment and safety areas. In the areas of human rights and employee rights, half of the companies lack management by objectives and a structure for feedback. The companies stated that it is difficult to find the proper level for follow-up and accountability.

SUSTAINABILITY CREATES BUSINESS OPPORTUNITIES

The progress shown by companies differs when it comes to viewing sustainability issues from a business perspective. Two main groups can be identified:

The first group consists of companies that see major business opportunities and/or value in associating a brand with sustainable development. Key reasons may be that they wish to avoid bad publicity and wish to attract and retain skilled employees. Above all, energy-intensive businesses often see a direct link to reduced energy consumption and savings. Some companies stated that they see sustainability as a new, exciting business opportunity and a direct competitive advantage.

The second group consists of companies that see no direct link to business opportunities for themselves. What they have in common is that they have not come as far in incorporating sustainability into their strategy and organisation. They also see work on sustainability issues as a question of values and social responsibility, involving making a positive contribution to society. These companies take responsibility for what they can influence directly.

- » *Boards and corporate management claim to place great emphasis on sustainability issues, and the companies have come far setting up policies for their sustainability work.*
- » *Few companies have sufficient management systems or explicit targets to guide their operations according to the intentions of their board and corporate management. Implementation and compliance account for less than 10% of the companies' total scores in this survey.*
- » *Companies seem to have a limited view of their ability to influence their value chain further out.*
- » *The least focus is on human rights and labour rights in follow-up and management by objectives.*
- » *The environment and climate change stand out and are perceived as the easiest to follow up and link to economic gain.*
- » *One group of companies sees value in sustainability issues through the association with their brands and competitive advantages, and some stated that they see new business opportunities.*
- » *Sustainability absent from bonus systems.*

ACCOUNTABILITY OF THE BOARD

The companies' boards claim to place great emphasis on sustainability issues and rely greatly on their own expertise. Sustainability issues are dealt with primarily in the boards' annual risk analyses.

Issues of sustainable value creation in the companies are completely in line with the boards' long-term task of governance.

MUCH RELIANCE ON IN-HOUSE EXPERTISE

75% of company boards believe that they themselves command the expertise necessary for following up sustainability work. Many years of management experience in international companies and work on responsible business conduct are more valued than specific expertise in the various areas of sustainable value creation. In the human rights area, a quarter of the companies have not evaluated their board's expertise.

Some companies stated that their boards engage external expertise as needed. This assistance can be a one-time occurrence, to solve a specific problem that has arisen, or can be of a longer duration.

THE RIGHT EXPERTISE YIELDS BUSINESS OPPORTUNITIES

Those companies that stand out as more proactive in the sustainability field each have several board members with sustainability expertise. These companies clearly emphasise that sustainability work is part of the company's long-term business strategy. These companies commented that a creative approach to sustainability issues reveals new business opportunities. They also provide good examples of environmentally friendly products and services and heightened energy-efficiency. By taking responsibility for labour rights and human rights even outside their

own operations, these companies see business opportunities as being linked chiefly to their brands and the vulnerability of their reputations.

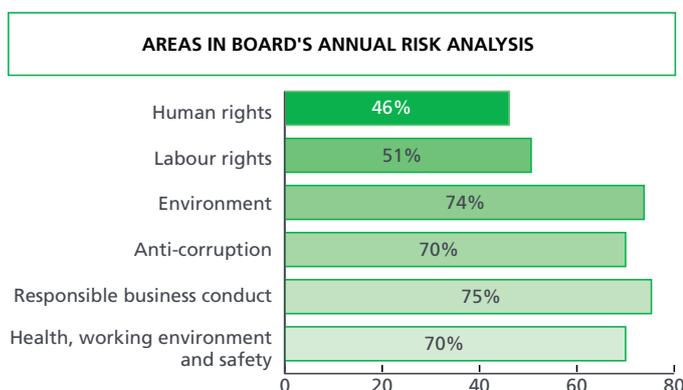
"Environmentally friendly products are a competitive advantage in our business," one industrial company noted. There are also good examples of how companies influence their stakeholders/consumers at the next stage by featuring their goods and services more as part of a solution than as a product. "We want to actively encourage a greener lifestyle," one service company commented.

NEEDS-DRIVEN FOLLOW-UP AND ANNUAL RISK ANALYSIS

Less than half of the companies' boards stated that they follow up at least once each year on issues concerning the environment, anti-corruption, responsible business conduct and health, working environment and safety, while the majority of the remainder claimed to do so as needed.

