

# Sustainability factbook 2022

Sampo Group



## Disclaimer

This presentation may contain forward-looking statements that reflect management's current views with respect to certain future events and potential financial performance. Although Sampo believes that the expectations reflected in such forward-looking statements are reasonable, no assurance can be given that such expectations will prove to have been correct. Accordingly, results could differ materially from those set out in the forward-looking statements as a result of various factors.

Important factors that may cause such a difference for Sampo include, but are not limited to: (i) the macroeconomic development, (ii) change in the competitive climate, and (iii) developments in capital markets.

This presentation does not imply that Sampo has undertaken to revise these forward-looking statements, beyond what is required by applicable law or applicable stock exchange regulations if and when circumstances arise that will lead to changes compared to the date when these statements were provided.

## Key takeaways from this presentation

This presentation and sustainability in general at Sampo Group are structured around five themes: business management and practices, corporate culture, investment management and operations, products and services, and communities.

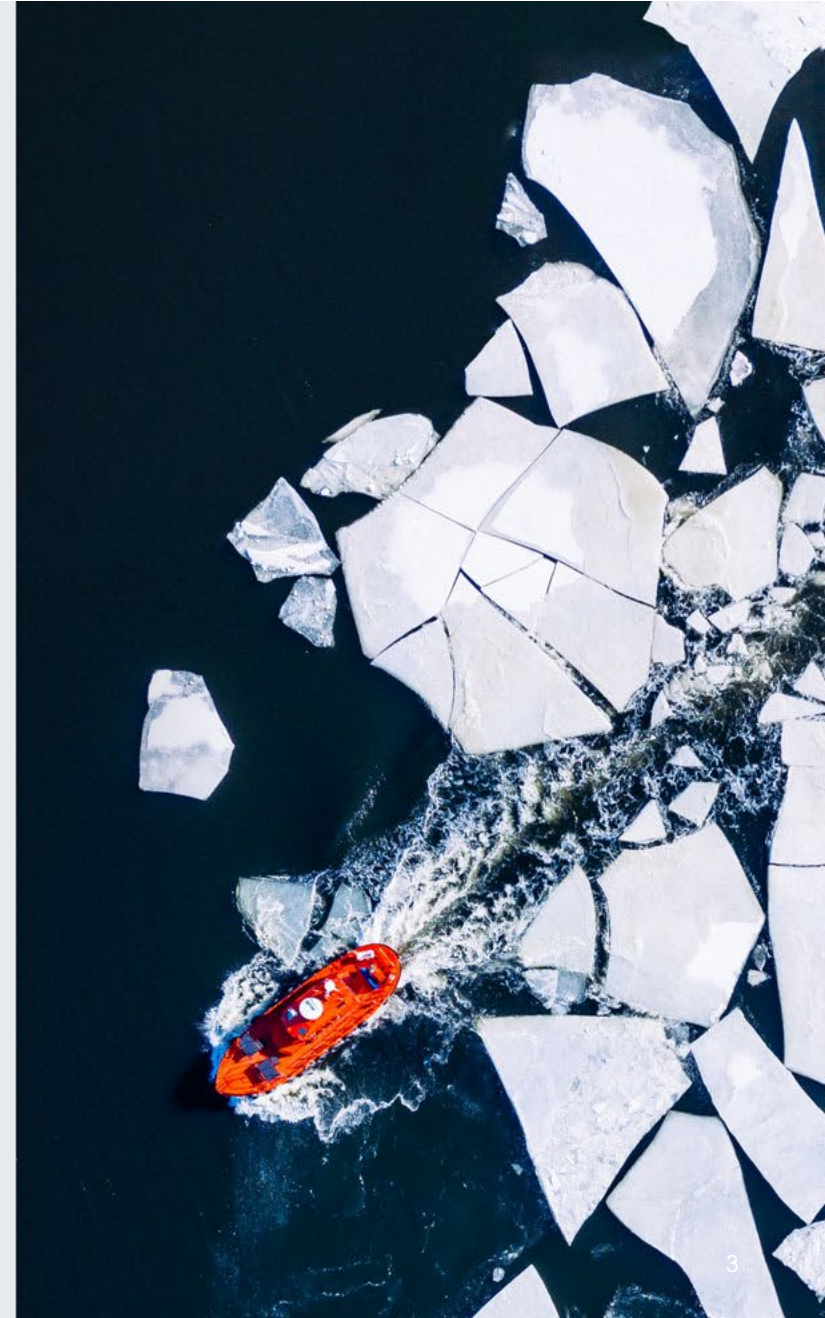
Sustainability is an important focus area for Sampo Group and, therefore, development around the most material themes is constant and a key priority for the Group companies.

Sampo Group measures its sustainability performance on a group-level using several key performance indicators (KPIs), some of which are highlighted in this presentation.

The ambition is to develop the KPIs further, study new possibilities, and improve the sustainability-related disclosure continuously.

The presentation is updated quarterly, however some data is only updated annually, and therefore year end or full year figures are provided.

# Sustainability management

















# Sustainability organisation and reporting structure



# Sampo Group sustainability programme

- Sampo Group has a sustainability programme, which drives group-level sustainability work.
- The programme consists of strategic sustainability themes and material sustainability topics.
- The programme also links the sustainability work to the business operations of the Group companies, as well as to the UN Sustainable Development Goals.
- The sustainability programme evolves, as common projects are completed and targets reached, or new priorities emerge. Every three years the programme undergoes a bigger update.
- There is also a detailed internal version of the programme available, which includes activities under each theme, targets for the activities, an overall timetable, and a division of responsibilities.

Strategic sustainability themes and objectives				
Strategic sustainability themes	Material topics	Objective	Business rationale	Link to the SDGs
Business management and practices	<ul style="list-style-type: none"> <li>• Anti-corruption and bribery</li> <li>• Anti-money laundering and counter-terrorist financing</li> <li>• Data privacy</li> <li>• Information security and cybersecurity</li> <li>• Human rights and labor practices</li> <li>• Environmental impacts of group operations</li> <li>• Political involvement and lobbying</li> </ul>	Sampo Group ensures sustainability in governance and business operations.	Compliance Risk management Stakeholder demand	   
Corporate culture	<ul style="list-style-type: none"> <li>• Empowering working environment</li> <li>• Diversity, equity, and inclusion</li> <li>• Health and well-being</li> <li>• Competence development</li> <li>• Remuneration</li> </ul>	<p>Sampo Group provides a non-discriminatory corporate culture promoting employee well-being, diversity and inclusion, and professional development.</p> <p>Sampo Group's corporate culture and employer image attract and retain talent.</p>	Compliance Risk management Employer image Financial performance Stakeholder demand	 
Investment management and operations	<ul style="list-style-type: none"> <li>• Commitment to responsible investment</li> <li>• Responsible investment strategies across asset classes</li> <li>• Carbon footprint and climate impact of investments</li> </ul>	Sampo Group integrates ESG criteria (including climate change) into its investment management and operations across asset classes.	Risk management Financial performance Stakeholder demand	  
Products and services	<ul style="list-style-type: none"> <li>• Sustainable product and service offering</li> <li>• Sustainable supply chain management</li> <li>• Sustainable sales and marketing practices</li> <li>• Customer satisfaction</li> </ul>	Sampo Group integrates ESG criteria (including climate change) into its product and service offering and supply chain management.	Compliance Risk management Financial performance Stakeholder demand	  
Communities	<ul style="list-style-type: none"> <li>• Stakeholder engagement and dialogue</li> <li>• Donations and other humanitarian efforts</li> <li>• Tax footprint</li> </ul>	Sampo Group provides safety, well-being, and financial security in the society.	Risk management Employer image Stakeholder demand	 

# Examples of initiatives and commitments

## Sampo Group

Signatory of:



## If



## Topdanmark



## Hastings

Signatory of:



## Mandatum



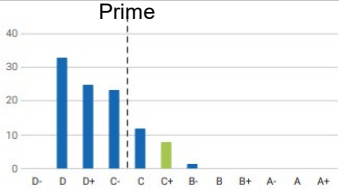


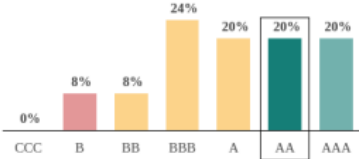

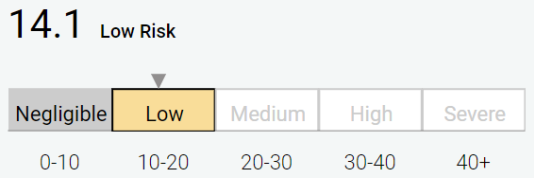
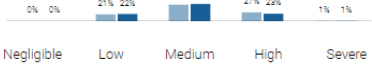


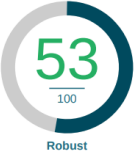
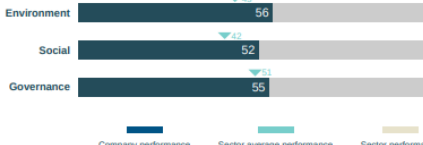


## Sampo plc

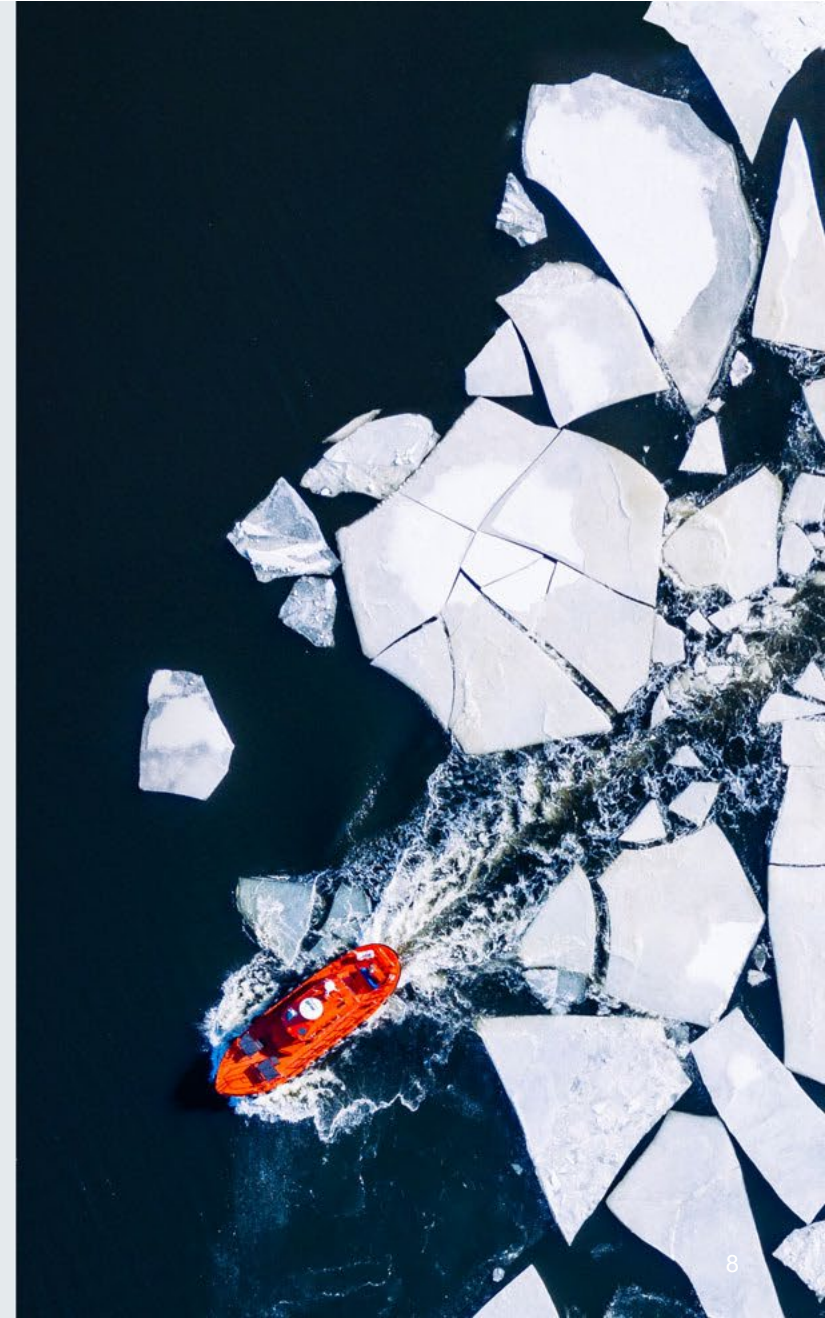


# Sampo plc's ESG ratings

Target: To be rated in the top quartile within the industry among the leading rating agencies' rankings.

Examples of ESG rating agencies	Rating and scale	Rating distribution and/or ranking												
	<p>Absolute Rating</p> 	 <p>Decile Rank 1</p>												
														
		<p>ESG Risk Rating Distribution</p>  <p>Legend: Industry (Insurance), Subindustry (Diversified Insurance...)</p> <p>Rank   Percentile (1st = Top Score) 11 / 301   4th 5 / 77   6th</p>												
	<p>Rating of Sampo plc: 59/100 Industry average: 33/100</p>	<p>Percentile rank of Sampo plc: 82</p>												
	<p>ESG OVERALL SCORE</p> 	<p>ESG PERFORMANCE (/100)</p>  <p>RELATIVE PERFORMANCE</p> <table border="1"> <tr> <td>Rank in Sector</td> <td>15/49</td> </tr> <tr> <td>Rank in Region</td> <td>354/1618</td> </tr> <tr> <td>Rank in Universe</td> <td>451/4847</td> </tr> <tr> <td>Company Reporting Rate</td> <td>90%</td> </tr> <tr> <td>Sector Average Reporting Rate</td> <td>81%</td> </tr> <tr> <td>High severity controversies</td> <td>No</td> </tr> </table>	Rank in Sector	15/49	Rank in Region	354/1618	Rank in Universe	451/4847	Company Reporting Rate	90%	Sector Average Reporting Rate	81%	High severity controversies	No
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Rank in Region	354/1618													
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Company Reporting Rate	90%													
Sector Average Reporting Rate	81%													
High severity controversies	No													

