

ESG Report 2023

The RiskPoint Group

✦ riskpoint ✦
rp underwriting

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This ESG report is the statutory statement on corporate social responsibility (CSR) and dataethics – cf. sections 99a and 99d of the Danish Financial Statements Act. The ESG report is part of the Management review in the Annual Report and covers the financial period from 1 January to 31 December 2023.



01 *Introduction*

Letter From Our CEO



Kenneth Nielsen
Group CEO

Enabling Businesses Responsibly

For many, insurance may not sound all that exciting or not perceived in a positive light, but we see the provision of insurance solutions as an important enabler of businesses to grow and prosper. Communities and businesses around the world face a multitude of risks and the diversity and complexity of these risks seems to grow every year.

Whilst not all risk we face as a society are insurable, we as an industry provide a valuable financing tool for businesses against financial, technological, political, environmental, or demographic risks, offering stability while enabling businesses to grow and innovate.

At the RiskPoint Group, providing these valuable products and services in a sustainable and socially responsible fashion is of utmost importance to us. We are constantly collaborating with our clients and distribution partners to find novel solutions to the ever-changing risk environment we live in. Products and services that respond to new and more volatile risks associated with climate change or risks stemming from our increasing dependence and vulnerability upon technology, are today part of our service offering. Likewise, we engage with and invest in solutions for sustainable industries, for example wind and solar, who are actively working to improve our global footprint as well as supporting those industries transitioning to a greener business model.

Whilst social responsibility and governance have always been a cornerstone in our business model, since then, the company has grown significantly. We recognize that we cannot solve every problem, but today we can make an impact as a global company operating across Europe, North America, and Asia Pacific.

At the RiskPoint Group, our most valuable asset is by far our people. We have from the outset had significant focus on ensuring the well-being and growth of our people. We provide personal development training for employees to foster a culture of learning and continuous development. Our talent development has accelerated during 2023 as has our trainee program which has doubled in participation during the year. Creating and nurturing a culture of inclusion and caring remains at the forefront of our business model.

Likewise, we are part of a highly regulated industry, where regulatory issues and compliance are imbedded in our culture and processes. We have always seen governance as an integral part of our business model and in fact a value proposition to the market and our stakeholders. During 2023 we have increased financial crime prevention training for all employees as well as introduced training on complaints handling.

I am hopeful that this report will demonstrate our commitment to the ESG agenda and enable transparency surrounding the work we are doing – and the significant work we are yet to do. I am proud of our progress so far and thankful for the dedication, enthusiasm, and passion our team demonstrates on a daily basis to make the RiskPoint Group a better workplace and responsible member of our respective communities.

02 *Our Direction*

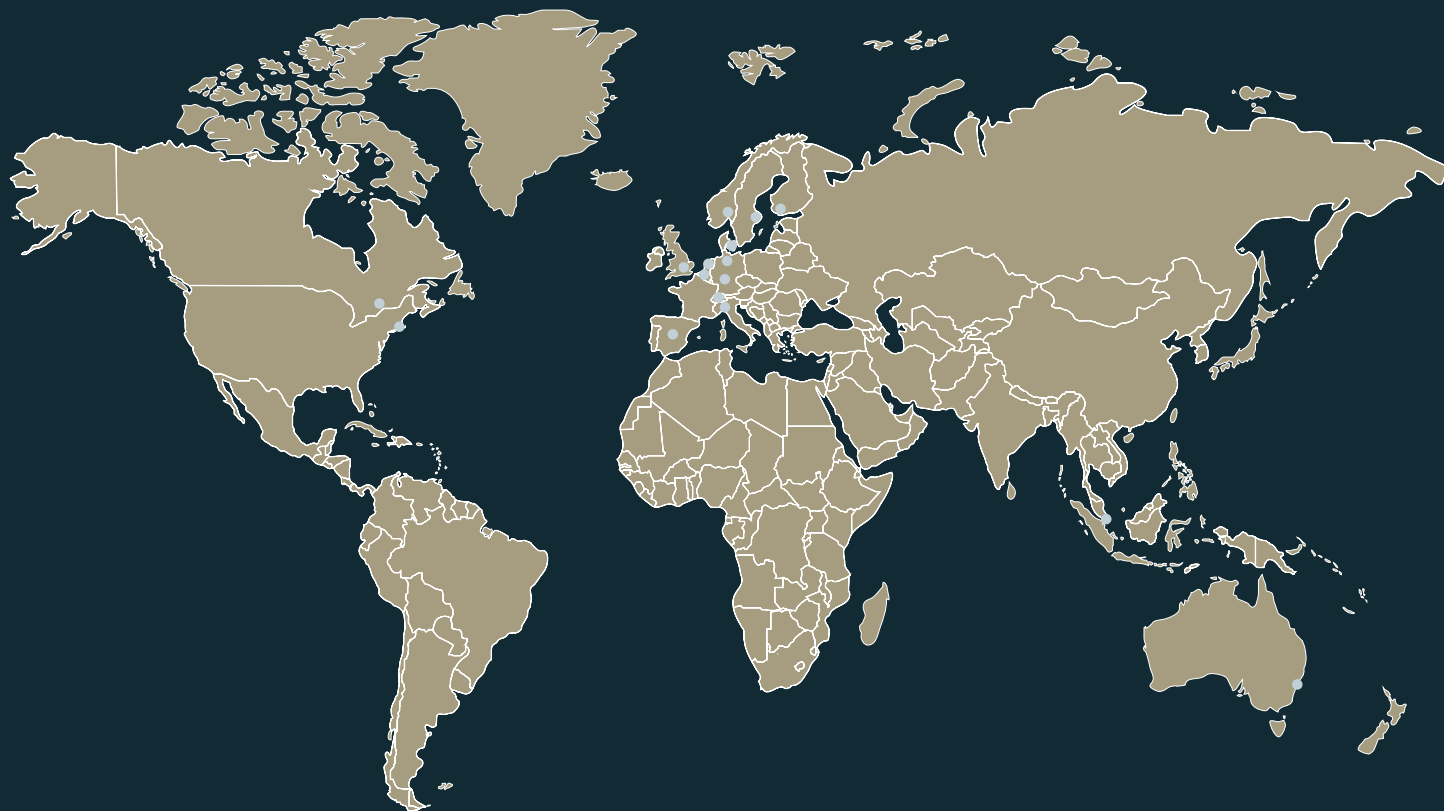


Company Overview

The RiskPoint Group is one of the largest Managing General Underwriters (MGUs) in Europe. Operating as RiskPoint in Europe and Asia and RP Underwriting in the rest of the world, the company provides best-in-class insurance solutions to businesses and their advisors globally within Accident & Health, Transactional Risk, Property & Construction, Renewable Energy, Offshore Upstream, and Liabilities including Financial Lines, Cyber, and Casualty.

