

Social indicators

All KPIs in the following table include 100% of the groups employees, except:

- Employee Engagement that covers 80% of the group employees in 2021.
- Absentee rate that covers 77% of the groups employees (Norway) in 2021.

All KPIs in this table have been external verified by PwC. Please, see the auditor's statement at the end of this document.

Key performance indicators	Result 2021	Target 2021	Target 2025
CEO-to-Employee Pay Ratio			
Total CEO Compensation (NOK)	7 638 000	-	-
Mean Employee Compensation (NOK)	871 579	-	-
The ratio between the total annual compensation of the Chief Executive Officer and the mean employee compensation ¹⁾	8.76	-	-
Labour Practices Indicators - Gender			
Share of women in total workforce (as % of total workforce)	46 %	-	50 %
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	37% / 102 stk	-	50 %
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	39 %	-	50 %
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	34 %	-	50 %
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	35 %	-	50 %
Share of women in STEM-related positions (as % of total STEM positions) ²⁾	32 %	-	50 %
Labour Practices Indicators - Nationality ³⁾			
Norwegian - Share in total workforce (as % of total workforce)	76.6%	-	-
Swedish - Share in total workforce (as % of total workforce)	21.8%	-	-
Danish - Share in total workforce (as % of total workforce)	1.3%	-	-
British - Share in total workforce (as % of total workforce)	0.2%	-	-
Norwegian - Share in all management positions, including junior, middle and senior management (as % of total management workforce)	80.9%	-	-
Swedish - Share in all management positions, including junior, middle and senior management (as % of total management workforce)	17.6%	-	-
Danish - Share in all management positions, including junior, middle and senior management (as % of total management workforce)	1.1%	-	-
British - Share in all management positions, including junior, middle and senior management (as % of total management workforce)	0.4%	-	-
Labour Practices Indicators - Age & Gender			
Employees <30 years old - % FTEs	15 %	-	-
Employees 30-50 years old - % FTEs	57 %	-	-
Employees >50 years old - % FTEs	28 %	-	-
Female Employees <30 years old - % FTEs	7 %	-	-
Male Employees <30 years old - % FTEs	8 %	-	-
Female Employees 30-50 years old - % FTEs	25 %	-	-
Male Employees 30-50 years old - % FTEs	33 %	-	-
Female Employees >50 years old - % FTEs	14 %	-	-
Male Employees >50 years old - % FTEs	13 %	-	-

Key performance indicators	Result 2021	Target 2021	Target 2025
Labour Practices Indicators - Gender Pay Indicators			
Executive level (base salary only) - Average Women Salary (NOK)	3 986 833	-	-
Executive level (base salary only) - Average Men Salary (NOK)	6 103 652	-	-
Executive level (base salary + other cash incentives) - Average Women Salary (NOK)	3 986 833	-	-
Executive level (base salary + other cash incentives) - Average Men Salary (NOK)	6 103 652	-	-
Management level (base salary only) - Average Women Salary (NOK)	1 236 121	-	-
Management level (base salary only) - Average Men Salary (NOK)	1 425 365	-	-
Management level (base salary + other cash incentives) - Average Women Salary (NOK)	1 258 104	-	-
Management level (base salary + other cash incentives) - Average Men Salary (NOK)	1 478 333	-	-
Non-management level - Average Women Salary (NOK)	710 497	-	-
Non-management level - Average Men Salary (NOK)	825 949	-	-
Ratio of basic salary and remuneration of women to men for specific employment categories (level or function)	97 %	-	-
Storebrand's global mean (average) raw gender pay gap	84 %	-	-
Storebrand's global median raw gender pay gap	81 %	-	-
Labour Practices Indicators - Collective Bargaining Agreements			
% of employees represented by an independent trade union or covered by collective bargaining agreements	100 %	-	-
Human Capital Development - Training			
Average hours per FTE of training and development - hours (days) ⁴⁾	3.63 (0.5)	-	-
Average amount spent per FTE on training and development - NOK	8 353	-	-
Average hours per FTE of training and development - Women ⁵⁾	2.89	-	-
Average hours per FTE of training and development - Men ⁵⁾	2.44	-	-
Average hours per FTE of training and development - <30 years old ⁵⁾	2.98	-	-
Average hours per FTE of training and development - 30-50 years old ⁵⁾	2.54	-	-
Average hours per FTE of training and development - >50 years old ⁵⁾	2.71	-	-
Human Capital Development - Return on Investment			
Total Revenue - NOK	119 781 000 000	-	-
Total operating expenses - NOK	4 678 000 000	-	-
Total employee-related expenses (salaries + benefits) - NOK	2 725 000 000	-	-
HC ROI	43,24	-	-
Talent Attraction & Retention - Hiring			
Total number of new employee hires	337	-	-
Percentage of open positions filled by internal candidates (internal hires)	25%	-	-
Average hiring cost/FTE (NOK) ³⁾	90 000	-	-
New employee hires - <30 years old	157	-	-
New employee hires - 30-50 years old	154	-	-
New employee hires - >50 years old	26	-	-
New hires - Women	152	-	-
New hires - Men	175	-	-
Talent Attraction & Retention - Turnover Rate			
Total employee turnover rate	6.6%	-	-
Voluntary employee turnover rate	6.5%	-	-
Total employee turnover rate - <30 years old	9.6%	-	-
Total employee turnover rate - 30-50 years old	8.2%	-	-
Total employee turnover rate - >50 years old	2.3%	-	-
Total employee turnover rate - Women	5.2%	-	-
Total employee turnover rate - Men	7.8%	-	-