# Business management and practices

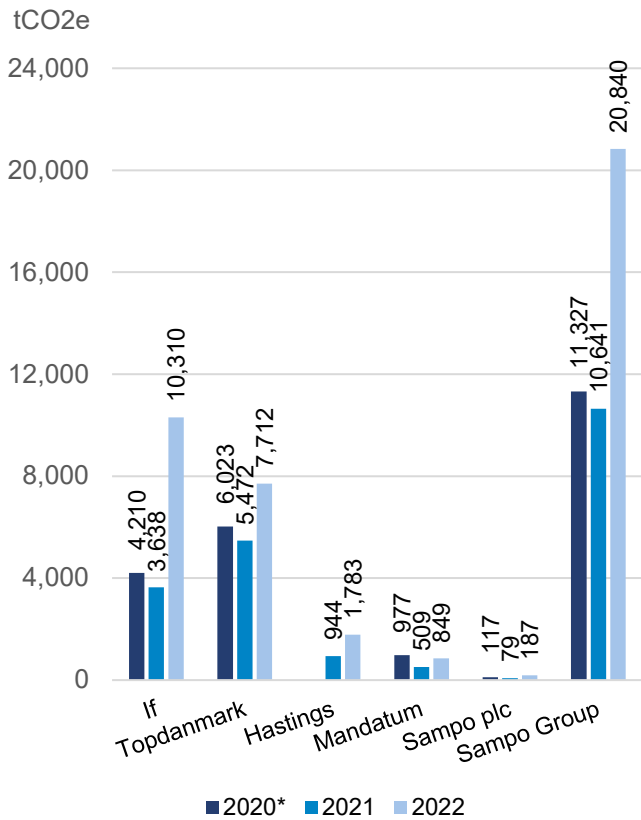


# Climate targets of the Sampo Group companies: Own operations

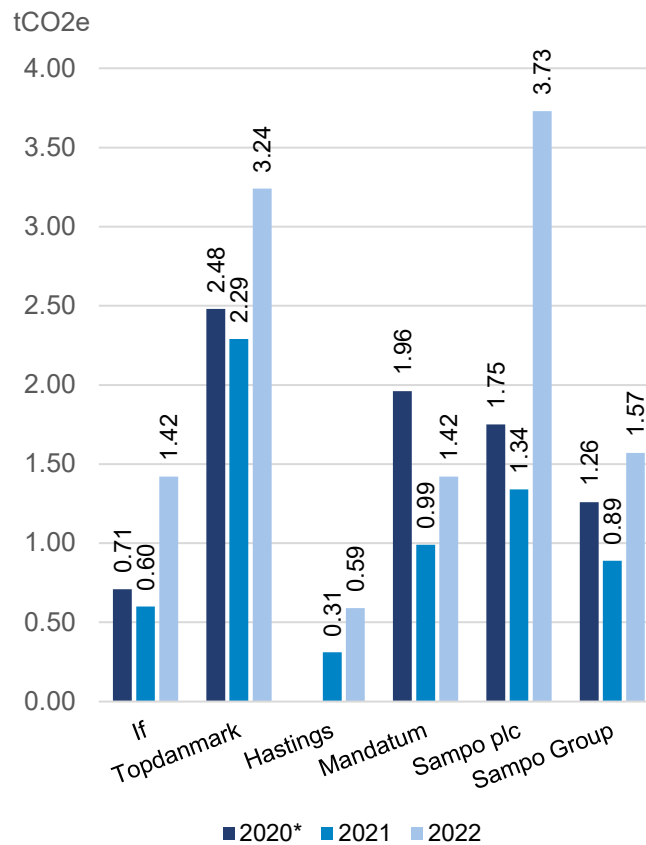
If	Topdanmark	Hastings	Mandatum
<ul style="list-style-type: none"> <li>• <b>Commitment:</b> <ul style="list-style-type: none"> <li>• To set science-based targets (SBTs) approved by the Science Based Targets initiative (SBTi) in 2023 the latest. This includes targets for own operations, claims handling, and investments.</li> </ul> </li> <li>• <b>Current targets:</b> <ul style="list-style-type: none"> <li>• To reduce business travel by 50% in 2022 (baseline 2019).</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Commitment:</b> <ul style="list-style-type: none"> <li>• To set science-based targets (SBTs) approved by the Science Based Targets initiative (SBTi) in 2024 the latest. This includes targets for own operations, claims handling, and investments.</li> </ul> </li> <li>• <b>Current targets:</b> <ul style="list-style-type: none"> <li>• To reduce GHG emissions with at least 70% (baseline 2019) and compensate for the remaining via relevant climate quotas by 2030.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Commitment:</b> <ul style="list-style-type: none"> <li>• To set science-based targets (SBTs) approved by the Science Based Targets initiative (SBTi) in 2024 the latest. This includes targets for own operations and investments.</li> </ul> </li> <li>• <b>Current targets:</b> <ul style="list-style-type: none"> <li>• To reduce carbon footprint of own operations by 50% at the end of 2023 (baseline 2019).</li> <li>• To retain certified CarbonNeutral® status for 2022.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Commitment:</b> <ul style="list-style-type: none"> <li>• To analyse the possibility to commit to the Science Based Targets initiative (SBTi).</li> </ul> </li> <li>• <b>Current targets:</b> <ul style="list-style-type: none"> <li>• To reduce GHG emissions of own operations.</li> </ul> </li> </ul>

# GHG emissions of own operations, Sampo Group

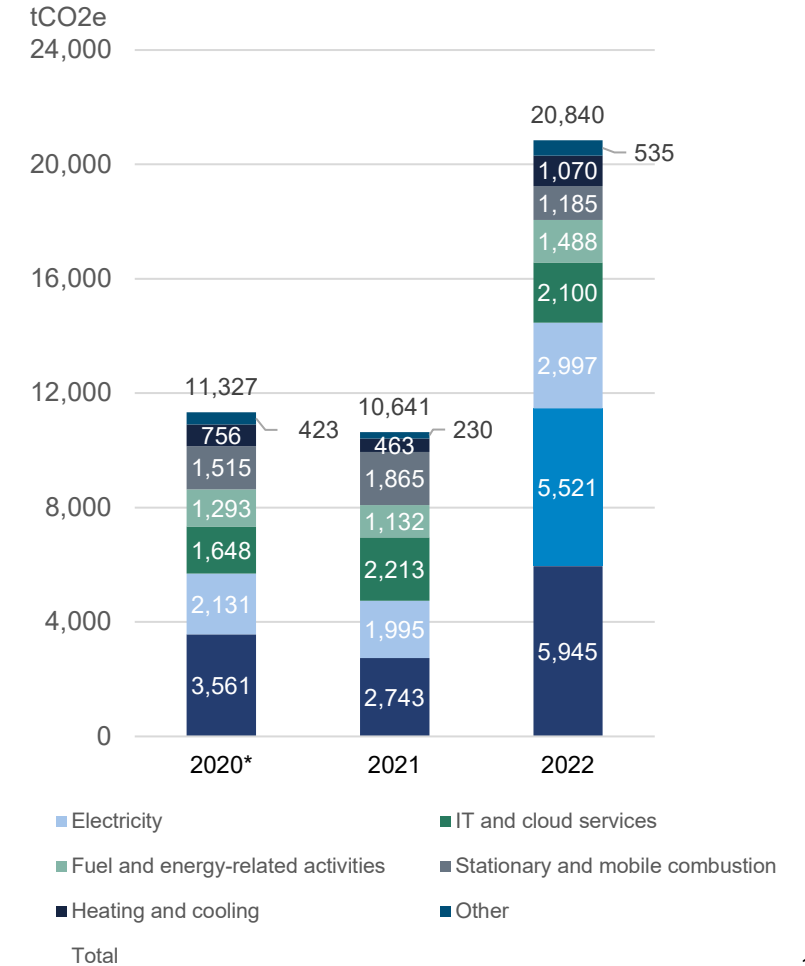
## GHG emissions by company



## GHG emissions per employee



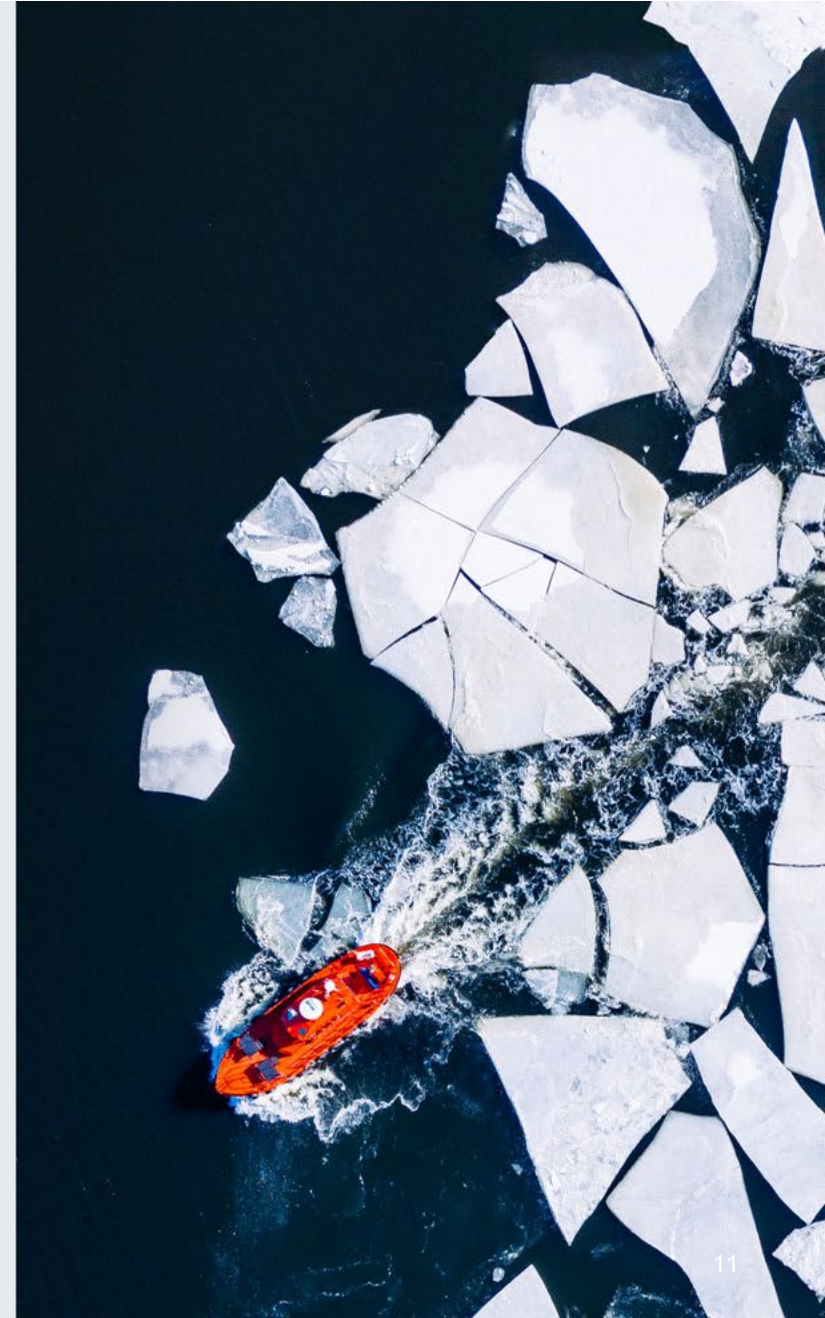
## Source of GHG emissions



In 2022, the results are impacted by business returning to normal after the pandemic (e.g. business travel, heating/cooling and electricity at the offices) and improved Scope 3 reporting (e.g. inclusion of employee commuting into calculations).

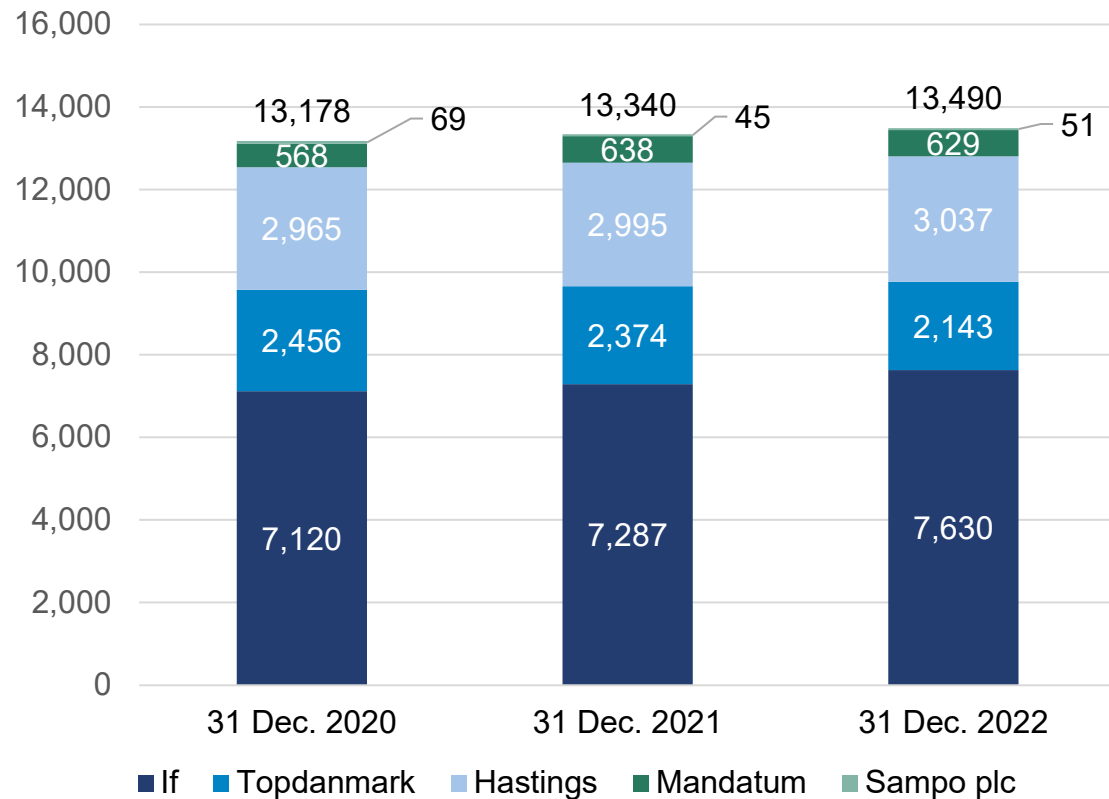
\* Excluding Hastings

# Corporate culture

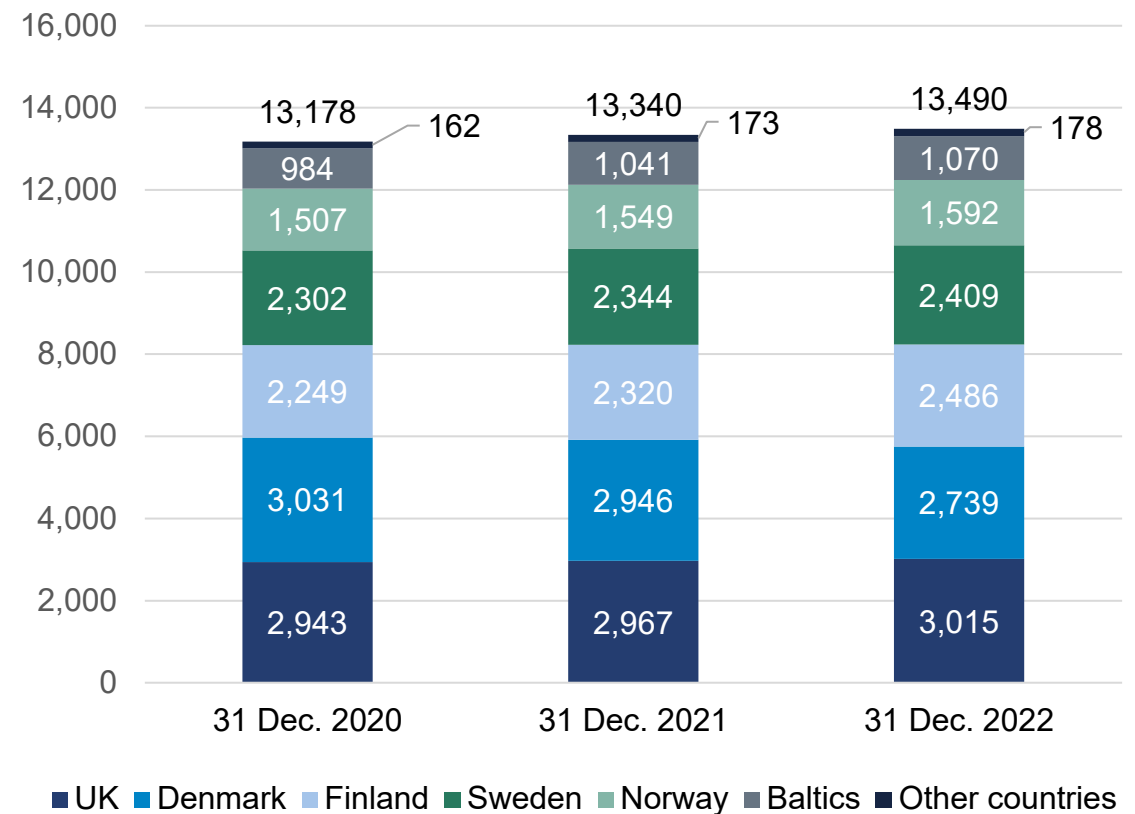


# Number of employees (FTE), Sampo Group

By company



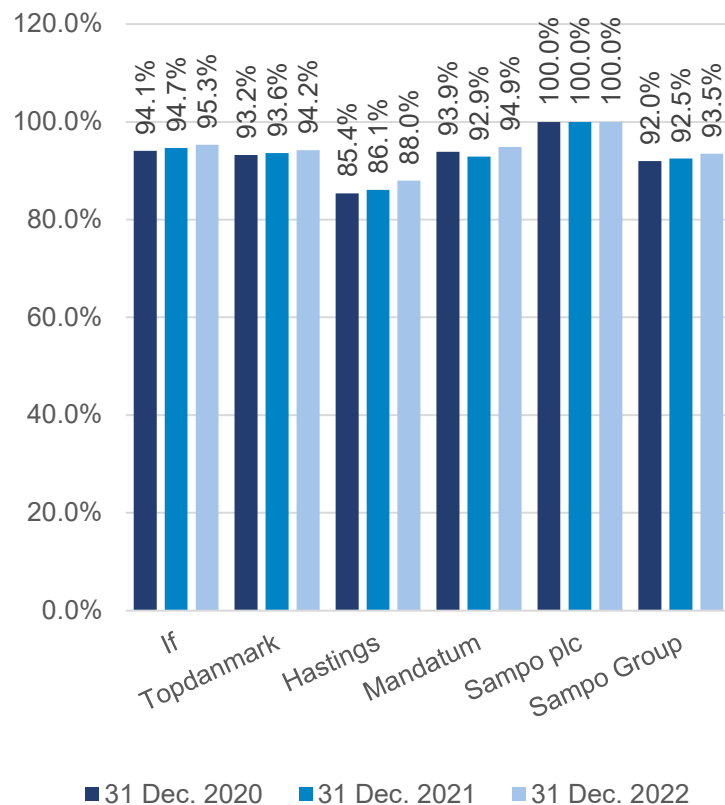
By country



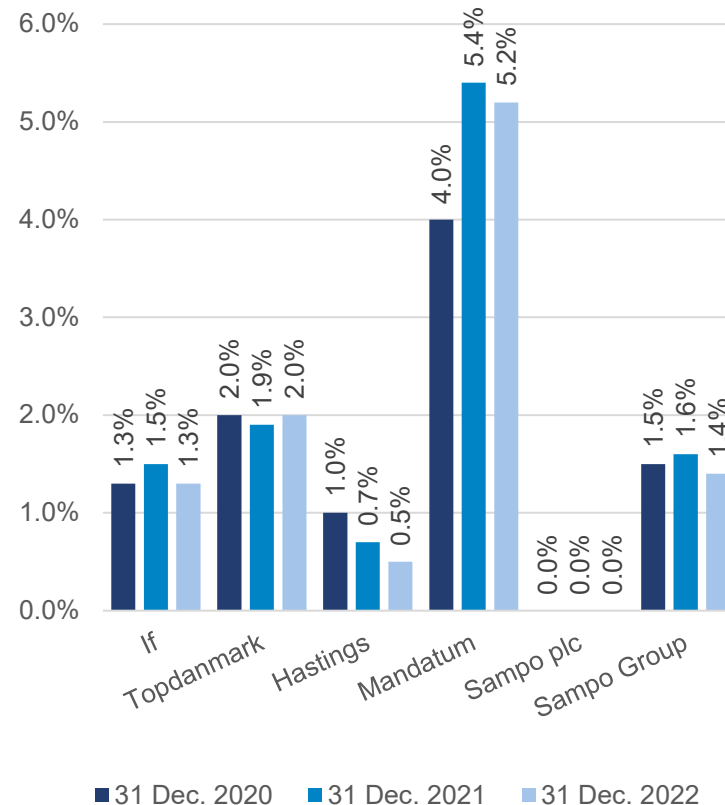
Mandatum's Baltic business was sold in July 2022. Topdanmark's life and pension business was sold in December 2022.