Founded as Hansen & Klein in 1917, the insurance company was rebranded in 2007 as the RiskPoint Group. With 230+ employees and 15 locations in Europe, North America, and Asia Pacific, the RiskPoint Group employs specialist and seasoned underwriters with in-depth industry and product knowledge alongside its professional, in-house claims teams focusing on proactive claims handling.

The RiskPoint Group is a Coverholder with Lloyd's of London and is backed by a strong panel of well-reputed insurance companies, all of which meet strict requirements in terms of financial security, market longevity, and product knowledge.



2007
Established

Partnership
Model

+€300M
GPW

+25
Carriers

+230
Employees

15
Offices

Group Sustainability Strategy

At the RiskPoint Group we acknowledge the need for sustainability to be part of our core business and values. The responsibility to create long-term value in an ever-changing world has never been more eminent. Being a truly global company with activities in Europe, North America, and Asia Pacific, taking a step back and reviewing our responsibilities for a safe, fair, environmentally balanced, and overall, more resilient world is only natural when looking and future planning for the RiskPoint Group.

The contribution and commitment to sustainability will be at the core of our strategy through the people we employ. It's the people that make the RiskPoint Group. Our team of seasoned specialist underwriters, expert claims professionals, as well as a strong backbone of business service teams is our greatest asset and the foundation for a sustainable future.

To succeed, we focus on attracting, developing, and retaining people with the right values who make a difference. Looking into the future everybody has a say. We nurture a culture characterized by a bottom-up approach. This attracts dedicated and talented individuals highly qualified with personal commitment to colleagues and other stakeholders. We want to be *'the Employer of Choice'* and we acknowledge contributions and embrace change. As a team everyone achieves more, and as a team we are committed to sustainability being a core part of our company strategy. This means that it is imbedded in our core deliveries as *'the Underwriter of Choice'* focusing on quality underwriting, excellent claims handling, building distribution and service excellence. Sustainability is part of our value adding deliveries to all key stakeholders in the insurance industry.

Core Values



Trust

Our core values extend to our team and across borders as well as into our relationships with our clients, business partners and stakeholders. Living our core values starts with us embracing them ourselves. Trust is the cornerstone of relationships and central to who we are and to our business. Trust is built on reliability, integrity, and transparent communication. Trust creates security and empowers collaboration towards common goals. Trustworthiness does not come with reputation nor business results – it gets built every single day when we exemplify our core values throughout our interactions and relationships.



Openness & Honesty

We value clear, truthful, and transparent communication. To us, openness and honesty involves creating a safe environment where we freely share opinions, thoughts and feelings and foster idea exchange. We never negotiate on work ethics or integrity and encourage diversity, knowledge sharing and embrace cross-border exchanges to unlock synergies. We learn by doing and grow through idea generation, empowerment and taking initiative.



Winning Team in a Competitive Environment

We are always looking forward to a challenge, ready to adjust our course of action and innovate. Our aim of becoming a winning team makes us thrive on healthy competition, leveraging our strengths to achieve shared objectives with teamwork, accountability, and a focus on delivering our best. Developing our talented people, both as individuals and as a team, is key to fostering contribution and cross-border initiatives. Our aim is to have diversified and collaborative teams, because together we stand stronger.



Drive & Dedication

Drive and dedication are our unwavering commitment and perseverance in the face of challenges. We dare to make decisions, and we stand by them and accept accountability, and show flexibility and agility when following through on commitments despite circumstances. Resilience through tough times helps us to never give up when facing adversity. We strongly believe that speed of action and execution alongside service excellence make the difference to our clients and business partners and fuel progress towards our long-term goals.



Respect & Tolerance

Respect recognizes the value of every individual, promoting courtesy and empathy. Tolerance accepts and celebrates diversity, creating an inclusive environment where differences are embraced. We value a caring and empathetic attitude and show tolerance for mistakes. Respect, understanding and listening are the first steps in our proactive problem-solving approach, be it in our service level, response time or accessibility. We enable a bottom-up approach, where we ask for stakeholder feedback and invite others to give their opinion, while remaining objective during critical thinking, judgment and decision making.

ESG Governance

Our governance structure ensures clear responsibility and anchoring of our ESG strategy and targets.

In 2022 the Board of Directors decided to establish an ESG task force in order to launch the RiskPoint Group strategy and publish our first ESG Report.

The initial scoping on ESG commenced in early 2023 with the outset to visualize and highlight the ESG-related risks and opportunities, enabling the development of our ESG strategy. The task force functions as the ESG Committee, responsible for developing the ESG strategy and supporting its implementation. The ESG Committee drives ESG management and reporting and serves as advisers to the various Lines of Business on the execution of ESG related matters.

Board of Directors & Partner Group

Receives an annual update on ESG related activities and approves the Annual ESG Report.

Group CEO

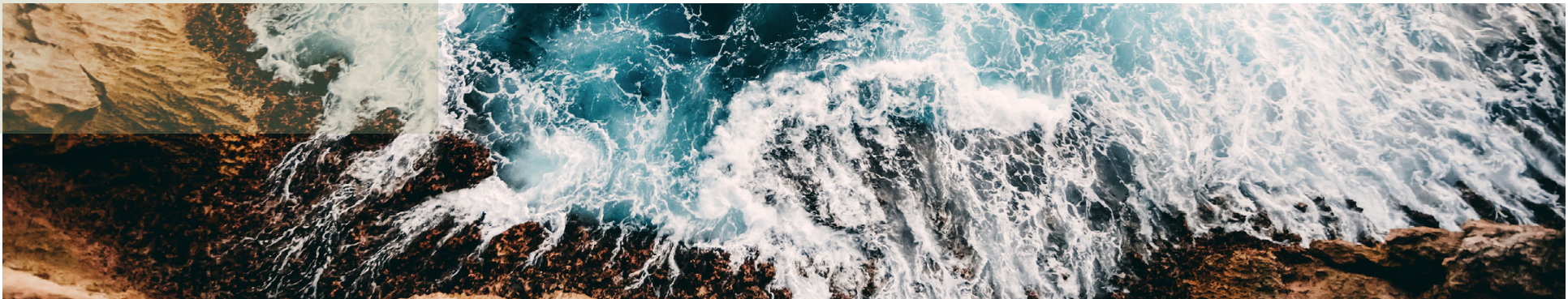
Project owner of ESG agenda and responsible for strategic ESG targets, performance and integration into core business functions and processes.

Head of ESG

Serves as a business partner to the company on all matters related to ESG. Develops and runs the Group's ESG agenda, commitments, related initiatives, and projects. Ensures that ambitions and commitments are in line with the strategy and provides recommendations regarding central strategic business decisions with expected environmental, social, or governmental related impact.

The ESG Committee

Functions as the decision-making body responsible for governance, communication and reporting of ESG-related matters and operational review of the ESG strategy implementation. The Committee comprises representatives from the Group Management team and business representatives.



ESG Focus Areas



Environment

At the RiskPoint Group, we believe that acting on climate change is a business imperative, where a dedicated focus on environmental factors will foster innovation, efficiency gains, and supply chain resilience to the benefit of our clients, business partners and stakeholders. Like many other industries, the insurance sector must come together to ensure that a sustainable reduction in Scope 1, 2 and 3 of greenhouse gas emissions is achieved to create a more sustainable future, benefiting stakeholders and the planet alike.

