

GRI Index SEB

We have self-declared our reporting to be level B in the GRI application level system.

The report has not been reviewed by an external party.

Page references relate to the Corporate Sustainability Report 2011 (CS), the Annual Report 2011 (AR), the CS Fact book (CSF) and www.sebgroup.com/sustainability (www).

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G3 indicator	Description	Page	Degree of reporting	Comment
1 Strategy and analysis				
1.1	CEO statement	CS 2-3	full	
1.2	Description of key impacts, risks, and opportunities	CS 4-9;	full	
2. Organisational profile				
2.1	Name of the organisation	CS inside back cover	full	
2.2	Primary brands, products, and / or services	CS 1; AR 5-9	full	
2.3	Operational structure	CS 1; AR 5-9	full	
2.4	Location of organisation's headquarters	CS inside back cover	full	
2.5	Countries of operation	CS 1;	full	
2.6	Nature of ownership and legal form	AR 14-15	full	
2.7	Markets served	CS 1; AR inside cover, 5-9	full	
2.8	Scale of the reporting organisation	CS 1,3, 4; AR 87-88	full	
2.9	Significant operational or other changes during the reporting period	AR 16	full	
2.10	Awards received in the reporting period	CS inside back cover; AR 5, 9	full	
3. Report parameters				
<i>Report profile</i>				
3.1	Reporting period	CS inside front cover	full	
3.2	Date of most recent previous report	CS inside front cover	full	
3.3	Reporting cycle	CS inside front cover	full	
3.4	Contact for questions regarding the report	CS inside back cover	full	
<i>Report scope and boundaries</i>				
3.5	Process for defining report content	CS 5-6	full	
3.6	Boundary of the report	CS inside cover	full	
3.7	Specific limitations on the scope or boundary of the report	CS inside cover, 6	full	
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, etc	CSF	full	
3.9	Data measurement techniques and the bases of calculations	CSF	full	
3.10	Comparability with previous reports	CS inside front cover; CSF	full	
3.11	Significant changes from previous reporting periods in the scope, boundary, etc	CS inside front cover	full	
<i>GRI content index</i>				
3.12	Table identifying the location of the Standard Disclosures in the report	current document (www)		
3.13	Policy and current practice with regards to seeking external assurance for the report	CS inside front cover		CS 2011 has not been externally assured

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G3 indicator	Description	Page	Degree of reporting	Comment
4. Governance, Commitments and Engagement				
<i>Governance</i>				
4.1	Governance structure of the organisation	CS 8; AR 54-61	full	
4.2	Role of the Chairman of the Board in the organisation	CS 8; AR 54-61	full	
4.3	Independent and /or non-executive board members	AR 57	full	
4.4	Mechanisms for shareholders and employees to provide recommendations etc to the board	AR 55	full	
4.5	Remuneration to Board members, senior managers and executives, and link to the organisation's performance	AR 57, 59, 61, 67-69	full	
4.6	Processes for avoiding conflicts of interest in the board	AR 54	full	
4.7	Process for determining the qualifications and expertise of the Board members for guiding the organisation's strategy on economic, environmental and social topics	AR 56	full	
4.8	Mission, values, codes of conduct, and principles relevant to economic, environmental and social performance	CS 1-3, 6-9, 11, 12, 16, inside back cover	full	
4.9	Board procedures for overseeing economic, environmental and social performance, including relevant risks and opportunities	CS 8; AR 54	full	
4.10	Processes for evaluating Board performance, particularly with respect to economic, environmental and social performance	AR 56	full	
<i>Commitments to external initiatives</i>				
4.11	Explanation of how the precautionary approach or principle is applied	CS 8; AR 36-53	full	SEB adopted the UN Global Compact in 2004, our corporate sustainability policy is another example of how SEB exercises the precautionary principle
4.12	Association to externally developed charters, principles or other initiatives	CS inside back cover; www	full	
4.13	Membership in associations	CS inside back cover, www	full	
<i>Stakeholder engagement</i>				
4.14	List of stakeholder groups	CS 4	full	
4.15	Basis for identification and selection of stakeholders with whom to engage	CS 4-5	full	
4.16	Approach to stakeholder engagement	CS 4-5	full	
4.17	Key topics and concerns raised through stakeholder engagement, and response by the organisation	CS 4-5	full	