# Types of employment, Sampo Group

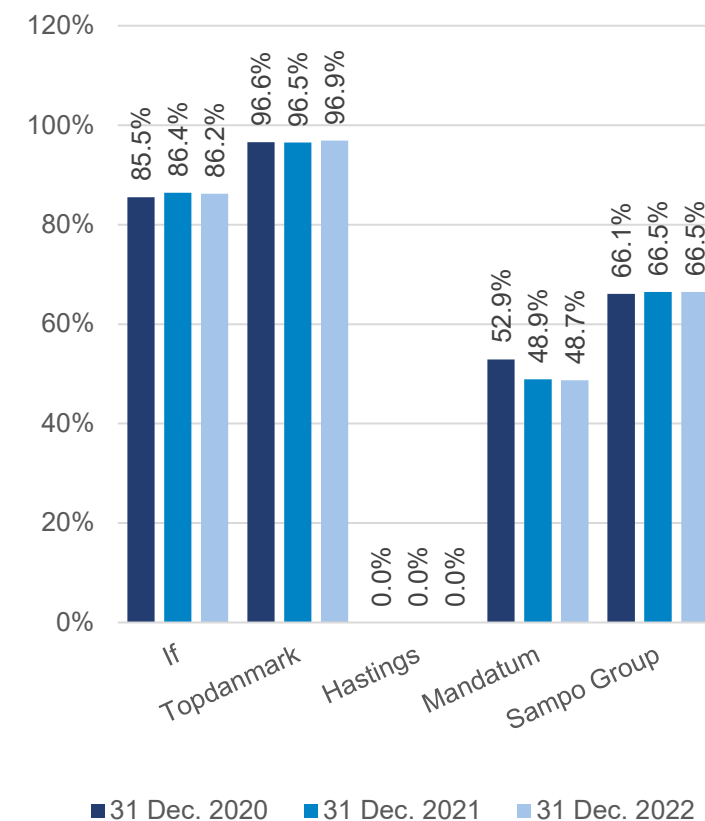
Share of full-time employees



Share of employees on temporary contracts



Share of employees covered by collective bargaining agreements\*



Mandatum's Baltic business was sold in July 2022. Topdanmark's life and pension business was sold in December 2022.

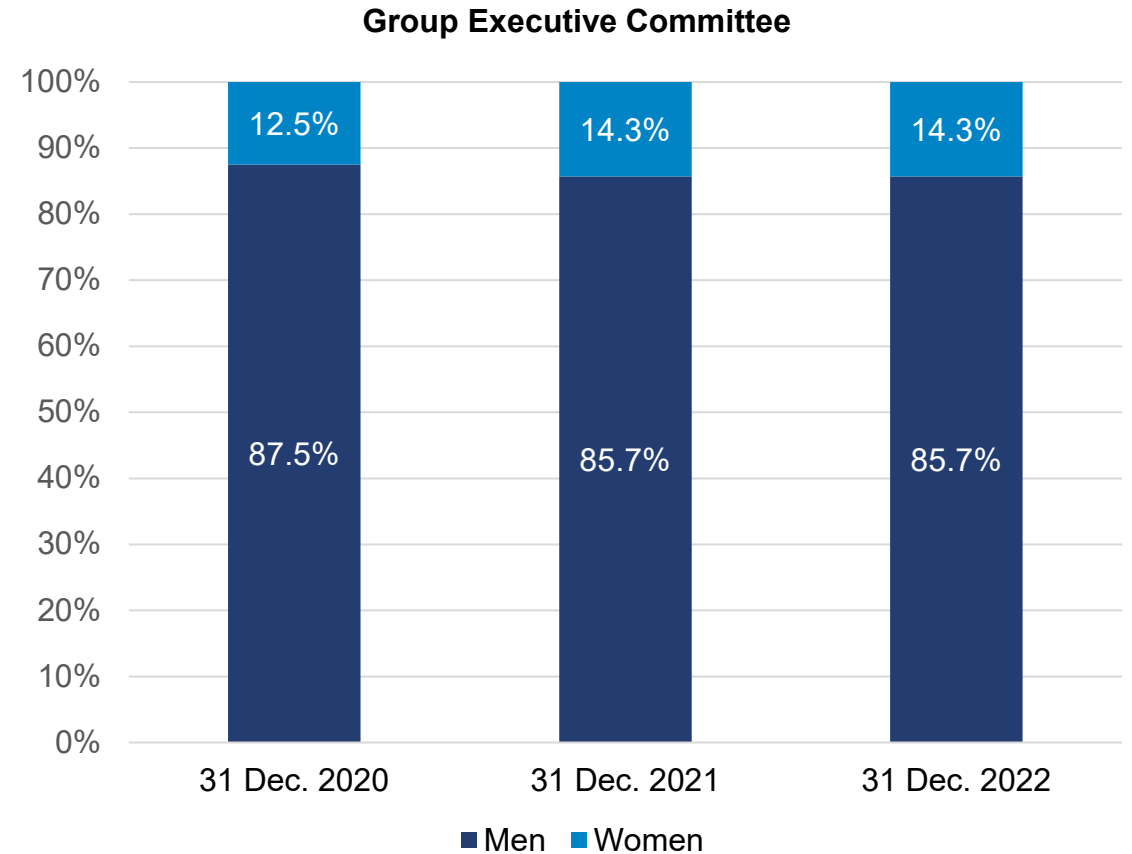
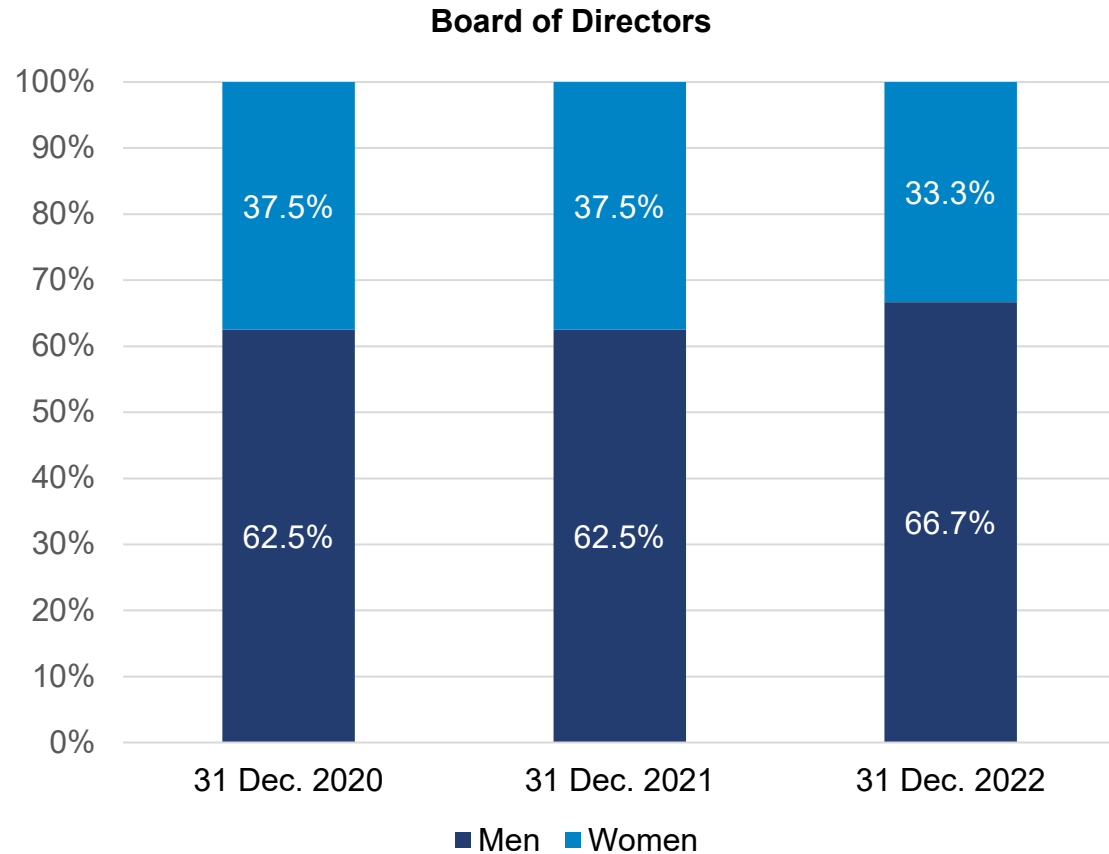
\* All figures include only employees that are truly covered by collective agreements. There are many employees whose employment terms the agreement is applied to even if they are not covered by the agreement. The total number of employees in Sampo plc is too small to allow fair reporting.

# Diversity, equity, and inclusion

# Diversity, equity, and inclusion targets of the Sampo Group companies

If	Topdanmark	Hastings	Mandatum	Sampo plc
<ul style="list-style-type: none"> <li>• Have at least 85% of employees agreeing or strongly agreeing with the statements related to inclusion in the autumn employee survey.</li> <li>• Increase diversity in management teams by 30% by 2026, defined as selected underrepresented groups, including people of colour and non-binary gender.</li> <li>• Have equal binary gender representation, meaning that the ratio of men/women should be 50/50 (+/- 5 percentage points), for both employees and leaders.</li> </ul>	<ul style="list-style-type: none"> <li>• Have at least two of each gender among the AGM elected members of the Board of Directors.</li> <li>• Have a maximum of 60% of one gender at all levels of management.</li> <li>• Have a maximum 60 per cent of one gender in the succession planning.</li> </ul>	<ul style="list-style-type: none"> <li>• Participate in the 30% club external mentoring programme.</li> <li>• Be recognised in the Inclusive Top 50 UK Employers list.</li> </ul>	<ul style="list-style-type: none"> <li>• Have a minimum of 40% of men and women at all levels of management.</li> </ul>	<ul style="list-style-type: none"> <li>• Have at least 37.5% of both men and women in the Board of Directors.</li> </ul>

# Binary gender distribution of the Board of Directors and the Group Executive Committee, Sampo plc

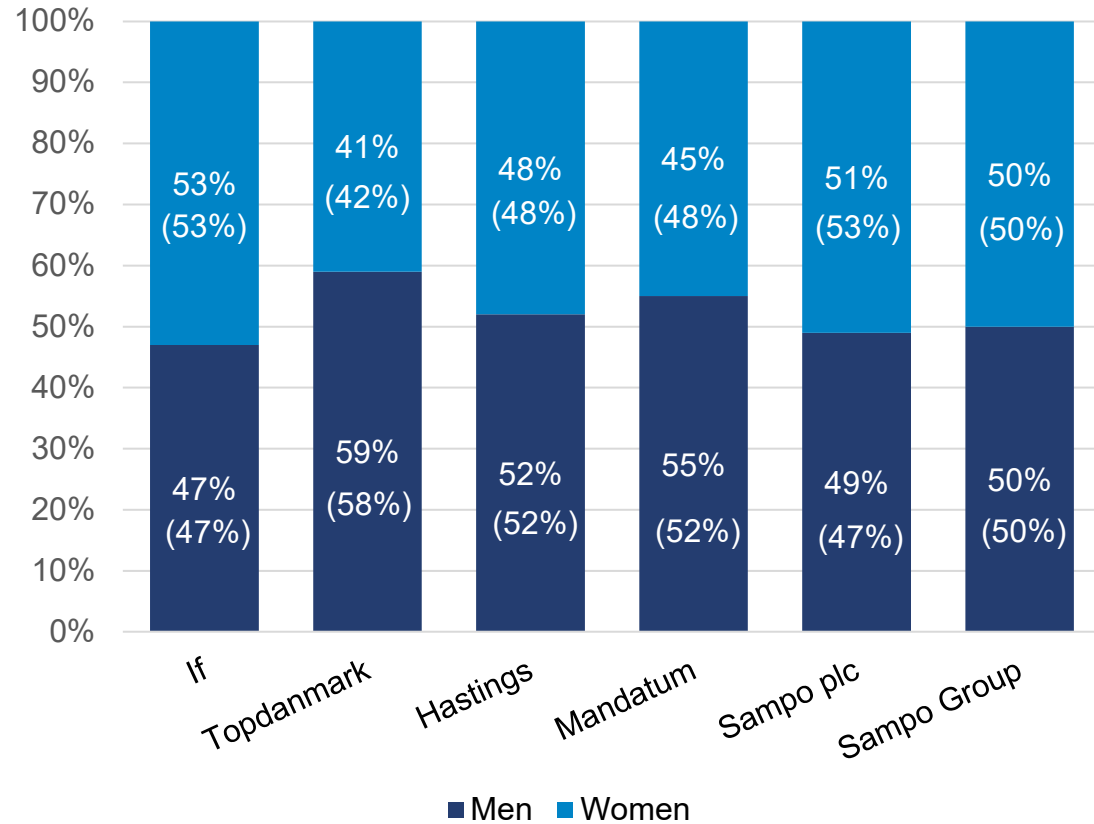


The latest composition of the Board and the Executive Committee can be viewed at [www.sampo.com/board](http://www.sampo.com/board) and [www.sampo.com/management](http://www.sampo.com/management).

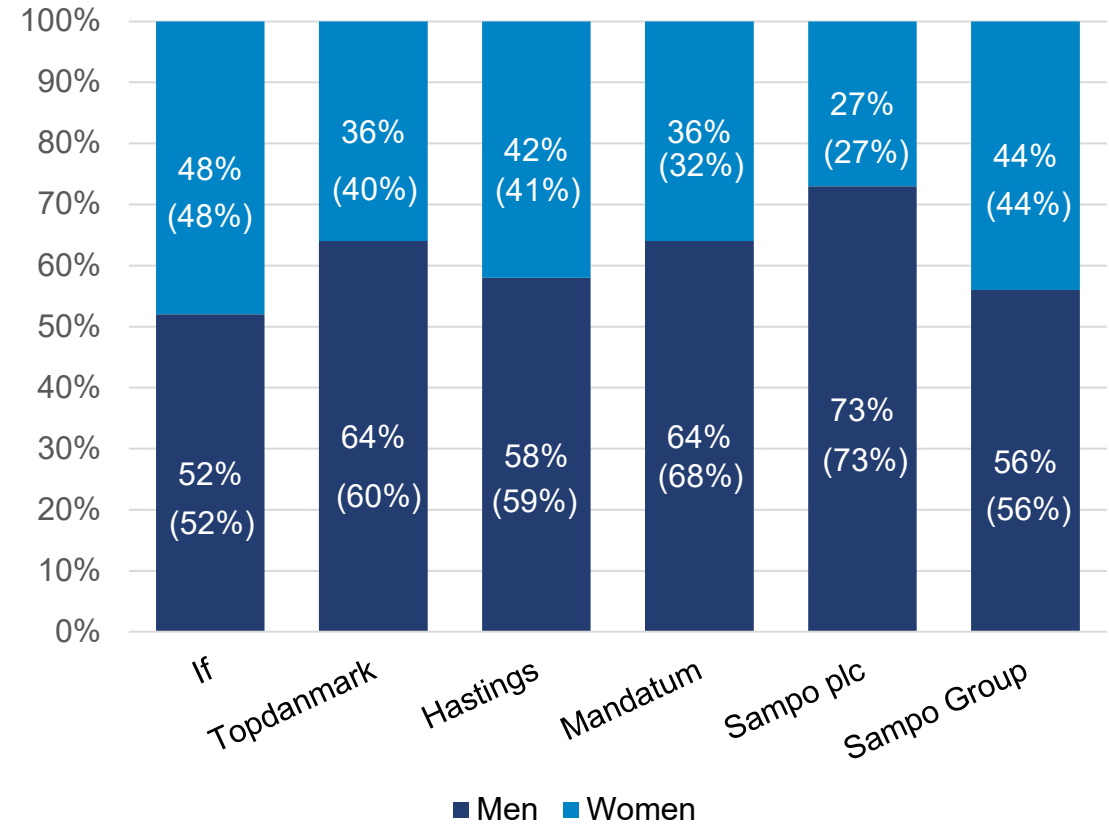
# Binary gender distribution of personnel (FTE)

Sampo Group, 31 December 2022

All employees



Leaders (all levels of management)



Previous year's figures in brackets.