It is our view that mitigating climate change can only be accomplished through a structured process whereby companies set clear goals and manage environmental impact risks. The RiskPoint Group is committed to reduce greenhouse gas emissions and promote both sustainable practices that will lower our CO2 emission from own operations and mobility (Scope 1) as well as from our supply chain (Scope 2 and 3). In addition, we aim to lower our energy consumption across operations and locations.



Governance

At the RiskPoint Group it is a vital component that our governance structure is strong and embedded in the minds of all our employees as well as our internal processes. As a market player in the financial sector, we are and want to continue being the trusted and preferred business partner and insurance provider for the parties we act on behalf of, partner with and service every day. The financial sector is highly regulated, demanding strong policies and procedures for corporate governance. We have implemented industry standard policies related to governance and compliance which we consider to be business critical. In addition, the RiskPoint Group operates across 14 countries with well-governed laws and regulations and employes highly skilled professionals who are trained in relevant procedures. These factors lead to a low risk of human rights and labor violations within our own operations, and we have therefore not formulated a separate policy for human rights currently. We will review and evaluate this decision on a continuous basis.

The regulatory landscape is ever changing, keeping up with the societal requirements for structure and governance is pivotal, to support the green transition. Such requirements impose stricter and more cumbersome rules that companies need to comply with in order to stay competitive and in business. Leading through compliance we provide internal guidance on various matters in the legal and governmental space as well as ensuring safeguarded procedures in place for the business partners we act on behalf of. This provides comfort that we act in their interest and in accordance with applicable law and regulation, viewing it as something we can work to our advantage rather than an obstacle we need to tackle. Our dedicated Compliance team handling the fulfilment of requirements is therefore essential to our business model.



Social

Our target is to contribute to the RiskPoint Groups' strategic goals achievement, business growth, expansion, and sustainability, through facilitating the attraction, development and retention of a high performing and diverse workforce. We acknowledge the risks related to retaining and attracting skilled employees, and aim to positively influence our own employees and society at large.

In line with our 'Underwriter of Choice' ambition in a niche expertise insurance business, talent is our most valuable resource. Developing our people in a world context where knowledge have become a scarce resource is the only viable option for our business to thrive long-term and continue to deliver our promise to our clients, business partners and stakeholders, while nurturing our employees.

Hence, the years until 2023 have been the building blocks to create the social and employment foundations to accommodate our accelerated business growth. Going forward we will resolutely be moving towards the next level to lift our social practices towards a sustainable mode, preparing the new generations of our talent pool. This will primarily involve employee development and performance assessment, career development, job rotation process, and proactive succession planning. Further focusing on Diversity, Equity & Inclusion Policy development centralizing the focus on overall diversity, as well as workforce and career planning through a global job architecture structure.



Product Offering

The journey towards a more sustainable society presents both opportunities and risks for the RiskPoint Group. We are well placed to support society by providing relevant insurance products and services to clients who are engaged in this transition.

We believe that to create the biggest positive impact on topics related to ESG, it is important that we provide a product offering which is aligned with our own ESG strategy and values. We therefore strive to deliver insurance products which will provide targeted support to companies who perform strongly on ESG metrics, and to support clients on their own journey to improve ESG performance and ultimately benefit the planet.

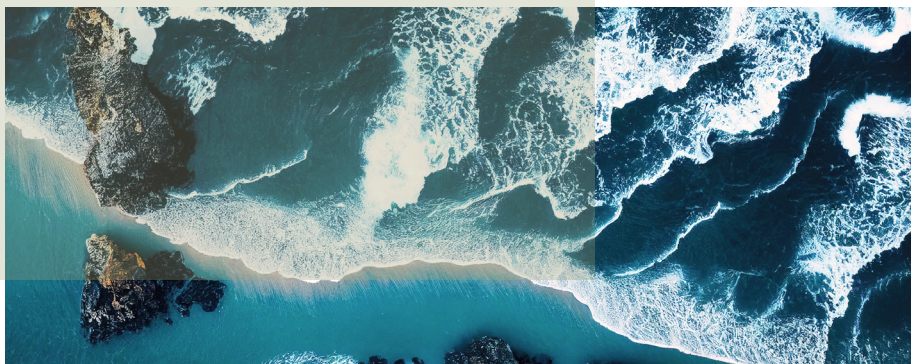
For our own business performance, it is also crucial to understand the opportunities and risks associated with the ESG-related transitions taking place in society. By integrating ESG metrics into our underwriting process, we simultaneously aim to grow our business by providing relevant products to a growing segment, generate a more sustainable and resilient underwriting result, as well as strengthen our reputation as an attractive place for clients to access insurance solutions by ensuring alignment with broader societal expectations and values.

Pursuing the UN SDGs

The aim for the RiskPoint Group is to conduct our business, culture, and values in alignment with the United Nations Sustainable Development Goals (SDGs), and we consider it our responsibility to communicate about and actively contribute to these goals.

We believe it is in everyone's interest to act and make responsible decisions supported by actions leading us to a better future. We cannot await change without actively seeking actions and solutions to overcome environmental, societal, and governmental issues.

Given the industry we operate in, the goals we have identified are strongly linked to our operations and business activities and, as such, we can contribute to them. We believe that by supporting these goals we can help foster change.



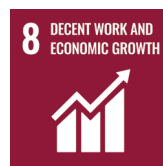
Our greatest asset is our employees. Their well-being and opportunities to develop and thrive over time is of great concern and motivation for us to constantly do better. Our employees deserve quality education, and we wish to provide inclusive and equitable self-development opportunities for all employees and promote career-long learning support for all.



The RiskPoint Group provides employment opportunities at all levels for people of all genders. Further, we want to provide equal opportunities for leadership at all levels of decision making and ensure a gender balance throughout our company. As part of the financial sector, the insurance industry traditionally has been dominated by men. We believe it is our responsibility to attract and empower female employees and managers to achieve a more gender diverse workforce, offering different perspectives, to the benefit of the entire company.



The RiskPoint Group wants to support clients in their green transition journeys globally, by providing tailored products catering to their needs within the renewable energy sector. By supporting our clients, we can help increase the share of renewable energy in the global energy mix, allowing more people to access clean and sustainable energy. We challenge ourselves to understand and support projects within wind, solar and other renewable energy sources where we can support clients' success, which is vital for the green transition as a whole.



The RiskPoint Group wishes to promote sustainable employment, decent and meaningful work for all by being the 'Employer of Choice'. By promoting social dialogue, providing social protection, and creating employment in the markets we enter we aim to support full and productive employment for all. As an insurance intermediary, our growth and expansion into new territories as well as our strong capacity enable us to increase access to insurance solutions for more clients globally.



We know it is not enough for us to only drive sustainable practices internally. That is why we expect to review our key suppliers and set expectations and requirements for how we ensure sustainable management and efficient use of natural resources that we consume and use.



