UNIVERSAL REGISTRATION DOCUMENT 2022

INCLUDING THE ANNUAL FINANCIAL REPORT

SCOR
The Art & Science of Risk

Summary

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The Art & Science of Risk

UNIVERSAL REGISTRATION DOCUMENT 2022

INCLUDING THE ANNUAL FINANCIAL REPORT

Pursuant to Article 19 of Regulation (EU) 2017/1129 of June 14, 2017 of the European Parliament and Council, the following information is included by reference in this Universal Registration Document (the "Universal Registration Document"):

- SCOR SE's corporate and consolidated financial statements for the financial year ended December 31, 2021 and the report of the Statutory Auditors regarding said financial statements as presented in SCOR SE's universal registration document filed with the AMF on March 3, 2022 under number D.22-0067;
- SCOR SE's corporate and consolidated financial statements for the financial year ended December 31, 2020 and the report of the Statutory Auditors regarding said financial statements as presented in SCOR SE's universal registration document filed with the AMF on March 2, 2021 under number D.21-0084.

Parts of these documents which are not expressly included herein are of no concern to the investor.

This is a translation into English of the Universal Registration Document of the Company issued in French and it is available on the website of the Issuer.

This universal registration document is a reproduction of the official version of the universal registration document in xHTML format and is available on the AMF's website (www.amf-france.org) as well as on that of the Company (www.scor.com).

This universal registration document includes (i) all the elements of the annual financial report mentioned in I of article L.451-1-2 of the Monetary and Financial Code as well as in article 222-3 of the General Regulations of the AMF, the official version of the annual financial report which was drawn up in ESEF format (European Single Electronic Format) being available on the issuer's website, (ii) all the mandatory information in the management report of the Board of Administration, drawn up in accordance with Articles L.225-100 and following and L.22-10-35 and following of the French Commercial Code, and (iii) all the mandatory information in the report on corporate governance provided for in Articles L.225 -37 and following and L.22-10-8 and following of the Commercial Code.

AUTORITÉ DES MARCHÉS FINANCIERS
AMF

The Universal Registration Document was filed on April 14, 2023 with the French financial markets authority (*Autorité des marchés financiers* – AMF), as competent authority under Regulation (EU) 2017/1129 without prior approval pursuant to Article 9 of the said regulation. The Universal Registration Document may be used for the purpose of an offer to the public of securities or admission of securities to trading in a regulated market if supplemented by a securities note and, if applicable, a summary and any amendments to the Universal Registration Document. The whole is approved by the AMF in accordance with Regulation (EU) 2017/1129.

European Company with a share capital of
EUR 1,415,265,813.82
Registered office:
5, avenue Kléber 75116 Paris


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SCOR GROUP

A TIER 1 REINSURER GLOBAL POSITION

REINSURANCE

Reinsurance is at the heart of risk management.

It enables insurers to cover their risks by ceding part of them, in order to mutualize them worldwide. SCOR covers major Non-Life risks including large catastrophe risks (both natural and man-made catastrophes: hurricanes, floods, volcanic eruptions, explosions, fires, plane crashes, etc.), and Life biometric risks (mortality, longevity and lines, both long term and short term). The challenge for reinsurance professionals consists of identifying, selecting, assessing and pricing risks, in order to be able to absorb them.

35

OFFICES WORLDWIDE

RATING AGENCY

S&P Global
A+ Stable outlook

A.M. BEST
A Stable outlook

FitchRatings
A+ Stable outlook

Moody's
A1 Stable outlook

5th
largest reinsurer in the world

19.7
billion euros of premium income in 2022

3,522
employees of 65 nationalities

5,200
clients throughout the world

1.1. KEY FIGURES AND STRATEGIC PLAN

1.1.1. GROUP KEY FIGURES

SCOR SE ("the Company") and its consolidated subsidiaries (referred to collectively as "SCOR" or the "Group"), form the world's 5th largest reinsurer[1] serving c. 5,200 clients. The Group is organized in three business units, SCOR Property & Casualty ("SCOR P&C"), SCOR Life & Health ("SCOR L&H") and SCOR Investments, and three regional management platforms (the "Hubs"): the EMEA Hub, the Americas Hub and the Asia-Pacific Hub.

The Group has consistently executed its strategic plans combining growth, profitability and solvency, and it continues to take actions to navigate the transition to new risk environments and fully seize new opportunities.

- Climate change is impacting the reinsurance industry and SCOR is seeking to improve the expected technical profitability and adapts the risk-return profile of its P&C portfolio;
- SCOR is actively managing its L&H portfolio and is diversifying away from pandemic risk to focus its growth on transactional lines of business such as longevity and Financial Solutions while optimizing the in-force portfolio profitability through management actions;
- SCOR is carefully monitoring the potentially negative impacts of the deteriorating macro environment and is focused on containing the impact of inflation through pricing, reserving, expenses management and asset allocation.

In EUR millions	Year ended December 31, 2022	Year ended December 31, 2021	Year ended December 31, 2020
Consolidated SCOR Group			
Gross written premiums	19,732	17,600	16,368
Net earned premiums	15,467	13,895	14,517
Operating result (7)	1	790	479
Consolidated net income – Group share	(301)	456	234
Net investment income (1)	564	551	665
Group cost ratio (2)	4.5%	4.4%	4.5%
Return on invested assets (2)	2.1%	2.3%	2.8%
Return on equity (2)	n.a.	7.2%	3.8%
Basic earnings per share *(in EUR)* (3)	(1.69)	2.46	1.26
Book value per share *(in EUR)* (2)	28.48	35.26	33.01
Share price *(in EUR)*(4)	21.49	27.44	26.42
Net cash flows provided by operations	500	2,406	988
Total shareholders' equity	5,133	6,402	6,177
SCOR P&C			
Gross written premiums	10,017	8,228	7,160
Net combined ratio (2) (5)	113.2%	100.6%	100.2%
SCOR L&H			
Gross written premiums	9,715	9,372	9,208
Life technical margin (2) (6)	14.5%	10.3%	5.8%

(1) See Section 1.3.5.4 – Net investment income and return on invested assets.
(2) See Section 1.3.9 – Calculation of financial ratios, for a detailed calculation.
(3) Earnings per share are calculated as net income divided by the number of ordinary shares, which includes the average number of shares over the reporting period, shares issued during the period and time-weighted treasury shares. See Section 4.6.22 – Earnings per share, for a detailed calculation.
(4) Closing share price on December 31, 2022 (December 31, 2021 and December 31, 2020).
(5) See Section 1.3.5.2 – SCOR P&C.
(6) See Section 1.3.5.3 – SCOR L&H.
(7) Certain immaterial reclassifications have been made for the year 2021 in order to improve alignment with the presentation used for the current year. Refer to Section 4.6.1.4.2 – Impacts of IFRS 9 changes in presentation. On December 31, 2021, the published operating profit amounted to EUR 795 million. For the year 2020, there were no reclassifications made.

(1) By net reinsurance premiums written, source: "AM Best Special Report Global Reinsurance 2022".

1.1.2. OVERVIEW

2022 was the sixth consecutive year of high frequency of natural catastrophes and other weather-related events, including floods in Australia, Hurricane Ian in the US, hailstorms in France and one of the worst droughts in Brazilian history. The beginning of the year was also marked by the continuation of the global pandemic as well as the start of the war in Ukraine, the largest military conflict Europe has seen in decades. On the macroeconomic front, strong inflationary pressures in Europe and the United States led central banks to raise interest rates, resulting in a sharp paradigm shift for investors and borrowers. These various developments have had a significant impact on reinsurers' earnings in 2022, but have also resulted in a combination of higher prices and higher investment returns, both of which are expected to strongly support reinsurers' performance in 2023.

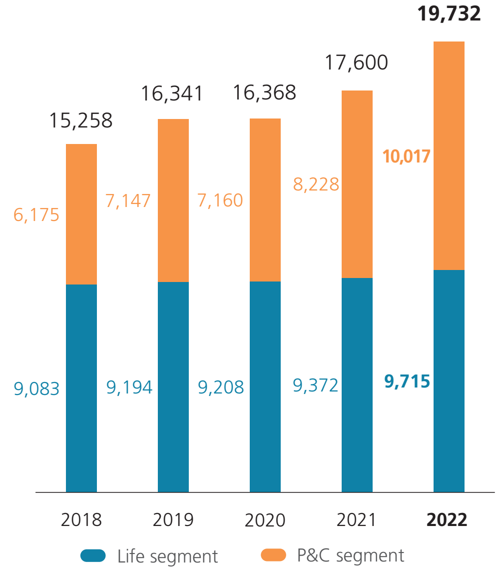
In this challenging environment, SCOR continues to pursue its missions, once again demonstrating its ability to absorb the shocks of all kinds which the Group could be facing. The release of excess reserve margins in SCOR L&H enabled an increase in P&C technical reserves, to anticipate the impact of social and economic inflation. While the Group experienced significant claims from weather events and the Covid-19 pandemic, it remains very well capitalized with a solvency ratio of 213%. SCOR ends 2022 with an accounting loss of EUR 301 million, which has been significantly reduced by strong results in the fourth quarter. In Q4, the Group generates a net income of EUR 208 million (equivalent to an annualized RoE of 16.8%), with each of the three business lines delivering a positive result.

The Q4 2022 results, along with the January 1, 2023 renewal results (published by SCOR on February 7, 2023), show the tailwinds from which the Group is now benefiting:

- In P&C reinsurance, the market continues to harden and SCOR records a 9% rate increase at the January 1, 2023 renewals, which should lead to a significant improvement in expected profitability.
- In Life reinsurance, the combination of an excellent underlying performance and a now very limited number of Covid claims enables SCOR to generate a technical margin of 13.3% over the quarter, without releasing excess technical reserves.
- The regular income yield on SCOR's investment portfolio continues to increase, driven by the rapid reinvestment of SCOR's portfolio, which benefits from a short duration and high reinvestment rates (4.9% at December 31, 2022). The 2022 results reflect both the highly volatile operating environment and the Group's strong performance in the fourth quarter.

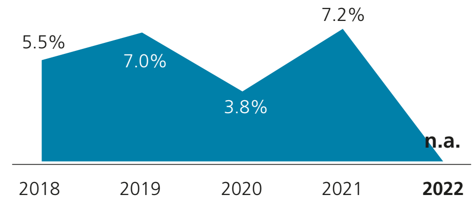
Gross written premiums

In EUR millions



Return on equity*

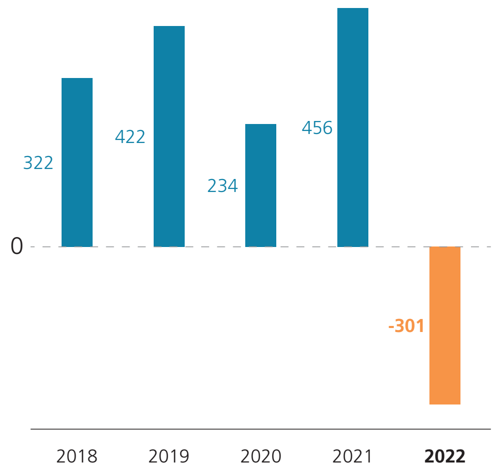
In %



* *Return on equity is based on the Group's share of net income divided by average shareholders' equity (calculated as shareholders' equity at the beginning of the period adjusted for the effect of all movements during the period using a prorata temporis method).*

Consolidated net income – Group share

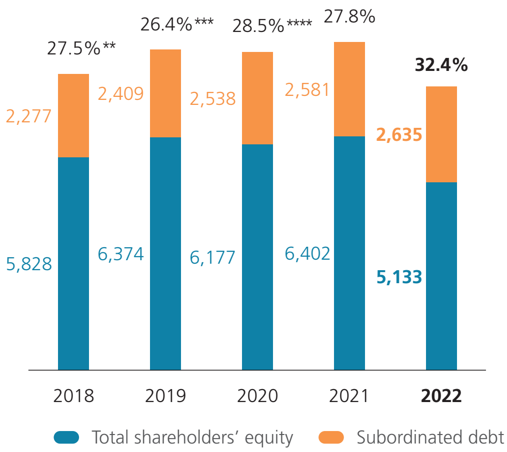
In EUR millions



Shareholders' equity, debt and leverage ratio*

In %

In EUR millions



* *The leverage ratio is calculated by dividing the subordinated debt by the sum of shareholders' equity and subordinated debt. The calculation excludes accrued interest and includes the impact of swaps related to subordinated debt issuances. This ratio is expressed as a percentage. It is used to determine how much lenders financed the Group's activities over shareholders.*

** *In March 2018, SCOR issued perpetual notes in the amount of USD 625 million. In June and November 2018, SCOR redeemed the CHF 315 million and CHF 250 million perpetual subordinated notes, using the proceeds from the new instrument.*

*** *In December 2019, SCOR issued perpetual notes in the amount of USD 125 million. These new notes are assimilated and form a single series with the existing USD 625 million perpetual deeply subordinated notes issued in March 2018. The new notes bear the same terms and conditions as the original notes.*

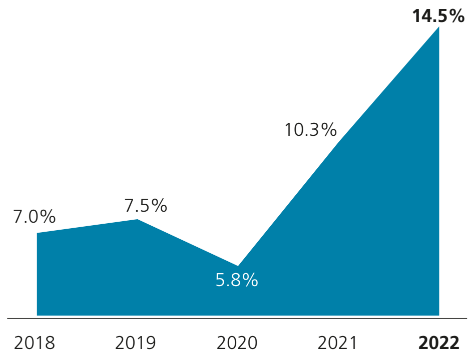
**** *In September 2020, SCOR issued dated subordinated bonds for an amount of EUR 300 million. In October 2020, SCOR redeemed CHF 125 million worth of perpetual subordinated debt ahead of term, as it had already been refinanced from the proceeds of the USD 125 million notes issued in 2019.*

Share price

In EUR

Life technical margin*

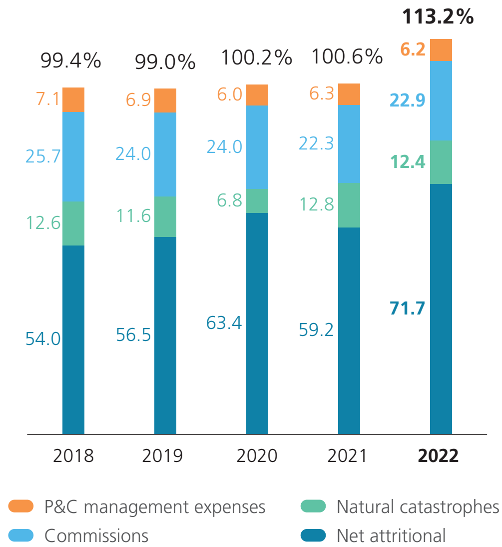
In %



* *The Life technical margin is calculated as the percentage of the net technical result plus the income from funds held by ceding companies and to the net of gross and ceded earned premiums. The net technical result represents the result of the net reinsurance operations of the L&H business unit including income and expenses either implied in the reinsurance and retrocession arrangements or fully related to these arrangements.*

Net combined ratio*

In %



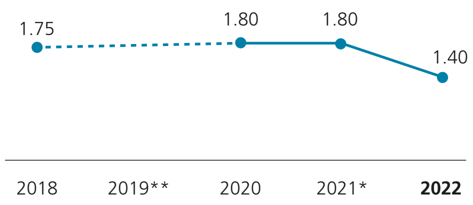
* *The net combined ratio is calculated by dividing the sum of Non-Life claims (including natural catastrophes), commissions and management expenses, net of retrocession by earned premiums net of retrocession.*

1.1.3. DIVIDEND DISTRIBUTION POLICY

A resolution will be presented at the Annual Shareholders' Meeting held during the first half of 2023, to approve the financial statements for the 2022 financial year, proposing the distribution of a dividend of EUR 1.40 per share for the 2022 financial year.

Unclaimed dividends will be paid over to the French Treasury after five years (statutory limitation period for dividends). See also Section 4.6 – Notes to the consolidated financial statements, Note 22 – Earnings per share.

Dividend per share
in EUR



* *Share buy-back program put in place in 2021 for EUR 200 million.*
** *In the context of Covid-19, no dividends were distributed for the 2019 financial year.*

1.1.4. CURRENT STRATEGIC PLAN

SCOR is currently operating in a fast-changing environment driven by a number of paradigm shifts: the combination of higher interest rates and a return of inflation, together with heavy natural catastrophes activity and the pandemic have profound impacts on the reinsurance industry. SCOR has therefore been adapting its strategy to this new environment by building its resilience, focusing on a 1-year action plan to best position the Group in the new regime, and deliver a sustainable performance.

SCOR remains focused on restoring profitability and reducing volatility

The Group has already taken meaningful remediation actions in 2022:

- In the course of 2022, SCOR reduced its peak exposures (Nat Cat and US mortality). These actions have already started showing benefits;
- SCOR tightened P&C underwriting discipline and exposures. The Group reviewed its pricing assumptions ahead of 2023 renewals to reflect notably the new inflationary environment;
- SCOR took a prudent approach to its balance sheet resilience, by reviewing thoroughly its P&C reserves and building prudence in a highly inflationary environment.

The Group will stay the course in 2023 and has identified three strategic priorities:

- **Restore profitability:** the Group manages proactively its underwriting portfolios to increase profitability and reduce volatility. In parallel to ongoing underwriting and pricing actions, the Group acts to contain the impact of inflation on its cost base, building a nimble and lean organization will enable to deliver EUR 125 million yearly efficiency gains by 2025;
- **Maximize the benefits of market tailwinds:** thanks to its strong balance sheet, SCOR is poised to benefit from the favorable market trends both in P&C, through the positive development of the reinsurance cycle, and in L&H, by capturing post-pandemic market opportunities. SCOR's investment portfolio will benefit quickly from the higher reinvestment rates thanks to a short invested assets' duration;
- **Build on a resilient balance sheet:** SCOR will maintain a resilient balance sheet to deliver the right level of security to its clients and stakeholders. SCOR offers a AA-level of capital security to its clients.

SCOR sees appealing strategic orientations for both its businesses

In L&H, SCOR will build on strategic continuity to reveal the full value of its leading franchise. The Group will leverage further its US mortality leadership position, while diversifying its portfolio:

- geographically in APAC and Europe;
- by deepening its longevity franchise.

In P&C, SCOR will strengthen its reinsurance franchise. To deliver a sustainable performance across the cycle, SCOR will make the most of the hardening reinsurance market, after the successful build-up of its Specialty Insurance platform. To absorb shocks in an increasingly volatile environment, SCOR will build a resilient portfolio by leveraging its Tier 1 position in Europe and in Treaty Global lines.

One strategic imperative for reinsurers will be to offer a differentiated value proposition across both L&H and P&C businesses. SCOR will prepare for the future by accelerating the development of data and knowledge-driven solutions with clients and by fostering technological partnerships and investments to access chosen risks and clients of tomorrow.

Acceleration of the one-year plan and preparation of the next strategic plan

As of Q1 2023, the Group will publish its financial results under the new IFRS 17 accounting standard. This transition will allow SCOR to disclose the full value of its portfolio through the introduction of the Contractual Service Margin (CSM), which reflects the present value of future cash flows based on strict rules.

SCOR's new Chief Executive Officer will take up his post on May 1, 2023 and the Board of Directors has asked him to develop a strategic plan under IFRS 17 that will enable the Group to take full advantage of the favorable market conditions. The Group will continue to leverage its global underwriting platform and know-how to seize market opportunities, building on its status as a Tier 1 reinsurer with a clear strategy, a recognized leading market position, a high-quality franchise, a very strong financial profile and recognized technical expertise.

1.2. INFORMATION ABOUT THE SCOR GROUP

1.2.1. LISTING

As at the date of this Universal Registration Document, SCOR SE's shares are listed on the Eurolist of Euronext Paris SA and on the SIX Swiss Exchange (formerly SWX Swiss Exchange) in Zurich, where they were admitted for trading on August 8, 2007.

See Section 5.1.2. – Listing of SCOR SE Securities.

1.2.2. HISTORY AND DEVELOPMENT OF SCOR

SCOR became a reinsurance company in 1970, at the initiative of the French government and with the participation of insurers on the Paris market, to create a reinsurance company of international stature under the name of Société Commerciale de Réassurance. The SCOR group rapidly developed in various world markets, building up a substantial international portfolio.

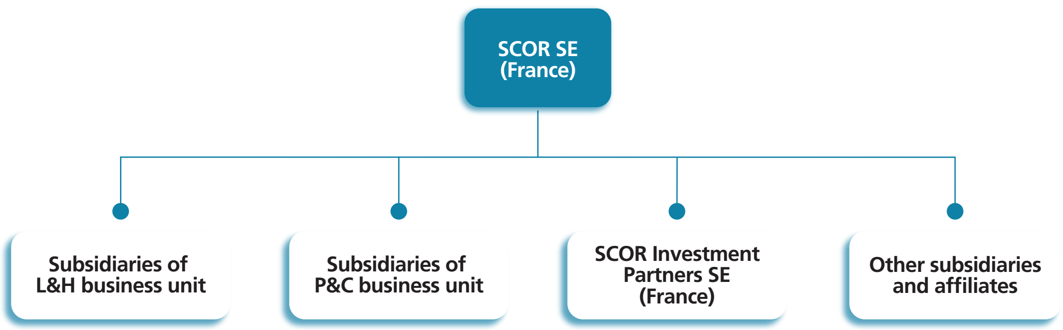
In the early 1980s, the French government's stake in the Company's share capital, held through the Caisse Centrale de Réassurance, was progressively reduced in favor of insurance companies that were active on the French market.

The major operations carried out by SCOR since are as follows:

- On November 21, 2006, SCOR acquired Revios Rückversicherung AG, establishing it as a leading worldwide Life reinsurer. Based in Cologne (Germany), Revios was the former Life reinsurance unit of Gerling Global Re Group and had developed on a stand-alone basis from 2002 onward to become one of the leading European reinsurers specializing in Life reinsurance, with operations in 17 countries;
- In August 2007, SCOR acquired Converium (which became SCOR Holding Switzerland AG). SCOR's shares were also admitted to trading in Swiss Francs on the SWX Swiss Exchange (which later became the SIX Swiss Exchange) in Zurich;
- Following the acquisition of Revios and Converium, SCOR restructured its operations around several regional management platforms, or "Hubs", which were phased in gradually;
- On December 4, 2009, SCOR Global Life US Reinsurance Company, a wholly-owned subsidiary of the Group, acquired XL Re Life America Inc., a subsidiary of XL Capital Ltd, for an amount of EUR 31 million. The acquisition strengthened SCOR Global Life's services in the mortality protection field and reinforced its position in the US Life reinsurance market;
- On August 9, 2011, SCOR acquired the mortality portfolio of Transamerica Re, a division of AEGON N.V., for USD 919 million. The transaction also included the acquisition of an Irish entity, which underwrote certain Transamerica Re's business risks;
- On October 1, 2013, SCOR acquired Generali's life reinsurance operations in the US (Generali U.S. Holdings, Inc.) for USD 774 million.

1.2.3. SCOR'S ORGANIZATIONAL STRUCTURE

The main operational entities of the Group are presented in the chart below:



1.2.3.1. BRIEF DESCRIPTION OF THE GROUP AND OF THE ISSUER'S POSITION

Group operating companies

SCOR SE is the Group parent company and is listed on the Euronext Paris regulated market.

The Group is built on three core businesses: SCOR L&H (Life and Health), SCOR P&C (Property and Casualty) and SCOR Investments. The Group's organizational choices were guided by the principles of mobilization of skills and expertise, operating efficiency, structural simplicity, clear reporting lines and balance between teams from the Group's different entities.

SCOR P&C, the Group's Non-Life business unit, operates worldwide through SCOR SE and its insurance and reinsurance subsidiaries and branches in the EMEA region, including France, Spain, Irland, Italy, Switzerland, the UK, Germany, South Africa, Russia, the Americas and the Asia-Pacific region, including Australia, China, India, South Korea, Hong Kong and Singapore.

SCOR L&H, the Group's Life business unit, operates worldwide through the insurance and reinsurance subsidiaries and branches of SCOR SE in the EMEA region including France, Germany, the UK, Ireland, Italy, Spain, Switzerland, Sweden, Belgium, South Africa, in the Americas region including Canada, the US, Latin America, and the Asia-Pacific region including Australia, New Zealand, China, Hong Kong, Japan, Singapore, Malaysia, South Korea and India.

SCOR Investments, the Group's third business unit, is in charge of investments of the Group. It is responsible for defining, implementing and controlling the asset allocation of the Group's legal entities investment portfolios on a centralized basis. It is organized around two areas: Group functions and SCOR Investment Partners SE, an AMF-approved portfolio management company, which directly manages the assets of many SCOR Group subsidiaries as well as investment vehicles on behalf of the Group and third-party clients.

The Group's subsidiaries, branches and representative offices are connected through a central network of applications and data exchange platforms (subject to applicable privacy and data protection regulations), which allow local access to centralized risk analysis, underwriting or pricing databases, as well as access to information on local market conditions, to be shared among the Group's subsidiaries, branches and offices. In addition, by regularly rotating personnel across the Group's various offices, SCOR encourages its underwriters, actuaries, modelers, claims management experts and risk controllers to share and exchange experience of its various geographic markets and business lines.

SCOR SE wholly owns a large majority of its operating subsidiaries.

As may be required, SCOR SE also grants loans to Group subsidiaries and provides them with guarantees so that they can underwrite under favorable conditions, particularly by leveraging its credit ratings. SCOR SE provides actuarial, accounting, legal, administrative, IT, internal audit, investment, and human resources support to Group subsidiaries. Finally, SCOR SE acts, as needed, as reinsurer/retrocessionaire for its operating subsidiaries, through annually renewed proportional and non-proportional treaties which constitute the Group's internal steering tool, through the annual allocation of capital to the operating subsidiaries based on the profitability expected from their underwriting activity. The contracts that formalize the relationships between SCOR SE and its subsidiaries are presented in Appendix B – 5.2.9 – Transactions with subsidiaries, affiliates and others.

The Group's restructuring

SCOR launched and completed several major restructuring projects, notably between 2005 and 2010, in order to simplify the legal structure of the Group and clearly differentiate between the operations of Life & Health reinsurance subsidiaries and Non-Life reinsurance subsidiaries, with a view to optimizing the annual allocation of capital between operations under the Solvency I regime.

In the context of Solvency II, the SE reinsurance legal entities (SCOR Global Life SE and SCOR Global P&C SE) merged into SCOR SE on March 31, 2019. This reorganization optimized the SCOR Group's operational and legal structure and level of regulatory capital, thereby creating additional value for its shareholders, clients and stakeholders.

The SCOR L&H business unit is centered around nine macro-markets. This structure enables the local teams to leverage global know-how while remaining well connected to the clients, in order to meet the diverse needs of their consumers.

The SCOR P&C business unit is structured into two business areas: Reinsurance and Specialty Insurance and its activities are supported and complimented by SCOR Partners. These areas are further broken down into regions and specific fields. The business areas are supported by dedicated P&C Transverse Functions (including Pricing and Modelling, Claims, Reserving, Finance and Planning, and Strategy). The structure is focused on ensuring close cooperation across business areas and geographical regions to respond efficiently and effectively to clients' needs and to support the development of their business activities.

Since January 1, 2022, SCOR Global Reinsurance Ireland and SCOR Ireland operate as separate entities reinsuring both the L&H and P&C businesses. This internal restructuring does not have a material impact on the Group financial statements and provides diversification benefits in light of Solvency I.

SCOR Switzerland AG was merged with its parent company SCOR SE on March 31, 2022, with retroactive effect for tax and accounting purposes from January 1, 2022.

The Hub-based structure

SCOR has structured its operations around three regional management platforms, or Hubs: the EMEA Hub, the Americas Hub and the Asia-Pacific Hub.

Each Hub has local, regional [(1)] and Group responsibilities, with the heads of each Hub reporting to the Group Chief Sustainability Officer. Each Hub typically includes the following functions: Legal and Compliance, Information Technology support, Finance, Human Resources and General Services. This organization enables:

- SCOR's operational structures and support functions to be optimized by creating service platforms in charge of managing pooled resources, including information technology, human resources and legal/compliance in the Group's main locations;
- several Group functions to be carried out and managed in geographical locations other than Paris in order to benefit fully from the competencies offered by the different Hubs; and
- the Group to develop a global culture while keeping local specificities.

The Hubs are not responsible for generating revenues or for underwriting or claims management. The local underwriting and claims management teams have direct reporting lines within the respective P&C and Life & Health business unit. Hub-shared service costs are then allocated to the business units.

Management reviews the operating results of the Non-Life and Life & Health operating segments individually to assess the operational performance of the business and to allocate resources. For more information on SCOR's operating segments, see Section 4.6 Note 5 – Segment information.

This structure is designed to facilitate access to local markets through a network of local subsidiaries, branches and representative offices, to better identify profit centers in each major reinsurance market, obtain a deeper understanding of the specific features of local risks and develop local management and underwriting expertise, and thereby improve client service and maintain proximity relationships with clients.

1.2.3.2. LIST OF ISSUER'S SIGNIFICANT SUBSIDIARIES AND BRANCHES

See:

- Section 1.2.3 – SCOR organizational structure;
- Section 1.2.3.1 – Brief description of the Group and of the issuer's position (regarding the role of SCOR towards its subsidiaries);
- Section 2.1.3 – Board of Directors (regarding the duties carried out in the subsidiaries by the Company's executives);
- Section 2.1.6 – Executive Committee (regarding the duties carried out in the subsidiaries by the Company's executives);
- Section 4.6 Note 3.1 – Material subsidiaries, investments in associates and joint ventures;
- Section 4.6 Note 4 – Acquisitions and disposals;
- Section 4.6 Note 23 – Related party transactions;
- Section 4.7 – Information on holdings; and
- Appendix B – 5.2.1 – Investments.

1.2.4. RATINGS INFORMATION

The Company and some of its insurance subsidiaries are rated by recognized rating agencies.

At the date of the Universal Registration Document, the relevant ratings for the Company were as follows [(2)]:

	Financial Strength	Senior Debt	Subordinated Debt
AM Best	A stable outlook	a+	a-
FitchRatings	A+ stable outlook	A	BBB+
Moody's	A1 stable outlook	N/A	A3 (hyb)
S&P Global	A+ stable outlook	A+ stable outlook	A-

On January 31, 2022, Standard & Poor's (S&P) affirmed the financial strength rating for the Group and its main subsidiaries at "AA-", and revised the outlook to negative.

On May 10, 2022, Fitch affirmed SCOR's Insurance Financial Strength Rating at "AA-" (Very Strong) and Long-Term Issuer Default Rating at "A+". They also affirmed the ratings of SCOR's core operation subsidiaries. The outlook was revised to "negative".

On September 30, 2022, AM Best affirmed the Financial Strength Rating at "A+" (Superior) and its Long-Term Issuer Credit Ratings of "aa-". The outlook was revised to negative.

On October 13, 2022, Moody's affirmed SCOR's "Aa3" insurance financial strength rating, as well as its debt ratings and the ratings of its subsidiaries. The outlook was revised to negative from stable.

(1) EMEA Hub: European countries including Russia, Middle East and Africa; Asia-Pacific Hub: Asia and Australia; Americas Hub: North America and Latin America.
(2) Sources: www.standardandpoors.com; www.ambest.com; www.moodys.com and www.fitchratings.com.

On November 17, 2022, Standard & Poor's (S&P) revised the financial strength rating for the Group and its main subsidiaries to "A+" from "AA-" and changed the outlook to "stable" from "negative".

On December 6, 2022, Fitch revised the Financial Strenth rating to "A+" from "AA-" and the Long-Term Issuer Default Rating to "A" from "A+". The outlook is changed to "stable" from "negative".

On February 3, 2023, Moody's downgrades SCOR's insurance financial strength rating to "A1" from "Aa3", as well as its debt ratings to" A3" from "A2", and changes the outlook to stable from negative.

On March 9, 2023, AM Best has downgraded the Financial Strength Rating (FSR) to "A" (Excellent) from "A+" (Superior) and the Long-Term Issuer Credit Ratings (Long-Term ICR) to "a+" (Excellent) from "aa-" (Superior) of SCOR SE (SCOR) (France) and its main operating subsidiaries. The outlook of Credit Ratings (ratings) has been revised to stable from negative.

For more information on risks arising from credit ratings, please see Section 3.1.1.5 – Downgrade risk.

1.2.5. BUSINESS OVERVIEW

Since 2002, SCOR has defined its strategy and core principles through the creation of seven successive plans: "Back on Track" (2002-2004), "Moving Forward" (2004-2007), "Dynamic Lift" (2007-2010), "Strong Momentum" (2010-2013), "Optimal Dynamics" (2013-2016), "Vision in Action" (2016-2019), and "Quantum Leap" (2019-2022). In November 2022, SCOR announced a 1-year action plan on the backdrop of a fast-changing environment notably marked by the war in Ukraine, the combination of higher interest rates and heightened inflation and heavy natural catastrophe activity to best position the Group in the new regime and deliver a sustainable performance. The success of its various plans, along with the Group's acquisitions of Revios (in 2006), Converium (in 2007), Transamerica Re (in 2011) and Generali US (in 2013), have contributed to the diversification strategy by balancing the proportion of the consolidated premiums written between its Non-Life and Life segments and have enabled the Group to preserve both its solvency and its profitability.

See Section 1.1.4 – Current strategic plan for a description of the "1-year action plan".

SCOR's risk appetite framework

SCOR's risk appetite framework is an integral part of the Group's strategic plan. It is approved by the Board of Directors and reviewed whenever a new strategic plan is approved, and continuously thereafter, based on recommendations from the Group's Executive Committee and the Board of Directors' Risk Committee. The Board of Directors may vary the amount and the composition of risk that the Group is prepared to take.

SCOR's risk appetite framework is an integral part of each strategic plan. SCOR has not changed its risk appetite framework following the onset of the Covid-19 crisis, maintaining an upper mid-level risk appetite.

SCOR's risk appetite framework encompasses four concepts: risk appetite, risk preferences, risk tolerances, and footprint scenarios.

Risk appetite

Risk appetite defines the quantity of risk that SCOR is willing to accept to achieve a desired level of profitability. This determines where the Group wishes to position itself on the assumed risk-expected return spectrum, between extremely risk averse (low risk-low return) and extreme risk taker (high risk-high return). SCOR uses a target solvency ratio as well as a target expected profitability. These two components provide a comprehensive definition of its risk appetite. The Group actual solvency ratio and profitability profile are regularly reported to the Board of Directors through the Risk Committee.

Risk preferences

Risk preferences are qualitative descriptions of the risks which SCOR is willing to accept. The Group aims to cover a wide range of reinsurance risks and geographical areas. On the other hand, it has no desire to take operational, legal, regulatory, tax or reputational risks. This does not mean that the Group is immune to these risks. These risk preferences determine the risks to be included in the Group's underwriting guidelines.

Risk tolerances

Risk tolerances are the limits required by SCOR's stakeholders (*e.g.* clients, shareholders, regulators, etc.). The Board of Directors defines and approves risk tolerance limits for the Group in terms of solvency by risk driver, and extreme scenario to ensure that the Group's risk profile remains aligned with its risk appetite framework. SCOR uses various risk assessment measures to verify that its exposures remain within these limits. These measures can take several forms depending on the technical constraints or the level of information available and are based on either internal model outputs, scenarios or expert opinions.

Footprint scenarios

Footprint scenarios are an innovative and complementary risk management tool. Whereas risk drivers and extreme scenarios are probability-based, the footprint approach consists of carrying out an impact assessment at the level of the Group using a deterministic scenario. This approach is complementary to a probability-based view.

Considering SCOR's current exposure and all risk mitigation instruments, footprint scenarios provide impact assessments of past events on the Group's actual solvency ratio, liquidity, and current operations. SCOR regularly produces and evaluates footprint scenarios, providing comfort that the impact of such events on the Group's current solvency would be limited.

1.2.5.1. THE REINSURANCE BUSINESS

Principles

Reinsurance is a contract under which a company, the reinsurer, agrees to indemnify an insurance company, the ceding company, against all or part of the insurance risks underwritten by the ceding company under one or more insurance contracts. Reinsurance differs from insurance, primarily because of its higher level of risk pooling by geography and by line of business.

Functions

Reinsurance has four essential functions:

- it offers the direct insurer greater security for its capital and solvency, as well as protection against the potentially high volatility of results when losses or events of an abnormally high frequency or severity occur, by covering the direct insurer above certain ceilings set contractually per event or in the aggregate;
- it allows insurers to increase the maximum amount they can insure for a given loss or series of losses by enabling them to underwrite a greater number of risks, or larger risks, without excessively raising their need to cover their solvency margin and, therefore, to increase their capital base;
- it gives insurers access to substantial available liquidity in the event of major loss events; and
- it provides insurers with efficient alternative capital solutions.

Reinsurance, however, does not discharge the ceding company from its liability to policyholders. Reinsurers themselves may feel the need to transfer some of the risks underwritten and/or some of the accumulated exposures derived from such risks to other reinsurers (known as retrocessionaires).

In addition, reinsurers may also provide advisory services to ceding companies by:

- helping them define their reinsurance needs and devise the most effective reinsurance program to better plan their capital needs and solvency margin;
- supplying a wide panel of support services, particularly in terms of knowledge sharing, best practices, and risk assessment, modeling and management tools;
- providing expertise in certain highly specialized areas such as complex risk analysis and risk pricing; and
- enabling ceding companies to build up their business, particularly when launching new products requiring significant upfront investment or financing or when investing in new markets by starting their own operations or acquiring portfolios or companies.

Reinsurers, including SCOR, are usually compensated for the provision of such advisory services through the cedents' reinsurance premiums, rather than through commissions or fee-based compensation.

Types of reinsurance

Treaty and facultative

The two basic types of reinsurance arrangements are treaty and facultative reinsurance.

In treaty reinsurance, the ceding company is contractually bound to cede, and the reinsurer is bound to assume a specified, contractually defined portion of a type or category of risks insured by the ceding company. Treaty reinsurers, including SCOR, do not separately evaluate each of the individual risks assumed under their treaties and, consequently, after a review of the ceding company's underwriting practices, they are dependent on the underwriting decisions made by the ceding company's primary underwriters.

In facultative reinsurance, the ceding company cedes, and the reinsurer assumes all or part of the risks covered by a particular specified insurance policy or by insurance policies covering a specific ultimate group insured as part of the same program. Facultative reinsurance is negotiated separately for each insurance policy that is reinsured. Facultative reinsurance is normally purchased by ceding companies for individual risks not covered by their reinsurance treaties, for amounts in excess of the monetary limits of their reinsurance treaties or for unusual risks. Underwriting expenses and, in particular, personnel costs, are higher relative to premiums written on facultative business because each risk is individually underwritten and administered. The ability to separately evaluate each risk reinsured, however, increases the ability that the underwriter can price the contract more accurately to reflect the risks involved.

Proportional and non-proportional reinsurance

Both treaty and facultative reinsurance can be written on (i) a proportional (or quota share) basis and/or (ii) a non-proportional (or excess of loss or stop loss) basis.

With respect to proportional (or quota share) reinsurance, the reinsurer, in return for a predetermined portion or share of the insurance premium charged by the ceding company, indemnifies the ceding company against the same portion of the losses under the covered insurance contract(s). In the case of reinsurance written on a non-proportional basis, through an excess of loss or a stop loss contract basis, the reinsurer indemnifies the ceding company against all, or a specified portion, of the loss sustained, on a claim-by-claim basis or for amounts incurred, in excess of a specified amount, known as the ceding company's retention or reinsurer's attachment point, and up to a negotiated reinsurance contract limit.

Although the frequency of losses under a quota share reinsurance contract is usually greater than on an excess of loss contract, it is generally simpler to predict the losses on a quota share basis and the terms and conditions of a quota share contract can be structured to limit the indemnity offered under the contract. A quota share reinsurance contract therefore does not necessarily imply that a reinsurance company assumes greater risk exposure than on an excess of loss contract.

Excess of loss reinsurance is often written in layers. One or a group of reinsurers accepts a tranche or layer of risk above the ceding company's retention up to a specified amount, at which point another reinsurer, or a group of reinsurers accepts the next layer of liability. The stacked layers protecting the same underlying portfolio are called a program, and after protection from the upper layer is exhausted liability reverts to the ceding company. The reinsurer taking on the risk immediately above the ceding company's retention layer is said to write primary or working layer or low layer excess of loss reinsurance. A loss just above the ceding company's retention will create a loss for the lower layer reinsurer, but not for the reinsurers on the higher layers. Loss activity in lower layer reinsurance tends to be more predictable than in higher layers due to greater historical frequency, and therefore, like quota share reinsurance, underwriters and actuaries have more data to price the underlying risks with greater confidence.

Premiums payable by the ceding company to a reinsurer for excess of loss reinsurance are not directly proportional to the premiums that the ceding company receives because the reinsurer does not assume a direct proportion of the risk. In contrast, premiums that the ceding company pays to the reinsurer for quota share reinsurance are proportional to the premiums that the ceding company receives, consistent with the proportional sharing of risk. In addition, in quota share reinsurance, the reinsurer generally pays the ceding company a ceding commission. The ceding commission is usually based on the ceding company's cost of acquiring the business being reinsured, including commissions, premium taxes, assessments and miscellaneous administrative expenses, and may also include a partial repayment of profit for producing the business.

Breakdown of the Group's business

The Group is organized into three business units (SCOR P&C, SCOR L&H and SCOR Investments), of which there are two reportable operating segments, and one corporate cost center referred to as "Group Functions". The reportable operating segments are: the SCOR P&C business, which has responsibility for property and casualty insurance and reinsurance (also referred to in this Universal Registration Document as "Non-Life"); and the SCOR L&H business, with responsibility for Life reinsurance (also referred to in this Universal Registration Document as "Life"). These two businesses represent SCOR's two "operating segments" for the purposes of IFRS 8 – Operating Segments, and are presented as such in its consolidated financial statements, included in Section 4 – Consolidated financial statements. Each operating segment underwrites different types of risks and offers different products and services, which are marketed *via* separate channels; responsibilities and reporting within the Group are established on the basis of this structure. SCOR Investments is the asset management business unit of the Group. Its role is complementary to the two operating segments as it manages SCOR P&C's and SCOR L&H's investment assets associated with the contract liabilities. SCOR Investments also manages assets on behalf of third parties, although these activities are currently not considered material. Therefore, SCOR Investments is not considered as a separate reportable operating segment for purposes of IFRS 8 – Operating Segments.

The Group organizes its operations around three regional management platforms, or "Hubs", named EMEA Hub, Asia-Pacific Hub and Americas Hub. The main location within each Hub has local, regional and Group responsibilities, with their respective Managing Directors reporting to the Group Chief Sustainability Officer. Each Hub includes the following functions: Legal and Compliance, Information Technology support, Finance, Human Resources and General Services. Hub-shared service costs are allocated to the segments based on allocation keys. For a description of the Hub structure, see Section 1.2.3 – SCOR Organizational structure.

The SCOR P&C segment carries out its global operations through the subsidiaries and branches of its main reinsurance entity SCOR SE, which merged with SCOR P&C SE and SCOR L&H SE in March 2019. In November 2018, SCOR P&C announced the creation of SCOR Europe SE, a Paris-based P&C specialty insurance company to ensure the continuity of services provided to clients post-Brexit. Its business purpose is mainly direct insurance of major industrial risks across Europe. This subsidiary started its activities on January 1, 2019.

SCOR P&C segment is divided into two business areas: Reinsurance (including Property, Casualty, Motor, Credit and Surety, Decennial Insurance, Aviation, Marine, Engineering, and Agricultural risks) and Specialty Insurance (split between Single risks and Portfolio) and also two business enablers P&C Solutions and P&C Business Transformation and Operations. For a description of products and services, see Section 1.2.5.2 – Non-Life reinsurance.

The SCOR L&H segment operates worldwide through the subsidiaries and branches of SCOR SE. Through this network SCOR L&H is represented in three business regions (the Americas, EMEA, and Asia-Pacific), reinsuring Life and Health insurance risks along the three product lines (Protection, Longevity and Financial Solutions) with a strong focus on biometric risks. To achieve this, SCOR L&H manages and optimizes the in-force book, deepens the franchise and aims at having the best team, organization and tools. The franchise strategy consists of three focuses: expansion of the Protection product line's footprint to defend and strengthen its global market presence; diversification of the risk profile by improving Health and Longevity; and growth of consumer demand by supporting clients with unique distribution solutions. SCOR L&H aims to achieve diversification, both from a geographical and a product lines perspective. For a description of products and services, see Section 1.2.5.3 – Life reinsurance.

SCOR's cost center is referred to in this Universal Registration Document as "Group Functions". Group Functions do not represent an operating segment and do not generate revenues. The costs in Group Functions are Group-related and are not directly attributable to either the P&C or Life segment. However, those costs that are indirectly attributable are allocated to the operating segments based on suitable allocation keys. Group Functions include the cost of departments fulfilling duties for the benefit of the whole Group, such as Group Internal Audit, Group Finance departments (Tax, Accounting, Consolidation and Reporting, Financial Communication, Treasury and Capital Management, Financial Planning and Analysis), Group Chief Sustainability Officer departments (Legal and Compliance, Communication, Human Resources, Sustainability), Investments, Technology, Transformation and Group Corporate Finance departments (Information Technology, Cost Controlling and Budgeting, Group Project Office and Business Continuity) and Group Chief Risk Officer departments (Group Actuarial, Risk Coverage, Risk Governance, Prudential and Regulatory Affairs, Risk Modeling).

Both business units, P&C and L&H, through the legal entity SCOR SE and its subsidiaries and branches, are leading global reinsurers, executing an underwriting policy focused on profitability, developing value-added services and adhering to a cautious financial policy. During the year ended December 31, 2022, the Group served c. 5,200 clients throughout the world. SCOR's strategy of offering both P&C and L&H products gives it balanced diversification (in terms of risks, geography and markets), which is a cornerstone of its strategy.

SCOR launched in 2022 SCOR Partners, an internal platform aimed at catalyzing the business units' capabilities on innovation and collaboration. A dedicated organization deeply embedded in the business, leveraging communities and agile methodologies, SCOR Partners helps bring SCOR's Raison *d'Etre* to life and further protect societies. SCOR Partners enhances SCOR's value proposition by: fueling the development and delivery of digital and data services and solutions; catalyzing traditional services such as product development; sharing knowledge between teams and business units for clients' benefit; offering clients and partners a platform to leverage the asset side of SCOR's balance sheet to the benefit of business development; forming global strategic partnerships. SCOR Partners' activities are underpinned by its agile structure and mindset which foster the collaboration between P&C and L&H and unlock new synergies.

1.2.5.2. NON-LIFE REINSURANCE

SCOR's Non-Life segment is divided into two business areas:

- Reinsurance;
- Specialty Insurance; and

and two business enablers:

- P&C Solutions;
- P&C Business Transformation and Operations.

Reinsurance

SCOR's P&C Reinsurance business area provides proportional and non-proportional reinsurance in many forms across:

- Property: covering damage to underlying assets and direct or contingent business interruption losses caused by fire or other perils, including natural catastrophes;
- Motor: covering original risks of motor property damage and bodily injury;
- Casualty treaties: covering general liability, product liability and professional indemnity.

The teams underwrite on the basis of sophisticated risk evaluation, seeking flexibility and innovative approaches for their clients, working closely with the following global business line experts:

Credit and Surety

SCOR has been a global leader reinsuring Credit, Surety and Political risks for more than 40 years, providing underwriting capacity for:

- Domestic and Export Credit Insurance;
- Various surety lines, like market surety and professional surety; and
- Political Risks: Confiscation Expropriation Nationalization Deprivation (CEND), embargo and no currency transfer.

SCOR draws its expertise from a local presence in North Americas (Miami, New York), Europe (Paris, Zurich) and Asia (Singapore, Hong Kong).

Decennial Insurance

Committed to a consistent underwriting approach over the past 40 years, SCOR's leading global position enables the team to be involved in most IDI (Inherent Defect Insurance) initiatives launched by insurers, governments, professional organizations and financial bodies across the world, and to keep up to date with and reinsure almost all new IDI schemes.

SCOR provides customized products and solutions tailored to local situations:

- basic cover of construction damage caused by inherent defects in structural works;
- tailored cover, including material damage caused by inherent defects in waterproofing works and/or in other specific parts of construction; and
- additional extensions to IDI policies such as waiver of subrogation against builders and consequential third-party liability.

SCOR offers to its clients a global market vision on both established and emerging markets, from small residential to large industrial, as well as commercial buildings and public constructions such as hospitals, bridges, viaducts and tunnels.

Aviation

SCOR provides reinsurance and insurance solutions in all sectors of the Aviation market: airlines, aerospace and general aviation.

Marine and Energy

SCOR's dedicated Transport & Energy team combines local knowledge with global insights, in a line of business that requires constant monitoring of a rapidly changing global environment. SCOR offers flexible adequate solutions to its clients for all the segments of this sector, like hull and cargo as well as marine liability and energy.

SCOR's broad range of lines provides significant and stable capacity to cover standalone, specialized Marine risks and risks forming part of broader composite covers.

Engineering

With a consistent underwriting approach and substantial capacity, SCOR's engineering team offers a broad range of reinsurance and insurance cover: Construction All Risks (CAR) and Erection All Risks (EAR) insurance, as well as advance loss of profits or delay in start-up following a CAR or EAR loss, contractors' plant and machinery, electronic equipment, machinery, machinery loss of profits and combined machinery/electronic equipment and property.

Agricultural Risks

With a consistent, long-term approach to underwriting and pricing, SCOR's dedicated Agriculture team offers a broad and flexible range of reinsurance cover, underpinned by a strong natural catastrophe modeling and analytics infrastructure. SCOR P&C provides customized risk transfer solutions and innovative approaches in the field of crop/crop hail, aquaculture, forestry, greenhouse and livestock/bloodstock insurance.

Property Catastrophes

SCOR's Property Cat team provides reinsurance solutions to cover natural catastrophes events and property risks.

Specialties Insurance

Since 2021, the Specialties Insurance division is split between Single risks and Portfolio.

Single risks

Single risks includes former SCOR Business Solutions which is SCOR's large corporate risk insurance and facultative reinsurance unit as well as specialist lines written by SCOR Lloyds syndicate (SCOR Syndicate) such as Political and Credit risk, Environmental Liability, International and US Property. Taking a consistent and long-term approach, Single risks combines risk management expertise and advanced technology with creativity and flexibility to support the strategies and needs of its clients, particularly in Energy, Construction, Property, Liability and Financial lines.

Portfolio

Portfolio business includes large binders underwritten by SCOR Lloyds syndicate (SCOR Syndicate) as well as specialized types of insurance agent/broker vested with underwriting authority from an insurer (MGA). Accordingly, MGAs perform certain functions ordinarily handled only by insurers, such as underwriting, pricing and settling claims. MGAs are mainly involved with specialty lines of business in which specialized expertise is required.

SCOR has a very targeted approach, focused on North America, the London Market and Brazil (through Essor).

P&C Solutions

To address the evolving needs of its clients and to reinforce its Tier 1 position in a rapidly changing risk ecosystem, P&C Solutions, a global technical and expertise center, facilitates business development as well as synergies between underwriting teams.

It is organized around three technical domains

- Underwriting Solutions: this regroups all non-delegated and special Underwriting functions (Alternative Solutions, ESG, Fronting, 3rd Party underwriting platform, MEW)
- Underwriting Technical Support: managing key operational functions for Reinsurance and SI underwriting (Pricing, Modelling, Claims, External Retrocession & 3rd Party Capital)
- Underwriting Portfolio Management: managing key underwriting steering functions (Underwriting Management, Accumulation, In force Management & Analytics, Knowledge and Cyber)

P&C Business Transformation and Operations

This business enabler is organized around 6 poles:

- Transformation Project Office: this team focusses on coordinating the build and execution of the Transformation roadmap
- Operational Excellence and Expertise: this team is the expertise center supporting all P&C teams in their continuous improvement / operational excellence initiatives / process mapping and identification of improvement potentials
- Specialty Insurance Transformation & Operations: this team is responsible for the management of the tools & processes specific to Specialty Insurance business
- Reinsurance Transformation & Operations: this team is responsible for the management of the tools & processes specific to Reinsurance business
- Data Entry & Operations Administration: this team regroups all back-office functions from data entry, contract administration and claims information to technical accounting
- Data & Technology Programme: this team acts as the product owner of the Data Platform and focusses on the data collection & centralization, cleansing, governance, sharing and engineering across P&C

1.2.5.3. LIFE REINSURANCE

SCOR's L&H segment underwrites Life reinsurance business in the following product lines:

- Protection;
- Financial Solutions; and
- Longevity.

Protection

Protection encompasses traditional Life reinsurance business on living and death benefits. The main risks undertaken are mortality, morbidity and behavioral risks for individuals and groups of individuals. Protection is predominantly underwritten in the form of proportional treaties (quota share, surplus basis or a combination of both). Quota share treaties include structures whereby SCOR L&H's exposure is identical to those of its clients, and risk-based premium structures whereby treaty conditions differ from those of the underlying policies. A minority of the portfolio is underwritten in the form of non-proportional contracts: excess of loss per person, catastrophe excess of loss or stop loss.

The Protection reinsurance market, as well as SCOR L&H's Protection portfolio, is characterized by the dominance of long-term contractual relationships. SCOR L&H also writes short-term Protection business, in markets and product lines in which this is common practice.

Protection covers the following products and risks in reinsurance arrangements:

Mortality

Mortality protection represents 56% of the SCOR L&H portfolio based on gross written premiums for the year ended December 31, 2022. SCOR L&H actively underwrites mortality risk in all the geographical markets in which it operates.

Disability

Disability insurance mitigates the loss of income when the insured is totally or partially unable to continue his or her professional occupation or any occupation for which he or she is suited due to sickness or accident.

Long-Term Care

Long-Term Care (LTC) insurance covers the inability of the insured to perform predefined activities of daily living, resulting in the insured needing constant assistance from another person.

Critical Illness

Critical Illness (CI) insurance typically pays a lump sum benefit, to be used at the policyholder's discretion, if the insured suffers from a serious condition and survives a defined period.

Medical

Medical insurance covers medical and surgical expenses incurred by the insured person.

Personal Accident

Personal Accident insurance pays a lump sum benefit, if the insured person dies or is seriously injured as a result of an accident.

Financial Solutions

Financial Solutions combine traditional Life reinsurance with financial components providing liquidity, balance sheet, solvency and/or income improvements to the client. This type of reinsurance treaty is typically used by cedents to fund growth, stabilize earnings or optimize their solvency position (capital relief).

Longevity

Longevity products cover the risk of negative deviation from expected results due to the insured or annuitant living longer than assumed in the pricing of the cover provided by insurers or pension funds.

1.2.5.4. UNDERWRITING, DISTRIBUTION, CATASTROPHE RISK, CLAIMS AND RESERVES

For information on underwriting, catastrophe risk, claims and reserves, see Section 3.2.2.1 – Management of underwriting risks related to the P&C business and Section 3.2.2.2 – Management of underwriting risks related to the L&H business.

Distribution by production source

Reinsurance can be written through professional reinsurance brokers or directly with ceding companies. The decision of whether to involve a broker in the placement of a reinsurance contract belongs to the ceding insurance company, which depends on local market practices, the cedent's knowledge of the worldwide reinsurance market, the complexity of the risks the cedent intends to transfer and the corresponding reinsurance capacity available in the market, as well as the cedent's ability and resources to structure data for tender, place risks and manage them. In most cases, reinsurance programs are syndicated to several reinsurers, which follow a leader, and in some instances a co-leader.

The proportion of brokered and direct business written by the Group's subsidiaries varies according to market and cedent practices. For the year ended December 31, 2022, the P&C business unit wrote approximately 66% of gross written premiums through brokers and 34% through direct business, while the Life business unit wrote approximately 7% through brokers and approximately 93% through direct business.

For the year ended December 31, 2022, SCOR's largest brokers for the P&C business unit were MMC with approximately 22% of the Group's Non-Life gross written premiums, Aon Group with approximately 20% and AJ Gallagher with approximately 10% (*pro forma* of its acquisition of Willis Re). SCOR's largest brokers for the L&H business unit were Aon Group with approximately 2% of the Group's Life gross written premiums and Willis Group with less than 1%.

The direct reinsurance market remains an important distribution channel for reinsurance business written by the Group. Direct placement of reinsurance enables SCOR to access clients who prefer to place their reinsurance partly or in totality directly with reinsurers based on the reinsurer's in-depth understanding of the ceding company's needs.

1.2.5.5. CAPITAL SHIELD STRATEGY

SCOR's Capital Shield Strategy is established following the Board of Directors' approval of the Risk Appetite Framework. The Capital Shield Strategy sets out mitigating mechanisms to ensure that the Group's capital is deployed in line with its risk appetite and risk tolerances. The Capital Shield Strategy is a key part of SCOR's ERM (Enterprise Risk Management) framework, forming one of the four cornerstones of the SCOR Group's strategy.

The Capital Shield has the following objectives:

- ensuring protection of the Group's capital and solvency in line with SCOR's Risk Appetite Framework; and
- balancing the portfolio and improving its diversification, allowing available capital to be used more efficiently. It also contributes to avoiding undesired earnings volatility and providing liquidity in times of stress.

The Capital Shield Strategy builds on the following four concepts: traditional retrocession, capital market solutions, the solvency buffer and the contingent capital facility.

For more information on capital, see Section 1.3.6.1 – Capital. For more information on the Capital Shield Strategy, see Section 3.2.3 – Retrocession and other risk mitigation techniques. For information on the Group's solvency scale, see Section 1.3.7 – Solvency and Section 4.6 – Notes to the consolidated financial statements, Note 13 – Information on share capital, capital management, regulatory framework and consolidated reserves. For information on structured entities used in the Capital Shield Strategy, see Section 4.6 – Notes to the consolidated financial statements, Note 3 – Scope of consolidation.

1.2.5.6. INVESTMENTS

Investment philosophy and process

In 2008, SCOR decided to internalize the management of its insurance business investment portfolio, in order to implement its investment strategy centrally and globally. Thanks to an enhanced asset-liability management (ALM) process that factors in economic and market expectations, SCOR is able to strictly monitor risk appetite and maintain a dynamic positioning.

The investment portfolio is positioned in order to optimize the contribution of the investment portfolio to the Group's results and capital requirement. SCOR follows a capital-driven investment process, ensuring through a very strict ALM process that the tactical asset allocation is aligned with the Group's risk appetite. Meanwhile, the Group applies very stringent risk limits (value at risk "VaR", investment guidelines) that are continually monitored to protect the Group from extreme market events and severe loss scenarios.

SCOR has a rigorous governance process and an ERM-focused organizational structure:

- the Board of Directors approves risk appetite, risk limits and, as a consequence, the capital allocated to insurance business investments on the basis of the Risk Committee's recommendations;
- the Executive Committee or the Group Investment Committee (see below) approves the overall investment strategy and the macro-positioning of the investment portfolio.

The Group's asset management mandate, assigned to SCOR Investments, consists in:

- proposing the macro-positioning of the invested assets portfolio in line with the approved risk appetite and risk limits, respecting a strict ALM process, economic and market expectations, accounting rules and strict foreign currency-based ALM;
- implementing the investment strategy;
- optimizing the absolute return on invested assets and focusing on maintaining returns while controlling volatility. This objective is achieved through the identification of market cycles and opportunities, and both strict qualitative and quantitative risk management.

Group Investment Committee

The Group Investment Committee is chaired by the Group's Chief Executive Officer and is composed of the Group Executive Committee members and other representatives of SCOR Investments. The Group Investment Committee meets at least each quarter and defines the strategic and tactical asset allocation as well as the risk appetite of the Group.

SCOR Investments

SCOR Investments is the SCOR Group's business unit in charge of investments and consists of two entities: (i) the Asset Owner department and (ii) SCOR Investment Partners, a regulated asset management company.

Asset Owner department

The Asset Owner department is in charge of the supervision of the invested assets of the Group, record keeping, reporting, financial analysis and planning and monitors, on an ex-ante and ex-post basis, the compliance of the investment strategy with the Group risk appetite and investment guidelines.

SCOR Investment Partners

SCOR Investment Partners is in charge of managing the invested assets of the Group entities, through an Investment Management Agreement. However, in some jurisdictions, such management is delegated by SCOR to external asset managers. The SCOR Investment Partners investment team is structured into six asset management desks:

- fixed income, focusing on rates, covered bonds, investment grade credit and high yield;
- external funds selection;
- corporate loans;
- infrastructure debt;
- real estate; and
- insurance-linked securities (ILS).

Based on the expertise initially developed for the management of the SCOR Group's invested assets, in 2012 SCOR Investment Partners decided to open some of its investment strategies to third-party investors. Third-party assets under management by SCOR Investment Partners and its subsidiaries stood at EUR 6 billion as at December 31, 2022 (including undrawn commitments).

SCOR Investment Partners generates income on its third-party asset management activities in the form of management fees charged on assets under management. SCOR Investment Partners has five investment strategies which are open to third-parties with funds in key products such as high yield bonds, corporate loans, infrastructure loans, real estate loans and ILS.

1.2.5.7. ISSUER'S DEPENDENCE ON PATENTS AND LICENSES, INDUSTRIAL, COMMERCIAL AND FINANCIAL CONTRACTS, AND NEW MANUFACTURING PROCESSES

See Sections 3 – Risk factors and risk management mechanisms and 1.2.6 – Research and development, patents and licenses.

1.2.6. RESEARCH AND DEVELOPMENT, PATENTS AND LICENSES

Research and development activities

In order to keep abreast of scientific developments, SCOR relies on communities of expertise, known as chapters.

On the L&H side, in February 2019, its eight Research & Development (R&D) centers, which were set up to assess the key risks within mortality, longevity, morbidity and policyholder behavior, were replaced by chapters. The chapters' missions are aligned with those of the previous centers – with a continuing focus on biometric risks such as mortality, longevity, disability and long-term care, which are at the heart of Life reinsurance – but more deliberately draw on the full range of expertise of SCOR L&H employees while facilitating knowledge sharing. The chapters cover biometric risk modeling, which provides the best knowledge (methods, tools, etc.) for current and future biometric risk assessments, the medical expertise, Data Science and Behavioral Science.

In 2022, the concept of chapters was extended to P&C with the aim of covering, by end 2023, all risks borne by SCOR. Six new chapters were created in 2022, covering Actuarial Science, which brings to the business teams the best actuarial knowledge and the latest scientific developments in the actuarial field, Climate change and Natural Catastrophes, Cyber, Mobility, Sustainability and Economic risks. These will be completed in 2023 by additional chapters to cover all other Property and Casualty risks.

All the chapters are being supported by an Agility chapter, with coaches who help members of previous chapters achieve their goals by providing them with a toolbox of organizational approaches to carry out their projects.

Supporting research and teaching is a core feature of the Group's corporate responsibility policy. For many years, SCOR has developed relationships with different kinds of institutions (foundations, associations, schools and universities, research centers), in various forms (corporate sponsorship, scientific research partnerships) and in a number of fields linked to risk, uncertainty, and reinsurance, both in France and abroad.

SCOR has entered into many scientific partnerships over the years, like with Nanterre University on a discrete choice experiment to define product features (EUR 18,000) and the Sorbonne University at the PitiéSalpêtrière Hospital in HIV and Immunotherapy developments (EUR 50,000 annually) that is ongoing. SCOR has also funded, since 2016, the Department of Demography at the University of California, Berkeley in the Human Mortality Database project (USD 20,000 annually), which serves the academic and actuarial community, to build predictive models of life expectancy for a large number of countries.

