

Sustainability factbook Q1/2024

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 are structured around three themes: climate and environment (E), social sustainability (S), and governance (G). Sustainability is an important focus area for Sampo and, therefore, development around the most material themes is constant and a key priority for the Group.

Sampo 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.

Overview

Strategic sustainability focus areas

Environment and climate (E)

Protecting the environment and combatting climate change

- Sampo takes environmental and climate considerations into account in its insurance and investment operations.
- Sampo cooperates with stakeholders on environmental and climate-related matters.

Examples of key metrics/targets

- Science-based climate targets (SBTs) of own operations (Scope 1 and 2) and investments (Scope 3)

Social sustainability (S)

Driving positive social impact in society

- Sampo provides health, safety, and well-being in society.
- Sampo offers the most appropriate insurance solutions for its customers' needs.
- Sampo is a reliable partner for all stakeholders.

Examples of key metrics/targets

- Employee engagement targets (eNPS or similar)
- Customer satisfaction targets (tNPS)

Governance (G)

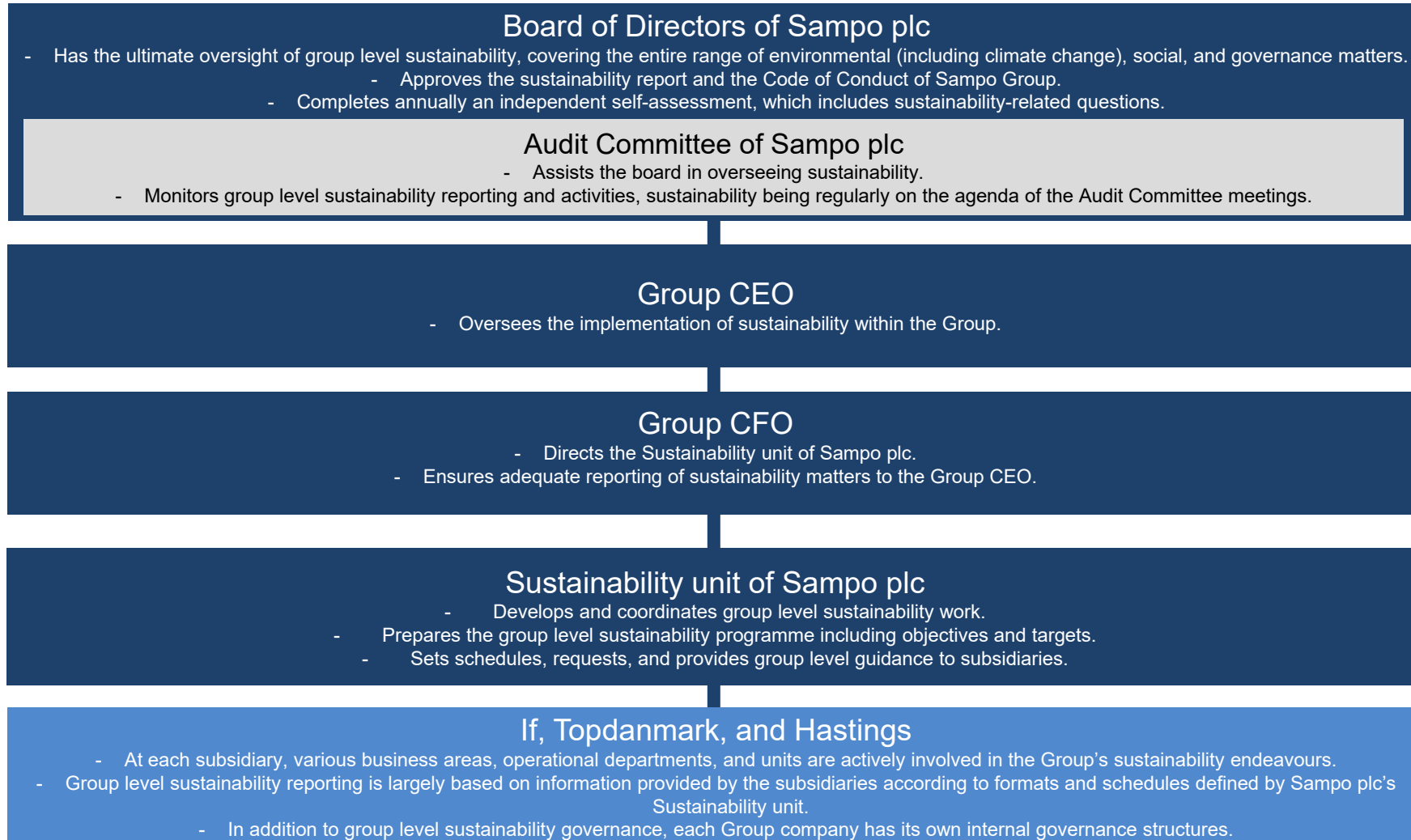
Ensuring sustainability in governance and business operations

- Sampo complies with applicable laws and regulations.
- Sampo integrates sustainability considerations into insurance and investment operations.
- Sampo promotes the sustainability of its supply chain.

Examples of key metrics/targets

- Compliance with applicable legislation and internal policies and guidelines (measured with related incidents, fees etc.)
- Share of suppliers that have signed a supplier code of conduct

Sustainability organisation and reporting structure



Initiatives and commitments



Signatory of:



ESG ratings

Examples of ESG rating agencies

Rating and scale

Rating distribution and/or ranking



Absolute Rating



Industry best is B-.

DECILE RANK



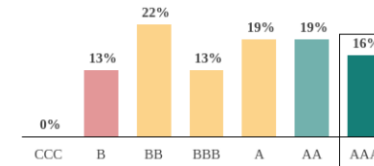
TRANSPARENCY

VERY HIGH

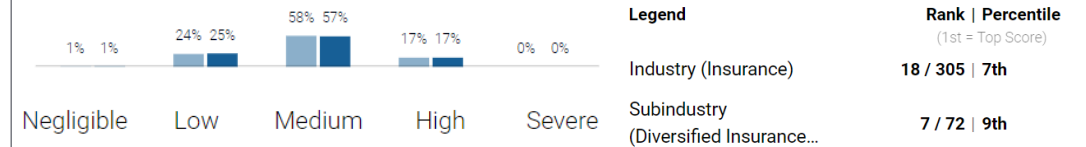
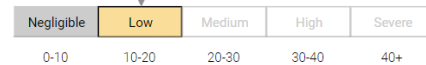
STATUS