The RiskPoint Group is committed to combating the impacts of climate change throughout our operations and locations. As we grow and expand our business, our emissions grow. We firmly believe we must grow responsibly by considering society and minimizing impacts on our planet. We want to reduce our CO2 emissions and energy consumption globally and implement strategies for CO2 mobility emissions.



The nature of our business creates a highly focused and specialized environment with an immense number of financial transactions floating between many stakeholders around the world. Being a trusted partner is absolutely key to us. We understand that corruption and bribery are threats to strong institutions. We place great importance on ethical compliance and wish to contribute to reducing corruption and bribery in all their forms through strong procedures and policies. We value and act on the basis of trust and integrity in the financial sector, ensuring accountability.

07 Our ESG Performance

riskpoint

rp underwriting

Energy Consumption & CO2 Emissions

Why is this important?

Climate change will affect all aspects of society, and taking appropriate action is crucial in mitigating the negative impact for the insurance industry and society alike. The RiskPoint Group aims to reduce our environmental footprint and by doing so help promote the agenda for a more climate friendly way of conducting business. Overall, environmental initiatives will not only drive positive impact but also create value for our clients, business partners and stakeholders, contributing to a more sustainable future.

Our Vision & Approach

At the RiskPoint Group we believe that a key aspect of maintaining successful growth is to offer sustainable business practices and hereby service our clients in a significantly more environmentally friendly way than in the past. This will lead to changes in how we operate as a business and how we interact with and purchase services and products from suppliers and partners. We will achieve this vision by developing and accelerating the implementation of our environmental strategy. This includes defining a 2025 roadmap that will cover CO2 baseline and targets, rethinking our mobility guidelines, monitoring our energy consumption and setting expectations and requirements for our suppliers. Further, we will outline an operating model and establish sufficient governance around our measurements to ensure that we monitor and document our progress continually.

Strategic Initiatives & Targets

- Measure own energy consumption and CO2 emissions
- Develop targets for own mobility CO2 emissions
- Review of key suppliers on environmental aspects

Targets

- Establish CO2 baseline for scope 1, 2 and 3 emissions as well as energy consumption baseline by Q2 2025
- Set reduction target based on emission and consumption baseline by Q2 2025
- Supplier assessment conducted by Q4 2024

SDG Contribution



12 - Responsible Consumption and Production
13 - Climate Action



Sustainable Workforce & Career Development



Why is this important?

People are central to our business: a promise to people, a relationship with people. Our business model is based on human skills and knowledge. Career development is a central part of our strategy, enabling us to foster a culture of learning, growth, and excellence that drives long-term success and sustainability with high employee retention. This enables us to be better equipped to cope with a changing context in a world constantly evolving, and to respond to the future needs of our clients, stakeholders, partners, and employees. Incorporating diversity in career planning promotes varied perspectives and innovation, enhancing problem-solving and market understanding.

Our Vision & Approach

Our vision is to be a truly global company spanning across geographies, product offering and cultural mind-set. Our internal matrix structure promotes the sharing of knowledge and the confrontation of ideas. We value an open mindset and diverse points of view to facilitate informed decisions considering a variety of aspects, allowing for tolerance of differences. That is why we strive to include a diverse group of employees in our workforce: background, experience, seniority, origin, language, culture, generational group, gender, role scope, personal interests, and many other facets. To keep our talent retained and become the 'Employer of Choice', we promote various ways of employee development to foster personal and professional growth.

Strategic Initiatives & Targets

- Workforce and career planning through a global job architecture structure
- Increase workforce diversity to accommodate inclusion for all employees
- Internal career development, job rotation process and succession planning

Targets

- Job architecture in place by Q1 2027
- Diversity, Equity & Inclusion Policy in place by Q1 2025
- Employee development and performance assessment in place by Q2 2025

Our Progress 2023

We have met our ambitions of employment and retention with:

- 34% new joiners in our workforce
- 21% net increase of staff vs previous year
- 30% hiring activity increase vs previous year
- Slight reduction of employee attrition (11,9%) vs previous year

We have accelerated our talent development:

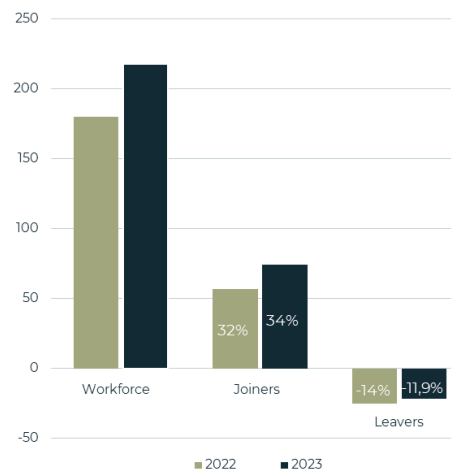
- 17% of our employees have been offered an internal job change, as a promotion or transversal move
- 86% of our workforce has followed some personal development training across 15 topics, in addition to business technical education and development
- Our Trainee program has welcomed 24 new students or freshly graduated young talents to learn our business, which is doubling the number of new participants to the program vs previous year

SDG Contribution

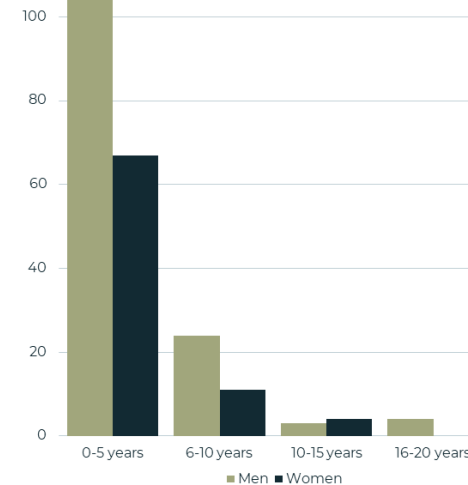


4 - Quality education
8 - Decent work and economic growth

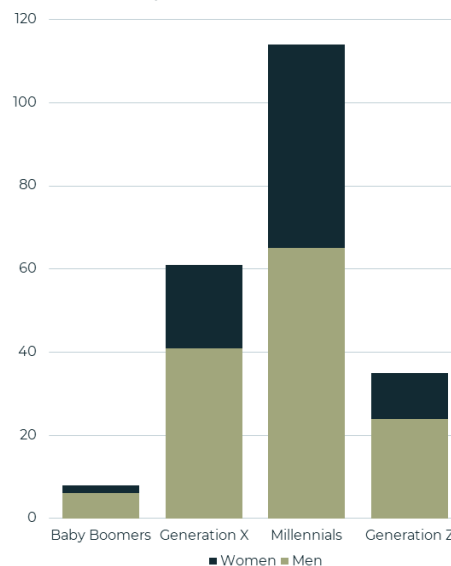
Workforce Growth



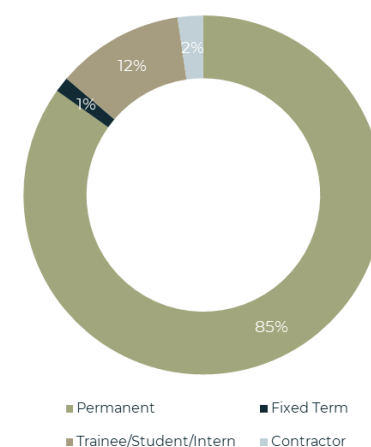
Workforce by Tenure



Workforce by Generations



Workforce by Employment Type



Gender Balance in Management



Why is this important?