The analyses and risk projections produced with the support of the chapters are used by SCOR teams to advise their clients on the implementation and monitoring of their insurance products.

The chapters provide input at the product development stage, giving advice on the definition of guarantees, risk selection, pricing and reserving.

The chapters are led by SCOR Knowledge Department. Their employees are based in the key SCOR entities close to the business and are active worldwide, responding to requests from the local business development and customer relations teams.

At the forefront of risk modeling, particularly extreme risks in the Life and Non-Life businesses, the Group devotes considerable resources to fundamental research and the promotion of scientific risk management techniques in various disciplines. As well as internal research projects, conducted with the assistance of students from renowned schools and universities, the Group works to develop scientific research in the field of risk *via* corporate philanthropy operations supported by its corporate foundation (see Section 6.4.3 – Supporting risk research and risk-related knowledge-sharing), the SCOR Corporate Foundation for Science. The Foundation has signed partnership agreements with prestigious universities to fund research chairs in the following areas:

- Risk, in cooperation with the Risk Foundation and Toulouse School of Economics, dedicated to the risk market and to value creation, with a research program specially focused on Long-Term Care. For SCOR, this represents a cost of EUR 0.9 million spread over three years;
- Geolearning, in cooperation with Paris School of Mines and the French National Research Institute for Agriculture, Food and Environment (INRAE), focused on methods in geostatistics, extreme event theory and machine learning with applications to environment and climate risks. For SCOR, this represents a cost of EUR 0.45 million spread over five years; and
- Macroeconomic Risk in cooperation with the Paris School of Economics (PSE), dedicated to the macroeconomic modeling of tail events, the consequences of uncertainty on the macroeconomic equilibrium and the contagion of extreme macroeconomic risks and crises. For SCOR, this represents a cost of EUR 0.9 million spread over three years.

SCOR Corporate Foundation for Science also supports research in key areas of risk analysis: mathematics of extreme events, modeling risks in general, best practices in risk management, biodiversity, climate risks and their insurability, effects of climate risks on non-life insurers' resilience, coastal flood forecasting, natural risks to crops, predictability of earthquakes and human behaviors, risks of meteorites, car insurance, Alzheimer's disease, Covid-19 and its consequences, emerging infectious diseases, genetic treatment of tuberculosis, prevention of chickenpox, life expectancy and mortality modeling, pension funds, international financial imbalances, insurance finance, inflation and its consequences on insurance… Furthermore, the Foundation is keen to openly share the progress of scientific knowledge relating to risk and insurance, within the framework of *ad hoc* conferences and webinars that it regularly organizes (in 2022, the Foundation organized one seminar along with the French *Académie des Sciences Morales et Politiques* on "Vulnerability" as well as eight webinars with worldwide known personalities on various current scientific topics), and prestigious awards as parts of its chairs and of partnerships with the European Group of Risk and Insurance Economists (Young Economist Best Paper Award and Risk and Insurance Review Best Paper Award) and with the Paris Risk Forum (the best young researcher in finance).

Moreover, SCOR and the SCOR Corporate Foundation for Science also organize every year Actuarial Awards in Europe (Germany, France, Italy, Spain, Portugal, Sweden, Switzerland and the United Kingdom), and in Asia (Singapore). In Paris, it awards two prestigious prizes (best young actuary and best PhD student in actuarial science). The Group places great importance on the development of actuarial science and each year awards prizes for the best academic papers in the field. The prizes are designed to promote actuarial science, develop and encourage research in the field and help improve risk knowledge and management. The SCOR Actuarial Awards are recognized as a mark of excellence in the insurance and reinsurance industries. The winning papers are selected based on criteria including an excellent command of actuarial concepts, the use of high-quality analysis instruments, and subjects that could have a practical application in the world of risk management. Moreover, the Foundation participates in the development of actuarial science in Tunisia and sub-Saharan French speaking Africa.

Since 2015, SCOR also organizes actuarial symposiums in Paris in partnership with the French Institute of Actuaries. In 2015, the theme was centered around "Actuarial and data science", followed by "Scientific laws and mathematical models: from physics to actuarial science" in 2016, "Will artificial intelligence revolutionize actuarial science?" in 2017, "Macroeconomic and financial instabilities" in 2018, "Actuarial science and game theory" in 2019, "Scenarios and forward-looking analyses" in 2020, "Predictability, foreseeability and stochasticity of political and public decisions. Can they be modeled? If so, how?" in 2021 and "Graph Theory" in 2022.

The Foundation promotes scientific risk management techniques and knowledge sharing through its webinars, its involvement in collective studies with the Geneva Association, the teaching of insurance and scientific risk management techniques in schools and universities (*e.g.* the master of ENASS, insurance business school in Paris) and the distribution of scientific works on risk and insurance knowledge.

Information technologies

Investing continuously in "Tech and Data" is core to SCOR strategy. In this area, SCOR relies both on the strength and the consistency of its global information system, which is continuously enhanced through the development of an ambitious portfolio of projects, and on converting opportunities, enabled by the introduction of new technologies and especially artificial intelligence, big data, multi-cloud, the development of e-business, and robotic process automation (RPA).

In the area of accounting, consolidation and financial reporting and in all entities of the Group, SCOR runs an SAP®-based global solution, embedding a unique chart of accounts, standard processes and real-time analytical capabilities. This platform is enhanced on an ongoing basis through the development of new modules, such as Trace, a global treasury solution deployed in 2019, or Cost Vision, a highly granular cost management tool deployed in early 2021. The introduction of RPA in the area of finance helped to streamline the most manual processes and is now being extended to other areas of the information system.

The Group's Life and Non-Life reinsurance back-office runs on a custom software package known as "Omega". Omega was designed to manage reinsurance contracts, including premiums and claims, analyze the technical profitability of contracts, and perform quarterly closings based on the latest estimated results. The unique Omega database contains all of SCOR P&C and SCOR L&H portfolios worldwide. Completely revamped in 2016, Omega has since been enhanced every year, in particular with the addition of "Reinsurance Analytics", a global analytical solution, and the integration with Salesforce, a cloud-based client management solution. Omega has been enhanced to comply with the new global accounting standard, IFRS 17, complemented by some other market tools such as SAS for the computation of the CSM (Contractual Service Margin). Preparation for the transition to IFRS 17 impacts the entire information system – not only Omega but also upstream and downstream systems such as pricing, cash-flow modeling, general ledger, consolidation and reporting.

In parallel, greater focus has again been placed on strengthening SCOR's front office applications to improve risk selection, foresight and responsiveness with regard to markets and products. A number of projects have been launched to develop solutions specific to each business unit, – that are fully integrated with the rest of the Group information systems.

Among these projects, for the P&C business unit, the ForePlan tool is used to create underwriting plans and monitor their execution. Non-Life pricing is closely managed using xAct, the Group's P&C treaty pricing tool, which uses standardized models and profitability analysis, providing a comprehensive view over proportional and non-proportional business. The process for underwriting and pricing major industrial and specialty risks is now supported by a comprehensive platform, ForeWriter along with modules specialized in different areas of expertise such as space, agriculture and cybersecurity. The management of exposure to natural catastrophes and their pricing has been further improved with the SCOR Cat Platform which monitors all the liabilities and accumulations based on use and calibration, or a combination of models deemed the most efficient. The new platform to monitor the MGA business portfolio through automatic underwriting controls is now covering all regions, after its initial rollout in the US. Norma, in-house modeling tool, combines the P&C risk assessments performed by front-office tools to provide an overall risk measure.

The Life business unit has developed an IT roadmap which aims to prepare SCOR L&H for the future by boosting productivity, providing high value-added services to clients, ensuring compliance with all regulatory requirements (*i.e.* IFRS 17, GDPR) and developing a deeper understanding of Life business. Other front-office solutions have been developed for SCOR L&H to harmonize and further enhance the underwriting of substandard risks and develop tele-underwriting in different countries. Artificial intelligence modules complement these solutions. Underwriting solutions like Velogica are proposed to SCOR's Life clients, notably in the US market. The integration of Life Individual policy management systems is now completed in the US through an in-house system, Everest, and has been extended to the rest of the world through the roll-out of a new platform, named hElios, which is providing even more detailed knowledge of individual risks. These individual data are the basis for enhanced actuarial modeling. This is an area in which SCOR L&H has also invested, through the development of a pricing and reserving technical platform and through the roll-out of a new experience analysis solution, Apex, now deployed Worldwide.

At the Group level, and forming part of an integrated architecture, these various risk modeling tools feed into SCOR’s internal model which is key to optimizing capital allocation and ensuring Solvency II compliance. This model is now leveraging the power of the public cloud, which provides enhanced analytical capabilities.

In all areas, modeling and analysis methods are gradually being enhanced through innovative technologies such as machine learning and artificial intelligence that actuaries can test using a Data Science platform called DASP. This new cloud-based platform was rolled out in 2020 to data scientists and actuaries working on innovative algorithms offering enhanced technological capabilities to cope with the increasing volume of data. This infrastructure reinforces the Group’s capacity to develop and industrialize new services, by shortening the innovation cycle. As a next step of this ambition, SCOR is now developing a unified platform, DSCP, to support the distribution of these services in a multi-cloud context, with a first release scheduled for 2023.

In asset management, SCOR Investment Partners is now equipped with a global front-office solution, Bloomberg AIM, enabling enhanced real-time monitoring of investments. Recordkeeping for the investment portfolio managed by SCOR Investments and bookkeeping of investments at subledger level are managed on a single platform. All this asset management information is now available in real time through global reporting platforms. These solutions have been upgraded to successfully manage the transition to IFRS 9 that took place on January 1, 2022.

The Group promotes a paperless environment. Internally, global document management and sharing processes have been set up for the Life and Non-Life business units. With regards to its clients, SCOR can automatically process claims, reinsurance and financial accounts received electronically in the formats defined by ACORD, an association created for the development of e-processing in insurance and reinsurance, without having to re-enter them.

The SCOR technical environment is based on a secure international network, and global production infrastructures, moving from a private cloud data center to a public cloud-based platform with a fully replicated dual site, providing strong disaster recovery capability. This migration is now 85% complete, providing even more flexibility and scalability to SCOR’s IT operations. SCOR is also investing continuously in cybersecurity and data protection, reinforcing physical and logical access controls and network security and monitoring, with the introduction of artificial intelligence, data leakage prevention measures and employee cybersecurity training programs.

SCOR’s IT department plays a key role in implementing the Group’s “Green SCOR” policy. It has taken actions on several aspects of the multi-year plan, including data center consolidation, server virtualization, the purchase of new low-energy desktop computers and laptops, and reductions in printing. Mobility is continuously enhanced through ongoing developments in line with technological progress and business needs requiring a permanent connection with the company, while complying with security standards.

1.2.7. INVESTMENTS

Main investments made over the past three financial years

See Section 3.2.4 – Management of market risks, for a description of the management of risks associated with SCOR investments in debt instruments and equity securities as well as with the investments it owns.

See Section 1.2.2 – History and development of SCOR, and Section 4.6, Note 4 – Acquisitions and disposals.

See Section 1.2.5.6 – Investments.

See Section 4.6, Note 8.4 – Real estate investments.

See Section 4.6, Note 10 – Miscellaneous assets.

Main investments in progress

None.

1.3. MARKET AND FINANCIAL REVIEW

1.3.1. REINSURANCE MARKET DEVELOPMENTS

The global reinsurance industry comprises Life and Non-Life reinsurance.

Life reinsurance is a concentrated industry with significant regulatory and operational barriers to entry. Most global Life reinsurers are based in established markets with rigorous regulatory frameworks conducive to long-term business. Global Life reinsurers have developed strong underwriting, pricing, actuarial, claims management and product development capabilities, as well as long-term relationships with their clients. Due to the long-term nature of certain Life risks, the Life reinsurance market has historically been less cyclical than Non-Life.

Non-Life reinsurance is a cyclical market exposed to volatility in the form of development of past reserves and large natural and man-made losses. Non-Life reinsurance covers property, casualty, financial, and specialty lines.

2022 has been marked by a combination of exceptional events resulting in sustained hardening of the non-life reinsurance markets, with increases in pricing and improvement of terms and conditions across most lines of business and geographies.

One focal point for the sector has been climate change, as profitability for (re)insurers was indeed impacted by a series of major CAT events (Hurricane Ian in the U.S., floods in Australia), leading to above average large losses. Tier 1 reinsurers such as SCOR are privileged partners for their clients in that context, thanks to extensive know-how and modelling capabilities, and ability to provide the right advice.

On the life side, Covid-19 impact has significantly trended down in 2022 and had a limited impact on traditional business premiums volumes, and opportunities in the transactional lines, Longevity and Financial Solutions continued to emerge. The impact of Covid-19 claims in 2022 was overall contained for the reinsurance market, with the number of deaths declining globally and most recent new variances impacting fewer people following higher cross-immunity. The pandemic has also accelerated industry-wide trends such as a greater digitalization in the distribution processes, and the current fast-changing environment represents an opportunity for (re)insurers as end consumers are more aware of the fragility of lives and want to be supported in managing their health, the population has a higher appreciation of the need for Life insurance, and they aspire for more interaction with life insurers.

1.3.2. FINANCIAL MARKET DEVELOPMENTS

The year 2022 will have been marked by a significant decline in the main asset classes due to the unprecedented monetary normalization policy adopted by most central banks, which thus ended a decade of zero interest rates policy.

The continued rise in inflation, which had long been considered transitory, led central banks to raise their key rates at a speed and magnitude not seen in forty years. Russia's invasion of Ukraine in February 2022 and the resulting increase in commodity prices led to additional inflationary pressures, particularly in Europe.

Thus, after an initial rate hike of 25bps in March, the Fed raised its rates by 50bps in May and then by 75bps in June, the first time this has happened since 1994, bringing Fed Funds to 1.75% at the end of the first half of the year. The ECB, for its part, put an end to ten years of negative or zero rates in July 2022 by announcing a 50bps increase in its deposit rate.

After the sharp decline in the first half of the year, markets rallied during the summer, fueled by the hope of a pivot by the Fed. Lower energy prices, as well as the first signs of a slowdown in US inflation, after the record level of 9.1% reached in June, contributed to this favorable development.

However, the recovery was only temporary, as Jerome Powell and the other central bankers put an abrupt end to the summer rally in Jackson Hole. The Fed Chairman reaffirmed the need to keep raising rates to contain inflation, whatever the cost to growth. The belief that the normalization of monetary policies would continue at full speed put fears of recession back at the center of discussions and caused a further decline in risky assets. The later ended the third quarter close to their lowest levels of the year, while interest rates started to rise again. The disastrous announcement of the UK mini-budget was an additional source of volatility, forcing the Bank of England to make emergency purchases of government bonds to avoid a bankruptcy of its pension funds.

The continued deceleration of US inflation, which seems to have peaked in June, as well as encouraging signs of normalization in the Eurozone, allowed for a relative stabilization of all markets at the end of the year, and in particular the interest rate markets, which were anticipating a slowdown in future key rate hikes. Although the Fed and the ECB confirmed these expectations by raising rates by only 50bps in December, their still very hawkish rhetoric put pressure on rates again at the end of the year. The prospect of higher terminal rates over an extended period of time, especially in the eurozone, caused rates to rise in the last days of December. This increase was further amplified by the Bank of Japan's decision to begin normalizing its monetary policy.

Emerging countries were also strongly impacted by monetary normalization and the strengthening of the US dollar. The Chinese economy, for its part, continued to suffer from its zero-covid policy and the deleveraging of its real estate sector.

Against this backdrop, despite the positive performance recorded in the fourth quarter, the S&P 500 recorded its biggest annual drop since 2008 (-18.1%), while the Euro Stoxx 50 index fell by 8.6%. However, corporate results were rather resilient in a context of rising energy prices and a sharp rise in interest rates.

The decline in sovereign bond markets was even more pronounced, driven by the Fed's 425bps rate hike and the ECB's 250bps hike. The government bond markets recorded a historic decline in 2022, of around 12.9% for the United States and 18.1% for the Eurozone. The rise in rates was accompanied by high volatility and a significant flattening of the curves, which led to an inversion of the US and EUR curves. US 2-year and 10-year rates rose by nearly 370bps and 240bps respectively to 4.4% and 3.9% at the end of December. In the Eurozone, the increase was of similar magnitude, with German 2-year and 10-year rates ending the year at 2.8% and 2.6%. The ECB's action has also caused peripheral spreads to widen. After reaching 250bps in September, the spread between Italian 10-year government debt and its German peer was above 200 bps at the end of the year (+75bps compared to the end of 2021).

Despite growing fears of recession, the credit market has shown notable resilience, with limited spread widening (between 40 and 60bps for investment grade and 165bps for high yield).

In this particularly difficult environment, commodities and the US dollar were among the few asset classes to post positive performances. Although a large part of the rise caused by the invasion of Ukraine has since been erased, oil rose by 6.7% (US WTI) and 10.5% (Brent), while wheat and corn posted performances of 2.8% and 14.4% respectively. The US dollar, which benefited from the Fed's action and its safe-haven status, appreciated against all G10 currencies.

1.3.3. SIGNIFICANT EVENTS OF THE YEAR

War in Ukraine

On February 24th, 2022, Russia declared special military operation on Ukraine, leading to global geopolitical instability and subsequently wide-ranging macroeconomic consequences, including soaring energy prices, rising interest rates, heightened inflation and glooming global economic outlook.

SCOR has been closely monitoring the unfolding of the events and has fully complied with international sanctions related to the conflict. SCOR PO (the subsidiary owned by SCOR in Russia) has stopped underwriting new business. More generally, this conflict has consequences on business lines such as Political Risks, Credit ad Surety, Aviation and Marine. SCOR has been proactively managing the impact and provisioned EUR 86 million related to the potential claims at year end 2022. As the conflict continues, this estimate can evolve.

Refer to in Section 3.1 – Main risks and Section 4.6 – Notes to the consolidated financial statements, Note 2 – Significant events of the year.

Drought in Brazil

The drought, that impacted corn and soy crops in southern regions in Brazil, was the worst in 91 years. As of December 31, 2022, the total impact on SCOR's technical result amounts to EUR (204) million (before tax).

Hurricane Ian

In end-September 2022, Hurricane Ian made landfall in the U.S., rapidly evolved into a Category 4 hurricane, and became one of the costliest hurricane events in terms of economic and insured losses.

SCOR has taken meaningful actions to reduce volatility and increase profitability since the start of 2022. On climate-sensitive risks specifically, SCOR reduces its natural catastrophe PML[1] by 21% and tightened P&C underwriting discipline and exposures. These actions have contributed to SCOR's reduced market share on Hurricane Ian compared to the historical levels of past events: c. 0.4% net market share for Hurricane Ian *vs.* c. 1.3% for Hurricane Michael (2018) and c. 1.0% for Hurricane Irma (2017). For SCOR, Hurricane Ian resulted in a net claims charge of EUR 275 million as at December 31, 2022.

The losses of Hurricane Ian and a series of large natural catastrophe events, combined with a heightened inflationary environment, are further fueling an already hardening reinsurance market where capacity is scarce.

EUR 200 million share buyback completed on March 3, 2022

On October 27, 2021, SCOR launched a share buyback of EUR 200 million. It has been fully executed in the market and completed on March 3, 2022. The repurchased shares have been cancelled.

The age limit for the office as chairman of the board of directors of SCOR has been raised to 72 years

On May 18, 2022, the General Meeting approved the resolution raising the age limit for the Chairman of the Board of Directors to 72 years. Denis Kessler will thus continue as Chairman of the Board of Directors until the end of his term of office as director, which expires at the end of the 2024 General Meeting.

(1) *PML: Probable Maximum Loss*

SCOR successfully sponsors a new catastrophe bond, Atlas Capital Reinsurance 2022 DAC

On June 1, 2022, SCOR announced that it has successfully sponsored a new catastrophe bond ("cat bond"), Atlas Capital Reinsurance 2022 DAC, which will provide the Group with multi-year risk transfer capacity of USD 240 million to protect itself against named storms in the U.S. and earthquakes in the U.S. and Canada, as well as European windstorms. The risk period for Atlas Capital Reinsurance 2022 will run from June 1, 2022, to May 31, 2025. The cat bond offering integrated ESG related considerations to support investor's due diligence, was priced on May 23, 2022 and closed on May 27, 2022. Atlas Capital Reinsurance 2022 DAC is an aggregate, index based trigger cat bond approved in Ireland under Solvency II. An efficient capital protection remains one of the strategic cornerstones of SCOR, with the full array of capital market solutions being deeply integrated in the Group's strategy.

Renewals of contingent capital facility

On December 19, 2022, SCOR announced the renewal, for three years, of a contingent capital facility that would provide the Group with additional capital of up to EUR 300 million coverage in case of extreme events (natural catastrophe or life events impacting mortality) or a significant fall in the share price. The facility aims to protect the Group's share capital and therefore its solvency. This is the fourth renewal of this innovative facility, which was introduced in January 2011. The period covered by the renewed facility runs from January 1, 2023, to December 31, 2025. The facility offers a very cost-effective alternative to traditional retro and ILS and enhances the resilience of SCOR's balance sheet.

1.3.4. INFORMATION ON SCOR'S COMPETITIVE POSITION

SCOR competes for business in the European, American, Asian and other international markets with numerous international and domestic reinsurance and insurance companies. Competition in the types of reinsurance and insurance that the Group underwrites is based on many factors, including financial strength as perceived by the rating agencies, customers and their brokers, underwriting expertise, reputation and experience in the lines of reinsurance and insurance written, country of operation, premiums charged, quality of the proposed reinsurance structures, services offered and speed at which claims are paid.

SCOR's competitors include independent and state-owned reinsurance companies, subsidiaries and affiliates of established global insurance companies, and reinsurance departments of certain top-tier insurance companies. Among the Group's major competitors are European reinsurers (for example, Swiss Re, Munich Re and Hannover Re) and US/Bermudian reinsurers (for example, Partner Re, RGA, Berkshire Hathaway, Axis Capital, Arch Capital, Renaissance Re and Everest Re). Moreover, the Lloyd's syndicate (where SCOR is also present *via* its fully-owned syndicate SCOR Syndicate) is also a competitor.

SCOR SE and its consolidated subsidiaries form the world's fifth largest reinsurer (1) serving c. 5,200 clients.

1.3.5. REVENUES & EARNINGS SUMMARY

1.3.5.1. OPERATING RESULT

SCOR is characterized by its strategic positioning aimed at diversifying its exposures. To this end, the Group seeks to preserve:

- the diversification of its business by maintaining a broadly balanced split between its Life and Non-Life reinsurance activities. The business volume split for the year ended December 31, 2022 was approximately 49% for Life reinsurance and 51% for Non-Life reinsurance based on gross written premiums;
- the geographic diversification of the Group's business by:
  - operating in a large number of countries, both mature and emerging,
  - maintaining its policy of being positioned on strong-growth markets such as Asia-Pacific and Latin America,
  - operating as a mixed Non-Life and Life reinsurer in China using the license received in 2011, enabling SCOR to add Life reinsurance services to the existing Non-Life activities; and
- the diversification of underwritten risks by product line in Life reinsurance (Protection, Financial Solutions, Longevity) and in Non-Life reinsurance (Specialty Insurance, Reinsurance and P&C Partners).

Gross written premiums

Gross written premiums for the financial year ended December 31, 2022 amounted to EUR 19,732 million, up 12.1% compared to EUR 17,600 million in 2021. At constant exchange rates, growth is 4.9%. The EUR 2,132 million increase in gross written premiums in 2022 is composed of a EUR 1,789 million increase for SCOR P&C and a EUR 343 million increase for SCOR L&H.

(1) *By Unaffiliated Gross Written Premium in 2021 (USD millions), source: "AM BEST – World's 50 Largest Reinsurers – 2022 Edition".*

Breakdown of gross written premiums by segment

In EUR millions	2022		2021	
By operating segment				
SCOR P&C	10,017	51%	8,228	47%
SCOR L&H	9,715	49%	9,372	53%
TOTAL	**19,732**	**100%**	**17,600**	**100%**
Non-Life reinsurance				
Specialties Insurance [1]	2,785	28%	2,161	26%
Reinsurance [1]	7,232	72%	6,067	74%
TOTAL SCOR P&C	**10,017**	**100%**	**8,228**	**100%**
Life reinsurance				
Protection	8,256	85%	7,746	83%
Financial Solutions	583	6%	723	8%
Longevity	876	9%	903	10%
TOTAL SCOR L&H	**9,715**	**100%**	**9,372**	**100%**

(1) P&C partners is a business unit supporting the development of Reinsurance and Specialty Insurance.

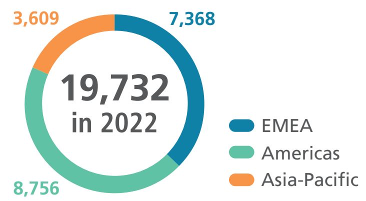
See Section 4.6 – Notes to the consolidated financial statements, Note 5 – Segment information, for further details on the results of the reportable segments.

Distribution by geographical area

In 2022, SCOR generated approximately 37% of its gross written premiums in Europe, Middle East and Africa (EMEA) (2021: 36%), with significant market positions in France, Germany, Spain and Italy, 44% of its gross written premiums in the Americas (2021: 45%) and 18% in Asia (2021: 19%).

Breakdown of Group gross written premiums by geographical area

in EUR millions



The following table shows the breakdown by volume of Life and Non-Life gross written premiums by geographical area based on market responsibility, taking into account the country in which the ceding company operates for treaty business and location of the insureds for facultative business:

	Total		SCOR L&H		SCOR P&C	
In EUR millions	2022	2021	2022	2021	2022	2021
EMEA	7,368	6,351	3,110	3,023	4,258	3,328
Americas	8,756	7,955	4,601	4,467	4,155	3,488
Asia-Pacific	3,609	3,294	2,004	1,882	1,604	1,412
TOTAL	**19,732**	**17,600**	**9,715**	**9,372**	**10,017**	**8,228**

Net earned premiums

Net earned premiums for the year ended December 31, 2022 amounted to EUR 15,467 million as compared to EUR 13,895 million for the year ended December 31, 2021. The overall increase in net earned premiums amounted to EUR 1,572 million from 2021 to 2022.

The overall increase of EUR 1,572 million is due to an increase of EUR 1,222 million in net earned premiums for SCOR P&C and an increase of EUR 350 million in net earned premiums for SCOR L&H.

Net investment income

Net investment income [1] for the year ended December 31, 2022 amounted to EUR 564 million as compared to EUR 551 million for the year ended December 31, 2021. The change in net investment income in 2022 is driven by strong regular investment income, and benefited from a rising interest rate environment supported by the positioning of the portfolio. Impairment, depreciation and amortization charged against invested assets in 2022 stands at EUR 81 million, an increase compared to 2021 (EUR 17 million) mainly driven by Expected Credit Losses allowance (ECL).

The return on invested assets in 2022 was 2.1% [2] as compared to 2.3% in 2021.

Net investment income excludes EUR 22 million related to changes in fair value of the option on own shares granted to SCOR in connection with the Covéa settlement agreement.

(1) See Section 1.3.9 – Calculation of financial ratios.
(2) The FY 2022 RoIA at 2.1% is calculated based on IFRS 9 and includes the impact of expected credit losses (ECL) and change in fair value of invested assets measured at fair value through profit or loss. Excluding those impacts (which would not have been recorded under IAS39), the RoIA would have been at 2.2%.

Gross benefits and claims paid

Gross benefits and claims paid totaled EUR 16,335 million in 2022, compared with EUR 14,665 million 2021. The level of gross benefits and claims paid in 2022 was impacted in particular by a high level of claims related to natural catastrophes. For SCOR P&C, gross benefits and claims paid increased to EUR 8,103 million during 2022 from EUR 5,808 million in 2021. For SCOR L&H the level of gross benefits and claims paid decreased to EUR 8,232 million in 2022 from EUR 8,857 million in 2021.

Net retrocession result

The net result of the Group's retrocession program was EUR 912 million in 2022 as compared to a net cost of EUR 1,857 million in 2021.

The net retrocession result of SCOR L&H was EUR 731 million in 2022, as compared to EUR 1,668 million in 2021. The net retrocession result of 2021 was impacted by the Life in-force retrocession treaties execution.

The net retrocession result of SCOR P&C was EUR 181 million in 2022, as compared to a net cost of EUR 189 million in 2021.

Alternative retrocession coverage includes catastrophe bonds: Atlas Capital UK 2019 PLC catastrophe bonds and Atlas Capital Reinsurance 2020 DAC (SCOR P&C; see Section 3.2.3 – Retrocession and other risk mitigation techniques), that are not included in the net retrocession result as they are accounted for as derivatives.

The total amount recorded under "other operating expenses" in 2022 is an expense of EUR 53 million (2021: EUR 44 million) mainly linked to the amortization of the Atlas catastrophe bonds.

Expenses

The Group cost ratio[(1)], calculated as the total of all management expenses less certain non-controllable expenses (*e.g.* bad debt), legal settlements, acquisition expenses and depreciation and amortization, divided by gross written premiums, was 4.5% for the year ended December 31, 2022. Management expenses for the years ended December 31, 2022 and 2021 were EUR 1,095 million and EUR 979 million, on a comparative basis.

Operating result

Operating result before the impact of acquisitions for the year ended December 31, 2022 amounted to EUR 1 million as compared to EUR 790[(2)] million in 2021. It has been impacted by Nat Cat claims and drought claims in Brazil as well as the P&C reserve increase, broadly offset by the release of the L&H excess margins in the third quarter of 2022.

For the year ended December 31, 2022, the operating segment SCOR L&H contributed EUR 825 million (EUR 528 million in 2021) and SCOR P&C EUR (687) million (EUR 340 million in 2021) to operating result. In 2022, amounts of EUR (137) million related to Group functions (EUR (78) million in 2021).

Consolidated net income – Group share

SCOR generated consolidated net income of EUR (301) million in 2022, compared to EUR 456 million for the year ended December 31, 2021.

In a year with the backdrop of heavy Nat Cat activity and economic volatility, SCOR continues to pursue its missions, once again demonstrating its ability to absorb the shocks of all kinds which the Group could be facing. While the Group experienced significant claims from weather events and the Covid-19 pandemic, it remains very well capitalized with a Solvency ratio of 213%. SCOR ends 2022 with an accounting loss of EUR 301 million, which has been significantly reduced by the strong results in the fourth quarter. In Q4, the Group generates a net income of EUR 208 million (equivalent to an annualized RoE of 16.8%), with each of the three business lines delivering a positive result.

In 2022, the effective tax rate was -169.3% compared to 30.9% in 2021, as a result of a negative income and the non-recognition of deferred tax credits. See Section 4, Note 18 – Income taxes, for further explanations on the effective tax rate.

Return on equity was negative for the year ended December 31, 2022, compared to 7.2% for the year ended December 31, 2021. Basic earnings per share were EUR (1.69) and EUR 2.46 for the years ended December 31, 2022 and 2021, respectively.

(1) See Section 1.3.9 – Calculation of financial ratios.

(2) Certain insignificant reclassifications have been made in order to improve alignment with the presentation used for the current year. Refer to Section 4.6.1.4.2 - Impacts of changes in presentation under IFRS 9 for further information. In 2021, operating result came out at EUR 795 million as reported.

1.3.5.2. SCOR P&C

SCOR P&C is a leading P&C reinsurer with a worldwide footprint.

The business comprises the traditional reinsurance operations: Specialties Insurance and Reinsurance. SCOR P&C capitalizes on a long-standing franchise, experience, and an extensive data base comprising multi-line expertise.

SCOR P&C had continued on a strong growth trend in 2022 driven by favorable market conditions, portfolio optimization and capital reallocation to most profitable lines. However, profitability has been negatively impacted by reserve increase, an unprecedented number of man made claims and the year marked by natural catastrophes.

SCOR P&C pursued a dynamic growth over 2021 taking advantage of the P&C hardening market environment. Profitability was impacted by natural catastrophes and Covid-19. Nevertheless, thanks to its continued reactive and efficient portfolio management policy, the underlying profitability was on a normalized basis strong, with an improved trend, demonstrating resilience.

Gross written premiums

In 2022, gross written premiums increased by 21.7% compared to 2021 (from EUR 8,228 million to EUR 10,017 million) and by 13.5% at constant exchange rates supported by robust 2022 renewals in both Reinsurance and Specialty Insurance activities. P&C growth is driven by favorable market conditions, portfolio optimization and capital reallocation to most profitable lines.

Net combined ratio

SCOR P&C's net combined ratio is 113.2% over 2022, compared to 100.6% over 2021. This deterioration is mostly due to i) a high Nat Cat ratio which remains high at 12.4% of net earned premium (including 3.5 points attributable to Hurricane Ian) compared to a 12.8% Nat Cat ratio over 2021; ii) a higher attritional loss and commission ratio, which stands at 94.6% compared to 81.5% for 2021, mainly driven by the EUR 485 million SCOR P&C reserve increase announced in the third quarter results, the EUR 86 million provision related to the war in Ukraine and the EUR 204 million loss related to the drought in Brazil

Impact of natural catastrophes

SCOR defines a natural catastrophe as a natural event involving several risks and causing pre-tax losses, net of retrocession, above or equal to EUR 3 million.

The following table highlights losses due to natural catastrophes for the years 2022 and 2021:

	As at December 31	
	2022	**2021**
CURRENT FINANCIAL YEAR EVENTS		
Number of catastrophes occurred during the financial year	21 [(3)]	19 [(5)]
In EUR millions	-	-
Losses and loss adjustment expenses due to catastrophes, gross	1,274	1,479
Losses due to catastrophes, net of retrocession	915	771
PREVIOUS FINANCIAL YEAR EVENTS INCLUDED IN CURRENT LOSS RATIO		
Number of catastrophes occured during previous financial year	7 [(4)]	15 [(6)]
In EUR millions	-	-
Losses and loss adjustment expenses due to catastrophes, gross	71	81
Losses due to catastrophes, net of retrocession	45	67
TOTAL OF EVENTS INCLUDED IN CURRENT LOSS RATIO		
Number of catastrophes occured during current and previous financial years	28	34
In EUR millions	-	-
Losses and loss adjustment expenses due to catastrophes, gross	1,345	1,561
Losses due to catastrophes, net of retrocession [(2)]	960	838
Group net loss ratio [(1)]	84.1%	72.0%
Net attritional ratio	71.7%	59.2%

(1) The net loss ratio is calculated by dividing Non-Life claims (including claims arising from natural catastrophes) by Non-Life premiums earned. This ratio is net of retrocession (See Section 1.3.9.5 – Net combined ratio).
(2) Net of retrocession and reinstatement premiums (assumed and retrocession).
(3) Including Hurricanes, floods and winter storm in the US, convective and hail storms in Europe, floods, earthquakes and typhoon in Asia, floods in South Africa.
(4) Including developments on US Severe winter storm, European Convective Storms, European Flooding, Hurricane IDA and US Quad State Tornadoes.
(5) Including Hurricanes, tornados and winter storm in the US, tornadoes and hurricanes in Europe, Fukushima earthquake and China Henan flooding.
(6) Including developments on Hurricane Laura, Midwest Derecho, Sally, ETA, Zeta and Delta in the US and thyphoon Haishen and Maysak.

In 2022, SCOR was affected by the following catastrophes which resulted in total net estimated losses of EUR 915 million as at December 31, 2022:

In EUR millions Cat losses	Date of loss	Estimated loss net of retrocession as at December 31, 2022
European Feb Windstorms 2022	February 2022	58
Australia Floods 2022 – QLD/NSW	February 2022	128
Japan Offshore Earthquake 2022	March 2022	14
South Africa Flooding 2022	April 2022	67
Canada Derecho – May 2022	May 2022	19
French SCS – Early June 2022	June 2022	49
French Hailstorm – Late June 2022	June 2022	110
Typhoon Hinnamnor – Sept 2022	September 2022	37
Typhoon Nanmadol – Sept 2022	September 2022	23
Hurricane Fiona – August 2022	September 2022	14
Major Hurricane Ian – Sept 2022	September 2022	275
US Winter Storm Elliot – Dec 2022	December 2022	60
Malaysia Flooding 2021	December 2021	15
Typhoon Rai (Odette) 2021	December 2021	12
Other natural catastrophes (less than EUR 10 million)		34
TOTAL		**915**

In 2021, SCOR was affected by the following catastrophes which resulted in total net estimated losses of EUR 771 million as at December 31, 2021:

In EUR millions Cat losses	Date of loss	Original estimated loss net of retrocession as at December 31, 2021	Adjusted Estimated loss net of retrocession as at December 31, 2022
Storm Filomena – Europe	January 2021	21	22
US Severe Winter Storm 2021	February 2021	170	168
Offshore Fukushima Earthquake	February 2021	13	14
European Convective Storms	June 2021	88	117
China Henan Flooding 2021	July 2021	16	16
European Flooding – July 2021	July 2021	225	216
Hurricane IDA	August 2021	147	178
European Storm Xero	June 2021	12	14
US Quad State Tornadoes 2021	November 2021	52	42
Other natural catastrophes (less than EUR 10 million)		27	49
TOTAL		**771**	**834**

1.3.5.3. SCOR L&H

SCOR L&H operates through its unified global organization focused on three regions: Americas, EMEA (Europe, Middle East, Africa and Latin America) and Asia-Pacific. It underwrites Life reinsurance business in the following product lines:

- Protection;
- Financial Solutions;
- Longevity.

Protection encompasses traditional life reinsurance business for living and death benefits. The main risks undertaken are mortality, morbidity and behavioral risks for individuals and groups of individuals. Financial Solutions combine traditional life reinsurance with financing components providing clients with liquidity, balance sheet, solvency and/or earnings improvements. Longevity products cover the risk of negative deviation from expected results due to the insured or annuitant living longer than assumed in the pricing of insurance cover provided by insurers or pension funds.

In 2022, SCOR L&H continued to grow profitably in a competitive life reinsurance market, while achieving solid operating profitability and absorbing the financial impacts of the Covid-19 pandemic. The positive result from SCOR L&H reflects a robust flow of new business and the strategic expansion of the franchise in various key markets and product lines. The net technical result includes EUR 325 million in claims caused by the Covid-19 pandemic (net of retrocession), of which EUR 290 million relates to the life reinsurance business in the United States and EUR 35 million relates to all other markets.

Gross written premiums by product line

SCOR L&H ranks among the top tier life reinsurers worldwide [1] and has grown by 3.7% in gross written premiums from EUR 9,372 million in 2021 to EUR 9,715 million in 2022 (a 2.7% decrease at constant exchange rates [2]). SCOR L&H continued to strategically develop its business by managing growth carefully during the Covid-19 pandemic. Growth was recognized in the Protection product line mainly in Asia-Pacific and in specific markets in EMEA.

Protection

The Protection product line accounts for 85% of total gross written premiums in 2022 and remains the main driver for premium growth. SCOR L&H has maintained a leading position in the US Life reinsurance market [3], the world's largest life reinsurance market. In the EMEA region, SCOR L&H strategically reinforced its franchises in key European markets.

Asia-Pacific remains a region with significant growth opportunities both in terms of premiums and profitability. Growth in Protection premiums in Asia-Pacific was driven by higher business volumes in South Asia and North Asia.

Within the Protection product line, mortality was the main risk underwritten.

- Mortality protection: 56% of SCOR L&H's portfolio is traditional mortality reinsurance business, based on 2022 gross written premiums. SCOR L&H has developed a strong position in Mortality in the United States, as well as in the major European markets.
- Long-Term Care (LTC): SCOR L&H has been pioneering LTC reinsurance solutions in the French market for twenty years and has acquired sound practical experience in the underwriting and the management of LTC risks, also applied in other territories.
- Disability: SCOR L&H has established strong market positions in disability in many continental Europe markets, Australia and New Zealand, and Canada.
- Critical Illness: SCOR L&H is a market leader in the United Kingdom. It is also leveraging the experience and expertise acquired there to expand into selected Asian markets and South Africa.
- Medical reinsurance represents a rather small portion of SCOR L&H's portfolio, with new business volumes mainly written in Asia.
- Personal Accident also represents a small proportion of SCOR L&H's portfolio. A main source of Personal Accident business for SCOR L&H is its distribution services company, ReMark, which provides direct marketing of life insurance products to insurers, financial institutions and affinity partners.

Through its Global Distribution Solutions (GDS), SCOR L&H Life has successfully deployed several innovative and tailored client services which aim to help insurers expand and develop their own client bases (ReMark, Velogica and SCOR Telemed). In this market segment SCOR L&H has leadership positions in many markets in the EMEA and Asia-Pacific regions.

Financial Solutions

In the Financial Solutions product line, accounting for 6% of 2022 gross written premiums, SCOR L&H has built a recognized position in providing capital and solvency solutions. Since 2013, SCOR L&H has signed landmark transactions in Europe, the United States, Asia and Latin America. In 2022, SCOR L&H consolidated its position in the Asia-Pacific region and in the US market.

Longevity

SCOR L&H has established itself as a recognized provider for longevity reinsurance, focusing on longevity risk transfer transactions for large in-payment pension portfolios, creating a new business pipeline with growth opportunities. The Longevity product line accounts for 9% of SCOR L&H's gross written premiums and the main active market to date for SCOR L&H is the United Kingdom.

Life technical margin

Overall, the Life technical margin in 2022 was 14.5% compared to 10.3% in 2021. The 2022 technical margin is mainly impacted by the Covid-19 pandemic and the release of excess margins in Q3.

As part of the technical margin, the net technical result stands at EUR 1,116 million. The net technical result absorbed EUR 325 million claims caused by the Covid-19 pandemic of which EUR 290 million relates to the Life reinsurance business in the United States and EUR 35 million relates to other markets, net of retrocession and before tax.

1.3.5.4. NET INVESTMENT INCOME AND INVESTMENT INCOME ON INVESTED ASSETS

Net investment income for the year ended December 31, 2022 amounted to EUR 564 million compared to EUR 551 million for the year ended December 31, 2021. This net investment income excludes an amount of EUR 22 million loss from recognition of the changes in fair value of the call option granted by Covéa.

The return on invested assets in 2022 was 2.1% as compared to 2.3% in 2021. 2022 is driven by strong regular investment Income, and benefitted from a rising interest rate environment supported by the positioning of the portfolio. Gains on Real estate of EUR 24 million have also been realized. Net impairment loss on financial assets stood at EUR 43 million due to an increase in Expected Credit Losses allowance (ECL). Change in fair value was positive at EUR 7 million for the year, thanks to positive performance of other investments and real estate securities.

(1) Based on 2021 gross written premiums. Source: NMG report.
(2) At December 31, 2021 exchange rates.
(3) Source: 2021 SOA/Munich Re survey of US life reinsurance, published in 2022.

The following table presents a reconciliation of these figures with the IFRS figures as presented in Section 4.6 – Notes to the consolidated financial statements, Note 19 – Investment income.

In EUR millions	As at December 31, 2022
Interest revenue on debt instruments not measured at FVPL (1)	453
Other regular income (dividends and interest) (2)	64
Net real estate rental income (3)	14
Regular income	**531**
Realized gains/losses on debt instruments not measured at FVPL (4)	(14)
Realized gains/losses on Real Estate	24
Change in fair value (5)	7
Investment gains and losses	**17**
Real estate amortization and impairment(6)	(14)
Net impairment loss on financial assets (*change in ECL) (7)	(43)
Other income (8)	(24)
Net impairment and amortization	(81)
TOTAL INVESTMENT INCOME ON INVESTED ASSETS	**467**
Income on funds withheld & other deposits	161
Investment management expenses	(64)
TOTAL NET INVESTMENT INCOME	**564**
Foreign exchange gains/losses	28
Income on other consolidated entities	8
Third party interest on consolidated funds (9)	43
Income on technical items and other (10)	(6)
Financing costs on real estate investments	3
IFRS INVESTMENT INCOME NET OF INVESTMENT MANAGEMENT EXPENSES	**640**

(1) As at December 31, 2022, Interest revenue on debt instruments not measured at FVPL is presented net of EUR 63 million of revenues attributable to third parties.
(2) As at December 31, 2022, other regular income is presented net of EUR 14 million income attributable to assets not held for investment purposes.
(3) As at December 31, 2022, net real estate income is presented net of EUR 4 million in real estate revenues attributable to third parties and net of EUR 2 million of financing expenses related to real estate investments.
(4) As at December 31, 2022, Realized gains/losses on debt instruments not measured at FVPL is net of EUR 2 million losses attributable to third parties.
(5) As at December 31, 2022, Change in fair value is net of EUR 2 million losses attributable to third parties, net of EUR 8 million of losses related to certain consolidated entities held for investment purposes, as well as net of EUR 22 million losses related to fair value change of the option on own shares granted to SCOR in connection with the Covéa settlement agreement.
(6) As at December 31, 2022, Real estate amortization and impairment is presented net of EUR 3 million impairment/depreciation attributable to third parties.
(7) As at December 31, 2022, Net impairment loss on financial assets are net of EUR 15 million of impairments attributable to third parties.
(8) As at December 31, 2022, other income is presented net of EUR 2 million of other real estate income and EUR 1 million of other income attributable to third parties.
(9) Third party revenues excluded in investment income on invested assets on items (1), (4), (5) and (7).
(10) Income on technical items and other include amongst other technical items all revenues attributable to assets not held for investments purposes and the fair value change of the option on own shares granted to SCOR in connection with the Covea settlement agreement, both excluded from all investment income on invested assets calculation.

In EUR millions	As at December 31, 2021
Investment revenues on invested assets (1)	**373**
Realized gains/(losses) on fixed income	95
Realized gains/(losses) on loans	2
Realized gains/(losses) on equities	34
Realized gains/(losses) on real estate(2)	-
Realized gains/(losses) on other investments	3
Realized gains/(losses) on invested assets (2)	**134**
Impairment of fixed income	-
Impairment of loans	-
Impairment of equities (3)	-
Impairment/depreciation of real estate (4)	(16)
Impairment of other investments	(1)
Impairment/amortization on invested assets (3) (4)	**(17)**
Fair value through income on invested assets (5) (6) (7)	(6)
Financing costs on real estate (8)	(2)
TOTAL INVESTMENT INCOME ON INVESTED ASSETS	**482**
Net interest income on funds withheld and contract deposits	154
Investment management expenses	(85)
TOTAL NET INVESTMENT INCOME	**551**
Foreign exchange gains/(losses)	(8)
Income from other consolidated entities	7
Income/(expenses) on technical items (9)	127
Financing costs on real estate	2
IFRS INVESTMENT INCOME NET OF INVESTMENT MANAGEMENT EXPENSES	**679**
Average invested assets	21,296
Return on invested assets *(ROIA as a %)*	**2.3%**

(1) As at December 31, 2021, investment revenues on invested assets are presented net of EUR 2 million in real estate revenues attributable to third parties and net of EUR 3 million in income received from assets not held for investment purposes.

(2) As at December 31, 2021, realized gains/(losses) on invested assets exclude the EUR 89 million capital gain realized on the Doma transaction, which is a venture capital investment not held for investment purposes, and is net of EUR 8 million in losses on derivative instruments and EUR 4 million in gains on the sale of instruments measured at fair value, included in changes in fair value of invested assets recognized through income.

(3) Impairment of invested assets is net of EUR 5 million in impairment related to assets not held for investment purposes.

(4) As at December 31, 2021, impairment/depreciation of real estate is presented net of EUR 3 million in impairment/depreciation attributable to third parties.

(5) Includes (2).

(6) Changes in fair value of invested assets recognized through income are net of EUR 7 million in losses related to certain consolidated entities held for investment purposes, included in the scope of invested assets.

(7) As at December 31, 2021, Fair value through income on invested assets excludes EUR 41 million related to the option on own shares granted to SCOR in connection with the Covéa settlement agreement.

(8) Financing costs on real estate investments relate to real estate investments (buildings owned for investment purposes) only, net of financing costs attributable to third parties.

(9) Income/(expenses) on technical items include (1), (3), (4) and (7) as well as other technical items.

During 2022, invested assets decreased to EUR 22,179 million from EUR 22,734 million at December 31, 2021, mainly as a result of cash outflows and unfavorable changes in fair value of fixed income due to increased interest rates, partially offset by positive foreign exchange impacts, and income generated by the invested assets portfolio.

Liquidity, defined as SCOR's share of cash and cash equivalents, short-term government bonds (with maturities above three months and below twelve months) and bank overdrafts, stood at 12% of invested assets as at December 31, 2022, increased compared with the level of 9% observed as at December 31, 2021.

The fixed income portfolio represents a significant portion of SCOR's invested assets with 80% invested in this asset class (stable as compared to year-end 2021) at the end of 2022.

The exposure to government bonds is lower at 23% (26% at year-end 2021). The exposure to corporate bonds is stable at 44%, as well as the exposure to covered bonds and agency mortgage-backed securities at 7% and to structured and securitized products at 2%.

The fixed income portfolio remains of very high quality with an average rating of "A+" at the end of 2022, stable compared to the end of 2021. The duration of the fixed income portfolio stands at 3.2 years at the end of 2022 compared to 3.3 years at the end of 2021.

SCOR's exposure to loans remained stable at 5% of invested assets as at December 31, 2022, as well as the exposure to equity securities at 0%.

The real estate portfolio exposure stands at 3% of invested assets as at December 31, 2022, stable as compared to year-end 2021.

Other investments, comprising mainly insurance-linked securities, private equity and infrastructure funds and non-listed equities remained stable at 4% of invested assets as at December 31, 2022.

The following table presents a reconciliation of these figures with the IFRS amounts as presented in Section 4 – Consolidated financial statements:

IFRS classification / Management Classification *In EUR millions (not rounded)*	As at December 31, 2022											
	Cash	Fixed income	Loans	Equities	Real estate	Other invest-ments	Total invested assets	Funds withheld by cedents and other	Total invest-ments	Accrued interests	Technical items [1]	Total IFRS clas-sification
Real estate investments	-	-	-	-	700	-	700	-	700	-	-	700
Investments at FVOCI [2]	-	17,426	991	18	-	-	18,434	148	18,583	130	-	18,713
Investments at FVPL	-	365	33	36	128	699	1,261	1	1,261	4	-	1,267
Investments at amortized cost [2]	52	56	1,773	-	-	-	1,880	9	1,889	6	-	1,895
Funds held by ceding companies	-	-	-	-	-	-	-	8,592	8,592	-	-	8,592
Derivative instruments	-	-	-	-	-	-	-	-	-	-	272	272
TOTAL INSURANCE BUSINESS INVESTMENTS	**52**	**17,846**	**2,796**	**54**	**828**	**699**	**22,275**	**8,750**	**31,025**	**141**	**272**	**31,439**
Cash and cash equivalents	1,830	-	-	-	-	-	1,830	-	1,830	-	-	1,830
TOTAL INSURANCE INVESTMENTS AND CASH AND CASH EQUIVALENTS	**1,882**	**17,846**	**2,796**	**54**	**828**	**699**	**24,105**	**8,750**	**32,855**	**141**	**272**	**33,269**
3rd party gross invested Assets [3]	(177)	(210)	(1,688)	(1)	(95)	(7)	(2,178)	-	(2,178)			
Other consolidated entities [4]	-	-	-	-	-	279	279	-	279			
Direct real estate unrealized gains and losses [5]	-	-	-	-	96	-	96	-	96			
Direct real estate debt [6]	-	-	-	-	(121)	-	(121)	-	(121)			
Cash payable/ receivable	(3)	-	-	-	-	-	(3)	-	(3)			
TOTAL MANAGEMENT CLASSIFICATION	**1,702**	**17,637**	**1,109**	**53**	**708**	**971**	**22,179**	**8,750**	**30,929**			

(1) *Including Atlas CAT bonds, longevity swaps and foreign exchange derivatives.*
(2) *Loans and receivables excluded from invested assets are certificates of deposit maturing in more than three months and less than twelve months as well as certain investments not held for investment purposes.*
(3) *Assets invested by third parties in mutual funds and non-controlling interests in real estate investments fully consolidated by SCOR.*
(4) *Certain consolidated entities held for investment purposes have been included in the scope of invested assets.*
(5) *Fair value less carrying amount of real estate investments excluding EUR 13 million attributable to third-party investors.*
(6) *Real estate financing related to real estate investments (property held for investment purposes) excluding EUR 51 million attributable to third-party investors.*

IFRS classification / Management classification	Cash	Fixed income	Loans	Equities	Real estate	Other invest-ments	Total invested assets	Funds withheld and other	Total invest-ments	Accrued interests	Technical items (1)	Total IFRS clas-sification
	As at December 31, 2021											
Real estate investments	-	-	-	-	629	-	629	-	629	-	-	629
Equities	-	96	53	93	102	365	709	134	843	-	-	843
Debt securities	-	17,918	1,228	2	-	10	19,158	-	19,158	123	-	19,281
Available-for-sale financial assets	-	18,014	1,281	95	102	375	19,867	134	20,001	123	-	20,124
Equities	-	-	-	-	-	172	172	-	172	-	-	172
Debt securities	-	-	-	8	-	-	8	-	8	-	-	8
Investments at fair value through income	-	-	-	8	-	172	180	-	180	-	-	180
Loans and receivables (2)	-	203	1,312	-	7	65	1,587	8,732	10,319	3	-	10,322
Derivative instruments	-	-	-	-	-	-	-	-	-	-	262	262
TOTAL INSURANCE BUSINESS INVESTMENTS	**-**	**18,217**	**2,593**	**103**	**738**	**612**	**22,263**	**8,866**	**31,129**	**126**	**262**	**31,517**
Cash and cash equivalents	2,083	-	-	-	-	-	2,083	-	2,083	-	-	2,083
TOTAL INSURANCE BUSINESS INVESTMENTS AND CASH AND CASH EQUIVALENTS	**2,083**	**18,217**	**2,593**	**103**	**738**	**612**	**24,346**	**8,866**	**33,212**	**126**	**262**	**33,600**
Less third parties' interests (3)	(140)	(159)	(1,511)	(2)	(54)	-	(1,866)	-	(1,866)	-	-	-
Other consolidated entities (4)	-	-	-	-	-	274	274	-	274	-	-	-
Direct real estate unrealized gains and losses (5)	-	-	-	-	115	-	115	-	115	-	-	-
Direct real estate debt (6)	-	-	-	-	(125)	-	(125)	-	(125)	-	-	-
Cash payable/ receivable	(10)	-	-	-	-	-	(10)	-	(10)	-	-	-
TOTAL MANAGEMENT CLASSIFICATION	**1,933**	**18,058**	**1,082**	**101**	**674**	**886**	**22,734**	**8,866**	**31,600**	**-**	**-**	**-**

(1) Including Atlas CAT bonds, longevity swaps and foreign exchange derivatives.
(2) Loans and receivables excluded from invested assets are certificates of deposit maturing in more than three months and less than twelve months.
(3) Assets invested by third parties in mutual funds and non-controlling interests in real estate investments fully consolidated by SCOR.
(4) Certain consolidated entities held for investment purposes have been included in the scope of invested assets.
(5) Fair value less carrying amount of real estate investments excluding EUR 11 million attributable to third-party investors.
(6) Real estate financing related to real estate investments (property held for investment purposes) excluding EUR 30 million attributable to third-party investors.

1.3.6. FINANCIAL POSITION, LIQUIDITY AND CAPITAL RESOURCES

SCOR continues to rely on a strong balance sheet to operate its business, absorb major shocks and provide the right level of security to its clients and stakeholders. The strength and resilience of its 2022 balance sheet, illustrated notably by a solvency ratio of 213% and a shareholders' equity of EUR 5.1 billion at December 31st, 2022, proves the effectiveness of SCOR's strategy, which is based on extensive business and geographical diversification.

1.3.6.1. CAPITAL

Shareholders' equity

Shareholders' equity stood at EUR 5,133 million at December 31, 2022 compared to EUR 6,402 million at December 31, 2021. See Section 4.5 – Consolidated statement of changes in shareholders' equity for a description of this change.

Book value per share [(1)] stood at EUR 28.48 at December 31, 2022 compared to EUR 35.26 at December 31, 2021.

On December 15, 2016, SCOR arranged a contingent capital facility with BNP Paribas. Under this EUR 300 million arrangement, SCOR raised its level of protection by EUR 100 million. On June 29, 2018 BNP Paribas transferred all the warrants to UBS in agreement with SCOR. UBS has thus fully substituted for BNP Paribas in relation to all the rights and obligations arising from the contingent capital facility. On December 2019, SCOR launched a new three-year contingent capital facility with JP Morgan in the form of a contingent equity line, providing the Group with EUR 300 million in coverage in case of extreme natural catastrophes or life events impacting mortality. On December 2022, SCOR renewed this facility with JP Morgan for a new three-year contingent capital providing the Group with EUR 300 million. This equity line facility replaces, as of January 1, 2023, the contingent capital facility which comes to an end on December 31, 2022.

For more information on contingent capital, see Section 4.6 – Notes to the consolidated financial statements, Note 13 – Information on share capital, capital management, regulatory framework and consolidated reserves.

Capital Shield Strategy

The Group reconciles its strategic objectives with the protection of its capital *via* its "Capital Shield Strategy", which sets out the Group's risk appetite. This policy is based on an economic approach aiming to protect the Group against potential shocks. The policy is based on the following four concepts: traditional retrocession, capital market solutions, a solvency buffer and a contingent equity line.

For more information on the Capital Shield Strategy, see Section 3.2.3 – Retrocession and other risk mitigation techniques.

For information on the Group's solvency scale, see Section 1.3.7 – Solvency and Section 4.6 – Notes to the consolidated financial statements, Note 13 – Information on share capital, capital management, regulatory framework and consolidated reserves.

For information on the Atlas special purpose vehicles used in the Capital Shield Strategy, see Section 4.6 – Notes to the consolidated financial statements, Note 3 – Scope of consolidation.

Restrictions on the use of capital

Some of the letters of credit granted by SCOR to cedents require 100% collateral coverage in case of non-compliance with financial covenants or in case of a downgrade of the Group's credit rating. For example, the Group and its companies are subject to minimum adjusted net worth requirements and maximum debt levels under the terms of certain stand-by letter of credit agreements. Non-compliance with these covenants could lead to an increase in the percentage of required collateralization.

However, SCOR makes every effort to limit collateral requirements related to financial covenants or to the Group's credit rating in its financial agreements.

For information on collateral requirements, see Section 3.1.5 – Liquidity risks and Section 4.6 – Notes to the consolidated financial statements, Note 24 – Commitments received and granted.

For more information on regulatory restrictions on the use of capital, see Section 1.3.7 – Solvency, and Section 4.6 – Notes to the consolidated financial statements, Note 13 – Information on share capital, capital management, regulatory framework and consolidated reserves.

1.3.6.2. BORROWING CONDITIONS AND FINANCING STRUCTURE

Debt is a key component of the Group's financing strategy. It consists essentially of subordinated debt used to optimize its cost of capital. Subordinated debt provides long-term financial resources as well as financial flexibility.

The total level of financial liabilities, which includes subordinated debt, real estate financing and other financial liabilities, increased to EUR 3,293 million from EUR 3,226 million in 2021 (2020: EUR 3,210 million).

For information on financial liabilities, including their related covenants, see Section 4.6 – Notes to the consolidated financial statements, Note 14 – Financial liabilities.

For a description of the derivatives used to hedge the risks related to financial liabilities, see Section 4.6 – Notes to the consolidated financial statements, Note 8 – Insurance business investments.

(1) See Section 1.3.9 – Calculation of financial ratios.

Subordinated debt and leverage ratio

Total subordinated debt increased to EUR 2,635 million in 2022 from EUR 2,581 million in 2021.

On October 20, 2020, on the first call date, SCOR redeemed the CHF 125 million perpetual subordinated notes issued on October 20, 2014. These CHF 125 million were already refinanced from the proceeds of the USD 125 million notes issued in 2019.

On September 10, 2020, SCOR issued perpetual subordinated Tier 2 notes in the amount of EUR 300 million. The coupon has been set to 1.375% until September 17, 2031 and resets every 10 years at the prevailing 10-year EUR mid-swap rate +2.6%. The EUR 300 million subordinated Tier 2 notes mature on September 17, 2051.

On December 11, 2019, SCOR placed a perpetual deeply subordinated restricted Tier 1 Regulation S notes issue in the amount of USD 125 million. These new notes were assimilated and form a single series with the existing USD 625 million perpetual deeply subordinated restricted Tier 1 Notes issued on March 6, 2018.

On March 6, 2018, SCOR placed a perpetual deeply subordinated notes issue on the "Regulation S" USD market in the amount of USD 625 million.

On June 8, 2018, SCOR redeemed the CHF 315 million perpetual subordinated notes (issued in 2012), and on November 30, 2018, SCOR redeemed the CHF 250 million perpetual subordinated notes callable in November 2018. The proceeds of the newly issued deeply subordinated Tier 1 notes issued in 2018 were used to redeem the two subordinated CHF notes.

On May 24, 2016, SCOR successfully placed a dated subordinated notes issue on the Euro market in the amount of EUR 500 million. On July 28 and August 2, 2016 respectively, SCOR completed the calls of the remaining balance of its EUR 350 million (issued in 2006) and CHF 650 million (issued in 2011) perpetual subordinated note lines.

On June 2, 2015, SCOR successfully placed a dated subordinated notes issue on the Euro market in the amount of EUR 250 million. On June 25, 2015, SCOR also called the balance of the USD subordinated step-up floating-rate notes due 2029 and, on July 6, 2015, the balance of the EUR subordinated step-up floating-rate notes due 2020. On December 2, 2015, SCOR successfully placed a dated subordinated notes issue on the Euro market in the amount of EUR 600 million.

On September 24, 2014, SCOR successfully placed perpetual subordinated notes on the Swiss franc market, with a first call date on October 20, 2020, for an amount of CHF 125 million. On September 25, 2014, SCOR successfully placed perpetual subordinated notes on the Euro market, with a first call date on October 1, 2025, for a total amount of EUR 250 million. The CHF 125 million perpetual subordinated note lines, issued on October 20, 2014, was called in October 20, 2020.

The Group's leverage ratio at December 31, 2022 was 32.4%, as compared to 27.8% at December 31, 2021. This ratio is calculated as the percentage of subordinated debt to total shareholders' equity plus subordinated debt. The calculation of the leverage ratio excludes accrued interest.

Real estate debt and other financial liabilities

SCOR uses real estate debt and other financial liabilities mainly to finance real estate investments and for general corporate purposes. Real estate debts are nonrecourse debt. Debtors' claims are limited to assets underlying the financing, and there is an asset and liability matching with little to no risk that the assets will be insufficient to service and settle the liabilities. They meet the conditions for operational leverage and can be classified as operational debts. They are therefore excluded by rating agencies from financial leverage calculations. As at December 31, 2022, real estate financing and other financial liabilities amounted to EUR 490 million and EUR 168 million, respectively (December 31, 2021: EUR 470 million and EUR 175 million, respectively). This includes the real estate debt of MRM in the amount of EUR 119 million (EUR 76 million as at December 31, 2021).

Credit facilities

The Group has been granted credit facilities from several companies in the banking sector to guarantee the reinsurance activities of various subsidiaries for a total issued amount of USD 3.1 billion as at December 31, 2022. These credit facilities are stand-by letters of credit that the banking counterparty agrees to issue in the form acceptable to the American National Association of Insurance Commissioners (NAIC) or other appropriate regulatory body.

1.3.6.3. LIQUIDITY

The Group's total liquidity, defined as cash and cash equivalents (including cash and cash equivalents from third parties) [1], short-term government bonds, with maturities above three months and below twelve months, and bank overdrafts, which is well diversified across a limited number of banks, stood at EUR 2.8 billion at the end of 2022 (2021: EUR 2.3 billion).

See Section 4.6 – Notes to the consolidated financial statements, Note 12.1 – Cash and cash equivalents.