PRIME

PRIME THRESHOLD



15.4 Low Risk



Rating of Sampo plc: 55/100

Industry average: 29/100

Percentile rank of Sampo plc: 87



ESG OVERALL SCORE



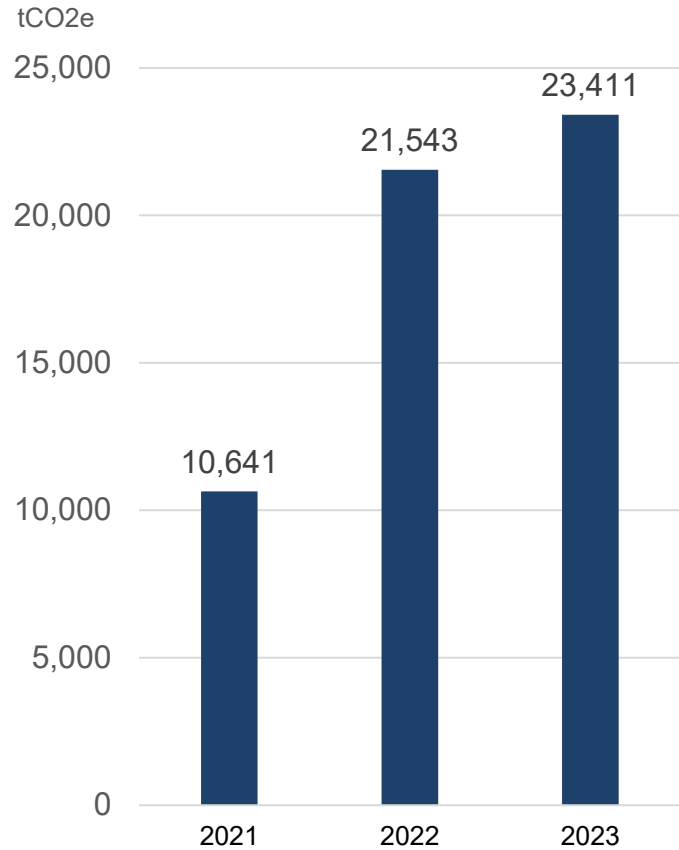
Environment and climate

Climate targets: Own operations

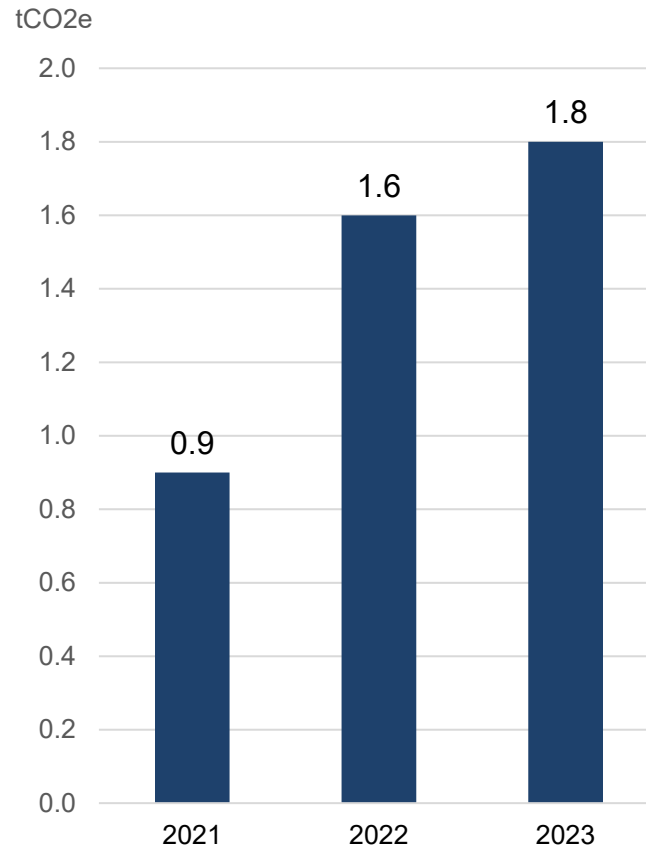
Company	Commitment to the SBTi	Current status of the SBTs	Existing climate targets
Sampo plc	To set group-level science-based climate targets (SBTs) submitted to the Science Based Targets initiative (SBTi) for validation in October 2025 at the latest.	SBT development in progress.	-
If	SBTs validated by the SBTi in December 2023.	Validated and published.	<p>SBTs validated by the SBTi:</p> <ul style="list-style-type: none"> Reduce absolute Scope 1 and Scope 2 GHG emissions 42.5 per cent by 2030 from a 2020 base year. <p>Other targets:</p> <ul style="list-style-type: none"> To reduce business travel (the number of flights) by 50 per cent in 2023 (baseline 2019).
Topdanmark	SBTs submitted to the SBTi for validation in April 2024.	Targets submitted for validation in April 2024.	<p>Other targets:</p> <ul style="list-style-type: none"> 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 August 2024 at the latest.	SBT development in progress.	<p>Other targets:</p> <ul style="list-style-type: none"> To reduce GHG emissions by 10% year on year from 2022 baseline. To be a net-zero organisation by 2050 at the latest.

GHG emissions: Own operations

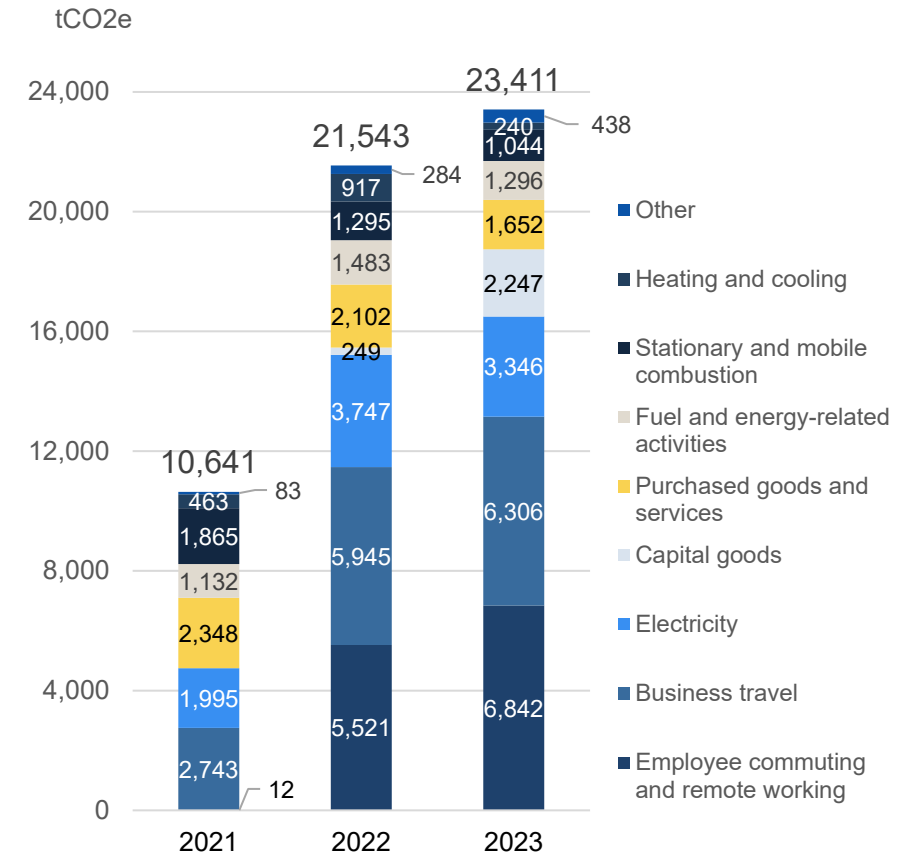
GHG emissions, Sampo Group



GHG emissions per employee, Sampo Group



Source of GHG emissions, Sampo Group



2021 and 2022 data includes Mandatum, which was part of Sampo Group until and including 30 September 2023.

Sampo Group's 2022 results have been updated to amend errors in reporting and recalculate If's GHG emissions to align with SBTi requirements. In total, the changes increased Sampo Group's total emissions by 702.5 tCO2e in 2022.

Emissions were low in 2021 due to COVID-19.

Climate targets: Investments

Company	Commitment to the SBTi	Current status of the SBTs	Existing climate targets
Sampo plc	To set group-level SBTs submitted to the SBTi for validation in October 2025 at the latest.	SBT development in progress.	-
If	SBTs validated by the SBTi in December 2023. Targets cover 85% of If's total investment and lending by investments and assets under management as of 2020.	Validated and published.	<p>SBTs validated by the SBTi:</p> <ul style="list-style-type: none"> Listed equity, corporate bonds, funds, and ETFs*: <ul style="list-style-type: none"> To align its Scope 1 + 2 portfolio temperature score by invested value of its listed equity, corporate bond, fund, and ETFs portfolio from 2.52°C in 2020 to 2.04°C by 2027. To align its Scope 1 + 2 + 3 portfolio temperature score by invested value of its listed equity, corporate bond, fund, and ETFs portfolio from 2.7°C in 2020 to 2.14°C by 2027. Corporate loans*: <ul style="list-style-type: none"> To align its Scope 1 + 2 portfolio temperature score by invested value of its corporate loan portfolio from 2.91°C in 2020 to 2.25°C by 2027. To align its Scope 1 + 2 + 3 portfolio temperature score by invested value of its corporate loan portfolio from 2.84°C in 2020 to 2.21°C by 2027. Corporate loans: Commercial real estate*: <ul style="list-style-type: none"> To reduce GHG emissions from the commercial real estate sector within its corporate loan portfolio 57.2% per square meter by 2028 from 2020 base year.
Topdanmark	SBTs submitted to the SBTi for validation in April 2024.	Targets submitted for validation in April 2024.	-
Hastings	To set SBTs submitted to the SBTi for validation in August 2024 at the latest.	SBT development in progress.	<p>Other targets:</p> <ul style="list-style-type: none"> To reduce carbon intensity in the core investment portfolio by 50% by 2030 and for it to be net-zero by 2050.