Gender diversity brings a variety of perspectives, experiences, and ideas to the table. When there is a balance of men and women in leadership positions, decision-making processes are enriched, leading to more innovative and effective solutions. This fosters an inclusive workplace culture where all employees feel valued and respected regardless of their gender. Promoting gender equality in management is not just a matter of legal compliance; it's also a social responsibility. Businesses, such as the RiskPoint Group have a role to play in promoting equality and diversity in society, and having gender-balanced leadership teams is key to contribute to this broader goal.

Our Vision & Approach

Our vision is to cultivate a workplace environment that promotes gender equality at all management levels. We aspire to be recognized as the 'Employer of Choice', where diversity and inclusion thrive, and all individuals have equal opportunities for career advancement and personal growth. By promoting a sustainable workforce, we aim to not only create a more equitable workplace but also drive innovation, creativity, and productivity. In 2023, we have worked on establishing a baseline for our current gender split and defining our management levels. The gender split in the Top Management remained unchanged during 2023, as there were no specific actions taken and no replacement of members. Going forward, we will continue to work strategically with gender diversity and implement unbiased hiring practices to ensure that this is reflected at all levels of our company. This includes revising job descriptions, expanding recruitment channels and shortlisting of underrepresented candidates (currently female).

Strategic Initiatives & Targets

- A balanced gender representation in all management levels

Targets

- 33% of Top Management members consisting of the underrepresented gender (currently women) by Q4 2025
- 40% of other management levels consisting of the underrepresented gender (currently women) by Q4 2025

Our Progress 2023

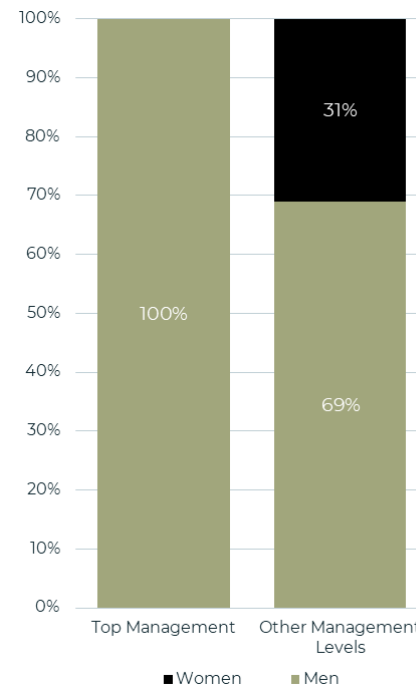
- 4 female managers joined the other management levels due to both hiring and internal promotions

SDG Contribution



5 - Gender equality

Gender Distribution in Management



Top Management	Unit	2023
Members	Number	6
Underrepresented Gender (Currently women)	%	0
Target	%	33
Completion of Target	Year	2025

Other Management Levels	Unit	2023
Members	Number	39
Underrepresented Gender (Currently women)	%	31
Target	%	40
Completion of Target	Year	2025



Data Accuracy & Contract Certainty

Why is this important?

As an insurance intermediary we serve as a middleman providing data, documentation, and information to various parties, being clients, business partners and stakeholders. A key element of that process is trust. Trust in the financial sector is pivotal. For companies buying insurance it is an important factor that the cover they are acquiring meets their needs and is clearly and accurately stated and confirmed in a timely manner. It is, therefore, our responsibility to ensure that the documentation we provide is correct, informative and in alignment with the expectations of the receiver, being either the client or insurance provider we act on behalf of, as they, at the end of the day are the ones at risk of exposure.

Our Vision & Approach

For us to be leading through compliance and be the trusted business partner we need to ensure strong governance mechanisms are in place. As part hereof, we must make sure that the data we produce and distribute is accurate and sent in a timely manner. As we grow, the number of parties we provide data and documentation to is expanding, which requires us to develop further automated reporting to our capacity providers and meeting bespoke reporting requirements. Towards our clients, that includes accurate and complete policy wordings that caters to changing requirements.

Strategic Initiatives & Targets

- Bespoke carrier reporting delivered automatically
- Development of new agile systemic policy wording generation catering to client needs and regulatory requirements ensuring contract certainty

Targets

- Implement automated report generation (1st phase minimum requirements Q2 2024, 2nd phase customized reports Q4 2024)
- New systemic wording templates baseline established by Q4 2024

Our Progress 2023

- Automated reporting and increased data customization enabled through a flexible data collection format to better serve various stakeholder requirements
- Increase of data accuracy and usage of applicable clauses as part of own policy wordings update and new structured templates implemented in Q1 2023

SDG Contribution



16 - Peace, justice and strong institutions



Training and Awareness on Compliance & Good Conduct

Why is this important?

Acting responsibly through robust procedures that are easily understandable and well implemented is a key element of our business model. Awareness programs emphasize the importance of ethical behavior which goes beyond mere legal compliance. By instilling ethical values in our employees, such training helps prevent misconduct that might not be explicitly covered by law but is essential for maintaining trust and integrity within the financial sector. Compliance training is not just about avoiding negative consequences; it also contributes to building a reputation for reliability and integrity.

Our Vision & Approach

At the RiskPoint Group we view compliance not as a constraint but as a competitive advantage. By placing strong governance mechanisms at the forefront of our business through clear policies and procedures and targeted training, we aim to prevent and detect financial crime as well as putting emphasis on staying compliant with regulations and the expectations of the authorities and our stakeholders. This is to be further refined by the implementation of a centralized learning platform, targeting various topics appropriate for the employees in their day-to-day activities as well as the deployment of compliance awareness campaigns to ensure retention and good procedures both internally and externally.