In terms of human rights and labour rights, more than a quarter of boards discuss these issues regularly at least once each year, while the majority (61%) follow up as needed. For human rights issues, 10% of company boards do not follow up at all.

The diagram below shows the extent to which sustainability issues are included in the annual risk analysis. About 75% stated that the board follows up policies concerning responsible business conduct, closely followed by the environment, in the annual risk analysis.



- » 75% of the companies' boards believe that they themselves command the expertise needed to follow up work in sustainable value creation.
- » Many years of management experience in international companies are more valued than specific expertise in the various areas of sustainable value creation.
- » Boards focus on the environment and responsible business conduct, less on human rights.
- » The most proactive companies have multiple board members with expertise in the sustainability field. These companies emphasise that sustainable value creation is part of the company's long-term business strategy.

KEY POLICY DOCUMENTS

A clear majority of the companies stated that they have key policies but that these seldom apply to the entire value chain. The companies' policies reflect those sustainability issues that are relevant to their own operations.

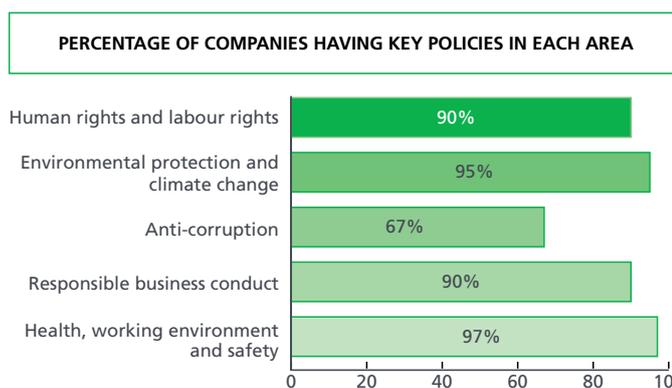
One vital part of the work towards sustainable value creation is having policies in place for the relevant areas.

THE BOARD ADOPTS POLICIES

The survey shows that in about 60% of the companies the board has adopted the sustainability policies. The percentage is somewhat higher in the areas of anti-corruption and responsible business conduct. In more than 30% of cases, the policies are determined by the CEO or corporate management, and in a few cases by the unit responsible.

90% of the companies have policies for at least one of the six areas covered by the survey. More than 60% of the companies responded that they have policies for all areas.

Half of the companies stated that they evaluate and revise their policies annually. Internal and external evaluation processes, internal audit and control, annual reports, self-evaluations and attitude surveys are cited by several companies as key tools in these tasks.



- » The majority of companies (90%) have policies in at least one of the sustainability areas, chiefly the environment. More than 60% of the companies stated that they have policies for all areas.
- » The greatest policy gaps are in anti-corruption and certain human rights issues, partly because many of the companies conduct operations only in the Nordic region.

COMPANY AND SECTOR SPECIFIC POLICIES

It is natural that companies in different sectors emphasise different areas for sustainability, because different sectors are affected by different aspects of sustainability. The scope and level of detail in key policy documents may also differ between companies within a sector as a result of factors specific to their own operations, such as geographic presence.

While anti-corruption is one of those areas in which boards have adopted policies to a relatively large extent, it is also the area in which the lowest proportion of companies has policies. The relatively lower incidence of anti-corruption policies may be partly attributable to many of the companies conducting business only in the Nordic region. This also partly explains why about half of the companies lack policies for the company's responsibility in relation to regimes that violate human rights or the rights of indigenous peoples, as well as the company's relationships with police, army and private security forces.

MOST FOCUS ON ENVIRONMENT AND WORKING CONDITIONS

The areas in which the most companies stated that they have policies are health, working environment and safety, and environmental protection and climate change.

Companies in consumer goods/retail claim to focus equally on all the sustainability areas. For companies in manufacturing, commodities, property and healthcare, the critical areas are the environment and health, working environment and safety. The service sector focuses mostly on the environment and responsible business conduct. The financial sector and investment companies cite anti-corruption and responsible business conduct as most important.