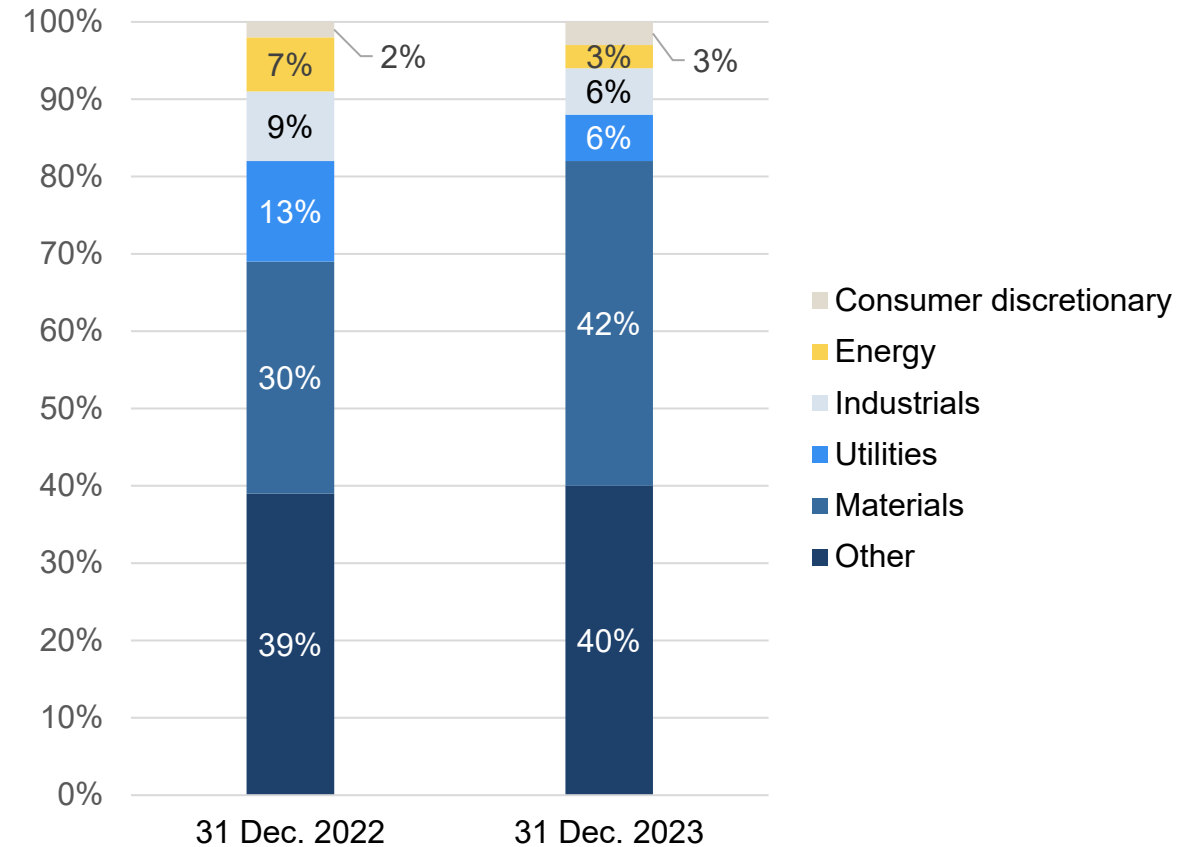
* If uses the Temperature Rating Approach for corporate loans, listed equity, corporate bonds, funds, and ETFs. These represent more than 90 per cent of If's total investment portfolio. The Sectoral Decarbonisation Approach (SDA), meaning emissions-based physical intensity targets, is used for commercial real estate loans, since the Temperature Rating Approach cannot be used for this asset class.

Carbon footprint: Investments

Carbon footprint of direct equity and fixed income investments, Sampo Group

	31 Dec. 2022	31 Dec. 2023
Financed Scope 1 and 2 emissions (tCO ₂ e)	470,899	300,199
Financed emissions including Scope 3 (tCO ₂ e)	7,024,855	6,513,044
Relative carbon footprint (tCO ₂ e/invested)	39	28
Carbon intensity (tCO ₂ e/EURm revenue)	128	87
Weighted average carbon intensity (tCO ₂ e/EURm revenue)	56	29

Sector contributions to emissions*, Sampo Group



Direct equity and fixed income investments of If, Topdanmark, Hastings, and Sampo plc (Mandatum was part of Sampo Group until and including 30 September 2023). The carbon footprint calculations covered approximately 75% of direct equity and fixed income investments as at December 31, 2023. The equity and fixed income portfolios included in the carbon footprint report had a combined market value of EUR 10,620 million. That means that the carbon footprint analysis covered around 62% of all Sampo Group's investments at the end of 2023.

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

Climate targets: Claims handling

Company*	Commitment to the SBTi	Current status of the SBTs	Existing climate targets
If	SBTs validated by the SBTi in December 2023.	Validated and published.	SBTs validated by the SBTi: <ul style="list-style-type: none"> • 30 per cent of suppliers by spend covering purchased goods and services for claims operations will have science-based targets by 2028.
Topdanmark	SBTs submitted to the SBTi for validation in April 2024.	Targets submitted for validation in April 2024.	Other targets: <ul style="list-style-type: none"> • Increase the percentage of bumper repairs • Increase the percentage of windscreen repairs to 45 per cent • Increase the percentage of used spare parts to 4 per cent • Maintain the percentage of repairs of phones, computers, and tablets at 72 per cent

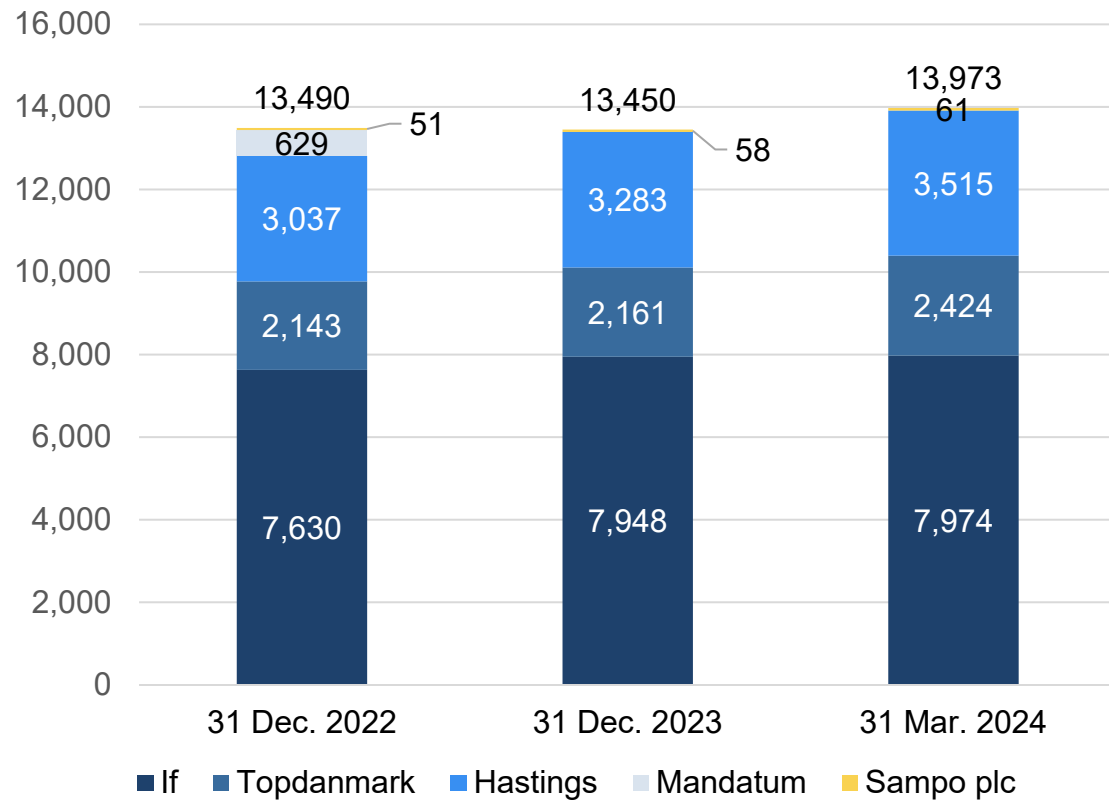
At this stage, Sampo and Hastings will not set SBTs for claims handling, as it is not mandatory according to the SBTi.

Social sustainability

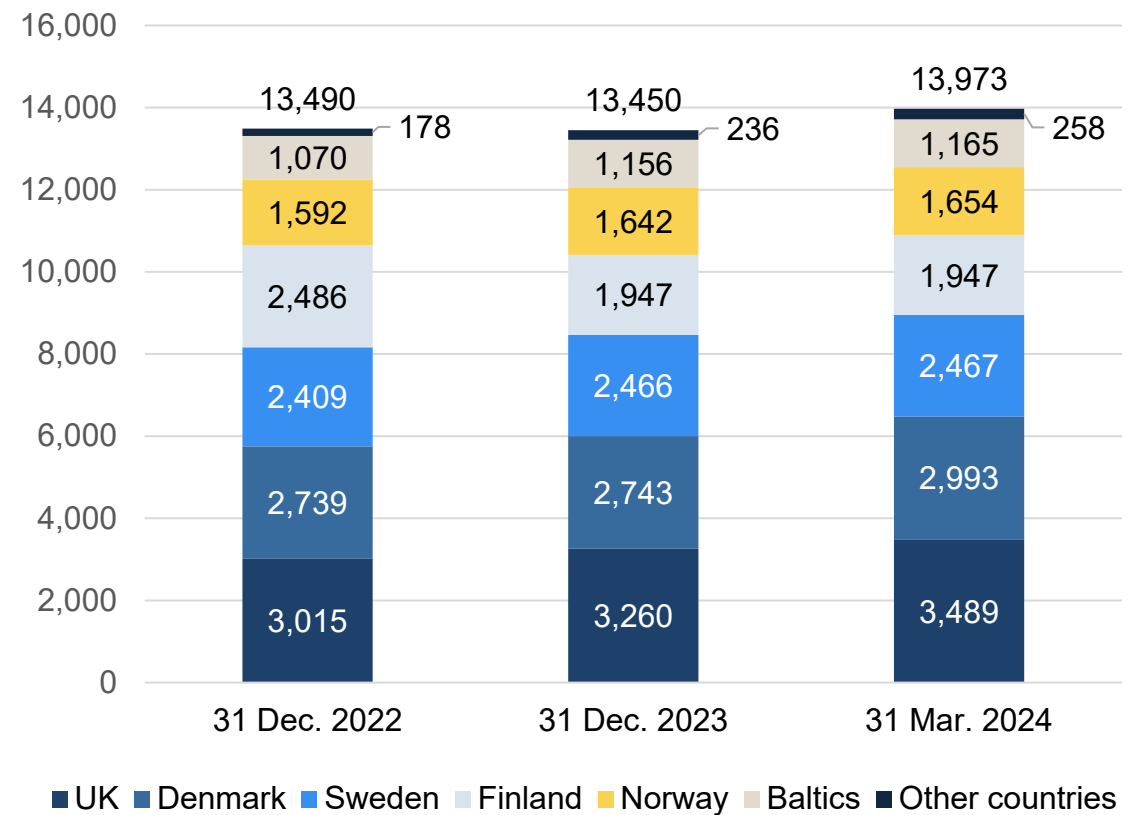
Own workforce

Number of employees (FTE)

By company, Sampo Group



By country, Sampo Group



2022 data includes Mandatum, which was part of Sampo Group until and including 30 September 2023.
Topdanmark's 2023 data is excluding Oona Health.