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G3 indicator	Description	Page	Degree of reporting	Comment
Economic performance indicators				
<i>Disclosure on management approach</i>				
The economic performance of SEB is managed by the CEO and the CFO and their related organisations and due care is taken to secure that sustainability aspects are integrated where necessary. This is governed in the Corporate Sustainability Policy and the SEB Code of Business Conduct and monitored and followed up as part of our risk management process.				
	Economic performance	AR 17-18; CS 4; CSF	full	
	Market presence	CS 1; AR 7-9 + www	full	
	Indirect economic impact	CS 4, 10-17, 22-24; CSF; www	full	
<i>Economic performance</i>				
EC1	Direct economic value generated and distributed	CS 4, 22-23; CSF	full	
EC2	Risks and opportunities for the organisation due to climate change	CS 9, 12, 15-19	full	
EC3	Coverage of the organisation's defined benefit plan obligations	AR 96-97	full	
EC4	Financial assistance received from government	CSF	full	SEB has not received any financial assistance from government
<i>Market presence</i>				
EC5	Range of ratios of standard entry level wage compared to local minimum wage	not disclosed		
EC6	Purchasing from locally-based suppliers	not disclosed		
EC7	Local hiring and proportion of senior management hired from local community	not disclosed		
<i>Indirect economic impact</i>				
EC8	Infrastructure investments and services provided primarily for public benefit	not applicable		
EC9	Significant indirect economic impacts, including the extent of impacts	CS 4, 10-17, 22-23	full	
Environmental performance indicators				
<i>Disclosure on management approach</i>				
		CS 6-9, 12-13, 15-19, 23	full	
<i>Materials</i>				
EN1	Materials used by weight or volume	CSF	full	
EN2	Recycled input materials	not disclosed		not material
<i>Energy</i>				
EN3	Direct energy consumption	not applicable		No direct energy consumption according to definition
EN4	Indirect energy consumption	CS 18-19; CSF	full	
EN5	Energy saved due to conservation and efficiency improvements	CS 18-19; CSF	partly	
EN6	Initiatives to provide energy-efficient or renewable energy based products	CS 15-17	partly	
EN7	Initiatives to reduce indirect energy consumption	CS 13, 17	partly	
<i>Water</i>				
EN8	Total water withdrawal	CSF	partly	
EN9	Water sources significantly affected by withdrawal of water	not applicable		
EN10	Percentage and total volume of water recycled and reused	not disclosed		not material

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G3 indicator	Description	Page	Degree of reporting	Comment
<i>Biodiversity</i>				
EN11	Location and size of land in protected areas and areas of high biodiversity value	not applicable		
EN12	Impacts of activities, products and services on biodiversity	not disclosed		not material issue
EN13	Habitats protected or restored	not applicable		
EN14	Managing impacts on biodiversity	not disclosed		not material issue
EN15	Number of ICUN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	not disclosed		not material issue
<i>Emissions, effluents and waste</i>				
EN16	Direct and indirect greenhouse gas emissions	CS 18-19; CSF	full	
EN17	Other relevant indirect greenhouse gas emissions	CS 18-19; CSF	full	
EN18	Initiatives to reduce greenhouse gas emissions	CS 18-19, www	full	
EN19	Emissions of ozone-depleting substances	not applicable		
EN20	NO, SO, and other significant air emissions	not applicable		
EN21	Water discharge by quality and destination	not applicable		
EN22	total weight of waste by type and disposal method	CSF	partly	
EN23	Significant spills	not applicable		
EN24	Hazardous waste	not disclosed		not material issue
EN25	Water bodies and related habitats affected by water discharges	not applicable		
<i>Products and services</i>				
EN26	Initiatives to mitigate environmental impacts of products and services	CS 7, 9, 12-13, 15-17, 19	full	
EN27	Percentages of products sold, and their packaging, that are reclaimed	not disclosed		not material issue
<i>Compliance</i>				
EN28	Fines and monetary sanctions for noncompliance with environmental laws	CSF	full	Zero amount
<i>Transport</i>				
EN29	Environmental impacts from transportation	CS 18-19; CSF	partly	
<i>Overall</i>				
EN30	Total environmental protection expenditure and investments by type	not disclosed		not material issue