10 February 2023

# Share of women leaders at the highest management levels

Sampo Group, 31 December 2022

	Level 1 (Group CEO and President)	Level 2 (CEOs of Sampo plc's subsidiaries)	Level 3 (reporting to any of the CEOs)	Level 4 (reporting to level 3)	Total (top 4 levels)
If	- (-)	0.0% (0.0%)	25.0% (25.0%)	45.2% (46.3%)	<b>42.3% (43.2%)</b>
Topdanmark	- (-)	0.0% (0.0%)	28.6% (50.0%)	30.7% (29.2%)	<b>29.8% (32.2%)</b>
Hastings	- (-)	0.0% (0.0%)	18.9% (9.1%)	38.8% (37.2%)	<b>34.5% (31.4%)</b>
Mandatum	- (-)	0.0% (0.0%)	45.5% (44.4%)	27.8% (26.5%)	<b>31.3% (29.5%)</b>
Sampo plc	0.0% (0.0%)	- (-)	25% (25.0%)	33.3% (33.3%)	<b>27.3% (27.3%)</b>
<b>Sampo Group</b>	<b>0.0% (0.0%)</b>	<b>0.0% (0.0%)</b>	<b>29.1% (30.4%)</b>	<b>37.7% (37.1%)</b>	<b>35.5% (35.3%)</b>

Previous year's figures in brackets.

The number of leaders especially on levels 2 and 3 is small, and therefore a change in only a few positions can result into big changes in percentages.

# Share of employees on different organisational levels

Sampo Group, 31 December 2022

	Senior-level	Mid-level	First-level
If	1.7% (1.6%)	50.6% (49.8%)	47.7% (48.6%)
Topdanmark	4.3% (3.1%)	57.0% (57.6%)	38.7% (39.3%)
Hastings	2.4% (2.3%)	47.0% (45.3%)	50.7% (52.4%)
Mandatum	7.2% (10.3%)	74.2% (69.3%)	18.7% (20.4%)
Sampo plc	29.4% (42.2%)	66.7% (48.9%)	3.9% (8.9%)
<b>Sampo Group</b>	<b>2.6% (2.6%)</b>	<b>52.0% (51.1%)</b>	<b>45.5% (46.3%)</b>

	Senior-level		Mid-level		First-level	
	Women	Men	Women	Men	Women	Men
If	0.7% (0.7%)	0.9% (0.9%)	22.1% (21.5%)	28.5% (28.3%)	30.4% (31.3%)	17.4% (17.3%)
Topdanmark	1.6% (1.3%)	2.7% (1.8%)	17.9% (17.6%)	39.1% (40.0%)	21.4% (23.1%)	17.3% (16.2%)
Hastings	0.9% (0.9%)	1.5% (1.4%)	19.3% (18.2%)	27.7% (27.1%)	28.3% (29.2%)	22.4% (23.2%)
Mandatum	1.4% (4.1%)	5.7% (6.3%)	31.7% (30.7%)	42.5% (38.6%)	12.3% (13.7%)	6.3% (6.7%)
Sampo plc	11.8% (20.0%)	17.6% (22.2%)	39.2% (26.7%)	27.5% (22.2%)	0.0% (2.2%)	3.9% (6.7%)
<b>Sampo Group</b>	<b>1.0% (1.1%)</b>	<b>1.6% (1.5%)</b>	<b>21.3% (20.5%)</b>	<b>30.7% (30.6%)</b>	<b>27.5% (28.4%)</b>	<b>17.9% (17.9%)</b>

Previous year's figures in brackets.

# New hires

## Sampo Group

By age group	<30 years		30-50 years		>50 years		Total	
	2021	2022	2021	2022	2021	2022	2021	2022
If	513	596	505	642	81	122	1,099	1,360
Topdanmark*	68	110	167	196	51	43	286	349
Hastings	484	474	368	362	56	40	908	876
Mandatum	53	58	44	50	10	7	107	115
Sampo plc	2	2	3	4	1	0	6	6
<b>Sampo Group, total</b>	<b>1,120</b>	<b>1,240</b>	<b>1,087</b>	<b>1,254</b>	<b>199</b>	<b>212</b>	<b>2,406</b>	<b>2,706</b>

By binary gender	Women		Men		Total	
	2021	2022	2021	2022	2021	2022
If	574	677	525	683	1,099	1,360
Topdanmark*	106	124	180	225	286	349
Hastings	467	423	441	453	908	876
Mandatum	38	42	69	73	107	115
Sampo plc	3	2	3	4	6	6
<b>Sampo Group, total</b>	<b>1,188</b>	<b>1,268</b>	<b>1,218</b>	<b>1,438</b>	<b>2,406</b>	<b>2,706</b>

Number of externally hired monthly paid new employees during the year.

\* In 2022, excluding life and pension business.

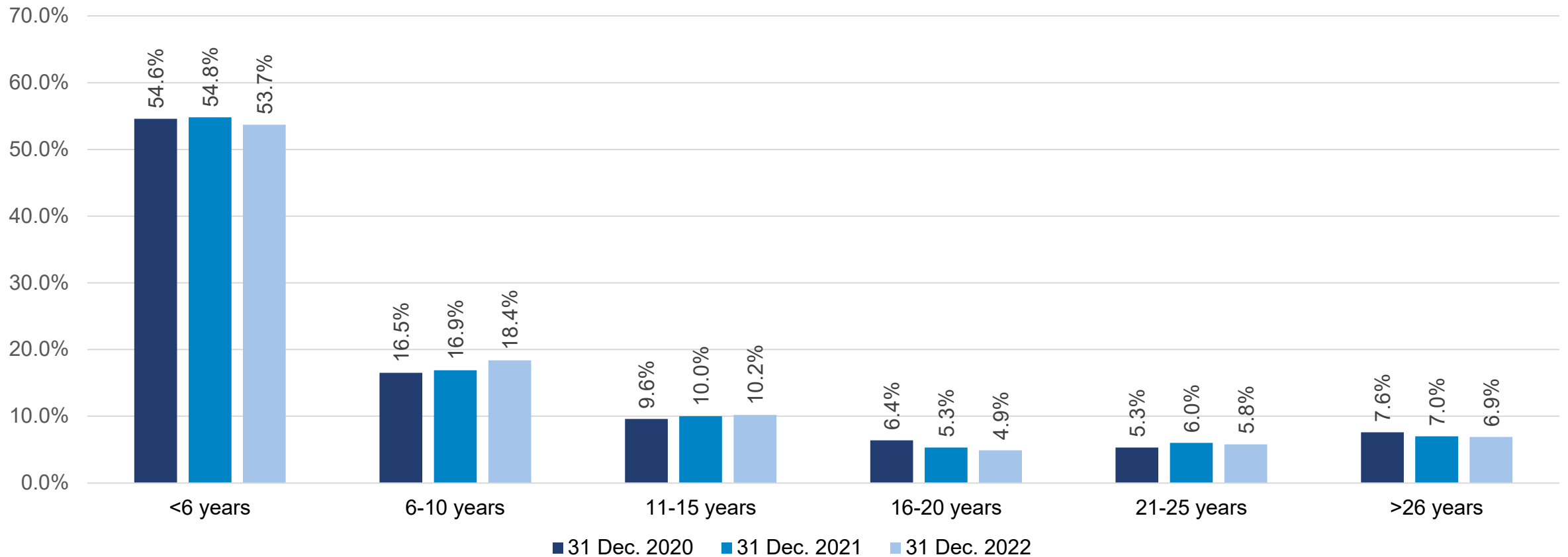
# Age distribution of personnel (FTE)

## Sampo Group

	<30 years		30-50 years		>50 years		Total	
	31 Dec. 2021	31 Dec. 2022	31 Dec. 2021	31 Dec. 2022	31 Dec. 2021	31 Dec. 2022	31 Dec. 2021	31 Dec. 2022
If	1,220	1,239	4,076	4,341	1,991	2,050	7,287	<b>7,630</b>
Topdanmark	340	320	1,233	1,121	802	702	2,374	<b>2,143</b>
Hastings	1,071	1,009	1,544	1,645	380	383	2,995	<b>3,037</b>
Mandatum	118	127	359	353	161	150	638	<b>629</b>
Sampo plc	6	5	20	26	19	20	45	<b>51</b>
<b>Sampo Group</b>	<b>2,755</b>	<b>2,699</b>	<b>7,231</b>	<b>7,486</b>	<b>3,353</b>	<b>3,305</b>	<b>13,340</b>	<b>13,490</b>

# Years of employment

## Sampo Group



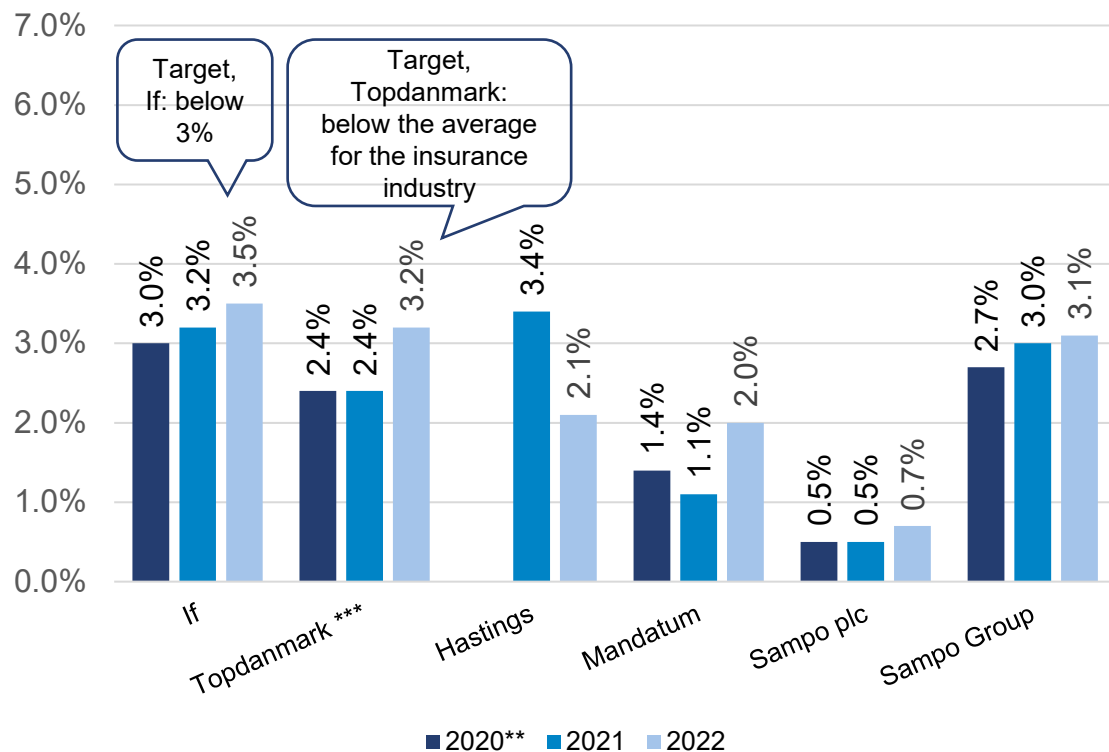
Calculated according to headcount.

# Health and well-being

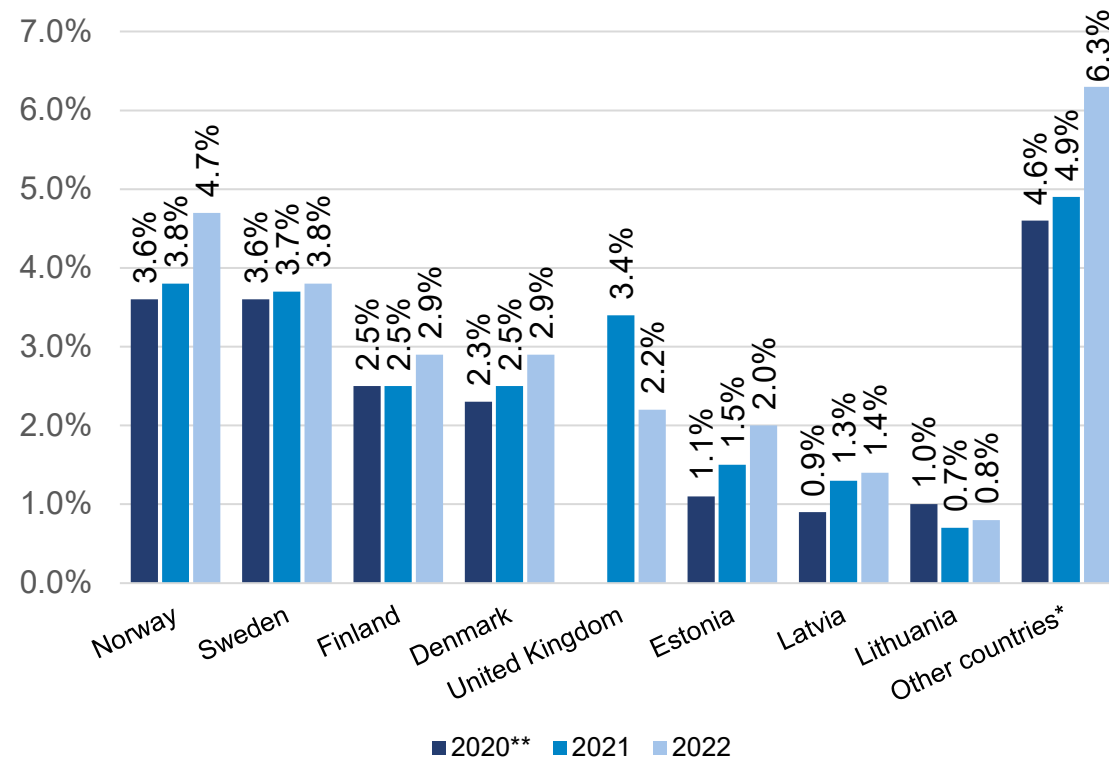
# Absence due to illness

## Sampo Group

### By company



### By country



In 2022, COVID-19 was still heavily present and with the re-opening of society, the spread of respiratory viruses and influenza were some of the factors impacting the results.

\* The other countries included France, the Netherlands, Spain, Germany, Gibraltar, the U.S., and Luxembourg in 2021 and 2022; France, Germany, the Netherlands, Spain, and the UK in 2020.

\*\* Excluding Hastings

\*\*\* In 2022, excluding life and pension business.

