

Sustainability factbook Q3/2023

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















A large, reflective sphere is the central focus of the image. It is positioned in a field of tall, green grass with small yellow wildflowers. The sphere's surface is highly reflective, mirroring a serene landscape scene. The reflection shows a winding wooden path that leads through the grass towards a line of tall, thin trees on a slight rise. The sky in the reflection is a soft, warm orange and pink, suggesting a sunset or sunrise. The overall composition is artistic and evokes a sense of harmony between nature and modern design.

Sustainability programme

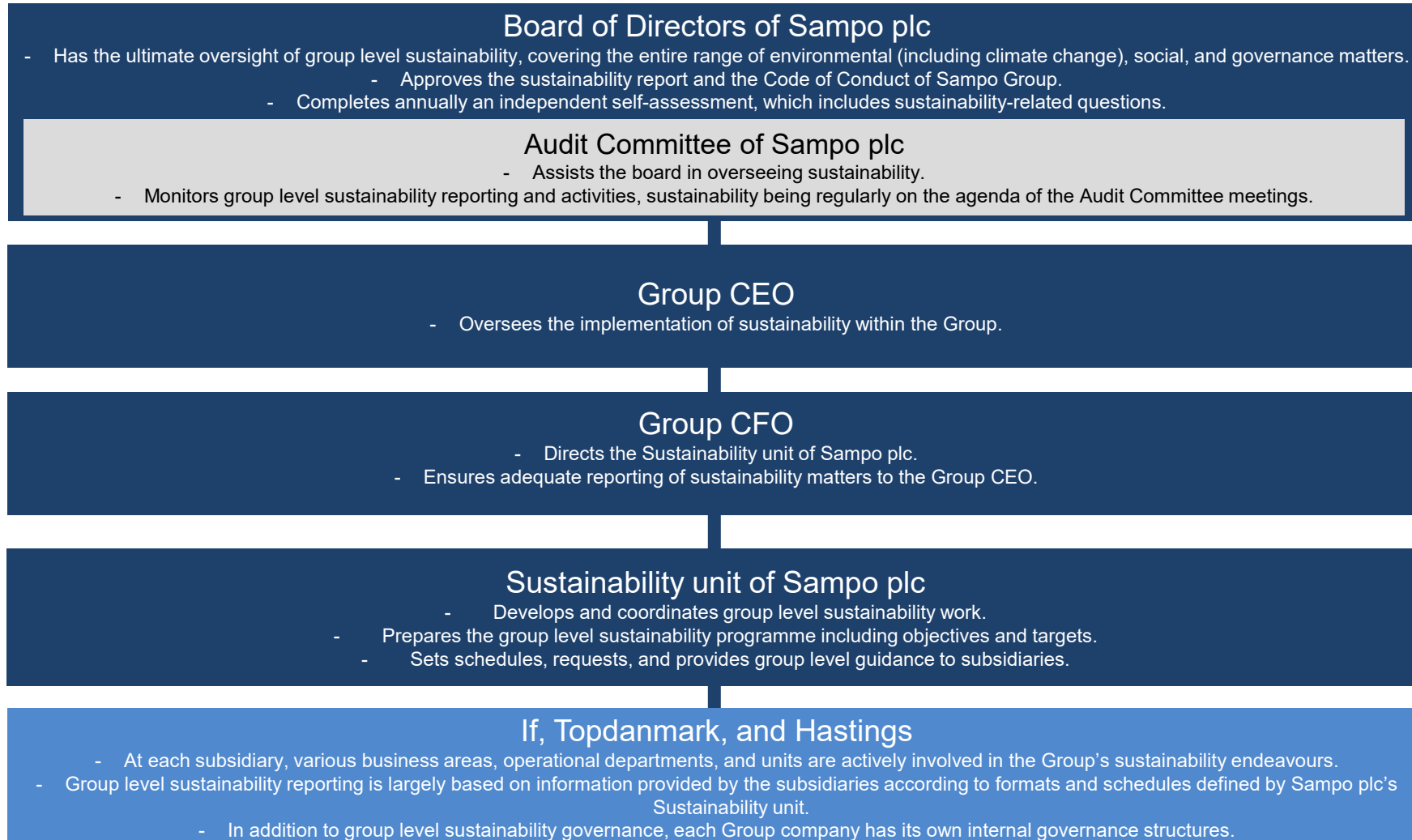
- Sampo Group has a sustainability programme, which drives group-level sustainability work.
- The programme consists of strategic sustainability themes and material sustainability topics.
- The programme also links the sustainability work to the business operations of the Group companies, as well as 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.

Sustainability programme

Sampo Group

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

Sustainability organisation and reporting structure



Examples of initiatives and commitments

Sampo

Signatory of:



Hastings



If


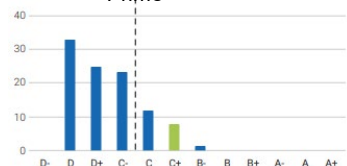

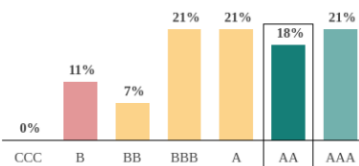

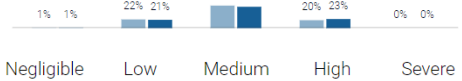




Topdanmark



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
ISS ESG 	<p>Absolute Rating</p> <div><div>D- D D+ C- C C+ B- B B+ A- A A+</div></div>	<p>Prime</p>  <p>Decile Rank 1</p>
MSCI 	<div><div>CCC B BB BBB A AA AAA</div></div>	
 SUSTAINALYTICS	<p>13.8 Low Risk</p> <div><div><div>Negligible Low Medium High Severe</div><div>0-10 10-20 20-30 30-40 40+</div></div></div>	<div><p>Legend</p><ul style="list-style-type: none">Industry (Insurance)Subindustry (Diversified Insurance...)</div> <div><p>Rank Percentile (1st = Top Score)</p><p>12 / 298 5th</p><p>4 / 70 5th</p></div> 
	<p>Rating of Sampo plc: 55/100</p> <p>Industry average: 31/100</p>	<p>Percentile rank of Sampo plc: 83</p>
	<p>ESG OVERALL SCORE</p> <div><div>53</div><div>100</div><div>Robust</div></div>	<div><p>ESG Overall Score</p><div><div>53</div><div>47</div></div></div> <div><p>Environment</p><div><div>56</div><div>50</div></div></div> <div><p>Social</p><div><div>52</div><div>43</div></div></div> <div><p>Governance</p><div><div>55</div><div>53</div></div></div> <div><p>Company performance</p><p>Sector average performance</p></div>

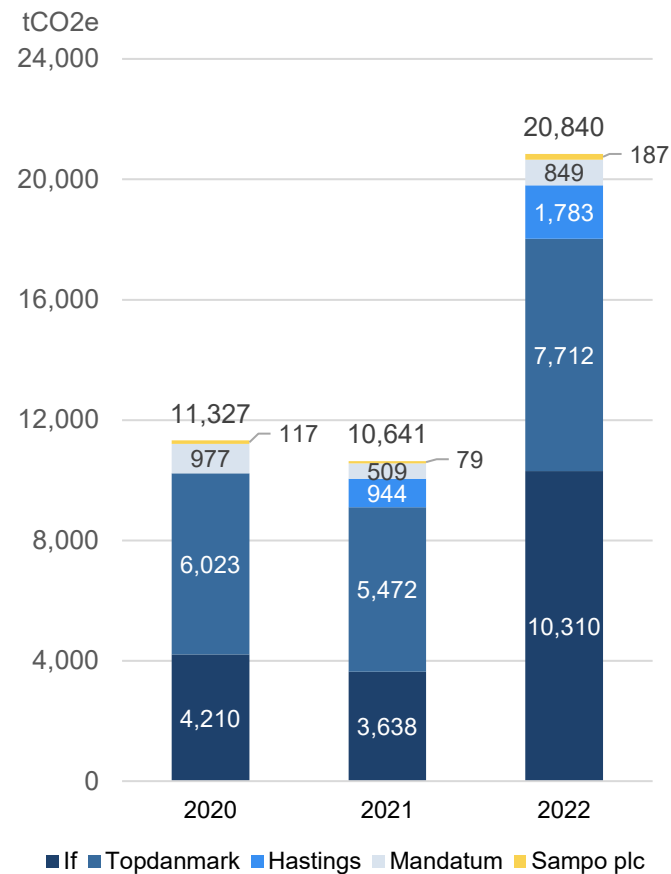
Business management and practices

Climate targets: Own operations

Company	Commitment to the SBTi	Current status of the SBTs	Existing climate targets
Sampo plc	To set group-level science-based targets (SBTs) submitted to the Science Based Targets initiative (SBTi) for validation in October 2025 at the latest. This includes targets for own operations and investments.	SBT development in process.	-
If	To set SBTs submitted to the SBTi for validation in October 2023 at the latest. This includes targets for own operations, claims handling, and investments.	SBTs submitted for validation to the SBTi during Q2/2023.	To reduce business travel (the number of flights) by 50% in 2023 (baseline 2019).
Topdanmark	To set SBTs submitted to the SBTi for validation in June 2024 at the latest. This includes targets for own operations, claims handling, and investments.	SBT development in process.	To become carbon neutral in 2030 (including the operations of the company locations (Scope 1 and Scope 2), company driving in privately owned cars, air travel, water, and waste (Scope 3).
Hastings	To set SBTs submitted to the SBTi for validation in September 2024 at the latest. This includes targets for own operations and investments.	SBT development in process.	To reduce overall GHG emissions by 10% year on year from its 2022 baseline. To be a net-zero organisation by 2050 at the latest.

