

# DOMO AB Combined ESG and Financial Report 2018



Dealing with the immediate fallout of the COVID-19 crisis has been the top priority around the world up to now. For a leading global re/insurer, however, it is equally important to analyse and understand the wider implications of the pandemic. It is estimated that 60% of all known infectious diseases in humans – and 75% of emerging ones – are zoonotic, meaning they originate from wild and domestic animals. Increasing pressure on ecosystems, eg rainforests, as a result of human activity will not only undermine resources vital to human life, but further increase the risk of pathogens passing from animals to humans. The need to protect

ecosystems and biodiversity is quickly gaining in importance to ensure sustainable progress and societal resilience.

Climate change, meanwhile, was somewhat overshadowed by the COVID-19 pandemic in the past year, but it did not become less relevant. We argue that the financial industry, and re/insurance in particular, will be critical to tackling climate change and achieving a net-zero carbon world. Seizing the opportunities that lie in funding and providing risk transfer services for viable climate solutions will be key to this effort. Despite having to cope with the COVID-19 pandemic for most of the year, we continued with the implementation of our Group Sustainability Strategy. Below we highlight some of the key actions we took in 2020.

We implement and monitor our Group Sustainability Strategy through a welldefined governance framework. In 2020, we refined this framework by adding a number of sustainability-related key performance indicators (KPIs) and targets to the assessment process that determines compensation across the Group, including the Group Executive Committee.

While the 2020 performance assessment was mostly based on qualitative sustainability KPIs, we further quantified sustainability performance and will mainly use quantitative KPIs in 2021. Working with our clients across the globe to develop risk transfer solutions that meet their needs is our core business. 2020 was no different: Recently introduced solutions, for example, enable the renovation of a historic dam to protect the Netherlands from climate risks, facilitate the construction of offshore wind farms in Taiwan, offer protection from natural catastrophes in Mexico and deploy digital life insurance protection in China. Reflecting our Group Sustainability.