Total investments, including cash and cash equivalents, amounted to EUR 33.2 billion at December 31, 2022 compared to EUR 33.6 billion at December 31, 2021.

(1) See Section 1.3.5.4 – Net investment income and return on invested assets.

1.3.7. SOLVENCY

The European "Solvency II" Directive has applied to the Group since January 1, 2016. For more details on solvency regulations, see Section 5.3.1.5 – Applicable laws and regulations.

SCOR's internal model

Since January 1, 2016, the Group's regulatory solvency position has been assessed using SCOR's internal model, which was approved in November 2015 by the relevant supervisory authorities.

This comprehensive and holistic model was developed internally, on the basis of SCOR's experience and expertise. It covers all known material quantifiable risks to which the Group is exposed (Life and Non-Life underwriting risk, market and credit risk, operational risk) and reflects SCOR's risk profile and strategy. This model is based on high scientific standards and advanced methodologies, systematically applying stochastic simulations and modeling risk dependencies.

SCOR's internal model is used extensively by management for decision-making involving risk management and solvency considerations. The Group's solvency position is monitored using SCOR's dynamic solvency scale which defines SCOR's solvency target – the "Optimal Range" being between 185% and 220% – as well as the various management actions to be taken depending on the solvency position, as shown below.

Solvency ratio

SCOR's estimated solvency ratio at December 31, 2022 stands at 213% [(1)], in the upper part of the optimal solvency range of 185%-220% defined in the last strategic plan.

Solvency II places particular emphasis on the robustness of the risk management system of (re)insurance companies. SCOR has an established and robust ERM framework covering existing and emerging risks.

For further information on risk management mechanisms, see Section 3 – Risk factors and risk management mechanisms.

1.3.8. CASH FLOWS

Net cash flows provided by operating activities amounted to EUR 500 million in 2022 (2021: EUR 2,406 million). In 2022, SCOR P&C generated strong operating cash flows of EUR 1,232 million, a decrease compared to 2021 (EUR 1,813 million) following higher claims payments, as well as due to the late receipt of 2020 premiums in 2021. Operating cash flows for SCOR L&H in 2022 amounted to EUR (732) million, a decline compared to 2021. Negative net cash flows from L&H are driven by payments of Covid-19 claims (including from prior years).

Net cash flows used in financing activities amounted to EUR 567 million in 2022 and EUR 674 million in 2021. This figure mainly includes the dividend payouts in respect of 2021, and treasury share transactions.

Net cash flows used in investing activities amounted to EUR 269 million in 2022 and EUR 1,545 million in 2021. In 2022, cash flows used in investing activities were mainly composed of acquisitions and sale of financial assets, while in 2021 they were composed of acquisitions of corporate bonds.

The Group's total liquidity, defined as cash and cash equivalents (including cash and cash equivalents from third parties) [(2)], short-term government bonds, with maturities above three months and below twelve months, and bank overdrafts, which is well diversified across a limited number of banks, stood at EUR 2.8 billion at the end of 2022 (2021: EUR 2.3 billion).

See Section 4.4 – Consolidated statement of cash flows and Section 4.6 – Notes to the consolidated financial statements, Note 5 – Segment information for an analysis of the main cash flow statement items, Note 12.2 – Net cash flows from operations, for a reconciliation between consolidated net income and operating cash flows, and Note 12.1 – Cash and cash equivalents for an analysis for the cash and cash equivalents.

1.3.9. CALCULATION OF FINANCIAL RATIOS

1.3.9.1. BOOK VALUE PER SHARE

In EUR millions	As at December 31, 2022	As at December 31, 2021
Shareholders' equity – Group share	**5,099**	**6,385**
Shares issued as at closing date	179,671,295	186,896,376
Treasury shares as at closing date	(593,320)	(5,798,221)
Number of shares	**179,077,975**	**181,098,155**
BOOK VALUE PER SHARE	**28.48**	**35.26**

(1) *Solvency ratio based on Solvency II requirements. The Group's final solvency results are to be filed with supervisory authorities by May 2023 and may differ from the estimates expressed or implied in this Universal Registration Document.*
(2) *See Section 1.3.5.4 – Net investment income and return on invested assets.*

1.3.9.2. RETURN ON INVESTMENTS AND RETURN ON INVESTED ASSETS

The return on investments (ROI) is used to calculate the profitability of the Group's investments, including funds withheld by cedents and other deposits less cash deposits. This percentage return is calculated by dividing total net investment income by average investments (calculated as the quarterly averages of total investments).

The return on invested assets (ROIA) is used to calculate the return on the Group's invested assets excluding funds withheld by cedents. This percentage return is calculated by dividing total investment income on invested assets by average invested assets (calculated as the quarterly averages of total invested assets).

In EUR millions	As at December 31, 2022	As at December 31, 2021
Average investments (1)	30,418	29,161
Total net investment income (2)	565	551
Return on investments (ROI)	**1.9%**	**1.9%**
Average invested assets (1)	22,068	21,296
Total investment income on invested assets (2)	467	482
Return on invested assets (ROIA)	**2.1%**	**2.3%**

(1) Average investments are the quarterly averages of the total investments as per the "Invested assets" reconciliation table included in Section 1.3.5.4 – Net investment income and return on invested assets, adjusted for ceded funds withheld.
(2) As at December 31, 2022, total net investment income excludes (i) EUR 22 million losses related to the change in fair value of the option on treasury shares granted to SCOR in connection with the Covéa settlement agreement.

1.3.9.3. GROUP COST RATIO

In EUR millions	As at December 31, 2022	As at December 31, 2021
Total expenses as per income statement (1)	(1,004)	(905)
Unallocated loss adjustment expenses (ULAE) (2)	(91)	(74)
Total management expenses	**(1,095)**	**(979)**
Investment management expenses	64	85
Total expense base	**(1,031)**	**(894)**
Corporate finance	33	14
Depreciation and amortization	89	84
Non controllable expenses	15	15
Total management expenses (for cost ratio calculation)	**(894)**	**(781)**
Gross written premiums	**19,732**	**17,600**
GROUP COST RATIO	**4.5%**	**4.4%**

(1) Total expenses are investment management expenses, acquisition and administrative expenses and other current operating expenses as presented in Section 4.2 – Consolidated statement of income.
(2) Unallocated loss adjustment expenses are part of gross benefits and claims paid.

1.3.9.4. RETURN ON EQUITY

Return on equity (ROE) is equal to the Group's share of net income divided by average shareholders' equity (calculated as weighted average shareholders' equity).

In EUR millions	As at December 31, 2022	As at December 31, 2021
Consolidated net income – Group share	**(301)**	**456**
Opening shareholders' equity – Group share	6,385	6,155
Weighted consolidated net income [(1)]	(150)	228
Payment of dividends [(2)]	(195)	(170)
Weighted increase in capital [(2)]	(126)	2
Effect of changes in foreign exchange rates [(3)]	150	241
Revaluation of assets available-for-sale and others [(1)]	(411)	(137)
Weighted average shareholders' equity	**5,653**	**6,319**
ROE	**N.A.**	**7.2%**

(1) Pro rata of 50%: straight-line basis over the period.
(2) Considers transactions prorated based on transaction dates.
(3) A daily weighted average is applied for the currency or currencies that experienced material foreign exchange rate movements, and a simple weighted average is applied for other currencies.

1.3.9.5. NET COMBINED RATIO

The loss ratio is calculated by dividing Non-Life claims (including natural catastrophes) by Non-Life premiums earned. This ratio is net of retrocession.

The commission ratio is calculated by dividing Non-Life reinsurance commissions by Non-Life premiums earned. This ratio is net of retrocession.

The technical ratio is a Non-Life indicator and is the sum of the loss ratio and the commission ratio. This ratio is net of retrocession and is used to calculate the intrinsic performance of reinsurance transactions excluding Non-Life management expenses.

The Non-Life management expense ratio is calculated by dividing management expenses incurred for Non-Life reinsurance operations by Non-Life premiums earned. This ratio is net of retrocession.

In EUR millions	As at December 31, 2022	As at December 31, 2021
Gross earned premiums	9,401	7,632
Ceded earned premiums	(1,634)	(1,087)
Net earned premiums	**7,767**	**6,545**
Gross benefits and claims paid	(8,103)	(5,808)
Ceded claims	1,568	1,097
Total Net claims	(6,535)	(4,711)
Loss ratio	**84.1%**	**72.0%**
Gross commission on earned premiums	(2,028)	(1,637)
Ceded commissions	247	179
Total Net commissions	(1,781)	(1,458)
Commission ratio	**22.9%**	**22.3%**
Total technical ratio	**107.0%**	**94.3%**
Acquisition and administrative expenses	(370)	(326)
Other current operating expenses	(87)	(42)
Other income and expense from reinsurance operations	(23)	(46)
Total P&C management expenses	**(480)**	**(414)**
Total P&C management expense ratio	**6.2%**	**6.3%**
TOTAL NET COMBINED RATIO	**113.2%**	**100.6%**

1.3.9.6. LIFE TECHNICAL MARGIN

The Life technical margin is calculated as a percentage of the net technical result plus income from funds held by ceding companies and the net of gross and ceded earned premiums.

In EUR millions	As at December 31, 2022	As at December 31, 2021
Gross earned premiums	9,676	9,380
Ceded earned premiums	(1,976)	(2,030)
Net earned premiums	**7,700**	**7,350**
Net technical result	**962**	**608**
Interests on deposits	154	148
Technical result	**1,116**	**756**
LIFE TECHNICAL MARGIN	**14.5%**	**10.3%**

For more information please see Section 1.3.5.3 – SCOR L&H, Life technical margin.

1.3.10. EVENTS SUBSEQUENT TO DECEMBER 31, 2022

On January 26, 2023, Laurent Rousseau, who succeeded Denis Kessler as CEO on June 30, 2021, has resigned from his position as CEO and from his position on the Board. François de Varenne, Executive Committee member in charge of Investments, Technology, Transformation and Group Corporate Finance, has been appointed Interim CEO of SCOR with immediate effect until Thierry Léger takes up his post as CEO of SCOR with effect from May 1, 2023.

1.3.11. DOCUMENTS ON DISPLAY

Throughout the period of validity of the Universal Registration Document, the bylaws and any other documents required by law may be consulted and are freely available on request from the Company's registered office, at 5 avenue Kléber, 75116 Paris, France.

The information published by SCOR can be downloaded from the following websites:

- *Autorité des marchés financiers* (AMF): http://www.amf-france.org
- *Bulletin des annonces légales obligatoires* (BALO): http://www.journal-officiel.gouv.fr/balo
- SCOR: https://www.scor.com/
- *L'info financière*: http://info-financiere.fr

2 REPORT ON CORPORATE GOVERNANCE

2.1. CORPORATE GOVERNANCE PRINCIPLES, SHAREHOLDERS' MEETINGS, BOARD OF DIRECTORS, EXECUTIVE COMMITTEE, EMPLOYEES, AND INFORMATION REQUIRED BY ARTICLE L. 22-10-11 OF THE FRENCH COMMERCIAL CODE

2.1.1. CORPORATE GOVERNANCE PRINCIPLES

2.1.1.1. GENERAL PRESENTATION

SCOR SE's shares are listed on the Eurolist of Euronext Paris SA and on the SIX Swiss Exchange (formerly the SWX Swiss Exchange) in Zurich since August 8, 2007.

The corporate governance provisions applicable to SCOR SE include French legal provisions, as well as rules laid down by the French financial market authorities. SCOR believes that its application of corporate governance principles is appropriate and in compliance with best corporate governance practices in effect in France as per the recommendations of the French financial markets authority (*Autorité des marchés financiers* – AMF).

In application of Article L. 22-10-10 of the French Commercial Code, SCOR SE refers to the AFEP-MEDEF corporate governance code in preparing the report to be issued in accordance with Article L. 225-37 of the French Commercial Code (*Code de commerce*).

The AFEP-MEDEF corporate governance code can be consulted on the Company's website (www.scor.com) or on the AFEP website (www.afep.com).

This report was approved by the Board of Directors of SCOR SE on April 5, 2023, following an in-depth preparation and review process that involved in particular the Audit Committee, the Risk Committee, the Compensation Committee, the Nomination Committee, the Sustainability Committee as well as the Legal Department of SCOR SE.

2.1.1.2. CHANGE IN SCOR'S GOVERNANCE STRUCTURE

During its meeting of December 16, 2020, the Board of Directors of SCOR SE unanimously considered that separating the Chairman and Chief Executive Officer roles was the best way to ensure an efficient executive management transition, in full compliance with SCOR's interests and those of all its stakeholders.

This change in governance also met the expectations expressed by a certain number of shareholders. Furthermore, it was in line with the ACPR's recommendation in July 2020 that the entities under its supervision separate the roles of Chairman and Chief Executive Officer.

During its meeting of May 17, 2021, the Board of Directors of SCOR acknowledged Denis Kessler's decision to relinquish, for personal reasons, his duties as Chief Executive Officer at the end of his term of office, which expired at the Shareholders' Meeting of June 30, 2021. Consequently, the Board of Directors decided to implement the separation of the roles of Chairman of the Board and Chief Executive Officer immediately after this Shareholders' Meeting.

The Board of Directors unanimously expressed the wish that Denis Kessler agree to continue to serve as Chairman of the Board of Directors, in particular to ensure the continuity of the Group's strategy and to perpetuate its values. The Board also chose Laurent Rousseau, member of the Group Executive Committee, to be appointed Chief Executive Officer of SCOR SE following the Shareholders' Meeting of June 30, 2021.

This Shareholders' Meeting approved the renewal of Denis Kessler's term of office as director and the appointment of Laurent Rousseau as director.

On January 26, 2023, Laurent Rousseau resigned from his position as CEO and from his position on the Board. He left the Group to pursue other professional opportunities. On the same date, the Board of Directors, acting on the proposal of the Nomination Committee, has unanimously decided to appoint Thierry Léger Chief Executive Officer of SCOR SE, with effect on May 1, 2023.

The Board of Directors is convinced that Thierry Léger has all the professional skills and managerial qualities required to succeed as CEO of SCOR SE. The Board of Directors has proposed that Thierry Léger join the Board at the 2023 General Meeting. This appointment is considered as essential for the new CEO to fully participate in the Board's discussions.

François de Varenne, Executive Committee member in charge of Investments, Technology, Transformation and Group Corporate Finance, has been appointed Interim CEO of SCOR SE until Thierry Léger takes up his post.

The Board of Directors has asked its Chairman Denis Kessler to lend his support to François de Varenne and then Thierry Léger, to ensure the smooth running of this change in executive management. As a reminder, the Board of Directors has also chosen to appoint Augustin de Romanet, formerly lead independent director, as Vice-Chairman, in accordance with the provisions of the Board's Internal Charter, which stipulates such appointment when the Chairman is not independent. The Vice-Chairman assists the Chairman of the Board of Directors in his duties, notably in the organization and smooth operation of the Board and its committees and in the oversight of corporate governance. Augustin de Romanet has held this position since September 29, 2021.

Last, on May 18, 2022, the Shareholders' Meeting approved the resolution to raise the age limit for the Chairman of the Board of Directors to 72 years. Denis Kessler may therefore continue to serve as Chairman until the end of his term of office, which expires at the end of the 2024 Shareholders' Meeting.

2.1.2. SHAREHOLDERS' MEETINGS

The conditions of participation of shareholders at Shareholders' Meetings and, more specifically, the operating procedures, the main powers of the Shareholders' Meetings, the description of the shareholders' rights as well as the methods of exercising these rights, are set forth by Article 19 of the Company's bylaws, an electronic version of which is available on the SCOR website (www.scor.com).

2.1.3. BOARD OF DIRECTORS

2.1.3.1. ROLE OF THE BOARD OF DIRECTORS

In accordance with European law governing European companies and applicable French law, the principal responsibility of the Board of Directors is to define the strategic guidelines of the Company's business activities and to ensure their implementation, in accordance with its corporate interest, taking into account the social and environmental aspects of its activity. It monitors management's performance and ensures the sound and prudent management of the Company. The Chief Executive Officer of SCOR SE has the authority to manage the business of the Company, subject to the prior authorization of the Board of Directors or the Shareholders' Meeting for certain decisions as required by law and by the Company's bylaws and subject to the French Insurance Code (*Code des assurances*) which prescribes that at least two persons shall effectively run the Company ("four-eyes" principle).

2.1.3.2. INFORMATION CONCERNING THE MEMBERS OF THE BOARD OF DIRECTORS

DENIS KESSLER

CHAIRMAN OF THE BOARD OF DIRECTORS
Chairman of the Strategic Committee
Chairman of the Crisis Management Committee
Member of the Nomination Committee

First appointed: November 4, 2002	**Term of office expires:** 2024	French Age: 71 SCOR SE 5, avenue Kléber 75116 Paris, France
Independent: No	**Board meeting attendance rate:** 100%	

MAIN POSITION

- Chairman of the Board of Directors of SCOR SE (France) (1)

OTHER POSITIONS

- Director of Invesco Ltd (USA) (1)
- Director of Yafa S.p.A (Italy)
- Member of the Supervisory Board of Yam Invest (Netherlands)

POSITIONS THAT EXPIRED DURING THE LAST FIVE YEARS

- Chief Executive Officer of SCOR SE (France) (1)
- Director of BNP Paribas SA (France) (1)

Denis Kessler, a French citizen, is a graduate of HEC business school (*École des hautes études commerciales*), holds a PhD in economics and advanced degrees in economics and social sciences, and is a Fellow of the French Institute of Actuaries. He was Chairman of the French Insurance Federation (FFA), Senior Executive Vice-President and member of the Executive Committee of the AXA group and Executive Vice-President of MEDEF (*Mouvement des entreprises de France*). He joined SCOR as Chairman and Chief Executive Officer on November 4, 2002. In January 2016, he was elected to join the Academy of Moral and Political Sciences of the *Institut de France*. He has been Chairman of the Board of Directors of SCOR SE since June 30, 2021.

(1) Company whose shares are listed on a regulated or organized market.

AUGUSTIN DE ROMANET

VICE-CHAIRMAN OF THE BOARD OF DIRECTORS
Chairman of the Sustainability Committee
Member of the Strategic Committee, Audit Committee, Risk Committee and Crisis Management Committee

First appointed: April 30, 2015	**Term of office expires:** 2023	French Age: 62 Aéroports de Paris 1, rue de France 95931 Roissy-Charles-de-Gaulle, France
Independent: Yes	**Board meeting attendance rate:** 100%	

MAIN POSITION

- Chairman and Chief Executive Officer of Aéroports de Paris (France) [(1)]

OTHER POSITIONS

- Chairman and Director of Média Aéroports de Paris (France)
- Member of the Board of Directors of Société de Distribution Aéroportuaire (SDA) (France)
- Member of the Executive Committee of Relay@ADP (France)
- Chairman of the Fondation d'entreprise Groupe ADP (France)
- Director of Régie Autonome des Transports Parisiens (RATP) (France)
- Member of the Supervisory Board of le Cercle des économistes SAS (France)
- Chairman of the Board of Directors of the association Paris Europlace (France)
- Chairman of the Board of Directors (interim) of Établissement public du domaine national de Chambord (France)
- Director of FONDACT (France)
- Director of the Institut pour l'innovation économique et sociale (France)

POSITIONS THAT EXPIRED DURING THE LAST FIVE YEARS

- Director of Fondation de l'Islam de France (France)
- Member of the Board of Directors of Airports Council International (ACI) Europe (Belgium)
- Member of the Board of Directors of Atout France (France)

Augustin de Romanet, a French citizen, is a graduate of the *Institut d'études politiques* in Paris and a former student of the *École nationale d'administration*. He was previously Chief Executive Officer of Caisse des dépôts et consignations, between 2007 and 2012, and chaired the Fonds stratégique d'investissement between 2009 and 2012. Prior to that, he was Deputy Finance Director at Crédit Agricole S.A. and a member of the Executive Committee. Augustin de Romanet also served as Deputy Secretary General to the French President, between June 2005 and October 2006, and held positions in various ministerial offices. In particular, between 2002 and 2005, he was Chief of Staff to Alain Lambert, Minister Delegate for the Budget, Deputy Chief of Staff to Francis Mer, Minister for the Economy, Finance and Industry, Chief of Staff to Jean-Louis Borloo, Minister for Employment, Labor and Social Cohesion, and lastly, Deputy Chief of Staff to French Prime Minister Jean-Pierre Raffarin. Awarded the Légion d'honneur in 2007, Augustin de Romanet has received a number of awards, notably "Capitalist of the Year" awarded by the *Le Nouvel Économiste* magazine in 2008 and "Financier of the Year" awarded by the Minister of the Economy in 2012. Augustin de Romanet has been Chairman and Chief Executive Officer of Aéroports de Paris since 2012 and Chairman of Paris Europlace since July 2018.

(1) Company whose shares are listed on a regulated or organized market.

FABRICE BRÉGIER

DIRECTOR

Chairman of the Nomination Committee

Member of the Strategic Committee, Audit Committee, Compensation Committee and Crisis Management Committee

First appointed: April 26, 2019	**Term of office expires:** 2025	French Age: 61 Palantir Technologies 5, rue Charlot 75003 Paris, France
Independent: Yes	**Board meeting attendance rate:** 100%	

MAIN POSITION

- Chairman of Palantir France (France)

OTHER POSITIONS

- Director of Engie (France) [(1)]
- Director of KK Wind Solutions (Denmark)

POSITIONS THAT EXPIRED DURING THE LAST FIVE YEARS

- Chief Operating Officer of Airbus and Chairman of Airbus Commercial Aircraft (France)
- Chief Executive Officer of FB Consulting SAS (France)

Fabrice Brégier, a French citizen, is a graduate of *École polytechnique* and a Chief Engineer of the *Corps des mines*. He began his career at the DRIRE Alsace (Ministry of Industry and Trade) before being appointed Sub-Director of Economic, International and Financial Affairs at the Ministry of Agriculture (Directorate-General for Food) in 1989. After serving as an Advisor to several French Ministers from 1989 to 1993, Fabrice Brégier was appointed Chairman of Franco-German joint ventures at Matra Défense, Director of Standoff activities at Matra BAe Dynamics, and then Chief Executive Officer of MBD/MBDA. Before becoming a member of the Executive Committee of Airbus in 2005, he was Chairman and Chief Executive Officer of Eurocopter from 2003 to 2005. Fabrice Brégier has twenty years of experience in aerospace and defense. He has spent a large part of his professional career at Airbus Group, holding the position of Airbus COO between 2006 and 2012, then Airbus President and Chief Executive Officer between 2012 and 2017, and finally COO of Airbus and Chairman of Airbus Commercial Aircraft between 2017 and 2018. Fabrice Brégier has been Chairman of Palantir France since October 2018.

(1) Company whose shares are listed on a regulated or organized market.

MARC BÜKER

DIRECTOR REPRESENTING EMPLOYEES
Member of the Compensation Committee

First appointed: May 18, 2022	**Term of office expires:** 2025	French and Turkish Age: 55 SCOR SE 5, avenue Kléber 75116 Paris, France
Independent: No	**Board meeting attendance rate:** 100%	

MAIN POSITION

- Market Manager – SCOR P&C Reinsurance (France)

OTHER POSITIONS

- N/A

POSITIONS THAT EXPIRED DURING THE LAST FIVE YEARS

- N/A

Marc Büker, a French and Turkish citizen, graduated from the University of Paris I – Sorbonne, in International Business Law. He began his career in journalism and launched the first private radio station in Turkey in 1992, then the country's first private television company forming a group he sold in 2002. He joined SCOR in 2002, initially working in the P&C Treaty Department as an underwriter for markets such as North Africa, South Africa, the Middle East and the Gulf countries. He is currently Market Manager for the Southern Mediterranean, North Africa and French-speaking Africa regions. Within the Company, he initiated the SCOR classical musical project, which involves the organization of concerts and the detection of young talents.

ADRIEN COURET

DIRECTOR

Chairman of the Risk Committee

Member of the Strategic Committee, Audit Committee, Nomination Committee and Crisis Management Committee

First appointed: November 6, 2020	**Term of office expires:** 2023	French Age: 39 Aéma Groupe 17-21, place Étienne-Pernet 75015 Paris, France
Independent: Yes	**Board meeting attendance rate:** 100%	

MAIN POSITION

- Chief Executive Officer of Aéma Groupe (France)

OTHER POSITIONS

- Chairman of the Board of Directors of Ofi Asset Management (France)
- Chairman of the Board of Directors of Ofi Holding (France)
- Non-voting director of Ofivalmo Partenaires (France)
- Vice-Chairman of the Association des Assureurs Mutualistes (AAM) (France)
- Member of the Management Board of Domplus (France)
- Member of the Executive Board of France Assureurs (France)
- Member of the Advisory Board of Aéma REIM (France)
- Director of the Association de la Promotion de la Concurrence en Assurance des Emprunteurs (APCADE) (France)
- Director of the Institut de formation de la profession de l'assurance (IFPASS) (France)
- Director of the Conseil de Paris Europlace (France)

POSITIONS THAT EXPIRED DURING THE LAST FIVE YEARS

- Chief Executive Officer of the Macif group (France)
- Chief Executive Officer of Macif Sgam (France)
- Vice-Chairman of the Supervisory Board of Inter Mutuelles Assistance SA (France)
- Member of the Management Committee of Siem (France)
- Member of the Investment Committee of Sferen Innovation (France)
- Member of the Supervisory Board of Ofi Asset Management (France)
- Member of the Supervisory Board of Apivia Santé (France)
- Member of the Board of Directors of GIE Macif Finance Epargne (France)
- Chairman of the Management Board of Macifin' (France)
- Chairman of the Investment Committee of Macif Innovation (France)
- Deputy Chief Executive Officer of GIE Macif Finance Epargne (France)
- Deputy Chief Executive Officer of Macif Sam (France)
- Deputy Chief Executive Officer of Macif Sgam (France)
- Chairman of the Management Board of Mutavie (France)
- Director of Ofi Holding (France)
- Director of Prévoyance Aésio Macif (France)
- Director and Chairman of the Audit Committee of SAPS (Algeria)
- Chairman of the Supervisory Board of Securimut (France)
- Deputy Chief Executive Officer of Umg Macif Santé Prévoyance (France)
- Permanent representative of Macif Sam on the Board of Directors of Ofi Holding (France)
- Permanent representative of Macif Sam on the Board of Directors of Socram Banque (France)

Adrien Couret, a French citizen, holds a degree from HEC business school (*École des hautes études commerciales*) and is a Fellow of the French Institute of Actuaries. Since 2008, he has held various executive roles as part of mutual insurance company Macif's management team, successively overseeing Strategy, Performance, Transformation and Innovation. He was named Chief Executive Officer of Macif in 2019. That same year, he became Vice-Chairman of the Association des assureurs mutualistes (AAM). In July 2020 and after having been a director since 2014, he took on the role of Chairman of the Board of Directors of Ofi Asset Management, an asset management subsidiary of the Macif group.
Since January 2021, Adrien Couret has been Chief Executive Officer of Aéma Groupe, a new French mutual insurance group specializing in health protection, which was created following the merger of Aésio Mutuelle and Macif.

MARTINE GEROW

DIRECTOR

Member of the Strategic Committee, Audit Committee and Sustainability Committee

First appointed: November 8, 2022	**Term of office expires:** 2023	French and American Age: 62 American Express Global Business Travel 5 Churchill Place, Canary Wharf London E14 5HU United Kingdom
Independent: Yes	**Board meeting attendance rate:** N/A	

MAIN POSITION

- Chief Financial Officer of American Express Global Business Travel (UK)

OTHER POSITIONS

- N/A

POSITIONS THAT EXPIRED DURING THE LAST FIVE YEARS

- Chief Financial Officer of Carlson Wagonlit Travel (France)
- Chair of the Audit Committee of Europcar Mobility Group (France)
- Chair of the Audit Committee of Kéolis (France)
- Chair of the Audit Committee of BPI France Investissements et Participations (France)
- Member of the Audit Committee of HSBC France (France)

Martine Gerow, a French and American citizen, is a graduate of HEC business school (*École des hautes études commerciales*) and holds an MBA from Columbia University-Graduate School of Business in New York. She is currently the Chief Financial Officer of American Express Global Business Travel and previously held several positions in the finance departments of Carlson Wagonlit Travel, Solocal and Campofrio.

PATRICIA LACOSTE

DIRECTOR

Member of the Strategic Committee, Audit Committee, Compensation Committee and Sustainability Committee

First appointed: June 30, 2021	**Term of office expires:** 2024	French Age: 61 Groupe Prévoir 19, rue d'Aumale 75009 Paris, France
Independent: Yes	**Board meeting attendance rate:** 100%	

MAIN POSITION

- Chair and Chief Executive Officer of Société Centrale Prévoir (France)

OTHER POSITIONS

- Chair and Chief Executive Officer of Prévoir-Vie (France)
- Permanent representative of Société Centrale Prévoir on the Board of Directors of Société Gestion Prévoir (France)
- Permanent representative of Prévoir-Vie on the Board of Directors of MIRAE ASSET PREVOIR LIFE Vietnam (Vietnam)
- Permanent representative of Société Centrale Prévoir on the Supervisory Board of AssurOne (France)
- Permanent representative of Société Centrale Prévoir on the Supervisory Board of Utwin (France)
- Director of SARGEP (France)
- Director of Prévoir Foundation (France)
- Director and Chair of the Compensation and Nomination Committee of ALD Automotive (France) [1]
- Member of the Executive Board of France Assureurs (France)

POSITIONS THAT EXPIRED DURING THE LAST FIVE YEARS

- Director of RFF, then SNCF Réseau (France)
- Chair and Chief Executive Officer of Prévoir Risques Divers (France)
- Permanent representative of Prévoir-Vie on the Board of Directors of PKMI (Prévoir Kampuchea Micro Life Insurance) (Cambodia)
- Permanent representative of Prévoir-Vie on the Board of Directors of Lloyd Vie Tunisie (Tunisia)

Patricia Lacoste, a French citizen, is a graduate of the French *École nationale de la statistique et de l'administration économique* (ENSAE) and holds a Master's degree in Econometrics. She began her career in 1985 as a statistical research engineer within the consulting firm COREF. She then joined the SNCF in 1992 where she successively held the positions of Project Manager for the Socrate reservation system, Director of Distribution, Director of Traveler Sales, Director of the Paris-Est Region in charge of the preparation and launch of the TGV Est Européen, Director of Senior Management in the Human Resources Division, and then Director of Customer Relations. In 2012, she joined the Prévoir group as Chief Executive Officer and since 2013, has held the position of Chair and Chief Executive Officer of Société Centrale Prévoir and its subsidiary Prévoir-Vie.

(1) Company whose shares are listed on a regulated or organized market.

VANESSA MARQUETTE

DIRECTOR

Member of the Strategic Committee, Risk Committee, Audit Committee, Nomination Committee, Sustainability Committee and Crisis Management Committee

First appointed: April 30, 2015	**Term of office expires:** 2023	Belgian Age: 51 Loyens & Loeff Avenue de Tervueren 2, 1040 Bruxelles, Belgique
Independent: Yes	**Board meeting attendance rate:** 100%	

MAIN POSITION

- Partner of the law firm Loyens & Loeff (Belgium)

OTHER POSITIONS

- Lecturer at the Université libre de Bruxelles (Belgium)

POSITIONS THAT EXPIRED DURING THE LAST FIVE YEARS

- Independent director of Erasme Hospital (Belgium)
- Member of the Board of Directors of Simont Braun SRL (Belgium)

Vanessa Marquette, a Belgian citizen, holds a law degree and an economic law degree from the *Université Libre de Bruxelles*. She also studied law at Davis University and Berkeley University and she holds an LLM degree from the University of Michigan Law School. She has practiced as a lawyer registered with the Brussels Bar since 1995, and specializes in banking law and financial law. She also has particular expertise in the areas of corporate law, insolvency law and security interests and private international law. She has taught international financial law at the *Université Libre de Bruxelles* since 2004 and is the author of numerous publications on banking and financial law. She has been a partner in the banking & finance department of the law firm Loyens & Loeff since March 2020, having been a partner at the business law firm Simont Braun from 2005 until February 2020 and having practiced law at the Brussels offices of Stibbe Simont Monahan Duhot and Freshfields Bruckhaus Deringer. Vanessa Marquette was an independent director of Erasme Hospital from 2017 until 2021.

BRUNO PFISTER

DIRECTOR

Chairman of the Audit Committee

Member of the Strategic Committee, Risk Committee, Compensation Committee and Crisis Management Committee

First appointed: April 27, 2016	**Term of office expires:** 2024	Swiss Age: 63 SCOR SE 5, avenue Kléber 75116 Paris, France
Independent: Yes	**Board meeting attendance rate:** 100%	

MAIN POSITION

- N/A

OTHER POSITIONS

- Chairman of the Board of Directors of Assepro AG (Switzerland)
- Chairman of the Board of Directors of Urban Connect AG (Switzerland)
- Director of Assura (Switzerland)

POSITIONS THAT EXPIRED DURING THE LAST FIVE YEARS

- Chairman of the Board of Directors of Crédit Suisse Asset Management (Switzerland) Ltd. (Switzerland) [(1)]
- Executive Chairman of the "Wealth Management & Trust" division of the Rothschild & Co group (Switzerland)
- Chairman of the Board of Directors of Rothschild & Co Bank AG (Switzerland)[(1)]
- Director of Workspace Holding (Switzerland) AG (Switzerland)
- Chairman of the Board of Directors of Quintet Private Bank (Switzerland) AG (Switzerland)

Bruno Pfister, a Swiss citizen, lawyer registered with the Geneva Bar and an MBA graduate from UCLA Anderson School of Management, was Chairman of the Board of Directors of Rothschild & Co Bank AG from December 2014 to September 2019. He was Vice-Chairman of the Swiss Insurance Association, Chief Executive Officer and Chairman of Swiss Life AG group, a member of the Executive Committee of the Crédit Suisse Banking division and Chief Financial Officer and member of the Executive Board of LGT group AG.

(1) Company whose shares are listed on a regulated or organized market.

LAURENT ROUSSEAU

DIRECTOR AND CHIEF EXECUTIVE OFFICER OF SCOR SE
Member of the Strategic Committee
(until January 26, 2023)

First appointed: June 30, 2021	**Term of office expires:** January 26, 2023 (Resignation)	French Age: 44 SCOR SE 5, avenue Kléber 75116 Paris, France
Independent: No	**Board meeting attendance rate:** 100%	

MAIN POSITION (AS OF DECEMBER 31, 2022)

- Chief Executive Officer of SCOR SE (France) (1)

OTHER POSITIONS (AS OF DECEMBER 31, 2022)

- Director of SCOR Global Reinsurance Ireland Dac (Ireland)
- Director of SCOR Ireland Dac (Ireland)

POSITIONS THAT EXPIRED DURING THE LAST FIVE YEARS

- Deputy Chief Executive Officer of SCOR P&C (France)
- Chairman of the Board of Directors of SCOR Europe SE (France)
- Permanent representative of SCOR SE on the Board of Directors of SV ONE SAS (France)
- Director of General Security National Insurance Company (USA)
- Director of General Security Indemnity Company of Arizona (USA)
- Director of Rehalto (France)
- Director of Acheel (France)
- Director of CFDP Assurances (France)
- Director of SCOR UK Company Limited (UK)
- Director of The Channel Managing Agency Limited (UK)
- Director of SCOR (UK) Group Limited (UK)
- Director of Blue Star Syndicate Management Limited (UK)
- Member of the Advisory Board of M&S Brazil Participacoes Ltda (Brazil)
- Chairman of the Board of Directors of AgroBrasil Administraçao e Participaçoes Ltda (Brazil)
- Chairman of the Board of Directors of ESSOR Seguros SA (Brazil)
- Member of the Advisory Board of SCOR Brasil Participacoes Ltda (Brazil)

Laurent Rousseau, a French citizen, is a graduate of HEC business school (*École des hautes études commerciales*). He started his career in 2001 as an equity analyst at Crédit Suisse First Boston in London, covering European insurers and reinsurers. In 2005, he joined J.P. Morgan on the insurance Investment Banking team, executing M&A, capital raising and restructuring transactions for European insurers and reinsurers. He joined SCOR in 2010 as Advisor to the Chairman and Chief Executive Officer and became Head of SCOR P&C's Strategy, Business Development and Marketing in 2012. In July 2015, he became Chief Underwriting Officer of SCOR P&C's treaty business in Europe, Middle East & Africa. In April 2018, he was appointed Deputy Chief Executive Officer of SCOR P&C, and a member of the Group's Executive Committee and, in September 2018, as Chief Executive Officer for Specialty Insurance (SCOR Business Solutions, the Channel Managing Agency and MGAs in the Americas). Laurent Rousseau, who succeeded Denis Kessler as Chief Executive Officer on June 30, 2021, resigned as Chief Executive Officer and director of SCOR SE on January 26, 2023.

(1) *Company whose shares are listed on a regulated or organized market.*

PIETRO SANTORO

DIRECTOR REPRESENTING EMPLOYEES
Member of the Sustainability Committee

First appointed: May 18, 2022	**Term of office expires:** 2025	German and Italian Age: 44 SCOR SE 5, avenue Kléber 75116 Paris, France
Independent: No	**Board meeting attendance rate:** 100%	

MAIN POSITION

- General Services Manager – SCOR Reinsurance Germany (Germany)

OTHER POSITIONS

- N/A

POSITIONS THAT EXPIRED DURING THE LAST FIVE YEARS

- N/A

Pietro Santoro, a German and Italian citizen, began his career at Wacker Chemie AG in the financial accounting and management control department after finishing his apprenticeship as an industrial sales clerk. He joined SCOR in 2002 as a purchaser (General Services Manager) in the General Services Department. Since 2013, he has been a member of the SCOR Group's Common European Companies Committee (CCSE) and since 2014, a member of the German Works Council of which he was elected Chairman in 2019.

HOLDING MALAKOFF HUMANIS

REPRESENTED BY THOMAS SAUNIER
Director
Member of the Strategic Committee and Nomination Committee

First appointed: April 27, 2017	**Term of office expires:** 2023	French Age: 56 Malakoff Humanis 21, rue Laffitte 75317 Paris Cedex 09, France
Independent: Yes	**Board meeting attendance rate:** 86%	

MAIN POSITION

- Chief Executive Officer of the Malakoff Humanis group (France)

OTHER POSITIONS

- Chief Executive Officer of Holding Malakoff Humanis (France)
- Permanent representative of Malakoff Humanis Prévoyance on the Board of Directors of OPPCI Vivaldi (France)
- Chief Executive Officer of SGAM Malakoff Humanis (France)
- Chief Executive Officer of Malakoff Humanis Prévoyance (France)
- Chief Executive Officer of Malakoff Humanis Agirc-Arrco (France)
- Chief Executive Officer of Malakoff Humanis International Agirc-Arrco (France)
- Chief Executive Officer of association Sommitale Malakoff Humanis (France)
- Chief Executive Officer of association de Moyens Assurance de Personnes (France)
- Chief Executive Officer of association de Moyens Retraite Complémentaire (France)
- Operational Manager of Mutuelle Malakoff Humanis (France)
- Operational Manager of MHN, Malakoff Humanis Nationale (France)
- Director of Fondation Malakoff Humanis Handicap (France)
- Director of Fondation Médéric Alzheimer (France)
- Director of Cancer@work (France)

POSITIONS THAT EXPIRED DURING THE LAST FIVE YEARS

- Chairman of Fondation Malakoff Humanis Handicap (France)
- Operational Manager of Énergie Mutuelle (France)
- Chief Executive Officer of UGM Agilis (France)
- Chief Executive Officer of Malakoff Humanis Groupement Assurantiel de Protection Sociale (France)
- Chief Executive Officer of Malakoff Humanis Innovation Santé (France)
- Chief Executive Officer of la Caisse Mutuelle Assurances sur la Vie (CMAV) (France)
- Chief Executive Officer of Institution nationale de prévoyance des représentants (INPR) (France)
- Chief Executive Officer of Capreval (France)
- Director of Quatrem (France)
- Director of Auxia (France)
- Director of Auxia Assistance (France)
- Chairman of the Board of Directors of Quatrem SA (France)
- Chairman of the Board of Directors of Viamedis SA (France)
- Chairman of the Board of Directors of Auxia SA (France)
- Chairman of the Board of Directors of Auxia Assistance SA (France)
- Director of Viamedis (France)
- Director of GIE Karéo Services (France)
- Member of the Executive Committee of Cofifo SAS (France)
- Chairman of SAS Totem MM 1, now SA MM Retraite Supplémentaire (France)
- Chairman of SAS Totem MM 2, now MM INNOV' (France)
- Permanent representative of Malakoff Médéric Assurances on the Board of Directors of La Banque Postale Asset Management (France)
- Chief Executive Officer of association Sommitale du Groupe Humanis (France)
- Chairman and Chief Executive Officer of association Totem 1 (France)
- Chairman and Chief Executive Officer of association Totem 2 (France)
- Chairman and Chief Executive Officer of association Totem 3 (France)
- Chairman of SAS Totem MM3 (France)
- Chairman of SAS Totem MM4 (France)

- Sole director of GIE SI2M (France)
- Chief Executive Officer of SGAM Malakoff Médéric (France)
- Chief Executive Officer of AS2M (France)
- Chief Executive Officer of association de Moyens Assurances (France)
- Chief Executive Officer of association de Moyens Retraite (France)
- Chief Executive Officer of SGAPS Humanis Développement Solidaire (France)
- Chief Executive Officer of Humanis Prévoyance (France)
- Chief Executive Officer of Humanis Retraite AGIRC (France)
- Chief Executive Officer of Malakoff Médéric AGIRC (France)
- Chief Executive Officer of Institution de retraite des cadres et assimilés de France et de l'extérieur (IRCAFEX) (France)
- Permanent representative of Malakoff Médéric Assurances on the Supervisory Board of la Foncière Hospi Grand Ouest (France)

Thomas Saunier, a French citizen, is a graduate of *École polytechnique*, ENSAE and the French Institute of Actuaries. Head of the Actuarial Department and Director of Steering and Management Control at CNP Assurances from 2000 to 2003, he spent more than 10 years at Generali France, initially as Deputy Chief Executive Officer responsible for products, operations and information and finance systems. In 2005, he was promoted to Chief Executive Officer responsible for the retail market, IT and customer service, before taking charge of the corporate, professional and retail markets in 2011. On June 1, 2016, he was appointed Chief Executive Officer of the Malakoff Médéric group in an environment characterized, for all stakeholders in the social protection sector, by unprecedented challenges in the management of supplementary pensions and in the development of life and health insurance business. Following the merger of the Humanis and Malakoff Médéric groups, on January 1, 2019 Thomas Saunier became Chief Executive Officer of the Malakoff Médéric Humanis group, now known as the Malakoff Humanis group.

CLAUDE TENDIL

DIRECTOR

Member of the Strategic Committee, Compensation Committee, Nomination Committee and Crisis Management Committee

First appointed: May 15, 2003	**Term of office expires:** 2024	French Age: 77 SCOR SE 5, avenue Kléber 75116 Paris, France
Independent: No	**Board meeting attendance rate:** 71%	

MAIN POSITION

- N/A

OTHER POSITIONS

- Director of Eramet (France)(1)
- Director of Europ Assistance Holding (France)
- Director of NJE (France)
- Director of NJE 1998 (France)
- Director of NJE TER (France)
- Director of CT Conseils (France)
- Chairman of the Institut pour l'innovation économique et sociale (2IES) (France)
- Chairman of Fondation ARC pour la recherche sur le cancer (France)

POSITIONS THAT EXPIRED DURING THE LAST FIVE YEARS

- Chairman of RVS (association) (Monaco)
- Chairman of the Board of Directors of Generali IARD (France)
- Director of Generali France (France)
- Director of Generali Vie (France)
- Director of Generali IARD (France)
- Member of the Executive Committee of MEDEF (France)
- Chairman of the Board of Directors of Generali Vie (France)
- Chairman of the Board of Directors of Generali France Assurances (France)
- Chairman of the Board of Directors of Generali France (France)
- Chairman of the Board of Directors of Europ Assistance Holding (France)
- Chief Executive Officer of Generali France (France)
- Chief Executive Officer of Generali Vie (France)
- Chief Executive Officer of Generali IARD (France)
- Director of Assicurazioni Generali SpA (Italy)
- Member of the Supervisory Board of Generali Investments SpA (Italy)
- Chairman of the Board of Directors of Europ Assistance Italie (Italy)
- Permanent representative of Europ Assistance Holding on the Board of Directors of Europ Assistance (Spain)

Claude Tendil, a French citizen, began his career at the *Union des Assurances de Paris* (UAP) in 1972. He joined the Drouot group in 1980 as Chief Operating Officer. He was promoted in 1987 to Chief Executive Officer, before being appointed Chairman and Chief Executive Officer of Présence Assurances, a subsidiary of the AXA group. He was appointed director and Chief Executive Officer of AXA-Midi Assurances in 1989 and served as Chief Executive Officer of AXA from 1991 to 2000, then Vice-Chairman of the Management Board of the AXA group until November 2001. During the same period, he was also Chairman and Chief Executive Officer of the AXA group's French insurance and assistance companies. Claude Tendil was Chairman and Chief Executive Officer of the Generali group in France from April 2002 until October 2013, when he became the Chairman of the Board of Directors, holding this position until June 2016.

(1) Company whose shares are listed on a regulated or organized market.

NATACHA VALLA

DIRECTOR

Member of the Strategic Committee, Audit Committee, Risk Committee and Sustainability Committee

First appointed: June 16, 2020	**Term of office expires:** 2025	French Age: 47 École du management et de l'innovation 1, place Saint-Thomas-d'Aquin 75007 Paris, France
Independent: Yes	**Board meeting attendance rate:** 100%	

MAIN POSITION

- Dean of the *Sciences Po Paris* School of Management and Innovation (France)

OTHER POSITIONS

- Director of LVMH (France)[(1)]
- Member of the Advisory Board of Tikehau Capital (France)
- Director of ASF/Cofiroute (Vinci) (France) [(1)]
- Member of the Supervisory Board of MK2 cinémas (France)
- Non-voting director of Wakam (France)

POSITIONS THAT EXPIRED DURING THE LAST FIVE YEARS

- Director of Accor (France)[(1)]

Natacha Valla, a French citizen, is an economist, and is currently Dean of the School of Management and Innovation at *Sciences Po Paris*. She began her career at the European Central Bank (2001-2005) and then worked at the Banque de France (2005-2008) before joining Goldman Sachs as Executive Director (2008-2013). She was then Deputy Director of CEPII (2014-2016), a think tank in international economics, before joining the European Investment Bank (2016-2018) in charge of Economic Policy and Economic Strategy. From 2018 to May 2020, she was Deputy CEO for Monetary Policy at the European Central Bank. She has been a member of France's Economic Commission of the Nation, of the Scientific Committee of the ACPR and of the Council of Economic Analysis (*Conseil d'analyse économique,* CAE). She received her PhD from the European University Institute in Florence and is the author of numerous books and articles in monetary and international economics.

(1) Company whose shares are listed on a regulated or organized market.

ZHEN WANG

DIRECTOR

Member of the Strategic Committee and Risk Committee

First appointed: April 26, 2018	**Term of office expires:** 2023	Chinese Age: 66 SCOR SE 5, avenue Kléber 75116 Paris, France
Independent: Yes	**Board meeting attendance rate:** 100%	

MAIN POSITION

- N/A

OTHER POSITIONS

- Director of Bank of China Insurance Company (China)
- Director of Trust Mutual Life Insurance Company (China)
- Director of PICC Re (China)

POSITIONS THAT EXPIRED DURING THE LAST FIVE YEARS

- Director of Munich Re Greater China Advisory Board (China)

Zhen Wang, a Chinese citizen, holds a Bachelor's degree from the Beijing Normal University, and is a Fellow of the Chartered Insurance Institute (FCII). She began her insurance career in 1982 by joining the Chinese state-owned insurance company PICC, and became the General Manager of the International Department in 1996 when PICC became the PICC group. From 1997 to 2016, she worked for Munich Re where she was the Chief Representative of Munich Re Beijing, then Chief Executive Officer of Munich Re Beijing Branch and a member of the Munich Re Greater China Advisory Board. Zhen Wang has been an independent director of Bank of China Insurance Company since 2014, of Trust Mutual Life Insurance Company in China since 2017 and of PICC Re since 2020.

FIELDS WICKER-MIURIN

DIRECTOR

Chair of the Compensation Committee

Member of the Strategic Committee, Risk Committee, Nomination Committee, Sustainability Committee and Crisis Management Committee

First appointed: April 25, 2013	**Term of office expires:** 2023	American and British Age: 64 Aquis Exchange plc Floor 2 63 Queen Victoria Street London, EC4N 4 UA United Kingdom
Independent: Yes	**Board meeting attendance rate:** 100%	

MAIN POSITION

- Partner of Leaders' Quest Ltd (UK)

OTHER POSITIONS

- Director of BNP Paribas (France) (1)
- Senior independent director of Aquis Exchange plc (UK) (1)
- Vice-Chair of the Royal College of Art (UK)

POSITIONS THAT EXPIRED DURING THE LAST FIVE YEARS

- Director of Prudential plc (UK) (1)
- Director of SCOR UK (UK) (2)
- Non-executive member of the Board of the Department of Digital, Culture, Media and Sport of the UK Government (UK)
- Director of Control Risks International Ltd (UK)

Fields Wicker-Miurin, an American and British citizen, studied in France at the *Institut d'études politiques de Paris*, in the United States and Italy. She graduated from the University of Virginia (BA) and the School of Advanced International Studies of Johns Hopkins University (MA). Fields Wicker-Miurin began her career in banking, before joining Strategic Planning Associates (now Oliver Wyman Consulting) as a senior partner where she was the main advisor to Lloyd's of London. In 1994, she became Chief Financial Officer and Head of Strategy of the London Stock Exchange, where she led both the strategic and structural aspects of its complete restructuring. She was a member of the Nasdaq Technology Advisory Council and advised the European Parliament on financial markets harmonization. In 2002, she was one of the founders of Leaders' Quest, a social enterprise that works with leaders from all sectors and across the globe who want to make a responsible, positive difference through their leadership. In 2007 she received an OBE (Officer of the Order of the British Empire) and in 2011 she was appointed a Fellow of King's College London. She is also a director of BNP Paribas, Senior Independent Director of Aquis Exchange Plc and is Vice-Chair of the Royal College of Art in London.

(1) Company whose shares are listed on a regulated or organized market.
(2) SCOR Group company.

	Personal information					Position on the board				
	Age	Gender	Nationality	Number of shares	Number of directorships in listed companies (excluding SCOR)	Indepen-dent	First appointed	Term of office expires	Length of service on the Board	Participation in Board Committees
Denis KESSLER (Chairman)	71	Male	French	2,029,032	1	No	November 4, 2002	2024	20 years	• Chairman of the Strategic Committee • Chairman of the Crisis Management Committee • Member of the Nomination Committee
Augustin DE ROMANET (Vice-Chairman)	62	Male	French	2,763	1	Yes	April 30, 2015	2023	7 years	• Chairman of the Sustainability Committee • Member of the Strategic Committee • Member of the Audit Committee • Member of the Risk Committee • Member of the Crisis Management Committee
Fabrice BRÉGIER	61	Male	French	1,560	1	Yes	April 26, 2019	2025	3 years	• Chairman of the Nomination Committee • Member of the Strategic Committee • Member of the Audit Committee • Member of the Compensation Committee • Member of the Crisis Management Committee
Adrien COURET	39	Male	French	1,206	0	Yes	November 6, 2020	2023	2 years	• Chairman of the Risk Committee • Member of the Strategic Committee • Member of the Audit Committee • Member of the Nomination Committee • Member of the Crisis Management Committee
Martine GEROW	62	Female	French and American	70	0	Yes	November 8, 2022	2023	<1 year	• Member of the Strategic Committee • Member of the Audit Committee • Member of the Sustainability Committee
Patricia LACOSTE	61	Female	French	866	1	Yes	June 30, 2021	2024	1 year	• Member of the Strategic Committee • Member of the Audit Committee • Member of the Compensation Committee • Member of the Sustainability Committee
Vanessa MARQUETTE	51	Female	Belgian	2,763	0	Yes	April 30, 2015	2023	7 years	• Member of the Strategic Committee • Member of the Audit Committee • Member of the Risk Committee • Member of the Nomination Committee • Member of the Sustainability Committee • Member of the Crisis Management Committee
Bruno PFISTER	63	Male	Swiss	2,453	0	Yes	April 27, 2016	2024	6 years	• Chairman of the Audit Committee • Member of the Strategic Committee • Member of the Risk Committee • Member of the Compensation Committee • Member of the Crisis Management Committee
Laurent ROUSSEAU [(1)]	44	Male	French	68,333	0	No	June 30, 2021	January 26, 2023	1 year	• Member of the Strategic Committee
Holding Malakoff Humanis, represented by Thomas SAUNIER	56	Male	French	5,484,767	0	Yes	April 27, 2017	2023	5 years	• Member of the Strategic Committee • Member of the Nomination Committee
Claude TENDIL	77	Male	French	6,820	1	No	May 15, 2003	2024	19 years	• Member of the Strategic Committee • Member of the Compensation Committee • Member of the Nomination Committee • Member of the Crisis Management Committee

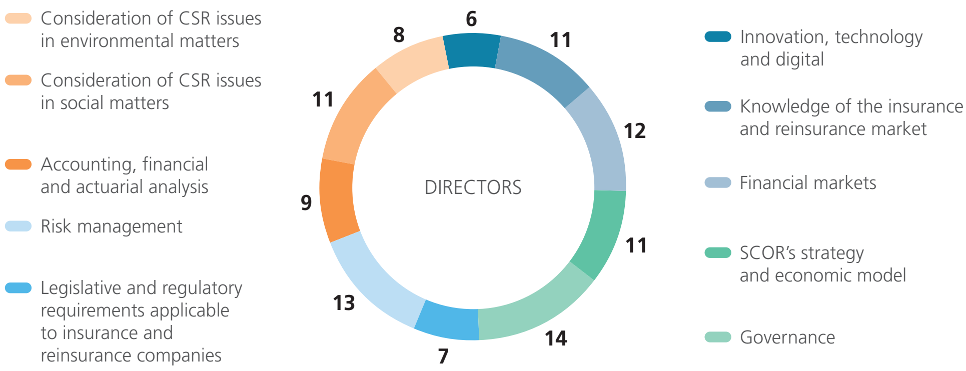
	Personal information				Position on the board					
	Age	Gender	Nationality	Number of shares	Number of directorships in listed companies (excluding SCOR)	Indepen-dent	First appointed	Term of office expires	Length of service on the Board	Participation in Board Committees
Natacha VALLA	47	Female	French	1,294	2	Yes	June 16, 2020	2025	2 years	• Member of the Strategic Committee • Member of the Audit Committee • Member of the Risk Committee • Member of the Sustainability Committee
Zhen WANG	66	Female	Chinese	1,806	0	Yes	April 26, 2018	2023	4 years	• Member of the Strategic Committee • Member of the Risk Committee
Fields WICKER-MIURIN	64	Female	American and British	3,545	2	Yes	April 25, 2013	2023	9 years	• Chair of the Compensation Committee • Member of the Strategic Committee • Member of the Risk Committee • Member of the Nomination Committee • Member of the Sustainability Committee • Member of the Crisis Management Committee
Marc BÜKER (director representing employees)	55	Male	French and Turkish	7,192	0	No	May 18, 2022	2025	< 1 year	• Member of the Compensation Committee
Pietro SANTORO (director representing employees)	44	Male	German and Italian	75	0	No	May 18, 2022	2025	< 1 year	• Member of the Sustainability Committee

(1) Laurent Rousseau resigned from all his offices on January 26, 2023.

As at December 31, 2022, the expertise represented on the Board of Directors was as follows:

	Knowledge of the insurance and reinsurance market	Financial markets	SCOR's strategy and economic model	Governance	Accounting, financial and actuarial analysis	Legislative and regulatory requirements applicable to insurance and reinsurance companies	Risk management	Innovcation, technology and digital	Consideration of CSR issues in environmental matters	Consideration of CSR issues in social matters
Denis KESSLER (Chairman)	X	X	X	X	X	X	X	-	X	X
Augustin DE ROMANET (Vice-Chairman)	X	X	X	X	X	-	X	-	X	X
Fabrice BRÉGIER	-	-	X	X	X	-	X	X	-	-
Adrien COURET	X	-	X	X	X	X	X	-	X	X
Martine GEROW	-	X	-	X	X	-	X	X	X	X
Patricia LACOSTE	X	X	X	X	-	X	-	X	-	X
Vanessa MARQUETTE	-	X	-	X	-	X	-	X	X	X
Bruno PFISTER	X	X	-	X	X	-	X	-	-	-
Laurent ROUSSEAU (1)	X	X	X	X	-	-	X	-	-	-
Holding Malakoff Humanis, represented by Thomas SAUNIER	X	X	X	X	X	-	-	X	-	X
Claude TENDIL	X	X	X	X	-	X	X	-	-	-
Natacha VALLA	-	X	X	-	-	-	X	-	-	X
Zhen WANG	X	-	-	X	-	X	X	-	-	-
Fields WICKER-MIURIN	X	X	X	X	-	-	X	-	X	X
Marc BÜKER (director representing employees)	X	X	X	X	X	X	X	X	X	X
Pietro SANTORO (director representing employees)	-	-	-	-	X	-	X	-	X	X

(1) Laurent Rousseau resigned from all his offices on January 26, 2023.



2.1.3.3. COMPOSITION OF THE BOARD OF DIRECTORS

Number of directors

SCOR SE's bylaws provide that the Board of Directors must comprise no fewer than nine and no more than eighteen members.

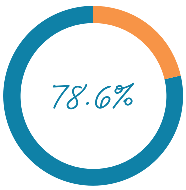
Under SCOR SE's bylaws, each director must own at least one ordinary share for the duration of their entire term of office, and under the Internal Charter of the Board of Directors, each director must agree to acquire shares with a value of at least EUR 10,000 and to hold them throughout their term as director. Under French law, a director may be a natural person or a corporate entity for which an individual is appointed as permanent representative, except for the Chairman, who must be an individual. Pursuant to Article L. 225-20 of the French Commercial Code, the permanent representative of a corporate entity is subject to the same conditions, obligations and civil and criminal liabilities as if they were a director in their own name, without prejudice to the joint and several liability of the corporate entity they represent. Of the sixteen members of the Board of Directors, as of December 31, 2022, fifteen are natural persons and one, Holding Malakoff Humanis, is a corporate entity (represented by Thomas Saunier as permanent representative).

Composition principles and diversity policy

The Board of Directors' composition is guided by the following principles:

- application of best-in-class corporate governance practices;
- appropriate number of Board members in order to allow meaningful individual participation;
- majority of independent directors;
- diversity of expertise;
- professional experience;
- diversity of nationalities;
- high proportion of female Board members.

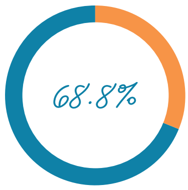
As of December 31, 2022, the composition of the Board of Directors is as follows:



OF DIRECTORS ARE INDEPENDENT (excluding the directors representing employees)

(78.6% as at December 31, 2021).

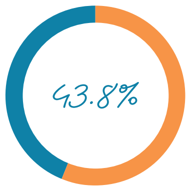
The Audit Committee, Risk Committee and Sustainability Committee are fully composed of independent directors (excluding the directors representing employees). The Nomination Committee is composed of 71.4% of independent directors, the Compensation Committee is composed of 80% of independent directors (excluding the directors representing employees) and the Strategic Committee is composed of 78.6% of independent directors.



OF DIRECTORS HAVE PRIOR EXPERIENCE IN THE INSURANCE OR REINSURANCE INDUSTRY

(75% as at December 31, 2021).

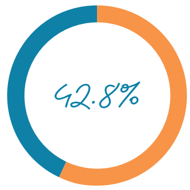
The other directors work in the industry, banking, financial and digital sectors, legal advisory services and other services.



OF DIRECTORS ARE NON-FRENCH

(37.5% as at December 31, 2021).

With directors who have American, British, German, Belgian, Chinese, Italian, Swiss and Turkish nationality.



OF DIRECTORS ARE WOMEN (excluding the directors representing employees)

(42.8% as at December 31, 2021).

The composition of the Board of Directors is therefore compliant with the applicable French law, although between July 28 and November 8, 2022, the proportion of women on the Board of Directors was temporarily below the legal threshold of 40%, due to the resignation of Kory Sorenson.

Accordingly, SCOR has been compliant with legal requirements and the recommendations of the AFEP-MEDEF corporate governance code in terms of diversity for several years. In terms of its composition, the Board of Directors of SCOR strives to maintain a balanced representation between men and women, as well as a balance between the age and length of service of its members. It also ensures, on the basis of a skills matrix, that directors have varied and complementary experience and skills. This ensures open discussion and the highest degree of quality in the decision-making process at Board level. Given the global dimension of the Group, a wide variety of nationalities is also sought.

Since the Ordinary and Extraordinary Shareholders' Meeting held on April 27, 2017, the directors representing employees have been elected by the employees of SCOR SE and its direct and indirect subsidiaries whose registered office is in France. Under French law, one of the two directors representing employees must belong to the "*cadre*" (executive) category, and the other to the "*non-cadre*" (non-executive) category. In the interest of instating a wholly democratic process for the election of the directors representing employees, while complying with the applicable legal provisions, the Company wishes to continue to involve all employees worldwide, by holding a "primary", which will give them a chance to express their preference before the actual vote.

As the terms of office of the two directors representing employees expired at the 2022 Shareholders' Meeting, a "primary" was held after which the actual election of the two directors representing employees took place. The terms of office of the two newly elected directors representing employees, Marc Büker for the "*cadre*" category and Pietro Santoro for the "*non-cadre*" category, were effective as from the end of the Annual Shareholders' Meeting held on May 18, 2022.

Changes in the composition of the Board of Directors during the year

Name	1st nomination	Renewal	Departure	Sex	Nationality	Reason of the change
Fabrice Brégier	April 26, 2019	May 18, 2022		M	French	Renewal
Lauren Burns-Carraud	June 16, 2020		May 18, 2022	F	American	End of term of office
Marc Büker	May 18, 2022			M	French and Turkish	Appointment
Fiona Camara	April 26, 2019		May 18, 2022	F	French	End of term of office
Martine Gerow	November 8, 2022			F	French and American	Appointment
Pietro Santoro	May 18, 2022			M	German and Italian	Appointment
Kory Sorenson	April 25, 2013		July 27, 2022	F	American	Resignation
Natacha Valla	June 16, 2020	May 18, 2022		F	French	Renewal

Kory Sorenson, former Chair of the Audit Committee, has decided to resign from the SCOR Board of Directors for personal reasons. This resignation took effect on July 28, 2022. At its meeting of November 8, 2022, the Board of Directors, on the recommendation of the Nomination Committee, decided to appoint Martine Gerow as a director and, in view of her experience, asked her to join the Strategic Committee, the Audit Committee and the Sustainability Committee. Martine Gerow has extensive experience in financial matters and is also a member of the CSR Committee of American Express Global Business Travel.

Changes in the composition of the Board of Directors since the end of the year

Laurent Rousseau resigned from his position as Chief Executive Officer and director of SCOR SE on January 26, 2023, with immediate effect. The Board of Directors will propose to the Shareholders' Meeting the appointment of Thierry Léger as director.

Terms of office

Since the Shareholders' Meeting held on June 30, 2021, the term of office of directors who are appointed or renewed as set forth in SCOR SE's bylaws, is three years. By way of exception, and in order to execute or maintain the staggering of director's terms of office, the Ordinary Shareholders' Meeting may appoint one or more Board members with a term of office of one or two years.