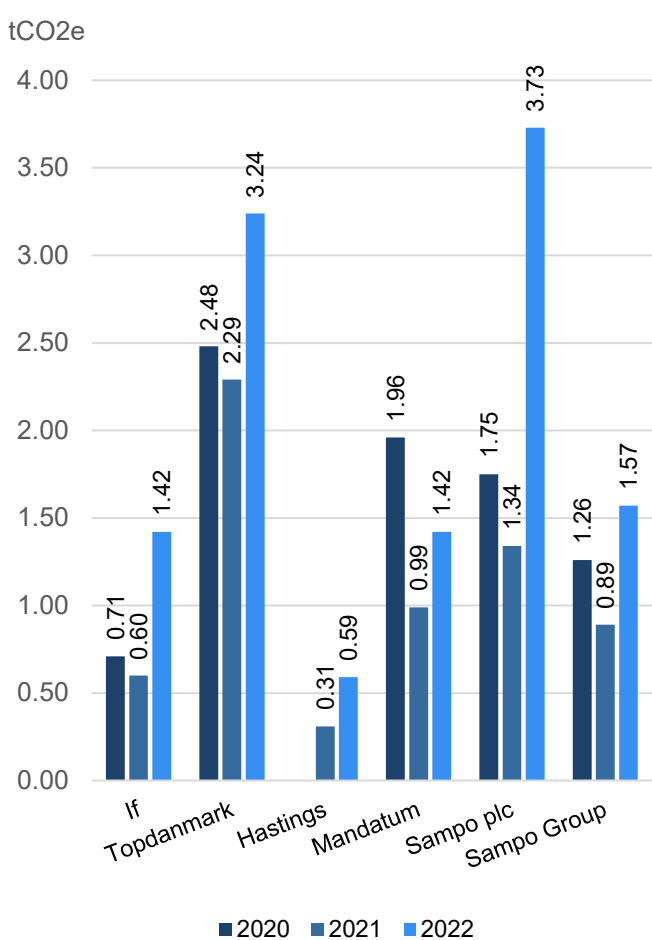
GHG emissions of own operations, Sampo Group

GHG emissions

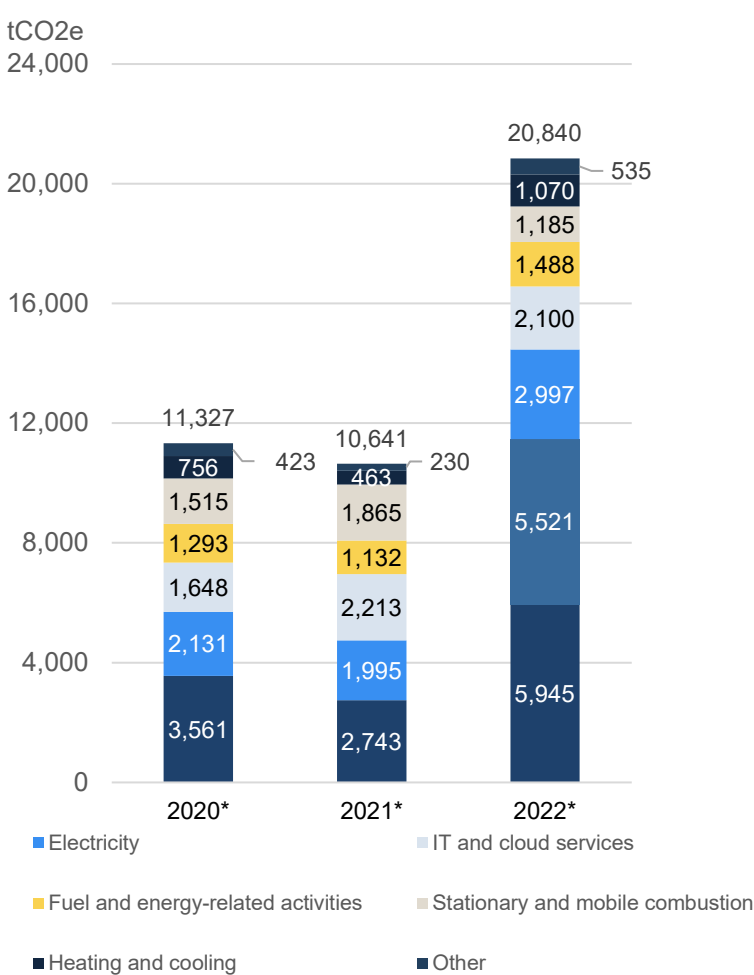


Data includes Mandatum, which was part of Sampo Group until and including 30 September 2023.