# Share of employees covered by an occupational healthcare system

## Sampo Group

Occupational healthcare	31 Dec. 2021	31 Dec. 2022
If	100.0%	100.0%
Topdanmark	100.0%	99.3%
Hastings	100.0%	100.0%
Mandatum	99.5%	99.0%
Sampo plc	100.0%	100.0%
<b>Sampo Group</b>	<b>100.0%</b>	<b>99.9%</b>

Supplementary occupational healthcare	31 Dec. 2021	31 Dec. 2022
If	98.3%	98.9%
Topdanmark	0.0%	0.0%
Hastings	100.0%	100.0%
Mandatum	94.0%	99.0%
Sampo plc	100.0%	100.0%
<b>Sampo Group</b>	<b>81.0%</b>	<b>83.5%</b>

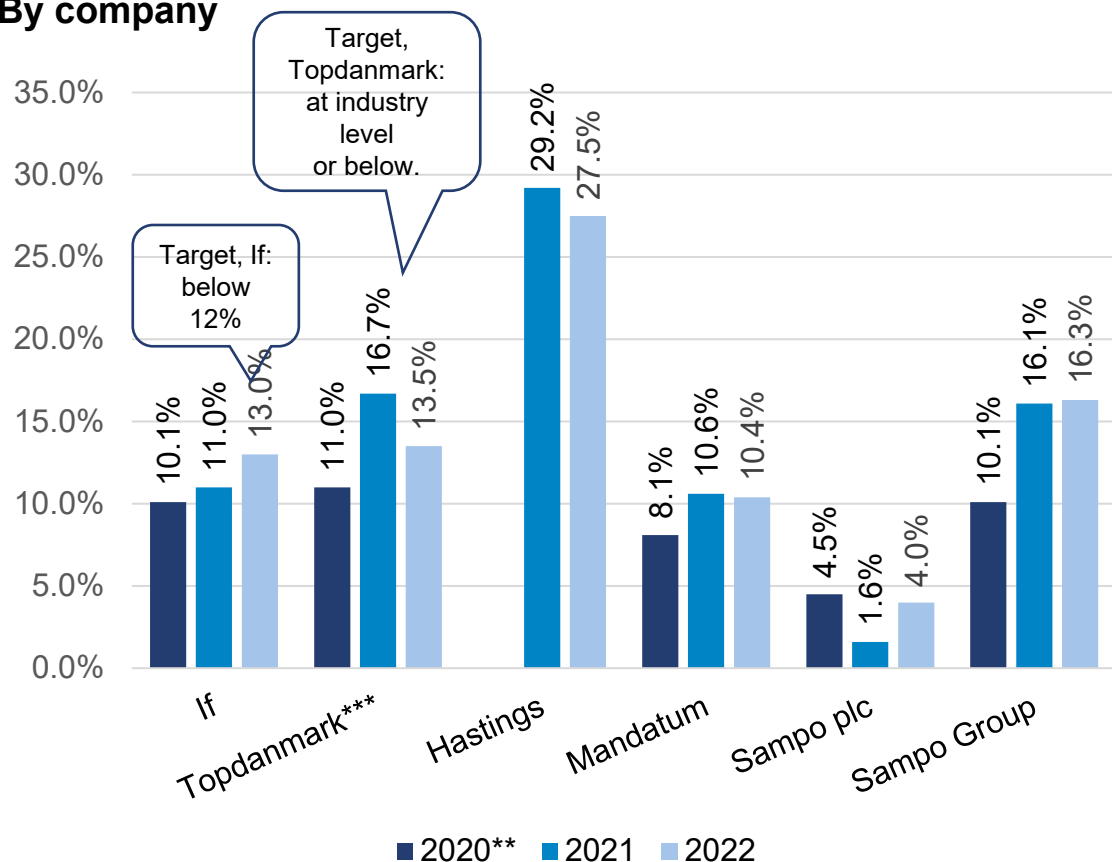
Mandatum's Baltic business was sold in July 2022. Topdanmark's life and pension business was sold in December 2022.

Occupational healthcare system refers to healthcare services that the employer offers to the employees. It can be either statutory or voluntarily offered. The supplementary occupational healthcare in turn covers only the healthcare services that the employer offers voluntarily without any statutory requirement.

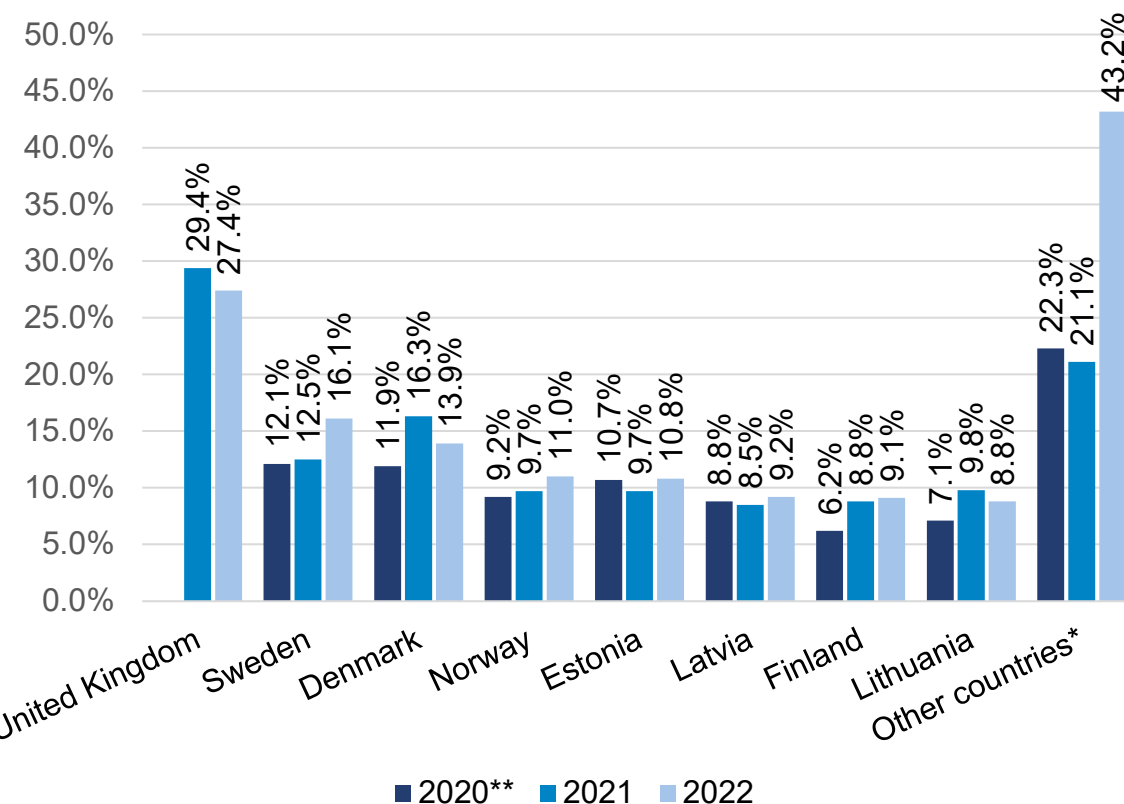
# Employee turnover

## Sampo Group

### By company



### By country



External turnover including monthly paid permanent employees and employees leaving on pension.

\* The other countries included France, the Netherlands, Spain, Germany, Gibraltar, the U.S., and Luxembourg in 2021 and 2022; France, Germany, the Netherlands, Spain, and the UK in 2020.

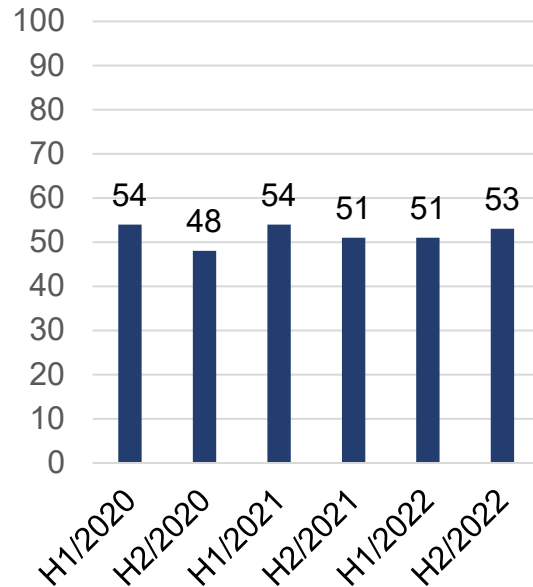
\*\* Excluding Hastings

\*\*\* In 2022, excluding life and pension business.

# Employee engagement, Sampo Group

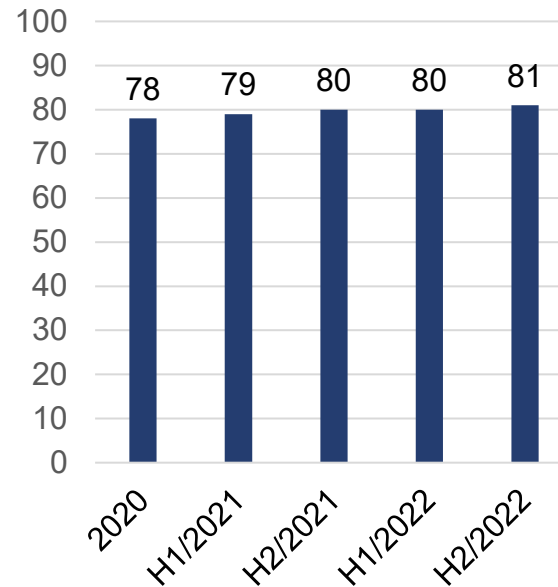
## If

- If measures employee engagement bi-annually with employee Net Promoter Score (eNPS).
- Target is that the eNPS should be above 50. The scale is -100–100.



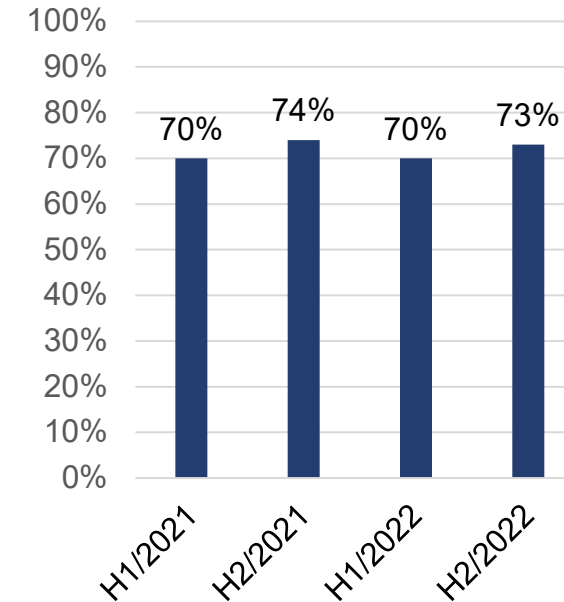
## Topdanmark

- As of 2021, Topdanmark conducts a bi-annual company-wide survey on well-being and commitment.
- Target is to maintain at least 79 points until 2025. The scale is 0–100.



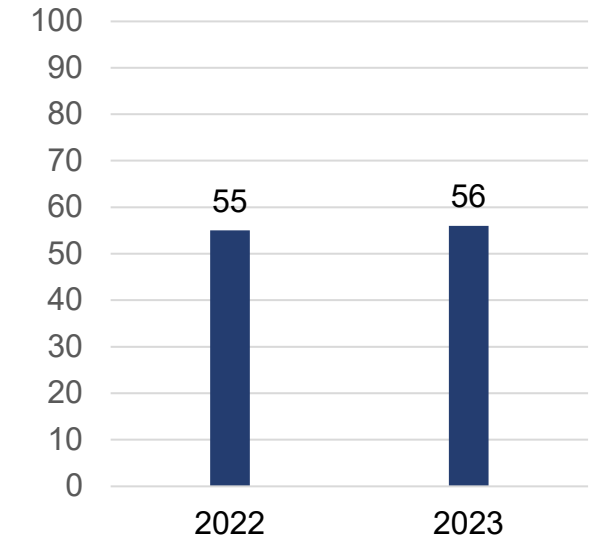
## Hastings

- Hastings measures employee engagement bi-annually with the "Your Voice" survey.
- Target score is 73%. The scale is 0–100%.



## Mandatum

- Mandatum measures its employee engagement annually with Signi's employee survey and eNPS.
- The scale for the eNPS is -100–100.



# Competence development

## Average external training costs per employee (FTE)

### Sampo Group

EUR	2020	2021	2022
If*	372	435	942
Topdanmark**	1,367	1,090	1,187
Hastings***	-	454	318
Mandatum	539	669	1,074
Sampo plc	342	577	901
<b>Sampo Group</b>	<b>617</b>	<b>568</b>	<b>852</b>

During 2020 and 2021, many external training sessions were postponed due to COVID-19.

\* All leaders participate in a Leadership Compass programme that was launched in October 2022. There are more than 1,000 leaders participating from all If countries.

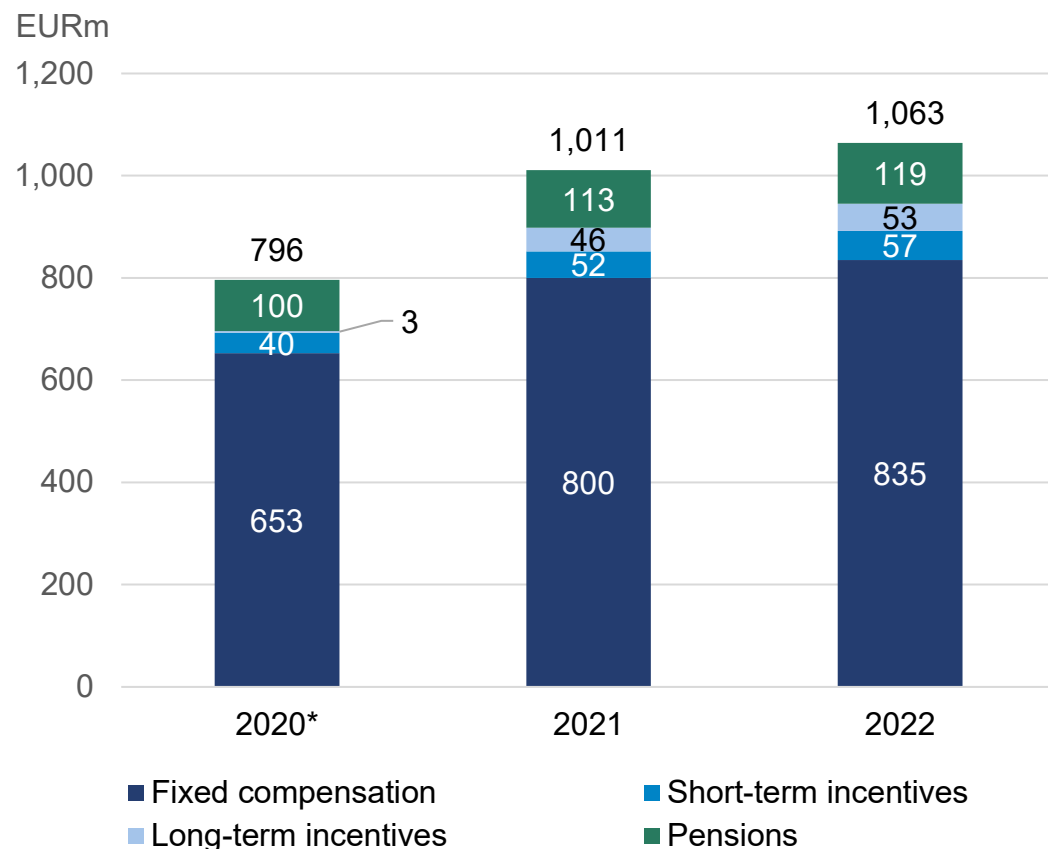
\*\* Includes life and pension business up until 1 Dec. 2022.

\*\*\* Includes both costs for internal and external training investments.