Pursuant to SCOR SE's bylaws, the age limits for serving as Chairman of the Board of Directors or a director are 72 years and 77 years respectively. A director who reaches the age of 77 while in office must retire on expiration of their term of office, as determined at the Shareholders' Meeting. With the exception of directors representing employees, directors are elected by shareholders and serve until the expiration of their respective term of office, or until their resignation, death or dismissal, with or without cause, by the shareholders. Vacancies on the Board of Directors may, under certain conditions, be filled by the Board of Directors, pending the next Shareholders' Meeting. The appointment is then submitted for approval by shareholders at the next Shareholders' Meeting.

Directors are required to comply with applicable law and SCOR SE's bylaws. Under French law, directors may be held responsible in the event of violations of French legal or regulatory provisions applicable to European Companies (Societas Europaea), violations of company bylaws or mismanagement. Directors may be held responsible for such violations both individually and jointly with other directors.

Procedure for the selection of directors

The Nomination Committee identifies and recommends, to the Board of Directors candidates suitable for a directorship, with a view to proposing their candidacy to the Shareholders' Meeting. In the determination of the potential candidates, the Nomination Committee assesses notably, the balance of knowledge, skills, professional experience, expertise, nationality, propriety, age and independence with regards to the activity of the Company.

It ensures, furthermore, that the candidates are able to act objectively, critically and independently, notably with respect to other positions they hold, and that they have the courage necessary to express their thoughts and opinions. They should also have sufficient availability to have a strong commitment in their duties and the objectivity indispensable for their directorship and, lastly, the desire to protect the interests of the Company and ensure its proper running.

The Nomination Committee ensures the regular updating of the list of persons that could be selected for a directorship, and, once a year, reports to the Board of Directors on the work performed in order to identify the persons that could be appointed as directors.

As appropriate, it also identifies those individuals who could be selected as Chairman in consideration of the criteria set out above.

In 2022, this procedure was implemented following Kory Sorenson's resignation when appointing her replacement. The committee sought to propose a candidate to the Board of Directors who would have significant financial expertise and experience, and who embodied the criteria of independence, fitness and properness.

2.1.3.4. OPERATING PROCEDURES OF THE BOARD OF DIRECTORS

Internal Charter of the Board of Directors

At its meeting held on March 31, 2004, the Board of Directors adopted an Internal Charter in order to enhance and specify the rules governing the Board's operating procedures. The Internal Charter was amended by successive decisions of the Board of Directors. The current version of the Charter is available on the Company's website (www.scor.com), and its main provisions are provided below:

Operating procedures and duties of the Board of Directors of the Company

The Board of Directors defines the strategic guidelines of the Company's business activities and ensures their implementation in accordance with its corporate interests, taking into consideration the social and environmental aspects of its activity. Without prejudice to the powers expressly invested in Shareholders' Meetings, and within the limits of the Company's purpose, the Board of Directors deals with all matters relating to the conduct of the Company's business and decides all pertinent issues through its resolutions. It ensures the sound and prudent management of the Company, and regularly reviews the opportunities and main risks (*e.g.* financial, legal, operational, social, societal and environmental risks), as well as the measures taken accordingly. To this end, the Board of Directors receives all of the information needed to carry out its duties, particularly from the executive corporate officers. The Board is informed each quarter by Executive Management of the financial situation, cash position and commitments of the Company. It is also informed about market developments, the competitive environment and the most important issues at hand, including in corporate social and environmental responsibility. On the recommendation of the Executive Committee, the Board of Directors determines multi-year strategic orientations in the area of social and environmental responsibility. It takes into account the Own Risk and Solvency Assessment ("ORSA") when it makes a decision likely to have a significant impact on the Company. The Board also carries out the verifications and controls it deems necessary.

The Board meets at least four times a year. In accordance with the law, it approves the financial statements, proposes dividends and makes investment and financial policy decisions. The Board examines and takes decisions on major operations, possibly after review by an *ad hoc* committee.

Beyond the cases provided by law, some operations are subject to the prior approval of the Board:

- any major organic growth investments or internal restructuring operations;
- any significant operation falling outside of the strategy announced by the Group;
- and any project regarding a sale or acquisition, merger or cash and asset contribution higher than fifty million euros (EUR 50 million). In addition, any project regarding a sale, in one or more transactions, concerning at least half of the Company's assets over the last two years must be submitted for approval by the Shareholders' Meeting.

The Board's duties and responsibilities beyond those set forth by the applicable laws and regulations are set out in SCOR SE's bylaws.

Independence of directors

The Internal Charter of the Board of Directors of SCOR provided, until February 26, 2020, the possibility for a director holding a position in a Group subsidiary to be deemed independent provided that they abstained from participating in the decisions of the Board of Directors of SCOR SE in the event of a conflict of interest with the subsidiary in which they held their position. The Board of Directors' meeting held on February 26, 2020 removed this possibility, in order to align the independence criteria of SCOR's directors with those of the AFEP-MEDEF corporate governance code, thereby taking into account the opinions expressed by the shareholders during active discussions.

	Independence criteria as per the Internal Charter of the Board of Directors of SCOR	Assessment of the independence of the directors by the Board of Directors, on the proposal of the Compensation and Nomination Committee as of December 31, 2022
1	Shall not currently be or have been within the five preceding years, an employee or an executive corporate officer of SCOR, or an employee, a director or an executive corporate officer of a company consolidated within the Company. However, a director who has been, during the five preceding years, director of a subsidiary which is consolidated by the Company can be qualified as an independent director of the Company if the term of office in the subsidiary was terminated before April 15, 2020; [(1)].	The Board of Directors noted that Denis Kessler, Laurent Rousseau, Marc Büker and Pietro Santoro could not be deemed independent. Denis Kessler was an executive corporate officer of SCOR SE until June 30, 2021. Laurent Rousseau was a SCOR employee until he became Chief Executive Officer of SCOR SE on June 30, 2021. Marc Büker and Pietro Santoro are employees of the Company. Fields Wicker-Miurin resigned from her positions on the Boards of subsidiaries of the SCOR Group with effect from April 1, 2020 and therefore remains independent.
2	Shall not have received compensation of any form from SCOR, except for compensation received as director, in excess of EUR 100,000 over the previous five years;	The Board of Directors has ensured that the directors of SCOR SE have not received, in any form, except for compensation received as a director of one of the companies in the SCOR Group, compensation greater than EUR 100,000 within the last five years. In this respect, the Board of Directors noted that Denis Kessler, Laurent Rousseau, Marc Büker and Pietro Santoro have received compensation greater than EUR 100,000 within the last five years, in respect of their duties as executive corporate officer and employees of the Group, respectively. No other director has received any such amount of compensation.
3	Shall not be an executive corporate officer of a company in which the company holds, directly or indirectly, a directorship, or in which an employee designated as such or an executive corporate officer of the company (current or in the last five years) holds a directorship;	The Board of Directors has ensured that no director of SCOR SE holds an executive corporate office in a company in which SCOR SE directly or indirectly holds a directorship or in which an employee designated as such or an executive corporate officer of SCOR SE (currently or in the last five years) holds a directorship.
4	Shall not be a significant customer, supplier, investment or commercial banker, consultant (or to be linked directly or indirectly to these persons) of SCOR or its Group, nor shall SCOR or its Group account for a significant portion of such person's business activities. For the quantitative assessment, a business relationship is deemed significant if it amounts to an annual sum of more than 5% of SCOR's consolidated revenues, or more than 5% of the turnover, consolidated as necessary, of the director or the company with which he or she is affiliated. For the qualitative assessment, the criteria to qualify that a business relationship is deemed significant will be, among others, duration and continuity, economic dependence and exclusivity. Whether or not the relationship with SCOR or its Group is significant must be debated by the Board in consideration of the Nomination Committee's report;	With the exception of the companies listed below with which SCOR has business relationships the Board of Directors noted that there are no business relationships between SCOR and companies to which the directors of SCOR SE are directly or indirectly related: • Fabrice Brégier, Chairman of Palantir France and director of Engie; • Adrien Couret, Chief Executive Officer of Aéma group; • Martine Gerow, Chief Financial Officer of American Express Global Business Travel; • Patricia Lacoste, Chair and Chief Executive Officer of Société Centrale Prévoir and director of ALD Automotive; • Augustin de Romanet, Chairman and Chief Executive Officer of Aéroports de Paris; • Thomas Saunier, Chief Executive Officer of Malakoff Humanis group; • Natacha Valla, director of LVMH and ASF / Cofiroute; • Zhen Wang, director of Bank of China and PICC Group; • Fields Wicker-Miurin, director of BNP Paribas SA. The Board of Directors noted that none of the companies, had business relationships with SCOR that generate revenues higher than the threshold indicated in the Internal Charter of the Board of Directors of SCOR SE and that the business relationships were not significant for SCOR SE or for the third-party company with which SCOR SE had business relationships. In its analysis, the Board of Directors also considered the criteria of length, continuity, economic dependence and exclusivity of the business relationships. To SCOR's knowledge, there are no other direct or indirect business relationships between the directors of SCOR and third parties having a significant business relationship with the Company. The Board of Directors confirmed that the direct or indirect business relationships between the Directors and SCOR SE do not call into question their independence, either quantitatively or qualitatively.

	Independence criteria as per the Internal Charter of the Board of Directors of SCOR	Assessment of the independence of the directors by the Board of Directors, on the proposal of the Compensation and Nomination Committee as of December 31, 2022
5	Shall have no close family ties with one of SCOR's corporate officers;	The Board of Directors confirmed that no director has any close family relationships with a corporate officer of SCOR SE.
6	Shall not have been a Statutory Auditor of the Company over the five preceding years;	The Board of Directors confirmed that no director has been an auditor of SCOR SE in the last five years.
7	Shall not have been a director of the Company for more than twelve (12) years (the loss of independent director status in this regard will occur on the date at which this period of twelve years is reached);	The Board of Directors noted that Denis Kessler and Claude Tendil cannot be deemed independent. They have been directors of the Company for more than twelve years.
8	Shall not represent a significant shareholder of the Company with the stipulation that: • a shareholder is deemed significant if they hold more than 5% of the shares or voting rights (calculation consolidating their various holdings); • below this threshold, the Board, based on a report of the Nomination Committee, systematically takes into account the structure of the Company's capital and the existence of a potential conflict of interest when evaluating independence;	The Board of Directors has ensured whether any of the directors represent a significant shareholder of the Company. It noted that the three directors below are either a shareholder (Holding Malakoff Humanis) or directly related to shareholders of SCOR SE: • Adrien Couret, Chairman of the Board of Directors of Ofi Asset Management; • Holding Malakoff Humanis, represented by its Chief Executive Officer Thomas Saunier; • Fields Wicker-Miurin, Director of BNP Paribas SA. As the interests of the above companies in the share capital and voting rights of SCOR SE are significantly below the 5% threshold set by the Internal Charter of the Board of Directors of SCOR SE, the Board of Directors noted that Adrien Couret, Holding Malakoff Humanis (represented by Thomas Saunier) and Fields Wicker-Miurin can be deemed independent with regard to this criterion.
9	Shall not be a non-executive corporate officer receiving variable compensation in cash or in the form of shares or any compensation linked to the performance of the Company or the Group.	The Board of Directors has ensured that no non-executive corporate officer receives variable compensation in cash or in the form of shares or any compensation linked to the performance of the Company or the Group. Denis Kessler has not been awarded any new performance share or stock option plans in his capacity as Chairman of the Board of Directors since June 30, 2021.

(1) For the duration of their terms of office in the subsidiaries concerned, SCOR strictly applied the corporate governance rules (including abstention obligations) to the directors concerned to prevent any conflict of interests with respect to SCOR SE or the relevant subsidiaries.

Following its analysis, the Board of Directors concluded that, as of December 31, 2022, with the exception of Denis Kessler, Laurent Rousseau (Chief Executive Officer and director until January 26, 2023), Marc Büker, Pietro Santoro and Claude Tendil, all SCOR SE directors can be deemed independent.

The table below presents the results of the detailed review, criterion by criterion, of the independence of each director carried out by the Board of Directors in March 2023, on the proposal of the Nomination Committee, with regard to the criteria mentioned above:

Criteria	1	2	3	4	5	6	7	8	9	Independent
Denis Kessler, Chairman of the Board	No	No	Yes	Yes	Yes	Yes	No	Yes	Yes	No
Fabrice Brégier	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Marc Büker*	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Adrien Couret	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Martine Gerow**	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Patricia Lacoste	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Vanessa Marquette	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Bruno Pfister	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Augustin de Romanet	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Laurent Rousseau***	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Pietro Santoro*	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Thomas Saunier****	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Claude Tendil	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No
Natacha Valla	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Zhen Wang	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Fields Wicker-Miurin	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

* *SCOR SE director since May 18, 2022.*
** *SCOR SE director since November 8, 2022.*
*** *SCOR SE director until January 26, 2023.*
**** *Permanent representative of Holding Malakoff Humanis, director.*

Role of the Vice-Chairman

During its meeting held on June 30, 2021, the Board of Directors decided to separate the functions of Chairman of the Board of Directors and Chief Executive Officer of SCOR SE. It also adopted a new version of the Internal Charter of the Board of Directors providing for the appointment of a Vice-Chairman of the Board of Directors, as described below.

In accordance with the Internal Charter, when the functions of Chairman of the Board of Directors and Chief Executive Officer are not separated or when the Chairman of the Board of Directors is not an independent director, the Board of Directors appoints a Vice-Chairman. In such a case, the Vice-Chairman is appointed by the Board of Directors among the independent directors, based on a proposal from the Nomination Committee.

The Vice-Chairman assists the Chairman of the Board of Directors in his missions, in particular in organizing the Board and its committees and ensuring they function properly, and in supervising corporate governance.

The Chairman of the Board of Directors and the Chief Executive Officer keep the Vice-Chairman regularly informed of important events related to the Group, in particular concerning strategy, organization and financial reporting, major investment and divestment projects, major financial transactions, changes in share capital and contacts with principal current or potential shareholders.

The Vice-Chairman advises corporate officers who believe they may be in a conflict-of-interest position.

He ensures that the new members of the Board of Directors take part in an orientation program and receive proper training.

He leads the annual assessment of the Board of Directors and its committees.

The Vice-Chairman is called to replace the Chairman of the Board of Directors in case of temporary impediment or death. In the event of a temporary impediment of the Chairman of the Board of Directors, this substitution is valid for a limited period to be determined by the Board of Directors; in the event of the death of the Chairman of the Board of Directors, it is valid until the election of the new Chairman. The Vice-Chairman convenes and presides over the meetings of the Board of Directors in the absence of the Chairman.

He may add any subject he deems necessary to the agenda of the Board of Director's meetings.

The Vice-Chairman appointed by the Board of Directors is Augustin de Romanet who was previously the Lead Independent Director. In 2022, he supervised the annual assessment of the Board of Directors and its committees, participated in running the Company's Boards of Directors, in close collaboration with the Chairman, and ensured the perfect integration of new directors, in liaison with the Chairman of the Board and the Chairs of the various committees.

Directors' rights and duties

Directors may receive training, if they feel it is necessary, on the specific aspects of the Company, its lines of business, its area of activity and its challenges in terms of sustainability. They agree to regularly attend meetings of the Board of Directors, of committees of which they are members, and Shareholders' Meetings. Lastly, they have the obligation to express their opposition when they believe that a decision of the Board of Directors is likely to be harmful to the Company.

Multiple directorships

In accordance with the recommendations of the AFEP-MEDEF corporate governance code, executive corporate officers should not hold more than two other directorships in listed companies, including foreign companies, not affiliated with the SCOR Group. Moreover, they must also seek the opinion of the Nomination Committee and of the Board of Directors before accepting a new directorship in a listed company.

Directors undertake to hold no more than four other directorships in listed companies, including in foreign companies, outside of the Group. They are required to consult the Chairman of the Board of Directors, the Vice-Chairman and the Chairman of the Nomination Committee prior to their prospective appointment as director, Chairman and Chief Executive Officer, Chairman of the Board of Directors, Chief Executive Officer, member of a Supervisory Board or Chairman or member of a Management Board of other companies, whether the registered office of such companies is located in France or abroad. This allows the Board of Directors, assisted by the Nomination Committee, to verify that the directors are in compliance with applicable limits imposed on multiple offices and that any potential conflict of interest is prevented.

Limitations and restrictions on trading in SCOR securities

The Internal Charter of the Board of Directors sets out the main recommendations of the market authorities with regard to directors trading in the securities of the Company.

Firstly, the Internal Charter of the Board of Directors sets out the legal and regulatory provisions requiring confidentiality with regard to inside information of which directors may become aware in the course of their duties.

The Internal Charter then requires directors to register all SCOR shares that they themselves or their dependent, minor children hold at the time they take up office and those acquired subsequently. In addition, the Internal Charter lays down certain restrictions on trading in SCOR's securities:

- first, directors are prohibited from trading in SCOR securities while in possession of information that, when made public, is likely to have a significant influence on the share price. In this regard, directors must refrain from (a) engaging in or attempting to engage in insider trading, in particular by acquiring or disposing of, on their own behalf or on behalf of a third party, directly or indirectly, financial instruments to which that information relates, or by canceling or amending orders already placed concerning a financial instrument to which the information relates; (b) recommending, encouraging or attempting to recommend or encourage another person to engage in insider trading on the basis of inside information; (c) unlawfully disclosing or attempting to disclose inside information to another person, except when the information is disclosed in the normal course of their work, profession or duties;
- in addition, directors are prohibited from directly or indirectly engaging in any transaction with regard to SCOR's securities during certain sensitive periods of which they have been notified by the Group or during any period preceding an important event affecting SCOR and likely to influence the share price. In all cases, the following periods are considered sensitive: the thirty (30) calendar days before the publication of half-year and annual financial statements; the fifteen (15) calendar days before the publication of quarterly results and the announcement of the dividend.

Lastly, in accordance with the applicable procedure, directors are required to notify SCOR and the AMF of all transactions carried out in its securities, directly or by an intermediary, on their behalf or on behalf of a third party, by their spouse, or by a third party holding a power of attorney. The notification also applies to transactions carried out by persons closely associated with the directors, as defined by applicable laws and regulations.

2.1.3.5. PREVENTION OF RISKS OF CONFLICT OF INTEREST

Each director has a duty of loyalty towards the Company. They must in no case act in their own interests against that of the Company and must avoid any situations with risks of conflict of interest.

Pursuant to the Internal Charter, each director agrees not to seek or accept, either from the Company, the Group or a third party, either directly or indirectly any functions, benefits or situations that could jeopardize their independent analysis, judgment or action in the performance of their duties as a director. They must also not allow themselves to be directly or indirectly pressured by other directors, specific groups of shareholders, creditors, suppliers or other third parties in general.

The Board of Directors of SCOR SE decided, in order to protect the Company's interests, to implement a set of internal control mechanisms to prevent risks of conflict of interest, with:

- a review by the Audit Committee of regulated related party transactions;
- an annual review of each director's situation, in order to analyze their independent status and the existence of any potential conflicts of interest;
- its Internal Charter, according to which any director involved in a risk of conflict of interest agrees to resign from their position if the conflict is not resolved;
- the adoption of a Code of Conduct communicated to all Company employees. This Code establishes reinforced requirements as regards the prevention of situations of risks of conflict of interest. It is supplemented by a policy defining the whistleblowing procedures available to employees, which provides for incidents to be reported to the Audit Committee;
- the systematic addition of an item to the agenda of each meeting of the Board of Directors on the potential conflict of interest of a director related to a topic on the agenda.

Should there be any doubt as to the existence of a conflict of interest, directors may consult with the Vice-Chairman or the General Secretary, who will advise them.

In the event that a characterized punctual conflict of interest should arise on a specific topic submitted for discussion at a Board of Directors' meeting, the director in question must (i) disclose the conflict to the Board prior to the meeting and (ii) abstain from taking part in the Board's debate or decision on the topic (in this case, they must be excluded from quorum and voting calculations).

In the event that a general conflict of interest should arise, directors must immediately notify the Vice-Chairman and, if the situation has not been resolved within one (1) month following the notification, they must resign from the Board of Directors.

Directors may, in the event a conflict of interest is likely to continue beyond the above-mentioned one-month period, ask to be heard by the Nomination Committee.

2.1.3.6. MEETINGS OF THE BOARD OF DIRECTORS

The Company's Board of Directors held seven meetings in 2022, lasting an average of two and a half hours:

MAIN TOPICS DISCUSSED BY THE BOARD OF DIRECTORS IN 2022

Financial and compliance	Risk
• Review and approval of the quarterly, half-year and annual financial statements • Review of the impact on the Group's results due to (i) the Covid-19 pandemic, (ii) the war in Ukraine and (iii) the Group's exposure to natural catastrophes (in particular the drought in Brazil and hurricanes) • Review and approval of the half-year interim report • Review of the 2022 budget and operating plan • Review, follow-up and approval of the implementation of IFRS 17 for the Group • Review and approval of the 2021 Universal Registration Document • Annual review and approval of the Group policies, in particular those required by the Solvency II Directive • Review and approval of various financial authorizations	• Quarterly review of the risk dashboard, including the cyber risks • Review of the Group Internal Model results • Review and approval of the Regular Supervisory Report and the Solvency and Financial Condition Report • Quarterly review of interactions with the regulators • Quarterly review of prudential affairs • Review and approval of the 2022 ORSA report • Review of the actuarial function report
Governance and Human Resources	**Sustainability**
• Review of the composition of the Board of Directors and of its committees • Review of the results of the assessment of the Board of Directors' operations and responses to comments made in this assessment • Annual review of the independence, fitness and properness of the directors and persons effectively running SCOR SE and the Group • Review of the compensation of the Chairman and Chief Executive Officer for 2021 • Review of the compensation of the Chairman of the Board of Directors for 2021 • Review of the compensation of the Chief Executive Officer for 2021 • Determination of the compensation of the Chairman of the Board of Directors for 2022 • Determination of the compensation of the Chief Executive Officer for 2022 • Determination of the compensation of the directors for 2022 • Review and approval of the stock option and performance share allocation plans • Review and approval of the annual deliberation on professional gender equality and equal pay policy	• Review of the Group's proposed sustainability ambitions • Review and approval of the non-financial performance statement • Review and approval of the annual statement of the Company regarding the UK Modern Slavery Act • Review of the 2021 Climate Report • Follow-up on the Group's non-financial ratings and approval of the roadmap for improving ratings
Annual Shareholders' Meeting	**Strategy**
• Convening of the Annual Shareholders' Meeting, approval of the agenda and the draft resolutions • Determination of the dividend to be paid on the 2021 results • Review and approval of the reports to be presented at the Annual Shareholders' Meeting • Annual review of regulated related party agreements • Examination of results of the review of ordinary agreements entered into at arm's length conditions	• Quarterly review of the refocus action plan • Review and approval of the one-year action plan • Review of the 2022 investment strategy • Review and approval of an internal restructuring project

The average attendance rate of the members of the Board in 2022 was 97%. The following table presents the attendance rates of each of the members of the Board of Directors during 2022:

Board members	Attendance rate *(in %)*
Denis Kessler, Chairman of the Board	100
Fabrice Brégier	100
Lauren Burns Carraud*	100
Marc Büker**	100
Fiona Camara*	100
Adrien Couret	100
Martine Gerow***	N/A
Patricia Lacoste	100
Vanessa Marquette	100
Bruno Pfister	100
Augustin de Romanet	100
Laurent Rousseau****	100
Pietro Santoro**	100
Thomas Saunier	86
Kory Sorenson*****	100
Claude Tendil	71
Natacha Valla	100
Zhen Wang	100
Fields Wicker-Miurin	100

* *SCOR SE director until May 18, 2022.*
** *SCOR SE director since May 18, 2022.*
*** *SCOR SE director since November 8, 2022.*
**** *SCOR SE director until January 26, 2023.*
***** *SCOR SE director until July 27, 2022.*

2.1.3.7. TRAINING SESSIONS FOR THE DIRECTORS

The Board of Directors organizes various continuing education sessions throughout the year to enable directors to deepen their knowledge of specific topics concerning both the Group and the issues it faces. Several training sessions were organized in 2022 for directors on the following topics:

- The Group's transition to IFRS 17;
- Compensation policies within the Group;
- The importance of wording in reinsurance treaties.

In addition, when new directors join the Board of Directors, they are offered a specific integration program. As part of the program, meetings are organized with members of the Executive Committee and the Chairs of the Board of Directors' committees, to give them an understanding of the main challenges facing the Company and the Group.

2.1.3.8. ASSESSMENT OF THE BOARD OF DIRECTORS

Pursuant to the recommendations of the AFEP-MEDEF corporate governance code and to the provisions of its Internal Charter, the Board of Directors of SCOR conducted a formal assessment of its membership, organization and operation.

The assessment was carried out by specialist firm Egon Zehnder, under the supervision of the Nomination Committee. Egon Zehnder's consultants met with all the directors of SCOR and with certain members of its senior management at the end of 2022.

Egon Zehnder discussed the assessment with the Chairman of the Nomination Committee and the Chairman of the Board of Directors. The findings were then presented to the Nomination Committee and to the Board of Directors on March 1, 2023.

First of all, the directors noted that the membership, organization and operation of the Board comply, in all respects, with the applicable legal and regulatory framework, the recommendations of the AFEP-MEDEF code and the best market practices in terms of corporate governance.

The interviews conducted by Egon Zehnder showed that the directors are satisfied with how the Board operates, noting that it fulfills its role as the Group's collegial management body and is able to take informed decisions in all circumstances.

Faced with the challenges of recent years, the Board proved all its qualities, remaining solid, united and agile in support of SCOR.

The Chairman of the Board of Directors, who has served the Company for 20 years, continues to provide the Group with his expertise and knowledge. The directors praise the independence and skills of the Board he chairs.

The Chairman of the Board of Directors, who is highly respected, has succeeded in bringing together directors with varied profiles, who are all recognized professionals and are fully committed – both individually and collectively – to the Group's success.

Whileattendance rates are already very high, efforts are being made to increase them further, with as few remote connections as possible. All directors are committed to aim.

Given the large number of directors on the Board, this collective commitment is particularly remarkable.

The Board may take advantage of upcoming departures to reconsider its size.

Beyond the size of the Board, future departures, replacements or renewals should also allow for a better staggering of directors' terms of office. The Nomination Committee and the Board already addressed this issue at the 2023 Shareholders' Meeting, proposing that some terms of office be renewed for a shorter period than the standard three-year term, in accordance with the bylaws which provide for this option.

The directors also emphasized the integrity, loyalty and solidarity they have systematically upheld over the past few years, in the best interest of SCOR.

They believe that these qualities are key for the Board to operate smoothly and effectively. They should be pre-requisites for future candidates to the Board – as should skills in reinsurance or digital new technologies. The directors would like the Board to explore these topics further, and to consider innovation in greater depth.

The solidarity and cohesion praised by the directors are due in particular to the events that bring them together throughout the year, and which provide an opportunity for more personal, informal discussions (lunches, dinners, strategic seminars, etc.).

The newly elected directors representing employees were welcomed on the Board, in a spirit of openness and positivity. They were quickly integrated and brought up to speed, with the support of senior management.

During the interviews, directors also shared their appreciation for the training sessions provided by senior management throughout the year, which gave them a better understanding of the technical topics discussed at Board level.

The Board's cohesion and its ability to work together to make the right decisions are also linked to the quality and depth of discussion within the Board and its Committees.

The directors note the ability, not only of the Chairman, but also of the Vice-Chairman and the Chairs of the Committees, to lead the debates in a way that makes full use of the expertise and experience of each director in the interest of collective intelligence.

The directors particularly commend the Chairman of the Board of Directors' respect for all Board members, leaving space for each person to express their point of view calmly – even when there are differences of opinion. The Board is made up of strong and experienced personalities who can express a range of opinions, thus fostering richer debates.

While some directors would like the meeting structure to be less formal, they are all satisfied with the freedom they enjoy to express their points of view within the Board and its Committees and to contribute collectively to preparing recommendations and decisions.

Accordingly, in addition to the assessment of the Board– which is usually carried out by a member of the Nomination Committee under the supervision of the Vice-Chairman – a number of directors have expressed the wish to hold individual meetings with the Chairman or Vice-Chairman each year, with a view to discussing what has worked well for the Board, and to suggesting changes, and even improvements, in a more informal setting.

The directors also note the proper functioning of the Board's Committees, in which topics are analyzed and discussed in depth – thanks to the comprehensive and detailed materials prepared by the senior management in consultation with the Chairs of the Committees.

They highlight the quality of these materials and welcome the efforts made for some time now to make them clearer and more comprehensive, and to add summaries. The directors would like the senior management to continue their efforts in this regard.

A report of each Committee meeting is presented to the Board. Committee Chairs put forward their recommendations, which serve as the basis for Board decisions. While all the directors praise the quality of these reports, some would like to see more topics discussed in depth at Board level, even though these discussions may already have taken place at Committee level.

Lastly, the directors value the collaboration between the different committees, and some would like to see more joint sessions – for instance, between the Nomination Committee and the Compensation Committee, or between the Strategic Committee and the Sustainability Committee.

The directors also expressed a wish to see external speakers, such as analysts, clients or investors, invited to certain Board meetings in order to hear their points of view, so that the Board can address them through their work.

The directors also commend the quality of meeting organization, noting that all measures are taken to foster the best working conditions. They also highlight the quality of the documents produced following Board and Committee meetings – and would welcome simpler minutes.

2.1.3.9. NEGATIVE DISCLOSURES REGARDING MEMBERS OF THE BOARD OF DIRECTORS AND THE EXECUTIVE COMMITTEE

At the date of this Universal Registration Document, and to SCOR's knowledge, there are no family relationships between the directors or between a director and a member of the Executive Committee.

To SCOR's knowledge, in the last five years:

- no director and no member of the Executive Committee has been convicted of fraud;
- no director and no member of the Executive Committee has been associated with the bankruptcy, sequestration, liquidation or placing under administration of a company;
- no director and no member of the Executive Committee has ever been stripped by a court of the right to act as a member of the administrative, management, or supervisory body of an issuer or the right to be involved in the management or business of an issuer.

No director and no member of the Executive Committee has been subject to an accusation by and/or received an official public sanction from statutory or regulatory authorities, with the exception of Augustin de Romanet who, in his capacity as former Chief Executive Officer of Caisse des Dépôts et Consignations, was subject to a fine of EUR 5,000 handed down by France's Court of Budgetary and Financial Discipline on March 9, 2021 regarding the implementation of a free share plan for employees within CDC Entreprises (a Caisse des Dépôts et Consignations subsidiary). The Court recognized that Augustin de Romanet received no personal benefit from the plan. Augustin de Romanet has appealed this decision to the French Supreme Court.

2.1.3.10. BOARD OF DIRECTORS AND EXECUTIVE COMMITTEE CONFLICTS OF INTEREST

No loans or guarantees have been granted or established in favor of the directors by SCOR or by any other Group company.

No arrangements or agreements have been entered into with shareholders, clients, suppliers or others pursuant to which any member of the Board of Directors or any member of the Executive Committee has been appointed.

To SCOR's knowledge, there are no conflicts of interest between the duties of the directors and Executive Committee members to SCOR and their own private interests.

2.1.3.11. INFORMATION ON SERVICE CONTRACTS OF MEMBERS OF THE BOARD OF DIRECTORS AND THE EXECUTIVE COMMITTEE

To SCOR's knowledge, there are no service agreements involving the members of the Board of Directors or the Executive Committee and the Company or one of its subsidiaries providing for benefits upon termination of such agreement.

2.1.4. BOARD OF DIRECTORS' COMMITTEES

SCOR's Board of Directors has established seven advisory committees responsible for examining specific topics, preparing the Board's discussions and making recommendations.

The Board also holds non-executive directors' sessions including all directors, with the exception of the Chief Executive Officer and the directors representing employees.

The following table presents the changes in the composition of the committees and the non-executive directors' session in 2022:

Committee	Appointment	Renewal	Departure
Strategic Committee	Martine Gerow	Fabrice Brégier Natacha Valla	Kory Sorenson
Audit Committee	Martine Gerow	Fabrice Brégier Natacha Valla	Kory Sorenson
Risk Committee	-	Natacha Valla	Kory Sorenson
Compensation Committee	Marc Büker	Fabrice Brégier	Lauren Burns Carraud
Nomination Committee	-	Fabrice Brégier	-
Sustainability Committee	Pietro Santoro Martine Gerow	Natacha Valla	Fiona Camara Kory Sorenson
Crisis Management Committee	Adrien Couret	Fabrice Brégier	Kory Sorenson
Non-executive directors' session	Martine Gerow	Fabrice Brégier Natacha Valla	Kory Sorenson

Changes in the composition of the Committees since the end of the year

Laurent Rousseau resigned from his position as Chief Executive Officer and director of SCOR SE on January 26, 2023, with immediate effect.

2.1.4.1. THE STRATEGIC COMMITTEE

14	8	92%
MEMBERS	MEETINGS	ATTENDANCE

The Strategic Committee is composed of Denis Kessler (Chairman), Fabrice Brégier, Adrien Couret, Patricia Lacoste, Martine Gerow, Vanessa Marquette, Bruno Pfister, Augustin de Romanet, Laurent Rousseau (until January 26, 2023), Thomas Saunier (as representative of Holding Malakoff Humanis), Claude Tendil, Natacha Valla, Zhen Wang and Fields Wicker-Miurin. 11 committee members out of 14 are independent.

The committee's role is to examine the Group's development strategy, including investments in organic growth and major internal restructuring operations, examine any significant operation falling outside of the strategy announced by the Group and to examine any acquisition, merger, asset contribution or disposal of an amount in excess of EUR 50 million. In addition, any project regarding a sale, in one or more transactions, concerning at least half of the Company's assets over the last two years must be submitted for approval by the Shareholders' Meeting.

The Strategic Committee may call upon outside experts.

The Strategic Committee met 8 times in 2022, with each meeting lasting approximately two hours, including one strategic seminar.

MAIN ACTIVITIES OF THE STRATEGIC COMMITTEE IN 2022

- Review the various aspects of the Group's development strategy
- Work on the Group's draft strategic plan, including business, financial and sustainability issues
- Work on the one-year plan

The average attendance rate of the committee members in 2022 was 92%. The following table presents the attendance rates of Strategic Committee members in 2022:

Commitee members	Attendance rate *(%)*
Denis Kessler, Chairman	100
Fabrice Brégier	100
Adrien Couret	75
Martine Gerow*	N/A
Patricia Lacoste	100
Vanessa Marquette	100
Bruno Pfister	100
Augustin de Romanet	100
Laurent Rousseau**	100
Thomas Saunier	62.5
Kory Sorenson***	100
Claude Tendil	50
Natacha Valla	100
Zhen Wang	100
Fields Wicker-Miurin	100

* *Member of the Strategic Committee since November 8, 2022.*
** *Member of the Strategic Committee until January 26, 2023.*
*** *Member of the Strategic Committee until July 27, 2022.*

2.1.4.2. THE AUDIT COMMITTEE

8	10	95%
MEMBERS	MEETINGS	ATTENDANCE

The Audit Committee is composed of Bruno Pfister (Chairman), Fabrice Brégier, Adrien Couret, Martine Gerow, Patricia Lacoste, Vanessa Marquette, Augustin de Romanet and Natacha Valla. Each of its members is independent.

Due to the experience and positions held by its members during their career, the committee has a high level of financial expertise (for further detail, see Section 2.1.3.2 – Information concerning the members of the Board of Directors).

The Audit Committee has two main roles:

- accounting, financial and non-financial responsibilities, including the analysis of periodic financial statements, the review of the relevance of choices and correct application of accounting standards, the review of the accounting treatment of any material transactions, the review of the scope of consolidation, the review of significant off-balance sheet commitments, the control of the selection of Statutory Auditors, the review of any accounting and financial reporting documents before they are made public. The audit fees for services rendered by the Statutory Auditors during the year are subject to a quarterly review and approval by the Audit Committee, with a specific review for the non-audit services. The Audit Committee approves the non-audit fees to ensure that the auditors' independence is not jeopardized;
- ethical, internal control and compliance responsibilities: the Audit Committee is responsible for ensuring that internal procedures relating to the collection and auditing of data guarantee the quality and reliability of SCOR's financial statements. The Audit Committee is also in charge of reviewing regulated agreements with related parties (*conventions réglementées*), analyzing and responding to questions from employees with regard to internal controls, the preparation of financial statements and the treatment of internal accounting books and records. It gives its opinion on the organization of Internal Audit, examines its annual work program, receives internal audit reports and stays informed regarding the implementation of recommendations. Finally, it examines the annual compliance plan and stays informed regarding the Company's compliance activities.

If applicable, the Audit Committee ensures the implementation of a mechanism to prevent and detect corruption and influence peddling. It receives all of the information needed for this purpose and reports, if applicable, to the Board of Directors.

The committee may consult the Chief Financial Officer, the Head of Internal Audit, the Heads of the actuarial and compliance functions and the Statutory Auditors on these issues, including in the absence of the Chief Executive Officer. It may also call upon outside experts. The review of the financial statements was accompanied by (i) a presentation made by the Statutory Auditors highlighting the main results of their work and the accounting methods used, (ii) a presentation made by the Group Chief Financial Officer describing risk exposure and material off-balance sheet liabilities and (iii) a management presentation describing SCOR's exposure to social and environmental risks.

The Audit Committee met ten times in 2022, each meeting lasting on average three hours. The Chairman and the Chief Executive Officer attended all the meetings in 2022. Five joint sessions of the Audit Committee and Risk Committee were also held in 2022. In addition, during the 2022 financial year, the Audit Committee met with the Statutory Auditors and the Group Chief Financial Officer (during the review of the financial statements), in the absence of the Chief Executive Officer.

MAIN ACTIVITIES OF THE AUDIT COMMITTEE IN 2022

Accounting, financial and non-financial responsibilities

- Review of the quarterly, half-year and annual financial statements, with a particular focus of the impact on the Group's results of (i) Covid-19, (ii) the conflict in Ukraine and (iii) the Group's exposure to natural catastrophes (such as drought in Brazil and hurricanes)
- Review of the quarterly investor' presentations, including non-financial information
- Review of the half-year interim report
- Review of the 2022 budget and operating plan
- Review of the Statutory Auditors' reports
- Review of the 2021 Universal Registration Document, including the non-financial performance statement and the review of the European Union Taxonomy KPIs
- Review of the financial resolutions for the Annual Shareholders' Meeting and the proposed dividend on the 2021 results
- Review of some financial authorizations prior to their submission to the Board of Directors

During the joint sessions of the Audit and Risk Committee:

- Review of the impact of the Covid-19 crisis on the Group, for each business unit
- Review of developments in the US mortality portfolio
- Review of the implementation of the refocus plan
- Review of the IFRS 17 project
- Monitoring of the implementation of agreements with Covéa

Ethics, internal control and compliance responsibilities

- Review of the quarterly internal audit reports and of the 2022 internal audit plan
- Annual review of the Group policies, notably those required by the Solvency II Directive and under the Audit Committee's remit
- Review of the 2022 compliance plan and follow-up on the 2021 compliance plan actions
- Annual review of related party agreements
- Annual review of the work of the Audit committees of the main Group subsidiaries
- Review of the quarterly legal and compliance dashboard
- Examination of the results of the review of ordinary agreements entered into at arm's length conditions

During the joint sessions of the Audit and Risk Committee:

- Review of the actuarial function report
- Review of the internal control system
- Review of the regulatory reports (Solvency and Financial Condition Report and Regular Supervisory Report)

The average attendance rate of the committee members in 2022 was 95%. The following table presents the attendance rates of the Audit Committee's members in 2022:

Committee members	Attendance rate *(%)*
Bruno Pfister, Chairman*	100
Fabrice Brégier	100
Adrien Couret	90
Martine Gerow**	N/A
Patricia Lacoste	100
Vanessa Marquette	100
Augustin de Romanet	100
Kory Sorenson***	100
Natacha Valla	70

* *Chairman of the Audit Committee since July 28, 2022.*
** *Member of the Audit Committee since November 8, 2022.*
*** *Chair of the Audit Committee until July 27, 2022.*

2.1.4.3. THE RISK COMMITTEE

7	5	92%
MEMBERS	**MEETINGS**	**ATTENDANCE**

The Risk Committee is composed of Adrien Couret (Chairman), Vanessa Marquette, Bruno Pfister, Augustin de Romanet, Natacha Valla, Zhen Wang and Fields Wicker-Miurin. Each of its members is independent.

The committee is responsible for examining, particularly based on the Own Risk and Solvency Assessment (ORSA), the major risks to which the Group is exposed, both on the assets and liabilities side, and for ensuring that tools for monitoring and controlling these risks are in place. It examines the Group's main risks and its Enterprise Risk Management (ERM) policy. It also examines the Group's strategic risks (including emerging risks) as well as the Group's main technical and financial commitments (underwriting, reserving, market, concentration, counterparty, asset-liability management, liquidity and operating risks as well as the risks relating to changes in prudential regulations).

The Risk Committee may call upon outside experts.

The Risk Committee met five times in 2022, with each meeting lasting on average two and a half hours. Five joint sessions of the Audit Committee and Risk Committee were also held in 2022.

MAIN ACTIVITIES OF THE RISK COMMITTEE IN 2022

- Quarterly review of the Group's main exposures, including cyber risks and those related to climate change
- Review of the Group risk appetite
- Quarterly review of interactions with regulators
- Review of Group policies required by the Solvency II Directive
- Review of the Group's internal model results
- Review of the 2022 ORSA report
- Monitoring of prudential regulations

During the joint sessions of the Audit and Risk Committee:

- Review of the impact of the Covid-19 crisis on the Group, for each business unit
- Review of the actuarial function report
- Review of the internal control system
- Review of the regulatory reports (Solvency and Financial Condition Report and Regular Supervisory Report)
- Review of the developments in the US mortality portfolio
- Review of the implementation of the refocus plan
- Review of the IFRS 17 project
- Monitoring of the implementation of agreements with Covéa

The average attendance rate of the committee members in 2022 was 92%. The following table presents the attendance rates of the members of the Risk Committee in 2022:

Committee members	Attendance rate *(%)*
Adrien Couret, Chairman*	80
Vanessa Marquette	100
Augustin de Romanet	100
Bruno Pfister**	100
Kory Sorenson***	100
Natacha Valla	60
Zhen Wang	100
Fields Wicker-Miurin	100

* *Chairman of the Risk Committee since July 28, 2022.*
** *Chairman of the Risk Committee until July 27, 2022.*
*** *Member of the Risk Committee until July 27, 2022.*

2.1.4.4. THE COMPENSATION COMMITTEE

6	5	100%
MEMBERS	MEETINGS	ATTENDANCE

The Compensation Committee is composed of Fields Wicker-Miurin (Chair), Fabrice Brégier, Marc Büker (director representing employees), Patricia Lacoste, Bruno Pfister and Claude Tendil.

Except for the director representing employees and Claude Tendil, the committee members are independent.

Its missions are to:

- make proposals to the Board of Directors with a view to determining the compensation policy of corporate officers;
- propose to the Board of Directors all matters relating to the compensation and personal status of non-executive corporate officers;
- present to the Board of Directors any questions related to compensation and status of executive corporate officers, in particular compensation, pension plans, stock option and performance share allocation plans, as well as terms for their departure;
- set the rules for determining the variable portion of executive corporate officers' compensation and ensure the consistency of these rules with their annual performance evaluation and with the Group's medium-term strategy. The committee monitors the annual application of these rules;
- be informed, prior to the decision-making, about any questions related to the compensation and personal status of the members of the Group Executive Committee and present to the Board of Directors the terms, amount and apportioning of stock option and performance share allocations to the members of the Group Executive Committee;
- examine the terms, amount and apportioning of stock option and performance share allocations for all Group employees;
- advise the Group senior management on the terms and conditions of compensation for the Group's principal executives;
- review all the compensation and benefits of the executives, of other Group's companies if applicable, including retirement and all other types of benefits;
- verify, on an annual basis, directors' expenses;

The Chairman of the Board of Directors is involved in the work of the committee, except for the deliberations concerning his own situation. The committee is informed of the compensation policy of the main executives who are not corporate officers. On this occasion, the committee involves the executive corporate officers in its work.

The Compensation Committee may call upon outside experts.

The Compensation Committee met on five occasions in 2022, with each meeting lasting two hours.

Main activities of the Compensation Committee in 2022

- Work on changes to the compensation policy of the Chief Executive Officer for 2022
- Determination of the Chairman's compensation for 2022
- Review of directors' compensation for 2022 and 2023
- Review of the 2022 investor roadshows in terms of compensation
- Review of compensation for Executive Committee members' and of the four key function holders' of SCOR SE and the Group
- Assessment of the satisfaction of the performance conditions attached to the performance shares allocated to the Chief Executive Officer that became available in 2022
- Human resources review and outlook
- Review of stock option and free share allocation plans for Group employees
- Review of the annual deliberation on professional gender equality and equal pay policy
- Review of the cost of governance within the Group
- Quarterly monitoring of the amount allocated by the Shareholders' Meeting for directors' compensation

The average attendance rate of the committee members in 2022 was 100%. The following table presents the attendance rate of the members of the Compensation Committee in 2022:

Committee members	Attendance rate *(%)*
Fields Wicker-Miurin, Chair	100
Fabrice Brégier	100
Marc Büker*	100
Lauren Burns Carraud**	100
Patricia Lacoste	100
Bruno Pfister	100
Claude Tendil	100

* *Member of the Compensation Committee since May 18, 2022.*
** *Member of the Compensation Committee until May 18, 2022.*

2.1.4.5. THE NOMINATION COMMITTEE

7	4	96%
MEMBERS	MEETINGS	ATTENDANCE

The Nomination Committee is composed of Fabrice Brégier (Chairman), Adrien Couret, Denis Kessler, Vanessa Marquette, Thomas Saunier (as representative of Holding Malakoff Humanis), Claude Tendil and Fields Wicker-Miurin.

Except for Denis Kessler and Claude Tendil, the committee members are independent.

Its missions are to:

- make recommendations to the Board of Directors regarding the composition of the Board of Directors and the appointment of executive corporate officers, and, as part of the selection of one or more Deputy Chief Executive Officer(s), to monitor the implementation of a selection process to ensure the presence of at least one person of each gender among the candidates;
- make recommendations to the Board of Directors on the appointment and dismissal of persons effectively running the company within the meaning of Articles L. 322-3-2 and R. 322-168 of the French Insurance Code;
- make recommendations to senior management, prior to the decision-making, on the appointment and dismissal of members of the Company's Executive Committee;
- make, based on the proposals of the senior management, recommendations to the Board of Directors regarding the determination of gender diversity objectives on the governing bodies;
- ensure that executive corporate officers implement a policy of non-discrimination and diversity, in particular with regard to the balanced representation of women and men on management bodies. The committee reports to the Board of Directors on that matter;
- examine proposals related to the composition, organisation and operation of the Board of Directors and its committees;
- devise a procedure for selecting future directors;
- determine whether or not it would be desirable to renew expiring terms of office;
- verify, on an annual basis, the situation of each director individually as to whether or not they qualify as an independent director and/or whether or not there is a potential conflict of interest, and report its findings to the Board of Directors;
- prepare a succession plan for corporate officers and the Group's principal executives so as to propose succession solutions to the Board of Directors in the event of an unexpected vacancy. The Chairman of the Board of Directors may be involved in the work of the committee for the purpose of carrying out this assignment.

The Nomination Committee may call upon outside experts.

The Nomination Committee met on four occasions in 2022, with each meeting lasting two hours.

MAIN ACTIVITIES OF THE NOMINATION COMMITTEE IN 2022

- Work on the composition of SCOR SE's Board of Directors and its committees, including the cooptation of a director
- Review of the amendments to the by-laws of SCOR SE (Proposal to increase the Chairman's age limit set forth in SCOR's by-laws)
- Work on the succession plan of the Chairman of the Board of Directors
- Review of the succession plan of the CEO and of the other members of the Group Executive Committee
- Annual review of the independence, fitness and properness of the directors and of the persons effectively running SCOR SE
- Review of the results of the annual assessment of the functioning of the Board of Directors

In particular, the Nomination Committee devoted a significant portion of its time in 2022 to the succession of the Chairman of the Board of Directors. A leading recruitment firm was appointed to assist the Committee. As part of its work, the committee focused in particular on defining the expected profile with regard to the challenges facing the Company and on identifying candidates likely to match this profile. The Committee will finalize its work on this subject in 2023.

The average attendance rate of the committee members in 2022 was 96%. The following table presents the attendance rate of the members of the Nomination Committee in 2022:

Committee members	Attendance rate *(%)*
Fabrice Brégier, Chairman	100
Adrien Couret	100
Denis Kessler	100
Vanessa Marquette	100
Thomas Saunier	75
Claude Tendil	100
Fields Wicker-Miurin	100

2.1.4.6. THE SUSTAINABILITY COMMITTEE

7	4	96%
MEMBERS	MEETINGS	ATTENDANCE

The Sustainability Committee is composed of Augustin de Romanet (Chairman), Martine Gerow, Patricia Lacoste, Vanessa Marquette, Pietro Santoro (director representing employees), Natacha Valla and Fields Wicker-Miurin.

Except the director representing employees, the members are independent.

Its role is to:

- examine the main sustainability issues faced by the Company;
- examine the sustainability strategy and action plans, including commitments made by the Company in this regard, monitor their implementation, and propose any actions in this respect;
- submit to the Board of Directors any proposals designed to take the corporate social and societal responsibility and environmental sustainability issues faced by the Company into consideration when determining its business orientations;
- examine the sustainability-related reports submitted to the Board of Directors in accordance with the applicable laws and regulations, particularly the non-financial performance statement referred to in Article L. 22-10-36 of the French Commercial Code;
- study the non-financial ratings obtained by the Company and define, if necessary, objectives in this area;

The Sustainability Committee may call upon outside experts.

The Sustainability Committee met four times in 2022, with each meeting lasting approximately two hours.

MAIN ACTIVITIES OF THE SUSTAINABILITY COMMITTEE IN 2022

- Review and approval of the Group's various sustainability-related publications such as the non-financial performance statement, included in the 2021 Universal Registration Document, the 2021 climate report and the 2021 sustainable investment report
- Monitoring and review of key ESG performance indicators, in particular those related to the CEO's compensation
- Review of the Group's proposed sustainable development ambitions
- Review of the general framework and the main proposals for the next strategic plan
- Review of the results of the materiality analysis of the main environmental, social and governance factors, as well as the analysis of the impact of the Group's activities on ecosystems
- Review of the comparative analysis of the Group's non-financial ratings and monitoring of the Group's ratings
- Review of decarbonation targets for the equity and bond portfolio
- Review of changes to the Sustainability policy, in particular the requirements applicable to fossil fuels
- Review of the policy to reduce deforestation
- Review of actions to reduce energy consumption within the Group
- Review of the Group's hybrid work strategy
- Review of the 2022 sustainable development action plan and follow-up of its implementation
- Annual review of the UK and Australian Modern Slavery Act Statement

For the sustainability strategy implemented by the Group, please also see Section 6.1 – Sustainability strategy and governance.

The Sustainability Committee takes into account the opinions expressed by shareholders through the active dialogue maintained with them by the Company.

The average attendance rate of the committee members in 2022 was 96%. The following table presents the attendance rate of the members of the Sustainability Committee in 2022:

Committee members	Attendance rate *(%)*
Augustin de Romanet, Chairman	100
Fiona Camara*	100
Martine Gerow**	N/A
Patricia Lacoste	100
Vanessa Marquette	100
Pietro Santoro***	100
Kory Sorenson****	100
Natacha Valla	75
Fields Wicker-Miurin	100

* *Member of the Sustainability Committee until May 18, 2022.*
** *Member of the Sustainability Committee since November 8, 2022.*
*** *Member of the Sustainability Committee since May 18, 2022.*
**** *Member of the Sustainability Committee until July 27, 2022.*

2.1.4.7. THE CRISIS MANAGEMENT COMMITTEE

8	1	100%
MEMBERS	MEETING	ATTENDANCE

The Crisis Management Committee is composed of Denis Kessler (Chairman), Fabrice Brégier, Adrien Couret, Vanessa Marquette, Bruno Pfister, Augustin de Romanet, Claude Tendil and Fields Wicker-Miurin.

Except for Denis Kessler and Claude Tendil, the committee members are independent.

The Crisis Management Committee meets as and when necessary and as many times as it deems fit.

Its role is to assist and advise the Board of Directors and propose to the Board any necessary measures and decisions in the event of a crisis affecting the Company, the Group or one of its members, as well as following up on such measures and decisions.

Depending on the agenda, any member of the committee must recuse themselves from all meetings of said committee linked, directly or indirectly, to a subject that personally concerns them.

The Crisis Management Committee may call upon outside experts.

The Crisis Management Committee met once in 2022, and the meeting lasted approximately two hours.

MAIN ACTIVITIES OF THE CRISIS MANAGEMENT COMMITTEE IN 2022

- Review of the Group's situation and implementation of an action plan

The average attendance rate of the committee members in 2022 was 100%. The following table presents the attendance rate of the members of the Crisis Management Committee in 2022:

Committee members	Attendance rate *(%)*
Denis Kessler, Chairman	100
Fabrice Brégier	100
Adrien Couret*	N/A
Vanessa Marquette	100
Bruno Pfister	100
Augustin de Romanet	100
Kory Sorenson**	100
Claude Tendil	100
Fields Wicker-Miurin	100

* *Member of the Crisis Management Committee since July 28, 2022.*
** *Member of the Crisis Management Committee until July 27, 2022.*

2.1.4.8. NON-EXECUTIVE DIRECTORS' SESSIONS

The non-executive directors' sessions involve all of the Company's directors except the directors representing employees and the Chief Executive Officer.

They bring together the non-executive directors so that they can exchange ideas outside the context of Board of Directors' meetings. A session may be called to address conflicts between the Board and the management, non-compliance with the corporate governance code, the inability of an executive corporate officer to carry out his or her duties as the result of an accident or death, or a proven breach of the code of ethics by an executive corporate officer. Information is provided at a non-executive directors' session about the deliberations of the Compensation Committee regarding the performance of executive corporate officers.

These sessions were held on five occasions in 2022 and were chaired by the Chairman of the Board of Directors.

2.1.5. CORPORATE OFFICERS AND THEIR POWERS

2.1.5.1. CORPORATE OFFICERS

In compliance with Article L. 225-51-1 of the French Commercial Code and Article 16 of SCOR's bylaws ("Executive Management"), the Board of Directors of the Company decided to separate the roles of Chairman and Chief Executive Officer.

Denis Kessler is non-executive Chairman of the Board of Directors of SCOR SE. Laurent Rousseau is Chief Executive Officer. Laurent Rousseau has been appointed Chief Executive Officer until January 26, 2023, then François de Varenne has been appointed Chief Executive Officer for a transitional period from January 26 to April 30, 2023. Thierry Léger will take up his position as Chief Executive Officer on May 1, 2023.

2.1.5.2. POWERS OF THE CORPORATE OFFICERS

Chairman of the Board of Directors

According to the law, the Chairman of the Board of Directors organizes and manages the work of the Board of Directors in order to allow it to carry out all of its duties and report to the Shareholders' Meeting. He ensures that the principles of corporate governance are established and implemented. He ensures that the Company's Board of Directors functions properly. In this context, he sets the timetable and agenda of Board meetings, which he may convene at any time. He directs the work of the Board of Directors and coordinates its work with that of the specialized committees. He ensures that the Board of Directors devotes an appropriate amount of time to issues relating to the future of the Company, particularly its strategy. He may ask the Chief Executive Officer or any manager, and in particular, the heads of the control functions, for any information likely to assist the Board and its Committees in their duties.

In addition, the Chairman of the Board of Directors maintains a close, trust-based relationship with executive management. He provides assistance and advice while respecting their executive responsibilities. At the invitation of the Chief Executive Officer, he may also participate in certain Executive Committee meetings, in order to give his insight and his experience on strategic and operational issues. He organizes his activities to ensure availability and puts his experience at the Company's service. He contributes to promoting the values and the culture of the Company, both within the Group and externally. At the request of the Chief Executive Officer, he may represent the Group in its high-level relations, particularly with major clients, public authorities and institutions on national, European and international levels. He ensures that the quality of relations with shareholders is maintained, in close coordination with the work of executive management in this area. In relations with the Company's other bodies and third parties, the Chairman of the Board of Directors alone has the power to act on behalf of the Board of Directors and to express himself in its name, except in exceptional circumstances, and except where specific assignments or duties are entrusted by the Board of Directors to another director. He may answer questions from shareholders, on behalf of the Board of Directors, on matters within the competence of the Board. Finally, he can attend all Board committee meetings and add any subject to the agenda.

The aforementioned powers of the Chairman of the Board of Directors, in addition to those directly granted to him by law, are exercised in strict compliance with the powers and duties of the Chief Executive Officer, who is the legal representative of the Company *vis-à-vis* third parties.

The Board of Directors is authorized to appoint or dismiss the Chairman of the Board of Directors at any time, with or without cause.

In 2022, the Chairman of the Board of Directors participated in several national and international events at which he represented the Company. In March 2022, at a conference organized by the Geneva association, he spoke about the direct and indirect impacts of the transition to a higher inflation regime on the balance sheet and solvency of (re)insurers. He also spoke about the reasons for the inflationary shock, central banks shift away from accomodative monetary policy and the related risks at an event organized by the *Centre des Professions Financières* in June 2022, where he shared his vision of the global economic outlook. At the Institut des Actuaires congress in June 2022 as well as at the annual seminar of France Assureurs' property and casualty insurance commission in September 2022, he spoke on the expansion and mutation of the risk universe, on the limits and conditions of insurability of new risks, and more generally on the various transitions – in the short and medium term – that the (re)insurance industry must face. The Chairman of the Board of Directors also spoke on several occasions to the national and international media. In addition, he spoke with many of the Group's clients, investors and shareholders.

Chief Executive Officer

The management of the Company is assumed, under his responsibility, by the Chief Executive Officer. The Chief Executive Officer is responsible for managing SCOR's business, subject to the prior approval of the Board of Directors or the Shareholders' Meeting for certain decisions in accordance with the applicable law and the Company's bylaws, and in compliance with the provisions of the French Insurance Code, according to which the effective management of SCOR must be ensured by at least two people.

The Chief Executive Officer is authorized to act for and on behalf of SCOR and to represent SCOR in its relations with third parties, subject to the powers expressly conferred to the Board of Directors (and its Chairman) or to the shareholders pursuant to the law and the Company's bylaws. The Chief Executive Officer is responsible for the implementation of SCOR's objectives, strategies and budgets, which are submitted to the Board of Directors. The Board of Directors has the power to appoint or dismiss the Chief Executive Officer at any time, with or without cause. On the proposal of the Chief Executive Officer, the Board may also appoint one or more Deputy Chief Executive Officers to assist him in the management of the Company.

The Board of Directors of the Company has limited the powers of the Chief Executive Officer by stipulating in the Internal Charter (Part I – Section 1) the need for prior Board approval for the following operations:

- major organic growth investments and internal structuring operations;
- any significant operation falling outside the strategy announced by the Group;
- any project regarding a sale or acquisition, merger or cash and asset contribution higher than fifty million euros. In addition, any project regarding a sale, in one or more transactions, concerning at least half of the Company's assets over the last two years must be submitted for approval by the Shareholders' Meeting.

Furthermore, in addition to the Chief Executive Officer of SCOR SE, two other people effectively running SCOR SE and the Group have been appointed by the Board of Directors, pursuant to the requirements of the French Insurance Code: Jean-Paul Conoscente, Chief Executive Officer of SCOR P&C, and Frieder Knüpling, Chief Executive Officer of SCOR L&H.

2.1.6. EXECUTIVE COMMITTEE

The Executive Committee is composed of executives of the Company and of its subsidiaries. It is responsible for implementing the strategy defined by the Board of Directors, under the Chief Executive Officer's authority.

See Section 2.1.5.2 – Powers of the corporate officers.

2.1.6.1. BIOGRAPHICAL INFORMATION ON THE MEMBERS OF THE EXECUTIVE COMMITTEE AS OF DECEMBER 31, 2022

Laurent Rousseau

Laurent Rousseau, a French citizen, is a graduate of HEC business school (*École des hautes études commerciales*). He started his career in 2001 as an equity analyst at Crédit Suisse First Boston in London, covering European insurers and reinsurers. In 2005, he joined JP Morgan in the insurance Investment Banking team, executing M&A, capital raising and restructuring transactions for European insurers and reinsurers. He joined SCOR in 2010 as Advisor to the Chairman and Chief Executive Officer and became Head of SCOR P&C's Strategy, Business Development and Marketing in 2012. In July 2015, he became Chief Underwriting Officer of SCOR P&C's treaty business in Europe, Middle East & Africa. In April 2018, he was appointed Deputy Chief Executive Officer of SCOR P&C, a member of the Group's Executive Committee and, in September 2018, as Chief Executive Officer for Specialty Insurance (SCOR Business Solutions, the Channel Managing Agency and MGAs in the Americas). Laurent Rousseau, who succeeded Denis Kessler as Chief Executive Officer on June 30, 2021, resigned as Chief Executive Officer and director of SCOR SE on January 26, 2023.

Jean-Paul Conoscente

Jean-Paul Conoscente, an American and French citizen, is a graduate of the University of California Berkeley (Master of Science in Structural Engineering) and the *École des travaux publics*, Paris (Engineering Diploma in Civil Engineering). He started his career in earthquake engineering in California and then in cat modeling as the European head of the modeling firm EQECAT. He subsequently held several senior positions with AON Benfield as a reinsurance broker in London and Paris and then with AXA Re in Paris as the Global Head of Property. In 2008, he joined SCOR in New York as Chief Underwriting Officer for the Americas for SCOR P&C and helped transform SCOR's team and portfolio in the Americas, before taking on the role of Chief Executive Officer of SCOR's P&C US Operations in 2016. Following SCOR P&C's restructuring in September 2018, he became its Chief Executive Officer of Reinsurance globally. In April 2019, he was appointed Chief Executive Officer of SCOR P&C, and a member of the Executive Committee and a person effectively running SCOR SE.

Ian Kelly

Ian Kelly, a British citizen, is a Fellow of the Association of Chartered Certified Accountants. After starting his career at Prudential, he joined the London-based Life Reinsurance Department of the Gerling Group as Chief Accountant, which later became Revios UK. Following SCOR's acquisition of Revios, he was appointed Chief Financial Officer for the United Kingdom in 2007. In 2009, Ian Kelly was appointed Director of General Accounting and Group Reporting in charge of consolidation for the SCOR Group's financial reporting. Ian Kelly then strengthened his experience in strategic, regulatory and financial matters by becoming Head of Group Financial Planning and Analysis in 2011. In addition to his financial planning responsibilities, Ian Kelly was appointed Head of Investor Relations in 2016. In October 2020, he became Group Chief Financial Officer and joined the Executive Committee.

Frieder Knüpling

Frieder Knüpling, a German citizen, is Chief Executive Officer of SCOR Life & Health and a person effectively running SCOR SE. Prior to holding that position, he was Group Chief Risk Officer from January 2014 to September 2021, responsible for risk management, actuarial activities, risk modeling, and prudential and regulatory affairs. He became a member of SCOR's Group Executive Committee in 2010, after having held various actuarial, finance and risk management roles at Gerling Global Re, Revios and SCOR. Frieder Knüpling holds degrees in mathematics and physics, and a PhD in Economics. He is a fellow of the Deutsche Aktuarvereinigung (DAV), and a Chartered Enterprise Risk Analyst (CERA).