GHG emissions per employee



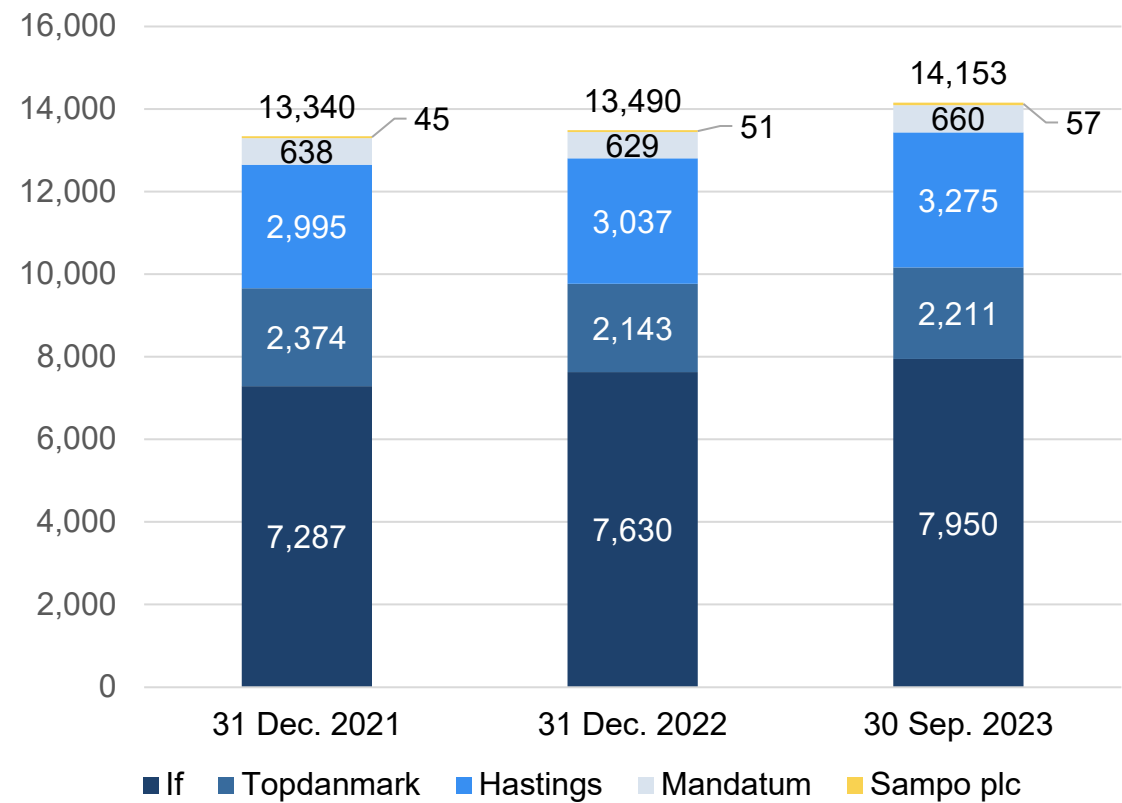
Source of GHG emissions



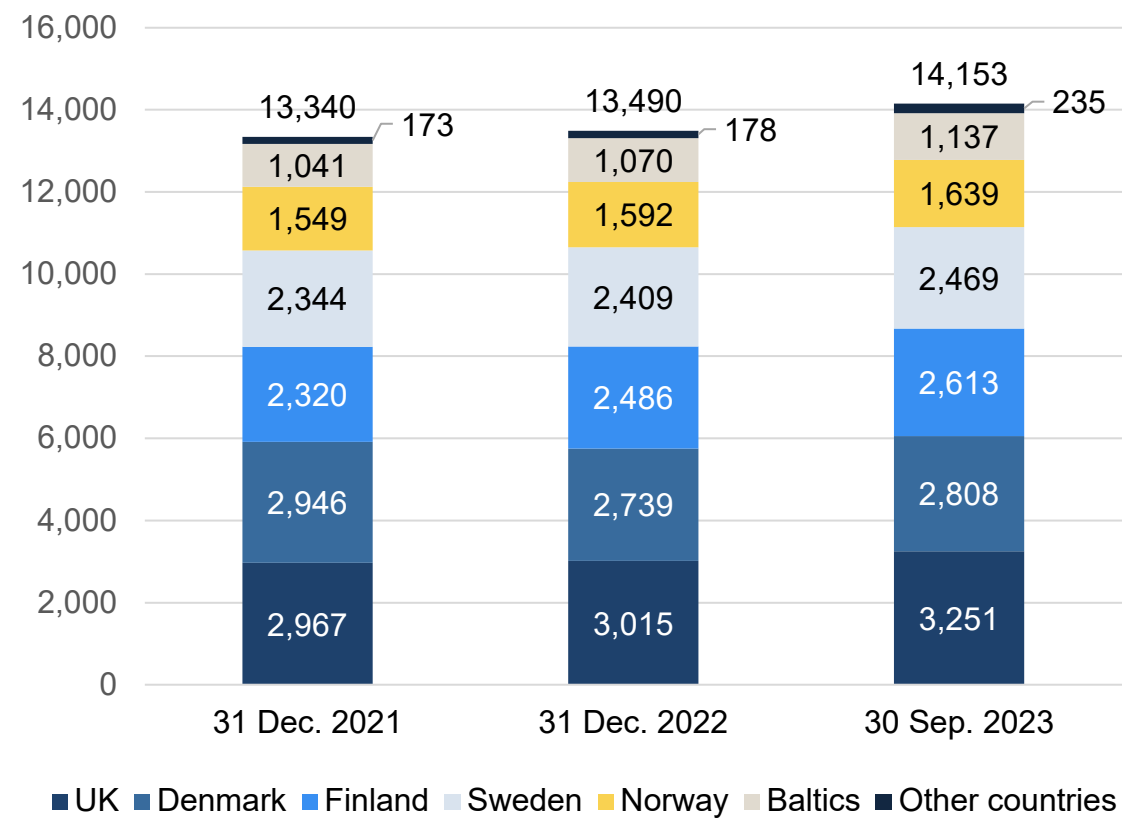
Corporate culture

Number of employees (FTE), Sampo Group

By company



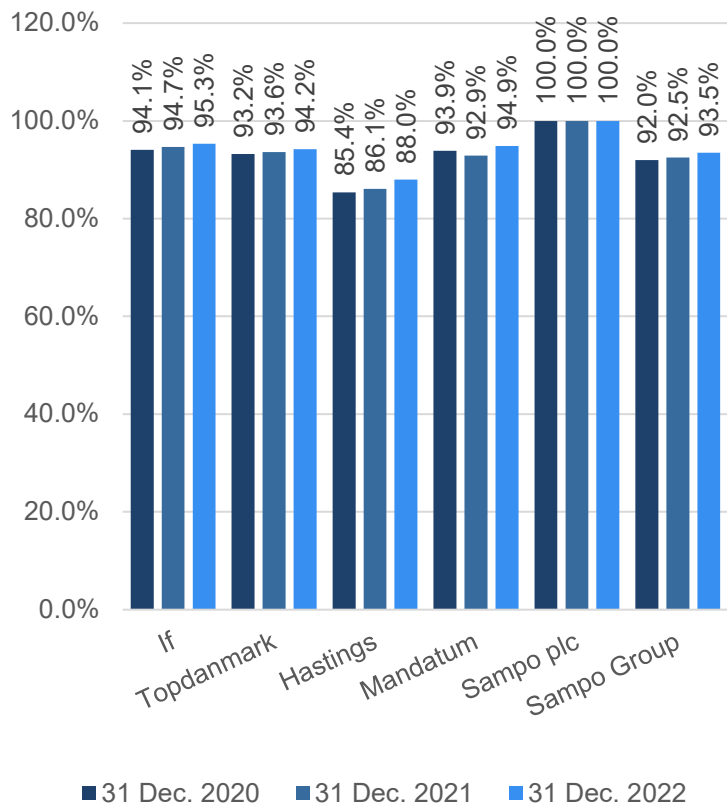
By country



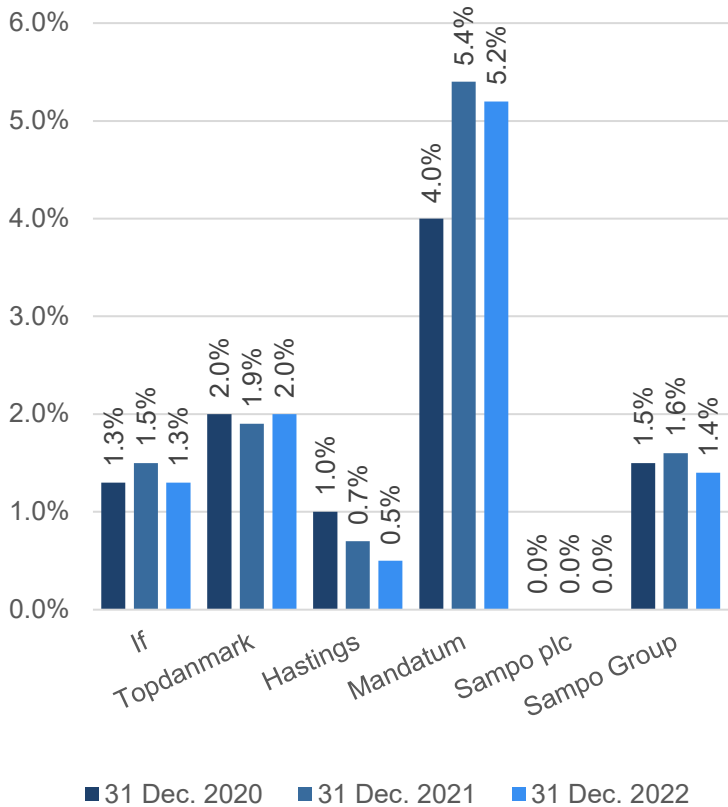
Data includes Mandatum, which was part of Sampo Group until and including 30 September 2023.

Types of employment

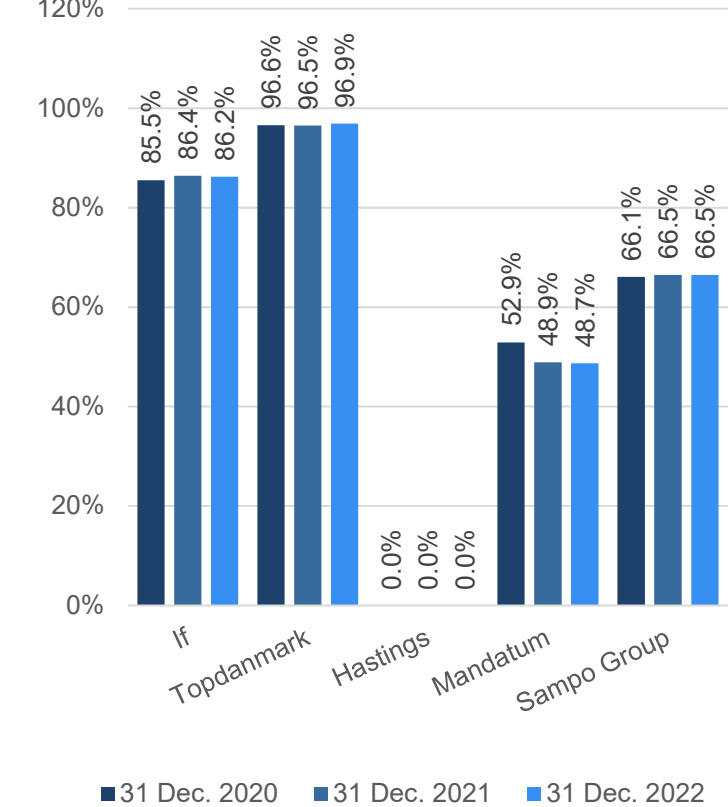
Share of full-time employees



Share of employees on temporary contracts



Share of employees covered by collective bargaining agreements*



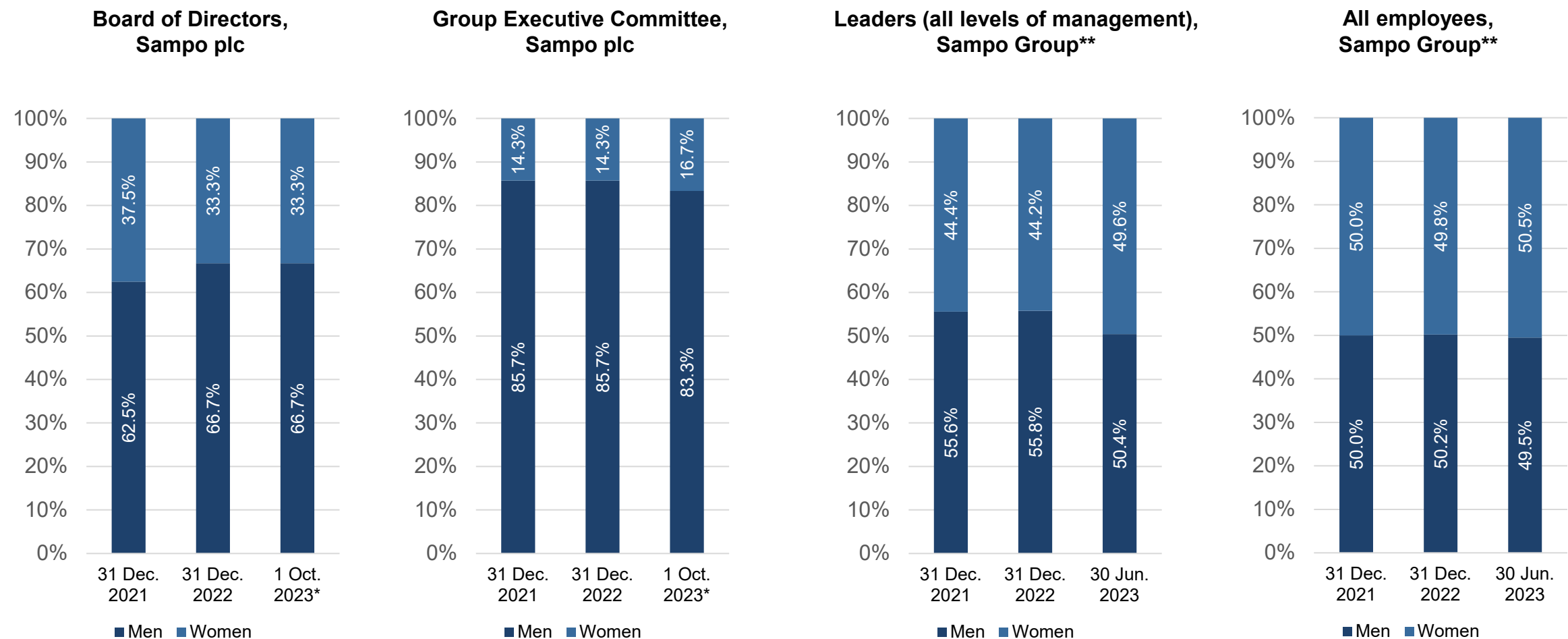
* All figures include only employees that are truly covered by collective agreements. There are many employees whose employment terms the agreement is applied to even if they are not covered by the agreement. The total number of employees in Sampo plc is too small to allow fair reporting.
Data includes Mandatum, which was part of Sampo Group until and including 30 September 2023.

Diversity, equity, and inclusion

Diversity, equity, and inclusion targets

If	Topdanmark	Hastings	Sampo plc
<ul style="list-style-type: none"> Have at least 85% of employees agreeing or strongly agreeing with the statements related to inclusion in the autumn employee survey. Increase diversity in management teams by 30% by 2026, defined as selected underrepresented groups, including people of colour and non-binary gender. Have equal binary gender representation, meaning that the ratio of men/women should be 50/50 (+/- 5 percentage points), for both employees and leaders. 	<ul style="list-style-type: none"> Have at least two of each gender among the AGM elected members of the Board of Directors. Have a maximum of 60% of one gender at all levels of management. Have a maximum of 60% of one gender in the succession planning. 	<ul style="list-style-type: none"> Be recognised in the Inclusive Top 50 UK Employers list. Focus on social mobility and neurodiversity in the workplace as priority areas in 2023. Participate in the 30% Club, an external mentoring programme for women. Maintain the company's support of the advancement of women in senior roles in the financial services sector through being an ongoing signatory of the Women in Finance Charter. 	<ul style="list-style-type: none"> Have at least 37.5% of both men and women in the Board of Directors.