Strategic Initiatives & Targets

- Complaints handling procedures to be enhanced with individual territory guidelines
- Implement Group consolidated learning platform for employee training
- Increase awareness on compliance and governance

Targets

- Internal awareness training conducted and publicized the RiskPoint Group SLA for response time on complaints by Q1 2025
- New learning platform effectuated Q2 2025
- 95% of employees having completed training within 1 month of receiving invite (Financial Crime Prevention on anti-corruption and bribery, anti-money laundering, and sanctions) by Q4 2024

Our Progress 2023

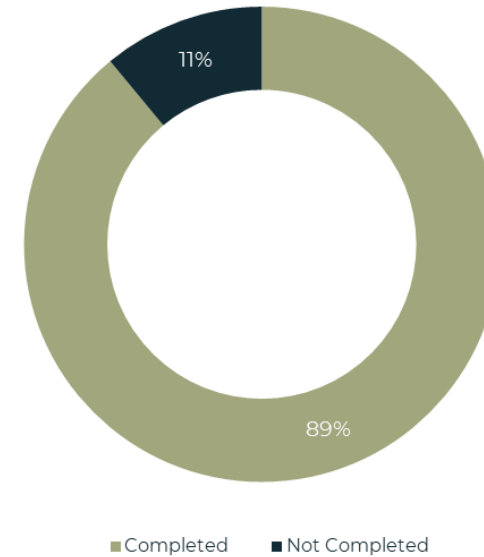
- Increased frequency on financial crime prevention training for all employees (anti-money laundering, anti-corruption, and sanctions) through implementation of standardized external learning platform
- Online training on complaints handling commenced in Q4 2022 and will be further enhanced with internal training during Q2 2024
- Initial pilot for compliance campaign run in Q4 2023 for targeted audience emphasizing the importance of our internal procedures and how they serve in our role as an insurance intermediary
- 89% of invited employees completed the training within target

SDG Contribution



16 - Peace, justice and strong institutions

Financial Crime Prevention Training



Data Ethics

Why is this important?

In our increasingly digital world, vast amounts of data are generated daily. Ensuring that information is collected, analyzed, and used fairly, responsibly, and respectfully, has a significant impact on individuals, communities, and society, and is why data ethics is important.

Our data ethical principles are a key part of our Data Protection Policy to ensure that we comply with applicable data protection regulation where personal data is processed and stored in a way that respects privacy, but more importantly, that the processing of any type of data are in alignment with our core values of trust, openness, and honesty, alongside respect and tolerance.

Data is and will remain the foundation of the insurance industry and the ethical considerations of collection, storage, usage and sharing of data is a key aspect of acting as a responsible insurance provider.

Our Vision & Approach

Data ethics is an embedded part of our internal policies, where the respect of privacy and confidentiality of our clients, business partners and stakeholders serve as a key driver in building long-term relationships offering bespoke insurance solutions by processing only necessary data for the purpose of which they are collected.

IT security is an important part of safeguarding data. The RiskPoint Group want to ensure that all data is handled in a safe and confidential environment and employees always comply with the IT Policy for data security and use of IT systems.

The RiskPoint Group uses a variety of technologies when processing data. This, however, does not include the use of Artificial Intelligence, for the time being.

The RiskPoint Group do not sell or buy personal or non-personal data.

Strategic Initiatives & Targets

- Having in place a well-implemented policy and training on data ethics

Targets

- Training on ethical data processing to be developed and implemented on new training platform by Q2 2025

Our Progress 2023

- Data ethics has been an imbedded part of our Data Protection Policy since Q2 2023



Product Development



Why is this important?

To respond to new client demands resulting from the transition to a more sustainable society, we must understand their business and continuously develop insurance products to fit their needs.

The RiskPoint Group embraces the journey towards sustainability, viewing it as a chance to offer impactful insurance solutions aligned with our own ESG strategy and values. We want to support companies excelling in ESG metrics while assisting others in enhancing their performance in this area. Integrating ESG considerations into our underwriting process allows us to seize opportunities and mitigate risks associated with societal transitions. This approach not only expands our market reach but also fosters a more sustainable underwriting outcome, bolstering our reputation as a preferred provider of insurance solutions that align with societal expectations and values.

Our Vision & Approach

We have initially been focusing on our Renewable Energy product offering, as a key aspect in the progress towards including more ESG-related processes in our underwriting approach. We are working on identifying ways to develop our product suite, by increasing the scope and breadth of our existing products, for example those designed to protect windfarms and solar assets as well as developing new products that cater to the growing segment for clean sustainable energy. By expanding our existing ESG-related proposition into new territories, we are giving more clients the opportunity to benefit from our products and services, and building insurance solutions for new technologies which enable the energy transition. As a starting point, these initiatives will be used to leverage our insight across all Lines of Business and territories to locate opportunities for developing insurance products which support clients with their own sustainability journey.

Strategic Initiatives & Targets

- Development and expansion of Renewable Energy offering

Targets

- Renewable Energy portfolio to increase by 250% by Q4 2024 vs. 2022

Our Progress 2023

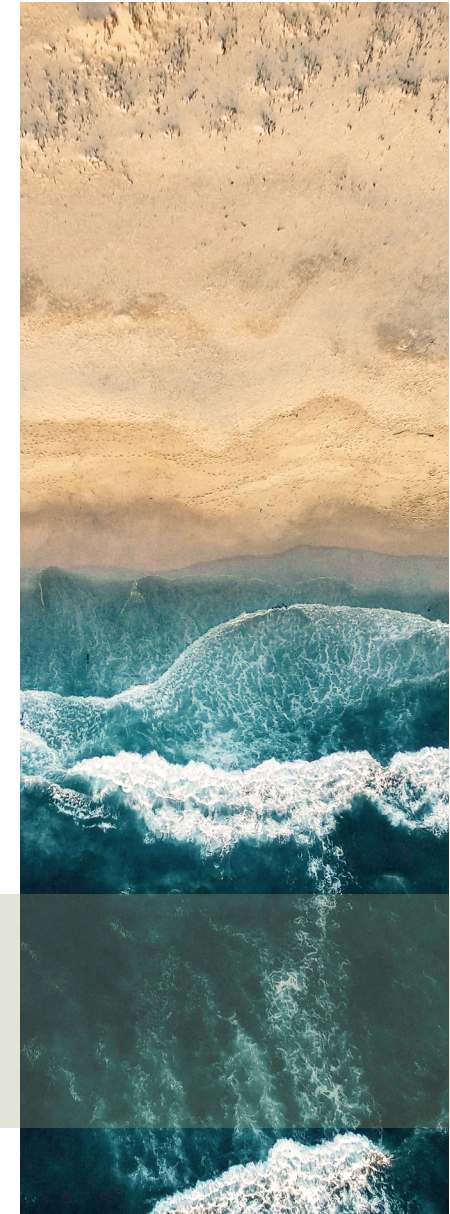
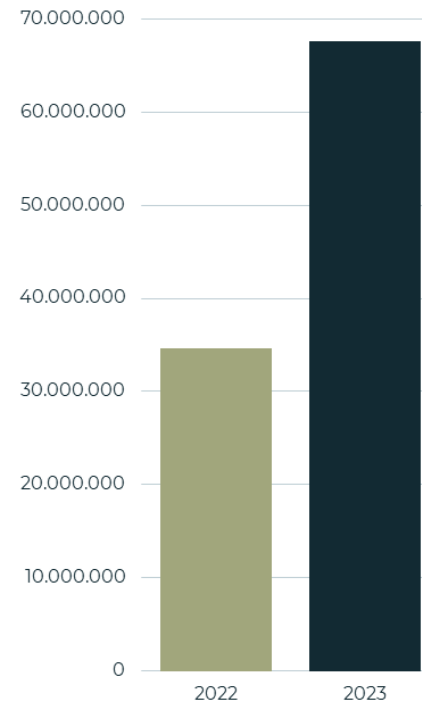
- We remain on track for our 2024 target, with a 95% increase in Group GPW from 2022-2023
- Launched an underwriting strategy for Battery Energy Storage Systems, an important technology which enables the deployment of more renewable energy into the global energy mix
- Developing a hydrogen product offering and underwritten our first carbon-neutral hydrogen production facility

SDG Contribution



7 - Affordable and clean energy

Renewable Energy GPW



Sustainable Underwriting Guideline

Why is this important?