Diversity, equity, and inclusion targets

If

- Have at least 85% of employees agreeing or strongly agreeing with the statements related to inclusion in the autumn employee survey.
 - Autumn 2023 survey: 87%
- Have equal binary gender representation, meaning that the ratio of men/women should be 50/50 (+/- 5 percentage points), for both employees and leaders.
 - 31 Dec. 2023: All employees – women 53% and men 47%
 - 31 Dec. 2023: All leaders – women 49% and men 51%
- Increase diversity in management teams by 30% by 2026 (baseline 2022), defined as selected underrepresented groups, including people of colour and non-binary gender.
 - 31 Dec. 2023: Share of women 17%

Topdanmark

- Have at least two of each gender among the AGM elected members of the Board of Directors.
 - 31 Dec. 2023: 2 women, 4 men
- Have a maximum of 60% of one gender at all levels of management.
 - 31 Dec. 2023: 39% women, 61% men
- Have a maximum of 60% of one gender at management levels 1 and 2.
 - 31 Dec. 2023: 28% women, 72% men
- Have a maximum of 60% of one gender in the succession planning for levels 1 and 2.
 - 31 Dec. 2023: 30% women, 70% men

Hastings

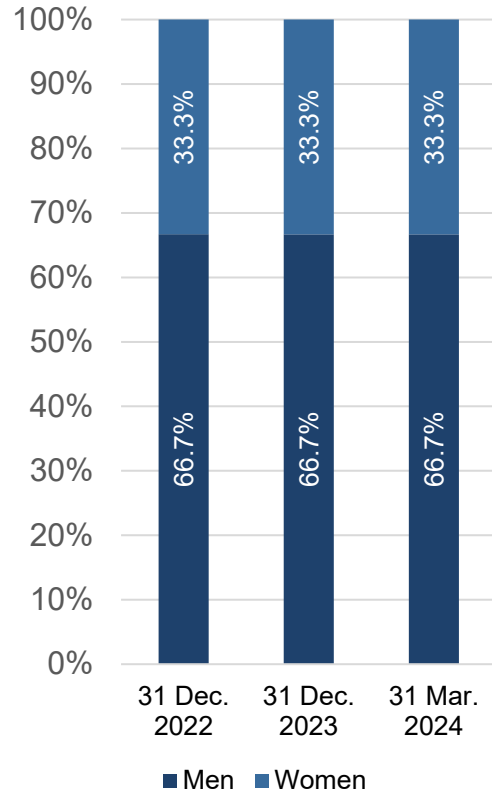
- Be recognised in the Inclusive Top 50 UK Employers list.
 - 2023/2024 survey: 4th place
- Participate in the 30% Club and Women in Data, providing external mentoring and network events for women.
 - Yes.
- Maintain the company's support of the advancement of women in senior roles in the financial services sector by being an ongoing signatory of the Women in Finance Charter.
 - Yes.
- Achieve Disability Confident Accreditation to be able to attract, hire, and retain talent who have either visible or non-visible disabilities.
 - 2024 target

Sampo plc

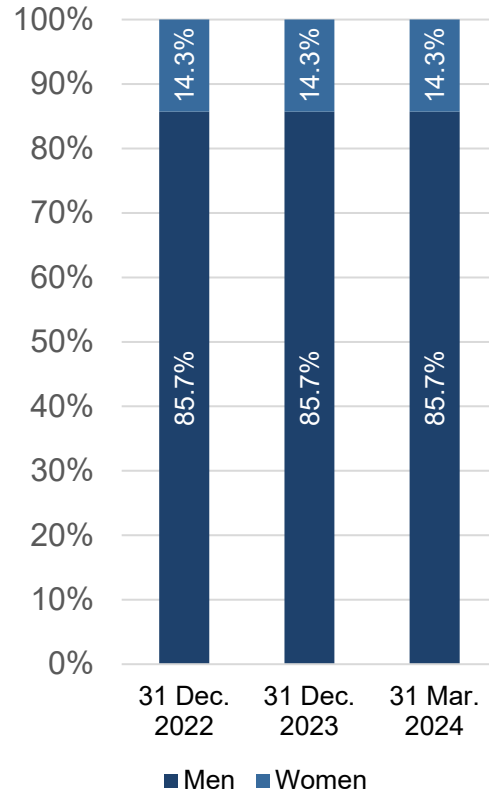
- Have at least 37.5% of both men and women in the Board of Directors.
 - 31 Mar. 2024: 33.3%

Binary gender distribution

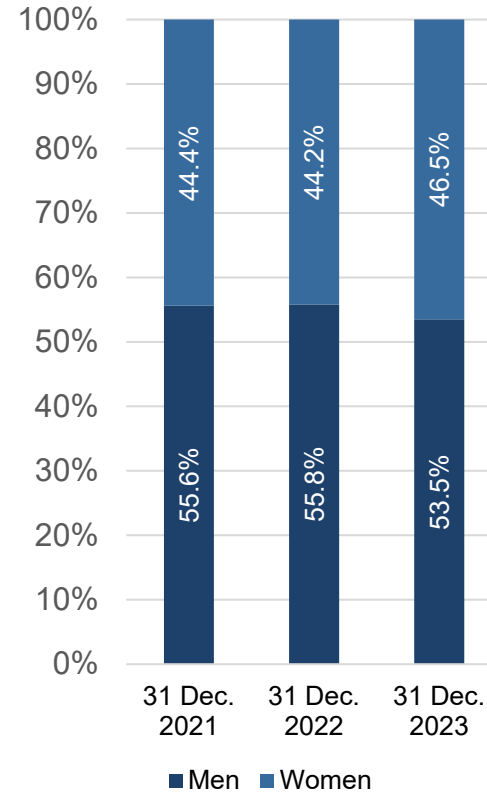
**Board of Directors,
Sampo plc**



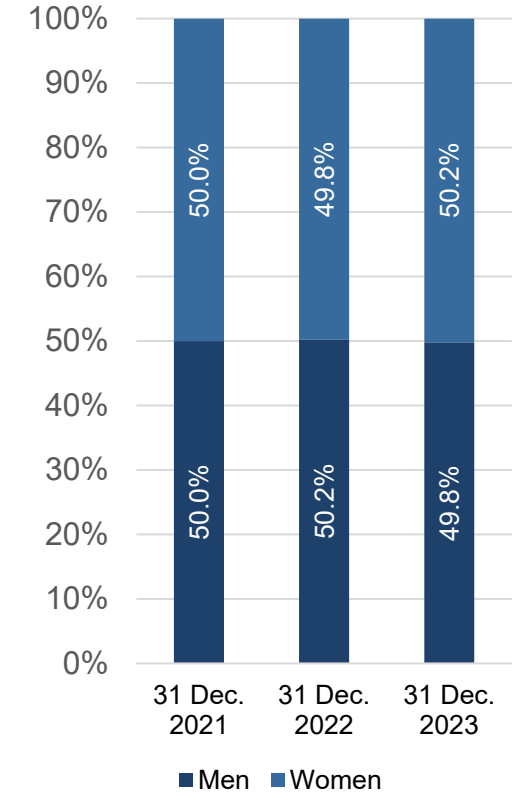
**Group Executive Committee,
Sampo plc**



**Leaders (all levels of management),
Sampo Group***



**All employees,
Sampo Group***



* 2021 and 2022 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 2023

	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%)	47.4% (45.2%)	44.1% (42.3%)
Topdanmark	- (-)	0.0% (0.0%)	28.6% (28.6%)	34.0% (30.7%)	32.7% (29.8%)
Hastings	- (-)	0.0% (0.0%)	31.2% (18.9%)	36.5% (38.8%)	35.1% (34.5%)
Sampo plc	0.0% (0.0%)	- (-)	25.0% (25.0%)	40.0% (33.3%)	30.0% (27.3%)
Sampo Group*	0.0% (0.0%)	0.0% (0.0%)	27.6% (29.1%)	40.7% (37.7%)	37.9% (35.5%)