Key performance indicators	Result 2021	Target 2021	Target 2025
Talent Attraction & Retention - Employee Engagement			
Employee engagement - Storebrand score/ industry average in peakon, scale from 1-10	8.4	8.5	-
Employee engagement - <30 years old	8.7	-	-
Employee engagement - 30-50 years old	8.3	-	-
Employee engagement - >50 years old	8.3	-	-
Employee engagement - Women	8.5	-	-
Employee engagement - Men	8.4	-	-

	Result 2018	Result 2019	Result 2020	Result 2021	Target 2021
Occupational Health & Safety - Absentee Rate					
Absentee rate - Employees - % of total days scheduled	2.7	3.1	2.3	2.5	<3.5
Data coverage (% of employees)	73	74	75	77	-

¹⁾ The CEO ratio disclosed in [2021 Storebrand Annual Report](#) (page 243) covers only all employees in Norway.

²⁾ STEM-related positions are defined here as positions within information technology (IT), Digital and innovation (D&I), Asset Management, Data and analytics.

³⁾ Based on estimates.

⁴⁾ This number includes employees throughout 2021.

⁵⁾ This number include employess at the beginning of 2021 and at the end of 2021.



To the Board of Directors of Storebrand ASA

Independent statement regarding Storebrand ASA's reporting to Dow Jones Sustainability Index

We have examined Storebrand ASA's (Storebrand) key performance indicators for sustainability reported to Dow Jones Sustainability Index for the year ending 31 December 2021.

Key performance indicators for sustainability are tables that show indicators of sustainability that Storebrand measure and control, more specifically key performance indicators for "Social KPIs", "Financed Emissions" and "Financial Inclusion". The tables reported to Dow Jones Sustainability Index (DJSI) are available on Storebrand's website in the Sustainability Library. We have examined the basis for the measurements and checked the calculations of the measurements, as well as checked whether Storebrand's reporting of sustainable indicators is in accordance with the DJSI <https://www.spglobal.com/spdji/en/documents/methodologies/methodology-dj-sustainability-indices.pdf> (criteria).

Management's responsibility

Management is responsible for Storebrand's reporting of key performance indicators for sustainability. The responsibility includes designing, implementing, and maintaining an internal control that ensures that Storebrand measures and follow up key performance for sustainability.

Our independence and quality control

We are independent of the company in accordance with the law and regulations and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our ethical obligations in accordance with these requirements. We use ISQC 1 - Quality control for audit firms that perform audits and simplified audit of accounts as well as other certification assignments and related services and maintain a comprehensive system of quality control including documented guidelines and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory claim.

Auditor's responsibilities

Our objective is to provide a statement that provides limited assurance about Storebrand's reporting of key performance indicators for sustainability based on our control. We have performed our checks and issue our opinion in accordance with the Standard on Assurance Engagements ISAE 3000: "Assurance engagements other than audits or review of historical financial information". A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

Our work involves performing actions to obtain evidence that Storebrand's reporting of key performance indicators for sustainability has been prepared in accordance with DJSI. The procedures selected depend on our judgment, including assessments of the risks that Storebrand's reporting of key performance indicators contains material misstatement, whether due to fraud or error. In making



those risk assessments, we consider the internal control that is relevant for the preparation of Storebrand's reporting of key performance indicators.

Our procedures include an assessment of whether the criteria used are appropriate. Our procedures include meetings with representatives from Storebrand who are responsible for the material sustainability topics covered by the sustainability reporting and routines for reporting key performance indicators for sustainability; obtaining and reviewing relevant information that supports the preparation of key performance indicators for sustainability; assessment of completeness and accuracy of the sustainability reporting; and controlling the calculations of key performance indicators for sustainability based on an assessment of the risk of error.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Storebrand's key performance indicators are not, in all material aspects, developed, measured, and reported in accordance with DJSI.

Oslo, 1 July 2022

PricewaterhouseCoopers AS

Thomas Steffensen
State Authorized Public Accountant

Revisjonsberetning

Signers:

<i>Name</i>	<i>Method</i>	<i>Date</i>
Steffensen, Thomas	BANKID_MOBILE	2022-07-01 17:56



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