

TOPDANMARK ESG DATA 2017

Stakeholder contributions

| | 2013 | 2014 | 2015 | 2016 | 2017 |
|-----------------------------------|-------|-------|-------|-------|-------|
| Revenues (DKKkm) | 12400 | 13563 | 15287 | 16288 | 12235 |
| Employee costs (DKKkm) | 1947 | 1981 | 2036 | 2080 | 2404 |
| Shareholder contributions (DKKkm) | 1836 | 1716 | 1667 | 1524 | 1710 |
| Taxes paid to Governments (DKKkm) | 407 | 452 | 360 | 407 | 502 |

Environment

CO2 emissions (tons CO2 emissions per full-time employee)

| | | | | | |
|---------------------------------|-------|-------|-------|-------|-------|
| Direct energy (scope 1) | 1701 | 1482 | 1514 | 1741 | 1669 |
| Indirect energy (scope 2) | 2203 | 2135 | 1975 | 1355 | 1317 |
| Other indirect (scope 3) | 2076 | 1976 | 2003 | 1985 | 1767 |
| Total | 5980 | 5593 | 5492 | 5081 | 4753 |
| Co2 / revenues (tonnes / DKKkm) | 482,3 | 412,4 | 359,3 | 311,9 | 388,5 |

Water

| | | | | | |
|--------------------------------|-------|-------|-------|-------|-------|
| Water usage (m3) | 10400 | 10800 | 11700 | 11580 | 11884 |
| Water / sales (tonnes / DKKkm) | 838,7 | 796,3 | 765,4 | 710,9 | 971,3 |

Waste

| | | | | | |
|--------------------------------|--|------|------|------|-----|
| Waste (tonnes) | | 310 | 316 | 260 | 257 |
| Waste / sales (tonnes / DKKkm) | | 22,9 | 20,7 | 15,9 | 21 |
| Reused or recycled waste (%) | | 43 | 44 | 37 | 40 |

Social performance

Distribution of employees at Topdanmark (nbr)

| | | | | | |
|---|------|------|------|------|------|
| Full-time employees | 2476 | 2417 | 2477 | 2405 | 2214 |
| Part-time employees | 245 | 236 | 243 | 241 | 230 |
| Employees in total | 2721 | 2653 | 2720 | 2646 | 2444 |
| Employees on temporary contracts | 60 | 24 | 42 | 21 | 19 |
| Employees covered by collective agreement | 2653 | 2582 | 2649 | 2569 | 2371 |

Other HR key figures

| | | | | | |
|---|------|------|------|------|------|
| Sick leave (%) | 2,9 | 3,1 | 3 | 2,9 | 3 |
| Employee turnover (voluntary %) | 8,9 | 10,2 | 12,5 | 13,1 | 14,3 |
| Employee turnover in the industry (%) | 10 | 13 | 13 | 12 | - |
| Cases of discrimination (nbr) | 0 | 0 | 0 | 0 | 0 |
| Employees in flexjobs (nbr) | 11 | 11 | 10 | 14 | 13 |
| Competence development of employees (%) | 38,6 | 36,2 | 36,7 | 32,4 | 28,5 |
| Woman employees (%) | 47 | 47 | 46 | 45 | 45 |
| Woman managers (%) | 40 | 40 | 42 | 41 | 42 |

Health & Safety

| | | | | | |
|------------------|-----|-----|-----|-----|-----|
| Accidents per 1m | 2,2 | 3,5 | 2,6 | 3,1 | 2,7 |
| Nbr Fatalities | 0 | 0 | 0 | 0 | 0 |

Corporate Governance

| | | | | | |
|---|------|------|------|------|------|
| Anonymous hotline | Yes | Yes | Yes | Yes | Yes |
| ESG responsible | Yes | Yes | Yes | Yes | Yes |
| Reports to part of group top management | Yes | Yes | Yes | Yes | Yes |
| Board of directors (nbr) | 9 | 9 | 9 | 9 | 9 |
| - non dependent (%) | 0 | 11 | 11 | 22 | 22 |
| - women (%) | 56 | 33 | 56 | 67 | 56 |
| - non domestic (%) | 11 | 22 | 22 | 22 | 33 |
| Group top management (nbr) | 3 | 3 | 4 | 4 | 3 |
| - women (%) | 0 | 0 | 25 | 25 | 0 |
| From overseas (%) | 0 | 0 | 0 | 0 | 0 |
| <i>Compensation (DKKm)</i> | | | | | |
| CEO | 8,6 | 8,8 | 8,9 | 9 | 10 |
| Rest of group management | 11,3 | 11,5 | 11,8 | 19,6 | 17 |
| Board of directors | 4,6 | 4,7 | 5,1 | 5,0 | 5,0 |
| Total | 24,5 | 25,0 | 25,8 | 33,6 | 32,0 |
| Audit fees (DKKm) | 9 | 8 | 5 | 11 | 15 |
| non-audit services (DKKm) | 4 | 4 | 0 | 7 | 11 |