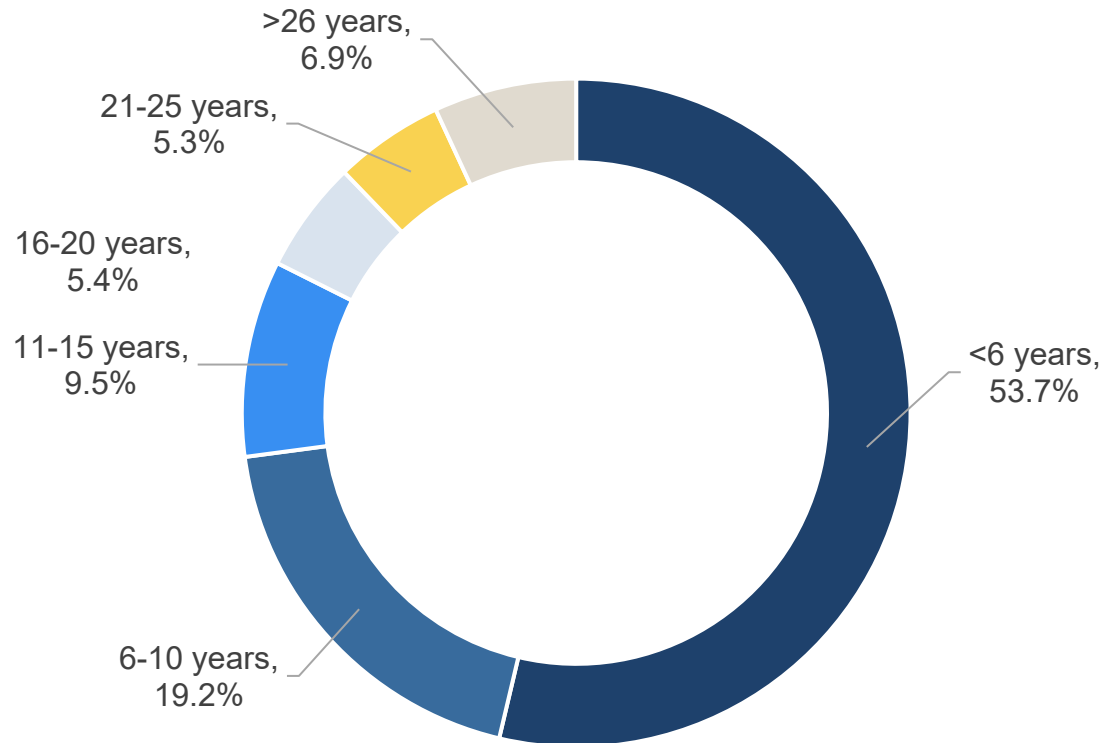
Previous year's figures in brackets.

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.

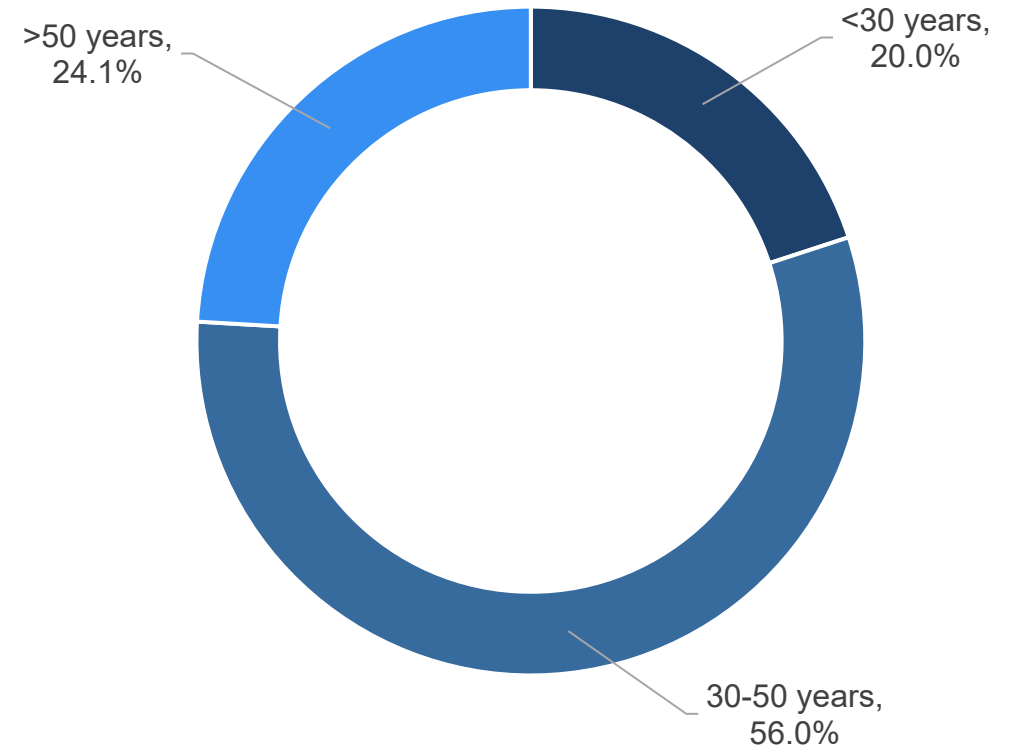
* 2022 data includes Mandatum, which was part of Sampo Group until and including 30 September 2023.