Romain Launay

Romain Launay, a French citizen, is a graduate of *École polytechnique*, *Corps des mines* and the *Centre des hautes études de l'assurance*. Having held various positions at the French Ministry for the Economy and Finance between 2004 and 2009, he became Technical Advisor to the Prime Minister in 2009. He joined SCOR in February 2012 as Senior Advisor to the Chairman and Chief Executive Officer, before being appointed Group General Secretary in May 2014. From February 2016 to September 2021, he was Group Chief Operating Officer. In September 2021, he was appointed Deputy Chief Executive Officer of SCOR P&C and Chief Executive Officer of Specialty Insurance.

Claire Le Gall-Robinson

Claire Le Gall-Robinson, a French citizen, is a lawyer at the Paris and New York Bars and a graduate of Harvard Law School and the Paris II-Panthéon Assas University in Corporate and Tax law. She practiced for more than 17 years in leading US law firms Sullivan & Cromwell LLP and Skadden, Arps, Slate, Meagher & Flom LLP. Prior to joining SCOR in 2016 as Group General Secretary, she was a partner at UK law firm Gowling WLG. She has taught at Paris' Sciences-Po Law School since 2010. Claire has authored articles on various topics relating to corporate law and co-authored a book on commercial law published by Editions Dalloz. In March 2021, she was appointed to SCOR's Group Executive Committee and in September 2021 became Group Chief Sustainability Officer, in charge of Governance, Legal and Compliance, Sustainability, Human Resources and Communication.

Fabian Uffer

Fabian Uffer, a Swiss citizen, holds a Master's degree in Mathematics from the ETH Zürich and is a fully qualified actuary of the Swiss Association of Actuaries. Having begun his career at Allianz Suisse as a life actuary, he subsequently joined the Fintech startup CelsiusPro where he helped to develop a weather derivative pricing engine. In 2009, Fabian Uffer joined the P&C Risk Management department at SCOR and later transitioned to the Group Financial Modelling and Risk Analysis team, where he held various positions including Head of Risk Modelling. In September 2021, he was appointed Group Chief Risk Officer.

François de Varenne

François de Varenne, a French citizen, is a graduate of the *École polytechnique* and a civil engineer of the p*onts et chaussées*. He holds a PhD in finance and graduated as an actuary from the *Institut de science financière et d'assurances* (ISFA). François de Varenne joined the *Fédération française des sociétés d'assurances* (FFSA) in 1993 as Manager of Economic and Financial Affairs. In London, from 1998, he served successively as Insurance Strategist with Lehman Brothers, Vice-President for asset management solutions and structured transactions specialist in insurance and reinsurance companies at Merrill Lynch and then at Deutsche Bank. In 2003, he became Managing Partner of Gimar Finance & Cie. He joined the SCOR Group in 2005 as Director of Corporate Finance and Asset Management. On September 3, 2007, he was named Group Chief Operating Officer. On October 29, 2008, he was appointed Chief Executive Officer of SCOR Investments and Chief Executive Officer of SCOR Investment Partners. Since September 2, 2021, he has overseen an expanded scope including Investments, Technology, Budget, Group Project Office and Group Corporate Finance. In his new role, he is in charge of the Group's transformation. On January 26, 2023, he was appointed, with immediate effect, interim Chief Executive Officer of SCOR until Thierry Léger takes up his post on May 1, 2023.

In addition, Brona Magee, formerly Deputy Chief Executive Officer of SCOR Life & Health, was a member of the Executive Committee until December 31, 2022 and left the Group on January 6, 2023.

2.1.7. NUMBER OF EMPLOYEES

The total number of Group employees decreased from 3,590 (including Telemed) as at December 31, 2021 to 3,522 as at December 31, 2022. The headcounts as at December 31, 2022 include SCOR employees (3176 employees including SCOR Syndicate), ReMark (187 employees), MRM (5 employees), ESSOR (95 employees), AgroBrasil (54 employees) and SIP UK Ltd (5 employees).

The distribution of personnel covers the various geographical areas to meet the Group's strategic needs of the Group.

The following table presents the distribution of employees during the periods indicated:

Distribution by Hub (1)

	2022	2021
EMEA (2)	2,033	2,080
Americas (3)	934	968
Asia-Pacific (4)	555	542
TOTAL	**3,522**	**3,590**

(1) Each Hub covers a region and may have employees in several countries.
(2) The EMEA Hub covers employees in France, Spain, Italy, Belgium, the Netherlands, Russia, South Africa, the United Kingdom, Ireland, Sweden, Switzerland, Israel and Germany.
(3) The Americas Hub covers employees in the United States, Mexico, Brazil, Canada, Chile, Colombia and Argentina.
(4) The Asia-Pacific Hub covers employees in China, Hong Kong, India, Japan, South Korea, Malaysia, Singapore, Taiwan, Australia and Indonesia.

Distribution by business unit

	2022	2021
SCOR P&C	1,239	1,330
SCOR L&H	919	1,231
SCOR Investments	109	106
Group Functions and Support (1)	1,137	923
Partners	118	-
TOTAL	**3,522**	**3,590**

(1) In 2020, the "Group Functions and Support" unit included the departments reporting to the Group CFO, CRO and COO as well as the departments directly managed by the Chairman and Chief Executive Officer. The headcounts excluded ReMark (fully consolidated entity), MRM (fully consolidated entity), Château Mondot SAS (fully consolidated entity), Les Belles Perdrix de Troplong Mondot EURL (fully consolidated entity), Telemed, Essor, AgroBrasil and Coriolis Capital (entity renamed SIP UK Ltd in 2021) which are all wholly owned subsidiaries of SCOR SE, except MRM of which SCOR SE owns 59.9% of the capital. Due to their specific activities, business models and internal organization, their human resources are managed independently from the Group and employee numbers are therefore not included in the Group figures.
In 2021 and 2022, the "Group Functions and Support" unit includes the departments reporting to the Group CFO, CRO and CSO as well as the departments directly managed by the Chief Executive Officer and the functions under the scope of the Transformation office. The headcount excluded Château Mondot SAS (25 employees as of 31 of December 2022, fully consolidated entity), Les Belles Perdrix de Troplong Mondot EURL (24 employees as of 31 of December 2022, fully consolidated entity) which are all wholly owned subsidiaries of SCOR SE. Due to their specific activities, business models and internal organization, their human resources are managed independently from the Group and employee numbers are therefore not included in the Group figures. In 2022 Telemed is no longer part of the consolidated perimeter.

By the end of 2022, women held about 23% of the 10% of positions with the highest responsibilities (based on the highest levels of the Partners program). The policy to build a more mixed talent pool as well as the related 2022 achievements, are described in Section 6.2 – Human capital as a key success factor for the Group.

2.2. BOARD OF DIRECTORS AND EXECUTIVE COMMITTEE MEMBER COMPENSATION, AND SHARE OWNERSHIP

Since June 30, 2021, the roles of Chairman of the Board of Directors and Chief Executive Officer have been separated (see also Section 2.1.1.2 – Change in SCOR's governance structure).

For fiscal year 2021, the Annual General Meeting of May 18, 2022 voted, under the fifth resolution, on the compensation of Denis Kessler as Chairman and Chief Executive Officer from January 1 to June 30, 2021 (see section 2.2.1.2.1 of the 2021 Universal Registration Document). The Board of Directors duly took note of the vote result on this resolution and recalls that the said General Meeting of May 18, 2022 also ruled on the new compensation policy, on the one hand, of Denis Kessler for his duties as Chairman of the Board of Directors and, on the other hand, of Laurent Rousseau for his duties as Chief Executive Officer, as of June 30, 2021. These new compensation policies were widely approved by the 2022 General Meeting.

They are set out below:

- the compensation of Denis Kessler as Chairman (see Section 2.2.1.2.1 below);
- the compensation of Laurent Rousseau as Chief Executive Officer (see Section 2.2.1.2.2 below).

Similarly, for the 2023 financial year a distinction should be made between:

- the compensation policy for the Chairman for the 2023 financial year (see Section 2.2.1.4.2 below); and
- the compensation policy for the Chief Executive Officer for the 2023 financial year (see Section 2.2.1.4.3 below).

The compensation (say on pay ex post for the 2022 financial year) and the compensation policy (for the 2023 financial year) of the directors of SCOR SE are described respectively in Sections 2.2.1.3 and 2.2.1.4.1 below.

2.2.1. COMPENSATION OF EXECUTIVE CORPORATE OFFICERS AND THE DIRECTORS

2.2.1.1. CORPORATE OFFICERS' COMPENSATION POLICY FOR 2021

For the corporate officers' compensation policy for 2022, please see the 2021 Universal Registration Document filed with the AMF on March 3, 2022 (and available on the Company's website (www.scor.com)).

2.2.1.2. APPROVAL OF THE COMPONENTS OF COMPENSATION DUE OR AWARDED FOR THE FINANCIAL YEAR ENDED DECEMBER 31, 2022

2.2.1.2.1. To Mr. Denis Kessler, as Chairman of the Board

In accordance with Article L. 22-10-9 of the French Commercial Code, the components of the total compensation and benefits paid during the financial year ended December 31, 2022 or awarded for the same financial year to Mr. Denis Kessler as Chairman are presented below. These components are compliant with the compensation policy stated by the Board of Directors and approved by the 2022 Shareholder's Meeting.

In accordance with Article L. 22-10-34; I of the French Commercial Code, at the 2023 Shareholder's Meeting, the shareholders will vote on the aforementioned compensation components (fixed, variable) paid or awarded to Mr. Denis Kessler as Chairman of the Board of Directors for the financial year 2022.

The following table presents a summary of the total compensation including gross compensation due and paid to, and performance shares and stock options awarded to Mr. Denis Kessler as Chairman of the Board for the financial year 2022:

	2022		2021	
	Amount due	Amount paid	Amount due	Amount paid
Fixed compensation	600,000	600,000	300,000(1)	300,000
Variable compensation	0	0	0	0
Director's compensation	122,000	122,000	56,000(1)	56,000
Exceptional compensation	0	0	0	0
Additional benefits	82,849	82,849	69,629(1)	69,629
Gross compensation	**804,849**	**804,849**	**425,629**	**425,629**
Value of shares granted	0	N/A	0	N/A
Value of stock options granted	0	N/A	0	N/A
TOTAL	**804,849**	**804,849**	**425,629**	**425,629**

(1) *The fixed compensation indicated for 2021 corresponds to the fixed compensation paid to the Chairman of the Board during the last six months of the financial year.*

In accordance with the recommendations of the AFEP-MEDEF corporate governance code, the compensation components due or awarded to Mr. Denis Kessler as Chairman of the Board for the financial year ended December 31, 2022 are presented below.

Compensation components due or awarded for the financial year ended December 31, 2022	Amounts or accounting valuation	Description
Fixed compensation	EUR 600,000	Following the recommendation of the Compensation Committee at its February 4, 2022 meeting, the Board of Directors decided at its May 18, 2022 meeting that the Chairman of the Board would receive fixed gross annual compensation of EUR 600,000, payable in 12 monthly instalments.
Variable compensation	N/A	The Group compensation policy does not provide for variable compensation.
Variable deferred compensation	N/A	The Group compensation policy does not provide for variable deferred compensation.
Multi-year variable compensation	N/A	The Group compensation policy does not provide for multi-year variable compensation.
Exceptional compensation	N/A	The Group compensation policy does not provide for exceptional compensation.
Stock option and free share allocation plans or other long-term compensation	N/A	The Group compensation policy does not provide for long-term incentive compensation.
Directors' compensation	EUR 122,000	For the financial year 2022, the Chairman of the Board received compensation for his position as Chairman of the Board of Directors in the form of a fixed portion in the amount of EUR 28,000 and a variable portion equal to EUR 3,000 per meeting of the Board of Directors and per meeting of the Committees of which he is a member (EUR 6,000 as Chairman of the Crisis Management Committee and for the Strategic Committee). During this period, he took part in six meetings of the Board of Directors, eight meetings of the Strategic Committee, four meetings of the Nomination Committee, one meeting of the Crisis Management Committee for a variable portion of EUR 84,000. In addition, he received an amount of 10,000 EUR reinvested in SCOR shares in accordance with the Directors' remuneration policy.
Benefits	EUR 6,764 In addition to the deferred amount, an amount of EUR 76,085 was paid by the Company in 2022 with regard to social security schemes and individual health coverage	As the Company representative, the Chairman of the Board of Directors is granted a company car with a shared driver. The insurance, maintenance, fuel and all costs related to the driver are paid by the Company. The Chairman of the Board of Directors also benefits from a health insurance policy under the terms of a contract dated September 16, 1988. Moreover, in accordance with the decision taken by the Board of Directors on March 21, 2006 (and reiterated on December 12, 2008, May 4, 2011 and July 30, 2014), the Chairman of the Board of Directors benefits from specific life insurance. The above individual insurance policy has been taken out by the Company and supplements the "all causes" death or permanent disability insurance policy for senior executives, dated June 30, 1993 and renewed or renegotiated annually. The latest version is compliant with the mandatory collective supplementary welfare plan specific to SCOR, which is applicable to an objective category of employees whose annual gross base compensation is equal to or more than three times the social security ceiling. The individual and collective "all causes" death insurance policies are renewed or renegotiated on an annual basis so that the Chairman of the Board of Directors will benefit from any policies that may replace the existing ones. Moreover, the Chairman of the Board of Directors benefits from a death or permanent disability insurance in case of an accident, also taken out for the senior executives of the Company and applicable since January 1, 2006. This collective insurance is renewed or renegotiated on an annual basis so that the Chairman of the Board of Directors will benefit from any policies that may replace the existing one.
Severance pay	N/A	There is no severance pay.
Employment contract	N/A	The Chairman of the Board of Directors does not have an employment contract.
Non-competition indemnity	N/A	There is no non-competition clause.
Supplementary pension plan	N/A	There is no supplementary pension plan.

Compensation ratios

The table below shows the changes in the compensation paid or awarded to Mr. Denis Kessler in his capacity as Chairman of the Board, the average compensation paid or awarded on a full-time equivalent basis to Group employees other than the executive corporate officers, the median compensation paid or awarded on a full-time equivalent basis to Group employees other than the executive corporate officers, and the performance of the Group.

For the purpose of the table below, the Group refers to the AFEP guidelines on compensation multiples.

For the Chairman of the Board

	2022	2021
Compensation(3) of the Chairman of the Board (1)	722,000	691,000
Percentage change in compensation	*4.5%*	*N/A*
Average compensation(3) paid or awarded on a full-time equivalent basis to Group employees other than the executive corporate officers (2)	146,621	140,165
Percentage change in compensation	*4.6%*	*N/A*
Ratio (1)/(2)	**5**	**5**
Percentage change in ratio	0.0%	N/A
Median compensation(3) paid or awarded on a full-time equivalent basis to Group employees other than the executive corporate officers (3)	112,116	105,694
Percentage change in compensation	*6.1%*	*N/A*
Ratio (1)/(3)	**6**	**7**
Percentage change in ratio	*-14.3%*	*N/A*
Average compensation(3) paid or awarded on a full-time equivalent basis to employees of SCOR SE and its branches(1) other than the executive corporate officers (4)	124,409	120,803
Percentage change in compensation	*3.0%*	*N/A*
Ratio (1)/(4)	**6**	**6**
Percentage change in ratio	*0.0%*	*N/A*
Median compensation(3) paid or awarded on a full-time equivalent basis to employees of SCOR SE and its branches(1) other than the executive corporate officers (5)	90,497	86,548
Percentage change in compensation	*4.6%*	*N/A*
Ratio (1)/(5)	**8**	**8**
Percentage change in ratio	*0.0%*	*N/A*
Gross written premiums *(in million EUR)*	19,732	17,600
Percentage change	*12%*	*N/A*
Consolidated net income – Group share *(in million EUR)*	(301)	456
Percentage change	*-166%*	*N/A*
Return on equity (ROE)	N/A	7.2%
Percentage change	*N/A*	*N/A*
Solvency ratio	213%(2)	226%
Percentage change	-6.6%	*N/A*

(1) Following the nomenclature of SCOR SE companies and its branches as of December 31, 2022. The scope of SCOR SE and its branches, which employ 685 employees in France and 426 employees internationally, is representative of SCOR's various trades, workforce and payroll in France. This scope corresponds to 1,111 employees i.e. 42% of the Group employees scope and the entire scope of employees working in France in accordance with applicable regulations.

(2) Estimated ratio.

(3) It is recalled that, given the separation of functions of Chairman and Chief Executive Officer on June 30, 2021, Mr. Denis Kessler exercised the functions of Chairman of the Board from this date. The components of the compensation are the fixed part compensation and director's fees. It is recalled that, Mr. Denis Kessler has received a variable compensation amount paid in 2022 as Chairman and Chief Executive Officer from January 1, 2021 and June 30, 2021, which amount is EUR 564,600. The components of the compensation for employees are the fixed part compensation, the variable compensation paid in year Y in respect of year Y-1, the exceptional compensation paid in year Y, and the long-term incentives (LTIs) (stock options, performance shares and other long-term compensation instruments awarded during year Y). The valuations of the LTIs correspond to actuarial estimates of the free share and stock option allocations made during the reference year, in line with the AFEP-MEDEF code, and not to paid compensation. The value is calculated according to the same assumptions as those used in the Group's financial statements (IFRS 2). Benefits are not included in the Chairman and Chief Executive Officer package because the estimated amounts are not available for all employees.

2.2.1.2.2. To Mr. Laurent Rousseau, as Chief Executive Officer

In accordance with Article L. 22-10-9 of the French Commercial Code, the components of the total compensation and benefits paid during the financial year ended December 31, 2022, or awarded for the same financial year to Mr. Laurent Rousseau as Chief Executive Officer are presented below. These components are compliant with the compensation policy stated by the Board of Directors and approved by the 2022 Shareholder's Meeting.

In accordance with Article L. 22-10-34; I of the French Commercial Code, at the 2023 Shareholder's Meeting, the shareholders will vote on the aforementioned compensation components (fixed, variable and exceptional) paid or awarded to Mr. Laurent Rousseau as Chief Executive Officer for financial year 2022.

The payment of variable and exceptional components is subject to the approval of the Shareholder's Meeting.

The following table presents a summary of the total compensation including gross compensation, due or paid to, and performance shares and stock options awarded to Mr. Laurent Rousseau in his capacity as Chief Executive Officer for the financial year 2022:

	2022		2021	
	Amount due	Amount paid	Amount due	Amount paid
Fixed compensation	800,000	800,000	400,000(1)	400,000
Variable compensation	528,000	330,400	330,400(1) (2)	0
Director's compensation	0	0	0	0
Exceptional compensation	0	0	0	0
Additional benefits	17,147	17,147	8,442(1)	8,442
Gross compensation	**1,345,147**	**1,147,547**	**738,842**	**408,442**
Value of shares granted(3) (4)	464,750	N/A	124,646	N/A
Value of stock options granted(3) (4)	24,650	N/A	14,147	N/A
TOTAL	**1,834,547**	**1,147,547**	**877,635**	**408,442**

(1) Amounts corresponding to the period from July 1 to December 31, 2021. These amounts are not including the compensation package paid to Mr. Laurent Rousseau as employee at SCOR until his nomination as Chief Executive Officer. For information, Mr. Laurent Rousseau, as an employee at SCOR SE, perceived a fixed compensation, a variable compensation and a benefits amount. After his nomination, a compensatory allowance for paid leave acquired in 2021 and the years before has also been paid. Consequently, the total amount corresponds to EUR 453,075. Information about shares and stock-options attributed, exercised and delivered to Mr. Laurent Rousseau before his nomination as Chief Executive Officer of SCOR SE are available in Section 2.2.3. of the 2021 Universal Registration Document.

(2) The variable compensation for 2021 has been determined by the Board of Directors based on a percentage of achievement for the objectives of 82.60%. It has been paid in one instalment, after the approval of the 2022 Shareholders' Meeting.

(3) It should be noted that the figures stated above do not represent paid compensation but correspond to actuarial estimates in line with the AFEP-MEDEF corporate governance code. The value is calculated according to the same assumptions as those used for the Group financial statements (IFRS 2). All of the shares and stock options allocated to the Chairman and Chief Executive Officer are subject to performance conditions.

(4) Following the departure of Laurent Rousseau on January 26, 2023, this allocation was reduced pro rata temporis, depending on the length of Laurent Rousseau's term of office during the vesting period, in accordance with the compensation policy in force.

In accordance with the recommendations of the AFEP-MEDEF corporate governance code, the compensation components due or awarded to Mr. Laurent Rousseau as Chief Executive Officer for financial year ended December 31, 2022 are presented below.

Compensation components due or awarded for the financial year ended December 31, 2022	Amounts or accounting valuation	Description
Fixed compensation	EUR 800,000	Following the recommendation of the Compensation Committee at its February 4, 2022 meeting, the Board of Directors decided at its May 18, 2022 meeting that the Chief Executive Officer would receive fixed gross annual compensation of EUR 800,000, payable in 12 monthly instalments.
Variable compensation	EUR 528,000 (amount paid or payable)	Following the recommendation of the Compensation Committee at its February 4, 2022 meeting, the Board of Directors decided at its May 18, 2022 meeting that the Chief Executive Officer could receive target variable annual compensation of EUR 800,000 (100% of his fixed compensation). This variable annual compensation is determined as follows: • 70% on the basis of the achievement of financial objectives, set at the beginning of each year by the Board of Directors on the recommendation of the Compensation Committee; and • 30% on the basis of the achievement of quantitative and qualitative non-financial objectives, set at the beginning of each year by the Board of Directors on the recommendation of the Compensation Committee. The portion linked to financial objectives is capped at 120% of the target and the portion linked to non-financial objectives is capped at 113.33% of the target. Therefore, the total variable annual compensation of the Chief Executive Officer may not exceed 118% of his target variable annual compensation of EUR 800,000 or, consequently, 118% of his fixed annual compensation. The variable compensation for any given year is paid in the following year, after the financial statements of the Company for such given year are approved by the Board of Directors and is subject, in 2023 for the variable compensation for 2022, to the approval of the Shareholders' Meeting. For 2022, the variable compensation of the Chief Executive Officer has been determined according to the following objectives: • 70% based on the achievement of financial objectives: — 30% based on return on equity (ROE) level achieved by SCOR, with a target of 800 basis points above the five-year risk-free-rate ("Quantum Leap" target); — 30% based on maintaining a solvency ratio equal or higher than the lower limit of the optimal range defined in the strategic plan ("Quantum Leap"); — 10% based on maintaining the cost ratio in a defined range. • 30% based on the achievement of non-financial objectives: — 10% based on environmental criterion, increase of the amount invested in green and/or sustainable bonds. This criterion was selected because green bonds are a lever for financing the ecological transition by making it possible to finance or refinance, partially or in full, new or existing projects with an ecological dimension (renewable energies, energy efficiency, prevention and control pollution, etc.) and possibly a social component[1]. Financial institutions such as the Company can contribute to the reduction of GHG emissions into the atmosphere by promoting through their targeted investments, through the reduction of the carbon footprint and GHG emissions of their customers. Investing in green bonds is a way for the Company to support companies in their transition to a low-carbon economy by pursuing the objectives of the Paris Climate Agreement; — 10% based on a social criterion, improvement of the equity ratio linked to gender pay gap; — 10% based on a leadership criterion, the quality of Group management. The Board of Directors determined, on the proposal of the Compensation Committee, a percentage of achievement for the objectives of 66%. The objectives, along with their respective assessments and achievement rates, are detailed in the table below. This variable compensation will be paid in one instalment.

Compensation components due or awarded for the financial year ended December 31, 2022	Amounts or accounting valuation	Description
Variable deferred compensation	N/A	The Group compensation policy does not provide for variable deferred compensation.
Multi-year variable compensation	N/A	The Group compensation policy does not provide for multi-year variable compensation.
Exceptional compensation	EUR 0	No exceptional compensation was awarded during the year, as in previous years.
Stock option and free share allocation plans or other long-term compensation	Stock options EUR 24,650 Shares EUR 464,750 (accounting value under IFRS)	Pursuant to the authorization granted by the Ordinary and Extraordinary Shareholders' Meeting of June 30, 2021, in its 26th resolution, and following a proposal from the Compensation Committee at its February 22, 2022, meeting, the Board of Directors, allocated stock options on March 1, 2022 to the Chief Executive Officer. Under this plan, 60,000 stock options were granted to the Chief Executive Officer. Following the departure of Laurent Rousseau on January 26, 2023, this allocation was reduced *prorata temporis*, depending on the length of Laurent Rousseau's term of office during the vesting period, in accordance with the compensation policy in force. As a result of this reduction, Laurent Rousseau retained 13,544 stock options, which remain subject to the performance conditions to which they were attached. All of the stock options are subject to performance conditions. The performance conditions are defined as follows and are assessed and validated annually by the Board of Directors; The stock options will be exercisable from March 2, 2026, provided: (1) that the general conditions set out in the plan of March 1, 2022 are met and in particular that the beneficiary remains a corporate officer of the SCOR Group until March 1, 2026 inclusive, except as otherwise stated by the plan; (2) that the Group's ethical principles as described in its Code of Conduct are respected. In the event of a breach of the Code of Conduct, for instance in the event of fraud, the beneficiary will lose all of his stock options (clawback policy); (3) that the corporate social responsibility (CSR) training obligation is met; In addition to mandatory conditions (1), (2) and (3), the exercise of all the stock options allocated is subject to the fulfilment of performance conditions. 40% of the options will be exercisable provided that SCOR's average ROE over three years (from January 1, 2022 to December 31, 2024) is equal to the average of SCOR's strategic target ROE (the "Target ROE") over the same period. If the observed average ROE is lower or higher than the Target ROE, the options will be exercisable according to the sliding scale set out in the table below: **Ratio between the observed average ROE and the Target ROE** — **Proportion of the options that can be exercised under this criterion** From 100% — 100% Between 80% and 99.99% — 90% Between 70% and 79.99% — 70% Between 60% and 69.99% — 50% Between 50% and 59.99% — 25% Below 50% — 0% In any case, if the observed average ROE is lower than 5%, the proportion of the options that could be exercised under this criterion will be 0%. 40% will be exercisable from March 2, 2026, provided that SCOR's average solvency ratio over three years (from January 1, 2022 to December 31, 2024) is at least equal to the average of SCOR's strategic target solvency ratio over the same period (the "Target Solvency Ratio").

Compensation components due or awarded for the financial year ended December 31, 2022	Amounts or accounting valuation	Description
		If the observed average solvency ratio (condition (4)) is lower or higher than the Target Solvency Ratio*, the options will be exercisable according to the linear scale set out in the table below:

Difference between the average solvency ratio and the Target Solvency Ratio	Proportion of the options that can be exercised under this criterion
Higher than or equal to 0 percentage points	100%
Between 0 and up to -35 percentage points	Linear sliding scale
Lower than or equal to -35 percentage points	0%

* *If the strategic plan sets a target or "optimal" range, the lower end of this range is considered for calculation purposes as being the Target Solvency Ratio.*

The exercisability of 20% of the stock options will depend on the ranking of SCOR within a peer group* based on the average Total Shareholder Return of each peer group member over 3 years (from January 1, 2022 to December 31, 2024). The stock options will be exercisable according to the table below:

SCOR ranking within the peer group based on the TSR achieved	Proportion of the options that can be exercised under this criterion
1st to 4th	100%
5th	50%
6th to 9th	0%

* *The peer group is the following: Allianz, Aviva, AXA, Generali, Hannover Re, Munich Re, Swiss Re, Zurich Insurance Group. Should one of these peers be no longer listed, the Board of Directors will identify an appropriate substitute which will replace the leaving one for the full period.*

The achievement of the performance conditions is assessed by the Board of Directors.

Pursuant to the authorization granted by the Ordinary and Extraordinary Shareholders' Meeting of June 30, 2021, in its 27th resolution, and following a proposal from the Compensation Committee at its February 22, 2022, meeting, the Board of Directors, allocated performance shares on March 1, 2022 to the Chief Executive Officer.

Under this plan, 70,000 performance shares were granted to the Chief Executive Officer. Following the departure of Laurent Rousseau on January 26, 2023, this allocation was reduced *prorata temporis*, depending on the length of Laurent Rousseau's term of office during the vesting period, in accordance with the compensation policy in force.

As a result of this reduction, Laurent Rousseau retained 21,058 performance shares, which remain subject to the performance conditions to which they were attached.

The performance shares will vest as from March 2, 2024, provided that the beneficiary remains a corporate officer of the SCOR Group until March 1, 2024 inclusive, except as otherwise stated by the plan. All of the shares are subject to the same conditions as those for the stock options.

The stock options and performance shares allocated to the executive corporate officer in 2022 represent 0.019% of the share capital, 0.95% of the total allocations in 2022, and 30% of his overall compensation.

SCOR strives to ensure that each stock option and performance share allocation has a neutral impact in terms of dilution. In particular, its policy is to systematically neutralize, as far as possible, the potential dilutive impact that could result from the issuance of new ordinary shares following the exercise of stock options, by covering the exposure resulting from the issuance of stock options through the purchase of ordinary shares under its share buy-back program and by cancelling the treasury shares thus acquired as the options are exercised. Moreover, the shares allocated under the performance share plans are existing shares held in treasury by the Company as part of its share buy-back program and not newly created shares. Thus, there is no capital dilution due to the allocation of stock options and performance shares. Lastly, in compliance with the applicable regulation and the recommendations of the AFEP-MEDEF corporate governance code applicable to the executive corporate officer, the Chief Executive Officer has made a formal commitment not to use hedging instruments on the stock options (including the shares resulting from the exercise thereof) and/or performance shares allocated to him, for the entire term of his office.

Compensation components due or awarded for the financial year ended December 31, 2022	Amounts or accounting valuation	Description
Directors' compensation	EUR 0	The Chief Executive Officer would not receive any compensation in his capacity as a director of the Company.
Benefits	EUR 2,941 In addition to the deferred amount, an amount of EUR 14,206 was paid by the Company in 2022 with regard to social security schemes and individual health coverage	As the Company representative, the Chief Executive Officer is granted a company car with a shared driver. The insurance, maintenance, fuel and all costs related to the driver are paid by the Company. The Chief Executive Officer also benefits from a health insurance policy under the terms of a contract dated September 16, 1988. Moreover, in accordance with the decision taken by the Board of Directors on June 30, 2021, the Chief Executive Officer benefits from specific life insurance in an amount equivalent to three years of his fixed and variable compensation. The above individual insurance policy has been taken out by the Company and supplements the "all causes" death or permanent disability insurance policy for senior executives, dated June 30, 1993 and renewed or renegotiated annually. The latest version is compliant with the mandatory collective supplementary welfare plan specific to SCOR, which is applicable to an objective category of employees whose annual gross base compensation is equal to or more than three times the social security ceiling. The individual and collective "all causes" death insurance policies are renewed or renegotiated on an annual basis so that the Chief Executive Officer will benefit from any policies that may replace the existing ones. Moreover, the Chief Executive Officer benefits from a death or permanent disability insurance in case of an accident, also taken out for the senior executives of the Company and applicable since January 1, 2006. This collective insurance is renewed or renegotiated on an annual basis so that the Chief Executive Officer will benefit from any policies that may replace the existing one.
Severance pay(2)(3)	No amount is due in respect of the financial year ended	The commitments made for the benefit of the Chief Executive Officer are identical to those made for the Chairman and Chief Executive Officer.
Employment contract	N/A	The Chief Executive Officer does not have an employment contract.
Non-competition indemnity	N/A	There is no non-competition clause.
Supplementary pension plan(2)	N/A	The Chief Executive Officer does not benefit from a supplementary pension plan.

(1) International Capital Market Association, Principles applicable to Green Bonds – Voluntary guidelines for the issuance of Green Bonds, June 2021.
(2) Components of compensation due or awarded in respect of the financial year which are or have been submitted to the Shareholders' Meeting in accordance to the rules applicable to related party agreements and commitments.
(3) Following the departure of Laurent Rousseau, the Board of Directors on April 5, 2023, on the recommendation of the Compensation Committee, noted that the performance condition related to the severance pay had not been fulfilled. As a result, Laurent Rousseau was not entitled to the severance pay provided for in his compensation policy.

Description of the Chief Executive Officer's objectives

Category	2022 objectives – Description	Achieved result	Achievement rate
Profitability (Weighting: 30%)	Achieving profitability in line with the objective set out in the strategic plan	As the ratio between the achieved ROE and the target ROE is less than 60%, the percentage of achievement of this criterion is 0% in accordance with the scale defined in the remuneration policy of the Chief Executive Officer.	0%
Solvency (Weighting: 30%)	Maintaining a solvency ratio equal to or higher than the lower limit of the optimal range defined in the strategic plan	The solvency ratio, as defined by the internal model, is estimated at 213% at the end of 2022. Thus, the percentage of achievement of this criterion is 100% in accordance with the scale defined in the remuneration policy of the Chief Executive Officer.	100%
Cost ratio (Weighting: 10%)	Maintaining the cost ratio in a defined range.	The Group's cost ratio is 4.53% for the 2022 financial year, in line with the defined objectives. The percentage of achievement of this criterion is 100% in accordance with the scale defined in the remuneration policy of the Chief Executive Officer.	100%
Environmental criterion (Weighting: 10%)	Increase of the amount invested in green and/or sustainable bonds;	As a responsible investor, SCOR has maintained an ambitious investment policy in green and sustainable bonds in order to achieve the objectives of the Paris Agreement. During the year 2022, the increase in these investments was 22%. The percentage of achievement of this criterion is 110% in accordance with the scale defined in the remuneration policy of the Chief Executive Officer.	110%
Social criterion (Weight: 10%)	Improvement of the equity ratio linked to gender pay gap	The gender pay gap equity ratio increased by 2 percentage points in 2022 compared to the previous year to an excellent score of 91 out of 100. The percentage of achievement of this criterion is 100% in accordance with the scale defined in the remuneration policy of the Chief Executive Officer.	100%
Leadership (Weight: 10%)	Improve the quality of Group management	In a particularly complex economic context (inflation, war in Ukraine, rising interest rates, etc.), the Chief Executive Officer developed and implemented a Refocus Plan designed to restore profitability and sustainable performance.	50%

Stock options and performance shares

In accordance with the AFEP-MEDEF corporate governance code, the following tables present for Mr. Laurent Rousseau as Chief Executive Officer the stock options allocated and exercised during the financial year as well as the performance shares allocated and that became available during the financial year.

Stock options allocated to Mr. Laurent Rousseau as Chief Executive Officer during the financial year by the issuer or by another company of the Group

	Plan date	Type of options (purchase or subscription)	Number of options allocated during the period	Valuation of options as per method used in the consolidated financial statements *(in EUR)*	Exercise price	Period of exercise	Performance conditions
Laurent Rousseau	March 1, 2022	Subscription	13,544	24,650	30.00	March 2, 2026 March 1, 2032	Yes, see above

Stock options exercised by Laurent Rousseau as Chief Executive Officer during the year

	Number of options exercised during the period	Plan date	Exercise price
Laurent Rousseau	0	N/A	N/A

Performance shares allocated to Mr. Laurent Rousseau as Chief Executive Officer during the year by the issuer or by another company of the Group

	Plan date	Number of shares allocated during the period	Valuation of shares as per method used in the consolidated financial statements *(in EUR)*	Vesting date	Date of ownership transfer	Performance conditions
Laurent Rousseau	March 1, 2022	21,058	464,750	March 1, 2025	March 2, 2025	Yes, see above

Performance shares that became available for Mr. Laurent Rousseau during the year

	Number of shares that became available during the period	Plan date	Vesting conditions
Laurent Rousseau	38,250	February 23, 2016 February 19, 2019	Presence condition respectively until February 23, 2022 and February 19, 2022 and performance conditions

Achievement of performance conditions

In 2022, the Board of Directors, following the recommendation of the Compensation Committee, acknowledged the partial achievement of the performance conditions attached to the February 23, 2016 performance share plan, bringing the vesting rate to 85%. In addition to the performance conditions described below, the presence of the beneficiary in the Group until February 23, 2022 and compliance with the Group's ethical principles as described in the Code of Conduct of the SCOR Group was required.

Performance conditions – February 23, 2016 plan	Achieved result	Achievement rate
Ratio between the observed average ROE over 2016-2021 and the average target ROE	74.37%	70%
Difference between the average solvency ratio over 2016-2021 and the average of the target solvency ratio	+36 percentage points	100%

In 2022, the Board of Directors, following the recommendation of the Compensation Committee, acknowledged the partial achievement of the performance conditions attached to the February 19, 2019 performance share plan, bringing the vesting rate to 85%. In addition to the performance conditions described below, the presence of the beneficiary in the Group until February 19, 2022 and compliance with the Group's ethical principles as described in the Code of Conduct of the SCOR Group was required.

Performance conditions – February 19, 2019 plan	Achieved result	Achievement rate
Ratio between the observed average ROE over 2019-2021 and the average target ROE	70.31%	70%
Difference between the average solvency ratio over 2019-2021 and the average of the target solvency ratio	+39 percentage points	100%

In 2022, the Board of Directors, following the recommendation of the Compensation Committee, acknowledged the achievement of the performance conditions attached to the February 19, 2019 stock option plan, bringing the vesting rate to 85%. In addition to the performance conditions described below, the presence of the beneficiary in the Group until February 19, 2022 and compliance with the Group's ethical principles as described in the Code of Conduct of the SCOR Group are required.

Performance conditions – February 19, 2019 plan	Achieved result	Achievement rate
Ratio between the observed average ROE over 2019-2021 and the average target ROE	70.31%	70%
Difference between the average solvency ratio over 2019-2021 and the average of the target solvency ratio	+39 percentage points	100%

Compensation ratios

The table below shows the changes in the compensation paid or awarded to Mr. Laurent Rousseau as Chief Executive Officer, the average compensation paid or awarded on a full-time equivalent basis to Group employees other than the executive corporate officers, the median compensation paid or awarded on a full-time equivalent basis to Group employees other than the executive corporate officers, and the performance of the Group.

For the purpose of the table below, the Group refers to the AFEP guidelines on compensation multiples.

For the Chief Executive Officer

	2022	2021
Compensation[3] of the Chief Executive Officer (1)	1,619,800	1,875,450
Percentage change in compensation	*-13.6%*	*N/A*
Average compensation[3] paid or awarded on a full-time equivalent basis to Group employees other than the executive corporate officers (2)	146,621	140,165
Percentage change in compensation	*4.6%*	*N/A*
Ratio (1)/(2)	**11**	**13**
Percentage change in ratio	*-15.4%*	*N/A*
Median compensation[3] paid or awarded on a full-time equivalent basis to Group employees other than the executive corporate officers (3)	112,116	105,694
Percentage change in compensation	*6.1%*	*N/A*
Ratio (1)/(3)	**14**	**18**
Percentage change in ratio	-22.2%	N/A
Average compensation[3] paid or awarded on a full-time equivalent basis to employees of SCOR SE and its branches[1] other than the executive corporate officers (4)	124,409	120,803
Percentage change in compensation	*3.0%*	*N/A*
Ratio (1)/(4)	**13**	**16**
Percentage change in ratio	*-18.8%*	*N/A*
Median compensation[3] paid or awarded on a full-time equivalent basis to employees of SCOR SE and its branches[1] other than the executive corporate officers (5)	90,497	86,548
Percentage change in compensation	*4.6%*	*N/A*
Ratio (1)/(5)	**18**	**22**
Percentage change in ratio	*-18.2%*	*N/A*
Gross written premiums *(in million EUR)*	19,732	17,600
Percentage change	*12%*	*N/A*
Consolidated net income – Group share *(in million EUR)*	(301)	456
Percentage change	*-166%*	*N/A*
Return on equity (ROE)	N/A	7.2%
Percentage change	*N/A*	*N/A*
Solvency ratio	213%[2]	226%
Percentage change	-6.6%	*N/A*

(1) Following the nomenclature of SCOR SE companies and its branches as of December 31, 2022. The scope of SCOR SE and its branches, which employ 68 employees in France and 426 employees internationally, is representative of SCOR's various trades, workforce and payroll in France. This scope corresponds to 1,111 employees i.e. 42% of the Group employees scope and the entire scope of employees working in France in accordance with applicable regulations.

(2) Estimated ratio.

(3) The components of the compensation are the fixed compensation, the variable compensation paid as Chief Executive Officer, and the long-term incentives (LTIs): stock options, performance shares and other long-term compensation instruments awarded during year Y. The components of the compensation for employees are the fixed part compensation, the variable compensation paid in year Y in respect of year Y-1, the exceptional compensation paid in year Y, and the long-term incentives (LTIs): stock options, performance shares and other long-term compensation instruments awarded during year Y. The valuations of the LTIs correspond to actuarial estimates of the free share and stock option allocations made during the reference year, in line with the AFEP-MEDEF code, and not to paid compensation. The value is calculated according to the same assumptions as those used in the Group's financial statements (IFRS 2). Benefits are not included in the Chief Executive Officer package because the estimated amounts are not available for employees.

2.2.1.3. COMPENSATION AND NUMBER OF SHARES HELD BY DIRECTORS

The Shareholders' Meeting of May 18, 2022 set the annual maximum aggregate amount of directors' compensation at EUR 2,000,000. On the proposal of the Compensation Committee and within the limit of the amount agreed by the Shareholders' Meeting, the Board of Directors at its meeting held on February 23, 2022 set the terms and conditions for the allocation of the compensation so as to encourage the attendance of the directors and to be compliant with the AFEP-MEDEF corporate governance code which stipulates that directors' compensation should consist primarily of a variable portion.

The Board of Directors decided to allocate the compensation as follows:

- a fixed portion in an annual amount of EUR 28,000, payable at the end of each quarter;
- a variable portion allocated as follows:
  - EUR 3,000 per meeting of the Board of Directors,
  - EUR 6,000 per meeting of the Board Committees for Chairs,
  - EUR 3,000 per meeting of the Board Committees for the members;
- an additional compensation of EUR 2,000 for non-French resident directors per Board meeting attended in person.

The quarterly fixed portion is reduced on a pro rata basis in the event of arrival during the quarter.

Non-executive directors' sessions and written consultations do not give rise to compensation.

If the annual envelop of EUR 2,000,000 voted by the Shareholders' Meeting is exceeded, the amount paid to each director would be reduced on a pro rata basis at the time of payment of compensation due for the fourth quarter of the year.

In accordance with the AFEP-MEDEF corporate governance code, the directors should be shareholders themselves and hold a significant number of shares in relation to the compensation awarded. According to the Board's Internal Charter, a significant number of shares corresponds to an amount of EUR 10,000. The latter provisions do not apply to the directors representing employees.

Therefore, individuals who are non-executive members of the Board of Directors, present on December 8, 2022, received, in proportion to their time on the Board of Directors during the year 2022, an annual amount of EUR 10,000 which they invested in SCOR shares.

Except for the Chief Executive Officer and the directors representing employees, the members of the Board are not entitled to Company stock option plans or free share allocation plans, nor to any variable compensation other than the compensation related to their attendance at meetings.

No pension contributions (or commitments) have been made on behalf of the directors in the exercise of their duties.

Directors' Compensation

The compensation paid to the directors for 2021 and 2022 breaks down as follows:

	2022		2021	
In EUR	Amounts awarded in 2022	Amounts paid in 2022	Amounts awarded in 2021	Amounts paid in 2021
Mr. Denis Kessler (1)	122,000	122,000	88,000	91,000
Mr. Fabrice Brégier	152,000	152,000	113,000	116,000
Ms. Lauren Burns Carraud (2)	31,692	31,692	73,000	76,000
Mr. Marc Büker (3)	32,308	32,308	N/A	N/A
Ms. Fiona Camara (2)	28,692	28,692	67,000	70,000
Mr. Adrien Couret	125,000	125,000	95,000	98,000
Ms. Martine Gerow (4)	5,512	5,512	N/A	N/A
Ms. Patricia Lacoste	137,000	137,000	63,000	63,000
Ms. Vanessa Marquette	161,000	161,000	149,000	155,000
Mr. Bruno Pfister	169,000	169,000	152,000	152,000
Mr. Augustin de Romanet	149,000	149,000	155,000	170,000
Mr. Laurent Rousseau (5)	-	-	-	-
Holding Malakoff Humanis, represented by Mr. Thomas Saunier	67,000	67,000	70,000	73,000
Mr. Pietro Santoro (3)	38,308	38,308	N/A	N/A
Ms. Kory Sorenson (6)	115,055	115,055	128,000	131,000
Mr. Claude Tendil	95,000	95,000	128,000	134,000
Ms. Natacha Valla	116,000	116,000	98,000	101,000
Ms. Zhen Wang	95,000	95,000	86,000	86,000
Ms. Fields Wicker-Miurin	160,000	160,000	164,000	170,000
TOTAL	**1,799,567**	**1,799,567**	**1,629,000**	**1,686,000**

(1) During its meeting held on June 30, 2021, the Board of Directors decided that the Chairman of the Board will receive compensation along with the other members of the Board of Directors of the Company, based on the same terms and conditions.
(2) Director whose term of office ended on May 18, 2022.
(3) Director whose term of office began on May 18, 2022.
(4) Director whose term of office began on November 8, 2022.
(5) During its meeting held on June 30, 2021, the Board of Directors decided that the Chief Executive Officer of SCOR SE will not receive any compensation as a director of the Company. Director and Chief Executive Officer until January 26, 2023.
(6) Director whose term of office ended on July 27, 2022.

Following the resignation of Kory Sorenson, the proportion of women on the Board of Directors fell below the legal threshold of 40%. Consequently, and in application of the provisions of the French Commercial Code, the payment of directors' compensation was suspended between July 28, 2022 (departure of Kory Sorenson) and November 8, 2022 (co-optation of Martine Gerow). The payment of the compensation due was made following the cooptation of Martine Gerow and the restoration of the threshold of 40% women.

Directors representing employees, Marc Büker and Pietro Santoro, received their compensation as directors under the same terms and conditions as the other directors.

They also have an employment contract and are compensated accordingly. However, the amount is not disclosed for reasons of confidentiality.

As part of their employment contract, Marc Büker and Pietro Santoro benefit from defined contribution pension plans. Under these plans, the expense recognized by SCOR SE for the 2022 financial year for the benefit of Mr. Marc Büker amounted to EUR 4,453.60 and for Mr. Pietro Santoro to EUR 3,819.76.

Marc Büker and Pietro Santoro hold permanent employment contracts, subject to legal requirements regarding notice and termination.

Number of shares held by directors

Article 10 ("Administration") of SCOR SE's bylaws requires that directors own at least one share of the Company during the term of their directorship. In addition, the Board of Directors' Internal Charter states that for reasons of good corporate governance and to ensure that their interests are aligned with those of the Company, each director is invited to personally hold a significant number of shares. Except for the directors representing employees, each director therefore undertakes to hold a number of shares with a value of at least EUR 10,000 by the end of the first year of their directorship.

Directors and Officers	Number of shares as at 12/31/2022
Mr. Denis Kessler	2,029,032
Mr. Fabrice Brégier	1,560
Mr. Marc Büker	7,192
Mr. Adrien Couret	1,206
Ms. Martine Gerow	70
Ms. Patricia Lacoste	866
Ms. Vanessa Marquette	2,763
Mr. Bruno Pfister	2,453
Mr. Augustin de Romanet	2,763
Mr. Laurent Rousseau (1)	68,333
Mr. Pietro Santoro	75
Holding Malakoff Humanis, represented by Thomas Saunier	5,484,767
Mr. Claude Tendil	6,820
Ms. Natacha Valla	1,294
Ms. Zhen Wang	1,806
Ms. Fields Wicker-Miurin	3,545
TOTAL	**7,614,545**

(1) Director and Chief Executive Officer until January 26, 2023.

2.2.1.4. CORPORATE OFFICERS' COMPENSATION POLICY

In accordance with Article L. 22-10-8 of the French Commercial Code, the following paragraphs present the components of the compensation policy applicable to all of the Group's corporate officers (directors, the Chairman and the Chief Executive Officer), which will be submitted for approval at the Shareholders' Meeting held to approve the financial statements for the financial year ended December 31, 2022 (see also the introduction to Section 2.2 – Board of Directors and Executive Committee member compensation, and share ownership).

The compensation policy for corporate officers is based on the principles described below, which are consistent with the principles set forth in the overall compensation policy in force within the SCOR Group. This policy is rigorously applied by the Compensation Committee as part of its work.

The compensation policy for the Group's corporate officers is adopted by the Board of Directors, on the recommendation of the Compensation Committee.

The compensation policy takes into account the corporate interest of the Company and its subsidiaries and contributes to the business strategy as well as to the sustainability of the Company.

The compensation policy encourages the active contribution of corporate officers to the Group's business by allocating a variable portion to the Chairman and the directors subject to effective attendance at meetings of the Board of Directors or of its committees and a variable compensation to the Chief Executive Officer (annual and long-term) subject to the achievement of performance objectives.

In addition, the review of the compensation policy for corporate officers takes into account the opinions expressed by shareholders through their votes at Shareholders' Meetings as well as *via* the active dialogue maintained with them by the Company.

The compensation and employment conditions of the Company's employees are also taken into account in the analysis of the consistency of the compensation structure for corporate officers implemented by the Company.

The compensation policy for corporate officers is established in accordance with the measures implemented by the Company to prevent conflicts of interest. Therefore, the Chairman and the Chief Executive Officer do not attend the discussions of the Compensation Committee and of the Board of Directors relating to their respective compensation.

The compensation policy for corporate officers is established in compliance with the applicable legal and regulatory provisions and following the recommendations of the AFEP-MEDEF corporate governance code.

The compensation conditions for the corporate officers are made public annually, through the documents disclosed for the Shareholders' Meeting.

2.2.1.4.1. Directors' compensation policy

The Shareholders' Meeting held on May 18, 2022 set the aggregate annual amount of directors' compensation at EUR 2,000,000.

This amount was sufficient for 2022 and it was not necessary to use the reduction mechanism described below. There are no proposed changes to the amount for 2023.

Within the limit of the aggregate amount, the compensation of each director is allocated in accordance with the compensation policy established by the Board of Directors.

The purpose of this section is to present the directors' compensation policy for 2023, which was approved by the Board of Directors on March 1, 2023 on the recommendation of the

Compensation Committee and will be submitted for shareholder approval pursuant to Article L. 22-10-8 II of the French Commercial Code.

In accordance with the recommendations of the AFEP-MEDEF corporate governance code, this policy encourages attendance. It includes:

- a fixed portion in an annual amount of EUR 28,000, payable at the end of each quarter (this fixed portion is reduced on a pro rata basis in the event of arrival during the quarter);
- a variable portion allocated as follows:
  - EUR 3,000 per meeting of the Board of Directors,
  - EUR 9,000 per meeting of the Board Committees for Chairs (principal or substitute) of the Audit Committee and Risk Committee (whose workload is perceived to be greater than that of other committee Chairs),
  - EUR 6,000 per meeting of the Board Committees for Chairs (principal or substitute) of the Strategic Committee, Compensation Committee, Nomination Committee, Sustainability Committee and Crisis Management Committee, and
  - EUR 3,000 per meeting of the Board Committees for members;
- additional compensation of EUR 2,000 for non-French resident directors per Board meeting attended in person.

Non-executive directors' sessions and written consultations do not give rise to compensation.

The same applies to meetings (of the Board of Directors or Committees) at which the directors are represented: they do not receive any compensation for this, and the directors who represent them do not receive double compensation.

However, variable compensation is due for meetings (of the Board of Directors or Committees) which the directors attend (physically or remotely) but in which they cannot participate in full, whether because of a conflict of interest, or in application of legal or regulatory provisions, or of the provisions of the Board Internal Regulations.

If the aggregate amount allocated by the Shareholders' Meeting is exceeded, the amount paid to each director would be reduced on a pro rata basis at the time of payment of compensation due for the fourth quarter of the year.

Moreover, in accordance with the recommendations of the AFEP-MEDEF corporate governance code, directors must personally hold a number of shares that is significant in relation to their compensation.

Individuals who are non-executive members of the Board of Directors (*i.e.*, all individual directors with the exception of the Chief Executive Officer and directors representing employees), present at the time of the allocation, receive an annual amount of EUR 10,000.

This amount is reduced on a pro rata basis if the director joins the Board during the year.

The directors are required to invest this amount in shares of the Company. To do so, they instruct SCOR SE to purchase as many SCOR shares as possible, for a price not exceeding the amount to which they are entitled (which is automatically reduced by the price of the said shares, so that the directors do not receive a balance).

The Chief Executive Officer does not receive any compensation as a director.

The directors are not entitled to Company stock option plans or free share allocation plans.

Similarly, no pension contributions (or commitments) are paid for the directors in respect of their duties.

It is specified that the directors representing employees are employees of the Group and, as such, receive compensation separate from their compensation as directors.

Similarly, the Chief Executive Officer, who does not receive any compensation in his capacity as a director, receives compensation in his capacity as Chief Executive Officer.

Finally, the Chairman receives compensation in this capacity, separate from the compensation he receives as a director, as a chair and as a member of Board Committees. This compensation is determined pursuant to the compensation policy described in section 2.2.1.4.2.

Subject to its approval at the 2023 Shareholders' Meeting, this compensation policy shall be applicable as of January 1, 2023.

2.2.1.4.2. Compensation policy for Denis Kessler as Chairman for 2023

The purpose of this section is to present the compensation policy for the Chairman for 2023, which was determined by the Board of Directors on March 1, 2023 on the proposal of the Compensation Committee, and will be submitted to the shareholders for approval in accordance with Article L. 22-10-8 II of the French Commercial Code.

In accordance with the recommendations of the AFEP-MEDEF corporate governance code, Denis Kessler does not have an employment contract with the Company.

Structure of the Chairman's compensation

The structure of the Chairman's compensation is in line with market practice and is mainly composed of:

- an annual fixed portion;
- compensation in his capacity as a director determined in accordance with the directors' compensation policy;
- health and death/disability insurance policies taken out by the Company for all Group senior executives;
- specific life insurance; and
- certain benefits, such as the use of a company car with a shared driver, an office, a personal assistant and an advisor.

In addition, the Chairman shall be reimbursed for expenses incurred in the performance of his duties.

Fixed compensation

Determination

The fixed compensation of the Chairman, payable in twelve monthly installments, is determined based on:

- the level and complexity of his responsibilities;
- the wide range of tasks entrusted to him by the Board of Directors, which are described in the Board's Internal Charter;
- his experience; and
- his areas of expertise.

Amount

The fixed compensation of the Chairman for 2023 is EUR 600,000.

This compensation is identical to that set by the Board of Directors for 2022.

Compensation of the Chairman in his capacity as a director

The Chairman receives compensation in his capacity as a director and as a chair or member of certain Board Committees.

This compensation is established in the same way as the compensation of other directors of SCOR SE, under the conditions set out in Section 2.2.1.4.1.

Other benefits

Company car

The Chairman has the use of a company car with a shared driver.

The insurance, maintenance, fuel and all costs related to the driver are paid by the Company.

Advice and assistance

The Chairman also benefits from an office, an assistant who also works for the Board of Directors, an advisor and tax assistance.

Health and death/disability insurance

The Chairman is covered by the health and death/disability insurance policies taken out for all Group executives, as authorized by social security rules and company law.

Specific life insurance policy

The Chairman benefits from a specific life insurance policy providing for the payment of a capital sum in the event of his death.

Performance share lock-up period

The Board of Directors decided that the Chairman will be required to hold, in registered form, at least 50% of the vested performance shares received for 2019, 2020 and 2021 (*i.e.*, the last three financial years during which he served as Chairman and Chief Executive Officer of SCOR) for the duration of his term of office as Chairman.

Shares received upon exercise of stock options will not be concerned by the lock-up.

Annual variable compensation

In accordance with the recommendations of the AFEP-MEDEF corporate governance code, the Chairman will not receive any annual variable compensation for the 2023 financial year.

Exceptional compensation

In accordance with the recommendations of the AFEP-MEDEF corporate governance code, the Chairman will not receive any exceptional compensation for the 2023 financial year.

Long-term variable compensation

In accordance with the recommendations of the AFEP-MEDEF corporate governance code, the Chairman will not receive any performance shares or stock options for the 2023 financial year.

Multi-year compensation

In accordance with the recommendations of the AFEP-MEDEF corporate governance code, the Chairman will not receive any multi-year compensation for the 2023 financial year.

Termination of duties

In the event of termination of his duties as Chairman of the Board of Directors, no severance pay would be due to him.

Non-compete clause

The Chairman of the Board of Directors will not be subject to any non-compete clause following his departure from the Group.

Supplementary pension plan

The Chairman of the Board of Directors does not participate, in this capacity, from any supplementary pension plan set up by the Group.

Recruitment of a new Chairman

The Board of Directors has decided that, if a new Chairman is appointed, the same compensation policy will be applied on a prorata basis, adjusted to reflect their profile and role.

2.2.1.4.3. Compensation policy for the chief executive officer of SCOR for the period from january 1 to January 25, 2023 (Laurent Rousseau)

On January 26, 2023, Laurent Rousseau resigned from his position as Chief Executive Officer and stepped down from the SCOR Board of Directors, as well as from all directorships held within the Group.

The purpose of this section is to present the compensation policy applicable to Laurent Rousseau, in his capacity as Chief Executive Officer of SCOR for the period from January 1 to January 25, 2023 (inclusive).

This policy is based on the principles defined on January 25, 2023. It has been decided by the Board of Directors on April 5, 2023, on the proposal of the Compensation Committee, and will be submitted to the shareholders for approval in accordance with Article L. 22-10-8 II of the French Commercial Code.

In accordance with the law, payment of variable and exceptional compensation to the Chief Executive Officer pursuant to this policy is subject to approval of the components of the Chief Executive Officer's compensation by the Ordinary Shareholders' Meeting held in the year following the one to which the compensation relates, in accordance with Article L. 22-10-34 II of the French Commercial Code.

In accordance with the recommendations of the AFEP-MEDEF corporate governance code to which the Company has chosen to refer pursuant to Article L. 22-10-10 of the French Commercial Code for the preparation of the report provided for in Article L. 225-37 of the code, Laurent Rousseau resigned from his position under his employment contract with the Company when he took up his position as Chief Executive Officer.

Determination of the compensation policy applicable to Laurent Rousseau

The Compensation Committee met on January 25, 2023, following the announcement by Laurent Rousseau of his intention to resign as Chief Executive Officer on January 26, 2023.

The Committee recommended to the Board of Directors that the compensation policy for Laurent Rousseau for the period from January 1 to January 25, 2023 should be aligned with the principles and amounts of the 2022 compensation policy approved by the Shareholders' Meeting of May 18, 2022 by a very large majority.

Following this recommendation, at its meeting on January 26, 2023, the Board of Directors decided that Laurent Rousseau's fixed compensation would be based on a gross annual amount of EUR 800,000.

The other components of the compensation policy applicable to Laurent Rousseau were discussed by the Compensation Committee on February 7 and 28, and on April 5, and approved by the Board of Directors on April 5, 2023, once the main relevant performance indicators for 2023 had been defined in accordance with IFRS 17.

Structure of the Chief Executive Officer's compensation

As Laurent Rousseau left the Group on January 26, 2023, any performance shares or stock options granted to him for the period from January 1 to January 25, 2023 would not vest; his compensation therefore consists solely of his fixed compensation and annual variable compensation, both paid in cash.

Fixed compensation

On January 26, 2023, on the recommendation of the Compensation Committee, the Board of Directors decided that the gross fixed compensation of Laurent Rousseau as Chief Executive Officer for the period from January 1 to January 25, 2023 (inclusive), would amount to EUR 54,545.46, based on a gross annual compensation amount of EUR 800,000 (unchanged from 2022).

This amount has already been paid to him.

Compensation of the Chief Executive Officer in his capacity as a director

In accordance with the compensation policy for directors described in Section 2.2.1.4.1, the Chief Executive Officer does not receive any compensation as a director of SCOR.

Similarly, the Chief Executive Officer did not receive any compensation as a director of any other Group companies.

Annual variable compensation

Target amount

In accordance with the AFEP-MEDEF corporate governance code, the potential amount of annual variable compensation is expressed as a percentage of fixed compensation.

For the period from January 1 to January 25, 2023 (inclusive), on the proposal of the Compensation Committee, the Board of Directors set the target annual variable compensation at 100% of fixed compensation, corresponding to EUR 800,000 on an annual basis for a 100% achievement rate.

As some of the objectives set by the Board allow for outperformance, Laurent Rousseau's variable compensation may represent more than 100% of his fixed compensation.

In view of the ceilings on the achievement rates for the various performance criteria, and their respective weightings, the annual variable compensation would not exceed 118% of the fixed compensation in the event of outperformance

Structure of variable compensation

The Chief Executive Officer's target annual variable compensation is based on transparent and challenging objectives that are adapted to the Group's business sector – reinsurance – which, by definition, covers long-term risks that can produce variable results from one year to the next.

The assessment of his variable compensation is based on measurable criteria and is almost entirely objective, in line with the expectations of investors and proxy advisors. In addition, the Board retains the option of assessing the Chief Executive Officer's management of the Group through the leadership criterion, which accounts for 10% of the bonus amount.

Nature	Weighting	Type	Weighting	Criteria	Weighting
Quantitative criteria	90%	Financial criteria	70%	Profitability	30%
				Solvency	30%
				Cost discipline	10%
		Sustainability	20%	Environment	10%
				Social	10%
Qualitative criterion	10%	Group management	10%	Leadership	10%

Financial objectives

On the recommendation of the Compensation Committee, the Board of Directors has decided to maintain the three financial objectives set in 2022 (measuring profitability, solvency and cost discipline) for the period from January 1 to January 25, 2023 (inclusive).

These financial objectives, and the related ranges of achievement rates, are described below.

Profitability objective

The range of achievement rates for the ROE objective is unchanged from 2022, as follows:

Ratio between actual ROE and target ROE	Achievement rate
120% or higher	**140%**
Between 115% and 119.99%	130%
Between 110% and 114.99%	120%
Between 105% and 109.99%	110%
Between 100% and 104.99%	**100%**
Between 90% and 99.99%	90%
Between 80% and 89.99%	80%
Between 70% and 79.99%	60%
Between 60% and 69.99%	40%
Below 60%	**0%**

On the recommendation of the Compensation Committee, the Board of Directors set the target ROE for 2023 at 1,100 basis points above the risk-free rate over the cycle (calculated as the five-year rolling average of five-year risk-free rates).

This target ROE takes into account the changes resulting from the adoption of IFRS 17. ROE will be calculated under the new accounting standard.

It will also be used to determine the achievement rate for the ROE objective associated with certain performance share and stock option plans granted in prior years.

Solvency objective

Encouraging the maintenance of a high level of solvency avoids incentivizing excessive risk taking.

On the recommendation of the Compensation Committee, the Board of Directors determined that the optimal solvency range defined by the Quantum Leap plan as 185% to 220% remains relevant in 2023.

The range of achievement rates for the solvency objective decided in 2022 is also being applied for 2023.

The achievement rate would be 100% for a solvency ratio of 205% or higher.

Below that, the achievement rate would range from 70% to 0% if the solvency ratio is below the lower limit of the optimal range (185%).

Solvency	Achievement rate
205% or higher	**100%**
Between 185% and 204.99%	70%
Below 185%	0%

Cost discipline objective

Cost discipline is one of the Group's main indicators of sound management.

On the recommendation of the Compensation Committee, the Board of Directors has chosen to retain this indicator, which was introduced in the 2022 compensation policy for the Chief Executive Officer and is supported by investors and proxy advisors.

For 2023, the Board of Directors has defined a new target cost/income ratio based not on premiums, but on IFRS 17 insurance and reinsurance revenue, while excluding the exceptional costs that the Group will have to incur during the year in connection with its transformation and simplification initiatives.