Binary gender distribution



* Changes took place in Sampo Group Executive Committee and Board of Directors after Mandatum demerger on 1 October 2023.
** Data includes Mandatum, which was part of Sampo Group until and including 30 September 2023.
The latest composition of the Board and the Executive Committee can be viewed at www.sampo.com/board and www.sampo.com/management.

Share of women leaders at the highest management levels

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%)	42.3% (43.2%)
Topdanmark	- (-)	0.0% (0.0%)	28.6% (50.0%)	30.7% (29.2%)	29.8% (32.2%)
Hastings	- (-)	0.0% (0.0%)	18.9% (9.1%)	38.8% (37.2%)	34.5% (31.4%)
Mandatum	- (-)	0.0% (0.0%)	45.5% (44.4%)	27.8% (26.5%)	31.3% (29.5%)
Sampo plc	0.0% (0.0%)	- (-)	25.0% (25.0%)	33.3% (33.3%)	27.3% (27.3%)
Sampo Group	0.0% (0.0%)	0.0% (0.0%)	29.1% (30.4%)	37.7% (37.1%)	35.5% (35.3%)

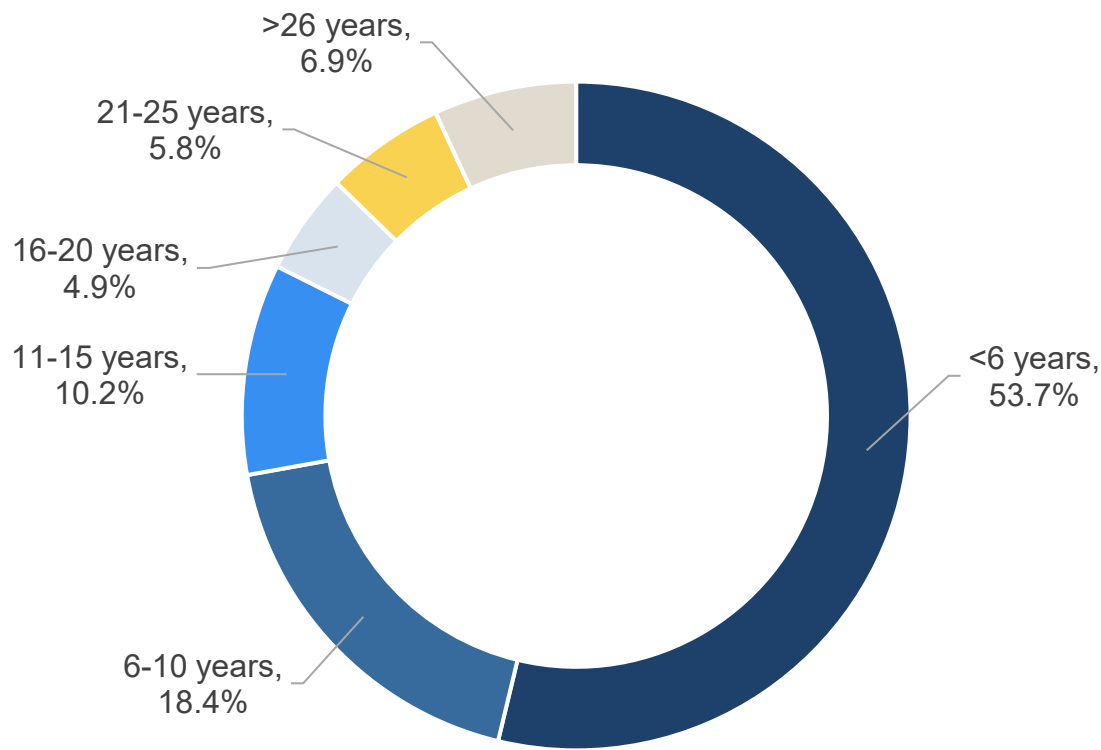
Previous year's figures in brackets.

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.

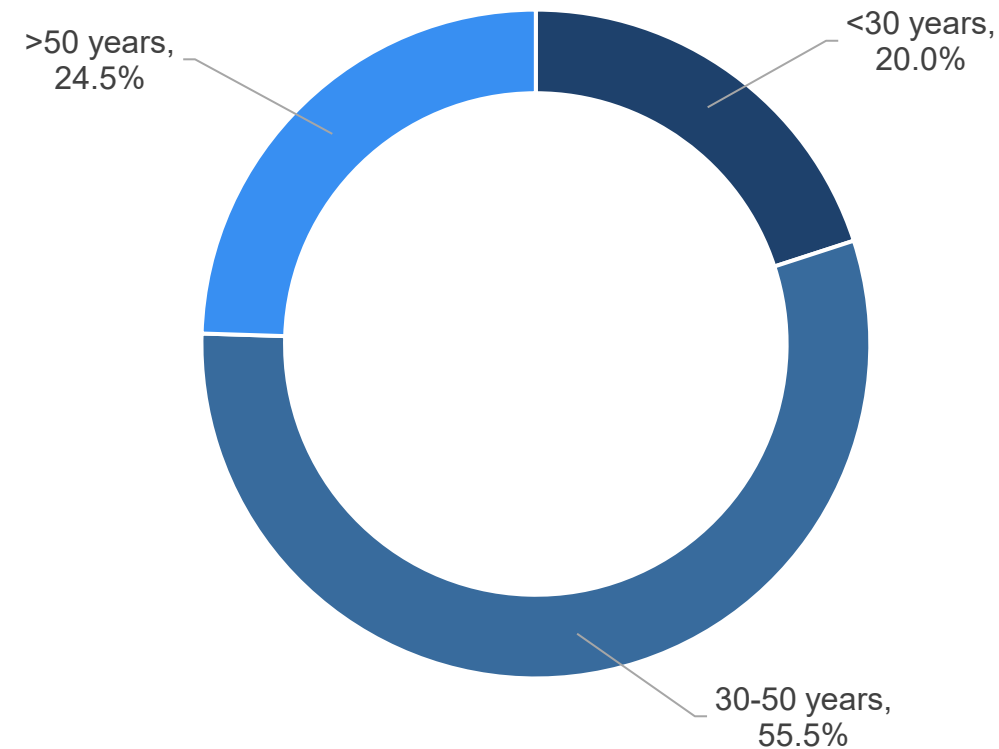
Data includes Mandatum, which was part of Sampo Group until and including 30 September 2023.

Years of employment and age distribution, Sampo Group

Years of employment, 31 December 2022



Age distribution of personnel (FTE), 31 December 2022

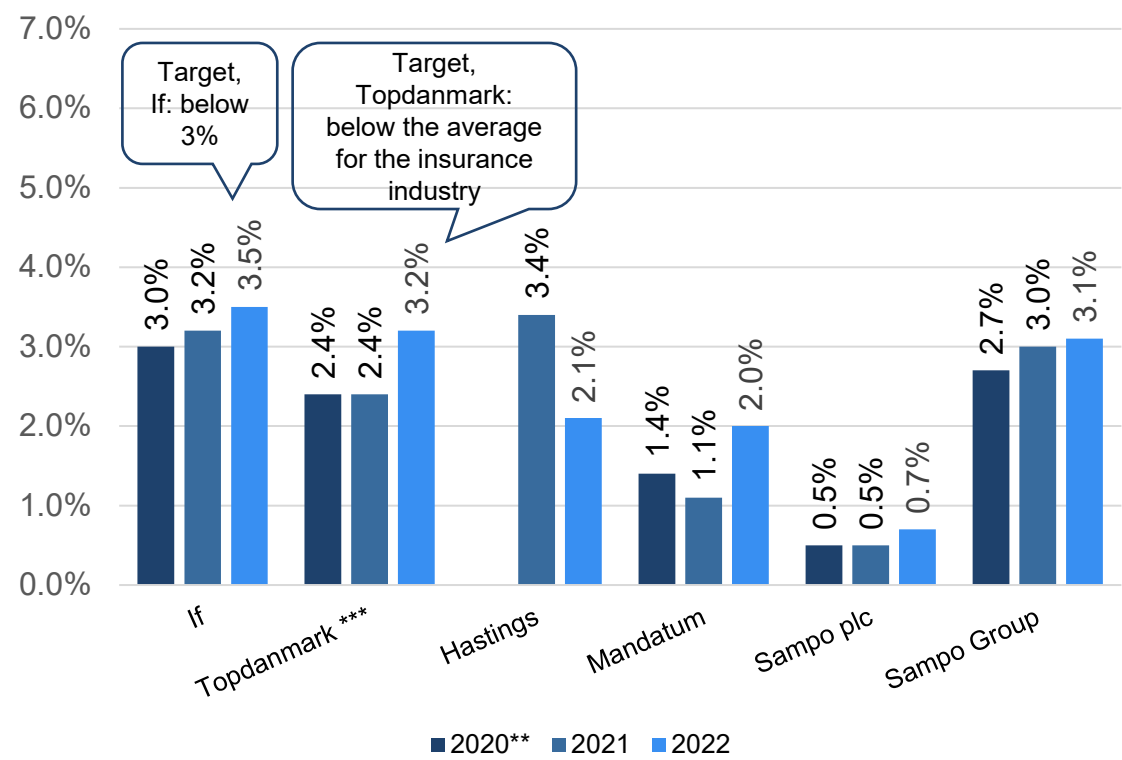


Data includes Mandatum, which was part of Sampo Group until and including 30 September 2023.
8 November 2023

