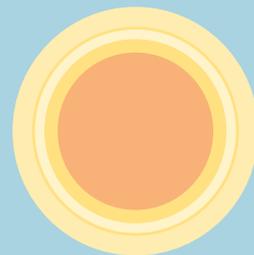


Danica Pension

- contributing to societal and sustainable development



Danica Pension

At Danica Pension, we specialise in pension savings, insurance and health initiatives helping around 800,000 customers in Denmark. When it comes to protecting and progressing our societies, we have a natural responsibility to our customers, to ourselves and to future generations.

This is why we are working to promote sustainable development and to make a positive impact in society.

Societal impact and sustainability is a core element of Danica Pension's business strategy.

We have defined a strategy with strategic goals towards 2025. We have chosen three strategic themes supporting the UN Sustainable Development Goals.



We support the transition to a greener society



We offer 'Danica Balance Responsible Choice', where customers can invest their pension savings in companies making a difference within climate, environment and health issues.



Around DKK 33,5 billion of our investment portfolio is invested in the green transition,¹ and it is our ambition to increase the total amount of investments to DKK 100 billion by 2030.



Our first reporting on the EU Taxonomy Regulation illustrate that 12,3 percent² of our assets is eligible for the EU taxonomy on environmental sustainable activities.



We are members of the Net-Zero Asset Owner Alliance and have committed to targets for the GHG emissions in key sectors towards 2025.



We have reduced our own CO₂ emissions with 59 percent from 2019 to 2021. The corona-crisis has reduced our energy consumption and transport activities.



We create financial confidence in society



We provide pension savings and insurance products for our customers. Since 2019, we have helped 268,000 customers through customer advice and online pension services.



We share insights and offer clear recommendations for our customers including unemployed, youth, self-employed, customers on maternity leave, and part-time employed.



We have a strong partnership with Pension for Selvstændige.



In 2021 we have focused on financial confidence through population surveys, campaigns and media.



We offer seminars for customers approaching retirement. The purpose is to prepare our customers for making a financial plan for retirement.

¹ As per June 30th 2022: defined as alternative investments in renewable energy, for example in infrastructure funds that invest in solar power plants and wind farms, in properties with sustainability certifications, in companies with renewable-energy activities, and in green bonds.

² Includes equity, credit bonds, real estate and alternative investments.



We support a healthy work and senior life



We work to prevent and treat illness and help our customers return to work. Since 2019, we have offered treatment and financial compensation to 153,000 customers.



Customers with our health package can receive easy and quick access to online doctors, psychologists and dietitians - without reporting it to us first or go through their own doctor.



StepCare™ is a targeted initiative to prevent illness and help employees recovering from illness back to work with cross-disciplinary support managed by a single point of contact.



During 2021, mental health has been on the agenda, including how we respond to working from home and hybrid working models. Therefore, we have developed advice and public guidelines for leaders and employees.



'Sunde stemmer' is our podcast series, where we focus on mental and physical health.



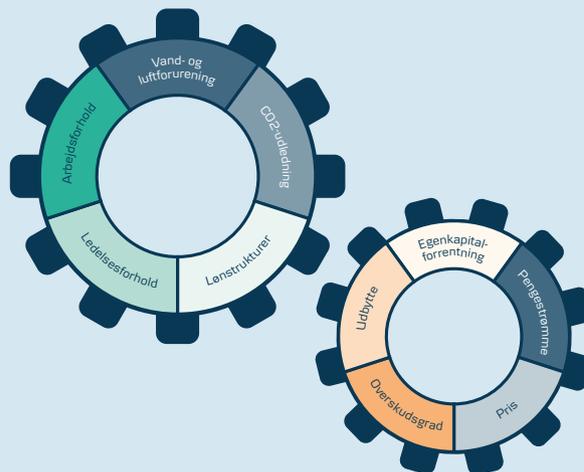
We work with corporate volunteering

- Through the Time to Give initiative, employees at Danica Pension have the opportunity to spend one paid workday per year carrying out volunteer work of their choice.
- The initiatives in which Danica Pension employees have participated in 2021 include the Children's Aid Foundation and Hus Forbi (a street newspaper sold by homeless).



We invest with focus on responsibility

- ✓ We analyse material environmental, social and governance factors (ESG) and incorporate sustainability risks when selecting investments. We believe this is the way to create secure pension savings.
- ✓ Among other things, we look into the companies' working conditions, how they approach the green transition and tackle corruption, and whether management has the right competences. We do this alongside our analysis of the companies' financial position.
- ✓ We analyse how the companies work with international principles for social responsibility, including whether they respect human rights and protect the environment.
- ✓ We take responsibility and focus on contributing to the positive development of the companies we invest in. That means we engage with companies and vote at general meetings to influence them in a more sustainable direction.
- ✓ We consider whether our investments affect society negatively. We do this, for example, via active ownership, where we influence companies to correct criticisable conditions, or we choose not to invest in certain companies that may have a harmful impact on society.



- ✓ We do not invest in companies where more than 5 per cent of revenue derives from coal, tar sands, tobacco or peat. Nor do we invest in companies involved in controversial weapons, such as nuclear weapons or landmines.
- ✓ We do not invest in a number of companies that are involved in criticisable activities or violate principles for corporate responsibility, such as the UN Global Compact.
- ✓ We monitor and assess our external asset managers' work to integrate ESG when they invest.



Read more about Danica Pension's work with societal impact and sustainability at danicapension.dk.

If you have any questions or input for Danica Pension relating to our work on societal impact, please contact Dorte Eckhoff, Head of Societal Impact & Sustainability at Danica Pension (deck@danicapension.dk).