The achievement rate would be 100% for a cost/income ratio of between 7% (excluded) and 7.2% (included), declining to 80% for a ratio between 7.2% (excluded) and 7.4% (included), and 0% for a ratio above 7.4%.

For a ratio equal to or of less than 7%, the achievement rate would be 120%.

Cost/income ratio (R)	Achievement rate
$R \leq 7\%$	120%
$7\% < R \leq 7.2\%$	100%
$7.2\% < R \leq 7.4\%$	80%
$R > 7.4\%$	0%

Sustainable development objectives

In 2021, SCOR adopted a non-statutory *raison d'être*: "*Combining the Art and Science of Risk to protect societies*".

As an independent global reinsurance group, SCOR contributes to the well-being, resilience and sustainable development of society by reducing the protection gap, making insurance products accessible to as many people as possible, helping to protect policyholders against the risks they face, pushing back the boundaries of insurability and acting as a responsible investor.

On the recommendation of the Compensation Committee, the Board of Directors has decided to retain for 2023 the two sustainable development criteria introduced in 2022, namely an environmental criterion (the "E pillar") and a social criterion (the "S pillar"). The environmental criterion has been adapted in alignment with the economic environment and the social criterion has been adapted to make it more effective.

Environmental criterion

As a responsible investor, SCOR has been financing the transition to a low-carbon economy for many years. Initially focused on direct investments in real estate and infrastructure assets or the financing of these assets, the strategy has evolved with the development of new products such as green and/or sustainable bonds, driving faster growth in the resources deployed to achieve the objectives of the Paris Agreements.

Taking into account these developments, on the proposal of the Compensation Committee, the Board of Directors decided in 2022 to increase the amount invested in green and sustainable bonds.

In 2022, the targeted increase was calculated based on the market value of the securities at December 31.

For 2023, on the recommendation of the Compensation Committee, the Board of Directors has determined that it would be more appropriate, to reason in terms of nominal amounts, in order to neutralize the effect of changes in interest rates on the market value of the bonds.

The new objective set by the Board of Directors is to increase the nominal value of the Group’s green and sustainable bond portfolio to EUR 850 million at December 31, 2023 (or the equivalent of this amount in the currencies in which the bonds are denominated, converted at the December 31, 2023 exchange rate).

At the end of 2022, the Group’s portfolio of green and sustainable bonds totaled EUR 739 million at nominal value. The targeted increase for 2023 is therefore EUR 111 million or 15%.

On the recommendation of the Compensation Committee, the Board of Directors has chosen to replace the graduated scale introduced in 2022, which allowed for outperformance of up to 140%, with a binary scale, which is more restrictive and does not allow for outperformance:

Actual increase	Achievement rate
15% or more	**100%**
Less than 15%	0%

Social criterion

SCOR is committed to reducing gender inequality, notably in terms of pay and career progression.

For 2022, the social criterion was aimed at narrowing the gender pay gap, as evidenced by an improvement in the pay ratio.

The pay ratio improved by 2 points in 2022 to a score of 91 out of 100.

For 2023, on the recommendation of the Compensation Committee, the Board of Directors has replaced the pay ratio criterion with a criterion relating to the recruitment of women in the highest categories of the Group's Partnership.

The new criterion is designed to help the Group meet the objective set by the Board of Directors in 2021 of raising the proportion of women Global Partners (GP), Senior Global Partners (SGP) and Executive Global Partners (EGP) to 27% by December 31, 2025.

The range is particularly challenging (with a zero achievement rate if women GP, SGP and EGP Partners represent less than 24% of the total at December 31, 2023) and incentivizing (with an achievement rate of up to 140% if the proportion is 26% or more by that date).

Prior to the 2023 SCOR Partnership campaign, women represented 22.53% of Partners in the GP, SGP and EGP categories.

Proportion (P) of women GP, SGP and EGP Partners	Achievement rate
$P \geq 26\%$	140%
$25\% \leq P < 26\%$	120%
$24\% \leq P < 25\%$	100%
$P < 24\%$	0%

Leadership criterion

The leadership criterion enables the Board to assess Laurent Rousseau's management of the Group (over the first 25 days of 2023).

This criterion counts for 10% of the bonus and does not allow for any outperformance.

While the assessment of performance in relation to this objective is essentially subjective, the Board of Directors will seek to justify the achievement rate as transparently as possible.

Payment conditions

The variable compensation for the year will be paid the following year, after the amount has been determined by the Board of Directors, on the recommendation of the Compensation Committee, based on the achievement rates for the performance criteria.

In accordance with the applicable law and regulations, payment of this annual variable compensation will be subject to approval of Laurent Rousseau's compensation at the 2024 Annual Shareholders' Meeting.

Effect of termination of the Chief Executive Officer's duties on the payment of annual variable compensation

If the Chief Executive Officer leaves during the year:

(a) his total annual variable compensation for the previous year will be paid, subject to the approval of the Annual Shareholders' Meeting;

(b) in the event of forced departure or dismissal other than for misconduct, his variable compensation for the year of his dismissal will be determined by the Board of Directors pro rata to his presence within the Group, and paid the following year subject to approval at the Annual Shareholders' Meeting; and

(c) no annual variable compensation will be paid for the year of dismissal in the event of misconduct.

Laurent Rousseau resigned on January 26, 2023.

His resignation corresponds to a case of departure described in paragraph (b) above.

The final amount of Laurent Rousseau's variable compensation for 2023 will therefore be determined by the Board of Directors, on the proposal of the Compensation Committee, based on the 2023 results. It will be pro rated to the period served by Laurent Rousseau as Chief Executive Officer in 2023 – i.e. 25 days, from January 1 to January 25, 2023 (inclusive), out of the 365 days in the year.

This variable compensation will be paid in 2024, subject to approval by the 2024 Annual Shareholders' Meeting.

Exceptional compensation

The Board of Directors decided that Laurent Rousseau will not receive any exceptional compensation for 2023.

Long-term variable compensation

As Laurent Rousseau resigned on January 26, 2023 and left the Group on that date, he is not entitled to any performance share or stock option grants in respect of 2023.

Multi-year compensation

The Board of Directors decided that Laurent Rousseau would not receive any multi-year compensation for 2023.

Termination of the Chief Executive Officer's duties

The Board of Directors renewed for 2023, the severance pay arrangements provided for in the 2022 compensation policy for the Chief Executive Officer.

These arrangements are as follows:

(i) In the event of termination of his duties as Chief Executive Officer, the benefits due to Laurent Rousseau would be determined according to the following situations:

(ii) in the event of dismissal for misconduct or demonstrably inadequate performance (i.e., if the performance condition (C_n) defined below is not met) or resignation (other than as a result of a forced departure referred to in paragraphs (ii) and (iii) below), no severance pay would be due to him;

(iii) in the event of forced departure or dismissal for difference of opinion concerning the Group's strategy, the Chief Executive Officer would receive severance pay equal to the sum of the fixed and variable components of his gross annual compensation paid in the twenty-four (24) months preceding the date of his departure from the Group;

(iv) in the event of forced departure or dismissal resulting from an unsolicited takeover bid or a takeover bid not supported by the Company's Board of Directors leading to a change of control of the Group, the Chief Executive Officer would receive severance pay equal to the sum of the fixed and variable components of his annual gross compensation paid in the twenty-four (24) months preceding the date of his departure from the Group.

Performance share and stock option grants are not taken into account for the calculation of the severance pay.

In all cases ((i), (ii) or (iii)), no severance pay would be due if the performance condition (C_n) defined below was not met.

Furthermore, in the cases referred to in paragraphs (ii) and (iii) above:

(a) the Chief Executive Officer's variable compensation for the current year would be determined by the Board of Directors pro rata to his period of presence within the Group, and paid the following year subject to the approval of the Annual Shareholders' Meeting; and

(b) the rights to performance shares and stock options granted to him before his departure would be maintained pro rata to his period of presence within the Group during the vesting period (i.e., based on the proportion of the total vesting period represented by his period of service as Chief Executive Officer), subject in full to the performance conditions of each of the plans.

The performance condition (C_n), set by the Board of Directors on the proposal of the Compensation Committee would be satisfied if the following two criteria were met:

SCOR's average ROE for the three years preceding the date of departure of the Chief Executive Officer exceeded 50% of the average ROE target defined in the strategic plan for the same period; and

SCOR's average solvency ratio for the three years preceding the date of departure of the Chief Executive Officer exceeded the average of SCOR's solvency ratio target as defined in the strategic plan for the same period. If the strategic plan sets a target or optimal range of ratios, the lower limit of this range would be used as the target solvency ratio for the purposes of the calculation.

The purpose of these criteria is to ensure that the performance conditions are aligned with successive strategic plans, by applying the same objectives in order to be representative of the Chief Executive Officer's impact on the Group's performance.

On the recommendation of the Compensation Committee, the Board of Directors determined that the resignation of Laurent Rousseau constituted a case of departure described in paragraph (ii) above.

However, on April 5, 2023, on the recommendation of the Compensation Committee, the Board of Directors noted that the performance condition (C_n) had not been fulfilled and that, as a result, Laurent Rousseau was not entitled to the above-mentioned severance pay.

Non-compete clause

The Chief Executive Officer is not subject to any non-compete clause following his departure from the Group.

Supplementary pension plan

The Chief Executive Officer does not participate in any supplementary pension plan set up by the Group.

Other benefits

Health and death/disability insurance

The Chief Executive Officer is covered by the health and death/disability insurance policy taken out by the Company.

He is also covered by the accidental death or permanent disability insurance policy taken out for the senior executives of the Company and applicable since January 1, 2006.

This group insurance policy is renewed or renegotiated on an annual basis and the Chief Executive Officer will be covered by any policies that may replace the existing one.

Company car

The Chief Executive Officer has the use of a company car with a shared driver for his travel on Group business.

The insurance, maintenance, fuel and charging costs as well as all costs related to the driver are paid for by the Company.

2.2.1.4.4. Compensation policy for the acting Chief Executive Officer of SCOR for the period from January 26 to April 30, 2023 (François de Varenne)

On January 26, 2023, the Board of Directors noted the resignation of Laurent Rousseau and decided, on the proposal of the Nomination Committee, to appoint François de Varenne as acting Chief Executive Officer of SCOR, for the period from January 26 to April 30, 2023 (inclusive).

At the end of this interim period, with effect from May 1, 2023, he will be succeeded by Thierry Léger, who has been appointed as Chief Executive Officer by unanimous decision of the Board of Directors on the recommendation of the Appointments Committee.

The purpose of this section is to present the compensation policy applicable to François de Varenne, in his capacity as acting Chief Executive Officer of SCOR for the period from January 26 to April 30, 2023.

This policy is based on the principles defined on January 25, 2023. It has been decided by the Board of Directors on April 5, 2023, on the proposal of the Compensation Committee, and will be submitted to the shareholders for approval in accordance with Article L. 22-10-8 II of the French Commercial Code.

In accordance with the law, payment of variable and exceptional compensation to the Chief Executive Officer pursuant to this policy is subject to approval of the components of the Chief Executive Officer's compensation by the Ordinary Shareholders' Meeting held in the year following the one to which the compensation relates, in accordance with Article L. 22-10-34 II of the French Commercial Code.

François de Varenne has an employment contract with SCOR. He is a member of the Group Executive Committee, with responsibility for Investments, Technology, the Budget, Transformation and Corporate Finance.

In accordance with the recommendations of the AFEP-MEDEF corporate governance code to which the Company refers pursuant to Article L. 22-10-10 of the French Commercial Code for the preparation of the report provided for in Article L. 225-37 of the code, his employment contract has been suspended while he serves as acting Chief Executive Officer, from January 26 to April 30, 2023 (inclusive).

His contract will be reinstated on May 1, 2023. The period of service as acting Chief Executive Officer will be taken into account for the purpose of determining his total years of service as a SCOR employee.

François de Varenne is not a member of the Board of Directors of SCOR.

Determination of the compensation policy applicable to François de Varenne

The Compensation Committee met on January 25, 2023, following the announcement by Laurent Rousseau of his intention to resign as Chief Executive Officer on January 26, 2023.

On the recommendation of the Committee, at its meeting on January 26, 2023, the Board of Directors decided that François de Varenne's fixed compensation as Chief Executive Officer would be set at an annual amount of EUR 800,000, corresponding to the compensation paid to Laurent Rousseau for 2022 and the first 25 days of 2023.

The other aspects of the compensation policy applicable to François de Varenne were discussed by the Compensation Committee:

- on February 7 and 28, 2023: the objectives applicable to the acting Chief Executive Officer's annual variable compensation; and
- on April 5, 2023: the objectives applicable to the performance shares and stock options to be granted to the acting Chief Executive Officer, as determined once the relevant performance indicators under IFRS 17 have been defined for 2023.

The compensation policy applicable to François de Varenne was formally approved by the Board of Directors on April 5, 2023.

Structure of the Chief Executive Officer's compensation

The structure of the Chief Executive Officer's compensation is in line with market practices and consists of cash compensation, including an annual fixed portion and an annual variable portion, and long-term variable compensation, consisting of performance shares and stock options.

In view of the interim nature of François de Varenne's appointment, certain adjustments were made to the compensation policy, primarily concerning the performance objectives applicable to his annual variable compensation.

Fixed compensation

Determination

The fixed compensation of the Chief Executive Officer is determined based on:

- the level and complexity of his responsibilities;
- his career path, professional experience, and areas of expertise;
- market benchmarks for comparable roles (external competitiveness); and
- consistency with other Group functions (internal equity).

Amount

On January 26, 2023, the Board of Directors decided, on the proposal of the Compensation Committee, that the fixed compensation of the acting Chief Executive Officer for the period from January 26 to April 30, 2023 (inclusive) would be based on an annual compensation amount of EUR 800,000.

This annual amount is identical to the previous Chief Executive Officer's fixed compensation for 2022 (and for the period from January 1 to January 25, 2023 inclusive).

This compensation is payable in monthly installments, as indicated below.

As François de Varenne took up his position towards the end of the month (on January 26, 2023), his January compensation has been pro rated to the period served as acting Chief Executive Officer during that month.

Consequently, François de Varenne's gross compensation is as follows

- EUR 12,122 for the month of January;
- EUR 66,667 for the month of February;
- EUR 66,667 for the month of March; and
- EUR 66,667 for the month of April.

Annual variable compensation

Objectives

In agreement with the Nomination Committee and the Compensation Committee, the Board of Directors defined a number of objectives to be met by François de Varenne during his term of office. These objectives take account of the interim nature of his appointment.

The six objectives can be classified as follows:

Financial objectives

- To present to the Board of Directors and obtain Board approval of a realistic and credible IFRS 17-based operating plan for 2023;
- To present to the Board of Directors and obtain Board approval of a financially disciplined 2023 expenditure budget;
- To successfully complete the accounting transition to IFRS 17 and prepare first quarter 2023 financial statements based on this standard.

Business objectives

- To successfully renew the portfolio of P&C treaties as of April 1, 2023;
- To prepare the components of the future strategic plan based on sustainability criteria; and

Organizational objective

- To prepare SCOR for the arrival of the new Chief Executive Officer (organization, communication, leadership, return to the office policy).

On the proposal of the Compensation Committee, the Board of Directors decided that these objectives would determine the amount of François de Varenne’s variable compensation as acting Chief Executive Officer for the period from January 26 to April 30, 2023 (inclusive).

Target amount

In accordance with the AFEP-MEDEF corporate governance code, the potential amount of variable compensation is expressed as a percentage of fixed compensation.

On the proposal of the Compensation Committee, the Board of Directors set the target annual variable compensation at 100% of fixed compensation, corresponding to EUR 800,000 on an annual basis for a 100% achievement rate.

This is the same as the target annual variable compensation awarded to the Chef Executive Officer for 2022.

As François de Varenne was appointed as acting Chief Executive Officer, this annual variable compensation will be pro rated to the period served in this position, from January 26 to April 30, 2023 (inclusive).

Consequently, François de Varenne’s target variable bonus for the period served as acting Chief Executive Officer will amount to EUR 212,122 for an overall achievement rate of 100%.

No account will be taken of any outperformance in relation to the objectives assigned to François de Varenne, such that his maximum variable compensation will not exceed 100% of his fixed compensation.

Structure of variable compensation

The weighting of the different objectives is balanced.

The differences between objectives reflect the importance the Board places on achieving them during the interim period.

Type	Weighting	Criteria	Weighting
Financial objectives	70%	To present to the Board of Directors and obtain Board approval of a realistic and credible IFRS 17-based operating plan for 2023	30%
		To successfully complete the accounting transition to IFRS 17 and prepare first quarter 2023 financial statements based on this standard	30%
		To present to the Board of Directors and obtain Board approval of a financially disciplined 2023 expenditure budget	10%
Business objectives	20%	To successfully renew the portfolio of P&C treaties as of April 1, 2023	10%
		To prepare the components of the future strategic plan based on sustainability criteria	10%
Organizational objective	10%	Prepare SCOR for the arrival of the new Chief Executive Officer (organization, communication, leadership, return to the office policy)	10%

Financial objectives

The three financial objectives account for 70% of the annual variable compensation.

Performance will be assessed objectively and any outperformance will not be taken into account.

Objective linked to the approval of a realistic and credible IFRS 17-based operational plan for 2023

The Board of Directors expects the next operational plan to be a credible, realistic and winning plan adapted to the current size of SCOR's business and to its economic and competitive environment. It will be a key instrument for the successful management of the Group.

The plan should follow on seamlessly from the one-year plan announced by SCOR on November 9, 2022 and provide a basis for defining performance objectives and assumptions for 2023 under IFRS 17.

The acting Chief Executive Officer will be assessed on his ability to submit an operational plan to the Board of Directors and have it adopted, before his appointment expires.

The plan will be prepared in parallel with the first-time adoption of IFRS 17, which constitutes a major change for the Group and has a very significant impact on assessments of SCOR's performance.

Achievement of this objective will be assessed as follows:

Actual performance	Achievement rate
Approval of a credible, realistic and winning operational plan by the Board of Directors during the interim period	100%
Operational plan not approved during the interim period	0%

Objective related to the accounting transition to IFRS 17 and the preparation of the first quarter 2023 financial statements under this standard

The Board of Directors considers that the successful transition to IFRS 17 is a major challenge for the Group, which has devoted considerable resources to the project.

The adoption of IFRS 17 should, in particular, lead to the presentation of financial statements that clearly show the value of SCOR's L&H portfolio.

The acting Chief Executive Officer will be assessed on his ability to:

- engage the teams so that they complete the complex accounting processes enabling the Group to operate in an IFRS 17 environment;
- present to the Board of Directors (i) a reliable opening IFRS 17 balance sheet, (ii) updated calculations of SCOR's Economic Value and its main components, and (iii) comparative balance sheets and income statements for the four quarters of 2022, which may subsequently be adjusted and will be finalized at the same time as the corresponding 2023 quarterly financial statements; and
- create the necessary framework for the preparation of the accounts for the first quarter of 2023, which will be closed in May 2023, after the arrival of Thierry Léger as the new Chief Executive Officer.

Many people have been working on the IFRS 17 project for many months and it will be a challenge for the acting Chief Executive Officer to ensure its successful completion with the support of the members of the Executive Committee involved, just a few weeks before the first IFRS 17 financial statements are presented to the Board.

The Board of Directors will assess the quality of the IFRS 17 financial statements presented by the Chief Executive Officer at the end of 2023.

Concerning the preparation of the financial statements for the first quarter of 2023, the Board of Directors will also seek the opinion of Thierry Léger, who will be responsible for presenting them in May 2023.

Achievement of this objective will be assessed as follows:

Actual performance	Achievement rate
During the interim period: • Approval of the opening IFRS 17 balance sheet by the Board of Directors • Preparation of updated calculations of SCOR's Economic Value (and its main components) at January 1, 2023 • Presentation of IFRS 17 income statements for the four quarters of 2022 • Creation of the necessary framework for the preparation of accounts based on IFRS 17 for the first quarter of 2023, to be closed during the month of May 2023	100%
Failure to achieve any of the above objectives	0%

Objective linked to the approval of a financially disciplined expenditure budget for 2023

The Board of Directors expects the 2023 expenditure budget to bear all the hallmarks of disciplined expenditure management, without impeding the implementation of the measures needed to improve SCOR's performance.

The acting Chief Executive Officer will be assessed on his ability to submit a budget to the Board of Directors and have it adopted before the end of the interim period.

The Board of Directors will assess the quality of the budgeting exercise conducted by the acting Chief Executive Officer on an ex-post basis, at the end of 2023.

Achievement of this objective will be assessed as follows:

Actual performance	Achievement rate
Approval by the Board of Directors during the interim period of a financially disciplined 2023 expenditure budget	100%
2023 expenditure budget not approved by the Board of Directors	0%

Business objectives

The two business objectives account for 20% of the Chief Executive Officer's annual variable compensation.

Performance will be assessed objectively and any outperformance will not be taken into account.

Successful treaty renewals at April 1, 2023

The Board of Directors has called for energetic measures to improve SCOR's profitability, following a loss-making year in 2022.

In the P&C division, the turnaround will be achieved in particular by optimizing both the capital allocated by business line and by client, and the portfolio's composition in terms of risk diversification and the resilience of underwriting results.

The opportunity to achieve this optimization arises during the P&C reinsurance treaty renewals, in particular at April 1, 2023.

The acting Chief Executive Officer will be assessed on his ability to take advantage of favorable market conditions to improve the Group's expected technical profitability.

The Board of Directors will assess the quality of the April 1, 2023 renewals both on an individual basis, and compared to the rest of the market.

Achievement of this objective will be assessed as follows:

Actual performance	Achievement rate
Improvement of expected technical profitability	100%
Deterioration of expected technical profitability	0%

Objective related to the preparation of the components of the future strategic plan, based on sustainability criteria

On November 9, 2022, SCOR announced that it had adjusted its strategy by focusing on a one-year action plan to best position the Group in a changing environment and ensure sustainable performance.

These initiatives are still being implemented although the Quantum Leap strategic plan ended on December 31, 2022.

SCOR needs to devote 2023 to preparing a new three-year strategic plan that will guide the Group once the turnaround measures decided in November 2022 have been completed.

Thierry Léger will be responsible for proposing to the Board of Directors the strategic objectives of the Company and the Group, and for translating them into a new three-year plan.

However, the Board of Directors considers that it will not be too early to start preparing the new plan during the interim period, given that the process involves a certain number of tasks assigned to François de Varenne (including preparation of the IFRS 17 financial statements and a financially disciplined expenditure budget).

The acting Chief Executive Officer will therefore be assessed on his ability to create the necessary framework for the development by Thierry Léger of an ambitious strategic plan to be submitted to the Board of Directors for approval.

The Board of Directors is committed to ensuring that the plan takes account of sustainability criteria.

Achievement of this objective will be assessed as follows:

Actual performance	Achievement rate
New strategic plan developed by Thierry Léger with the contribution of François de Varenne approved by the Board	100%
New strategic plan developed by Thierry Léger with the contribution of François de Varenne not approved by the Board	0%

Organizational objective

The last objective, known as the organizational objective, accounts for 10% of the Chief Executive Officer's annual variable compensation.

Its assessment is for the most part subjective and any outperformance will not be taken into account.

Objective related to SCOR's preparation for the arrival of the new Chief Executive Officer (organization, communication, leadership, return to the office policy)

Thierry Léger will join SCOR on May 1, 2023.

Pending his arrival, the Board of Directors has appointed François de Varenne as acting Chief Executive Officer for the period from January 26 to April 30, 2023 (inclusive).

The Board of Directors has asked François de Varenne to take advantage of this interim period to prepare SCOR for the arrival of Thierry Léger, so that he can be fully operational and able to manage the Group efficiently as of May 1.

To this end, the Board expects François de Varenne to take energetic action in all areas, including organization, communication and leadership, and the return to the office policy.

The acting Chief Executive Officer will be assessed on his ability to create the right framework for the arrival of Thierry Léger, by making bold decisions, if necessary, with the support of the Board which will be following this project closely.

The acting Chief Executive Officer's achievement of this objective will be assessed by the Board of Directors during the interim period and after May 1, 2023. Thierry Léger will be consulted about the conditions of his arrival within the Group.

This criterion counts for 10% of the bonus and does not allow for any outperformance.

While the assessment of performance in relation to this objective is essentially subjective, the Board of Directors will seek to justify the achievement rate as transparently as possible.

Payment conditions

The variable compensation for the year will be paid the following year, after the amount has been determined by the Board of Directors, on the recommendation of the Compensation Committee, based on the achievement rates for the performance criteria.

In accordance with the applicable law and regulations, payment of this annual variable compensation will be subject to approval of François de Varenne's compensation at the 2024 Annual Shareholders' Meeting.

Effect of termination of the Chief Executive Officer's duties on the payment of annual variable compensation

If the Chief Executive Officer leaves during the year:

(a) his total annual variable compensation for the previous year will be paid, subject to the approval of the Annual Shareholders' Meeting;

(b) in the event of forced departure or dismissal other than for misconduct, his variable compensation for the year of his dismissal will be determined by the Board of Directors pro rata to his presence within the Group, and paid the following year subject to approval at the Annual Shareholders' Meeting; and

(c) no annual variable compensation will be paid for the year of dismissal in the event of misconduct.

Exceptional compensation

The Board of Directors has decided that the acting Chief Executive Officer will not receive any exceptional compensation for the period from January 26 to April 30, 2023 (inclusive).

Long-term variable compensation

At its meeting on April 5, 2023, on the recommendation of the Compensation Committee, the Board of Directors decided to grant 18,220 performance shares and 15,617 stock options to the acting Chief Executive Officer in respect of the period from January 26 to April 30, 2023 (inclusive).

These grants are based on the grants made in 2022 to Laurent Rousseau (70,000 performance shares and 60,000 stock options for the full year), pro rated over the period to be served by François de Varenne as acting Chief Executive Officer.

The performance shares are subject to the grantee's continued presence within the Group during a three-year vesting period as from the grant date and to performance conditions assessed over three years, *i.e.*, 2023, 2024 and 2025.

The stock options are subject to the grantee's continued presence within the Group during a four-year vesting period and to performance conditions assessed over three years, *i.e.*, 2023, 2024 and 2025.

Performance conditions applicable to both performance shares and stock options

The Board of Directors has decided that all stock option and performance share grants made to the Chief Executive Officer will be subject to performance conditions aligned with SCOR's main strategic objectives.

Like the performance conditions applicable to annual variable compensation, the performance conditions applicable to the performance shares and stock options are challenging and transparent. In addition, performance against the objectives can be assessed objectively, because the achievement rates are based on results that are published and disclosed to the public.

On the proposal of the Compensation Committee, the Board of Directors has defined the following three performance criteria:

Performance criteria	Weighting
Profitability	40%
Solvency	40%
TSR	20%

The number of performance shares that vest and the number of stock options that may be exercised will be determined based on the achievement rates for the three performance criteria, taking into account the weighting determined by the Board.

Profitability objective

ROE has been replaced by Economic Value Growth (EVG) as determined based on the IFRS 17 financial statements, which better reflects SCOR's financial performance.

Economic Value corresponds to the value of the SCOR franchise and its portfolio, *i.e.* the sum of equity and the contractual service margin (CSM).

CSM represents the expected future profits that will be recognized in the income statement as the reinsurance services are provided.

The range of achievement rates adopted by the Board of Directors, on the proposal of the Compensation Committee, is unchanged from the ROE criterion used in 2022:

Ratio between average EVG and target EVG	Achievement rate
From 100%	**100%**
Between 80% and 99.99%	90%
Between 70% and 79.99%	70%
Between 60% and 69.99%	50%
Between 50% and 59.99%	25%
Below 50%	**0%**

Average EVG is calculated under IFRS 17 over the performance assessment period (*i.e.*, 2023, 2024 and 2025 for performance shares and stock options granted in respect of 2023). It excludes dividends and is calculated for each year on the basis of a constant economic environment (interest rates and exchange rates).

The target EVG for the period is equal to the average of the target EVGs for each year in the performance assessment period.

The target EVG for each year is defined by the Board of Directors, either year by year or in the multi-year strategic plan, and published in SCOR's Universal Registration Document (URD).

For 2023, the target EVG is 700 basis points above the risk-free rate over the cycle (calculated as the five-year rolling average of five-year risk-free rates).

If the average EVG is less than 50% of the target EVG for the period, the achievement rate will be 0%.

Solvency objective

The range of achievement rates adopted by the Board of Directors, on the proposal of the Compensation Committee, is unchanged from 2022, as follows:

Difference between the average solvency ratio and the target ratio for the period	Achievement rate
Equal to or greater than 0 percentage points	100%
Between 0 and -35 percentage points (exclusive)	Linear sliding scale
Equal to or lower than -35 percentage points	0%

The average solvency ratio is calculated over the performance assessment period (*i.e.*, 2023, 2024 and 2025 for the performance shares and stock options granted in respect of 2023).

The target ratio for the period is equal to the average of the annual targets or, if performance is between an upper and a lower limit of the target range, the lower limit for each year of the performance assessment period.

The target, or target range, is defined by the Board of Directors, either year by year or in the multi-year strategic plan, and published in SCOR's Universal Registration Document (URD).

For 2023, the target range of 185% to 220% defined in the Quantum Leap plan remains relevant.

Total Shareholder Return (TSR) objective

The use of the TSR criterion is intended to ensure that the financial interests of investors are taken into account in determining the long-term compensation of the Chief Executive Officer.

The achievement rate will be determined according to SCOR's ranking within a group of peers over the reference period:

SCOR ranking within the peer group based on the reference period TSR	Achievement rate
1st to 4th	100%
5th	50%
6th to 9th	0%

The peer group consists of: Arch Capital Group, Axis Capital Holdings, Everest Re, Great West Lifeco, Hannover Re, Munich Re, Reinsurance Group of America and Swiss Re.

If one of the companies in the peer group ceases to be listed, the Board of Directors will identify a suitable substitute to take its place for the entire reference period.

In order to limit the impact of currency movements on stock prices, TSR will be measured in euros for all companies in the panel.

The peer group is the one used for the regular benchmarking exercises carried out by external consultants on behalf of the Compensation Committee for the preparation of SCOR's senior executive compensation policies.

Presence condition

Except in specific cases (death, disability or retirement), the vesting of performance shares and stock options will depend on the Chief Executive Officer remaining with the Group until the end of the vesting period.

This presence condition will be considered as having been met if François de Varenne, acting Chief Executive Officer for an interim period, is an employee or officer of a Group company at the end of the vesting period.

In the event of forced departure or dismissal other than for misconduct or inadequate performance, the performance shares and stock options granted to the acting Chief Executive Officer will vest pro rata to the period served in this position during the vesting period (see "Termination of the Chief Executive Officer's duties" below).

These rules only apply to performance shares and stock options granted to François de Varenne in his capacity as acting Chief Executive Officer, and not to those granted or to be granted to him as an employee of the Group.

Other conditions

In addition to the performance conditions and the presence condition, the performance shares and stock options are subject to an additional vesting condition based on compliance with SCOR's ethical principles as described in the Group Code of Conduct.

The Group Code of Conduct includes key aspects of corporate social responsibility, including integrity, data protection and privacy, anti-corruption measures, strict compliance with sanctions and embargoes, anti-money laundering measures, transparency, promotion of equal opportunity in all aspects of employment, whistleblowing procedures to encourage reporting of ethical issues, and promotion of and compliance with the principles of the United Nations Global Compact.

In the event of a breach of the Code of Conduct, for instance fraud, none of the Chief Executive Officer's performance shares or stock options would vest (clawback policy).

Lastly, notwithstanding the total or partial achievement of the above conditions, the vesting of the performance shares and stock options is subject to the beneficiary completing compulsory training in sustainable development issues.

Performance share lock-up period

As François de Varenne will serve as acting Chief Executive Officer during an interim period only, the performance shares and the shares acquired on exercise of the stock options granted to him in his capacity as Chief Executive Officer will not be subject to any lock-up period.

Multi-year compensation

The Board of Directors has decided that the Chief Executive Officer will not receive any multi-year compensation for the period from January 26 to April 30, 2023 (inclusive).

Termination of the Chief Executive Officer's duties

In the event of termination of his appointment as acting Chief Executive Officer during the period from January 26 to April 30, 2023 (inclusive), the amounts due to François de Varenne would be determined as follows:

(i) in the event of dismissal for misconduct or demonstrably inadequate performance (*i.e.*, if the performance condition (C_n) defined below is not met) or resignation (other than as a result of a forced departure referred to in paragraphs (ii) and (iii) below), no severance pay would be due to him;

(ii) in the event of forced departure or dismissal for difference of opinion concerning the Group's strategy, the acting Chief Executive Officer would receive severance pay equal to the sum of the fixed and variable components of his gross annual compensation paid in the twenty-four (24) months preceding the date of his departure from the Group;

(iii) in the event of forced departure or dismissal resulting from an unsolicited takeover bid or a takeover bid not supported by the Company's Board of Directors leading to a change of control of the Group, the acting Chief Executive Officer would receive severance pay equal to the sum of the fixed and variable components of his annual gross compensation paid in the twenty-four (24) months preceding the date of his departure from the Group.

Performance share and stock option grants are not taken into account for the calculation of the severance pay.

In all cases ((i), (ii) or (iii)), no severance pay would be due if the performance condition (C_n) defined below was not met.

Furthermore, in the cases referred to in paragraphs (ii) and (iii) above:

- the Chief Executive Officer's variable compensation for the current year will be determined by the Board of Directors pro rata to his period of presence within the Group, and paid the following year subject to the approval of the Annual Shareholders' Meeting; and
- the rights to performance shares and stock options granted to him before his departure will be maintained pro rata to his period of presence within the Group during the vesting period (*i.e.*, based on the proportion of the total vesting period represented by his period of service as Chief Executive Officer), subject in full to the performance conditions of each of the plans.

The performance condition (C_n), set by the Board of Directors on the proposal of the Compensation Committee will be satisfied if the following two criteria are met:

(a) SCOR's average ROE for the three years preceding the date of departure of the acting Chief Executive Officer exceeds 50% of the average of SCOR's strategic ROE target defined by the Board of Directors year by year or in the multi-year strategic plan and published in SCOR's Universal Registration Document (URD), calculated over the same period; and

(b) SCOR's average solvency ratio for the three years preceding the date of departure of the acting Chief Executive Officer exceeds the average of SCOR's strategic solvency ratio target defined by the Board of Directors year by year or in the multi-year strategic plan and published in SCOR's Universal Registration Document (URD), calculated over the same period. If the strategic plan sets a target or optimal range of ratios, the lower limit of this range will be used as the target solvency ratio for the purposes of the calculation.

The purpose of these criteria is to ensure that the performance conditions are aligned with successive strategic plans, by applying the same objectives in order to be representative of the Chief Executive Officer's impact on the Group's performance.

The Board of Directors will decide whether or not the performance condition (C_n) has been met, based on the recommendation of the Compensation Committee.

Non-compete clause

The Chief Executive Officer will not be subject to any non-compete clause following his departure from the Group.

Supplementary pension plan

The Chief Executive Officer does not participate, in this capacity, in any supplementary pension plan set up by the Group.

Other benefits

Health and death/disability insurance

The Chief Executive Officer is covered by the health and death/disability insurance policy taken out by the Company.

He is also covered by the accidental death or permanent disability insurance policy taken out for the senior executives of the Company and applicable since January 1, 2006.

This group insurance policy is renewed or renegotiated on an annual basis and the Chief Executive Officer will be covered by any policies that may replace the existing one.

Company car

The Chief Executive Officer has the use of a company car with a shared driver for his travel on Group business.

The insurance, maintenance, fuel and charging costs as well as all costs related to the driver are paid for by the Company.

Recruitment of a new Chief Executive Officer

The Board of Directors has decided that, if a new Chief Executive Officer is appointed during François de Varenne's term from January 26 to April 30, 2023 (inclusive), this compensation policy may be applied to him/her, on a pro rata basis to determine the amount of the new Chief Executive Officer's fixed and variable compensation and the number of performance shares and stock options to be granted to him/her. The number of performance shares and stock options would be pro rated to the period served during the year by the new Chief Executive Officer.

The Board of Directors may also decide to award the new Chief Executive Officer (i) exceptional compensation in cash and/or (ii) an exceptional performance share and stock option grant, in order to compensate for the loss of compensation related to his/her departure from his/her previous employer, subject to the approval of the shareholders pursuant to Article L. 22-10-34 of the French Commercial Code.

Recruitment of a Deputy Chief Executive Officer

In the event of the appointment of one or more Deputy Chief Executive Officers during François de Varenne's term as acting Chief Executive Officer, from January 26 to April 30, 2023, the compensation components, principles and criteria set out in the compensation policy and the benefits granted to the Chief Executive Officer would also apply to the Deputy Chief Executive Officer (s). In this case, the Board of Directors, on the recommendation of the Compensation Committee, would adapt the structure, target amounts, objectives, performance levels and other parameters, provided that the target amounts expressed as a percentage of the Deputy Chief Executive Officer's fixed compensation may not be greater than those of the Chief Executive Officer.

2.2.1.4.5. Compensation policy for Thierry Léger as chief executive officer of SCOR from May 1, 2023

On January 26, 2023, the Board of Directors, on the proposal of the Nomination Committee, unanimously decided to appoint Thierry Léger as Chief Executive Officer of SCOR.

Thierry Léger will take up his position as Chief Executive Officer on May 1, 2023.

The purpose of this section is to present the compensation policy applicable to Thierry Léger, in his capacity as Chief Executive Officer of SCOR from May 1, 2023.

This policy is based on the principles defined on January 25, 2023. It has been decided by the Board of Directors on April 5, 2023, on the proposal of the Compensation Committee, and will be submitted to the shareholders for approval in accordance with Article L. 22-10-8 II of the French Commercial Code.

In accordance with the law, payment of variable and exceptional compensation to the Chief Executive Officer pursuant to this policy is subject to approval of the components of the Chief Executive Officer's compensation by the Ordinary Shareholders' Meeting held in the year following the one to which the compensation relates, in accordance with Article L. 22-10-34 II of the French Commercial Code.

In accordance with the recommendations of the AFEP-MEDEF corporate governance code to which the Company refers pursuant to Article L. 22-10-10 of the French Commercial Code for the preparation of the report provided for in Article L. 225-37 of the code, Thierry Léger will not have an employment contract with the Company.

On the proposal of the Nomination Committee, the Board of Directors also decided to propose to the 2023 Annual Shareholders' Meeting the election of Thierry Léger as a director of SCOR.

The remuneration policy for directors expressly stipulates that no compensation is payable to the Chief Executive Officer in his capacity as director.

Principles and rules for determining the Chief Executive Officer's compensation and benefits

This compensation policy is based on the principles described below, which are consistent with the SCOR Group's overall compensation policy and are strictly applied by the Compensation Committee during its consideration of compensation issues.

During their consideration of the compensation policy for the Chief Executive Officer, the Compensation Committee and the Board of Directors ensure that the policy is aligned with the corporate interest and business strategy of the Company and contributes to its sustainability.

Completeness

The Chief Executive Officer's compensation and benefits are analyzed component by component and as a whole to ensure an appropriate balance between the various components.

Compliance

The Board of Directors of SCOR decided, at its December 12, 2008 meeting, to apply the recommendations of the AFEP (*Association Française des Entreprises Privées*, the French association of large companies) and MEDEF (*Mouvement des Entreprises de France*, the French business confederation) to the compensation of the executive corporate officer of SCOR, considering that their compensation forms part of SCOR's corporate governance principles.

The compensation policy for the Chief Executive Officer has been established in accordance with the recommendations of the AFEP-MEDEF corporate governance code as revised in December 2022.

Talent management and alignment of interests

SCOR's compensation policy helps the Group to attract, motivate and retain talent at the highest level. It also meets the expectations of shareholders and other stakeholders in terms of transparency and the linking of compensation to performance.

The compensation policy for the Chief Executive Officer is aligned with the policy applied to the Group's employees.

The compensation package of all employees around the world with the status of Partner follows the same structure and comprises a fixed part and a variable part, and a part paid immediately and a deferred part.

The Group’s compensation policy favors performance shares and stock options over cash compensation, which distinguishes SCOR from most of its peers.

This policy allows maximum alignment with the interests of shareholders, during the performance measurement period and beyond, through the holding of SCOR shares over time. In particular, it rewards long-term performance. It also allows costs to be kept under control, since in France, payroll and other taxes on performance shares are lower than on cash compensation.

The performance conditions for annual variable compensation and for performance shares and stock options are based on and aligned with SCOR's strategic objectives.

Comparability and competitiveness

The Board of Directors has decided that the Chief Executive Officer's compensation should be determined in the light of benchmark analyses.

The benchmarking exercises are conducted by outside consultants on behalf of the Compensation Committee, based on a peer group made up of the leading global reinsurers by premium income that publish details of executive compensation.

The peer group against which the Group is compared is the one used for the TSR criterion applicable to both performance shares and stock options granted to Thierry Léger.

Determination of the compensation policy applicable to Thierry Léger

The Compensation Committee met on January 25, 2023, following the announcement by Laurent Rousseau of his intention to resign as Chief Executive Officer on January 26, 2023.

The Committee made recommendations concerning the compensation policy for Laurent Rousseau for the first 25 days of 2023, for Thierry Léger, chosen to take over as Chief Executive Officer of SCOR from May 1, 2023, and for François de Varenne, appointed as acting Chief Executive Officer for the period from January 26 to April 30, 2023.

The Committee recommended aligning the principles governing the structure of Thierry Léger’s compensation package with the 2022 compensation policy for the Chief Executive Officer, which met the expectations of investors and proxy advisors and was approved at the Annual Shareholders’ Meeting of May 18, 2022 by a majority of over 93% of the votes cast.

The Compensation Committee continued to examine this issue at its meetings on February 7 and 28, 2023 and again on April 5, 2023, based on the recommendations of January 25.

Under the leadership its Chair, Fields Wicker-Miurin, the Committee focused on preserving:

- a balanced compensation structure;
- full transparency *vis à vis* the market, through the publication, at the beginning of the year, of the performance criteria and targets applicable to both the annual variable compensation and the performance shares and stock options;
- the preponderance of financial criteria, which continue to determine 70% of annual variable compensation and 100% of vesting conditions for performance shares and stock options;
- the preponderance of objectively measurable quantitative criteria, which continue to determine 90% of annual variable compensation and 100% of vesting conditions for performance shares and stock options;
- determinedly ambitious financial criteria, which are both challenging and incentivizing, with the same weighting as in 2022 (30% for profitability, 30% for solvency and 10% for cost discipline);
- two objectively measurable sustainable development criteria, one environmental and the other social, accounting for 20% of the bonus to illustrate the importance the Group attaches to these issues; and
- the importance of the strategic plan, with a criterion related to the approval of an ambitious, achievable and winning plan accounting for 10% of the bonus amount.

Structure of the Chief Executive Officer's compensation

On the recommendation of the Compensation Committee, the Board of Directors decided to apply the 2022 policy subject to certain necessary adjustments to take into account:

- the new Chief Executive Officer’s profile as a seasoned international executive;
- the results of the benchmarking exercise, in recognition of the fact that Thierry Léger is leaving Swiss Re where his compensation was commensurate with his experience and responsibilities;
- the specific challenges that the Board of Directors plans to set for him; and
- SCOR's changing environment, including adoption of IFRS 17, which has an impact on the measurement of the Group's performance.

Fixed compensation

On April 5, 2023, the Board of Directors decided, on the proposal of the Compensation Committee, that the fixed compensation of the Chief Executive Officer for the period from May 1, 2023 would be based on an annual compensation amount of EUR 1,250,000.

This compensation is paid in twelve instalments.

Each month, Thierry Léger will therefore receive a gross amount of EUR 104,166.

Compensation of the Chief Executive Officer in his capacity as a director

Thierry Léger will be proposed for election as a member of the SCOR Board of Directors at the 2023 Annual Shareholders’ Meeting.

In accordance with the compensation policy for directors described in Section 2.2.1.4.1, the Chief Executive Officer does not receive any compensation as a director of SCOR.

Similarly, the Chief Executive Officer does not receive any compensation as a director of any other Group companies.

Annual variable compensation

Objectives

The purpose of this variable compensation is to encourage the Chief Executive Officer to achieve the annual performance objectives set by the Board of Directors on the proposal of the Compensation Committee, in line with the Group’s strategy.

Target amount

In accordance with the AFEP-MEDEF corporate governance code, the potential amount of annual variable compensation is expressed as a percentage of fixed compensation.

For the period from May 1, 2023, on the proposal of the Compensation Committee, the Board of Directors set the target annual variable compensation at 100% of fixed compensation, corresponding to EUR 1,250,000 on an annual basis for a 100% achievement rate.

As Thierry Léger will take up his position as Chief Executive Officer during the year, his annual variable compensation for 2023 will be pro rated to the period served in this position, from May 1 to December 31, 2023.

Consequently, Thierry Léger’s target variable bonus for the period served as Chief Executive Officer in 2023 will amount to EUR 833,333 for an overall achievement rate of 100%.

As some of the objectives set by the Board allow for outperformance, the Chief Executive Officer's annual variable compensation may represent more than 100% of his fixed compensation.

In view of the ceilings on the achievement rates for the various performance criteria, and their respective weightings, the annual variable compensation would not exceed 122% of the fixed compensation in the event of outperformance.

Structure of variable compensation

The Chief Executive Officer's target annual variable compensation is based on transparent and challenging objectives that are adapted to the Group's business sector – reinsurance – which, by definition, covers long-term risks that can produce variable results from one year to the next.

The Board of Directors has decided to maintain the weighting of the performance criteria introduced in 2022, which were supported by investors and proxy advisors, while also retaining the option of assessing the Chief Executive Officer’s management of the Group by reference to the leadership criterion, which accounts for 10% of the bonus amount and is linked, in 2023, to the presentation of the strategic plan.

Nature	Weighting	Type	Weighting	Criteria	Weighting
Quantitative criteria	**90%**	Financial criteria	70%	Profitability	30%
				Solvency	30%
				Cost discipline	10%
		Sustainability	20%	Environment	10%
				Social	10%
Qualitative criterion	**10%**	Group management	10%	Leadership	10%

Financial objectives

On the recommendation of the Compensation Committee, the Board of Directors has decided to maintain the three financial objectives set in 2022, measuring profitability, solvency and cost discipline.

ROE has been replaced by Economic Value Growth (EVG) as determined based on the IFRS 17 financial statements, which better reflects SCOR's financial performance.

Economic value corresponds to the value of the SCOR franchise and its portfolio, i.e., the sum of equity and the contractual service margin (CSM).

CSM represents the expected future profits that will be recognized in the income statement as the reinsurance services are provided.

The solvency and cost discipline criteria have been kept, with the cost discipline target adjusted to take into account the economic environment in 2023 and the changes brought about by the adoption of IFRS 17.

The range of achievement rates for the three financial criteria are described below, ensuring that both the market and the Chief Executive Officer are fully informed in advance of the achievement rates associated with the Group's performance in 2023.

The profitability and cost discipline criteria allow the Chief Executive Officer to outperform by up to 140% respectively.

In return, the financial criteria are particularly challenging.

Profitability objective

SCOR's profitability in 2023 will be measured by EVG, which replaces ROE.

EVG excludes dividends and is calculated for each year on the basis of a constant economic environment (interest rates and exchange rates).

The Board of Directors has decided to maintain the range of achievement rates introduced for ROE in 2022, which took into account the comments of investors and proxy advisors.

This range is both challenging (no bonus will be paid if actual EVG is less than 60% of the target EVG), and incentivizing (the achievement rate can be as high as 140% if actual EVG represents 120% or more of target EVG).

Ratio between actual EVG and target EVG	Achievement rate
120% or higher	**140%**
Between 115% and 119.99%	130%
Between 110% and 114.99%	120%
Between 105% and 109.99%	110%
Between 100% and 104.99%	**100%**
Between 90% and 99.99%	90%
Between 80% and 89.99%	80%
Between 70% and 79.99%	60%
Between 60% and 69.99%	40%
Below 60%	**0%**

For 2023, the target EVG is 700 basis points above the risk-free rate over the cycle (calculated as the five-year rolling average of five-year risk-free rates).

Solvency objective

Encouraging the maintenance of a high level of solvency avoids incentivizing excessive risk taking.

On the recommendation of the Compensation Committee, the Board of Directors determined that the optimal solvency range defined by the Quantum Leap plan as 185% to 220% remains relevant in 2023.

The range of achievement rates for the solvency objective decided in 2022 is also being applied for 2023.

The achievement rate would be 100% for a solvency ratio of 205% or higher.

Below that, the achievement rate would range from 70% to 0% if the solvency ratio is below the lower limit of the optimal range (185%).

Solvency	Achievement rate
205% or higher	**100%**
Between 185% and 204.99%	70%
Below 185%	0%

Cost discipline objective

Cost discipline is one of the Group's main indicators of sound management.

On the recommendation of the Compensation Committee, the Board of Directors has chosen to retain this indicator, which was introduced in the 2022 compensation policy for the Chief Executive Officer and is supported by investors and proxy advisors.

For 2023, the Board of Directors has defined a new target cost/income ratio based not on premiums, but on IFRS 17 insurance and reinsurance revenue, while excluding the exceptional costs that the Group will have to incur during the year in connection with its transformation and simplification initiatives.

The achievement rate would be 100% for a cost/income ratio of between 7% (excluded) and 7.2% (included), declining to 80% for a ratio between 7.2% (excluded) and 7.4% (included), and 0% for a ratio above 7.4%.

For a ratio equal to or less than 7%, the achievement rate would be 120%.

Cost/income ratio (R)	Achievement rate
R ≤ 7%	120%
7% < R ≤ 7.2%	100%
7.2% < R ≤ 7.4%	80%
R > 7.4%	0%

Sustainable development objectives

In 2021, SCOR adopted a non-statutory *raison d'être:* "Combining the Art and Science of Risk to protect societies".

As an independent global reinsurance group, SCOR contributes to the well-being, resilience and sustainable development of society by reducing the protection gap, making insurance products accessible to as many people as possible, helping to protect policyholders against the risks they face, pushing back the boundaries of insurability and acting as a responsible investor.

On the recommendation of the Compensation Committee, the Board of Directors has decided to retain for 2023 the two sustainable development criteria introduced in 2022, namely an environmental criterion (the "E pillar") and a social criterion (the "S pillar"). The environmental criterion has been adapted in alignment with the economic environment and the social criterion has been adapted to make it more effective.

Environmental criterion

As a responsible investor, SCOR has been financing the transition to a low-carbon economy for many years. Initially focused on direct investments in real estate and infrastructure assets or the financing of these assets, the strategy has evolved with the development of new products such as green and/or sustainable bonds, driving faster growth in the resources deployed to achieve the objectives of the Paris Agreements.

Taking into account these developments, on the proposal of the Compensation Committee, the Board of Directors decided in 2022 to increase the amount invested in green and sustainable bonds.

In 2022, the targeted increase was calculated based on the market value of the securities at December 31.

For 2023, on the recommendation of the Compensation Committee, the Board of Directors has determined that it would be more appropriate to reason in terms of nominal amounts, in order to neutralize the effect of changes in interest rates on the market value of the bonds.

The new objective set by the Board of Directors is to increase the nominal value of the Group’s green and sustainable bond portfolio to EUR 850 million at December 31, 2023 (or the equivalent of this amount in the currencies in which the bonds are denominated, converted at the December 31, 2023 exchange rate).

At the end of 2022, the Group’s portfolio of green and sustainable bonds totaled EUR 739 million at nominal value. The targeted increase for 2023 is therefore EUR 111 million or 15%.

On the recommendation of the Compensation Committee, the Board of Directors has chosen to replace the graduated scale introduced in 2022, which allowed for outperformance of up to 140%, with a binary scale, which is more restrictive and does not allow for outperformance:

Actual increase	
15% or more	**100%**
Less than 15%	0%

Social criterion

SCOR is committed to reducing gender inequality, notably in terms of pay and career progression.

For 2022, the social criterion was aimed at narrowing the gender pay gap, as evidenced by an improvement in the pay ratio.

The pay ratio improved by 2 points in 2022 to a score of 91 out of 100.

For 2023, on the recommendation of the Compensation Committee, the Board of Directors has replaced the pay ratio criterion with a criterion relating to the recruitment of women in the highest categories of the Group's Partnership.

The new criterion is designed to help the Group meet the objective set by the Board of Directors in 2021 of raising the proportion of women Global Partners (GP), Senior Global Partners (SGP) and Executive Global Partners (EGP) to 27% by December 31, 2025.

The range is particularly challenging (with a zero achievement rate if women GP, SGP and EGP Partners represent less than 24% of the total at December 31, 2023) and incentivizing (with an achievement rate of up to 140% if the proportion is 26% or more by that date).

Prior to the 2023 SCOR Partnership campaign, women represented 22.53% of Partners in the GP, SGP and EGP categories.

Proportion (P) of women GP, SGP and EGP Partners	Achievement rate
P ≥ 26%	140%
25% ≤ P < 26%	120%
24% ≤ P < 25%	100%
P < 24%	0%

Leadership criterion

On January 26, 2023, the Board of Directors gave Thierry Léger the task of drawing up a new ambitious, realistic and winning strategic plan for SCOR, to be presented along with the main strategic objectives at the 2023 Annual Shareholders' Meeting.

The plan will notably include a sustainability ambition.

On the recommendation of the Compensation Committee, the Board of Directors has therefore decided to retain the leadership criterion, and will assess Thierry Léger's leadership performance primarily by reference to the quality of the strategic plan to be presented in his capacity as Chief Executive Officer.

The Board of Directors will assess performance of the leadership criterion, which may be as high as 140%, based on the quality of the plan, the inclusion of sustainability ambition, the unanimous approval by the Board of Directors and its reception both within the Group and by the market.

Payment conditions

The variable compensation for the year will be paid the following year, after the amount has been determined by the Board of Directors, on the recommendation of the Compensation Committee, based on the achievement rates for the performance criteria.

In accordance with the applicable law and regulations, payment of this annual variable compensation will be subject to approval of Thierry Léger's compensation at the 2024 Annual Shareholders' Meeting.

Effect of termination of the Chief Executive Officer's duties on the payment of annual variable compensation

If the Chief Executive Officer leaves during the year:

(a) his total annual variable compensation for the previous year will be paid, subject to the approval of the Annual Shareholders' Meeting;

(b) in the event of forced departure or dismissal other than for misconduct, his variable compensation for the year of his dismissal will be determined by the Board of Directors pro rata to his presence within the Group, and paid the following year subject to approval at the Annual Shareholders' Meeting; and

(c) no annual variable compensation will be paid for the year of dismissal in the event of misconduct.

Long-term variable compensation

At its meeting on April 5, 2023, on the recommendation of the Compensation Committee, the Board of Directors decided to grant 66,667 performance shares and 53,334 stock options to the Chief Executive Officer in respect of the period from May 1 to December 31, 2023.

These grants are based on the annual target of 100,000 performance shares and 80,000 stock options for 2023, pro rated over the period to be served by the Chief Executive Officer.

The performance shares are subject to the grantee's continued presence within the Group during a three-year vesting period as from the grant date and to performance conditions assessed over three years, i.e., 2023, 2024 and 2025.

The stock options are subject to the grantee's continued presence within the Group during a four-year vesting period and to performance conditions assessed over three years, i.e., 2023, 2024 and 2025.

In accordance with the AFEP-MEDEF corporate governance code, the Chief Executive Officer will be required to give a commitment not to hedge the equity risk associated with his stock options, the shares acquired upon exercise of the options or the vested performance shares. This commitment will apply until the end of the lock-up period applicable to the shares.

Performance conditions applicable to performance shares and stock options granted in respect of 2023 – including shares granted on an exceptional basis to compensate for the loss of deferred compensation due by Swiss Re.

The Board of Directors has decided that all stock option and performance share grants made to the Chief Executive Officer will be subject to performance conditions aligned with SCOR's main strategic objectives.

Like the performance conditions applicable to annual variable compensation, the performance conditions applicable to the performance shares and stock options are challenging and transparent. In addition, performance against the objectives can be assessed objectively, because the achievement rates are based on results that are published and disclosed to the public.

On the proposal of the Compensation Committee, the Board of Directors has defined the following three performance criteria:

Performance criteria	Weighting
Profitability	40%
Solvency	40%
TSR	20%

The number of performance shares that vest and the number of stock options that may be exercised will be determined based on the achievement rates for the three performance criteria, taking into account the weighting determined by the Board.

Profitability objective

The ROE objective has been replaced by an objective based on EVG as a result of IFRS 17 and consistent with what is proposed for the annual variable compensation.

The range of achievement rates adopted by the Board of Directors, on the proposal of the Compensation Committee, is unchanged from the ROE criterion used in 2022:

Ratio between average EVG and target EVG	Achievement rate
100% or higher	**100%**
Between 80% and 99.99%	90%
Between 70% and 79.99%	70%
Between 60% and 69.99%	50%
Between 50% and 59.99%	25%
Below 50%	**0%**

Average EVG is calculated under IFRS 17 over the performance assessment period (i.e., 2023, 2024 and 2025 for performance shares and stock options granted in respect of 2023). It excludes dividends and is calculated for each year on the basis of a constant economic environment (interest rates and exchange rates).

The target EVG for the period is equal to the average of the target EVGs for each year in the performance assessment period.

The target EVG for each year is defined by the Board of Directors, either year by year or in the multi-year strategic plan, and published in SCOR's Universal Registration Document (URD).

For 2023, the target EVG is 700 basis points above the risk-free rate over the cycle (calculated as the five-year rolling average of five-year risk-free rates).

If the average EVG is less than 50% of the target EVG for the period, the achievement rate will be 0%.

Solvency objective

The range of achievement rates adopted by the Board of Directors, on the proposal of the Compensation Committee, is unchanged from 2022, as follows:

Difference between the average solvency ratio and the target ratio for the period	Achievement rate
Equal to or greater than 0 percentage points	100%
Between 0 and -35 percentage points (exclusive)	Linear sliding scale
Equal to or lower than -35 percentage points	0%

The average solvency ratio is calculated over the performance assessment period (i.e., 2023, 2024 and 2025 for the performance shares and stock options granted in respect of 2023).

The target ratio for the period is equal to the average of the annual targets or, if performance is between an upper and a lower limit of the target range, the lower limit for each year of the performance assessment period.

The target, or target range, is defined by the Board of Directors, either year by year or in the multi-year strategic plan, and published in SCOR's Universal Registration Document (URD).

For 2023, the target range of 185% to 220% defined in the Quantum Leap plan remains relevant.

Total Shareholder Return (TSR) objective

The use of the TSR criterion is intended to ensure that the financial interests of investors are taken into account in determining the long-term compensation of the Chief Executive Officer.

The achievement rate will be determined according to SCOR's ranking within a group of peers over the reference period:

SCOR ranking within the peer group based on the reference period TSR	Achievement rate
1st to 4th	100%
5th	50%
6th to 9th	0%

The peer group consists of: Arch Capital Group, Axis Capital Holdings, Everest Re, Great West Lifeco, Hannover Re, Munich Re, Reinsurance Group of America and Swiss Re.

If one of the companies in the peer group ceases to be listed, the Board of Directors will identify a suitable substitute to take its place for the entire reference period.

In order to limit the impact of currency movements on stock prices, TSR will be measured in euros for all companies in the panel.

The peer group is the one used for the regular benchmarking exercises carried out by external consultants on behalf of the Compensation Committee for the preparation of SCOR's senior executive compensation policies.

Presence condition

Except in specific cases (death, disability or retirement), the vesting of performance shares and stock options will depend on the Chief Executive Officer remaining with the Group until the end of the vesting period.

In the event of forced departure or dismissal other than for misconduct or inadequate performance, the performance shares and stock options granted to the Chief Executive Officer will vest pro rata to the period served in this position during the vesting period (see "Termination of the Chief Executive Officer's duties" below).

Other conditions

In addition to the performance conditions and the presence condition, the performance shares and stock options are subject to an additional vesting condition based on compliance with SCOR's ethical principles as described in the Group Code of Conduct.

The Group Code of Conduct includes key aspects of corporate social responsibility, including integrity, data protection and privacy, anti-corruption measures, strict compliance with sanctions and embargoes, anti-money laundering measures, transparency, promotion of equal opportunity in all aspects of employment, whistleblowing procedures to encourage reporting of ethical issues, and promotion of and compliance with the principles of the United Nations Global Compact.

In the event of a breach of the Code of Conduct, for instance fraud, none of the Chief Executive Officer's performance shares or stock options would vest (clawback policy).

Lastly, notwithstanding the total or partial achievement of the above conditions, the vesting of the performance shares and stock options is subject to the beneficiary completing compulsory training in sustainable development issues.

Performance share lock-up period

The Board of Directors has decided that the Chief Executive Officer will be required to hold, in registered form, at least 50% of the vested performance shares received in his capacity as Chief Executive Officer for as long as he remains in this position.

Shares received upon exercise of stock options will not be concerned by the lock-up.

Multi-year compensation

The Board of Directors has decided not to use this type of cash-based long-term compensation system, preferring instead to grant performance shares and stock options, which strengthen the alignment of interests with shareholders.

Nevertheless, such a system may be envisaged if regulatory developments or any other circumstance make it too restrictive or impossible for the Company to use a share-based instrument.

Termination of the Chief Executive Officer's duties

In the event of termination of the Chief Executive Officer's duties, the benefits due to Thierry Léger would be determined according to the following situations:

(i) in the event of dismissal for misconduct or demonstrably inadequate performance (i.e., if the performance condition (C_n) defined below is not met) or resignation (other than as a result of a forced departure referred to in paragraphs (ii) and (iii) below), no severance pay would be due to him;

(ii) in the event of forced departure or dismissal for difference of opinion concerning the Group's strategy, the Chief Executive Officer would receive severance pay equal to the sum of the fixed and variable components of his gross annual compensation paid in the twenty-four (24) months preceding the date of his departure from the Group;

(iii) in the event of forced departure or dismissal resulting from an unsolicited takeover bid or a takeover bid not supported by the Company's Board of Directors leading to a change of control of the Group, the Chief Executive Officer would receive severance pay equal to the sum of the fixed and variable components of his annual gross compensation paid in the twenty-four (24) months preceding the date of his departure from the Group.

Performance share and stock option grants are not taken into account for the calculation of the severance pay.

In all cases ((i), (ii) or (iii)), no severance pay would be due if the performance condition (C_n) defined below was not met.

Furthermore, in the cases referred to in paragraphs (ii) and (iii) above:

- the Chief Executive Officer's variable compensation for the current year will be determined by the Board of Directors pro rata to his period of presence within the Group, and paid the following year subject to the approval of the Annual Shareholders' Meeting; and
- the rights to performance shares and stock options granted to him before his departure will be maintained pro rata to his period of presence within the Group during the vesting period (i.e., based on the proportion of the total vesting period represented by his period of service as Chief Executive Officer), subject in full to the performance conditions of each of the plans.

The performance condition (C_n), set by the Board of Directors on the proposal of the Compensation Committee will be satisfied if the following two criteria are met:

(a) SCOR's average ROE for the three years preceding the date of departure of the Chief Executive Officer exceeds 50% of the average of SCOR's strategic ROE target defined by the Board of Directors year by year or in the multi-year strategic plan and published in SCOR's Universal Registration Document (URD), calculated over the same period; and

(b) SCOR's average solvency ratio for the three years preceding the date of departure of the Chief Executive Officer exceeds the average of SCOR's strategic solvency ratio target defined by the Board of Directors year by year or in the multi-year strategic plan and published in SCOR's Universal Registration Document (URD), calculated over the same period. If the strategic plan sets a target or optimal range of ratios, the lower limit of this range will be used as the target solvency ratio for the purposes of the calculation.