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G3 indicator	Description	Page	Degree of reporting	Comment
Social performance indicators				
Labour practices and decent work				
<i>Disclosure on management approach</i>				
	Goals, performance and policy	CS 6-7, 14, 20-21; AR 4-5, 10-1; www	full	Code of Business Conduct
	Organisational responsibility	AR 59-60	full	
	Training and awareness	CS 7,11, 14, 20-21; AR 4-5	full	
	Monitoring and follow-up	CS 7, 14, 20-21; AR 4-5, 48, CSF	full	
	Having a sound, safe and secure workplace is part of a manager's leadership and responsibilities. The human resources and security functions provide support with policies and processes as well as advice on proactive measures. A group level HR unit is responsible for SEB's HR policies and processes. These are implemented by, and when necessary adapted to the local regulatory framework. They are followed-up by the local HR units, and the respective business units, in all countries where SEB is operating. As regards security related aspects, group security is responsible for policies and practices, which are adapted to local requirements.			
LA1	Total workforce by employment type and region	CS 21; AR 101; CSF; www	full	
LA2	Employee turnover	CS 21; CSF	full	
LA3	Benefits provided to full-time employees	www	partly	Benefits vary with local market practices
<i>Labour /management relations</i>				
LA4	Percentage of employees covered by collective bargaining agreements	CSF; www	partly	SEB has a positive attitude towards collective bargaining agreements
LA5	Minimum notice period(s) regarding operational changes	CSF; www	partly	varies with local market practices
<i>Occupational health and safety</i>				
LA6	Percentage of total workforce represented in health and safety committees	not disclosed		varies with local market practices
LA7	Rates of injury, occupational diseases, lost days, absenteeism	CS 21; www	partly	details primarily for Sweden
LA8	Programs to assist workforce members regarding serious diseases	not disclosed		varies with local market practices
LA9	Health and safety topics covered in formal agreements with trade unions	not disclosed		
<i>Training and education</i>				
LA10	Average hours of training per year per employee	not disclosed		
LA11	Programs for skills management and lifelong learning	CS 20-21	full	
LA12	Percentage of employees receiving regular performance and career development reviews	CS 21; AR 13; CSF	full	
<i>Diversity and equal opportunities</i>				
LA13	Composition of governance bodies and workforce	CS 8, 21; AR 54-55, 101; CSF	partly	We do not keep our own statistics on diversity of our workforce as registering ethnic origin is not legal in Sweden. Monitoring the diversity of our workforce at an aggregate level in Sweden is done via the Swedish statistics bureau.
LA14	Ratio of basic salary of men to women	not disclosed		

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G3 indicator	Description	Page	Degree of reporting	Comment
Human rights				
<i>Disclosure on management approach</i>				
	Human Rights issues can be both direct and indirect for SEB. In the direct case, these issues are governed by the UN Global Compact, SEB's CS Policy, Diversity Policy and our Code of Business Conduct. They are primarily the responsibility of each manager in their leadership role. Support is provided by the HR organisation which is responsible for the applicable policies and practices. The compliance function (2nd line of defence) and Internal Audit (3rd line of defence) have a role to secure compliance. The indirect cases are primarily the responsibility for the business divisions in their investment and financing decisions, and the credit organisation.	CS 11, 14, 20-21; AR 10-11, 48	full	Direct impact SEB is committed to equal opportunities and rights.
		CS 8-9, 12-13, 16, 24	full	Indirect impact
<i>Investment and procurement practices</i>				
HR1	Consideration of human rights with regard to investments	CS 8-9, 12-13, 16, CSF	full	
HR2	Screening on human rights among significant suppliers	not disclosed		on an ad hoc basis
HR3	Training on human rights aspects relevant to operations	CS 9, 10-11, 14	partly	
<i>Non-discrimination / Child labour / Forced and compulsory labour</i>				
HR4	Total number of incidents of discrimination and actions taken	not disclosed		SEB is committed to equal opportunities and rights, as stated in our Diversity Policy and in our Code of Business conduct
HR5	Operations where freedom of association and collective bargaining may be at significant risk	SEB's business activities are concentrated to northern Europe.		SEB has a positive attitude towards collective bargaining agreements
HR6	Operations where there is a risk for incidents of child labour	SEB's business activities are concentrated to northern Europe.		No part of the operations have significant risk of incidents of child labour.
HR7	Operations where there is risk for incidents of forced or compulsory labour	SEB's business activities are concentrated to northern Europe.		No part of the operations have significant risk of incidents of forced or compulsory labour.
<i>Security practices</i>				
HR8	Security personnel trained in human rights aspects relevant to operations	not disclosed		not material
<i>Indigenous rights</i>				
HR9	total number of incidents of violations involving rights of indigenous people and actions taken	not disclosed		SEB is committed to equal opportunities and rights, as stated in our Diversity Policy and in our Code of Business conduct