# Remuneration

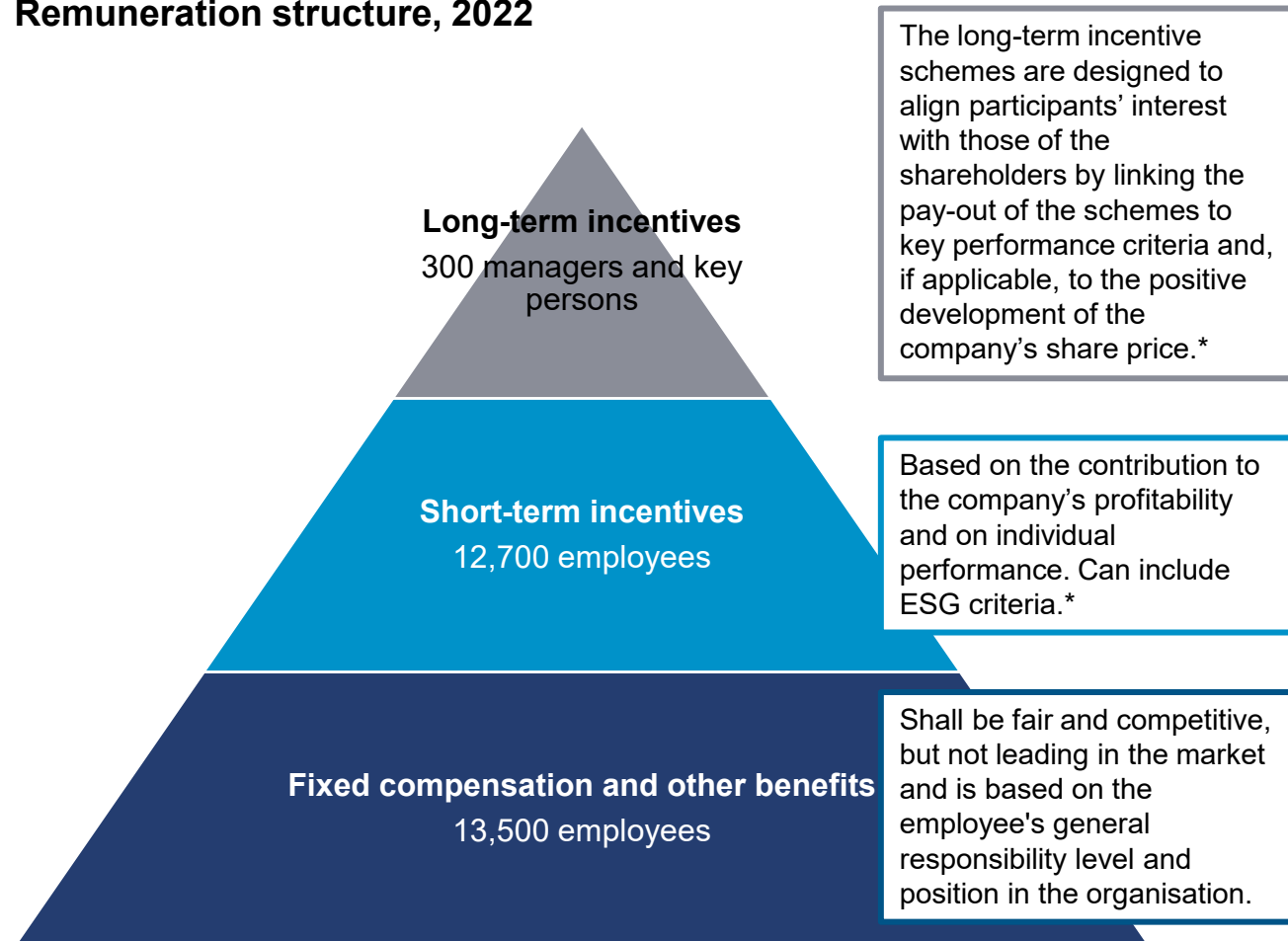
# Remuneration, Sampo Group

## Total remuneration



\* Excluding Hastings  
10 February 2023

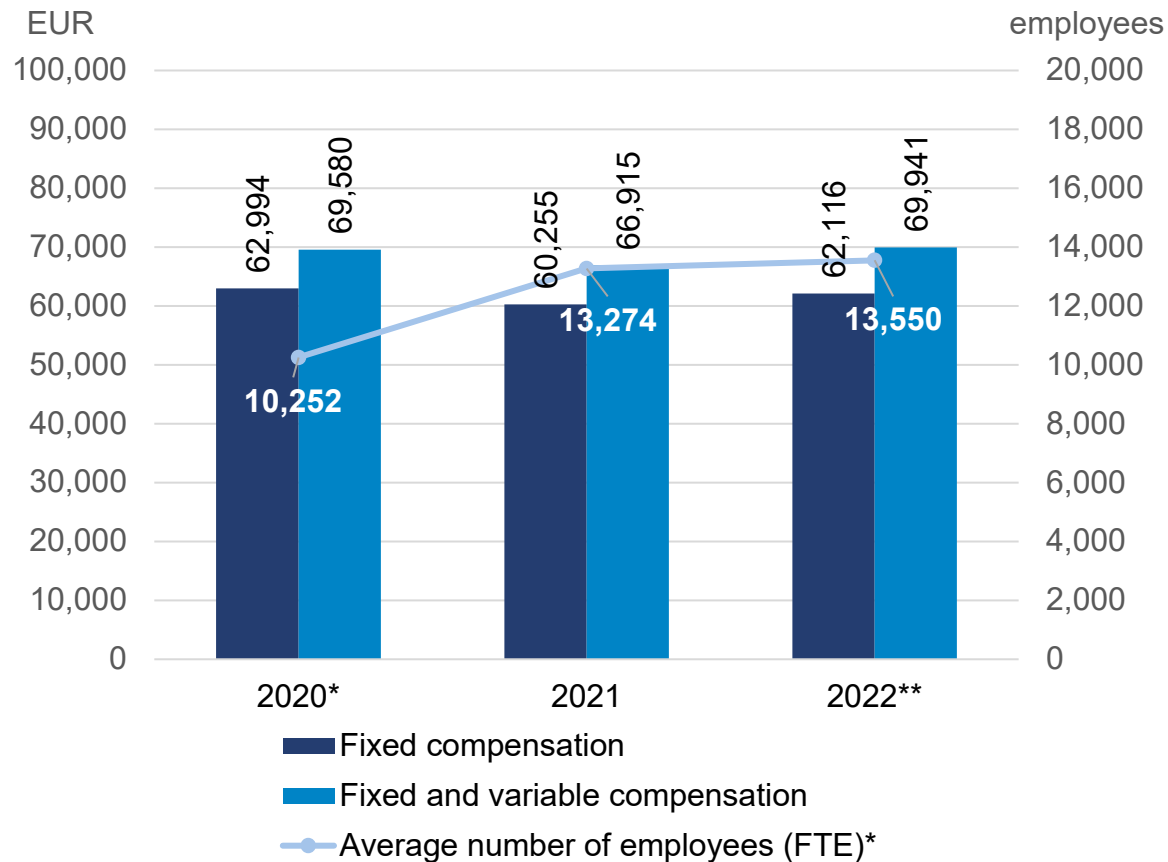
## Remuneration structure, 2022



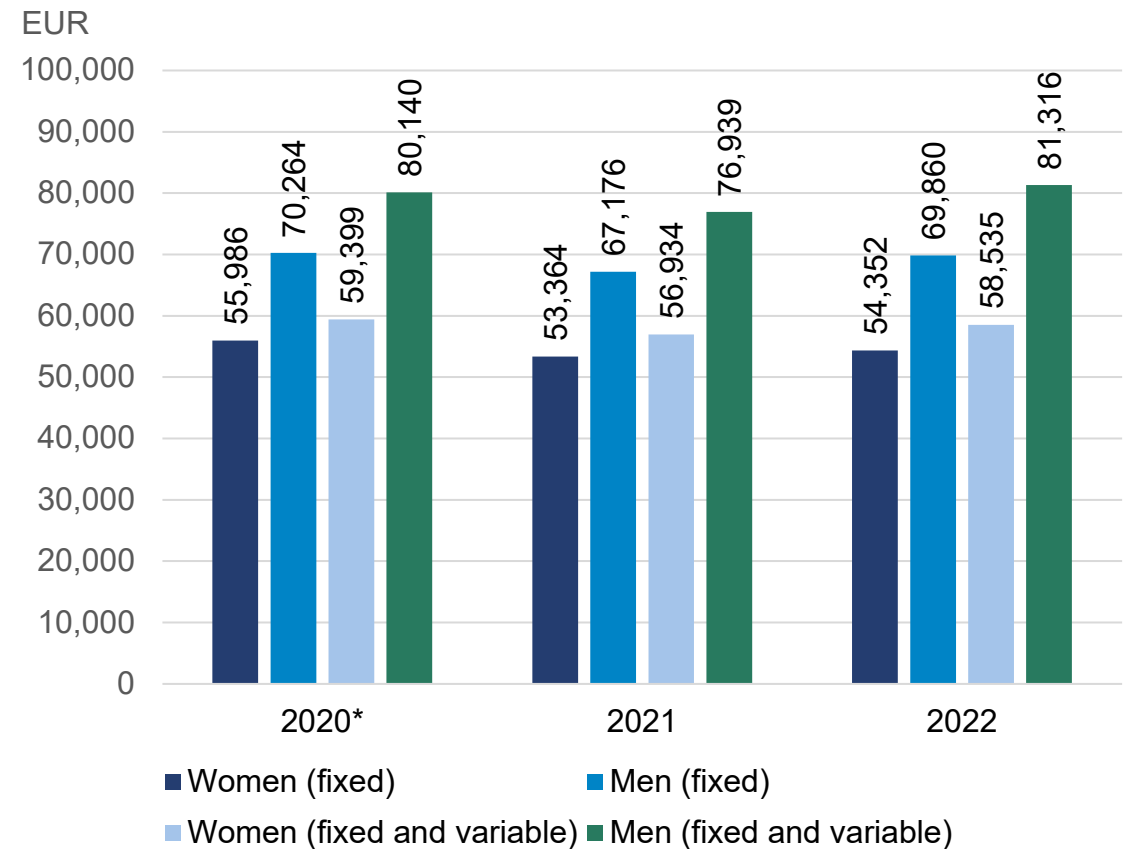
\* Payment of the variable compensation is based on the assessment of the incurred risk exposure and fulfilment of solvency capital requirements. A certain proportion of the variable compensation payable to the management and certain key persons shall be deferred for a defined period of time.

# Employee remuneration, Sampo Group

Average employee remuneration



Average remuneration by binary gender

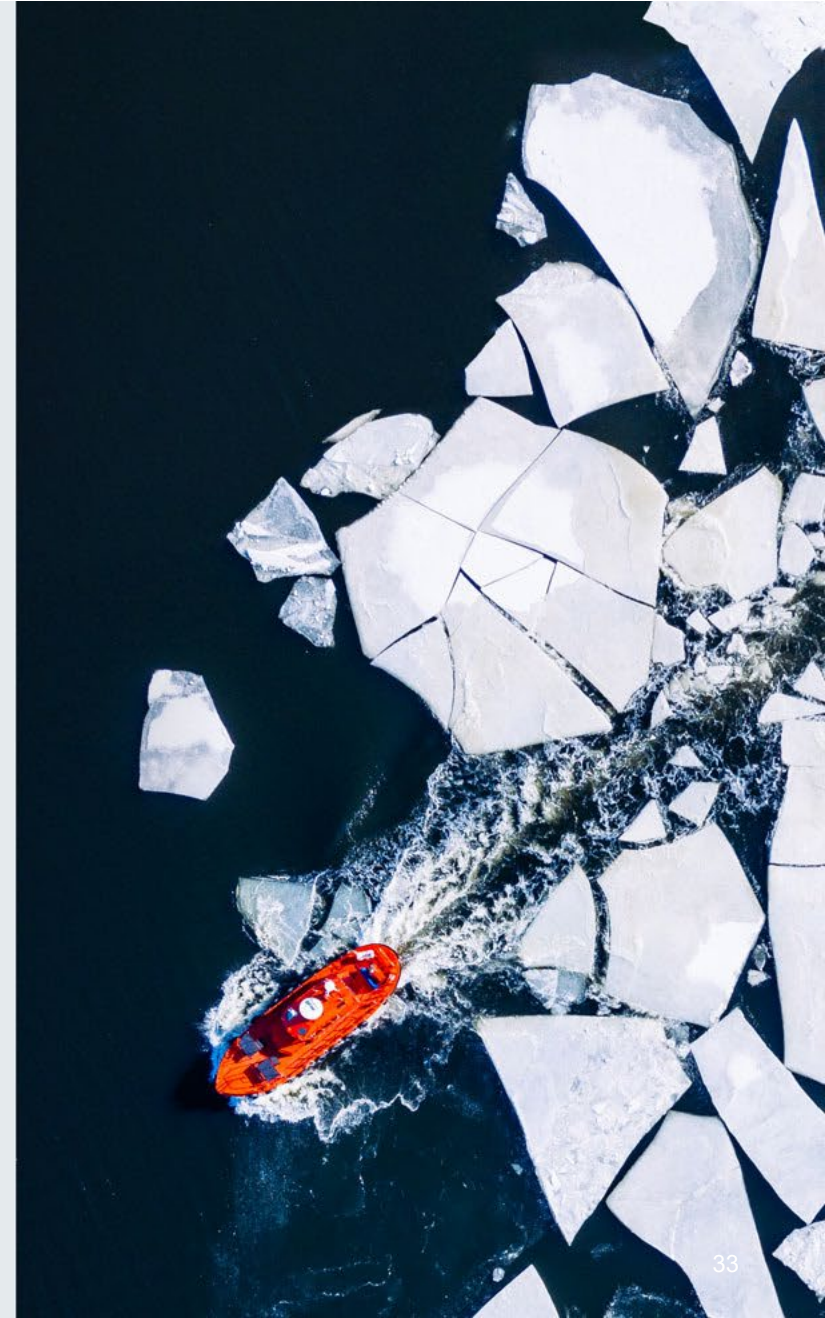


Exchange rates have an impact on the figures. Figures do not show pay for the same/similar jobs.

\* Excluding Hastings

\*\* The remuneration of Topdanmark's life and pension business is included in the figure for the period 1 Jan. - 30 Nov. 2022.

# Investment management and operations



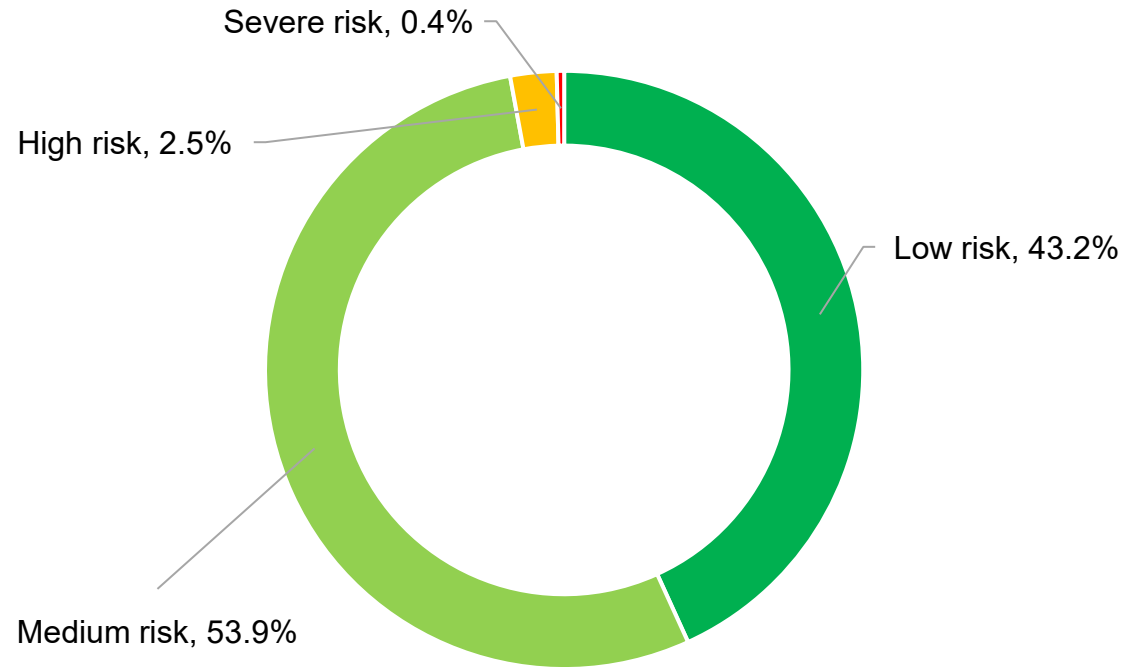
# Climate targets of the Sampo Group companies: Investments

If	Topdanmark	Hastings	Mandatum
<ul style="list-style-type: none"> <li>• <b>Commitment:</b> <ul style="list-style-type: none"> <li>• To set science-based targets (SBTs) approved by the Science Based Targets initiative (SBTi) in 2023 the latest. This includes targets for own operations, claims handling, and investments.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Commitment:</b> <ul style="list-style-type: none"> <li>• To set science-based targets (SBTs) approved by the Science Based Targets initiative (SBTi) in 2024 the latest. This includes targets for own operations, claims handling, and investments.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Commitment:</b> <ul style="list-style-type: none"> <li>• To set science-based targets (SBTs) approved by the Science Based Targets initiative (SBTi) in 2024 the latest. This includes targets for own operations and investments.</li> </ul> </li> <li>• <b>Current targets:</b> <ul style="list-style-type: none"> <li>• To reduce carbon intensity in the core investment portfolio by 50% by 2030 and to be net-zero by 2050.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Commitment:</b> <ul style="list-style-type: none"> <li>• To analyse the possibility to commit to the Science Based Targets initiative (SBTi).</li> </ul> </li> </ul>

# If, Mandatum, and Sampo plc

## ESG integration: Traffic light model

Investment allocation according to ESG risk categories, Sampo Group (excluding Topdanmark and Hastings), 31 Dec. 2022



	31 Dec. 2022
Weighted average ESG risk rating of Sampo Group's direct fixed income and equity investments (0-100)	19
Market value of Sampo Group's direct fixed income and equity investments with ESG risk rating (EURm)	11,543
Sampo Group's total investments (EURm)	17,852

Direct equity and fixed income investments of If, Mandatum, and Sampo plc. The risk rating categories (low, medium, high, severe) are based on external service provider's ESG risk ratings. The thresholds for each category are determined internally.