To capture the opportunities and remain aware of the risks from the increasing prevalence of ESG considerations, it is important for the RiskPoint Group to have a focused and consistent approach to underwriting around ESG metrics. Developing sustainable underwriting guidelines is crucial for insurance providers such as the RiskPoint Group to meet the evolving needs of clients in a transitioning society. These guidelines enable us to align products with client values, effectively manage emerging risks related to sustainability, and ensure long-term viability by promoting responsible business practices. By integrating ESG factors into our underwriting decisions, we can support initiatives that address climate change, social inequality, and other sustainability challenges, thereby enhancing our societal impact. At the RiskPoint Group we view our ability to understand and act on ESG metrics in the underwriting process as a competitive advantage.

Our Vision & Approach

The specific risk considerations and actions will vary significantly by line of business – for example between Liability; where human rights and labor practices can be highly relevant and Property, where environmental factors such as climate change can have a significant impact on the frequency and severity of claims. However, there are overarching considerations across all lines; for example, involving corporate governance which will be indicative of a company's management quality, and evaluating these aspects will help us to identify well-managed and resilient businesses. By bringing our teams together to identify and evaluate ESG risks in a structured way, we will build a stronger and more resilient business.

Strategic Initiatives & Targets

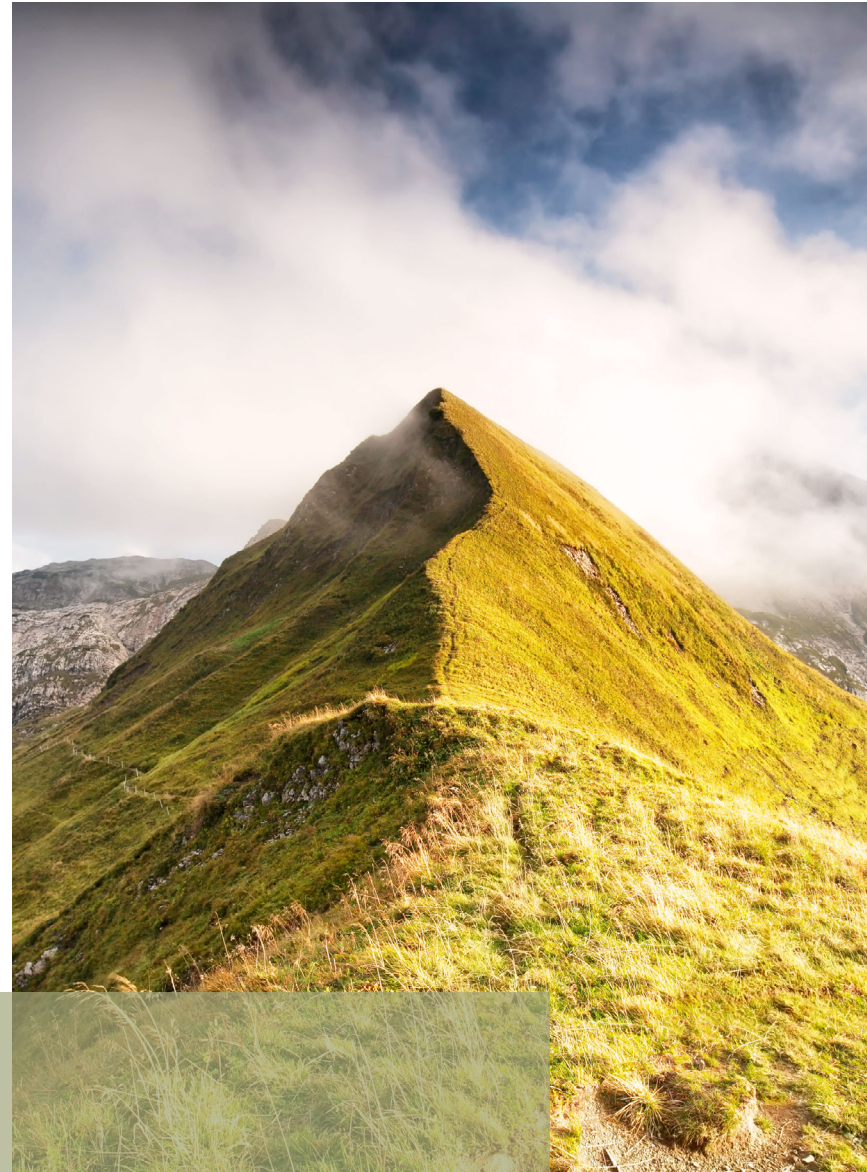
- Development and implementation of Group sustainable underwriting guideline

Targets

- Sustainable underwriting guideline to be implemented by Q4 2024

Our Progress 2023

- Stakeholder engagement across multiple Lines of Business commenced
- First draft of underwriting guideline in progress



Review Existing Client Portfolio

Product Offering



Why is this important?

To fully understand the impact that ESG metrics have on our underwriting result, it is a crucial step to be able to assess the relative ESG performance of our clients.

We believe that high scores on client ESG metrics will correlate with better standards of corporate governance and management quality. By weighing our portfolio towards high-scoring ESG companies, we therefore aim to deliver better underwriting results and outperform our industry peers and ultimately offer better coverage to our clients.

Our Vision & Approach

For us to be able to understand and respond to client needs as part of the sustainable transition, we first must evaluate their current position on ESG aspects. We will conduct an assessment by applying a consistent client scoring approach on ESG metrics. Once this is in place, we will be able to better perform portfolio analysis and make informed decisions about future strategy. An annual review will take place across each Line of Business, and actions will be identified to improve the average weighted ESG score in our portfolio, enabling us to drive positive change in terms of the quality of clients we are insuring and the results of our business.