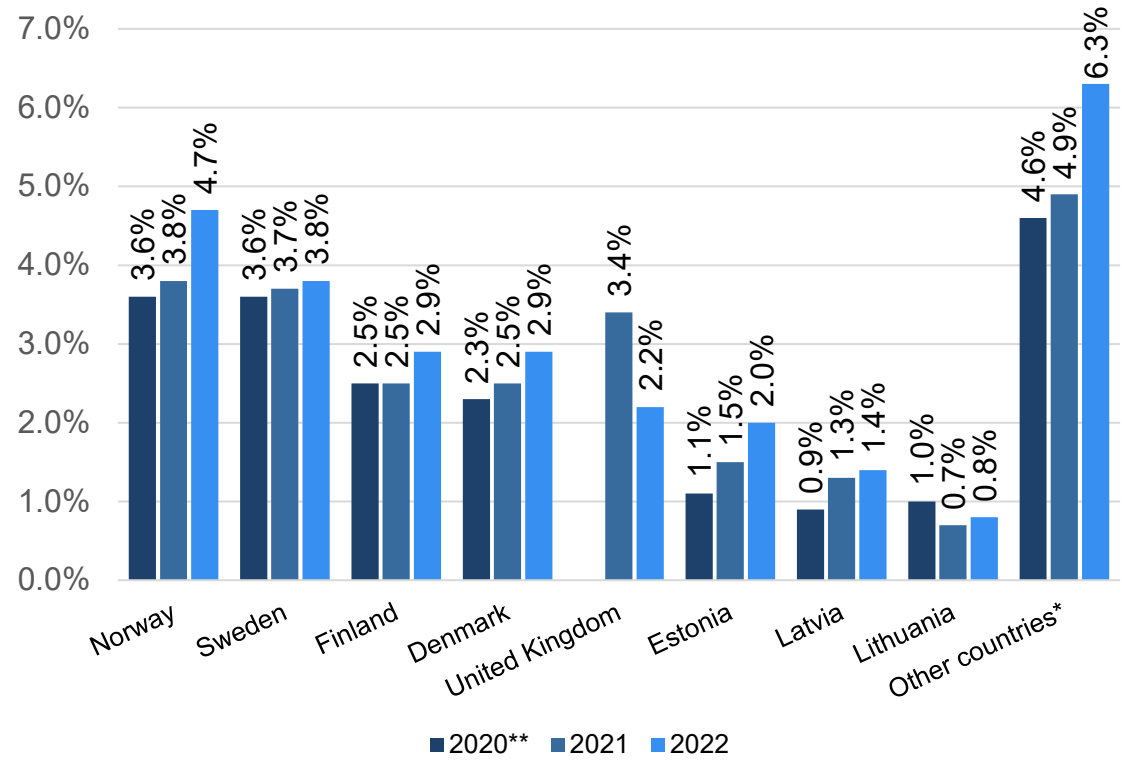
Health and well-being

Absence due to illness

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.

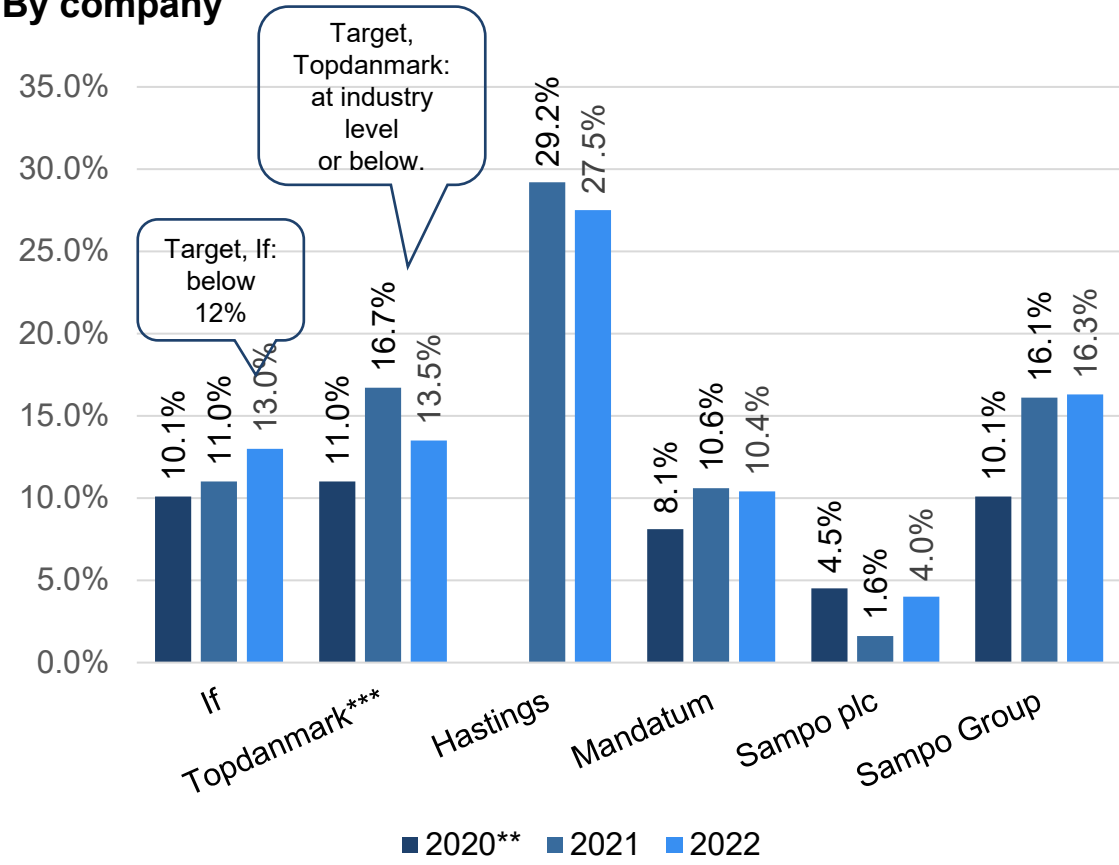
** Excluding Hastings

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

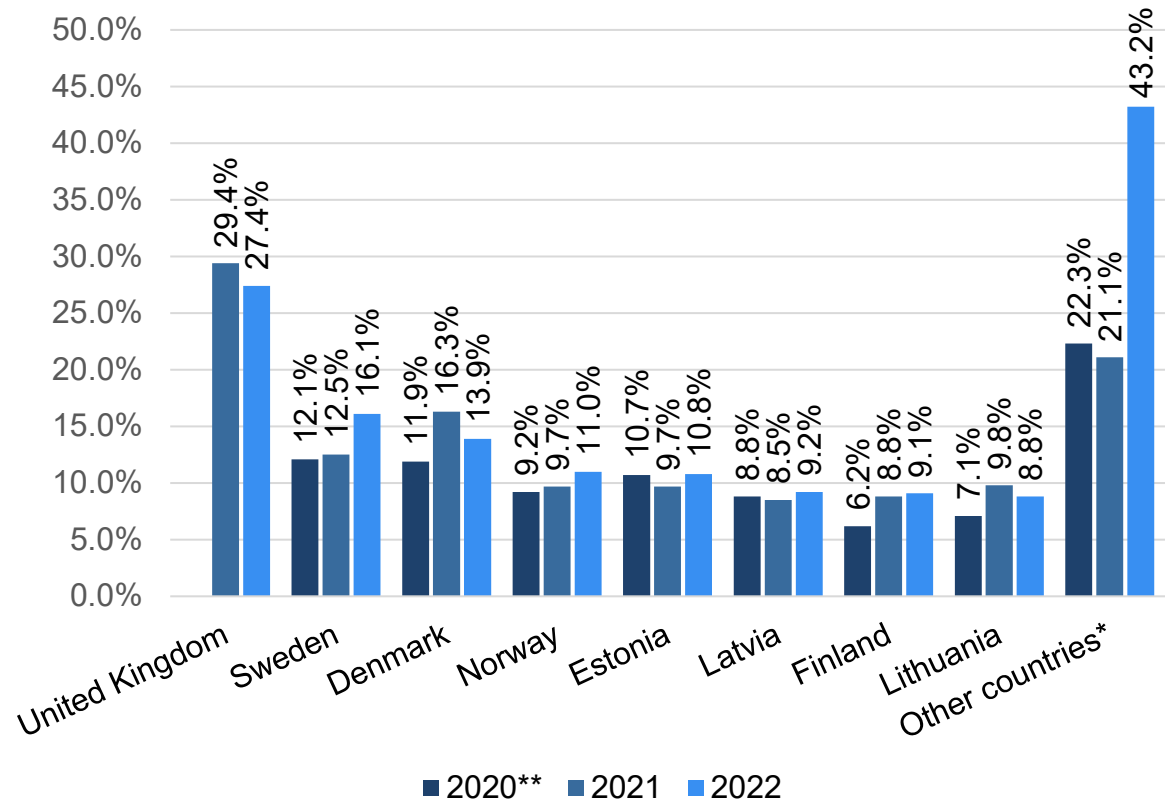
Data includes Mandatum, which was part of Sampo Group until and including 30 September 2023

Employee turnover

By company



By country

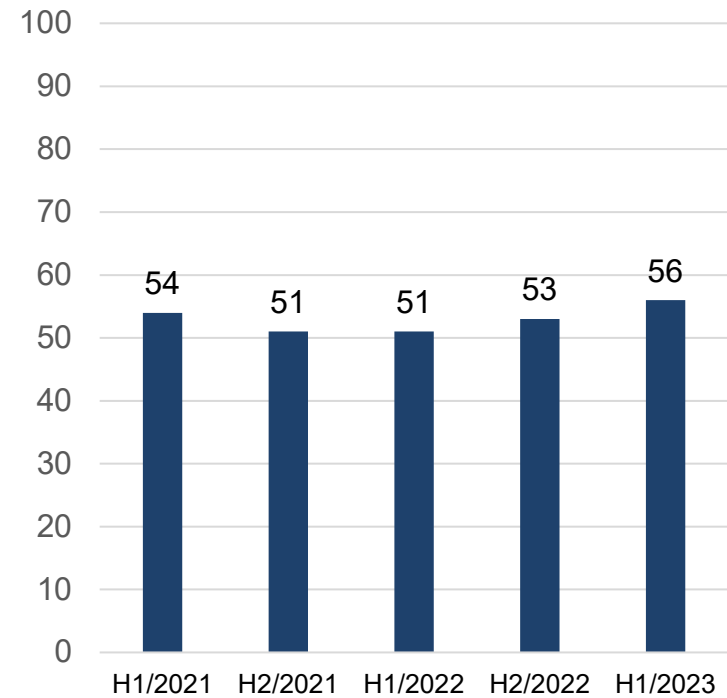


External turnover including monthly paid permanent employees and employees leaving on pension.
* The other countries included France, the Netherlands, Spain, Germany, Gibraltar, the U.S., and Luxembourg in 2021 and 2022; France, Germany, the Netherlands, Spain, and the UK in 2020.
** Excluding Hastings
*** In 2022, excluding life and pension business.
Data includes Mandatum, which was part of Sampo Group until and including 30 September 2023