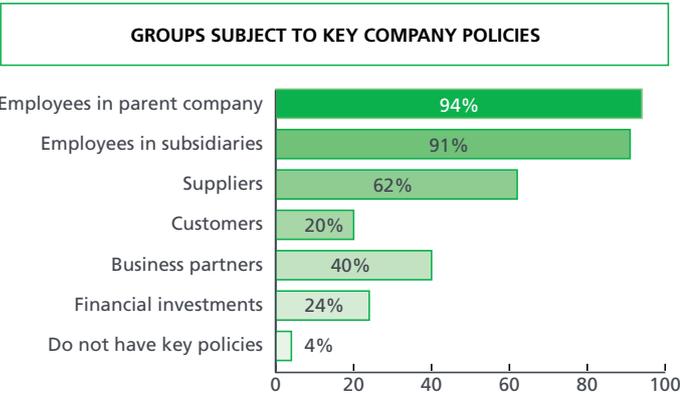
- » 40% of the companies stated that their policies do not apply to their suppliers. Other major business partners, customers or financial investments are not subject to the majority of the companies' policies.
- » Some companies have used stakeholder analyses to set priorities and delimit the company's responsibility.
- » 50% of the companies evaluate and revise their policies annually.

POLICIES SELDOM APPLY TO SUPPLIERS AND MAJOR BUSINESS PARTNERS

According to the companies, their sustainability policies apply to their own employees, in the parent company and subsidiaries, to a great extent. The policies do not apply to the same extent to other parts of their value chain.

40% of the companies stated that their policies do not apply to their suppliers. The exception is the environment, where 75% of the companies have adopted policies for their suppliers. Further along the value chain, the application of key policies decreases even more. The companies' policies do not apply to major business partners, customers or financial investments to any substantial extent.

Several companies stated that the reason the policies are limited to their own operations is the difficulty of defining the limits of the company's responsibility. Those companies that have policies in the relevant areas and whose policies apply to a large part of their value chain have often performed stakeholder analyses to be able to set priorities and delimit the company's responsibility.



The diagram shows how much of parts of the companies' value chains are subject to the various policies for sustainable development.



IMPLEMENTATION AND COMPLIANCE

Fewer than half of the companies stated that they follow up suppliers' and business partners' compliance with the companies' policies, and only a few companies link compliance with sustainable value creation to management remuneration and bonuses.

Slightly more than half of the companies stated that they systematically follow up and measure sustainability efforts. Of the four equally weighted parts of this survey, implementation and compliance account for less than 10% of the companies' total scores.

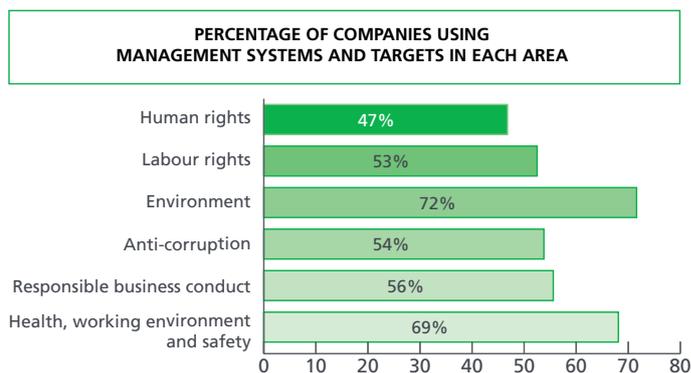
MORE THAN 40% OF THE COMPANIES DO NOT FOLLOW UP SYSTEMATICALLY

More than 85% of the companies claim to have integrated sustainability aspects into various business strategies (the highest percentages are in purchasing and supplier strategies), but only 58% of the companies stated that they systematically measure and follow up the components of their sustainability work.

In the environment, health, working environment and safety, anti-corruption and responsible business conduct areas, control systems are more common, especially for the company's own operations. In the areas of human rights and employee rights, half of the companies lack management by objectives and systematic follow-up. "It has been hard to define good overall sustainability targets," one property company commented.

MANAGEMENT AND CONTROL SYSTEMS ARE GOOD TOOLS

Companies that publish sustainability reports often commented that management and control systems are handy tools for gathering key performance indicators connected with fulfilment



of targets and strategies. The decision to write a sustainability report has often led to a company creating a formal internal organisation for its sustainability work.

Employee surveys are used in many organisations to follow up compliance with issues such as equal opportunities. The "whistle blower" function has been cited by several organisations as a means for uncovering improprieties and deviations from strategies and policies.

Quite a few companies believe that independent reviews are needed to make sure that staff follow their rules concerning anti-corruption.