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G3 indicator	Description	Page	Degree of reporting	Comment
Society				
<i>Disclosure on management approach</i>				
	Goals and performance	CS 4, 6-7, 10-11, 14; AR 48	full	
	Policy	CS 8, 10-11, 14; www	full	Code of Business Conduct
	Organisational responsibility	CS 8; AR 36-40, 59-61	full	
	Training and awareness	CS 10-11, 14	full	
<i>We know that the way we act affects the world in which we operate. It is our responsibility to do business in an ethical and sustainable way. Our core values and our Code of Business Conduct guide our actions.</i>				
SO1	Program to assess and manage the impacts of operations on communities	not disclosed		not material
<i>Corruption</i>				
SO2	Business units analysed for risks related to corruption	not disclosed		SEB has no tolerance for corruption
SO3	Employees trained in organisation's anti-corruption policies and procedures	CS 10-11	full	
SO4	Actions taken in response to incidents of corruption	CS 10-11, 14; AR 48	partly	SEB has no tolerance for corruption
<i>Public policy / Anti-competitive behaviour / Compliance</i>				
SO5	Participation in public policy development and lobbying	not disclosed		
SO6	Contributions to political parties, politicians, and related institutions	not disclosed		SEB has a policy to not provide SEB funds or resources to any political or religious organisation or political candidate.
SO7	Legal actions for anti-competitive behaviour	not disclosed		
SO8	Fines and sanctions for non-compliance with laws and regulations	not disclosed		
<i>Product responsibility</i>				
<i>Disclosure on management approach</i>				
Customer health and safety / Product and service labeling				
PR1	Life cycle stages in which health and safety impacts of products and services are assessed	not disclosed		not material
PR2	Non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services	not disclosed		not material
PR3	Type of product and service information required by procedures, and percentage of significant products and services	CS 10-11, 12-13, 14-15	full	
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information	CS 10	partly	
PR5	Practices to customer satisfaction	CS 5, 10-11, inside back cover AR 5, 8-9	full	
<i>Marketing communications / customer privacy / compliance</i>				
PR6	Programs for adherence to laws, standards, and voluntary codes for marketing communications	CS 10-11	full	
PR7	Compliance with regulations and voluntary codes concerning marketing communications	not disclosed		
PR8	Complaints regarding breaches of customer privacy and losses of customer data	CS 10-11; AR 48	partly	All customer complaints are taken seriously and are registered in our Operational Risk Management Information System.
PR9	Fines for non-compliance with laws and regulations concerning the provision and use of products and services	not disclosed		

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Financial Services Sector Specific Disclosure

G3 indicator	Description	Page	Degree of reporting	Comment
<i>Disclosure on management approach</i>				
FS1	Policies with specific environmental and social components applied to business lines	CS 8-9	full	
FS2	Procedures for assessing and screening environmental and social risks in business lines	CS 8-9, 12-13, 14, 16	full	
FS3	Processes for monitoring clients' implementation and compliance with environmental and social requirements included in agreements or transactions.	CS 8-9; AR 41-44, 61	full	Monitoring of compliance with environmental and social requirements are part of regular monitoring processes.
FS4	Processes for improving staff competency to implement the environmental and social policies and procedures as applied to business lines	CS 7, 9	full	
FS5	Interactions with clients/investees/business partners regarding environmental and social risks and opportunities	CS7, 9, 12-13, 15-17, 22-23	full	
<i>Product portfolio / audit</i>				
FS6	Percentage of the portfolio for business lines by specific region, size and by sector	CS 1; AR 8-9, 87-88; www	full	
FS7	Monetary value of products and services designed to deliver a specific social benefit	CS 15-17	partly	
FS8	Monetary value of products and services designed to deliver a specific environmental benefit	CS 15-17	full	
FS9	Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures	not disclosed		Monitoring, incl audits, regarding implementation of environmental and social policies and risk assessment procedures are part of regular monitoring and audit processes.
<i>Active ownership</i>				
FS10	Percentage and number of companies held in the institution's portfolio with which the reporting organisation has interacted on environmental and social issues	CS 12; CSF; www	full	UNPRI Reporting and Assessment
FS11	Percentage of assets subject to positive and negative environmental screening	CS 15	full	
FS12	Voting policies applied to environmental or social issues for shares over which the reporting organisation holds the right to vote shares or advises on voting	CS 12 -13	full	
<i>Society performance</i>				
FS13	Access points in low-populated or economically disadvantaged areas	CS 24; www	partly	We actively work on increasing accessibility via telephone and internet, and through co-operation agreements with business partners
FS14	Initiatives to improve access to financial services for disadvantaged people	CS 24; www	partly	www.sebgroup.com/sustainableperspectives
<i>Product responsibility</i>				
FS15	Policies for the fair design and sale of financial products and services	CS 6-7, 10-11	full	
FS16	Initiatives to enhance financial literacy by type of beneficiary	CS 10-11, 24; www	full	www.sebgroup.com/sustainableperspectives