Employee engagement

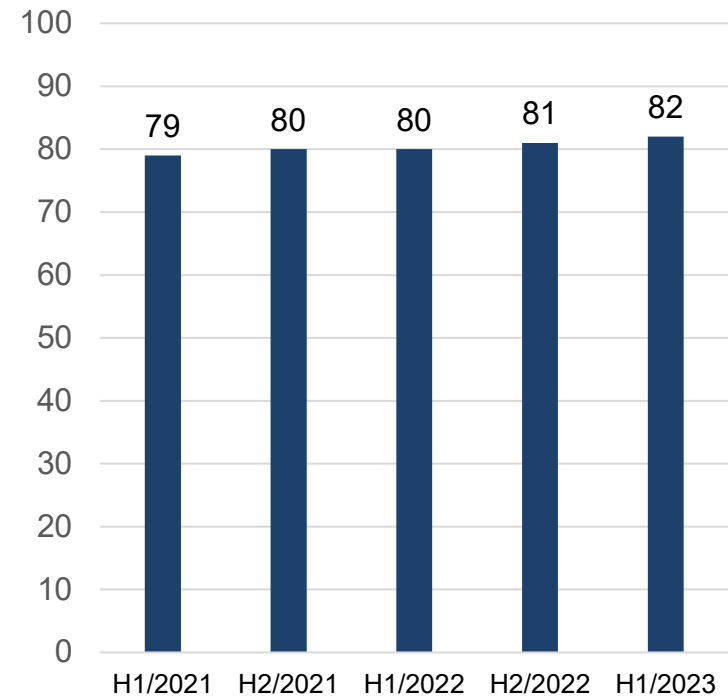
If

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



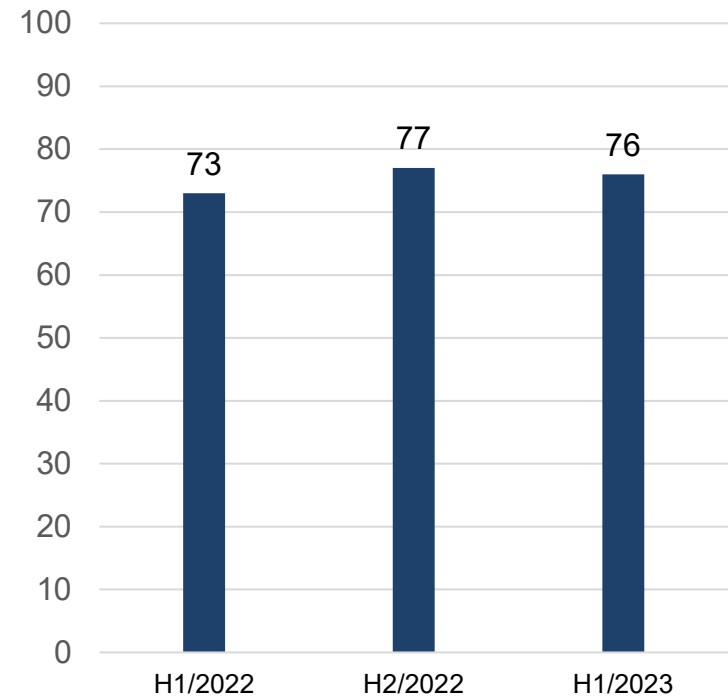
Topdanmark

- Topdanmark measures employee engagement bi-annually with a company-wide survey on well-being and commitment.
- The target is to maintain at least 79 points until 2025 (scale: 0–100).



Hastings

- Hastings measures employee engagement bi-annually with the "Your Voice" survey.
- The target employee satisfaction score (eSAT) is 72 (scale: 0–100).



Competence development

Average external training costs per employee (FTE)

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
Sampo Group	617	568	852

Data includes Mandatum, which was part of Sampo Group until and including 30 September 2023.

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

Average employee remuneration vs. Group CEO remuneration, Sampo Group

	2020	2021	2022
Average employee remuneration (fixed and variable), EUR	69,580	66,915	69,941
Group CEO remuneration (fixed and variable), EUR	1,313,694	2,511,459	3,327,858
Pay ratio	19:1	38:1	48:1

Hastings is included in the calculations as of 2021. The remuneration of Topdanmark's life and pension business is included in the figure for the period 1 Jan. - 30 Nov. 2022. There was no payment from LTI 2017:1 in 2020. Data includes Mandatum, which was part of Sampo Group until and including 30 September 2023.

Average remuneration by binary gender, Sampo Group

2020					2021				2022			
EUR	Women	Men	Pay gap (ratio)	Pay gap (%)	Women	Men	Pay gap (ratio)	Pay gap (%)	Women	Men	Pay gap (ratio)	Pay gap (%)
Fixed remuneration	55,251	71,052	0.78	22.2	52,735	67,755	0.78	22.2	54,352	69,860	0.78	22.2
Fixed and variable remuneration	58,663	80,924	0.72	27.5	56,361	77,513	0.73	27.3	58,535	81,316	0.72	28.0

Hastings is included in the calculations as of 2021. Topdanmark's pension and life insurance business is included in the figures for the period 1 Jan.–30 Nov. 2022. Excluding the remuneration of the Group CEO. Data includes Mandatum, which was part of Sampo Group until and including 30 September 2023.

Investment management and operations

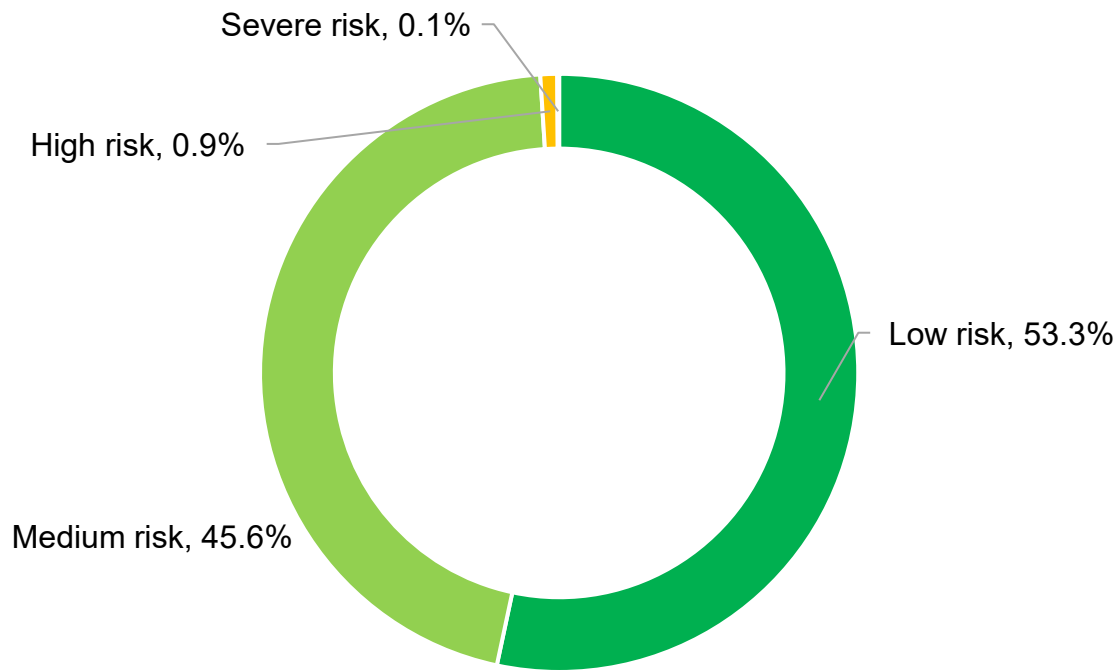
Climate targets: Investments

Company	Commitment to the SBTi	Current status of the SBTs	Existing climate targets
Sampo plc	To set group-level science-based targets (SBTs) submitted to the Science Based Targets initiative (SBTi) for validation in October 2025 at the latest. This includes targets for own operations and investments.	SBT development in process.	-
If	To set SBTs submitted to the SBTi for validation in October 2023 at the latest. This includes targets for own operations, claims handling, and investments.	SBTs submitted for validation to the SBTi during Q2/2023.	-
Topdanmark	To set SBTs submitted to the SBTi for validation in June 2024 at the latest. This includes targets for own operations, claims handling, and investments.	SBT development in process.	-
Hastings	To set SBTs submitted to the SBTi for validation in September 2024 at the latest. This includes targets for own operations and investments.	SBT development in process.	<ul style="list-style-type: none"> • To reduce carbon intensity in the core investment portfolio by 50% by 2030. • To be a net-zero organisation by 2050 at the latest.

If and Sampo plc

ESG integration: Traffic light model

Investment allocation according to ESG risk categories,
Sampo Group (excluding Topdanmark and Hastings), 30 Sep. 2023



30 Sep. 2023	
Weighted average ESG risk rating of Sampo Group's direct fixed income and equity investments (0-100)	18
Market value of Sampo Group's direct fixed income and equity investments with ESG risk rating (EURm)	8,745
Sampo Group's total investments (EURm)	12,841
The number of companies in the severe risk category	1

Direct equity and fixed income investments of If 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. 2023: 0.9%

The total number of companies in sensitive sectors on 30 Sep. 2023: 3

Sensitive sectors	The number of companies invested in, 30 Sep. 2023	Brief analysis
Controversial weapons	<ul style="list-style-type: none"> • Direct involvement: 0 	-
Coal mining	<ul style="list-style-type: none"> • Direct involvement: 0 • Indirect involvement: 0 	-
Tobacco	<ul style="list-style-type: none"> • Direct involvement: 0 • Indirect involvement: 0 	-
Adult entertainment	<ul style="list-style-type: none"> • Direct involvement: 0 • Indirect involvement: 0 	-
Gambling	<ul style="list-style-type: none"> • Direct involvement: 0 • Indirect involvement: 0 	-
Military equipment	<ul style="list-style-type: none"> • Direct involvement: 1 • Indirect involvement: 1 	<ul style="list-style-type: none"> • One company with both direct and indirect involvement
Oil	<ul style="list-style-type: none"> • Direct involvement: 2 • Indirect involvement: 2 	<ul style="list-style-type: none"> • Two companies with both direct and indirect involvement

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

Active ownership and norms-based screening

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(s)	Status of the engagement(s) on 30 Sep. 2023
Q1/2023	4	3	Environment, labour rights	Two engagements are suspended, and one is active.
Q2/2023	1	1	Corruption	The engagement is active.
Q3/2023	3	2	Environment, labour rights	The engagements are active.
Q4/2023	3	3	Environment, human rights, corruption	The engagements are active.
2023, total	11	9	-	-

All pooled engagement cases are signed by Sampo Group and include those that also Mandatum has had investments in.