More than half of the companies do not follow up on suppliers, major business partners or financial investments. The survey shows that companies consider it difficult to find an appropriate

FOLLOWING UP POLICIES IN THE VALUE CHAIN

| | Parent company | Subsidiaries | Suppliers | Business partners | Financial investments |
|---|----------------|--------------|-----------|-------------------|-----------------------|
| Environmental protection and climate change | 75% | 92% | 50% | 32% | 30% |
| Health, working environment and safety | 70% | 73% | 45% | 30% | 26% |
| Anti-corruption | 67% | 72% | 34% | 29% | 36% |
| Responsible business conduct | 65% | 68% | 33% | 29% | 32% |
| Labour rights | 47% | 49% | 44% | 22% | 24% |
| Human rights | 40% | 44% | 46% | 22% | 23% |

The table shows what areas are followed up by the companies. In the areas of health, working environment and safety, anti-corruption and responsible business conduct, control systems are more common, especially for the company's own operations (parent company and subsidiaries). More than half of the companies do not follow up suppliers, major business partners or financial investments.

level for follow-up and accountability. “We let our suppliers make their own self-assessment. This does not apply to those in risk areas, though, where we perform inspections on-site,” one industrial firm commented.

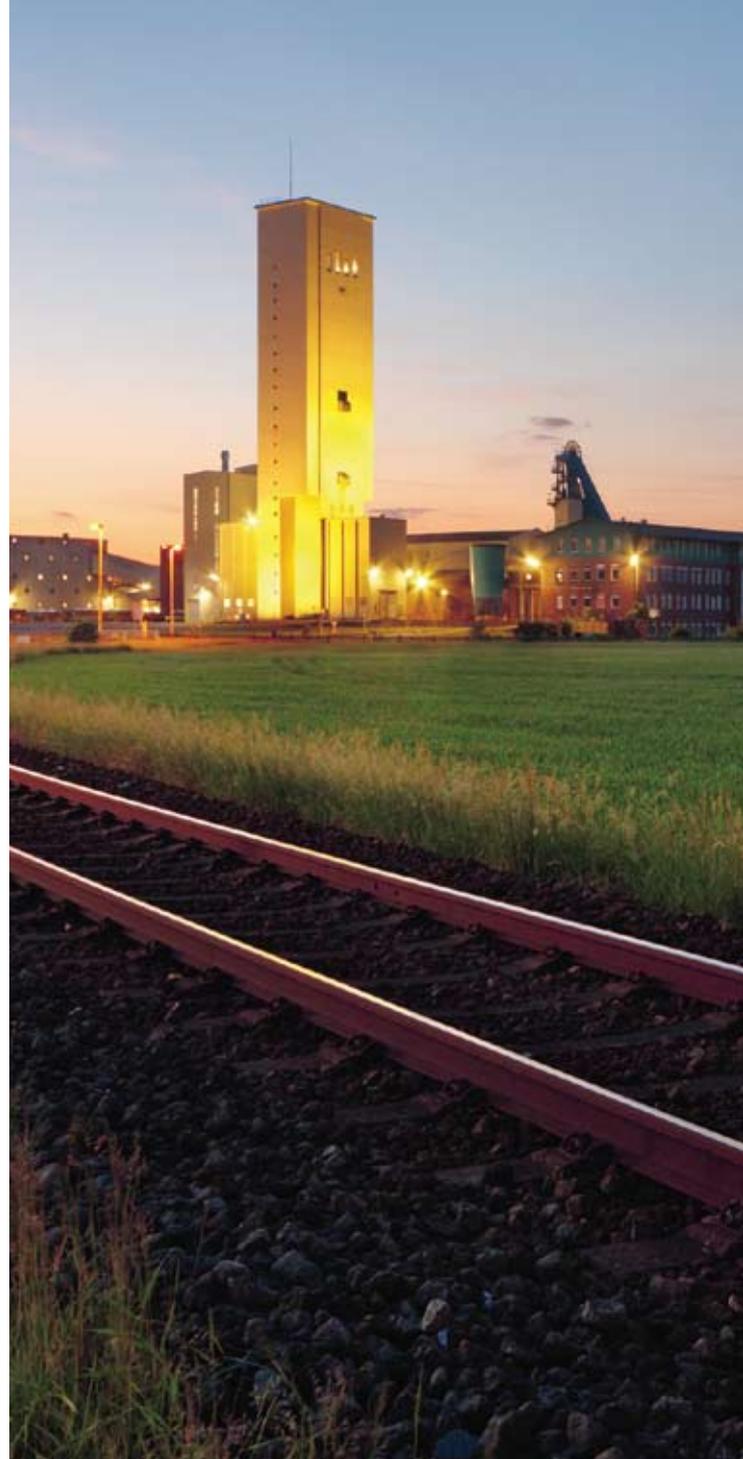
THE CHALLENGE OF LINKING SUSTAINABILITY ISSUES WITH MANAGEMENT BONUS SYSTEMS

Remuneration levels for company management are generally linked to more short-term results than the long-term perspective for sustainability.