## Sector-based screening: Sensitive sectors

The share of Sampo Group's (excluding Topdanmark and Hastings) total investments in sensitive sectors on 30 Sep. 2022: 0.6%

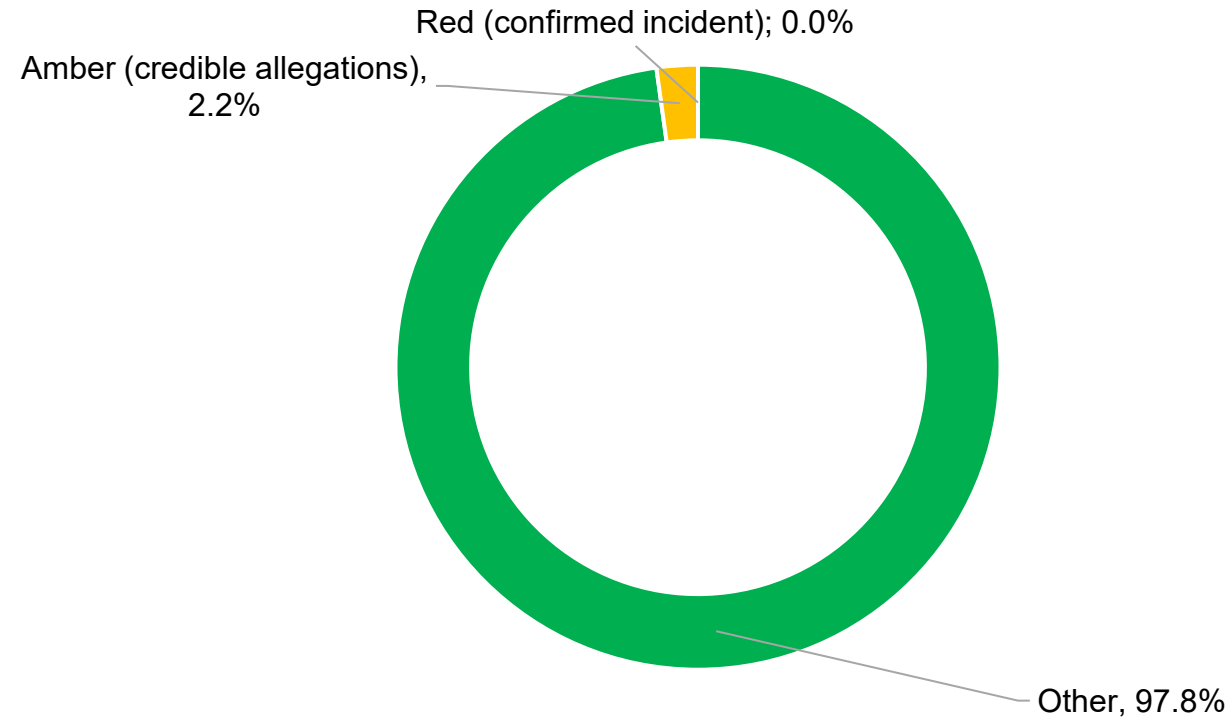
The total number of companies in sensitive sectors on 31 Dec. 2022: 6

Sensitive sectors	The number of companies invested in, 31 Dec. 2022	Brief analysis
Controversial weapons	<ul style="list-style-type: none"> <li>• Direct involvement: 0</li> </ul>	-
Coal mining	<ul style="list-style-type: none"> <li>• Direct involvement: 3</li> <li>• Indirect involvement: 0</li> </ul>	-
Tobacco	<ul style="list-style-type: none"> <li>• Direct involvement: 1</li> <li>• Indirect involvement: 0</li> </ul>	-
Adult Entertainment	<ul style="list-style-type: none"> <li>• Direct involvement (production/sales): 0</li> <li>• Indirect involvement (subcontracting/distribution): 0</li> </ul>	-
Gambling	<ul style="list-style-type: none"> <li>• Direct involvement: 0</li> <li>• Indirect involvement: 0</li> </ul>	-
Defense materiel	<ul style="list-style-type: none"> <li>• Direct involvement: 1</li> <li>• Indirect involvement: 1</li> </ul>	• One company with both direct and indirect involvement
Fossil oil-based energy	<ul style="list-style-type: none"> <li>• Direct involvement: 1</li> <li>• Indirect involvement: 0</li> </ul>	-
Coal-based energy	<ul style="list-style-type: none"> <li>• Direct involvement: 0</li> <li>• Indirect involvement: 0</li> </ul>	-

Direct equity and fixed income investments of If, Mandatum, and Sampo plc. Based on information provided by an external service provider.

## Norms-based screening

Investment allocation according to the norms-based screening, Sampo Group (excluding Topdanmark and Hastings), 31 Dec. 2022



Direct equity and fixed income investments of If, Mandatum, and Sampo plc. Based on information provided by an external service provider.

## Active ownership

### Pooled engagement, Sampo Group (excluding Topdanmark and Hastings)

	The number of potential pooled engagements reviewed internally	The number of pooled engagements participated in	Reasons for the engagement	Status of the engagement on 31 Dec. 2022
Q1/2022	3	1	Human rights	Engagement suspended to monitor the efficacy of the company-initiated mitigation and remediation measures.
Q2/2022	1	0	-	-
Q3/2022	1	0	-	-
Q4/2022	3	0	-	-
<b>2022, total</b>	<b>8</b>	<b>1</b>	-	-

### Voting at AGMs, Sampo Group (excluding Topdanmark and Hastings)

	The number of AGMs attended (physically, pre-voting, or with power of attorney)	Voting behavior
January–December 2022	41	For the Board's proposal: 41 Abstain from voting: 0

# Hastings

# ESG performance summary of investments

## Weighted average ESG rating (MSCI ESG)

- Hastings' portfolio maintains its ESG rating of AA, above the minimum ESG rating of A defined in the Hastings Responsible Investment Framework.



## Negative screening

- Issuers involved in tobacco, controversial weapons, and coal extraction and generation are excluded at time of purchase.
- Hastings current holdings are grandfathered positions and reducing.

	Coal extraction	Thermal coal generation	Tobacco	Controversial weapons
Portfolio	0.8%	0.0%	1.2%	0.0%

## Norms-based screening

- Hastings has three companies in the portfolio that have a failure to comply with the principles of the UN Global Compact. These make up 1.5% of the portfolio.
- The portfolio is run on a buy and hold basis and two of these companies are grandfathered positions and excluded from further investment.

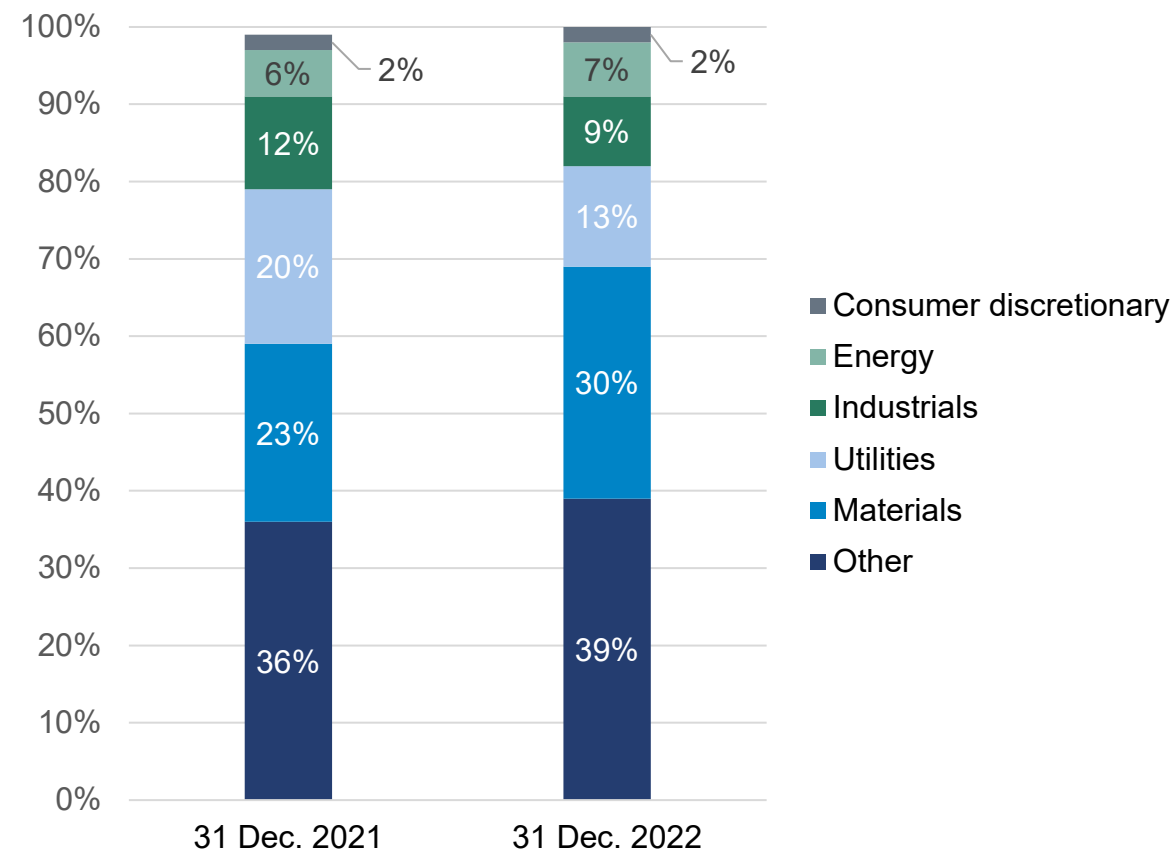
# Carbon footprint of investments

# Carbon footprint of direct equity and direct fixed income investments

## Carbon footprint, Sampo Group

	Sampo Group's direct equity and fixed income investments, 31 Dec. 2021	Sampo Group's direct equity and fixed income investments, 31 Dec. 2022	Benchmark (iShares MSCI World ETF), 31 Dec. 2022	Net performance (Sampo 2022 vs. benchmark 2022)
Financed Scope 1 and 2 emissions (tCO2e)	601,270	470,899	627,418	-24.9%
Financed emissions including Scope 3 (tCO2e)	6,289,198	7,024,855	6,259,374	12.2%
Relative carbon footprint (tCO2e/invested)	40.11	39.29	52.35	-24.9%
Carbon intensity (tCO2e/EURm revenue)	151.53	127.56	157.31	-18.9%
Weighted average carbon intensity (tCO2e/EURm revenue)	63.31	55.75	156.15	-64.3%

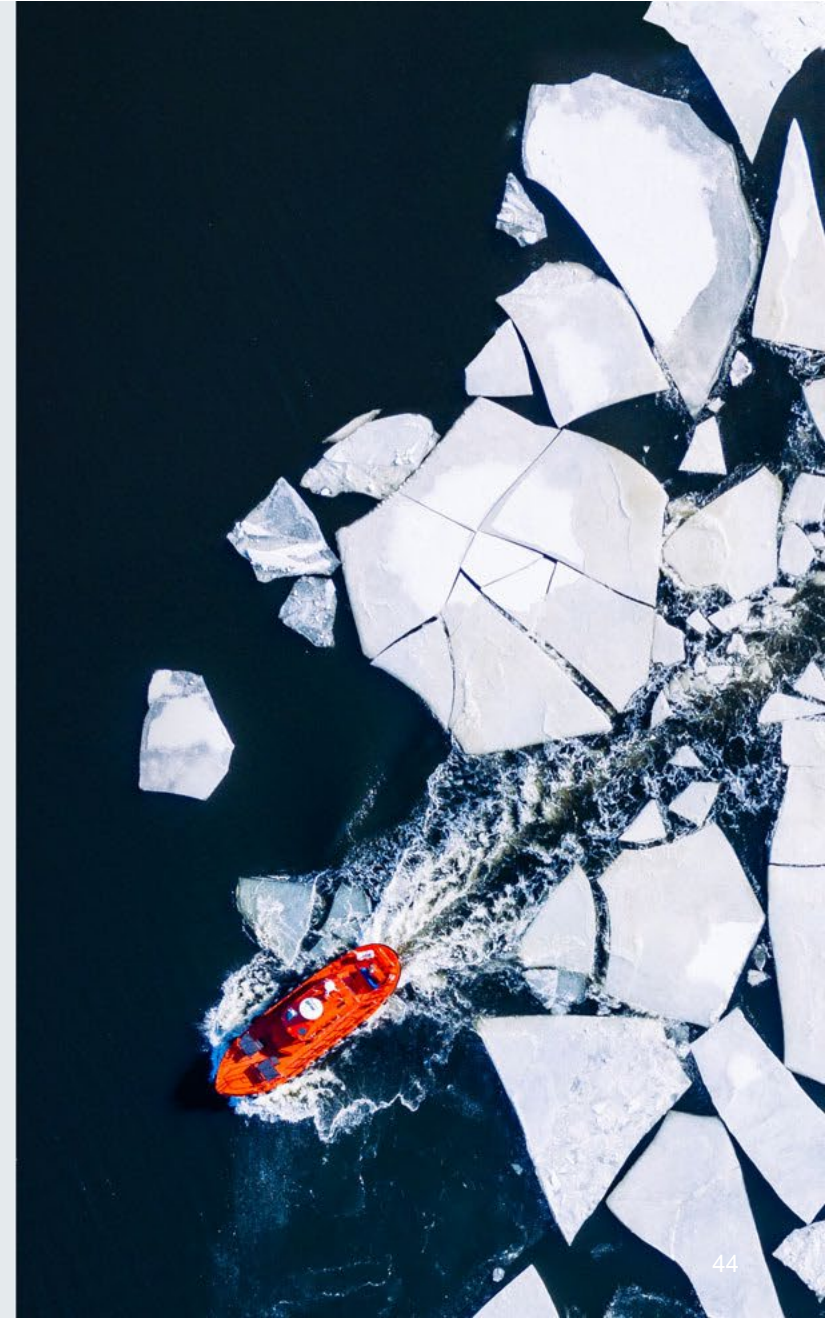
## Sector contributions to emissions\*, Sampo Group



Direct equity and fixed income investments of If, Topdanmark, Hastings, Mandatum, and Sampo plc. The carbon footprint calculations included 94.8% of Sampo Group's total direct equity investments and 76.7% of direct fixed income investments as at December 31, 2022. The equity and fixed income portfolios included in the carbon footprint report had market values of EUR 1,181 million and EUR 10,803 million, respectively. That means that the carbon footprint analysis covered around 55% of all Sampo Group's investments at the end of 2022.

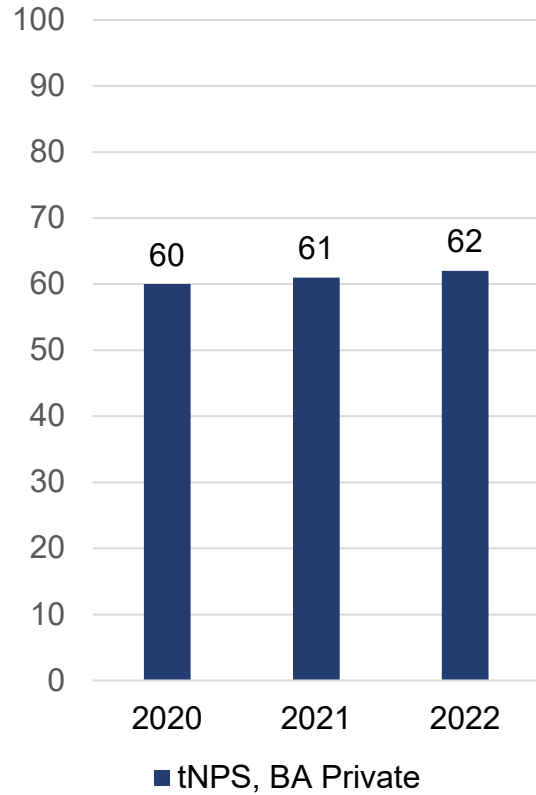
\* Emissions contributions for all other portfolio sectors is less than 1% for each sector.