Context Data								
Disclosure Label	Code	Value						
User Name (Reporter)	C1.100	Barbell Weisse						
Name of Company	C1.101	DOMO AB						
Legal Address	C1.102	283 Leitz Strasse						
Company Number	C1.103	4243847						
EuroFiling Number	C1.104	3488944						
Title of Report	C1.105	DOMO AB Integrated ESG Report 2018						
Reporting Year	C1.106	2018						
Date of Submission	C1.107	01/05/2018						
Sector/Industry	C1.108	Infrastructure						
Region	C1.109	Munich						
Company size	C1.110	Large Multinational (>15,000 FTE)						
HQ Location	C1.111	Germany						
ESG Platform								
Disclosure Label	Taxonomy Code	Value	Units	Audit / Assurance	Audit / Assurance Level	Auditor / Assurer	Information Source	
Key economic data								
Reporting Year	F2.107	2018	Year	yes	Annual Audit	KPMG	WS	
Revenue	IAS-1.102	3,700.00	mio. €	yes	Annual Audit	KPMG	ARs	
(Adjusted) EBITDA	F2.108	1,725.00	mio. €	yes	Quarterly Review	Internal	SRs	
(Adjusted) EBIT	F2.109	1,630.00	mio. €	yes	Monthly Review	Internal	ARs	
Net income	IAS-1.106.d.i	1,300.00	mio. €	yes	Annual Audit	KPMG	ARi	
ROCE	F2.110	9.59%	%	yes	Quarterly Review	Internal	SRs	
Total assets	IAS-1.78.e	1,000.00	mio. €	yes	Annual Audit	KPMG	SRs	
Equity	IAS-1.55	21,000.00	mio. €	yes	Annual Audit	KPMG	SRs	
CAPEX	IAS-7.16.a	2,800.00	mio. €	yes	Annual Audit	KPMG	SRs	
Employees (at y/e)	IAS-1.112.c	8,200	num	yes	Annual Audit	KPMG	ARi	
Personnel expenses	IAS-1.104	865.00	mio. €	no	n/a	n/a	ARs	
R&D expenses	IAS-38.126	390.00	mio. €	yes	Annual Audit	KPMG	SRs	
Key sustainability data								
Direct GHG emissions (Scope 1)	EI-1-GR.305-1	1,100.00	CO <sup>2</sup> eq	yes	Resonable	KPMG	ARi	
Direct GHG emissions (Scope 2)	EI-2-GR.305-2	800.00	CO <sup>2</sup> eq	yes	Resonable	KPMG	ARi	
Other indirect GHG emissions (Scope 3)	EI-3-GR305-3	3,000.00	CO <sup>2</sup> eq	no	n/a	n/a	ARi	
GHG Emissions Intensity (Scope 1+2 tonnes CO2e/€Mio Revenue)	KPI-1-GR305-4	1,100.22	ratio	no	n/a	n/a	WS	
GHG Emissions Intensity (Scope 1+2 tonnes CO2e/FTE)	KPI-2-GR305-4a	1,100.10	ratio	no	n/a	n/a	WS	
Total energy consumption	EI-4-GR302-1	920.00	GWh	yes	Limited	KPMG	ARi	
Share of renewable energies	EI-4-GR302-1.b	23.00	%	yes	Limited	KPMG	ARi	
Energy intensity	EI-4-GR302-3	8.00	Kg	yes	Limited	KPMG	ARi	
Percentage of renewable energy used	EI-4-EN100	24.00	%	yes	Limited	KPMG	ARi	
Water consumption	EI-5-GR303-5	650.00	mio. m3	yes	Resonable	KPMG	ARi	
Drinking water extraction	EI-5-GR303-3	23.00	%	yes	Resonable	KPMG	ARi	
Direct discharge of waste water	EI-5-GR303-5.1	180.00	mio. m3	yes	Resonable	KPMG	ARi	
Net Water (Consumption - Discharge)	EI-5-GR303-5.2	470.00	mio. m3	yes	Resonable	KPMG	ARi	
Total solid waste disposed	EI-5-GR306-5.1	3,300.00	mio. m3	yes	Resonable	KPMG	ARi	
Environmentally sustainable revenue (prelim.)	KPI-3-EU.88.1	8%	%	no	n/a	n/a	n/a	
Environmentally sustainable CAPEX (prelim.)	KPI-4-EU.88.2	7%	%	no	n/a	n/a	n/a	
Environmentally sustainable OPEX (prelim.)	KPI-4-EU.88.3	11%	%	no	n/a	n/a	n/a	
Environmentally sustainable Adjusted EBITDA	KPI-4-EU.88.4	15%	%	no	n/a	n/a	n/a	
Taxes paid	EI-7-GR207-4	32.00	mio. m3	yes	Limited	KPMG	ARi	
Legal Non-compliances resulting in fines	EI-7-GR307-1	3.00	mio. €	yes	Limited	KPMG	ARi	
Ratio CEO pay to median pay	EI-7-F101	14.00	%	yes	Limited	KPMG	ARi	
Proportion of women in overall workforce	S-6-GR405-1b	50.00	%	yes	Limited	KPMG	ARi	
Number of employees from minorities and on Board	S-6-GR405-1a	5	#	yes	Limited	KPMG	ARi	
Total training / FTE	S-6-GR404-1	487.80	€	yes	Limited	KPMG	ARi	
LTIF and number of deaths	S-5-GR403-9	26	#	yes	Limited	KPMG	ARi	
% disabled employees	EI-6-GR102-8	8.00	%	yes	Limited	KPMG	ARi	
Company Target	EI-1-GR.305-1.1	1,200.00	mio. t CO2eq	yes	Limited	TÜV Süd	ARs	
EU Target	EI-1-GR.305-1.2	1,800.00	mio. t CO2eq	no	n/a	n/a	WS	
EBIT Calculation								
Net income	IAS-1.106.d.i	1,300.00	mio. €	yes	Annual Audit	KPMG	ARi	
+ Interest expenses	IFRS-12.B13.f	180.00	mio. €	yes	Annual Audit	KPMG	ARi	
-. Interest income	IFRS-12.B13.e	70.00	mio. €	yes	Annual Audit	KPMG	ARi	
+ Income tax expenses	IAS-12.79	220.00	mio. €	yes	Annual Audit	KPMG	ARi	
= EBIT (Group)	F2.109	1,630.00	mio. €	yes	Monthly Review	Internal	ARs	
EBITDA Calculation								
EBIT (Group)	F2.109	1,630.00	mio. €	yes	Monthly Review	Internal	ARs	
+ depreciation and amortisation exp.	IAS-1.104	95.00	mio. €	yes	Monthly Review	Internal	ARs	
=EBITDA	F2.108	1,725.00	mio. €	yes	Monthly Review	Internal	SRs	
ROCE Calculation								
EBIT (Group)	F2.109	1,630.00	mio. €	yes	Monthly Review	Internal	ARs	
- EBIT (Others/ Adjustments)	F2.109.1	700.00	mio. €	yes	Monthly Review	Internal	ARs	
=EBIT (Segments/ adjusted)	F2.109.2	930.00	mio. €	yes	Monthly Review	Internal	ARs	
Average capital employed	F2.109.3	9,700.00	mio. €	yes	Monthly Review	Internal	ARs	
=ROCE	C2.110	9.59%	mio. €	yes	Monthly Review	Internal	ARs	

## Our responsibility

Our responsibility is to perform a limited assurance engagement to express a conclusion on the sustainability indicators. We planned and performed our procedures in accordance with the International Standard on Assurance Engagements (ISAE 3000) (Revised), 'Assurance Engagements other than Audits or Reviews of Historical Financial Information', and, in respect of greenhouse gas emissions, with the International Standard on Assurance Engagements (ISAE 3410), 'Assurance Engagements on Greenhouse Gas Statements', issued by the International Auditing and Assurance Standards Board. These standards require that we plan and perform this engagement to obtain limited assurance on the identified sustainability indicators, in all material aspects, in accordance with Swiss Re's policies and procedures. A limited assurance engagement under ISAE 3000 (Revised) and ISAE 3410 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.

Consequently, the nature, timing and extent of procedures for gathering sufficient appropriate evidence are deliberately limited relative to a reasonable assurance engagement and therefore less assurance is obtained with a limited assurance engagement than for a reasonable assurance engagement. The procedures selected depend on the assurance practitioner's judgement.

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