Years of employment and age distribution

Years of employment, Sampo Group, 31 December 2023

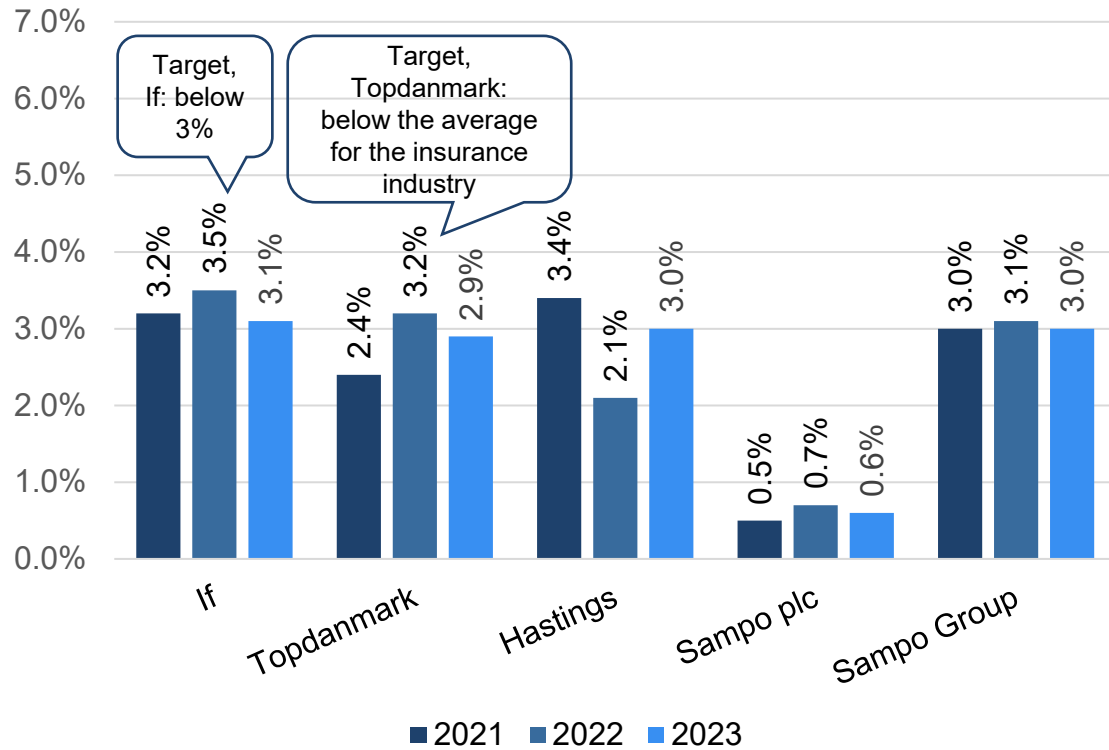


Age distribution of personnel (FTE), Sampo Group, 31 December 2023

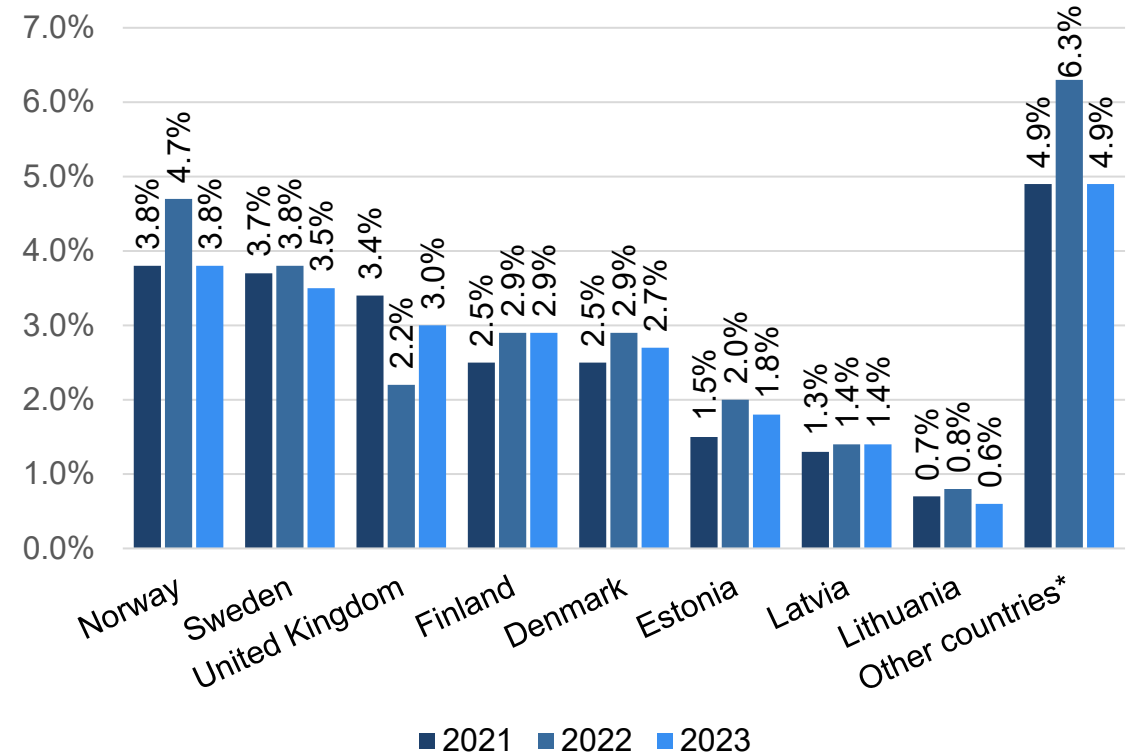


Absence due to illness

By company, Sampo Group



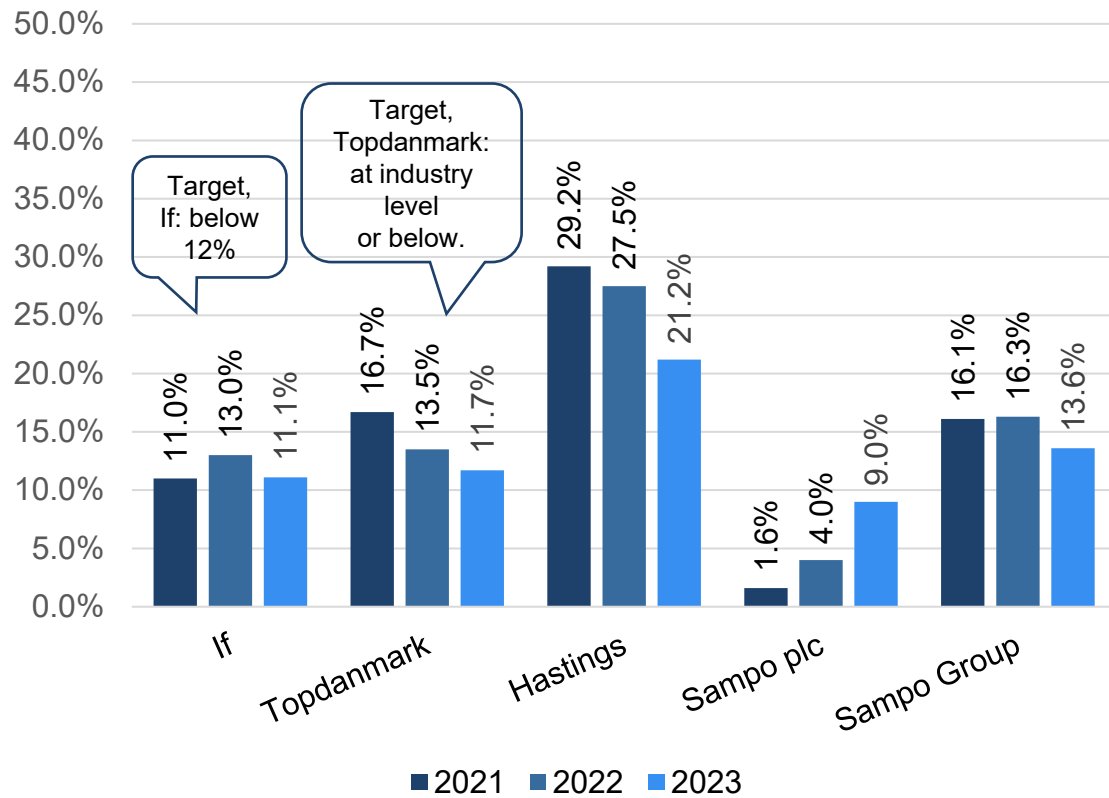
By country, Sampo Group



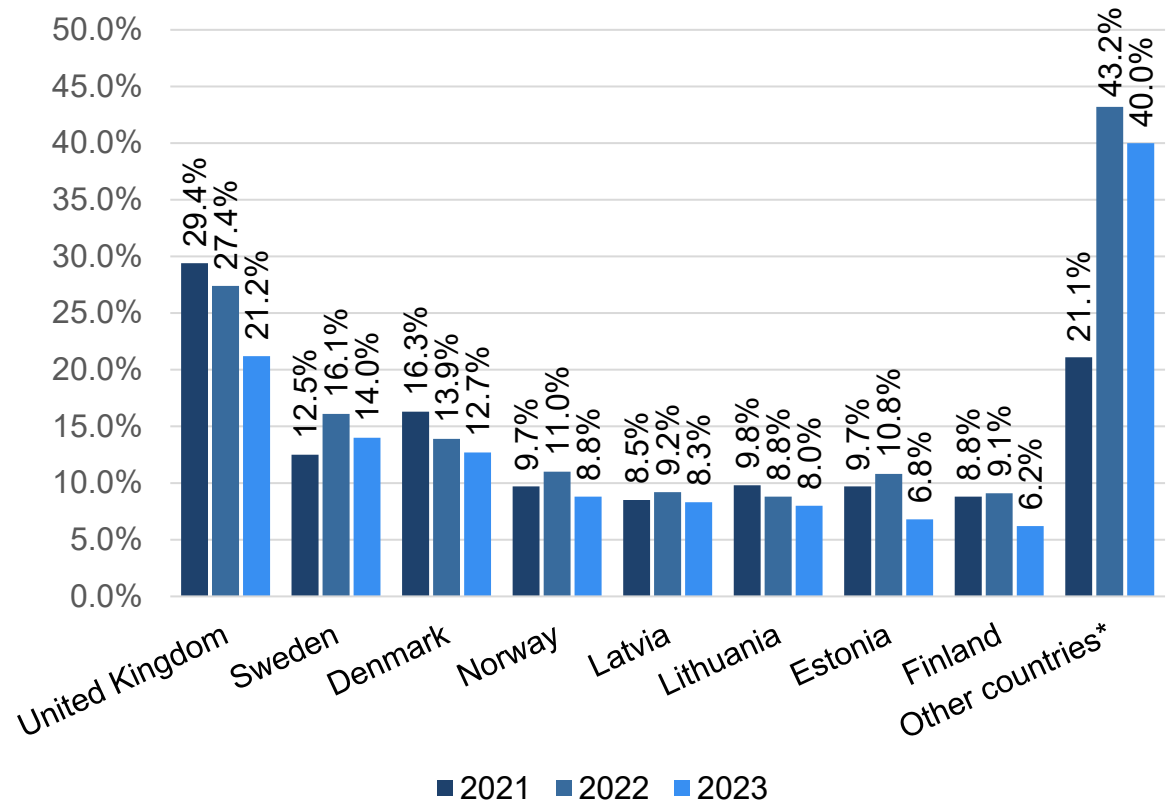
2021 and 2022 data includes Mandatum, which was part of Sampo Group until and including 30 September 2023.
 * The other countries include France, the Netherlands, Spain, Germany, Gibraltar, the U.S., and Luxembourg (2021 and 2022).

Employee turnover

By company, Sampo Group



By country, Sampo Group

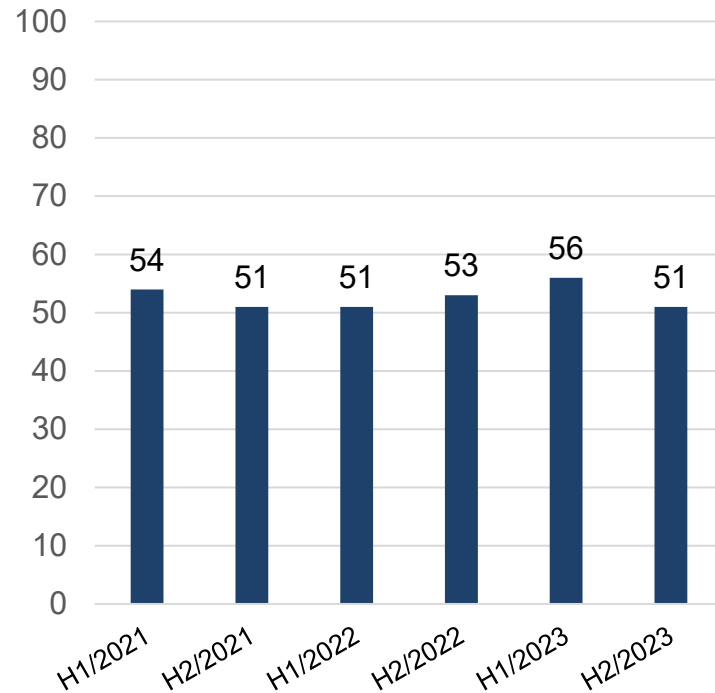


External turnover including monthly paid permanent employees and employees leaving on pension.
 2021 and 2022 data includes Mandatum, which was part of Sampo Group until and including 30 September 2023
 * The other countries include France, the Netherlands, Spain, Germany, Gibraltar, the U.S., and Luxembourg (2021 and 2022).

