

# Terms of reference for Tryg's Corporate Responsibility (CR) Board

## Introduction

The Corporate Responsibility (CR) Board is a preparatory body supporting the decision-making work on CR of the Executive Board.

## Purpose

As part of increased focus on strategically driven CR efforts, Tryg has established a CR Board.

The purpose of the CR Board is to identify Tryg's focus areas and level of ambition, which is then approved by Tryg's Executive Board. The Board determines a direction and ensures ownership and anchoring within the functions and business areas. The Board ensures governance including compliance with the relevant legal requirements, while the business areas are the operating body.

The Board focuses on the following in relation to Tryg's CR efforts:

### Short- and long-term strategic priorities

- Defining the CR strategy
- Anchoring execution and implementation within relevant business areas and functions
- Defining relevant KPIs and evaluating performance
- Ensuring that the necessary policies and programmes are in place to comply with legal requirements

### HR

- Ensuring focus on specific areas (chosen UN Sustainable Development Goals) such as diversity
- Evaluating KPI performance of Women in management positions

### Procurement

- Evaluating Tryg's work with and standards for responsible supply chain management
- Ensuring that the necessary policies for supply chain management are in place
- Monitoring the auditing of high-risk suppliers and potential CR risks within the supply chain
- Making recommendations to the Executive Board on the responsible supply chain management programme and evaluating the implementation

### Climate and environment (Facilities)

- Defining level of ambition and relevant KPIs for Tryg's total carbon emissions (in cooperation with Group Accounting and Procurement)
- Identifying potential areas and initiatives to reduce Tryg's own carbon footprint
- Ensuring establishment and maintenance of the environmental management system

### Legal/ Compliance

- Ensuring that the necessary policies and processes are in place

### Investments

- Ensuring that Tryg's investments are made ethically and in accordance with The Ten Principles of the UN Global Compact and the UN Principles for Responsible Investment

### Communications

- Monitoring the reputational effect of Tryg's business strategies
- Monitoring external developments, which may impact Tryg's reputation
- Ensuring that customers, suppliers, and other stakeholders are managed in an ethical and fair manner

### Investor Relations

- Ensuring transparency, thus making necessary information accessible for investors and other stakeholders

In addition, the Board has an anchoring function at management level.

### Reporting responsibility

The reporting of the Board's recommendations or necessary updates to the Executive Board occurs on a quarterly basis by the chair of the CR Board or a chosen deputy.

The Board will read through and provide input to Tryg A/S's independent CR report.

**The members of the Board**

CR covers a wide field of different considerations in relation to Environmental, Social, and Governance (ESG) that concern the entire organisation. Accordingly, it is essential that Tryg's different internal stakeholders are represented in the CR Board.

The Board consists of seven Nordic Directors from respectively HR, Investments, Facilities, Procurement, Group Legal/ Compliance, Communications, and Investor Relations.

The members contribute with competencies and knowledge from their respective field, which support or are relevant for CR and the ESG agenda.

Furthermore, when necessary, the business areas; Private, Commercial, Corporate, and Sweden are invited to attend Board meetings.

The chair of the CR Board is Tryg's Group CFO.

**Notice of meetings**

The CR Board meets four times a year. Also, the business areas are requested to allocate a person when necessary.

**The authority of the Board**

It will appear on the agenda, which authority the Board is granted in relation to each topic. Some topics will be clarified as discussions, while others will be for approval or orientation.

The recommendations of the Board will be approved by the Executive Board.

**Update of the terms of reference**

Once a year, the CR Board evaluate the terms of reference, performance, and the effectiveness of the above-mentioned focus areas.

The Board will evaluate and update the terms of reference of Tryg's CR Board once a year.

Approved by the CR Board on 30 April 2020.