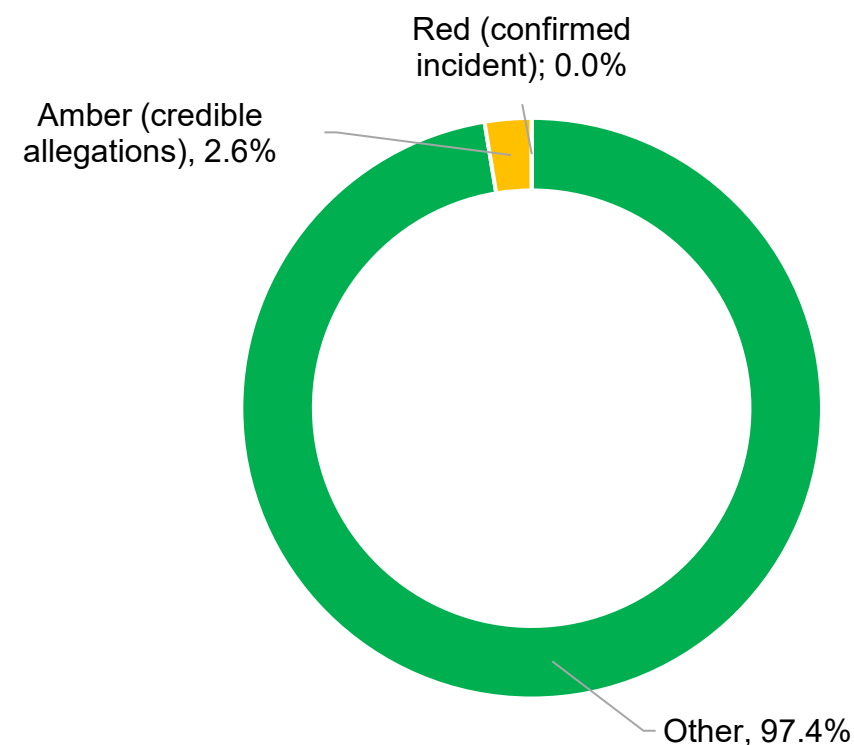
Voting at AGMs, Sampo Group (excluding Topdanmark and Hastings)

	The number of AGMs attended (physically, pre-voting, or with power of attorney)	Voting behavior
January–October 2023	12	For the Board's proposal: 12 Against the Board's proposal:

Excluding Mandatum

8 November 2023

Investment allocation according to norms-based screening, Sampo Group (excluding Topdanmark and Hastings), 30 Sep. 2023



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

Hastings

ESG performance summary of investments Q3/2023

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.

Weighted average ESG rating (MSCI)

AA

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.

	Thermal coal extraction	Thermal coal generation	Tobacco	Controversial weapons
Portfolio	0.7%	0.0%	1.0%	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 1.4% 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.

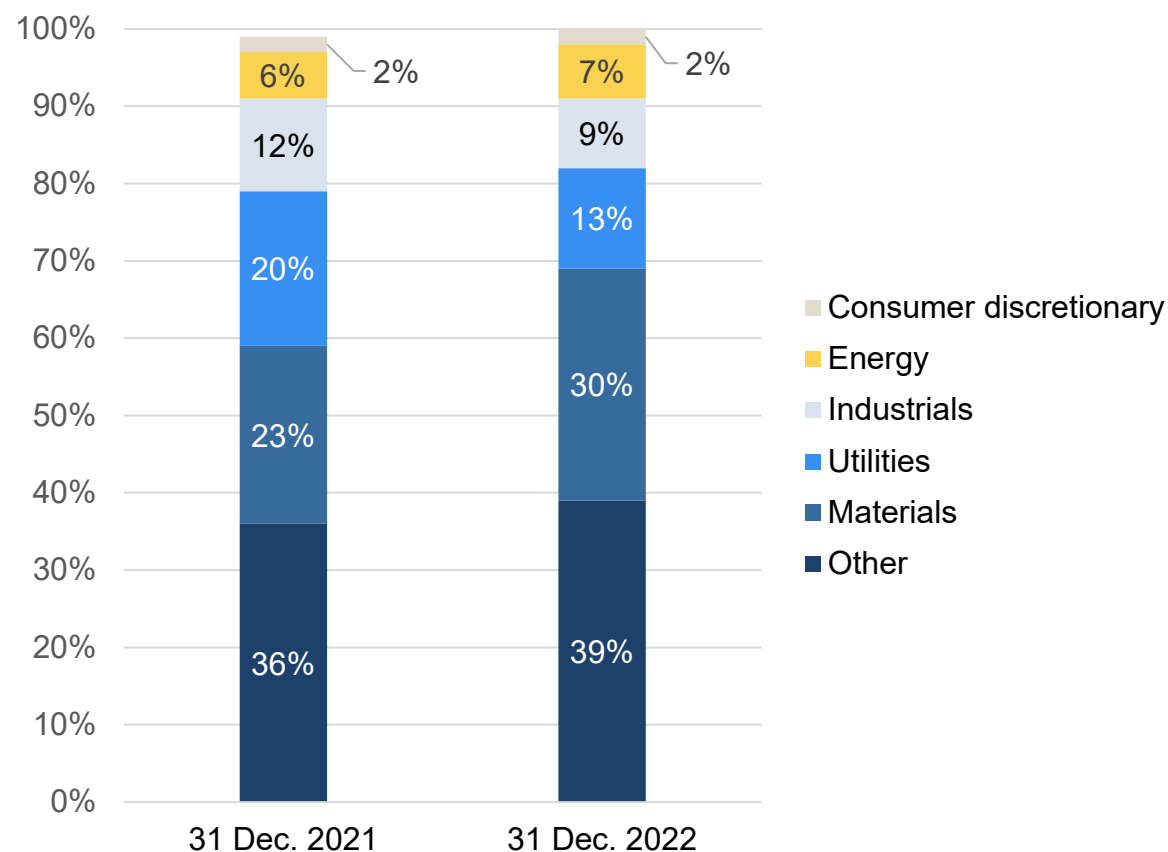
Carbon footprint of investments

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 (tCO ₂ e)	601,270	470,899	627,418	-24.9%
Financed emissions including Scope 3 (tCO ₂ e)	6,289,198	7,024,855	6,259,374	12.2%
Relative carbon footprint (tCO ₂ e/invested)	40.11	39.29	52.35	-24.9%
Carbon intensity (tCO ₂ e/EURm revenue)	151.53	127.56	157.31	-18.9%
Weighted average carbon intensity (tCO ₂ e/EURm revenue)	63.31	55.75	156.15	-64.3%

Sector contributions to emissions*, Sampo Group



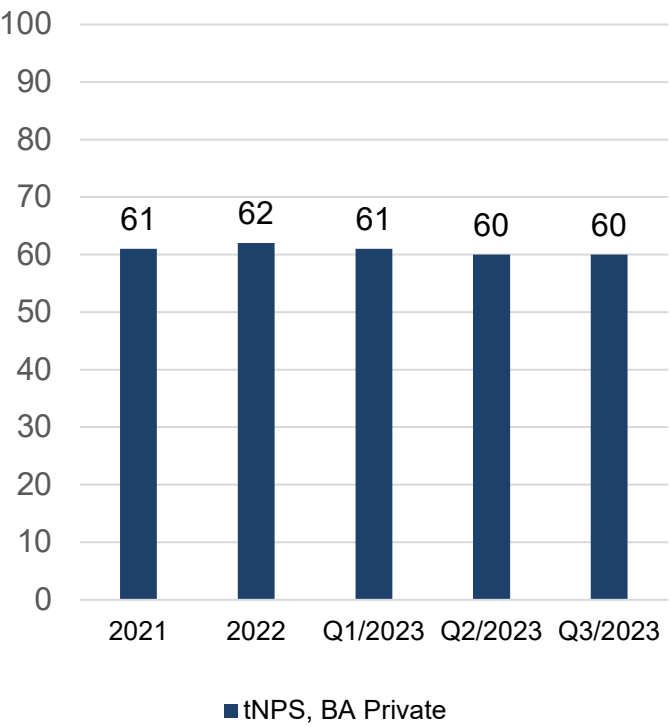
Direct equity and fixed income investments of If, Topdanmark, Hastings, Mandatum (Mandatum was part of Sampo Group until and including 30 September 2023), and Sampo plc. The carbon footprint calculations included 94.8% of Sampo Group's total direct equity investments and 76.7% of direct fixed income 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.