Only in exceptional cases do companies have a positive, direct link between goals for their work with sustainability issues and remuneration and management bonuses.

One smaller industrial firm commented, “In our incentive programme, the company is entitled to withdraw any bonus earned if a serious breach of the code of conduct has occurred.”

The companies are more oriented towards disciplinary consequences, including dismissal, if serious breaches occur in the sustainability areas. “We have decided not to introduce sustainability criteria in bonus agreements. Rather, any breaches will lead to disciplinary action – in the worst case, dismissal,” one industrial firm stated.



- » *Implementation and compliance is the most neglected part.*
- » *The majority of the companies have policies and have integrated sustainability strategies into their business strategies. But only 58% of the companies stated that they systematically measure and follow up the various components of their sustainability work.*
- » *The areas the companies follow up are primarily environmental protection and climate change and health, working environment and safety, as 70% of the companies do.*
- » *More than half do not oversee compliance by their suppliers, major business partners or financial investments.*

- » *Third-party verification is used only to a small extent in sustainability work.*
- » *Companies that publish sustainability reports often regard their work involved in developing and working with management and control systems as a vital tool for gathering key performance indicators connected with fulfilment of strategies.*
- » *The connection between compliance with sustainable value creation and management's remuneration and bonuses features disciplinary consequences more than financial ones.*

COMMUNICATION AND REPORTING

The companies usually report externally via their annual report or website. Internal communication about sustainable value creation is needed to get all employees in the company working towards the same goals.

Good external communication about work on sustainability issues is vital for influencing how a company is perceived by others. Different stakeholders have different needs for information – a crucial consideration.

REPORTING RESULTS IS NOT COMMON

The survey shows that the companies' external communication focuses mostly on the policies adopted. However, many companies added that their key policy documents are only accessible internally. A quarter of the companies have chosen to keep their policies concerning the environment, human rights and labour rights internal, while almost half of the companies keep policies for anti-corruption, good business conduct and health, working environment and safety internal.

Regular reporting on predefined targets, key performance indicators and results in the sustainability area is less common, because only a minority of the companies measure these parameters. Less than 60% of the companies stated that they manage sustainability factors using targets, and only 20% report the results from such control systems. However, the companies report more in the area of the environment and, to some extent, health, working environment and safety – about 45% and 30% respectively. One reason for this may be that it is easier to find appropriate key performance indicators and income measures in these areas; also, reporting in these areas is subject to more numerous formal requirements. It is a challenge for the companies to find such metrics in other areas of sustainability, too.

In human rights, labour rights and responsible business conduct, companies report mainly good examples or major shortcomings. "We also communicate with stakeholders in face-to-face meetings, and via our annual report, sustainability report, the Internet, lectures, press releases and so on," one industrial company noted.

Most of the companies report in their annual report or in a separate sustainability report. Many companies also disclose results, good examples or shortcomings on their websites.

Quite a few of the companies that publish sustainability reports commented that this has led to fruitful reflection on the sustainability work itself and their communication.

EMPLOYEES INFORMED AND TRAINED

Many companies reported a high priority on providing internal sustainability information to their own staff using intranets and courses. The companies stated that they must have internal communication about their own sustainability efforts to get all employees in the company to work towards the same goals. Transparency in sustainability work also helps employees feel pride in working for their company. Good examples show how certain companies tether their fundamental values and sustainability strategies with internal and external communication strategies in the field of sustainability.

The survey shows that employees often have access to periodic reports in all sustainability areas in the survey. Reports on environmental factors in particular are straightforward, and 69% of the companies regularly report these internally. The area about which the least is reported internally is human rights (39%).

About half of the companies ensure that their employees also assimilate sustainability information through periodic training. This is most common in the areas of environment and health, working environment and safety. In addition to internal reports and training, primarily for new employees, the most common channel for communicating sustainability issues is managers. Sustainability factors are also included in much of the executive training carried out.

In responsible business conduct and anti-corruption, quite a few of the companies periodically conduct short training sessions on the company's intranet. "We have web-based training that uses actual cases containing a dilemma intended to spur employees to reflect on how they would act in a certain situation and to test what they know about these issues," one industrial company commented.