The purpose of these criteria is to ensure that the performance conditions are aligned with successive strategic plans, by applying the same objectives in order to be representative of the Chief Executive Officer's impact on the Group's performance.

The Board of Directors will decide whether or not the performance condition (C_n) has been met, based on the recommendation of the Compensation Committee.

Exceptional severance payment applicable until December 31, 2024

In the event of dismissal by the Board of Directors before December 31, 2024, the Chief Executive Officer will receive a severance payment equal to 24 times the gross fixed monthly compensation that he was receiving as of the date of his dismissal.

Annual variable compensation, performance share and stock option grants will not be taken into account for the calculation of this exceptional severance payment.

In addition, this exceptional severance payment will be due even if the performance condition (C_n) is not fulfilled.

However, no exceptional severance payment will be due to the Chief Executive Officer in the event of resignation, gross misconduct, serious breach of an important obligation as Chief Executive Officer, death or permanent disability.

This severance payment will not be in addition to the severance pay provided for in the section "Termination of the Chief Executive Officer’s duties". If Thierry Léger were potentially eligible to claim both payments, he would receive only the largest of the two amounts.

Non-compete clause

During the 12 months following the termination of his or her term of office, the former Chief Executive Officer shall not, directly or indirectly, in any manner whatsoever:

(i) provide professional services, as an employee or as a self-employed person, or in any other capacity whatsoever, to any company operating in the insurance or reinsurance sectors in Europe or North America;

(ii) create any company or take part in the creation of any company operating in the insurance or reinsurance sectors in Europe or North America; and/or

(iii) solicit or entice any employee, officer or director of the Group to leave SCOR.

In addition, the former Chief Executive Officer may not acquire an interest in any company operating in the insurance or reinsurance sectors in Europe or North America in the 12 months following the end of his or her term of office, unless said interest is acquired for investment purposes only and does not exceed 5% of the investee’s capital.

For as long as this non-compete obligation applies to the former Chief Executive Officer, he or she will receive a monthly indemnity equal to one month's worth of his gross annual fixed compensation, i.e. 1/12th of 1,250,000 euros.

The Board of Directors may decide, at any time and at its discretion, to release the former Chief Executive Officer from this non-compete obligation, in which case he or she will cease to receive the above-mentioned indemnity (the amount of which will be reduced on a pro rata basis in the event that the obligation is lifted during the course of a month).

Supplementary pension plan

The Chief Executive Officer participates in the Group's Swiss pension fund.

The pension fund is organized as a foundation, created in Zurich on October 17, 2001.

The purpose of the fund is to provide employees of SCOR Services Switzerland AG and closely-related companies from a business or financial standpoint (including SCOR SE) with benefits in addition to those provided by the Old-age and survivor's insurance (OASI) and the Disability insurance (DI), in order to protect them against the consequences of old age, death and disability.

Other benefits

Death/disability insurance

As a member of the Group's Swiss pension fund, the Chief Executive Officer is covered by death and permanent disability insurance.

The benefits provided by the fund are in addition to those provided by the OASI and DI schemes.

Company car

The Chief Executive Officer has the use of a company car with a shared driver for his travel on Group business.

The insurance, maintenance, fuel and charging costs as well as all costs related to the driver are paid for by the Company.

Exceptional transitional arrangements

On the recommendation of the Compensation Committee, the Board of Directors has decided to make an exceptional grant of SCOR shares to Thierry Léger, to compensate for the loss of his rights under a certain number of deferred compensation plans set up by his former employer, Swiss Re.

By joining SCOR, Thierry Léger forfeited his rights to the following deferred compensation:

Type of deferred compensation	Date of grant	Vesting date	Amount/Number
2021 deferred cash bonus	April 1, 2021	March 31, 2024	CHF 510,300
2022 deferred cash bonus	April 1, 2022	March 31, 2025	CHF 639,900
2023 deferred cash bonus – target amount	April 1, 2023	March 31, 2026	CHF 562,500
2020 performance shares	April 1, 2020	March 31, 2025	4,046 shares
2021 performance shares	April 1, 2021	March 31, 2026	7,965 shares
2022 performance shares	April 1, 2022	March 31, 2027	10,189 shares

The offsetting share grant will be effective when Thierry Léger joins the Group; it will not be renewed in future years.

This exceptional grant complies with the recommendations of the AFEP-MEDEF corporate governance code.

All the shares are subject to performance conditions specific to SCOR, whereas the cash bonuses awarded by Swiss Re vested immediately, with only the payment date being deferred. The Compensation Committee and the Board of Directors wanted these grants to represent a powerful incentive for Thierry Léger.

In addition, the vesting periods of the different tranches of shares are aligned with the vesting dates of the bonuses and shares they replace, and which Thierry Léger forfeited in order to join SCOR.

The number of performance shares granted to compensate for each component of deferred compensation will be determined based on, as applicable:

- the euro/Swiss franc exchange rate on January 26, 2023, i.e. 1.0002;
- Swiss Re's closing share price on January 26, 2023, i.e. CHF 96.02; and
- SCOR's closing share price on January 26, 2023, *i.e.* EUR 23.80.

The results will be rounded up to (i) the nearest cent in the case of compensation for cash bonuses and (ii) the nearest whole share in the case of compensation for share-based compensation.

Type of deferred compensation	Value to be compensated	Shares to be granted	Vesting date	Performance condition measurement period
SCOR 2024 shares	CHF 510,300/1.0002 =	EUR 510,197.96/ EUR 23.80 =		
Equivalent to Swiss Re 2021 bonus	**EUR 510,197.96**	**21,437 shares**	March 31, 2024	2023
SCOR 2025 shares	CHF 639,900/1.0002 =	EUR 639,772.05/ EUR 23.80 =		2023
Equivalent to Swiss Re 2022 bonus	**EUR 639,772.05**	**26,882 shares**	March 31, 2025	2024
SCOR 2025 shares	4,046 shares x CHF 96.02/1.0002 =	EUR 388,419.24/ EUR 23.80 =		2023
Equivalent to Swiss Re 2020 share grant	**EUR 388,419.24**	**16,321 shares**	March 31, 2025	2024
				2023
SCOR 2026 shares	CHF 562,500/1.0002 =	EUR 562,387.52/ EUR 23.80 =		2024
Equivalent to Swiss Re 2023 bonus	**EUR 562,387.52**	**23,630 shares**	March 31, 2026	2025
				2023
SCOR 2026 shares	7,965 shares x CHF 96.02/1.0002 =	EUR 764,646.37/ EUR 23.80 =		2024
Equivalent to Swiss Re 2021 share grant	**EUR 764,646.37**	**32,128 shares**	March 31, 2026	2025
				2023
				2024
SCOR 2027 shares	10,189 shares x CHF 96.02/1.0002 =	EUR 978,152.15/ EUR 23.80 =		2025
Equivalent to Swiss Re 2022 share grant	**EUR 978,152.15**	**41,099 shares**	March 31, 2027	2026

In summary:

Type of deferred compensation	Shares to be granted	Vesting date	Performance condition measurement period
SCOR 2024 shares	**21,437 shares**	March 31, 2024	2023
			2023
SCOR 2025 shares	**43,203 shares**	March 31, 2025	2024
			2023
			2024
SCOR 2026 shares	**55,758 shares**	March 31, 2026	2025
			2023
			2024
			2025
SCOR 2027 shares	**41,099 shares**	March 31, 2027	2026

These shares will be subject to the same performance conditions as those applicable to the performance shares and stock options granted to Thierry Léger as part of his long-term variable compensation for 2023.

For the record, these conditions are as follows:

Performance criteria	Weighting
Profitability	40%
Solvency	40%
TSR	20%

The conditions will be applied, *mutatis mutandis*, to the measurement periods mentioned above.

In addition, like the performance shares and stock options making up Thierry Léger's long-term compensation for 2023, the shares will be subject to:

- his continued presence within the Group until the vesting date
- the clawback policy applicable to the other performance shares and stock options granted to him in respect of 2023; and
- his completion of compulsory training in sustainable development issues.

Recruitment of a new Chief Executive Officer

The Board of Directors has decided that, if a new Chief Executive Officer is appointed, this compensation policy may be applied to him/her, on a pro rata basis to determine the amount of the new Chief Executive Officer's fixed and variable compensation and the number of performance shares and stock options granted to him/her. The number of performance shares and stock options would be pro rated to the period served during the year by the Chief Executive Officer.

The Board of Directors may also decide to award the new Chief Executive Officer (i) exceptional compensation in cash and/or (ii) an exceptional performance share and stock option grant, in order to compensate for the loss of compensation related to his/her departure from his/her previous employer, subject to the approval of the shareholders pursuant to Article L. 22-10-34 of the French Commercial Code.

Recruitment of a Deputy Chief Executive Officer

In the event of the appointment of one or more Deputy Chief Executive Officers, the compensation components, principles and criteria set out in the compensation policy and the benefits granted to the Chief Executive Officer would also apply to the Deputy Chief Executive Officer(s). In this case, the Board of Directors, on the recommendation of the Compensation Committee, would adapt the structure, target amounts, objectives, performance levels and other parameters, provided that the target amounts expressed as a percentage of the Deputy Chief Executive Officer's fixed compensation may not be greater than those of the Chief Executive Officer.

2.2.2. COMPENSATION OF THE EXECUTIVE COMMITTEE MEMBERS

2.2.2.1. PRINCIPLES AND RULES SET FOR THE DETERMINATION OF THE COMPENSATION AND BENEFITS OF THE EXECUTIVE COMMITTEE MEMBERS

Governance

The structure of the compensation of the Executive Committee members is mainly composed of cash compensation, including a fixed portion and a variable annual portion, as well as variable long-term compensation in the form of stock options and performance shares.

The Compensation Committee is informed about the compensation policy the Executive Committee members and makes proposals to the Board of Directors about the conditions and amount of the stock options and performance shares allocated to the members of the Executive Committee.

The variable portion of the compensation depends on the achievement of the Group's ROE objective, and on the achievement of individual objectives.

The members of the Executive Committee do not receive compensation in respect of their directorships in companies in which SCOR holds more than 20% of the capital.

Each member of the Executive Committee benefits from the use of a vehicle (or equivalent car allowance) for business purposes.

If a member of the Executive Committee were dismissed (except for serious or gross misconduct) or decided to resign within a 12-month period following a change of control, he/she would receive an indemnity equal to the sum of the fixed and variable compensation and non-exceptional cash benefits paid by the Group during the two years preceding his/her departure. However, this indemnity will not be payable if SCOR's average solvency ratio over the three financial years preceding the date of departure is less than the average of SCOR's strategic target solvency ratio (as defined in the strategic plan) calculated over the same period (the "Target Solvency Ratio") (it being specified that, if the strategic plan defines a target or "optimal" range, the lower end of this range will be considered for calculation purposes as the Target Solvency Ratio). The concept of "change of control" referred to above includes any significant capital change in SCOR, in particular one that may lead to a change in the composition of the Board of Directors or a change in the Chief Executive Officer of SCOR. Moreover, the rights to the performance shares and options allocated before their departure would be maintained while remaining subject, in their entirety, to the performance conditions of each of the plans.

Pension benefits

As is the case for all senior executives employed in France, the members of the Executive Committee who joined SCOR before June 30, 2008 and are employed in France, are entitled to a guaranteed pension plan that is notable conditional on a minimum of five years of service with the Group. The amount of the guaranteed pension is calculated based on their average compensation over the last five years. The amount of the additional pension guaranteed by the Group varies from 5% to 50% (with maximum growth of 5% per year) of their average compensation over the last five years, depending on their seniority in the Group at retirement, less any pension benefits acquired under other mandatory collective pension plans. Moreover, the additional pension may under no circumstances exceed 45% of the average compensation over the last five years. The plan was closed to employees hired after June 30, 2008.

The other Executive Committee members benefit from the collective pension schemes in place in their entity and do not have any specific plan.

The total commitment of the Group in respect of defined benefit pension plans in France, Germany, the United States, the United Kingdom and Switzerland for the Executive Committee members (including the Chief Executive Officer (Laurent Rousseau)) amounts to EUR 10 million as at December 31, 2022, *i.e.* 3% of the total commitment of the Group in respect of pension plans, which represents EUR 389 million.

2.2.2.2. COMPENSATION OF THE EXECUTIVE COMMITTEE MEMBERS FOR THE FINANCIAL YEAR ENDED DECEMBER 31, 2022

The following table presents the aggregate gross compensation due and paid to the members of the Executive Committee (including and excluding the Chief Executive Officer) for 2022, 2021 and 2020:

	2022		2021		2020	
In EUR	Amount due	Amount paid	Amount due	Amount paid	Amount due	Amount paid
Fixed compensation	4,590,065	4,590,065	4,442,112	4,240,512	4,745,296	4,427,524
Variable compensation	1,325,744	3,053,804	2,984,538	1,943,752	2,306,630	3,352,875
Allowances	95,286	95,286	94,184	79,242	81,675	81,898
Gross compensation of the Executive Committee members excluding the Chief Executive Officer (1)	**6,011,095**	**7,739,155**	**7,520,834**	**6,263,507**	**7,133,601**	**7,862,298**
Chief Executive Officer (2)	1,333,208	1,276,208	1,279,149	1,035,641	2,011,000	2,019,940
TOTAL EXECUTIVE COMMITTEE	**7,344,303**	**9,015,363**	**8,799,983**	**7,299,148**	**9,144,601**	**9,882,238**

(1) *Executive Committee members include Ian Kelly since 2020, Claire Le-Gall-Robinson and Fabian Üffer since 2021. Mark Kociancic left the Executive Committee in 2020 and Paolo De Martin in 2021.*
(2) *It is recalled that Denis Kessler was Chief Executive Officer until June 30, 2021, Laurent Rousseau succeeded him. The amount paid in 2021 includes the compensation paid to Denis Kessler in the first half of 2021 and the compensation paid to Laurent Rousseau in the second half of 2021.*

For information on stock options and performance shares held by the members of the Executive Committee, see Section 2.2.3 – Stock options and performance shares.

2.2.3. STOCK OPTIONS AND PERFORMANCE SHARES

2.2.3.1. STOCK OPTIONS HELD BY THE MEMBERS OF THE EXECUTIVE COMMITTEE IN OFFICE AS AT DECEMBER 31, 2022 AND TO THE CHIEF EXECUTIVE OFFICER

The table below presents the stock option plans allocated to the Executive Committee members in office as at December 31, 2022 and to the Chief Executive Officer:

	Number of stock options allocated	Plan date	Exercise price *(in EUR)*	Exercise period			Exercisable options	Options exercised
Laurent Rousseau	4,000	03/23/2012	20.17	03/24/2016	to	03/23/2022	-	4,000
	4,000	03/21/2013	22.25	03/21/2017	to	03/21/2023	-	4,000
	3,000	03/20/2014	25.06	03/20/2018	to	03/20/2024	3,000	-
	3,750	03/20/2015	29.98	03/21/2019	to	03/20/2025	3,750	-
	3,750	03/10/2016	31.58	03/10/2020	to	03/10/2026	3,188	-
	2,814	12/01/2017	34.75	12/02/2021	to	12/02/2027	2,111	-
	25,026	12/22/2018	40.81	12/23/2022	to	12/22/2028	18,770	-
	32,000	03/07/2019	38.66	03/07/2023	to	03/07/2029	-	-
	32,000	04/28/2020	21.43	04/29/2024	to	04/28/2030	-	-
	32,000	03/01/2021	27.53	04/02/2025	to	04/01/2031	-	-
	5,191	08/01/2021	24.93	08/02/2025	to	08/02/2031	-	-
	13,544	03/01/2022	30.00	03/02/2026	to	03/01/2032	-	-
Total	**161,075**						**30,819**	**8,000**
Frieder Knüpling	40,000	03/23/2012	20.17	03/24/2016	to	03/23/2022	-	40,000
	40,000	03/21/2013	22.25	03/21/2017	to	03/21/2023	20,000	20,000
	40,000	03/20/2014	25.06	03/20/2018	to	03/20/2024	40,000	-
	40,000	03/20/2015	29.98	03/21/2019	to	03/20/2025	40,000	-
	50,000	03/10/2016	31.58	03/10/2020	to	03/10/2026	42,500	-
	50,000	03/10/2017	33.78	03/11/2021	to	03/10/2027	37,500	-
	40,000	03/08/2018	35.10	03/09/2022	to	03/08/2028	30,000	-
	48,000	03/07/2019	38.66	03/07/2023	to	03/07/2029	-	-
	48,000	04/28/2020	21.43	04/29/2024	to	04/28/2030	-	-
	48,000	03/01/2021	27.53	03/02/2025	to	03/01/2031	-	-
	48,000	03/01/2022	30.00	03/02/2026	to	03/01/2032	-	-
Total	**492,000**						**210,000**	**60,000**
Brona Magee	4,500	03/20/2015	29.98	03/21/2019	to	03/20/2025	4,500	-
	5,628	03/10/2016	31.58	03/10/2020	to	03/10/2026	4,784	-
	3,978	12/01/2017	34.75	12/02/2021	to	12/02/2027	2,984	-
	14,320	12/22/2018	40.81	12/23/2022	to	12/22/2028	-	-
	32,000	03/07/2019	38.66	03/07/2023	to	03/07/2029	-	-
	32,000	04/28/2020	21.43	04/29/2024	to	04/28/2030	-	-
	32,000	03/01/2021	27.53	03/02/2025	to	03/01/2031	-	-
	32,000	03/01/2022	30.00	03/02/2026	to	03/01/2032	-	-
Total	**156,426**						**12,268**	**-**
Ian Kelly	10,400	11/05/2020	23.31	11/06/2024	to	11/06/2030	-	-
	32,000	03/01/2021	27.53	03/02/2025	to	03/01/2031	-	-
	32,000	03/01/2022	30.00	03/02/2026	to	03/01/2032	-	-
Total	**74,400**						**-**	**-**
Fabian Uffer	4,500	11/05/2020	23.31	11/06/2024	to	11/06/2030	-	-
	6,506	11/01/2021	24.94	11/02/2025	to	11/01/2031	-	-
	16,000	03/01/2022	30.00	03/02/2026	to	03/01/2032	-	-
Total	**27,006**						**-**	**-**

	Number of stock options allocated	Plan date	Exercise price (in EUR)	Exercise period			Exercisable options	Options exercised
Jean-Paul Conoscente	5,000	03/23/2012	20.17	03/24/2016	to	03/23/2022	-	-
	5,000	03/21/2013	22.25	03/21/2017	to	03/21/2023	5,000	-
	3,750	03/20/2014	25.06	03/20/2018	to	03/20/2024	3,750	-
	3,375	03/20/2015	29.98	03/21/2019	to	03/20/2025	3,375	-
	3,000	03/10/2016	31.58	03/10/2020	to	03/10/2026	2,550	-
	2,250	12/01/2017	34.75	12/02/2021	to	12/02/2027	1,688	-
	3,294	12/22/2018	40.81	12/23/2022	to	12/22/2028	2,471	-
	40,000	03/07/2019	38.66	03/07/2023	to	03/07/2029	-	-
	40,000	04/28/2020	21.43	04/29/2024	to	04/28/2030	-	-
	48,000	03/01/2021	27.53	03/02/2025	to	03/01/2031	-	-
	48,000	03/01/2022	30.00	03/02/2026	to	03/01/2032	-	-
Total	**201,669**						**18,834**	**-**
Romain Launay	10,000	03/23/2012	20.17	03/24/2016	to	03/23/2022	-	10,000
	5,000	03/21/2013	22.25	03/21/2017	to	03/21/2023	155	4,845
	3,750	03/20/2014	25.06	03/20/2018	to	03/20/2024	3,750	-
	6,000	03/20/2015	29.98	03/21/2019	to	03/20/2025	6,000	-
	40,000	03/10/2016	31.58	03/10/2020	to	03/10/2026	34,000	-
	40,000	03/10/2017	33.78	03/11/2021	to	03/10/2027	30,000	-
	32,000	03/08/2018	35.10	03/09/2022	to	03/08/2028	24,000	-
	32,000	03/07/2019	38.66	03/07/2023	to	03/07/2029	-	-
	32,000	04/28/2020	21.43	04/29/2024	to	04/28/2030	-	-
	32,000	03/01/2021	27.53	03/02/2025	to	03/01/2031	-	-
	32,000	03/01/2022	30.00	03/02/2026	to	03/01/2032	-	-
Total	**264,750**						**97,905**	**14,845**
François de Varenne	40,000	03/23/2012	20.17	03/24/2016	to	03/23/2022	-	40,000
	40,000	03/21/2013	22.25	03/21/2017	to	03/21/2023	-	40,000
	40,000	03/20/2014	25.06	03/20/2018	to	03/20/2024	40,000	-
	40,000	03/20/2015	29.98	03/21/2019	to	03/20/2025	40,000	-
	40,000	03/10/2016	31.58	03/10/2020	to	03/10/2026	34,000	-
	40,000	03/10/2017	33.78	03/11/2021	to	03/10/2027	30,000	-
	40,000	03/08/2018	35.10	03/09/2022	to	03/08/2028	30,000	-
	48,000	03/07/2019	38.66	03/07/2023	to	03/07/2029	-	-
	48,000	04/28/2020	21.43	04/29/2024	to	04/28/2030	-	-
	48,000	03/01/2021	27.53	03/02/2025	to	03/01/2031	-	-
	48,000	03/01/2022	30.00	03/02/2026	to	03/01/2032	-	-
Total	**472,000**						**174,000**	**80,000**
Claire Le Gall-Robinson	750	12/01/2016	29.57	12/01/2020	to	12/02/2026	638	-
	1,128	12/01/2017	34.75	12/02/2021	to	12/02/2027	846	-
	2,280	12/22/2018	40.81	12/23/2022	to	12/22/2028	1,710	-
	3,000	10/25/2019	37.11	10/25/2023	to	10/26/2029	-	-
	3,540	11/05/2020	23.31	11/06/2024	to	11/06/2030	-	-
	8,000	11/01/2021	24.94	11/02/2025	to	11/01/2031	-	-
	16,000	03/01/2022	30.00	03/02/2026	to	03/01/2032	-	-
Total	**34,698**						**3,194**	**-**
GRAND TOTAL	**1,884,024**						**547,020**	**162,845**

The registration documents published by the Company in previous years show the information related to the plans for which the exercise period ended before 2022.

2.2.3.2. FREE SHARE ALLOCATIONS TO THE MEMBERS OF THE EXECUTIVE COMMITTEE AND IN OFFICE AS AT DECEMBER 31, 2021 AND TO THE CHIEF EXECUTIVE OFFICER

The table below presents the free share allocation plans allocated to the Executive Committee members in office as at December 31, 2022 and to the Chief Executive Officer:

	Plan	Share allocated rights	Number of shares vested	Share price at the transfer date *(in EUR)*	Effective vested value at the transfer date *(in EUR)*	Availability date
Laurent Rousseau	2016-2022 Long Term Incentive Plan	5,000	4,250	28.75	122,188	02/24/2022
	2017-2023 Long Term Incentive Plan	1,250		-	-	12/02/2023
	2019 Plan	40,000	34,000	28.75	977,500	02/20/2022
	2019-2025 Long Term Incentive Plan	20,000				02/20/2025
	2020 Plan	40,000				04/29/2023
	2021 Plan	40,000		-	-	03/02/2024
	2021 Plan	7,412		-	-	08/02/2024
	2022 Plan	21,058				03/02/2025
Total		**174,720**	**38,250**		**1,099,688**	
Frieder Knüpling	2017-2023 Long Term Incentive Plan (1)	50,000		-	-	02/22/2023
	2019 Plan	60,000	51,000	28.75	1,466,250	02/20/2022
	2019-2025 Long Term Incentive Plan	30,000		-	-	02/20/2025
	2020 Plan	60,000		-	-	04/29/2023
	2021 Plan	60,000				03/02/2024
	2022 Plan	60,000				03/02/2025
Total		**320,000**	**51,000**		**1,466,250**	
Brona Magee	2014-2022 Long Term Incentive Plan	6,000	5,700	23.97	136,629	03/05/2022
	2017-2023 Long Term Incentive Plan (1)	1,500		-	-	02/12/2023
	2019 Plan	40,000	34,000	28.75	977,500	02/20/2022
	2019-2025 Long Term Incentive Plan	20,000		-	-	02/20/2025
	2020 Plan	40,000		-	-	04/29/2023
	2021 Plan	40,000				03/02/2024
	2022 Plan	40,000				03/02/2025
Total		**187,500**	**39,700**		**1,114,129**	
Ian Kelly	2017-2023 Long Term Incentive Plan (1)	2,000		-	-	02/22/2023
	2019 Plan	4,000	3,700	13.96	51,652	10/24/2022
	2020 Plan	13,000		-	-	11/06/2023
	2021 Plan	40,000				03/02/2024
	2022 Plan	40,000				03/02/2025
Total		**99,000**	**3,700**		**51,652**	
Fabian Uffer	2019 Plan	5,000	4,625	13.96	64,565	10/24/2022
	2019-2025 Long Term Incentive Plan	5,000		-	-	10/24/2025
	2020 Plan	7,200		-	-	11/06/2025
	2021 Plan	8,133		-	-	11/02/2024
	2022 Plan	20,000				03/02/2025
Total		**45,333**	**4,625**		**64,565**	
Jean-Paul Conoscente	2016-2022 Long Term Incentive Plan	4,000	3,400	28.75	97,750	02/24/2022
	2017-2023 Long Term Incentive Plan (1)	1,000		-	-	12/02/2023
	2019 Plan	50,000	42,500	28.75	1,221,875	02/20/2022
	2019-2025 Long Term Incentive Plan	25,000		-	-	02/20/2025
	2020 Plan	50,000		-	-	04/29/2023
	2021 Plan	60,000				03/02/2024
	2022 Plan	60,000				03/02/2025
Total		**250,000**	**45,900**		**1,319,625**	

	Plan	Share allocated rights	Number of shares vested	Share price at the transfer date *(in EUR)*	Effective vested value at the transfer date *(in EUR)*	Availability date
Romain Launay	2019 Plan	40,000	34,000	28.75	977,500	02/20/2022
	2019-2025 Long Term Incentive Plan	20,000		-	-	02/20/2025
	2020 Plan	40,000		-	-	04/29/2023
	2021 Plan	40,000				03/02/2024
	2022 Plan	40,000				03/02/2025
Total		**180,000**	**34,000**		**977,500**	
François de Varenne	2016-2022 Long Term Incentive Plan	40,000	34,000	28.75	977,500	02/24/2022
	2019 Plan	60,000	51,000	28.75	1,466,250	02/20/2022
	2019-2025 Long Term Incentive Plan	30,000		-	-	02/20/2025
	2020 Plan	60,000		-	-	04/29/2023
	2021 Plan	60,000				03/02/2024
	2022 Plan	60,000				03/02/2025
Total		**310,000**	**85,000**		**2,443,750**	
Claire Le Gall-Robinson	2017-2023 Long Term Incentive Plan	1,500		-	-	12/02/2023
	2019 Plan	4,000	3,400	13.96	47,464	10/24/2022
	2019-2025 Long Term Incentive Plan	2,000		-	-	10/24/2025
	2020 Plan	5,664		-	-	11/06/2025
	2021 Plan	10,000				11/02/2024
	2022 Plan	20,000				03/02/2025
Total		**43,164**	**3,400**		**47,464**	
GRAND TOTAL		**1,609,717**	**305,575**		**8,584,623**	

(1) Shares allocated in non-qualified plans.

The Registration Documents published by the Company in previous years show the information related to the plans covering shares delivered before 2022.

2.2.3.3. POTENTIAL VOLUME OF NEW SHARES FROM OUTSTANDING PLANS AND AUTHORIZATIONS AS AT DECEMBER 31, 2021

See Section 5.2.3 – Potential share capital.

2.2.3.4. EMPLOYEE PROFIT SHARING PLANS

See Section 4.6 – Notes to the consolidated financial statements, Note 15 – Employee benefits and other provisions and Appendix B – 5 – Notes to the corporate financial statements, Section 5.3.6 – Employee share ownership plans.

Stock option plans

Pursuant to the provisions of Article L. 225-184 of the French Commercial Code, the information provided in this section constitutes the special report of the Board of Directors on stock option allocations, in order to inform the Shareholders' Meeting of transactions completed under the provisions of Articles L. 22-10-56 to L. 22-10-58 of the same code.

On June 30, 2021, the Shareholders' Meeting authorized the Company's Board of Directors, in its 26th resolution, under the provisions of Articles L. 225-177 to L. 225-186-1 of the French Commercial Code, on the proposal of the Compensation Committee, on one or more occasions, to allocate employees of the Company and of companies or groups related to the Company within the meaning of Article L. 225-180 of the French Commercial Code, as well as the executive corporate officers, options giving the right to subscribe to new ordinary shares of the Company to be issued as part of a capital increase, as well as options giving the right to purchase ordinary shares of the Company bought back by the Company as authorized by the law and within the limit of a number of options giving right to a maximum of one million five hundred thousand (1,500,000) shares. This authorization was given for a period of 24 months from June 30, 2021 and superseded and cancelled the unused portion of the previous authorization of June 16, 2020.

On May 18, 2022, the Shareholders' Meeting authorized the Company's Board of Directors, in its 26th resolution, under the provisions of Articles L. 225-177 to L. 225-186-1 of the French Commercial Code, on the proposal of the Compensation Committee, on one or more occasions, to allocate employees of the Company and of companies or groups related to the Company within the meaning of Article L. 225-180 of the French Commercial Code, as well as the executive corporate officers, options giving the right to subscribe to new ordinary shares of the Company to be issued as part of a capital increase, as well as options giving the right to purchase ordinary shares of the Company bought back by the Company as authorized by the law and within the limit of a number of options giving right to a maximum of one million five hundred thousand (1,500,000) shares. This authorization was given for a period of 24 months from May 18, 2022 and superseded and cancelled the unused portion of the previous authorization of June 30, 2021.

Moreover, SCOR strives to ensure that each stock option allocation has a neutral impact in terms of dilution. In particular, its policy is to systematically neutralize, as far as possible, the potential dilutive impact that could result from the issuance of new ordinary shares following the exercise of stock options, by covering the exposure resulting from the issuance of stock options through the purchase of ordinary shares under its share buy-back program and by cancelling the treasury shares thus acquired as the options are exercised. Thus, there is no capital dilution due to the allocation of stock options.

March 1, 2022 stock option plan

Pursuant to a decision taken by the Board of Directors on February 23, 2022 following a proposal from the Compensation Committee at its February 22, 2022 meeting, in accordance with the authorization granted to the Board of Directors by the Ordinary and Extraordinary Shareholders' Meeting of June 30, 2021, on March 1st, 2021, 332,000 stock options were allocated to members of the Executive Committee.

See Section 2.2.3.1 of this document for details of the stock options allocated to the members of the Executive Committee.

The exercise price is calculated without a discount, based on the average opening price of SCOR's shares on Euronext Paris over the 20 trading days preceding the allocation date.

The stock options can be exercised on one or more occasions from the beginning of the exercise period on March 2, 2026 until March 1st, 2032 inclusive. After this date, the exercise rights will expire.

The stock options allocated will be exercisable provided:

(1) that the beneficiary remains an employee or corporate officer of the SCOR Group until March 1st, 2026 inclusive, except as otherwise provided by the plan;

(2) that the Group's ethical principles as described in its Code of Conduct are respected;

(3) that the annual corporate social responsibility (CSR) training obligations are met. This condition will be deemed met if a SCOR Group e-learning course on CSR-related topics is completed and the corresponding test is successfully passed.

In addition to mandatory conditions (1), (2) and (3), the exercise of all the stock options allocated is subject to the fulfilment of performance conditions. 40% of the options will be exercisable provided that SCOR's average ROE over three years (from January 1, 2022 to December 31, 2024) is equal to the average of SCOR's strategic target ROE (the "Target ROE") over the same period. If the observed average ROE is lower or higher than the Target ROE, the stock options will be exercisable according to the sliding scale set out in the table below:

Ratio between the observed average ROE and the Target ROE	Proportion of the options that can be exercised under this criterion
From 100%	**100%**
Between 80% and 99.99%	90%
Between 70% and 79.99%	70%
Between 60% and 69.99%	50%
Between 50% and 59.99%	25%
Below 50%	**0%**

In any case, if the observed average ROE is lower than 5%, the proportion of the stock options that could be exercised under this criterion will be 0%.

40% of the options will be exercisable provided that SCOR's average solvency ratio over three years (from January 1, 2022 to December 31, 2024) is at least equal to the average of SCOR's strategic target solvency ratio target over the same period (the "Target Solvency Ratio" (1)). Nevertheless, if the average observed solvency ratio is lower or higher than the Target Solvency Ratio, the stock options will be exercisable according to the linear scale set out in the table below:

Difference between the average solvency ratio and the Target Solvency Ratio	Proportion of the options that can be exercised under this criterion
Higher than or equal to 0 percentage points	100%
Between 0 and up to -35 percentage points	Linear sliding scale
Lower than or equal to -35 percentage points	0%

20% of the options will be exercisable depending on SCOR's ranking within a panel of peers (2) based on the average Total Shareholder Return (TSR) (3) of each company over three years (from January 1, 2022 to December 31, 2024).

(1) If the strategic plan sets a target or "optimal" range, the lower end of this range is considered for calculation purposes as being the Target Solvency Ratio.
(2) The peers in the panel include: Allianz, Aviva, AXA, Generali, Hannover Re, Munich Re, Swiss Re, Zurich Insurance Group. In the event that one of the peers is no longer listed, the Board of Directors will define an appropriate substitute that will replace the outgoing peer for the entire reference period.
(3) In order to limit the impact of currency movements on share prices, the TSR will be measured in euros for all companies in the panel.

The options will be exercisable according to the table below:

SCOR's ranking within a panel of peers based on the TSR achieved over the reference period	Proportion of the options that can be exercised under this criterion
1st to 4th	100%
5th	50%
6th to 9th	0%

The achievement of these performance conditions will be assessed by the Compensation Committee and validated by the Board of Directors.

November 9, 2022 stock option plan

Pursuant to a decision taken by the Board of Directors on November 8, 2022 following a proposal from the Compensation Committee at its November 8, 2022 meeting, in accordance with the authorization granted to the Board of Directors by the Ordinary and Extraordinary Shareholders' Meeting of May 18, 2022, 344,027 stock options were allocated on November 9, 2022 to 63 Partners (Executive Global Partners and Senior Global Partners).

The exercise price is calculated without a discount, based on the average opening price of SCOR's shares on Euronext Paris over the 20 trading days preceding the allocation date.

The stock options can be exercised on one or more occasions from the beginning of the exercise period on November 10, 2026 until November 9, 2032 inclusive. After this date, the exercise rights will expire.

The stock options allocated will be exercisable provided:

(1) that the beneficiary remains an employee or corporate officer of the SCOR Group until November 9, 2026 inclusive, except as otherwise provided by the plan;

(2) that the Group's ethical principles as described in its Code of Conduct are respected;

(3) that the annual corporate social responsibility (CSR) training obligations are met. This condition will be deemed met if a SCOR Group e-learning course on CSR-related topics is completed and the corresponding test is successfully passed.

In addition to mandatory conditions (1), (2) and (3), the exercise of all the stock options allocated is subject to the fulfilment of a performance condition.

The stock-options will be exercisable provided that SCOR's average solvency ratio over three years (from January 1, 2022 to December 31, 2024) is at least equal to the average of SCOR's strategic target solvency ratio over the same period (the "Target Solvency Ratio" [(1)]). Nevertheless, if the observed average solvency ratio is lower or higher than the Target Solvency Ratio, the stock options will be exercisable according to the linear scale set out in the table below:

Difference between the average solvency ratio and the Target Solvency Ratio	Proportion of the options that can be exercised under this criterion
Higher than or equal to 0 percentage points	100%
Between 0 and up to -35 percentage points	Linear sliding scale
Lower than or equal to -35 percentage points	0%

The achievement of these performance conditions will be assessed by the Compensation Committee and validated by the Board of Directors.

Summary of the 2021 and 2022 stock option plans

The table below presents the total number of stock options allocated in 2021 and 2022 by category of beneficiary within the Group:

	Total number of stock options allocated in 2022	Total number of beneficiaries in 2022	Total number of stock options allocated in 2021	Total number of beneficiaries in 2021
Corporate officers [(1)]	60,000	1	22,300	2
Members of the Executive Committee	272,000	8	334,506	10
Partners	344,027	64	214,060	60
TOTAL	**676,027**	**73**	**570,866**	**72**

(1) Chairman and Chief Executive Officer.

A table showing the features of the SCOR stock option plans can be found in Section 4.6 – Notes to the consolidated financial statements, Note 17.2 – Stock option plans.

(1) If the strategic plan sets a target or "optimal" range, the lower end of this range is considered for calculation purposes as being the Target Solvency Ratio.

Achievement of the performance conditions in 2022

In 2022, the Compensation Committee acknowledged the partial achievement of the performance conditions attached to the February and October 2019 stock option plans as described in the 2019 Registration Document, bringing the vesting rate to 85%. In addition to the performance conditions described below, compliance with the Group's ethical principles as described in the Code of Conduct of the SCOR Group was required.

Performance condition	Achieved result	Achievement rate
Ratio between the observed average ROE over 2019-2021 and the average target ROE	70.3%	70%
Difference between the average solvency ratio over 2019-2021 and the average of the target solvency ratio	+39 percentage points	100%

Stock option plans currently in force within the Group

The option plans allocated since the financial year ended December 31, 2005 are stock subscription option plans.

No options have been allocated by a related company as defined by Article L. 225-180 of the French Commercial Code.

The exercise of all the options awarded since the March 18, 2010 plan are subject to performance conditions.

It should be noted that it is not possible to exercise the stock options during the 30 days before the publication of the annual, half-year or quarterly financial statements, or during the 15 days before the publication of SCOR's quarterly financial information.

Stock options allocated to the ten non-officer employees receiving the greatest number of stock options and stock options exercised by the ten employees having exercised the highest number of stock options	Number of stock options allocated/exercised	Weighted average exercise price *(in EUR)*	Plans
Number of stock options allocated during the financial year by the issuer and by any company included in the scope of allocation of the options to the ten employees of the issuer and of any company included in such scope, who received the highest number of stock options (aggregate information)	302,000	28.48	March 1, 2022 November 9, 2022
Number of stock options of the issuer and of the abovementioned companies exercised during the financial year by the nine employees of the issuer or such companies, who exercised the highest number of stock options (aggregate information)	53,600	21.48	March 23, 2012 March 21, 2013 March 20, 2014

For additional information on the stock options plans currently in force within the Group see Appendix B – 5. – Notes to the corporate financial statements, Section 5.3.5 – Stock options.

Free share allocation plans

Pursuant to the provisions of Article L. 225-197-4 of the French Commercial Code, the information provided in this section constitutes the special report of the Board of Directors on the allocation of existing free shares in order to inform the Shareholders' Meeting of transactions completed under the provisions of Articles L. 22-10-59 to L. 22-10-60 of the same code.

On June 30, 2021, the Shareholders' Meeting authorized the Company's Board of Directors, in its 27th resolution, under the provisions of Articles L. 225-197-1 to L. 225-197-6 of the French Commercial Code, on the proposal of the Compensation Committee, on one or more occasions, to allocate employees of the Company and of companies or groups related to the Company within the meaning of Article L. 225-197-2 of the French Commercial Code, as well as the corporate officers as defined under Article L. 225-197-1-II of the French Commercial Code, free allocations of existing, fully paid-up ordinary shares of the Company, and resolved that the Company's Board of Directors would determine the identity of the beneficiaries of the allocations as well as the rights and conditions attached to the conditional entitlement to receive the shares.

The Shareholders' Meeting also decided that (i) the total number of free shares allocated pursuant to this authorization under the conditions and, if applicable, subject to the fulfillment of the performance conditions set by the Board of Directors further to a proposal from the Compensation Committee, may not exceed 3,000,000 shares, and (ii) the allocation of the shares to their beneficiaries will be definitive only after a vesting period of a minimum of three years.

This authorization was given for a period of 24 months from the date of the Shareholder's Meeting, *i.e.* until June 29, 2023, and superseded and cancelled the unused portion of the previous authorization granted by the Ordinary and Extraordinary Shareholders' Meeting of June 16, 2020 in its 28th resolution.

On May 18, 2022, the Shareholders' Meeting authorized the Company's Board of Directors, in its 27th resolution, under the provisions of Articles L. 225-197-1 to L. 225-197-6 of the French Commercial Code, on the proposal of the Compensation Committee, on one or more occasions, to allocate employees of the Company and of companies or groups related to the Company within the meaning of Article L. 225-197-2 of the French Commercial Code, as well as the corporate officers as defined under Article L. 225-197-1-II of the French Commercial Code, free allocations of existing, fully paid-up ordinary shares of the Company, and resolved that the Company's Board of Directors would determine the identity of the beneficiaries of the allocations as well as the rights and conditions attached to the conditional entitlement to receive the shares.

The Shareholders' Meeting also decided that (i) the total number of free shares allocated pursuant to this authorization under the conditions and, if applicable, subject to the fulfillment of the performance conditions set by the Board of Directors further to a proposal from the Compensation Committee, may not exceed 3,000,000 shares, and (ii) the allocation of the shares to their beneficiaries will be definitive only after a vesting period of a minimum of three years.

This authorization was given for a period of 24 months from the date of the Shareholder's Meeting, *i.e.* until May 17, 2024, and superseded and cancelled the unused portion of the previous authorization granted by the Ordinary and Extraordinary Shareholders' Meeting of June 30, 2021 in its 27th resolution.

Moreover, the resolutions provide that each performance share allocation should have a neutral impact in terms of dilution. Accordingly, the performance shares allocated under the plans are existing shares held in treasury by the Company as part of its share buy-back program, and not newly created shares. Thus, there is no capital dilution due to the allocation of performance shares.

March 1, 2022 performance share plan

Pursuant to a decision taken by the Board of Directors on February 23, 2022 following a proposal from the Compensation and Nomination Committee at its February 22, 2022 meeting, in accordance with the authorization granted to the Board of Directors by the Ordinary and Extraordinary Shareholders' Meeting of June 30, 2021, 410,000 performance shares were allocated on March 1, 2022 to the members of the Executive Committee and 219,770 performance shares were allocated to the Non-Partners of the Group (2,367 employees).

See Section 2.2.3.2 of this Universal Registration Document for details of the performance shares allocated to the members of the Executive Committee.

The plan rules provide for a vesting period of three years for all beneficiaries.

The shares allocated to the Executive Committee members will vest provided:

(1) that the beneficiary remains an employee or corporate officer of the SCOR Group until March 1, 2025 inclusive, except as otherwise provided by the plan;

(2) that the Group's ethical principles as described in its Code of Conduct are respected;

(3) that the annual corporate social responsibility (CSR) training obligations are met. This condition will be deemed met if a SCOR Group e-learning course on CSR-related topics is completed and the corresponding test is successfully passed.

In addition to mandatory conditions (1), (2) and (3), the vesting of the shares is also subject to the fulfilment of performance conditions.

40% of the shares will vest provided that SCOR's average ROE over three years (from January 1, 2022 to December 31, 2024) is equal to the average of SCOR's strategic target ROE (the "Target ROE") over the same period. If the observed average ROE is lower or higher than the Target ROE, the shares will vest according to the sliding scale set out in the table below:

Ratio between the observed average ROE and the Target ROE	Proportion of the shares that will vest under this criterion
From 100%	**100%**
Between 80% and 99.99%	90%
Between 70% and 79.99%	70%
Between 60% and 69.99%	50%
Between 50% and 59.99%	25%
Below 50%	**0%**

In any case, if the observed average ROE is lower than 5%, the proportion of the shares that will vest under this criterion will be 0%.

40% of the shares will vest provided that SCOR's average solvency ratio over three years (from January 1, 2022 to December 31, 2024) is at least equal to the average of SCOR's strategic target solvency ratio over the same period (the "Target Solvency Ratio" (1)). If the observed average solvency ratio is lower or higher than the Target Solvency Ratio, the shares will vest according to the linear scale set out in the table below:

Difference between the average solvency ratio and the Target Solvency Ratio	Proportion of the shares that will vest under this criterion
Higher than or equal to 0 percentage points	100%
Between 0 and up to -35 percentage points	Linear sliding scale
Lower than or equal to -35 percentage points	0%

(1) *If the strategic plan sets a target or "optimal" range, the lower end of this range is considered for calculation purposes as being the Target Solvency Ratio.*

20% of the shares will vest depending on SCOR's ranking within a panel of peers [(1)] based on the average Total Shareholder Return (TSR) [(2)] of each company over three years (from January 1, 2022 to December 31, 2024).

The shares will vest according to the table below:

SCOR's ranking within a panel of peers based on the TSR achieved over the reference period	Proportion of the shares that will vest under this criterion
1st to 4th	100%
5th	50%
6th to 9th	0%

The achievement of these performance conditions will be assessed by the Compensation and Nomination Committee and validated by the Board of Directors.

November 9, 2022 performance share plan

Pursuant to a decision taken by the Board of Directors on November 8, 2022 following a proposal from the Compensation Committee at its November 8, 2022 meeting, in accordance with the authorization granted to the Board of Directors by the Ordinary and Extraordinary Shareholders' Meeting of May 18, 2022, 2,232,643 performance shares were awarded on November 9, 2022 to Partners and specific Non-Partners of the Group (995 employees).

The performance shares allocated are subject to a vesting period of three years.

The shares allocated will be vested provided:

(1) that the beneficiary remains an employee or corporate officer of the SCOR Group until November 9, 2025 inclusive, except as otherwise provided by the plan;

(2) that the Group's ethical principles as described in its Code of Conduct are respected;

(3) that the annual corporate social responsibility (CSR) training obligations are met. This condition will be deemed met if a SCOR Group e-learning course on CSR-related topics is completed and the corresponding test is successfully passed.

In addition to mandatory conditions (1), (2) and (3), the vesting of the shares is also subject to the fulfilment of a performance condition.

The shares will vest provided that SCOR's average solvency ratio over three years (from January 1, 2022 to December 31, 2024) is at least equal to the average of SCOR's strategic target solvency ratio over the same period (the "Target Solvency Ratio" [(3)]). If the observed average solvency ratio is lower or higher than the Target Solvency Ratio, the shares will vest according to the linear scale set out in the table below:

Difference between the average solvency ratio and the Target Solvency Ratio	Proportion of the shares that will vest under this criterion
Higher than or equal to 0 percentage points	100%
Between 0 and up to -35 percentage points	Linear sliding scale
Lower than or equal to -35 percentage points	0%

The achievement of these performance conditions will be assessed by the Compensation Committee and validated by the Board of Directors.

November 9, 2022 Long-Term Incentive Plan

Pursuant to a decision taken by the Board of Directors on November 8, 2022 following a proposal from the Compensation Committee at its November 8, 2022 meeting, in accordance with the authorization granted to the Board of Directors by the Ordinary and Extraordinary Shareholders' Meeting of May 18, 2022, 205,435 performance shares were awarded on November 9, 2022 to Partners and specific Non-Partners of the Group (105 employees) under a Long-Term Incentive Plan (LTIP).

The plan rules provide for a vesting period of six years for all beneficiaries.

The shares allocated will vest provided:

(1) that the beneficiary remains an employee or corporate officer of the SCOR Group until November 9, 2028 inclusive, except as otherwise provided by the plan;

(2) that the Group's ethical principles as described in its Code of Conduct are respected;

(3) that the annual corporate social responsibility (CSR) training obligations are met. This condition will be deemed met if a SCOR Group e-learning course on CSR-related topics is completed and the corresponding test is successfully passed.

In addition to mandatory conditions (1), (2) and (3), the vesting of the shares is also subject to the fulfilment of a performance condition.

(1) The peers in the panel include: Allianz, Aviva, AXA, Generali, Hannover Re, Munich Re, Swiss Re, Zurich Insurance Group. In the event that one of the peers is no longer listed, the Board of Directors will define an appropriate substitute that will replace the outgoing peer for the entire reference period.
(2) In order to limit the impact of currency movements on stock prices, the TSR will be measured in euros for all companies in the panel.
(3) If the strategic plan sets a target or "optimal" range, the lower end of this range is considered for calculation purposes as being the Target Solvency Ratio.

The shares will vest provided that SCOR's average solvency ratio over six years (from January 1, 2022 to December 31, 2027) is at least equal to the average of SCOR's strategic target solvency ratio over the same period (the "Target Solvency Ratio"[(1)]). If the observed average solvency ratio is lower or higher than the Target Solvency Ratio, the shares will vest according to the linear scale set out in the table below:

Difference between the average solvency ratio and the Target Solvency Ratio	Proportion of the shares that will vest under this criterion
Higher than or equal to 0 percentage points	100%
Between 0 and up to -35 percentage points	Linear sliding scale
Lower than or equal to -35 percentage points	0%

The achievement of these performance conditions will be assessed by the Compensation Committee and validated by the Board of Directors.

The table below presents the total number of shares allocated in 2021 and 2022 within the Group, all types of plans included:

	Total number of LTIP shares allocated in 2022	Total number of beneficiaries of LTIP in 2022	Total number of shares allocated in 2022 (excluding LTIP)	Total number of beneficiaries in 2022 (excluding LTIP)	Total number of LTIP shares allocated in 2021	Total number of beneficiaries of LTIP in 2021	Total number of shares allocated in 2021 (excluding LTIP)	Total number of beneficiaries in 2021 (excluding LTIP)
Corporate officer[(1)(2)]	-	-	21,058	1	-	-	21,287	2
Members of the Executive Committee	0	0	340,000	8	-	-	418,133	10
Partners	201,735	101	2,057,603	736	123,241	105	1,244,351	692
Non-Partners	3,700	4	394,810	2,327	5,300	12	112,127	230
TOTAL	**205,435**	**105**	**2,813,471**	**3,072**	**128,541**	**117**	**1,795,898**	**934**

(1) Chairman and Chief Executive Officer.
(2) Following the departure of Laurent Rousseau on January 26, 2023, his stock options allocations were reduced pro rata temporis, depending on the length of his term of office during the vesting period, in accordance with the compensation policy in force

Achievement of the performance conditions in 2022

In 2022, the Compensation and Nomination Committee acknowledged the partial achievement of the performance conditions attached to the February and October 2019 performance share plans as described in the 2019 Registration Document, bringing the vesting rate to 85% for Executive Global Partners and Senior Global Partners and 92.5% for the other beneficiaries. In addition to the performance conditions described below, compliance with the Group's ethical principles as described in the Code of Conduct of the SCOR Group was required.

Performance condition	Achieved result	Achievement rate
Ratio between the observed average ROE over 2019-2021 and the target ROE	70.3%	70%
Difference between the average solvency ratio over 2019-2021 and the average of the target solvency ratio	+39 percentage points	100%

In 2022, the Compensation and Nomination Committee acknowledged the partial achievement of the performance conditions attached to 2016 Long-Term Incentive Plan, bringing the vesting rate to 85%. In addition to the performance conditions described below, compliance with the Group's ethical principles as described in the Code of Conduct of the SCOR Group was required.

Performance condition	Achieved result	Achievement rate
Ratio between the observed average ROE over 2015-2020 and the target ROE	74.4%	70%
Difference between the average solvency ratio over 2016-2021 and the average of the target solvency ratio	+36 percentage points	100%

(1) If the strategic plan sets a target or "optimal" range, the lower end of this range is considered for calculation purposes as being the Target Solvency Ratio.

The following table shows the free share allocation plans currently in force within the Group.

It should be noted that the source of the shares to be allocated under these plans is treasury stock.

The plans for which the shares have vested and for which the holding period ended before December 31, 2021 are not presented below.

Date of Shareholders' Meeting	Date of Board of Directors meeting	Total number of shares allocated	Of which to corporate officers	Date of share acquisition	End of the holding period	Number of shares vested as of December 31	Number of shares cancelled as of December 31	Number of shares outstanding as of December 31
May 18, 2022	November 8, 2022	2,232,643 [2]	-	11/10/2025	11/10/2025	-	4,300	2,228,343
		205,435 [2]	-	11/10/2028	11/10/2028	-	-	205,435
June 30, 2021	February 23, 2022	629,770 [2]	21,058	03/02/2025	03/02/2025	-	58,880	570,890
	October 26, 2021	1,374,611 [2]	-	11/02/2024	11/02/2024	-	74,102	1,300,509
		128,541 [2]	-	11/02/2027	11/02/2027	-	8,100	120,441
	June 30, 2021	7,412 [2]	7,412	08/02/2024	08/02/2024	-	-	7,412
June 16, 2020	February 23, 2021	413,875 [2]	13,875	03/02/2024	03/02/2024	-	100,000	313,875
	November 5, 2020	524,311 [2]	-	11/06/2023	11/06/2023	-	43,546	480,765
		664,074 [2]	-	11/06/2023	11/06/2025	-	54,846	609,228
		68,280 [2]	-	11/06/2026	11/06/2026	-	3,600	64,680
April 26, 2019	April 28, 2020	535,000 [2]	125,000	04/29/2023	04/29/2023	-	160,000	375,000
	October 23, 2019	91,798 [2]	-	10/24/2025	10/24/2025	-	4,850	86,948
		890,800 [2]	-	10/24/2022	10/24/2022	-	165,193	725,607
April 26, 2018	February 19, 2019	205,000 [2]	-	02/20/2025	02/20/2025	-	80,000	125,000
		535,000 [2]	125,000	02/20/2022	02/20/2022	-	182,250	352,750
	October 23, 2018	29,954 [2]	-	12/23/2024	12/23/2024	-	6,022	23,932
		66,642 [1][2]	-	12/23/2024	12/23/2024	-	10,210	56,432
April 27, 2016	October 24, 2017	84,842 [2]	-	12/02/2023	12/02/2023	-	13,456	71,386
		149,746 [1][2]	-	12/02/2023	12/02/2023	-	26,052	123,694
	February 21, 2017	50,000 [1][2]	-	02/22/2023	02/22/2023	-	-	50,000
December 18, 2015	February 23, 2016	181,060 [2]	75,000	02/24/2022	02/24/2022	-	38,421	142,639
		76,672 [1][2]	-	02/24/2022	02/24/2022	-	20,214	56,458
May 6, 2014	March 4, 2015	40,000 [2]	-	03/06/2021	03/05/2023	-	40,000	-
April 25, 2013	March 4, 2014	88,500 [2]	-	03/05/2022	03/04/2022	-	18,200	70,300
		31,500 [2]	-	03/05/2020	03/04/2022	-	5,850	25,650

(1) Shares allocated under non-qualified plans.

(2) Vesting subject to performance conditions. The performance shares allocated before the Extraordinary Shareholders' Meeting of December 18, 2015 are subject, for half or all of the allocation, depending on the employee's level of responsibility within the organization, to performance conditions relating to the solvency ratio, the net combined ratio of SCOR P&C, the technical margin of SCOR L&H and the ROE. Since the Extraordinary Shareholders' Meeting of December 18, 2015 and until the Ordinary Shareholders' Meeting of June 16, 2020, the performance conditions relate to the ROE and the solvency ratio. The performance shares allocated between 2011 and the Shareholders' Meeting of June 16, 2020 as part of LTIP plans are subject to performance conditions relating to the ROE and the solvency ratio. Since the Ordinary and Extraordinary Shareholders' Meeting of June 16, 2020, the performance conditions relate to the ROE, the solvency ratio and SCOR's ranking within a panel of peers based on the average Total Shareholder Return (TSR) over a reference period. The performance shares allocated in November 2022 are subject to a performance condition relating to the solvency ratio. The performance conditions are assessed over a two-year period for performance shares allocated before the Extraordinary Shareholders' Meeting of December 18, 2015, over a three-year period for performance shares allocated since the Extraordinary Shareholders' Meeting of December 18, 2015, and over a six-year period for all LTIP performance shares.

See also Section 4.6 – Notes to the consolidated financial statements, Note 17 – Stock options and share allocations.

Since the implementation of free share plans in the Group in 2004, a total of 31,541,607 shares have been allocated under all the various types of plans.

During 2022, a total of 303,194 rights to free shares vested to the ten employees of the Company and of any company included in its scope receiving the highest number of shares under free share allocation plans. For French tax residents, the rights related to the performance share plans of February 23, 2016, February 19, 2019 and October 23, 2019 for which the shares were transferred to the beneficiaries on February 24, 2022, February 20, 2022 and October 24, 2022. For non-French tax residents, the rights related to the performance share plans of March 4, 2014, February 23, 2016, and February 19, 2019 for which the shares were transferred to the beneficiaries on March 5, 2022, February 24, 2022, and February 20, 2022.

Employee savings plan

All employees with a French employment contract (excluding corporate officers) have the possibility to invest in the employee savings plan. An agreement specifies the principle, financing, and conditions of the plan. The employee savings plan has ten mutual investment funds, one of which is entirely dedicated to SCOR employees. An employer's contribution is paid into three of the funds. Sums may be transferred into the funds in several different ways: sums received from profit sharing plans or any other voluntary contributions.

On May 18, 2022, the Ordinary and Extraordinary Shareholders' Meeting, in its 28th resolution, delegated its authority to the Company's Board of Directors in order to increase the share capital by issuing ordinary shares reserved for employees of the Company and of French and foreign companies related to the Company within the meaning of Article L. 225-180 of the French Commercial Code, who are members of savings plans and/or mutual funds. This new authorization supersedes the authorization granted by the Shareholders' Meeting of June 30, 2021.

As at the date of this Universal Registration Document, the Company's Board of Directors has not exercised this delegation of authority, which was granted for a period of 18 months as from the date of the Ordinary and Extraordinary Shareholders' Meeting of May 18, 2022.

2.2.4. SUMMARY OF TRANSACTIONS IN SECURITIES BY PERSONS DISCHARGING MANAGERIAL RESPONSIBILITIES AND CLOSELY ASSOCIATED PERSONS AS DEFINED IN ARTICLE L. 621-18-2 OF THE FRENCH MONETARY AND FINANCIAL CODE (*CODE MONÉTAIRE ET FINANCIER)*

The table below presents all acquisitions, sales, subscriptions or exchanges of SCOR SE shares as well as all transactions involving securities linked to SCOR SE carried out by directors and persons discharging managerial responsibilities of SCOR SE in 2022.

In EUR	Transactions	Date	Amount
Jean-Paul Conoscente	Acquisition of free shares	02/24/2022	1,319,625
	Sale of shares	02/24/2022	557,047
	Stock options that became exercisable	12/23/2022	N/A
Denis Kessler	Stock options exercised	01/21/2022	2,521,250
	Sale of shares resulting from the exercise of stock options	01/21/2022	3,684,563
	Acquisition of free shares	02/24/2022	4,887,500
	Stock options that became exercisable	03/09/2022	N/A
	Acquisition of shares	12/08/2022	9,879
Frieder Knüpling	Acquisition of free shares	02/24/2022	1,466,250
	Sale of shares	02/24/2022	628,261
	Stock options that became exercisable	03/09/2022	N/A
	Sale of shares	06/14/2022	681,750
Laurent Rousseau (1)	Acquisition of free shares	02/24/2022	1,099,688
	Stock options that became exercisable	12/23/2022	N/A

(1) Director and Chief Executive Officer until January 26, 2023.

2.3. RELATED PARTY TRANSACTIONS

2.3.1. RELATED PARTY TRANSACTIONS AND AGREEMENTS

Related party transactions

For details on transactions entered into by Group companies with related parties as defined by the standards adopted under EC regulation no. 1606/2002, please see Section 4.6, Note 23 – Related party transactions.

Regulated related party agreements

Regulated related party agreements within the meaning of Articles L. 225-38 *et seq.* of the French Commercial Code are presented in the Statutory Auditors' special report in Section 2.3.2 – Statutory Auditors' special report on related party agreements and commitments.

For further details on the Covéa Agreement (settlement agreement of June 10, 2021 between SCOR SE, Covéa Coopérations SA and Covéa S.G.A.M.), see Section 5.2.1.1 – Main shareholders.

Related party agreements

In accordance with Article L. 225-37-4 of the French Commercial Code, no agreements were entered into during 2022 either directly or through a third party between, on the one hand, the Chief Executive Officer of SCOR SE, one of its directors or one of its shareholders holding a fraction of the voting rights greater than 10% and, on the other hand, another company directly or indirectly controlled by SCOR SE within the meaning of Article L. 233-3 of the French Commercial Code, unless such agreements were entered into in the ordinary course of business at arm's length conditions.

Description of the procedure referred to in Article L. 22-10-12 of the French Commercial Code

In accordance with Article L. 22-10-12 of the French Commercial Code, enacted further to the implementation of French law no.2019-486 of May 22, 2019 on business growth and transformation (known as the "PACTE law"), the Board of Directors introduced a procedure for regularly assessing whether agreements entered into in the ordinary course of business at arm's length conditions continue to qualify as such.

The procedure sets out the criteria adopted by the French Institute of Statutory Auditors (Compagnie nationale des commissaires aux comptes) for classifying agreements as agreements entered into in the ordinary course of business at arm's length conditions.

According to the procedure, the Group Legal Department, with the assistance of other departments (*e.g.* the Finance, Treasury and Operating Departments), conducts an annual review of the agreements entered into in the ordinary course of business at arm's length conditions in order to verify whether they continue to meet the applicable criteria to qualify as such. The Statutory Auditors may take part in the review. The Audit Committee and the Board of Directors are informed of the results of the review. If an agreement is no longer held to meet the criteria for classification as an agreement entered into in the ordinary course of business at arm's length conditions, the Board of Directors will review the agreement to decide whether it should remain in force. As applicable, the agreement will be authorized by the Board of Directors, notified to the Statutory Auditors and mentioned in their special report on related party agreements, and submitted for approval to the next General Shareholders' Meeting.

In accordance with the procedure, the Company reviewed at the end of 2022 all ongoing agreements and ensured that they continued to meet the criteria for classification as agreements entered into in the ordinary course of business at arm's length conditions.

The result of the review was communicated to the Audit Committee and the Board of Directors.

2.3.2. STATUTORY AUDITORS' SPECIAL REPORT ON RELATED PARTY AGREEMENTS AND COMMITMENTS

This is a translation into English of a report issued in French and it is provided solely for the convenience of English-speaking users. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

To the Annual General Meeting of SCOR SE,

In our capacity as statutory auditors of your Company, we hereby report on regulated agreements mentioned in article L. 225-38 of the French commercial code (*code de commerce*) and article R. 322-7 of the French insurance code (*code des assurances*).

We are required to inform you, on the basis of the information provided to us, of the terms and conditions of those agreements indicated to us, or that we may have identified in the performance of our engagement, as well as the reasons justifying why they benefit the Company. We are not required to give our opinion as to whether they are beneficial or appropriate or to ascertain the existence of other agreements. It is your responsibility, in accordance with article R. 225-31 of the French commercial code (*code de commerce*), to evaluate the benefits resulting from these agreements prior to their approval.

We are also required, where applicable, to inform you in accordance with articles R. 225-31 of the French commercial code (*code de commerce*) and R. 322-7 of the French insurance code (code des assurances) concerning the implementation, during the year ended December 31, 2022, of the agreements already approved by the Annual General Meeting of shareholders.

We performed those procedures which we deemed necessary in compliance with professional guidance issued by the French Institute of Statutory Auditors (*Compagnie nationale des commissaires aux comptes*) relating to this type of engagement. These standards consisted in the verification of the consistency of the information we received with the basis documentation from which they are extracted.

Agreements submitted for approval to the Annual General Meeting

Agreements approved during the year

We hereby inform you that we have not been notified of any agreements approved by the Annual General Meeting during the year, pursuant to Article L. 225-38 of the French Commercial and R.322-7 of the Insurance code.

