

**Corporate Responsibility policy for Tryg A/S
including all subsidiaries**



1. Introduction

Tryg is a Nordic non-life insurance company. Our business positively impacts society as our insurance products contribute to social and economic safety of our customers and employees and creates value for our shareholders. The Corporate Responsibility strategy is linked Tryg's corporate strategy as well as guided by our purpose 'as the world changes, we make it easier to be 'tryg'¹'. Tryg is committed to reducing claims through claims prevention to increase peace of mind. We integrate social and environmental aspects in our business and monitor our performance.

2. Principles for Corporate Responsibility

The policy outlines Tryg's approach to Corporate Responsibility and guides the processes to fulfilling the legal requirements as well as adhering to the UN Global Compact and contributing to the UN Sustainable Development Goals. We respect the UN Principles for Responsible Investment (UN PRI) and select external asset managers who are UN PRI signatories.

We enforce the UN Global Compact principles throughout Tryg and our Corporate Responsibility efforts. We work to ensure good corporate governance, respect for human rights and labour rights, the protection of the climate and environment as well as anti-corruption. We expect our employees and suppliers to exercise these principles every day.

The policy applies to Tryg A/S as well as all subsidiaries.

3. Corporate Responsibility commitments

Tryg's Corporate Responsibility strategy and efforts provide an opportunity to improve and promote more sustainable insurance products to minimise footprint as well as attracting and retaining employees, customers, shareholders and suppliers.

Tryg is committed to promote a responsible business conduct throughout our supply chain and expect our suppliers to comply with our Corporate Responsibility principles. Tryg is working to ensure compliance with our supplier requirements through dialogue with suppliers, by conducting audits and discussing areas for improvement throughout our supply chain.

We want to be a responsible investor and invest with respect to international standards as well as incorporating Environmental, Social and Governance (ESG) into our investment practise. Tryg's third-party external asset managers are UN PRI signatories.

We believe in doing business while also taking responsibility of minimising the negative impact of our business activities and by continuously improving our performance.

We work to prevent corruption and to handle data with due diligence and care.

4. Anchoring Corporate Responsibility in Tryg

Tryg's Executive Board is ultimately responsible for the work related to Corporate Responsibility and is informed about performance, risks or opportunities on a quarterly basis or whenever necessary.

Tryg has established a Corporate Responsibility Board with management representatives from key departments with Tryg's CFO as chair. The Board convenes four times a year and discuss the strategic direction, the Corporate Responsibility policy, KPI's, performance and reporting as well as Corporate Responsibility initiatives.

5. Targets and reporting

Tryg has targets for our social and environmental ambitions, monitor progress and have management systems and processes in place to improve our performance. We conduct an annual risk assessment to ensure that our environmental, social and governance risks are monitored, reduced or avoided.

¹ 'Tryg' means feeling protected and cared for.

Tryg reports annually on Corporate Responsibility and the fulfilment of targets for the share of the underrepresented gender at management levels in accordance with the provisions of Sections 132a and 132b of the Danish Executive Order on Financial Reports for Insurance Companies and Lateral Pension Funds (Nationwide Occupational Pension Funds) (*Bekendtgørelse om finansielle rapporter for forsikringselskaber og tværgående pensionskasser*). The reporting takes place in connection with the annual report.

We provide data on activities that are material to Tryg's social, environmental and economic impact in Tryg's Annual report, independent Corporate Responsibility report and on our website. The Corporate Responsibility report and section in the Annual report are subjected to an external compliance review.

6. Affiliated policies and guidelines

Affiliated to the Corporate Responsibility policy are independent policies and guidelines underlying processes which contribute to realising our Corporate Responsibility obligations:

- Action plan for women in management
- Responsible investment policy
- Policy for execution of active ownership
- Code of Conduct
- Anti-corruption policy
- Tax policy
- Remuneration policy
- Personal Data Policy
- Competency and diversity policy
- Whistleblower guideline

The policies and guidelines are available on tryg.com.

6. Maintenance of the Corporate Responsibility policy

The Corporate Responsibility policy is maintained by the Corporate Responsibility & Claims Prevention department. The policy is approved once a year by the Executive Board and the Supervisory Board of Tryg A/S.

Approved by the Executive Board and the Supervisory Board of Tryg A/S, 9 October 2019.