- » *The companies report on their sustainability work internally to a greater extent than externally.*
- » *Sustainability issues are reported externally primarily via annual reports and websites.*
- » *For many companies, the priority is to provide sustainability information internally via intranets and training.*

- » *The companies report primarily on their sustainability policies.*
- » *Regular reporting on predefined targets, key performance indicators and results in the area of sustainability is less common, because only a minority of the companies measure these parameters.*
- » *Most external reports concern the environment and the work environment.*

ABOUT THE SURVEY

HOW THE SURVEY WAS CONDUCTED

The project used a questionnaire to find out how Swedish listed companies take responsibility for and work with sustainable business practices. In September 2009, the survey was sent to the chairman of the board and CEO of each of the 100 companies with the highest market capitalisation listed through NASDAQ OMX Stockholm.

The results in this report are based on the companies' own responses and have not been verified by the project. Nor do the results take into account the size of the company, whether the company has local or global operations, or how its priorities might be sector-specific – all factors influencing companies' sustainability efforts.

The survey consisted of 26 questions distributed among four parts: accountability of the board, key policy documents, implementation and compliance, and communication and reporting. All four parts were given equal weighting in the evaluation of the responses, that is, 25% per area. The questions in each area were then assigned different points depending on each question's importance in sustainable value creation.

You can read all about the methods for scoring and weighting on the project's website: www.hallbartvardeskapande.se. There you will also find a glossary and statistics on the companies' responses to each question, in total and by sectors.

The response rate was very high, as 84% of the companies answered the questionnaire. A few companies declined to participate, explaining that they were in the midst of reviewing their sustainability efforts.

34 companies have allowed their responses to be made public; you will find their individual responses on the website.

The companies that responded to the survey received individual feedback comparing their results with all companies participating in the survey and with all companies in their sector.

The model for the Sustainable Value Creation Project was the Norwegian project "Bærekraftig verdiskaping", conducted for the first time in 2008. DnB NOR Asset Management served as project manager for Sustainable Value Creation in Sweden.

THIS REPORT IS BASED ON RESPONSES FROM THE COMPANIES BELOW

| | | | |
|-----------------------------|------------------------------|-------------------|------------------------------|
| FINANCE | HEALTHCARE | INDUSTRIAL | COMMODITIES |
| AVANZA | ACTIVE BIOTECH | ABB | ALLIANCE OIL (WEST SIBERIAN) |
| HQ | ASTRAZENECA | ALFA LAVAL | BOLIDEN |
| NORDEA BANK | BIOVITRUM | ASSA ABLOY | HOLMEN |
| NORDNET | ELEKTA | ATLAS COPCO | LUNDIN PETROLEUM |
| SKAND. ENSKILDA BANKEN | GETINGE | AUTOLIV | PA RESOURCES |
| SWEDBANK | Q-MED | AXIS | SCA SV CELLULOSA |
| SVENSKA HANDELSBANKEN | | BE GROUP | SSAB SVENSKT STAL |
| | CONSUMER GOODS/RETAIL | CARDO | STORA ENSO |
| INVESTMENT COMPANIES | AARHUSKARLSHAMN | ELECTROLUX | |
| BURE | AXFOOD | ERICSSON (LM) | SERVICES |
| HAKON INVEST | CLAS OHLSON | HEXAGON | ENIRO |
| INDUSTRIVÄRDEN | HENNES & MAURITZ | HUSQVARNA | INTRUM JUSTITIA |
| INVESTOR | MEKONOMEN | INDUTRADE | LOOMIS |
| KINNEVIK | ORIFLAME COSMETICS | JM | MTG MODERN TIMES GROUP |
| LATOUR, INVESTMENT | SWEDISH MATCH | LINDAB | REZIDOR HOTEL GROUP |
| MELKER SCHÖRLING | | MUNTERS | SECURITAS |
| RATOS | | NCC | SKISTAR |
| VOSTOK NAFTA INVESTMENT | | NIBE INDUSTRIER | SWECO |
| ÖRESUND INVESTMENT | | NOBIA | TELE2 |
| | | PEAB | TELIASONERA |
| PROPERTY | | SANDVIK | UNIBET |
| ATRIUM LJUNGBERG | | SCANIA | ÅF GROUP |
| CASTELLUM | | SKANSKA | |
| FABEGE | | SKF | |
| HUFVUDSTADEN | | TRELLEBORG | |
| KUNGSLEDEN | | VOLVO | |
| LUNDBERGS | | | |
| WALLENSTAM BYGGNADS AB | | | |
| WIHLBORGS FASTIGHETER | | | |

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