Employee engagement

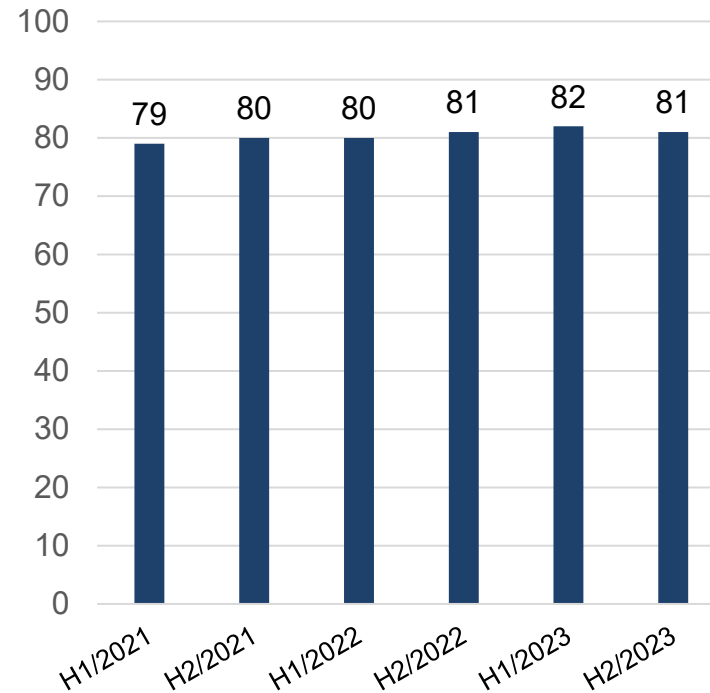
If

- 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).



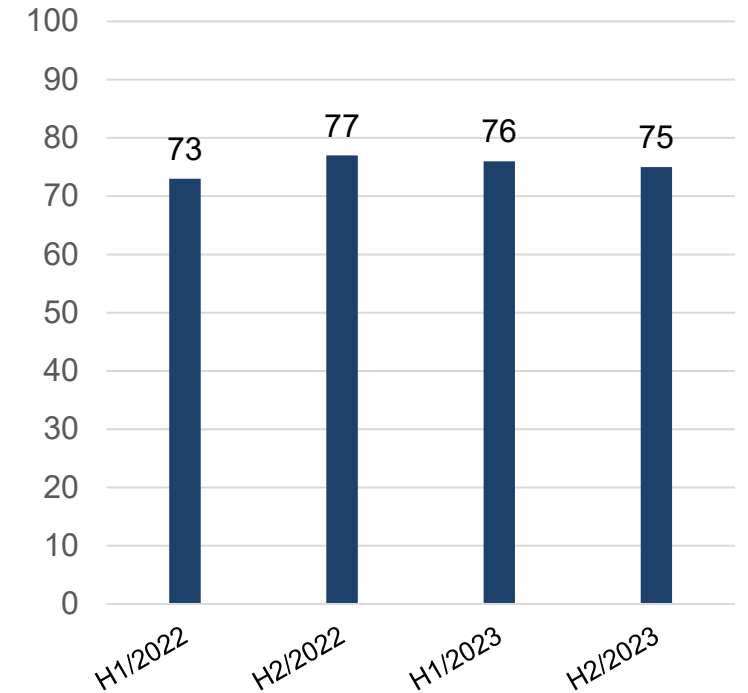
Topdanmark

- 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).



Average remuneration by binary gender, Sampo Group

EUR	2021				2022				2023			
	Women	Men	Pay gap (ratio)	Pay gap (%)	Women	Men	Pay gap (ratio)	Pay gap (%)	Women	Men	Pay gap (ratio)	Pay gap (%)
Fixed remuneration	52,735	67,755	0.78	22.2	54,352	69,860	0.78	22.2	53,726	68,229	0.79	21.3
Fixed and variable remuneration	56,361	77,513	0.73	27.3	58,535	81,316	0.72	28.0	57,674	78,545	0.73	26.6

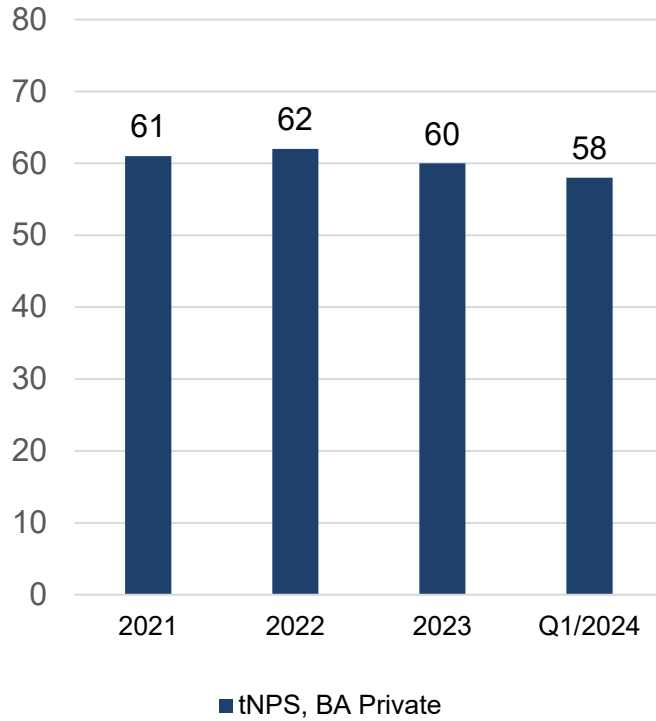
Exchange rates have an impact on the figures. Figures do not show pay for the same/similar jobs.
 2021 and 2022 data includes Mandatum, which was part of Sampo Group until and including 30 September 2023.

Customers

Customer satisfaction

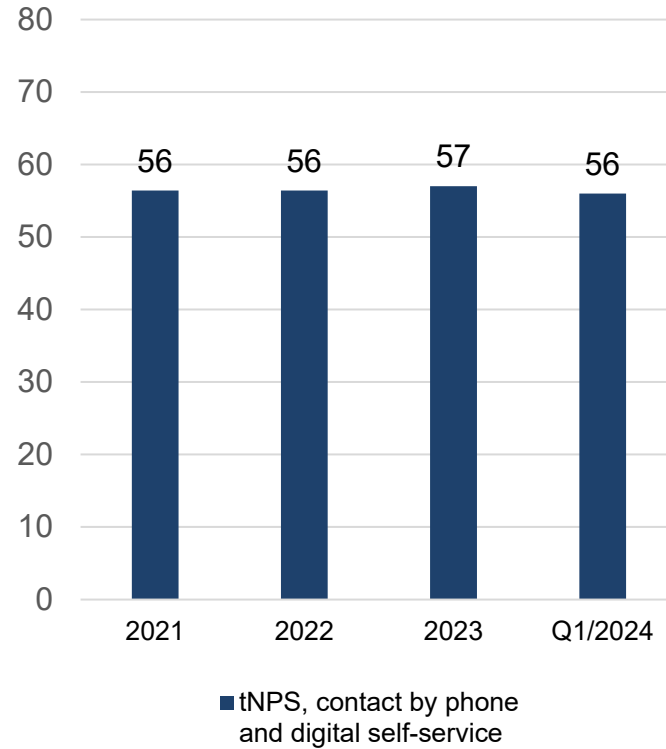
If

tNPS target: 62 in 2023



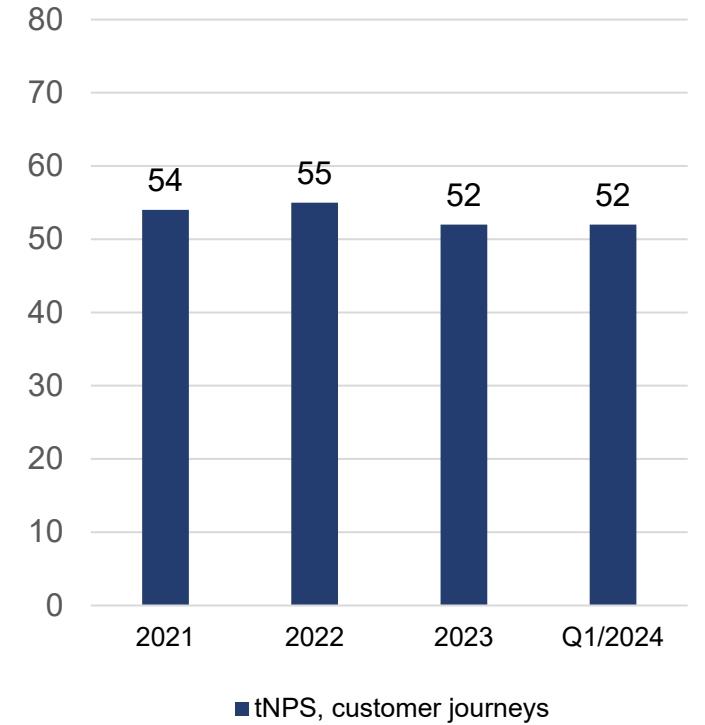
Topdanmark

tNPS target: 70 in 2027



Hastings

tNPS target: >50 in 2024 (ambition 55)



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.