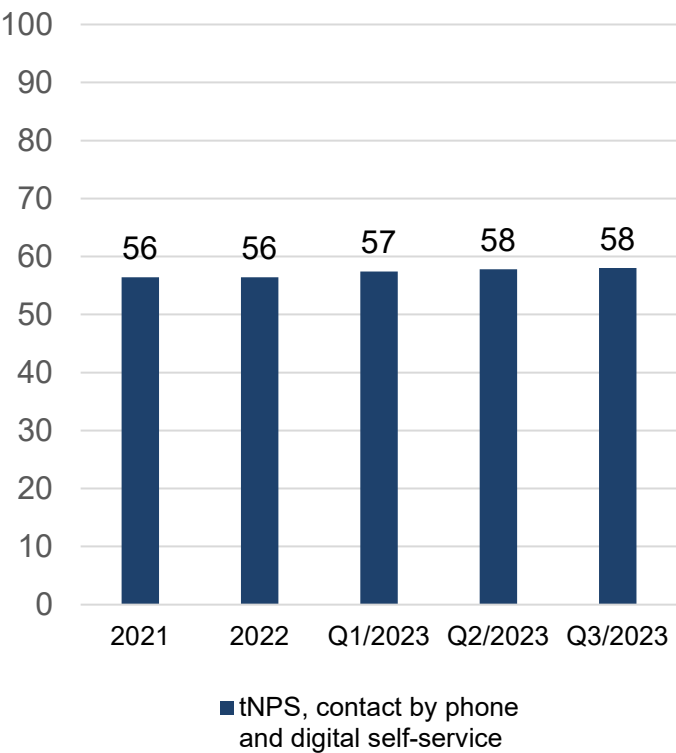
Products and services

Customer satisfaction

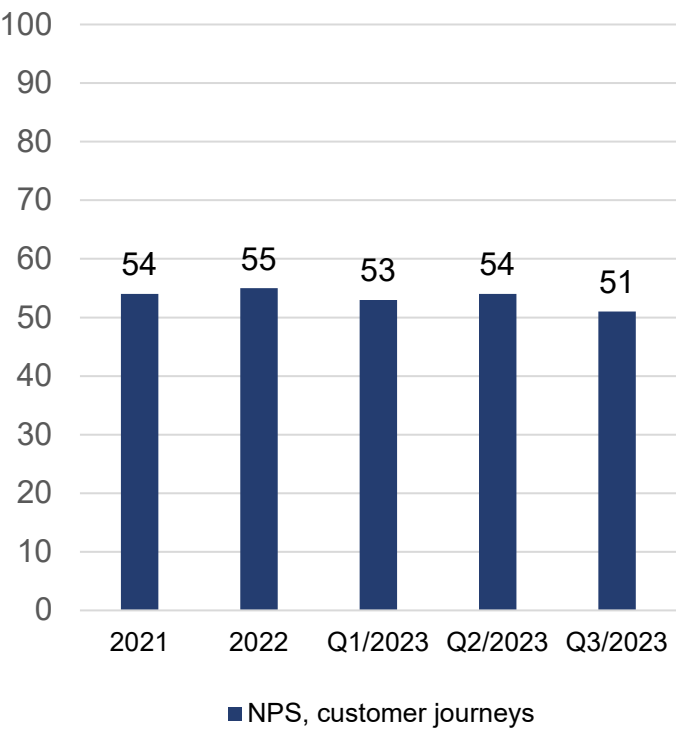
If
tNPS target: 62 in 2023



Topdanmark
tNPS target: 70 in 2025



Hastings
NPS target: 58 in 2024

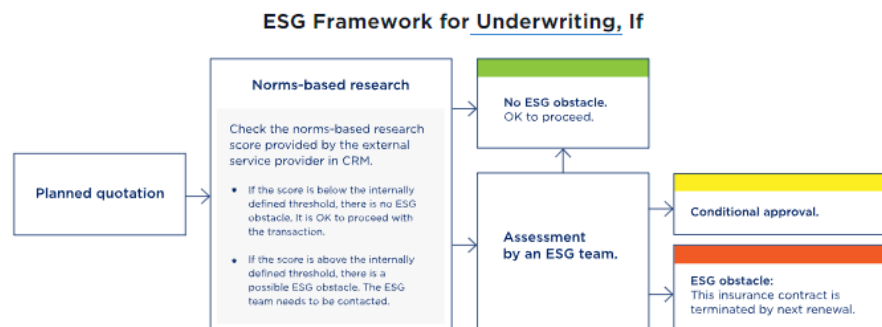


Net Promoter Score (NPS) is an index ranging from -100 to 100 that measures the willingness of customers to recommend a company's products or services to others. It is used as a proxy for gauging the customer's overall satisfaction with a company's product or service and the customer's loyalty to the 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.

ESG in underwriting

If's internal framework for ESG in underwriting

- Adopted in Q2/2021 for corporate clients
- Based on the UN Global Compact
- Norms-based research provided by an external service provider
- Over 730 clients have been screened (since Q2/2021)
- ESG team assessed 9 clients in Q3/2023 (22 in total since Q2/2021)
 - 2 clients will not be renewed, if their ESG ratings do not improve



Topdanmark's internal framework for ESG in underwriting

- Adopted in Q4/2022 for corporate clients
- Based on the UN Global Compact
- ESG-screening conducted by an external service provider
- A total of 44,000 companies (companies with minimum 2 employees) have been screened (latest screening in October 2023)
- Companies on watchlist: 3 companies
- On-going dialogue with companies: 2 companies
- Other action: 1 company was terminated

Communities

Taxes

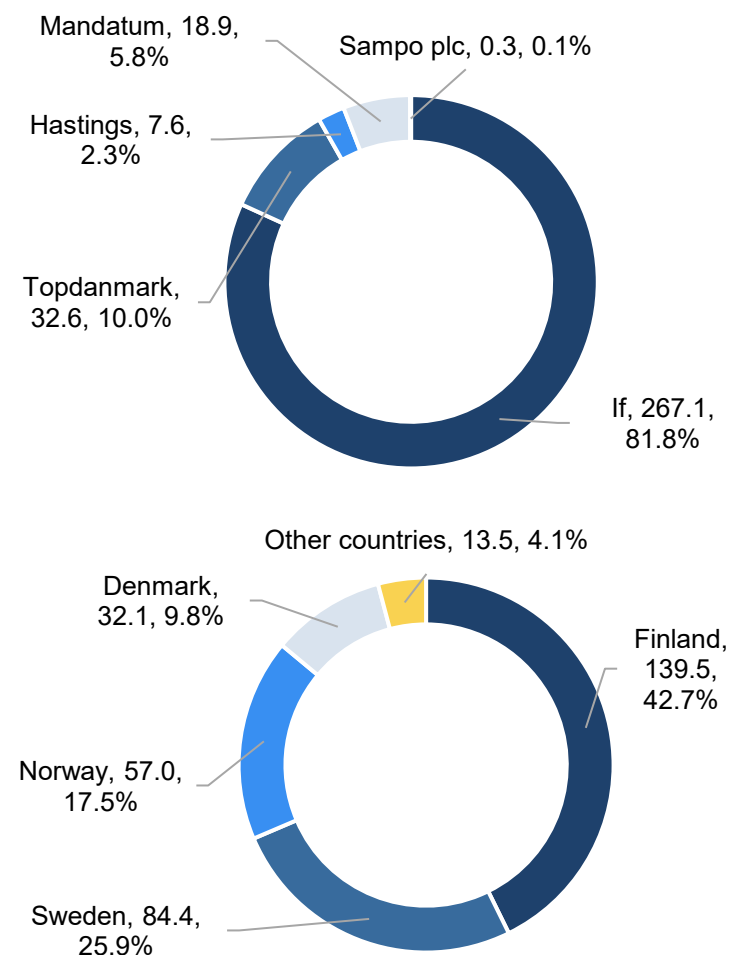
Taxes payable and collected, Sampo Group

EURm	2020*	2021	2022
Taxes payable by the Group			
Corporate income tax	286.8	365.4	326.4
Employment taxes	118.7	146.1	172.6
Other taxes	10.5	5.2	6.0
Total	416.0	516.7	505.0
Taxes collected by the Group			
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
Total	1,314.8	1,662.3	1,657.0
Total tax contribution	1,730.8	2,179.1	2,162.1

* Excluding Hastings

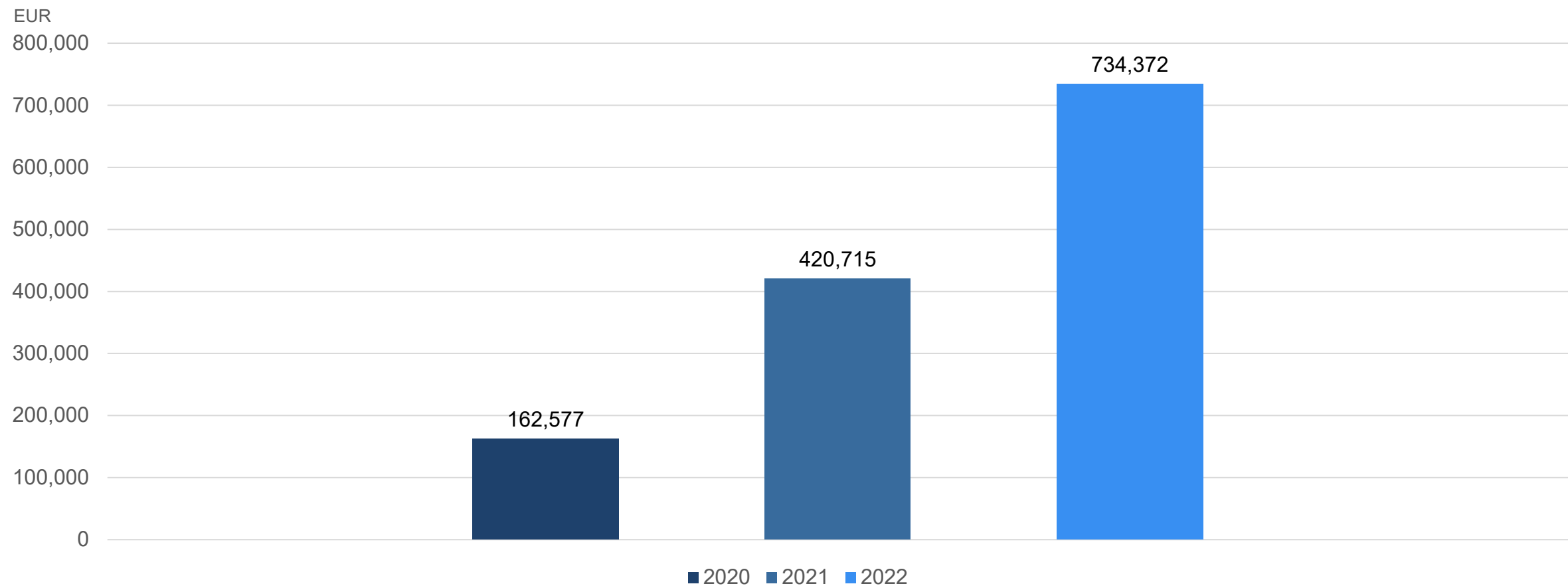
Data includes Mandatum, which was part of Sampo Group until and including 30 September 2023.

Corporate income tax by company and country (EURm), Sampo Group, 2022



Donations




Sampo Group



In 2022, the figures were impacted by Sampo Group's donations to Ukraine, for example.
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.
Data includes Mandatum, which was part of Sampo Group until and including 30 September 2023.

Sampo plc
Fabianinkatu 27
00100 Helsinki, Finland

Phone: +358 10 516 0100
Business ID: 0142213-3

 www.sampo.com
 [@Sampo_plc](https://twitter.com/Sampo_plc)
 [sampo-plc](https://www.linkedin.com/company/sampo-plc)
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