# Products and services

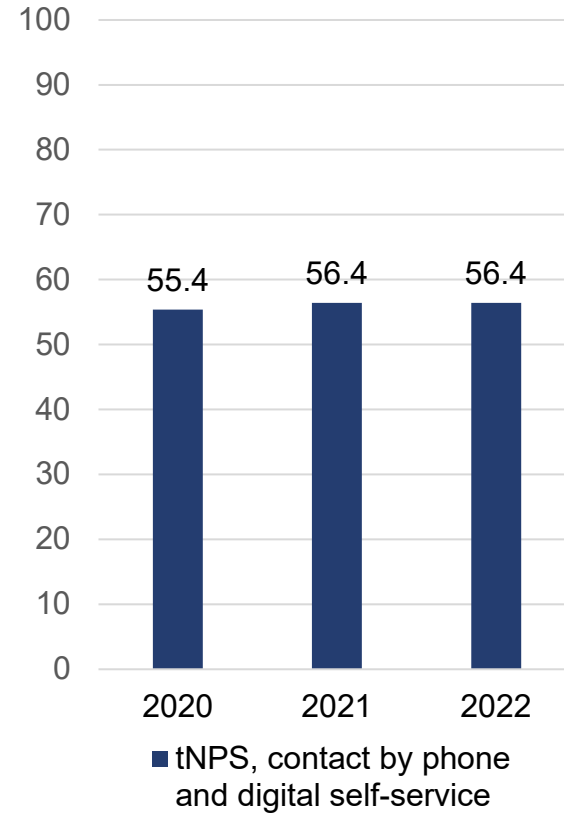


# Customer satisfaction

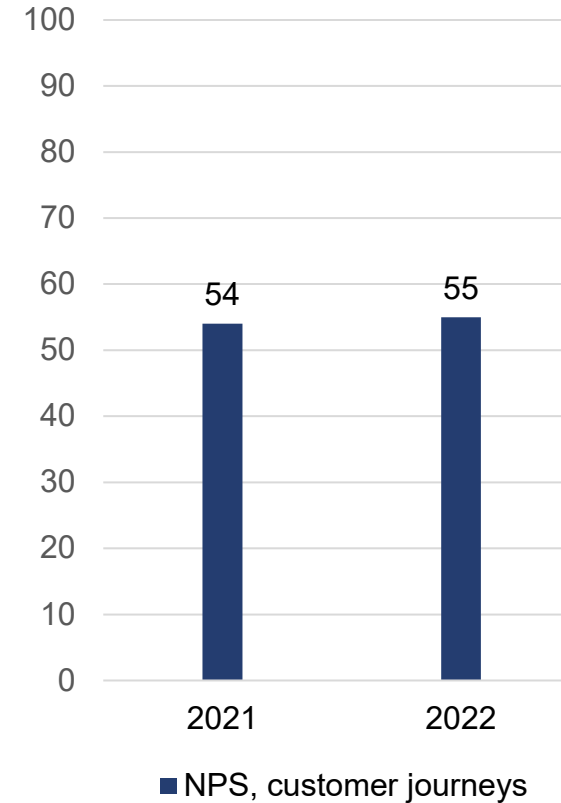
**If**  
tNPS target, BA Private: 62 in 2023



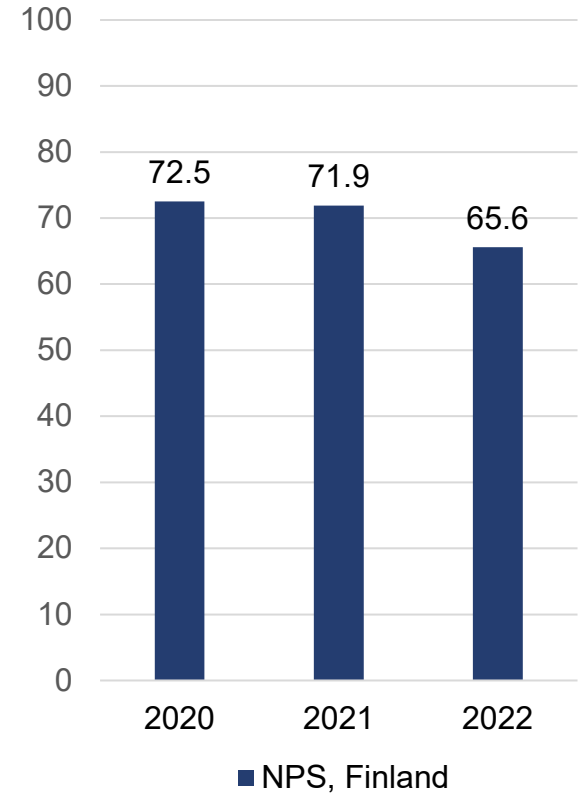
**Topdanmark**  
tNPS target: 70 in 2025



**Hastings**  
NPS target: 58 in 2024



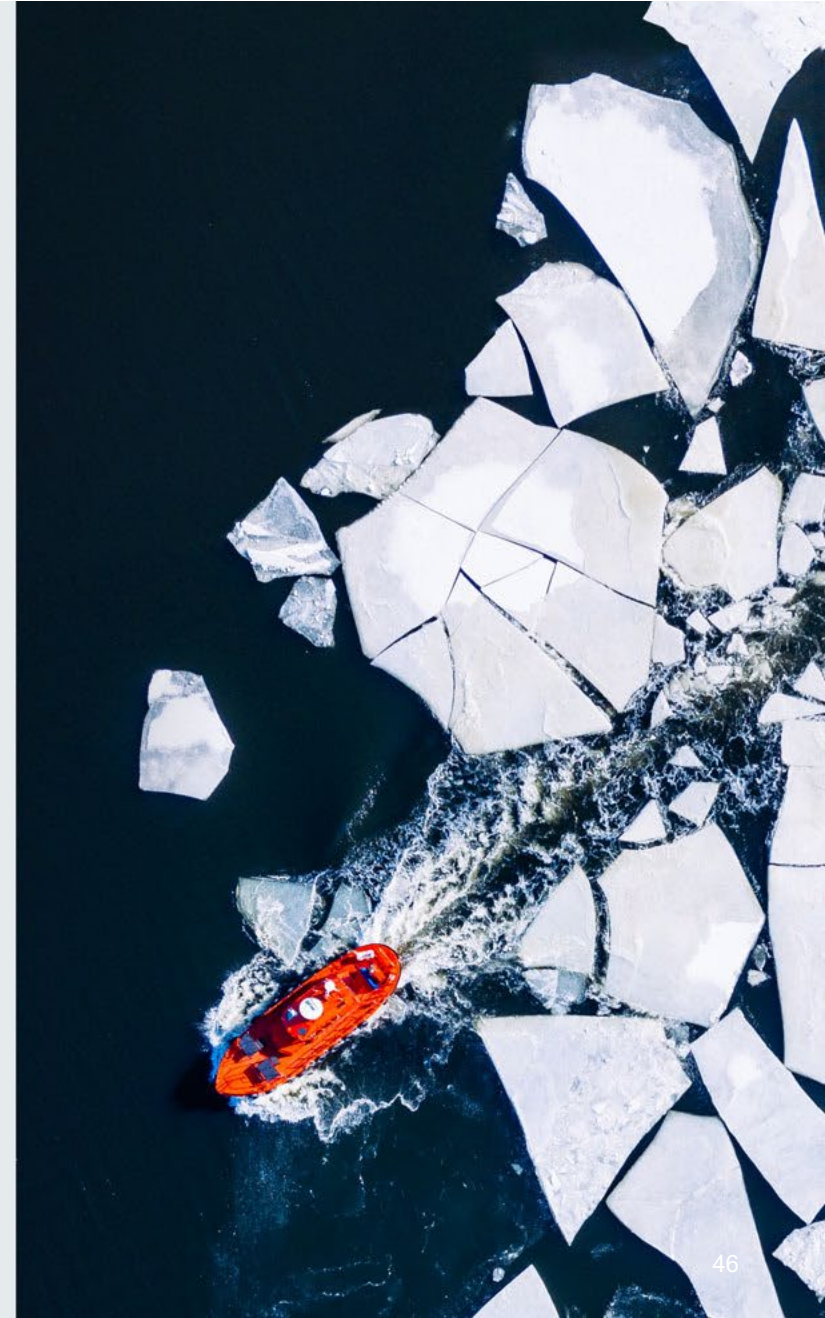
**Mandatum\***  
NPS target: 65–67 in 2023



Net Promoter Score (NPS) is an index ranging from -100 to 100 that measures the willingness of customers to recommend a company's products or services to others. It is used as a proxy for gauging the customer's overall satisfaction with a company's product or service and the customer's loyalty to the brand. Transactional NPS (tNPS) is meant to assess the customer's opinion on a certain business transaction. The score shows whether customers want to recommend a company to others after they have been in contact with the company.

\* Mandatum has developed the measurement of customer satisfaction during the past three years. Therefore, the figures are not comparable. In 2020, the NPS measurement was transactional customer satisfaction. In 2021 and 2022, the NPS is a combination transactional customer satisfaction and overall customer satisfaction (customership), but the weight of the customership is higher in 2022 survey than in 2021 survey.

# Communities



# Donations

## Sampo Group

EUR	2020	2021	2022
If*	5,000	65,020	298,327
Topdanmark	55,845	60,506	118,061
Hastings	-	169,400	114,313
Mandatum**	33,366	56,789	126,870
Sampo plc	68,366	69,000	76,800
<b>Sampo Group, total</b>	<b>162,577</b>	<b>420,715</b>	<b>734,372</b>

In 2022, the figures were impacted by the Group companies' donations to Ukraine, for example.

\* Previously, If booked sponsorship and donation costs both under sponsorship. In 2020, If set up new accounts for donations, and therefore, donations and sponsorship costs are now separated in the bookings. During 2020, some donations were still booked under sponsorship, which explains the figure.

\*\* 2020 and 2021 figures include Kaleva as Mandatum and Kaleva make some donations together (e.g. Christmas donation).

# Taxes payable and collected

## Sampo Group

EURm	2020*	2021	2022
<b>Taxes payable by the Group</b>			
Corporate income tax	286.8	365.4	326.2
Employment taxes	118.7	146.1	172.6
Other taxes	10.5	5.2	6.0
<b>Total</b>	<b>416.0</b>	<b>516.7</b>	<b>504.8</b>
<b>Taxes collected by the Group</b>			
VAT	43.8	54.4	57.5
Insurance premium tax	430.0	594.0	643.8
Other taxes and charges	716.7	832.9	573.3
Withholding tax	124.3	181.1	382.5
<b>Total</b>	<b>1,314.8</b>	<b>1,662.3</b>	<b>1,657.0</b>
<b>Total tax contribution</b>	<b>1,730.8</b>	<b>2,179.1</b>	<b>2,161.8</b>

\* Excluding Hastings

# Taxes payable and collected by company

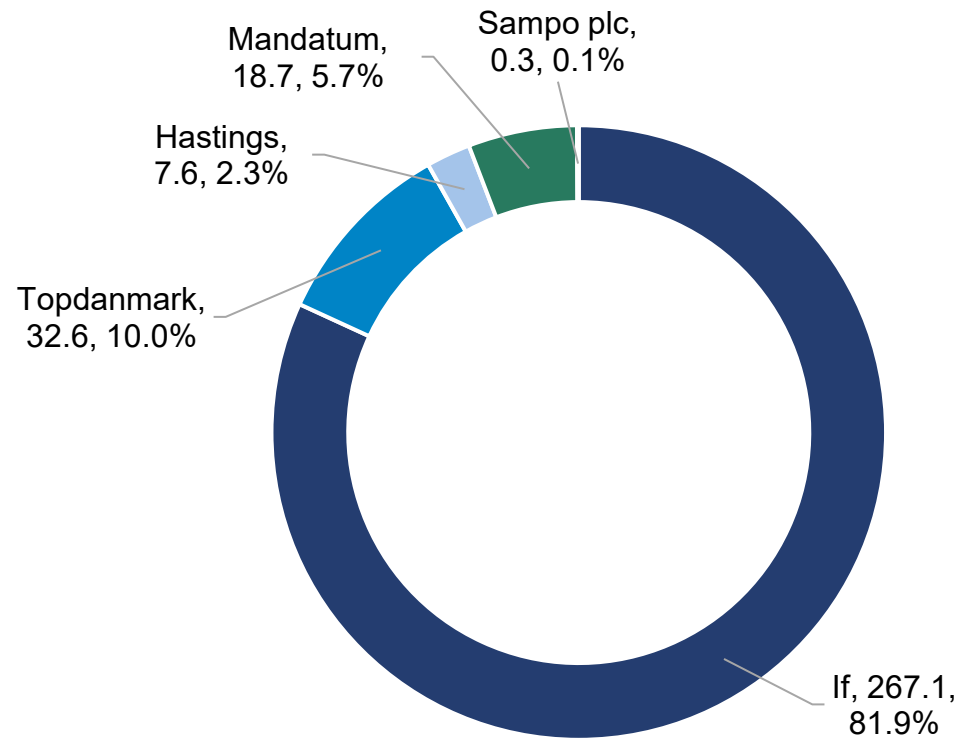
Sampo Group, 2022

EURm	If	Topdanmark	Hastings	Mandatum	Sampo plc
<b>Taxes payable by the Group</b>					
Corporate income tax	267.1	32.6	7.6	18.7	0.3
Employment taxes	114.0	38.2	17.5	0.7	2.2
Other taxes	3.7	0	0.8	1.5	0
<b>Total</b>	<b>384.8</b>	<b>70.7</b>	<b>25.8</b>	<b>20.9</b>	<b>2.5</b>
<b>Taxes collected by the Group</b>					
VAT	39.7	4.8	6.0	3.7	3.2
Insurance premium tax	464.6	12.6	166.6	0	0
Other taxes and charges	207.9	183.7	39.4	134.0	8.2
Withholding tax	0	48.5	0	0	334.0
<b>Total</b>	<b>712.2</b>	<b>249.6</b>	<b>212.0</b>	<b>137.7</b>	<b>345.4</b>
<b>Total tax contribution</b>	<b>1,097.0</b>	<b>320.4</b>	<b>237.8</b>	<b>158.6</b>	<b>348.0</b>

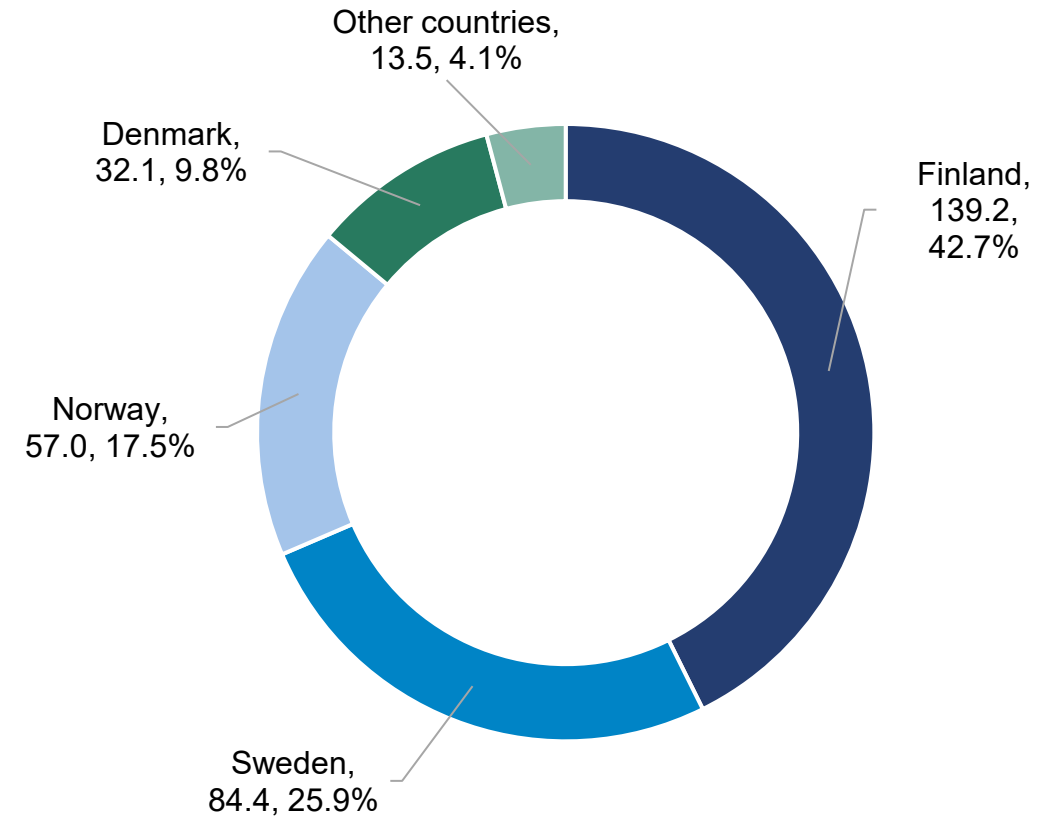
# Distribution of corporate income tax





## Sampo Group, 2022

By company



By country



 [www.sampo.com](http://www.sampo.com)  
 [Sampo\\_plc](https://twitter.com/Sampo_plc)  
 [sampo\\_oj](https://www.instagram.com/sampo_oj)  
 [sampo-plc](https://www.linkedin.com/company/sampo-plc)

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