Strategic Initiatives & Targets

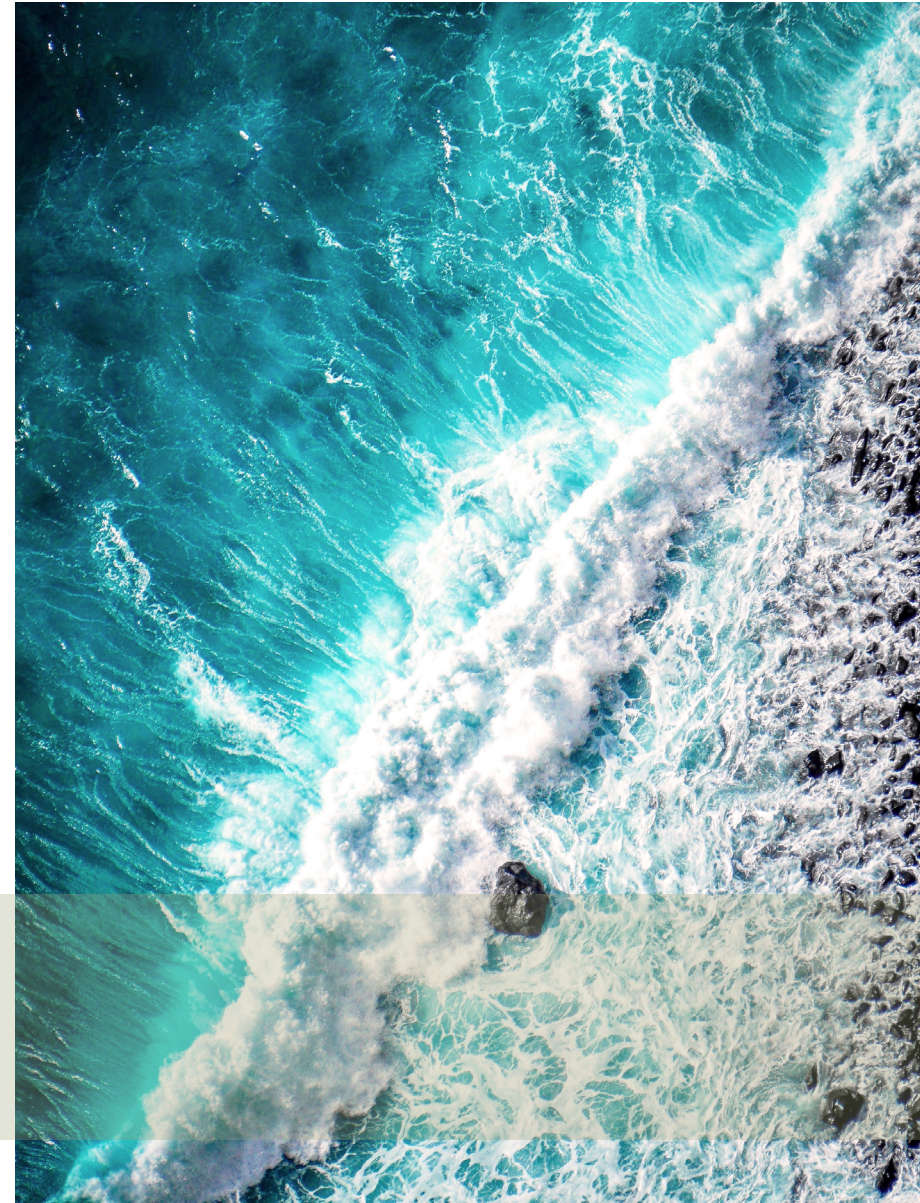
- Development and implementation of client ESG score assessment

Targets

- Measure existing client portfolio and determining ESG scores by Q3 2025

Our Progress 2023

- We are aware of various methods of assigning ESG scores to clients, but intend to conduct a comprehensive review of the available possibilities to conclude on the best fit for the RiskPoint Group



riskpoint

rp underwriting

Basis of Reporting

Social

Metric	Unit	Period	Accounting Principle
Employment Ratio Staff Growth	%	31/12/23 vs 31/12/22	Total Workforce Growth Net number of employee headcounts on 31/12/22 compared to 31/12/23 (180 vs 218) <i>Including all types of employees on payroll and contractors.</i>
Employment Ratio Hiring Activity Evolution	%	New hires during 2022 vs 2023	Hiring Activity Comparison 2022 vs 2023 in absolute number of yearly new hires (57 vs 74) <i>Including all types of employees on payroll and contractors.</i>
Employment Ratio New Joiners	%	New hires between 1/1/23 and 31/12/23	Proportion of New Joiners out of the Total Workforce Total number of new hires during 2023 out of the total workforce on 31/12/23 (74 out of 218) <i>Excluding contractors/ students/ trainees/ interns hired into permanent.</i>
Employment Ratio Workforce Attrition	%	Leavers between 1/1/23 and 31/12/23	Proportion of Leavers out of the Total Workforce Number of leavers during 2023 divided by the total workforce on 31/12/23 (26/218) <i>Including employees on payroll and contractors - both voluntary and involuntary turnover.</i>
Talent Development Ratio Internal Job Changes	%	Job changes performed between 1/1/23 and 31/12/23	Job Changes (Internal Promotions & Transversal Moves) Number of internal job changes in 2023 divided by the total workforce on 31/12/23 (37/218)
Talent Development Ratio Personal Development Training	%	Trainings conducted between 1/1/23 and 31/12/23	Training Attendance on Non-technical Training Matters Number of training attendances divided by the total workforce on 31/12/23 (188/218)
Talent Development Ratio Trainee Program	%	Trainees active on 31/12/23	Proportion of Trainees out of the Total Workforce Number of Traineeships active divided by the total workforce on 31/12/23 (24/218)
Overall Diversity Ratio Generational Groups	Number	31/12/23	Average age by gender (Female: 37 years old – Male: 39 years old) Age range by gender (Female: 22-62 years old - Male: 22-78 years old) Generational groups (8 Baby Boomers (1946-1964) – 58 Generation X (1965-1980) – 113 Millennials (1981-1996) – 34 Generation Z (1997-2012)) <i>Including employees on payroll and contractors</i>
Overall Diversity Ratio Tenure	Number	31/12/23	Seniority in Company by Gender (number of job holders per tenure category) 0 - 5 years (Female 65 – Male 102), 6 - 10 years (Female 11 – Male 24), 10 - 15 years (Female 4 – Male 3), 16 - 20 years (Female 0 – Male 4) <i>Including employees on payroll and contractors</i>
Overall Diversity Ratio Contractual Ratio	%	31/12/23	Number of job holders in a contractual category divided by the total number of employees on 31/12/23 (total 218) Type of employment contracts (85,5% permanent (182) – 1,5% fixed term (3) – 11% trainee/student/ intern (25) – 2% contractors (3))
Underrepresented gender in Management levels	%	31/12/23 vs 31/12/22	Total number of members in Top Management and other management levels divided by the number of the underrepresented gender (currently women) in each group respectively. <i>Top Management (6/0), Other Management Levels (39/12).</i>

Basis of Reporting

Governance

Metric	Unit	Accounting Principle
Financial Crime Prevention Training	%	All employees are to conduct training on Financial Crime Prevention every two years as a minimum. Proportion of invited employees that had completed training within a 30 day window.

Product Offering

Metric	Unit	Period	Accounting Principle
Renewable Energy GPW Increase	%	31/12/23	Total gross premium written in the year of account 2022 and 2023 respectively, and the 95% increase is the difference between the gross premium written figures compared to 2022 as the baseline. 2022: EUR 34,682,645 2023: EUR 67,563,484