Governance

Sustainable investments

ESG integration

If

- If evaluates its direct equity and direct fixed income investments’ risks arising from ESG issues using ESG risk ratings provided by an external data provider.
 - Issuers are classified into low risk, medium risk, high risk, and severe risk categories according to the ESG risk ratings.
 - Average ESG risk rating of the portfolio is reported to monitor company exposure to ESG risks.

ESG risk categories*	Investment allocation, 31 Mar. 2024
Low risk	63.0%
Medium risk	35.3%
High risk	1.5%
Severe risk	0.2%

Weighted average ESG risk rating (0-100)**, 31 Mar. 2024	
If's portfolio	18.3

Topdanmark

- Topdanmark evaluates its investment portfolio’s (incl. covered bonds, fixed income, and equities) risks arising from ESG issues using ESG risk ratings provided by an external data provider.
 - Average ESG risk rating of the portfolio is reported to monitor company exposure to ESG risks.
 - The analysis is updated annually

Average ESG risk rating (0-100)**, 31 Dec. 2023	
Topdanmark’s portfolio	16.9
Benchmark (MSCI ACWI)	21.3

Hastings

- Hastings is committed to maintaining an average ESG rating of “A” on its fixed income portfolio, based on MSCI ratings (scale CCC–AAA).

Average MSCI ESG rating (CCC-AAA), 31 Mar. 2024	
Hastings’ portfolio	AA
Hastings’ target	A

* Based on external service provider’s ESG risk ratings. The thresholds for each category are determined internally.
 ** Lower the score the better (less risks arising from ESG issues).

Sector-based screening

If

Sector	Threshold	Number of companies invested in, 31 Mar. 2024
Controversial weapons	Direct business (production): 0% Indirect business (distribution/services): 0%	0
Adult entertainment	Direct business: 0% Indirect business: 50%	0
Coal	Direct business: 5% Indirect business: 5%	1
Gambling	Direct business: 50% Indirect business: 50%	0
Military equipment	Direct business: 50% Indirect business: 50%	1
Oil	Direct business: 30% Indirect business: 30%	1
Tobacco	Direct business: 0% Indirect business: 50%	0

Topdanmark

Sector	Threshold	Number of companies invested in, 31 Dec. 2023
Production of fuel based on tar sands	Max. 5% of revenue	0
Production of thermal coal	-II-	0
Production of smoking tobacco	-II-	0
Production of controversial weapons	-II-	0

Hastings

Sector	Threshold	Number of companies invested in, 31 Mar. 2024
Thermal coal extraction	Excluded	2 (grandfathered positions and reducing)
Thermal coal generation	-II-	-
Tobacco	-II-	1 (grandfathered position and reducing)
Controversial weapons	-II-	-

At Sampo Group, certain industry sectors are considered to carry more ESG-related risks than others. Screening enables Sampo Group to better monitor and manage risks arising from these so-called sensitive sectors. Investments in these sectors are monitored closely. Sector involvement information is based on data provided by external data providers. Responsible investment policies of Sampo Group are reviewed annually, which means that the lists of sensitive sectors and the tolerance thresholds can change and develop over time. Topdanmark's data is updated annually.

Norms-based screening

If

- On 31 March 2024, If had no investments in companies with confirmed norms violations.

Topdanmark

- On 31 December 2023, Topdanmark had no investments in companies with confirmed norms violations.

Hastings

- On 31 March 2024, Hastings had no investments in companies with confirmed norms violations.

Sampo Group screens its current and potential investments for possible violations of international norms and standards (e.g. the UN Global Compact, the OECD Guidelines for Multinational Enterprises, the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, the Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the Paris Climate Agreement). If a violation is detected among the current holdings, portfolio management measures may consist of direct dialogue with the company, an engagement action, or a divestment.
 Topdanmark's data is updated annually.

Active ownership

If

- If only engages with companies in which it has invested directly. Additional criteria considered include the materiality of the ESG issue, the size of the investment, actions already taken by the investee company, and geographical location.

Engagements participated in*	Reasons for engagement	Status on 31 Mar. 2024	
Q1/2024	2	Human rights	2 active

* All pooled engagement cases are signed by Sampo Group

AGMs attended (physically, pre-voting, with power of attorney)	Voting behaviour	
Q1/2024	1	For the Board's proposal: 1

Topdanmark

- In 2023, the active ownership of Topdanmark was conducted on its ETFs (equal to approximately 67% of the company's free portfolio) invested through an external partner.
- The ETFs represented a total of 1,350 companies.

Engagement by external asset manager	Examples of reasons for engagement	
2023	399	Climate risk management, biodiversity conservation

AGMs where external asset managers voted on behalf of Topdanmark	
2023	826

Hastings

- Due to the structure of Hastings' investment portfolio (e.g. lack of direct equity investments), the company does not partake in pooled engagements or voting activities.
- Hastings' external asset managers engage with investee companies on Hastings' behalf in case of a norms-based breach (see slide on norms-based screening).

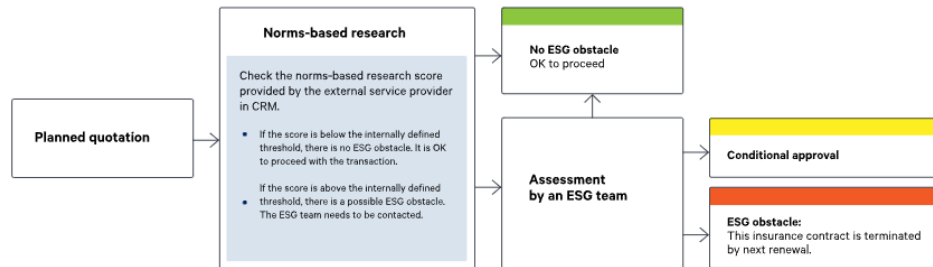
At Sampo Group, active ownership practices include internal staff engagement, voting at AGMs, and pooled engagement with other investors in the event of a verified or potential breach of international norms and standards (e.g. the UN Global Compact principles). If the dialogue does not lead to a change in conduct, it can lead to divestment. It is possible to take part in AGMs directly (If) or through an external asset manager (Topdanmark). Topdanmark's data is updated annually.

Sustainable insurance solutions

Integration of ESG into underwriting

If

- ESG screening of corporate clients
- Based on the UN Global Compact
- Provided by an external service provider (large corporate customers)



ESG screening of corporate customers	Number of customers
Watchlist (total on 31 Mar. 2024)	2
On-going dialogue (total on 31 Mar. 2024)	0
Customers terminated (during Q1/2024)	0

Topdanmark

- ESG screening of corporate clients
- Based on the UN Global Compact
- Conducted by an external service provider (all companies with minimum 2 employees)

ESG screening of corporate customers	Number of customers
Watchlist (total on 31 Mar. 2024)	9
On-going dialogue (total on 31 Mar. 2024)	1
Customers terminated (during Q1/2024)	0

Sustainability of supply chains

If

- Supplier Code of Conduct based on the UN Global Compact.
- Sector-specific Additional Environmental Requirements (AER) for vehicle and property repair contractors.
 - The additional requirements cover transportation, energy usage, material usage, water usage, handling of chemicals and hazardous substances, and waste handling.
- Expected levels of plastic repairs, as well as used parts, for individual contractors.
- A supplier engagement target approved by the SBTi for purchased goods and services (Scope 3, category 1), in order to reduce emissions from claims operations.
 - Target is that 30 per cent of suppliers by spend covering purchased goods and services, will have science-based targets by 2028.

Topdanmark





- Supplier Code of Conduct based on the UN Global Compact.
- Goals set for supply chain management (target year 2025):
 - All suppliers in Topdanmark’s ESG focus group with which the company signs a contract have been screened for ESG risks, compliance, and sustainability in the tender process
 - A Code of Conduct is integrated into all new supplier contracts (either Topdanmark’s Supplier Code of Conduct or the supplier’s own Code of Conduct)
 - 70 per cent of all stock goods are labelled with a recognised ecolabel
 - Increase the percentage of bumper repairs
 - Increase the percentage of windscreen repairs to 45 per cent
 - Increase the percentage of used spare parts to 4 per cent
 - Maintain the percentage of repairs of phones, computers, and tablets at 72 per cent
- A supplier engagement target submitted to the SBTi for validation in April 2024 to reduce emissions from claims operations.

Hastings

- Due diligence assessments on all suppliers in accordance with the company’s Procurement and Supplier Relationship Management Policy.
 - Due diligence is proportionate to the size and potential impact on Hastings’ business operations.
 - Sustainability is a key part of Hastings’ due diligence process.
- Critical suppliers are subject to ongoing reviews throughout the year, on a monthly and quarterly basis.
- Goal is to implement a Supplier Code of Conduct in 2024.

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