Agreements previously approved by the Annual General Meeting

Pursuant to Article L. 225-30 of the French Commercial Code, we have been advised of the following agreements already approved during the Annual General Meeting during the past financial years, whose implementation continued during the year ended on December 31, 2022.

Settlement agreement of June 10, 2021 between SCOR SE, Covéa Coopérations SA and Covéa S.G.A.M.

Persons concerned:

Mr Denis Kessler in his capacity as Chairman and Chief Executive Officer of SCOR SE and Augustin de Romanet, Lead Director of SCOR SE

Nature, purpose, terms and conditions:

The purpose of the settlement agreement is to restore peaceful relations, based on professionalism, and to create the conditions for a return to mutually beneficial relations over the long term, requiring the contractual parties and their managers to:

- immediately withdraw from all legal actions and claims against all persons concerned in connection with the proposed merger formulated by Covéa in 2018;
- renounce for the future all legal actions or claims in connection with this proposal, and more generally, in connection with the facts that gave rise to the actions and claims referred to in the previous paragraph, against SCOR, its officers, directors and employees;
- respect a reciprocal non-denigration obligation for a period of 7 years concerning any denigration, comment or initiative likely to harm the image, honour, reputation, name or interests of the parties and their affiliates and of their managers and corporate officers.

Paris-La Défense and Courbevoie, April 5, 2023

The Statutory Auditors

French original signed by

KPMG S.A.		MAZARS
Antoine Esquieu	Jean François Mora	Maxime Simoen
Partner	Partner	Partner

2.4. ADDITIONAL INFORMATION

The following information, which is required to be included in the report on corporate governance pursuant to Article L. 22-10-11 of the French Commercial Code, is displayed in Section 5 of this Universal Registration Document: share capital structure of the Company, restrictions to the exercise of the voting rights and the transfer of shares pursuant to the articles of association or provisions of the agreements brought to the knowledge of the Company, direct or indirect shareholding interests in the Company of which it is aware, list of the persons holding titles comprising special control rights and description thereof, agreements between the shareholders of which the Company is aware likely to trigger restrictions to the transfer of shares and the exercise of voting rights, rules applicable to the modification of the articles of association of the Company, powers of the Board in particular with respect to the issuance or the redemption of shares, and agreements entered into by the Company which are modified or terminated in the case of a change of control of the Company.

3 RISK FACTORS AND RISK MANAGEMENT MECHANISMS

3.1. MAIN RISKS

Section 3 sets out the risks faced by the SCOR Group and in this respect meets the accounting standards requirements relating to the nature and the extent of the risks arising from financial instruments and insurance and reinsurance contracts. Some information required by accounting standards IFRS 7 – Financial instruments: Disclosures and IFRS 4 – Insurance contracts is included in this section. Sections 3.1.2 to 3.1.5 on underwriting, market, credit and liquidity risks as well as Sections 3.2.2 and 3.2.4 to 3.2.6 on the management of those risks must be read as part of the notes to the audited consolidated financial statements.

The Group regularly conducts reviews of the risks that could have a material adverse effect on its activity, its financial situation or its results (or capacity to reach objectives). However, SCOR faces risks other than those described below: additional risks and uncertainties not currently known to SCOR, or that are currently deemed to be immaterial, may also have a material adverse impact on SCOR's business, financial condition, results of operations or cash flows. SCOR may also change its view of the relative importance of risk factors at any time, particularly if new external or internal facts come to light. With this in mind, this section outlines Management's current assessment of SCOR's main risks and the main risk management mechanisms currently in place.

The Group has identified the following risk categories:
- strategic risks;
- underwriting risks related to the P&C and L&H businesses;
- market risks;
- credit risks;
- liquidity risks;
- operational risks.

Within each of these categories further described in the rest of section 3.1, specific risks are listed in a decreasing order of importance in terms of likelihood of occurrence and negative impact, after taking into account mitigation measures implemented by the Group, with the most important risk factors at the date of this report being identified with an asterisk.

If the risks disclosed in this section were to occur, they could potentially have a significant impact on SCOR's business, present and future revenues, net income, cash flows, financial position, and potentially, on its share price.

The risks to which SCOR is exposed are identified and assessed through various enterprise risk management (ERM) mechanisms, applied to each risk in a relevant and appropriate manner. Risks are measured by SCOR using its internal model, as approved by France's banking and insurance supervisor (*Autorité de contrôle prudentiel et de résolution* – ACPR) and the Central Bank of Ireland (CBI) for use under Solvency II. The internal model provides the Group's Solvency Capital Requirement (SCR), based on the value at risk (VaR) of the Group's Eligible Own Funds (EOF) at the 99.5th percentile over a one-year time horizon (0.5% VaR). The following table sets out the SCR by risk category:

SCR by Risk *In EUR million*	**0.5% VaR As at December 31, 2022**
Underwriting risks related to P&C business	3,271
Underwriting risks related to L&H business	3,155
Market risks	2,326
Credit risks	993
Operational risks	417
Required capital before diversification	**10,162**
Diversification	(5,701)
Taxes	(340)
SCR	**4,120**

SCOR is exposed to other risks which, given their nature, are not or are only implicitly modeled within the internal model. These include strategic, liquidity and emerging risks.

Strategic risks are not expected to have an immediate impact on the Group's solvency requirement over a one-year time horizon. However, if they were to occur, they could have a material impact on SCOR. For example, SCOR could be exposed to financial risks in the event of being significantly downgraded following an internal or external event. This could significantly limit its ability to underwrite new business and, in turn, significantly impact the Group's income over a given period until the situation is resolved.

SCOR is exposed to liquidity risks arising from both short-term and long-term liquidity needs. The Company considers that it has sufficient liquid assets to cover the expected liquidity needs, collateral requirements and extreme events if necessary. For further information on liquidity risks, see Section 3.1.5 – Liquidity risks.

All risks described in Section 3 are managed through a variety of mechanisms in SCOR's ERM (Enterprise Risk Management) Framework, and the most important of these are described in Section 3.2 – Management of main risks.

SCOR's ERM framework is further described in Section 3.3 – Internal control and risk management procedures.

Although risk management mechanisms have been designed and rolled out across the Group in order to prevent all risks from having a significant impact, there is no guarantee that these mechanisms achieve their intended purpose. Many of SCOR's methods for managing risks and exposures are based on observed historical market behavior, statistics based on historical models, or expert judgment. As a result, these methods may not fully predict future exposures, which may be significantly greater than estimated, particularly in unstable or volatile markets and environments. Other risk management methods involve assessing information regarding markets, clients, natural catastrophes or other matters that is publicly available or otherwise accessible to SCOR. This information may not always be accurate, complete, up to date or properly evaluated. Therefore, the Group cannot rule out the possibility of SCOR's risk exposure exceeding defined risk tolerance limits due to an incorrect estimation of these risk exposures.

SCOR may also be exposed to emerging risks, which include new threats or constantly changing current risks with a high degree of uncertainty. They may arise from the numerous changes to the environment in which the Group operates, such as changes in professional practices, or in legal, jurisdictional, regulatory, social, political, economic, financial and environmental conditions.

Emerging risks may adversely affect SCOR's business due to either a change in interpretation of the contracts leading to extensions of covers beyond what policyholders had expected (*e.g.* due to the inapplicability or interpretation of certain clauses) or by increasing the frequency and/or severity of claims. Such risks may also lead to higher fluctuations than expected in macroeconomic indicators such as interest rates and price level, or disruptions in financial markets, further impacting SCOR's business. In addition, emerging risks may also have a direct impact on SCOR's operations, for instance by generating unexpected additional expenses.

Environmental, social and governance (ESG) trends may also negatively impact SCOR's business and operations. In particular, major environmental and social issues such as global climate change and environmental degradation have a potential to create new risks or exacerbate existing risks within the risk categories identified above. Risks that are originated by ESG trends are also referred to as "sustainability risks". Where relevant, identified sustainability risks and the management thereof are described in the respective subsections of Sections 3.1 and 3.2, while ESG considerations for SCOR's activities are described in Section 6 – Non-Financial Performance Statement.

Specifically, climate change creates a number of challenges for the (re)insurance industry and therefore for SCOR. Climate change is likely to impact the risks associated with SCOR's strategy, underwriting, investments and operations due to physical climate risks (*e.g.* effects of broad climate trends or "chronic" risks and the frequency and/or severity of natural catastrophes or "acute" risks), the creation of transition risks (due to the shift towards a low-carbon economy) and the potential to negatively impact the Group's reputation.

War in Ukraine

SCOR is exposed to the impacts of the war in Ukraine through direct effects on its business portfolios, investments and operations and through secondary effects, including those from adverse future economic, trade, interest rate and inflation developments. Given the uncertainty related to both the magnitude and the duration of the conflict, it is difficult to assess the consequential impacts for SCOR. The main uncertainties revolve around three themes: economic, political and social, and their effects on the (re)insurance business. Each factor is subject to significant unknowns, and, in many cases, the factors interact with each other. This means that the range of collateral effects and resulting financial impacts on SCOR is very wide and challenging to assess.

The economic effects from the Russian invasion of Ukraine add to the downward pressures on economic growth and inflationary pressures. Depending on the military success of the warring parties and measures taken by them and by third parties (*e.g.* sanctions, weapon shipments), the conflict could last over different time horizons with secondary economic effects of different scales. Its impact on the availability and price of certain materials and goods, as well as on financial systems, could lead to a continued weakening of the euro, credit spread increases, persistent high inflation in the US and stagflation in Europe.

In addition, there are numerous political and social uncertainties, *e.g.* regarding the number of refugees, their location, integration into host societies, and their eventual repatriation.

3.1.1. STRATEGIC RISKS

Strategic risks can be defined as the risks related to losses arising from an unsuccessful strategy or objectives. Strategic risks can arise as a consequence of either the strategy itself (such as the accumulation of or development of risks in lines of business or less-known markets), from external risks (such as an adverse economic environment), or from internal risks (such as certain causes of operational risk). Therefore, many of the risks discussed throughout Section 3, in addition to emerging risks, could also impact the success of SCOR's strategy.

The main strategic risks to which SCOR is exposed are described below.

3.1.1.1. RISKS RELATED TO THE GEOPOLITICAL AND MACROECONOMIC ENVIRONMENT IMPACTING SCOR'S STRATEGY*

The main risks are related to the uncertain geopolitical and economic environment due to the effects of current geopolitical tensions, the war in Ukraine and the Covid-19 pandemic, particularly with regards to the future development of economic growth, interest rates and inflation which may affect SCOR's growth, in both emerging and advanced economies, and the poor returns on financial markets exacerbating the adverse competitive environment.

A deterioration of financial markets and the global economy will have significant implications for SCOR's activities and results

The Group's results could be significantly affected by the economic and financial situation in Europe and other countries around the world. The economic environment has become increasingly volatile due to the combination of the depressive shock from the war in Ukraine, the further increase in public debt, the continuous acceleration of inflation and the tightening monetary policy. While there have been signs of stabilization in the US, inflation continues to soar in Europe due to the war and resulting energy crisis. However, more worryingly, core inflation shows no signs of abating as service costs continue to rise at a rapid pace both in the US and in Europe. In this context, central banks are determined to bring inflation back on target at all costs. At the same time, governments have put in place short-term support programs to ease the burden of soaring energy prices on households and corporates, potentially fueling more inflation pressures. The US Federal Reserve currently appears committed to fighting inflation, even if this comes at a significant cost to the US economy, forcing other central banks to follow the same path and thereby increasing the risk of (severe) recessions, especially in Europe. The impact of these factors could be intensified in the event of a total embargo on Russian trade. The risk of a severe recession, especially in Europe, is very high.

Impact on SCOR's investment activities

In the event of extreme prolonged market events, such as global credit crises, SCOR could incur significant losses given its large investment portfolio.

For further information on investments, see Section 1.3.9.2 – Return on investments and return on invested assets and Section 4.6 – Notes to the consolidated financial statements, Note 8 – Insurance business investments, which also includes analyses of unrealized and realized investment losses.

Impact on SCOR's reinsurance business

The Group's premiums could decline in the event of an unfavorable macroeconomic environment and its profit margins could erode. In an economic downturn, the demand for SCOR's and its clients' products could be adversely affected. Factors such as government and consumer spending, corporate investment, the volatility and strength of both debt and equity markets, and inflation all affect the business and economic environment and ultimately, the size and profitability of SCOR's business. The level of interest rates also plays a significant role in the total amount of reinsurance capital and hence capacity and prices; low interest rates lead to an inflow of alternative capital into the industry which contributes to a softening of the reinsurance market.

The Group may also experience an elevated incidence of claims or be impacted by a decrease in demand for reinsurance and increased surrenders of policies from cedents (see paragraph on lapse risk in Section 3.1.2 – Underwriting risks related to the P&C and L&H businesses) that could affect the current and future profitability of its business.

SCOR is exposed to the risk of significant and protracted deviations of inflation from its current trend

The Group's liabilities are exposed to the risk of a significant increase in the rate of inflation (prices and salaries), which would require an increase in reserves, in particular in respect of P&C long-tail business, *e.g.* general liability (medical among others) and motor bodily injury claims. For further information on P&C long-tail risks, see Section 3.1.2.1 - P&C business.

SCOR's assets are also exposed to the risk of increased inflation or raised inflationary expectations, accompanied by a rise in the yield curve with a subsequent reduction in the market value of its fixed income portfolios. Increased inflation could also have a negative impact on the solvency of bond issuers; a widening of credit spreads would lead to a loss of value for the issuers' bonds. Finally, depending on the macroeconomic environment, an increase in inflation could also reduce the value of SCOR's equity portfolio. Any negative fluctuations in equity values or increase in the cost of claims would lead to a similar decrease in shareholders' equity.

In light of current volatility and uncertainty, both inflation and deflation risks must be considered.

Inflation increased significantly across the globe in 2022 and reached levels not seen in decades in most developed countries. Despite the significant central bank tightening of monetary policy observed in 2022 to bring inflation back on target, the risk of a prolonged period of strong inflation remains high, at least in the short term. The risk that the economy could experience a period of stagflation, comprising a decline in activity and a surge in prices, remains despite resilient activity and manufacturing levels. In the event of stagflation, underwriting volumes would also be negatively impacted, and with them the Group's net combined ratio, net income and net asset value.

The risk of deflation, defined as a fall in prices and usually associated with an economic slowdown, also cannot be ruled out in the current environment, characterized by the imminent risk of depression and a lack of room for maneuver in relation to economic policies.

A prolonged period of deflation could impact the Group in several ways. For example, the value of SCOR's invested assets would be impacted if deflation is associated with a fluctuation in interest rates and corporate credit spreads. Another scenario could be that a fall in prices, leading to a decrease in premiums for a given amount of risk, combined with a decrease in organic growth due to the economic slowdown, would result in a drop in the volume of newly acquired premiums.

In conclusion, both high inflation and a protracted period of deflation could have a material adverse impact on SCOR.

The reinsurance industry and SCOR's activities and results could be significantly impacted by heightened geopolitical tensions and trends

Geopolitical risks may impact SCOR's activities and results directly and indirectly in the short and medium term, while certain trends may materially impact SCOR's strategy and the wider (re)insurance industry on a medium- to long-term basis.

Direct and indirect impacts would mainly result from specific geopolitical escalations such as direct conflict or war, sanctions and countersanctions, or from other national or regional measures put in place that restrict global trade and capital flows. These events and their secondary impacts on the economy and financial or (re)insurance markets could result in losses in the (re)insurance business, losses or impairment on invested and other assets, and/or restrict or impact SCOR's operations.

Longer-term geopolitical trends such as increased nationalism and a slowdown or reversal of globalization could materially impact the (re)insurance industry as a whole, and SCOR's strategy more specifically, as a result of an increased risk of conflict, higher trade and capital barriers, and a higher base level of inflation from reshoring of production and supply chains.

More local risks related to social and political instability are also relevant, particularly in emerging markets where these risks are prevalent, and where both business units operate. These risks could lead to significantly reduced business growth in these target markets.

3.1.1.2. RISKS RELATED TO LEGAL AND REGULATORY DEVELOPMENTS

SCOR is subject to comprehensive and detailed regulations and to the supervision of the insurance and reinsurance competent authorities in every country in which it operates. Some of these authorities are considering or may in the future consider enhanced or new regulatory requirements. These tightened measures of control and higher capital requirements, intended to further strengthen the protection of policyholders and/or financial stability, could affect the calculation of the local solvency ratio and have a material adverse impact on the Group, including a restricted underwriting capacity. Insurance and reinsurance supervisory authorities have broad administrative powers over many aspects of the reinsurance industry, and SCOR cannot predict the timing or form of any future regulatory initiatives. While the material uncertainties listed below relate to known legal and regulatory developments that generally follow a predictable timeline, the risk remains that some material developments may be proposed and enacted into law in a short and unpredictable timeframe.

Known regulatory uncertainties include those stemming from protectionist trends and the ongoing Solvency II review.

The ongoing Solvency II review could lead to additional requirements for insurance and reinsurance undertakings. The European Commission proposal for an Insurance Recovery and Resolution Directive (IRRD) may lead to additional requirements and supervisory powers on recovery and resolution as well as industry funding of resolution financing mechanisms. The regulatory impetus on systemic regulation emerging from the International Association of Insurance Supervisors (IAIS) holistic framework and the Solvency II review may lead to additional liquidity risk management requirements, including scenario testing. Restrictions and additional reporting on internal model capital requirements may also emerge from the Solvency II review.

Restrictions on dividends may be re-imposed in future crisis situations, bearing in mind that in 2020, EIOPA and the ACPR called for regulated entities to suspend dividend distributions.

As part of the IAIS common framework for Internationally Active Insurance Groups (IAIGs), the "ComFrame", the IAIS intends to develop Insurance Capital Standards (ICSs) to be applied by all IAIGs, with full implementation in 2025. This could jeopardize the scope of recognition of diversification effects and the use of internal models and involve risks in terms of fair competition.

Similarly, changes in tax legislation and regulations, or in their interpretation, may have a negative impact on SCOR's performance, including its financial results and business model.

Additionally, SCOR's strategy might be impacted by future legal or regulatory developments related to environmental, social or governance (ESG) issues, particularly climate change or biodiversity loss. Tighter regulatory controls and/or government legislation introduced to significantly curb carbon emissions may in turn place restrictions on the business that SCOR can underwrite (*e.g.* carbon intensive industries such as coal first and foremost, but possibly extending to other non-renewable energy sectors over time).

The reinsurance sector has been exposed in the past, and may be exposed in the future, to involvement in legal proceedings, regulatory inquiries and actions initiated by various administrative and regulatory authorities, as well as to regulations concerning certain practices adopted in the insurance sector.

More generally, adverse changes in laws or regulations or an adverse outcome of any legal proceedings could negatively impact SCOR. SCOR is involved in court, arbitration and other formal or informal dispute resolution proceedings in its normal course of business, as well as the proceedings further described in Section 4.6 – Notes to the consolidated financial statements, Note 26 – Litigation. Particularly, large and material contractual agreements may expose SCOR to the risk of financial impacts in the event of non-performance of the contracts and related potential disputes. Based on its current assessment, SCOR considers that these proceedings should not pose a material risk to the Group. In this respect, SCOR (via its Irish entities) has initiated arbitration proceedings on November 10, 2022 against Covéa Coopérations regarding the retrocession agreements concluded pursuant to the settlement agreement of June 10, 2021 between SCOR and Covéa.

For further information on risks related to current legislation and regulations and their impact on SCOR's operations, see Section 3.1.6.4 – Legal and regulatory risks in SCOR's operating environment.

3.1.1.3. RISKS RELATED TO THE COMPETITIVE ENVIRONMENT

Reinsurance is a highly competitive sector. The Group competes for business in the European, American, Asian and other international markets with numerous international and domestic reinsurance companies, some of which have a larger market share than SCOR, greater financial resources, state backing, and, in certain cases, higher ratings from the rating agencies.

Therefore, SCOR remains exposed to the risk of losing its competitive advantage, particularly when available reinsurance capacity *via* traditional reinsurers or capital markets is greater than the demand from ceding companies. Its competitors, in particular (re)insurers with higher ratings than SCOR or other competitors in alternative capital markets, may be better positioned to enter new contracts and gain market share at SCOR's expense. Competitors may be quicker at integrating innovative solutions into their business, products and services, or make choices which have a bigger impact on future reinsurance trends, which may result in SCOR losing its competitive advantage.

Finally, the Group's reputation is sensitive to reinsurance sector information. It can be affected by adverse events concerning competitors, but also by its own business activity, such as financial difficulties following a major market event. Loss of reputation due to internal risks would also weaken SCOR's competitive position.

Consolidated insurance entities may use their enhanced market power and broader capital base to negotiate price reductions for SCOR's products and services and reduce their use of reinsurance, and as such, the Group may experience price declines and possibly underwrite less business.

Within the reinsurance industry, such external growth activity could potentially enhance these players' competitive position, allowing them for example to offer greater capacity or broader product offerings, which could enable them to gain market share at SCOR's expense.

Additionally, SCOR's strategy and competitive position might be impacted by climate change. Due to possible future pressures on certain carbon-intensive sectors to either reduce or suspend their operations because of their impact on global carbon emissions linked to climate change, the demand for (re)insurance in these sectors may decline in the future. If SCOR has not sufficiently developed business (either client relations or expertise) in other sectors to replace this loss of revenue (*e.g.* in renewable energy sectors), it may lose its competitive advantage over its market peers.

3.1.1.4. RISKS RELATED TO THE VALUATION OF SCOR'S INTANGIBLE ASSETS AND DEFERRED TAX ASSETS

A significant portion of SCOR's assets consists of intangible assets, the value of which depends on its expected future profitability and cash flows. The valuation of intangible assets is largely based on subjective and complex judgments concerning items that are uncertain by nature. If a change were to occur in the assumptions underlying the valuation of its intangible assets (including goodwill, value of business acquired and deferred acquisition costs), SCOR would have to reduce their value, in whole or in part, thereby reducing shareholders' equity and its results.

The recognition of deferred tax assets, *i.e.* the likelihood of recognizing sufficient profits in the future to offset losses, depends on the performance of each entity concerned as well as applicable tax laws, regulatory requirements and accounting methods. The occurrence of events, such as actual operating earnings being lower than projections, or losses continuing over a longer period than originally anticipated, or changes in tax legislation, regulatory requirements, or accounting methods could lead to the derecognition of some of the deferred tax assets for accounting and/or regulatory purposes.

Details of intangible assets, the related impairment testing policy and recent acquisitions are included in Section 4.6 – Notes to the consolidated financial statements, Note 1 – Accounting principles and methods, Note 4 – Acquisitions and disposals, Note 6 – Goodwill, Note 7 – Value of business acquired and Note 18 – Income taxes.

3.1.1.5. DOWNGRADE RISK

The Group's reinsurance activities are affected by the way its existing and prospective clients perceive its financial strength, particularly through its ratings, as ceding companies wish to reinsure their risks with companies that have a satisfactory financial position. For more details on the Group's current ratings, see Section 1.2.4 – Ratings information.

Impact on SCOR's reinsurance business

Some of the credit models or reinsurance guidelines of SCOR's cedents face regulatory capital requirements or depend on their reinsurers' credit rating. If SCOR's rating deteriorates, cedents could be forced to increase their capital requirement in respect of their counterparty risk on SCOR. This could result in a loss of competitive advantage for SCOR.

Many of SCOR's reinsurance treaties, notably in the US and in Asia, and also increasingly in Europe, contain clauses concerning the financial strength of the Company and/or its operating subsidiaries, and provide the possibility of early termination for its cedents if the rating of the Company and/or its subsidiaries is downgraded. Early termination may also occur when the Company's net financial position falls below a certain threshold, or if it carries out a reduction in share capital.

Impact on the Group's letters of credit

Many of the Group's reinsurance treaties contain a requirement to put in place letters of credit (LOC) as a general requirement or when triggered by a downgrade of SCOR or one of its subsidiaries. In certain circumstances, the cedent has the right to draw down on a LOC issued by a bank in SCOR's name.

Some LOCs issued by banks providing such facilities may be collateralized with securities. The value of the collateral can be different from the amount of the LOC. For some facilities, initial collateral requirements may be increased following a downgrade of SCOR's rating or if other conditions regarding its financial position are not met, impacting the Group's liquidity level. In the case of a LOC being drawn by a cedent, the bank has the right to request a cash payment from this collateral, up to the amount drawn by the cedent.

In the case of a large number of LOCs being drawn simultaneously, SCOR could encounter difficulties in providing the total amount of required cash or fungible assets, *i.e.* exposing itself to a liquidity risk.

For more details about the Group's lines of credit, see Section 1.3.6 – Financial position, liquidity and capital resources. For more details on liquidity risk, see Section 3.1.5 – Liquidity risks.

3.1.1.6. RISKS RELATED TO CAPITAL

SCOR's regulated entities must satisfy local regulatory capital requirements. There could potentially be some local regulatory constraints, which in certain circumstances could affect SCOR's ability to transfer capital from one entity to another, and in particular from one subsidiary or branch to another, or to the parent legal entity. This may have negative consequences for the entity concerned and could have a material adverse impact on SCOR.

Disruptions, uncertainty or volatility in the capital and credit markets may also limit the Group's access to the capital required to operate its business, most significantly its insurance operations. Such market conditions may limit SCOR's ability to:

- refinance, in a timely manner, maturing debts;
- access the capital needed to grow the Group's business;
- satisfy statutory and regulatory capital requirements and maintain a solvency ratio in line with its risk appetite framework.

As such, SCOR may be forced to delay raising capital, issue shorter term securities than it prefers, or bear an unattractive cost of capital which could decrease its profitability and significantly reduce its financial flexibility.

3.1.1.7. RISKS RELATED TO ACQUISITIONS

SCOR has made a number of acquisitions around the world. Acquisitions involve risks that could adversely affect its operating results, including the substantial amount of management time that may be diverted from operations to pursue and complete acquisitions. Acquisitions could also result in additional indebtedness, costs, contingent liabilities, impairment and amortization expenses related to goodwill and other intangible assets. In addition, acquisitions may expose SCOR to operational challenges and various risks.

A failure to successfully manage such operational challenges could adversely affect the Group.

The main acquisitions carried out by SCOR are described in Section 1.2.2 – History and development of SCOR.

3.1.2. UNDERWRITING RISKS RELATED TO THE P&C AND L&H BUSINESSES

3.1.2.1. P&C BUSINESS

The main risks linked to the P&C reinsurance and insurance business underwritten by SCOR's P&C business unit are P&C long-tail risks (such as large liability losses), natural catastrophes, and some other P&C short-tail risks (such as acts of terrorism), as well as other risks beyond its direct control, such as systemic crises or the cyclicality of the business.

P&C long-tail risks*

Long-tail lines of business, such as casualty lines (including general liability, professional liability and financial lines, and medical malpractice), inherent defect and construction warranty, motor (first- and third-party liability) and workers' compensation, are exposed to the risk of material reserve deterioration (or "long-tail reserve deterioration"). This is due to the time required for claims materialization and settlement.

Long-tail reserve deterioration occurs when the frequency and severity of P&C claims are higher than assumed in the initial calculation of the reserves. For casualty business, the frequency and severity of claims and the related amounts of indemnities paid can be affected by several factors. One of the most significant factors is claims inflation, mainly influenced by general economic inflation and the changing regulatory and legal environment, including developments in legislation and litigation (often referred to as "social inflation"), such as the recent revival statutes enacted by certain US states. Such legislative changes allowing previously time-barred claims to be brought up again in legal suits, or changes extending the statute of limitations retroactively, can materially impact the frequency and severity of claims on long-tail business lines.

For further information on risks related to reserves, see Section 3.1.2.4 – Risks related to reserves.

The specific nature of the catastrophic casualty loss events to which SCOR is exposed can vary widely, from systemic liability events caused by the negative impacts of commonly used materials on human health (with asbestos as a typical example) to massive product liability losses emanating from items produced by a single manufacturer, or cyber-risk events, such as ransomware and data theft. Casualty events can also be triggered by a single disastrous event (*e.g.* Deepwater Horizon oil rig explosion), which may also simultaneously lead to material losses on property or other lines of business.

Casualty catastrophes are likely to emerge gradually and the full extent of the losses is often not known for a significant length of time. This leads to loss estimates being uncertain, especially in the early stages of loss emergence.

Natural catastrophes*

SCOR's property business is exposed to multiple insured losses arising from single or multiple natural events. Natural catastrophes, such as, but not limited to, hurricanes, typhoons, windstorms, floods, hail, severe winter storms and earthquakes can generate material insured losses in property, engineering, agriculture and possibly other lines of business.

The most material natural catastrophes to which SCOR is exposed include hurricanes in North America, windstorms in Europe, and earthquakes in North America and Japan.

With respect to climate change, SCOR's P&C underwriting business could be exposed to physical climate risks, caused by changes in the frequency and severity of certain natural catastrophe events that are predicted in global warming scenarios. Although scientific understanding of the precise causal mechanisms between global warming and the occurrence of particular natural phenomena are still being established, catastrophe events that are potentially impacted include hurricanes (including storm surges and pluvial flooding), floods (both river flooding and pluvial flooding), heatwaves, wildfires and droughts. SCOR's long-term profitability and the ongoing insurability of certain classes of business could be negatively impacted in the event that climate change causes an increase in the frequency and/or severity of these natural phenomena if there is no timely adaptation in the strategy.

Other P&C short-tail risks*

SCOR's property business is exposed to multiple insured losses arising from single or multiple man-made events. The short-tail lines of business mostly exposed to man-made catastrophes are property (excluding natural catastrophes), engineering, marine, credit and surety, aviation and space.

Man-made catastrophes refer to negligent or deliberate human actions, *e.g.* a large explosion and/or fire at a major industrial site or acts of terrorism. These events can have significant impacts on businesses, property and lives: acts of terrorism often target large cities and key landmarks such as international airports and governmental facilities.

SCOR is exposed to single or multiple terrorist attacks through some P&C treaties and national terrorism pools. The US market in particular is exposed to significant terrorism risks due to the insurance obligation stipulated by law. However, federal aid is also provided by the Terrorism Risk Insurance Program Reauthorization Act ("TRIPRA") which runs until the end of 2027.

Other P&C Risks

Systemic crises

Historically, reinsurers have experienced significant fluctuations in operating income due to volatile and unpredictable developments, many of which are beyond the control of the reinsurer, including general economic conditions, amounts of capacity offered by the reinsurance market, competition with regards to pricing, and changes in regulations and societal attitudes (for instance regarding the support of industry sectors that contribute to climate change). In particular, some of SCOR's lines of business which are directly linked to financial activities are more exposed to global economic recessions (*e.g.* the 2007-2008 Global Financial Crisis), for example credit and surety, or liability risk such as errors and omissions and directors' and officers' liability.

Cyclicality of the business

P&C insurance and reinsurance businesses are cyclical. The primary impacts of a softening of the reinsurance market are a reduction in P&C reinsurance premium volumes in the market, driven by an increase in competition within the reinsurance market. This could potentially lead to a loss of profitability for SCOR.

Beyond the general trends, the premium rate cycle affects certain geographic markets and/or certain lines of business in different ways and to a varying extent, independently of each other. Insurance market cycles can also be disconnected from reinsurance market cycles; a diversified portfolio including reinsurance and insurance activities can help mitigate the effects of such cycles.

Concentration risk related to brokered business

SCOR generates its P&C business through both brokers and direct relationships with insurance company clients. The risk for SCOR is mainly the concentration of premiums written through a limited number of brokers. A significant reduction in the business generated through these brokers could potentially reduce premium volume and net income.

3.1.2.2. L&H BUSINESS

The main underwriting risks for SCOR's L&H business unit are described below.

Long-term mortality deterioration*

This risk refers to potential negative deviations in future mortality relative to current best-estimate assumptions, due to a higher-than-anticipated number of deaths (*i.e.* increased mortality rates) among the portfolio of lives reinsured by SCOR. This could result from inherent volatility, incorrect estimation of the expected claim level or an adverse long-term trend.

SCOR's long-term mortality reserves are based on a number of assumptions and information provided by third parties, which, if incorrect and/or incomplete, could have an adverse effect on the Group. For further information on risks related to reserves, see Section 3.1.2.4 – Risks related to reserves.

Pandemics*

In L&H reinsurance, a severe pandemic is a major risk. In the past century, three major outbreaks of influenza occurred and claimed millions of lives. The occurrence of a similar event could cause large losses to SCOR due to increased mortality far beyond the usual volatility. A lethal virus strain not only of influenza but of any other communicable disease could lead to a material increase in mortality rates and increased medical costs which could significantly impact SCOR's results.

Covid-19 pandemic

SCOR's most material L&H risk exposure is from the reinsurance of long-term mortality, with the majority of this business concentrated in the US. The materiality of the L&H claims originating from the Covid-19 pandemic is therefore related, to a large extent, to the ongoing development of the pandemic in the US and, most importantly, the infection fatality rate of those lives reinsured by SCOR. Covid-19 has particularly impacted older people, people with pre-existing medical conditions, and those from lower socio-economic backgrounds.

SCOR's most material Life risk exposure is from the reinsurance of long-term mortality, with the majority of this business concentrated in the US. The materiality of the Life claims originating from the Covid-19 pandemic is therefore related, to a large extent, to the ongoing development of the pandemic in the US and, most importantly, the infection fatality rate of those lives reinsured by SCOR.

The Covid-19 pandemic has continued with the spread of the Omicron variant and continues to lead to excess mortality, especially in the United States. While the impacts have decreased compared to the first two year of the pandemic, significant uncertainties remain as to the future development and impact of the virus. As China has recently abandoned key parts of its zero-Covid strategy, lifting its most severe mitigation policies, there is a risk that the emergence and spread of new virus variants is favored. While SCOR's exposures in China are estimated to be limited, this could indirectly affect SCOR's business in other regions.

Longevity*

Longevity risk refers to the risk of a negative deviation from expected results due to the insured or annuitant living longer than assumed in the pricing or reserves. This risk could have an impact on longevity swaps, annuity and long-term care covers and on other longevity protection products.

Policyholder behavior risks*

SCOR's L&H business unit is also exposed to risks related to policyholder behavior, including risks such as lapsation and adverse selection.

Lapses refer to either non-payment of premiums by the policyholder or to policies which are terminated by the policyholder before the maturity date of the policy. Depending upon the product design, higher or lower policyholder lapses than assumed in the pricing or reserving may reduce the expected future income of the L&H business unit.

Adverse selection refers to the problem of asymmetry of information between the insured and the insurer. An individual applying for life or health insurance cover usually has better knowledge about his or her own state of health than the insurer. The risk to the (re)insurer is of policyholders deliberately deciding, among other things, to:

- take out a policy in the knowledge that either their chance of claiming is high or higher than average;
- terminate a policy in the knowledge that their chance of claiming is low or lower than average, or;
- choose and exercise a policy option which increases the policyholder's expected benefit.

This might lead to a portfolio composition which differs from the one assumed during pricing and might imply lower than expected profits for both the direct insurer and the reinsurer.

Morbidity risks

Products such as critical illness, short-term and long-term disability and long-term care, which all contain morbidity risk, are subject to the risk of negative trends in health, as well as to the consequences of improved medical diagnosis capabilities which increase the number of claims due to conditions that otherwise may have remained undetected. Medical progress may in the future enable better treatment, resulting in higher claims, since certain diseases would have otherwise led to a much shorter life expectancy of the insured. Products providing cover for medical expenses are in particular subject to the risk of higher than expected incidence and inflation of medical costs.

Additional risks

Other factors could have an adverse impact, whether related to policyholder behavior such as the resale or purchase of policies by third parties with no insurable interest, or other risk factors such as risks related to product guarantees.

Climate change could also have impacts on the L&H reinsurance business which could manifest both in adverse events and in long-term trends. For instance, increases in the frequency and severity of extreme heat events have the potential to negatively influence mortality and morbidity through, for example, the aggravation of cardiovascular and respiratory illnesses. Natural catastrophes, such as wildfires and hurricanes, may claim more lives with increasing severity. Over a longer time horizon, rising temperatures could change the patterns of disease distribution, for example through expansion in the geographic range of disease vectors such as mosquitoes.

3.1.2.3. INTERDEPENDENCE AND ACCUMULATION RISKS BETWEEN SCOR'S AREAS OF BUSINESS

P&C and L&H reinsurance activities take place in two different market environments. The two business units are subject to a range of external constraints and benefit from a high diversification effect. The overall balance between the two business areas within the Group therefore provides stability. However, in some cases, changes in the P&C and L&H activities are linked to each other as well as to those of the financial markets. This exposes SCOR to possible accumulation of risks between its lines of business and/or asset classes.

Unforeseen events, such as natural or man-made catastrophes, can make SCOR's claims experience vary significantly from one year to the next, which can have a significant impact on its profitability and financial position. These types of risk primarily affect P&C business areas. However, in cases where SCOR faces a large number of casualties, the possibility of the losses also affecting its L&H lines of business cannot be ruled out. Similarly, unforeseen events such as terrorist attacks may materially impact the P&C business but also the L&H business, in the case of attacks resulting in many fatalities. Although in past events the L&H claims incurred have been comparatively small in relation to the P&C claims incurred, a terrorist act might claim a large number of insured lives.

In the event of a major natural catastrophe or terrorist attack, the losses generated in the P&C and L&H business units could potentially accumulate, with losses on financial assets related to the potential reaction of markets (*i.e.* movements in interest rates, exchange rates, spreads and/or equity market prices). In the same way, a major pandemic may cause financial market turmoil and/or have an economic impact. The global and systemic impacts of Covid-19 in 2020 and 2021 further highlighted the complex and evolving interdependence and accumulation of risks across the risk universe. Large losses accumulated over a short period of time could also create liquidity risks for SCOR, which is further described in Section 3.1.5 – Liquidity risks.

SCOR is also exposed to insurance risks in its investment portfolio either through publicly traded securities (*e.g.* CAT bonds), or over-the-counter (OTC) contracts (*e.g.* collateralized reinsurance). Such investments could be impacted by the occurrence of underwriting risks as described in the above paragraphs (*e.g.* natural catastrophe, mortality, etc.) that could significantly result in changes in value, or even the full loss of the amount invested. In the case of publicly traded securities, these risks could also have a significant impact on the liquidity of these instruments.

3.1.2.4. RISKS RELATED TO RESERVES*

The SCOR Group is required to maintain reserves to cover its estimated ultimate liability for losses and loss adjustment expenses with respect to reported and unreported claims, incurred as at the end of each accounting period, net of estimated related recoveries. Its reserves are established based on the information it receives from its cedent insurance companies, including their own reserving levels, as well as on the basis of its knowledge of the risks, the studies it conducts and the trends it observes on a regular basis. As part of the reserving process, SCOR reviews available historical data and tries to anticipate the impact of various factors, such as changes in laws and regulations, judicial decisions, social and political attitudes and trends in mortality and morbidity, and changes in general economic conditions.

If some information were incorrect and/or incomplete, this could have an adverse effect on the Group. The Group is then dependent on the reserves assessment made by the companies with which it does business.

As is the case for all other reinsurers, the inherent uncertainties in estimating reserves are compounded by the significant periods of time that often elapse between the occurrence of an insured loss and the reporting of the loss to the primary insurer and ultimately to SCOR.

The fact that some of SCOR's activities are long-tail in nature, such as long-term care, whole Life products, longevity, worker's compensation, general liability or medical malpractice, is another factor of uncertainty. In the past, SCOR has had to revise estimated potential loss exposure on such lines of business.

For more information on exposure to this line of business, see Section 3.1.2.1 - P&C business.

3.1.3. MARKET RISKS

Market risk is the risk that the fair value of future cash flows of a financial instrument fluctuates because of changes in market prices or macroeconomic variables. This risk includes:

- interest rate risk;
- currency risk;
- equity risk;
- real estate risk, to which SCOR is exposed through its investments; and
- credit spread risk on these invested assets.

Market risks can be influenced by various overarching factors, including political, macroeconomic, monetary, societal and environmental trends. Environmental trends include risks linked to sustainability, including those as a consequence of climate change, which can impact any of the market risks listed above. Specifically, climate risks correspond to the risk that the value of assets could be negatively impacted by acute physical risks, risks linked to the transition to a low-carbon economy, and the possibility that investment choices may result in risks to SCOR's reputation. Longer-term uncertainties, mainly concerning policy responses to transition risks and climate change for physical risks may lead to higher volatility in asset valuation.

3.1.3.1. INTEREST RATE RISKS*

Interest rate risk is the risk that the fair value of future cash flows of a financial instrument fluctuates because of changes in interest rates. Interest rate fluctuations have direct consequences on both the market value and the return on SCOR's investments as the level of unrealized capital gains or losses and the return on securities held in its portfolio both depend on the level of interest rates. Floating-rate instruments expose the Group to cash flow interest rate risk, whereas fixed interest rate instruments expose the Group to fair value interest rate risk.

Interest rates are very sensitive to a number of external factors, including monetary and budgetary policies, the national and international economic and political environment, and the risk aversion of economic actors. Interest rates across most large economies experienced significant increase in 2022 following major central banks rates hikes to counteract the elevated inflation observed during the year.

An increase in interest rates usually leads to a fall in the market value of fixed income securities that SCOR holds. In the case of a need for cash, SCOR may be obliged to sell fixed income securities, possibly realizing in capital losses. This risk is more elevated following a period of significant and swift interest rate increases, as a significant portion of fixed income securities may be held at unrealized loss levels.

On the other hand, during periods of declining interest rates, income from investments is likely to fall due to investment of net cash flows and reinvestments of redemptions at rates lower than those of the existing portfolio (dilutive effect of new investments). During such periods, there is therefore a risk that SCOR's return on equity objectives are not met. For callable bonds for which the issuer has an option to redeem earlier than the ultimate maturity, the probability of having to reinvest the early proceeds at lower interest rates increases. While 2022 was marked by significant interest rate increases, the risk of declining interest rates in 2023 and beyond remains in place.

SCOR's underwriting business may also be exposed to interest rate risk. The Group has certain L&H insurance contracts which are sensitive to fluctuations in interest rates. However, for most discounted L&H liabilities there is no accounting impact from a 100 basis point change in the interest rate because valuation interest rates are typically locked in.

Finally, the interest rate risk depends on the duration mismatch between assets and liabilities. As such, changes in interest rates can affect the shareholders' equity and the solvency ratio of the Group.

Section 3.2.4.6 - Monitoring of sensitivity to market risks provides an overview of the sensitivity of the Group's consolidated income and consolidated shareholders' equity to interest rate risk for the previous three financial years. As at December 31, 2022, the impact on the Group's consolidated income and shareholders' equity of a 100 basis point increase in interest rates is estimated at EUR +17 million and EUR (404) million, respectively. The impact on the Group's consolidated income and shareholders' equity of a 100 basis point decrease in interest rates is estimated at EUR (16) million and EUR +428 million, respectively.

3.1.3.2. CURRENCY RISKS*

Currency risk is the risk of loss arising due to adverse changes in or volatility of foreign exchange rates. This would impact the value of SCOR's assets (*e.g.* through direct investments in assets denominated in various currencies) and liabilities (*e.g.* reinsurance treaties with liabilities denominated in specific currencies).

The following types of currency risk have been identified by SCOR:

- Transaction: fluctuations in exchange rates can have consequences on SCOR's reported net income because of the conversion results of transactions expressed in foreign currencies, the settlement of balances denominated in foreign currencies and the lack of perfect matching between monetary assets and liabilities in foreign currencies. In this case, and to reduce the impact of imperfect matching, SCOR uses derivative financial instruments in order to hedge against currency fluctuations on sensitive currencies, particularly in times of greater volatility on the capital markets. Nevertheless, a perfect matching of monetary assets and liabilities can never be achieved and a potential profit or loss impact due to fluctuations in exchanges rates can arise.
- Translation: SCOR publishes its consolidated financial statements in euros, but a significant part of its income and expenses, as well as of its assets and liabilities, are denominated in currencies other than the euro. Consequently, fluctuations in the exchange rates used to convert these currencies into euros may have a significant impact on its reported net income and net shareholders' equity from year to year.

SCOR's main non-French legal entities are located in Ireland, North America, the United Kingdom and Asia. The shareholders' equity of these entities is denominated mainly in euros, US dollars, British pounds and Canadian dollars.

As a result, changes in the exchange rates used to convert foreign currencies into euros, particularly the fluctuation of the US dollar against the euro, have had and may have an adverse effect on the Group's consolidated shareholders' equity. SCOR does not fully hedge its exposure to this risk. The impact of the fluctuation in the exchange rates used to translate foreign currencies into euros on its consolidated shareholders' equity is described in Section 4.5 – Consolidated statement of changes in shareholders' equity.

SCOR has issued debt instruments in currencies other than the euro, currently US dollars, and to the extent that these are not used to hedge foreign currency investments, it may be similarly exposed to fluctuations in exchange rates. Most debts are hedged. For more information on the forward sales and purchases and swaps of currencies used to hedge these risks see Section 4.6 – Notes to the consolidated financial statements, Note 8 – Insurance business investments. For more information on debts issued in different currencies, see Section 4.6 – Notes to the consolidated financial statements, Note 14 – Financial liabilities.

Some events, such as catastrophes, can have an impact on asset-liability matching in a given currency, which can generate a temporary unmatched position not covered by currency contracts or hedges.

The Group recognized a net foreign exchange loss of EUR 28 million for the year ended December 31, 2022 (2021: loss of EUR 8 million and 2020: loss of EUR 13 million).

For currency translation risk, the following sensitivity analysis[1] considers the impact on shareholders' equity of a 10% movement in the exchange rates of the Group's two largest translation risk currency exposures, USD and GBP relative to EUR.

		Equity impact	
In EUR millions	Currency movement	2022	2021
USD/EUR	10%	565	601
% of equity		11.1%	9.4%
USD/EUR	-10%	(565)	(601)
% of equity		-11.1%	-9.4%
GBP/EUR	10%	27	27
% of equity		0.5%	0.4%
GBP/EUR	-10%	(27)	(27)
% of equity		-0.5%	-0.4%

(1) *This analysis excludes the impact of hedging activity, and the presentation has been adjusted to 2022 disclosures.*

3.1.3.3. CREDIT SPREAD RISKS*

Credit spread risk on invested assets is the risk of incurring a financial loss as a result of a change in the market assessment of the counterparty risk of financial instruments or counterparties. Credit spread variations could have a direct impact on the market value of the fixed-income securities and loans, and as a consequence, on the realized or unrealized capital gains or losses of the fixed-income securities held in the portfolio.

In 2022, SCOR has applied IFRS 9 standards. For Fixed income and loan securities classified as Fair Value through OCI or Amortized Cost an Expected Credit Loss is assessed which may be impacted by spreads widening indirectly

For securities booked as Fair Value through Profit and Loss, spreads widening may impact negatively the Net Income due to market value deterioration.

3.1.3.4. EQUITY RISKS

Equity prices are likely to be affected by risks which affect the market as a whole (uncertainty regarding economic conditions in general, such as anticipated changes in growth, inflation, interest rate fluctuations, sovereign risk, etc.) and/or by risks which influence a single asset or a small number of assets (specific or idiosyncratic risk).

This may lead to a decrease in prices of the equity held by SCOR with value changes recognised in profit or loss, except for those equity investments for which the entity has made an irrevocable election to present value changes in other comprehensive income without recycling of fair value changes in profit and loss.

The Group's exposure to the equity market results from direct purchases of stocks or investments in equity funds.

Section 3.2.4.6 – Monitoring of sensitivity to market risks provides an overview of the sensitivity of the Group's consolidated income and consolidated equity to equity risk. As at December 31, 2022, the impact on the Group's consolidated income and equity of a 10% increase in equity market values is estimated at EUR 23 million and EUR 11 million, respectively. The impact on the Group's consolidated income and shareholders' equity of a 10% decrease in equity market values is estimated at EUR (23) million and EUR (12) million, respectively.

3.1.3.5. REAL ESTATE RISKS

Real estate risks, either for properties owned directly or through funds, are risks arising from a variation in the real estate market valuation or a change in rental market conditions, the two being closely linked.

Rental income from the property portfolio is exposed to the variation in the indices on which the rents are indexed (for instance, the Construction Cost Index in France) as well as risks related to the rental market (changes in supply and demand, changes in vacancy rates, impact on market rental values or rent renewals) and lessee default. On the other hand, the indexation may provide an attractive hedge against inflation.

The value of property assets is exposed to the risk of regulatory obsolescence of properties (regulatory developments related to the accessibility of buildings for people with a disability, on the reduction of energy consumption and the production of carbon dioxide, etc.) which would lead to losses of value in the event of a sale of the assets or to additional expenditure to restore the value of the property.

3.1.4. CREDIT RISKS

Credit risk is the risk of incurring a loss as a result of an unexpected change in the financial situation of a counterparty.

This includes credit default risk which is the risk that one party to a financial instrument or other asset will cause a financial loss to the other party by unexpectedly failing to discharge, either partially or fully, an obligation. Credit risk also includes credit migration risk, which is the risk of incurring a financial loss due to a change in the value of a contractual agreement following unexpected changes in the credit quality of our counterparties.

SCOR is mainly exposed to the following credit risks or the accumulation of such risks in a single counterparty, the same sector of activity or the same country: from bond and loan portfolios, retroceded liabilities, also called share of retrocessionaires in contract liabilities, deposits with cedents, future cash flows from Life reinsurance treaties, cash deposits at banks and default of members of pools which SCOR is a member of. SCOR is also exposed to credit risk on its Credit and Surety portfolio in the form of underwriting losses which may accumulate under severe adverse economic conditions.

3.1.4.1. CREDIT RISKS RELATED TO CASH AND INVESTED ASSETS*

A deterioration in the financial situation of an issuer (sovereign, public or private) or borrower can, for example, lead to its insolvency and to the partial or total loss of coupons and of the principal invested, or to a loss in value.

This risk also applies to loan transactions in which the Group invests. A deterioration in the solvency position of a borrower may lead to a partial or total loss of the coupons and the nominal invested by SCOR.

For information on the debt securities portfolio, see Section 4.6 – Notes to the consolidated financial statements, Note 8 – Insurance business investments.

SCOR is exposed to the risk of losing all or part of any cash deposited with banks in the event that such a bank is no longer able, due to insolvency, to honor its commitments (*e.g.* following liquidation). The current main risk for the Group is the significant concentration of deposits in a small number of banks. This risk is a direct result of the selection of the most stable banks.

The financial situation of companies to which SCOR is exposed through its invested asset portfolio could be affected by physical and transition risks from global climate change. Physical risks relate to exposures to climate-related extreme events (acute) or to global trends due to climate change (chronic). Transition risks mainly concern carbon-intensive industry sectors or companies working with carbon-intensive industries that may have stranded assets if new regulations are not anticipated.

3.1.4.2. CREDIT RISKS RELATED TO REINSURANCE CONTRACTS

Under most of its Life reinsurance contracts, SCOR expects to receive premiums from its cedents over several years. These often exceed expected future payments for claims, commissions and so on, meaning that SCOR expects to receive positive future cash flows.

Credit risk on future cash flows from Life reinsurance policies arises from two risk factors:

- the payment of future cash flows expected under Life reinsurance contracts requires the cedent to be financially sound. Therefore, SCOR risks a reduction in the value of its portfolio of Life contracts in the event of a deterioration in the financial strength of the cedent. This may lead to the impairment of SCOR's intangible assets, *i.e.* the value of business acquired (VOBA) and deferred acquisition costs (DAC);
- a reduction in the value of future cash flows could arise from the material unexpected lapsation of policies following a deterioration in the cedent's credit rating or standing or an event that negatively impacts the cedent's reputation.

SCOR transfers a portion of its risk to retrocessionaires *via* retrocession programs in exchange for the payment of premiums. The retrocessionaires then assume the losses related to claims covered by the retrocession contracts. If a retrocessionaire defaulted, or its financial situation deteriorated, SCOR could lose part or all of the coverage provided by its retrocessionaire whereas it would retain its liability towards the cedent for the payment of all claims covered under the reinsurance contract.

SCOR could also lose receivables from the defaulting retrocessionaire (receivables are due to a timing difference between statement accounts received and real payment due for positive balances of retrocessionaire accounts).

The retrocessionaires' share in the reserves broken down by retrocessionaires' credit rating is included in Section 4.6 – Notes to the consolidated financial statements, Note 16 – Net contract liabilities.

SCOR may be exposed to credit risk in relation to amounts deposited with ceding companies in respect of reinsurance reserves which cover its liabilities.

However, depositing these amounts does not in principle discharge the Group of its liability towards the cedent in cases where it is unable to recover all or part of these amounts in the event of a cedent default or a deterioration in the financial situation of that cedent. In principle, it is therefore possible that the Group will remain liable for claims due under the reinsurance treaty without being able to offset all or part of the corresponding deposits.

3.1.4.3. OTHER CREDIT RISKS

For special and highly technical risk categories such as terrorism, nuclear, aviation or pollution, SCOR chooses to participate in various market-dedicated groups of insurers and reinsurers ("pools") aimed at pooling the relevant risks among the members of each group, which offers the best available expertise and risk sharing at market level. In the event of a total or partial default by one of the members of a group, in cases of joint liability of the members, all or part of the liabilities of the defaulting member may need to be assumed.

SCOR is also exposed to credit risk on its Credit and Surety portfolio in the form of underwriting losses which may materialize under severe adverse economic conditions.

3.1.5. LIQUIDITY RISKS*

Liquidity risk is the risk of not having sufficient financial resources available to meet obligations as they fall due, or only being able to secure them at excessive cost.

SCOR needs liquidity to pay claims, operating expenses, interest payments and redemptions on its debts and declared dividends on its share capital. Without sufficient liquidity, the Group may be forced to curtail its operations, and business will suffer. In the case of catastrophe claims, in particular, it may need to settle amounts which exceed the amount of available liquidity in a reduced timeframe. SCOR's liquidity needs to cover catastrophe exposures is calibrated using the Group's gross (before retrocession) Nat Cat annual loss distributions, on top of other regular liquidity needs as listed above.

Liquidity needs may also arise from increased collateral requirements. Some of the facilities that SCOR uses to grant letters of credit to cedents require 100% collateral from SCOR, for example in case of default (non-compliance with financial covenants, a significant decrease in the Group's financial strength rating, etc.), which would result in a deterioration of the Group's liquidity level. In addition, cedents have the right to draw down on letters of credit issued by a bank in SCOR's name at any time; however, the impact on their relationship with SCOR would be considered. The risk of this occurring would increase if cedents' concerns of SCOR not honoring its obligations increase. In a severe scenario for SCOR, multiple cedents could draw down on letters of credit simultaneously, requiring SCOR to provide the total amount of required cash or fungible assets, resulting in a liquidity strain for SCOR. Collateral arrangements are also used by SCOR when operating business in a jurisdiction or jurisdictions that demand a higher level of reserves than under IFRS. This is especially the case in the US for business falling under the NAIC Model Regulation XXX or Valuation of Life Insurance Policies Model Regulation, commonly referred to as Regulation XXX (or Triple X). Letters of Credit carry the risk of a duration mismatch, *i.e.* that short-term letters of credit are covering long-term business and might have to be renewed under less favorable conditions, creating additional costs.

Information on SCOR's letter of credit facilities, including related financial covenants, is included in Section 4.6 – Notes to the consolidated financial statements, Note 24 – Commitments received and granted.

The principal internal sources of the Group's liquidity are reinsurance premiums, cash flows from its investment portfolio and other assets, consisting mainly of cash or assets that are readily convertible into cash.

External sources of liquidity in normal markets include a variety of short and long-term instruments, such as repurchase agreements, commercial paper, medium and long-term debt, junior subordinated debt securities, capital securities and raising additional funds in the equity markets. For further information on SCOR's debt, including related financial covenants, see Section 4.6 – Notes to the consolidated financial statements, Note 14 – Financial liabilities.

SCOR's ability to access external sources of liquidity may be subject to adverse capital and credit market conditions.

Liquidity risks are increased when capital and credit markets experience extreme volatility or disruption, as SCOR may need to sell a significant portion of its assets quickly and on unfavorable terms, particularly if current internal resources do not satisfy its liquidity needs. A catastrophic event that impacts financial markets and leads to large (re)insurance losses for SCOR could result in material liquidity risks.

This risk may be increased due to the characteristics of certain assets held by SCOR, whose liquidity may be limited due to contractual or regulatory constraints (*e.g.* investments in corporate, real estate or infrastructure loans).

The availability of additional financing will depend on a variety of factors. These notably include market conditions, the general availability of credit, the volume of trading activities, the overall availability of credit to the financial services industry, SCOR's credit ratings and credit capacity, as well as the possibility that customers or lenders could develop a negative perception of SCOR's long- or short-term financial prospects if the Group incurs large investment losses or if the level of SCOR's business activity decreases due to a market downturn. Similarly, access to funds may be impaired if regulatory authorities or rating agencies take negative action that could penalize SCOR. The liquidity of several asset classes owned by SCOR may also be negatively impacted by changes to regulations or by non-conventional monetary policies. If so, these factors could prevent SCOR from successfully obtaining additional financing on favorable terms.

Maturity profiles

The table below includes the estimated maturity profiles of P&C insurance liabilities based on payment patterns derived from historical data.

P&C insurance contract liabilities *In EUR millions*	0-1 year	1-3 years	3-7 years	More than 7 years	Total
AS AT DECEMBER 31, 2022	**6,948**	**7,569**	**5,536**	**3,924**	**23,977**
As at December 31, 2021	5,645	6,222	4,530	3,346	19,743

An analysis of the balance sheet reserve movements, including net paid losses, is included in Section 4.6 – Notes to the consolidated financial statements, Note 16 – Net contract liabilities.

The estimated maturity profile of the assumed contract liabilities for long-term L&H reinsurance represents benefit payments that are typically settled net of premiums (for treaties with periodic premium payments). Where contract liabilities require to deposit cash to the cedent as collateral, the settlement normally also includes certain other account items, primarily the release of the deposits. For contracts where funds withheld are used to offset the amounts settled between SCOR and its cedents, funds withheld to cover the L&H insurance contract liabilities in the table below mature at the same date as the respective L&H insurance contract liabilities.

The table below reflects gross cash outflows:

L&H insurance contract liabilities *In EUR millions*	Less than 1 year	1-5 years	6-10 years	More than 10 years	Total
AS AT DECEMBER 31, 2022	**2,384**	**1,844**	**1,605**	**8,599**	**14,432**
As at December 31, 2021	2,763	2,513	3,030	7,411	15,717

Financial liabilities

Maturity profiles are based on undiscounted contractual maturities and include contractual interest payments (including in connection with cross-currency and interest rate swaps). In respect of perpetual debt and debt with multiple optional reimbursement/redemption dates, the analysis below has been prepared based on the assumption that the Company will not make use of any of the early optional reimbursement/redemption dates. Perpetual debts are classified in the last column "More than 5 years" (no maturity date).

	Debt maturity profiles				
As at December 31, 2022 *In EUR millions*	Interest rate ranges	Less than 1 year	1-5 years	More than 5 years*	Total**
Subordinated debt	1.38%-5.25%	48	202	3,862	4,112
Real estate debt	0.57%-4.26%	14	139	409	562
Lease liabilities	0.04%-15.52%	25	87	48	160
Other financial liabilities	0.80%-2.28%	3	3	2	8
TOTAL		**90**	**431**	**4,321**	**4,842**

	Debt maturity profiles				
As at December 31, 2021 *In EUR millions*	Interest rate ranges	Less than 1 year	1-5 years	More than 5 years*	Total**
Subordinated debt	1.38%-5.25%	106	196	3,864	4,166
Real estate debt	0.57%-3.57%	59	84	390	533
Lease liabilities	0.04%-5.00%	24	82	64	170
Other financial liabilities	0.07%-0.80%	2	1	2	5
TOTAL		**191**	**363**	**4,320**	**4,874**

* *Accrued interest on perpetual debt of EUR 14 million as at December 31, 2022 (December 31, 2021: EUR 13 million).*
** *Of the amounts above, EUR 46 million relates to variable rate debt (December 31, 2021: EUR 26 million). These amounts exclude debt which has been swapped from a variable interest rate to a fixed interest rate.*

Details of financial liabilities are presented in Section 4.6 – Notes to the consolidated financial statements, Note 14 – Financial liabilities.

For managing liquidity risks, SCOR holds insurance business investments amounting to EUR 3 1439 million and cash amounting EUR 1,830 million as at December 31, 2022. Maturity analyses of financial assets that are held for managing liquidity risk are presented within Section 4.6 – Notes to the consolidated financial statements, Note 8.8 – Debt securities maturity schedule.

Various Group entities rent their office headquarters. The minimum payments relating to these operating leases are presented within Section 4.6 – Notes to the consolidated financial statements.

3.1.6. OPERATIONAL RISKS

Operational risks are inherent to all businesses at SCOR. Operational risks can be split into two main groups: internal risks (risks related to systems or facilities, staff, processes and the legal/regulatory environment) and external risks (risks related to external fraud and cyber attacks).

3.1.6.1. RISKS RELATED TO SYSTEMS OR FACILITIES

Risks related to systems or facilities can arise as follows:

- a malfunction or a major breakdown in SCOR's IT systems, outages, disruptions due to viruses, attacks by hackers, thefts or data breaches and erroneous data processing. This can occur within SCOR's own environment or to a third party providing services or data to SCOR;
- interruption of any of SCOR's IT systems leading to loss of data, delays in service or in a loss of efficiency of teams, which could lead to remediation costs, loss of contracts or damage to the Group's reputation. In addition, these incidents could increase other operational risks such as external fraud or human error (e.g. delay in the recognition of adverse business development). The interruption of these systems could damage commercial activities including underwriting, pricing, reserving, premium and claims payment, commercial support, and asset management;
- in addition, the facilities in which SCOR operates might be impacted by natural or man-made hazards. They could also be affected by legal or management decisions (e.g. due to the pandemic or social conflict). The offices might need to be closed for a period of time potentially resulting in a loss of productivity and business opportunity, as well as remediation costs.

3.1.6.2. RISKS RELATED TO STAFF

Risks related to staff can arise as follows:

- incidents (incl. erroneous capturing of data) due to mistakes or non-compliance with instructions, guidelines or policies. This could also be caused by additional strain on staff resulting from a heavy backlog of tasks and multiple project involvement;
- malicious or fraudulent acts committed by internal staff mandated by SCOR with authorized access to SCOR's offices or systems, taking advantage of SCOR's assets for personal gain, e.g. through misappropriation of assets, intentional mismarking of positions or bribery;
- intentional damage to SCOR's assets (including data) required to perform its operations by internal or external staff, which could lead to significant remediation costs (including those related to rebuilding databases or systems);
- the failure to attract or retain key personnel or the loss of crucial information/skills concentrated in a single person, or of a whole team.

3.1.6.3. RISKS RELATED TO PROCESSES

SCOR's risk management policies, procedures and controls may not be appropriate or sufficient. In particular, any additional workload to the planned activities could reduce the effectiveness of some processes and controls. For example, the creation of a new entity, the development of a new line of business, or any other project, may lead to an accumulation of operational risks.

Some of SCOR's and SCOR subsidiaries' processes are partially or fully outsourced. Failed outsourced processes could lead to direct losses and other operational incidents.

Since SCOR remains responsible for commitments or services contracted, including for outsourced activities, an inappropriate client relationship management or inadequate level of service and/or product quality provided by SCOR to its clients or breach of contract may lead to a loss of profitable business relationships.

In addition, SCOR may be involved in legal and arbitration proceedings due to third parties challenging the terms of a contract, which could lead to an unfavorable outcome. For information on this issue, see Section 4.6 – Notes to the consolidated financial statements, Note 26 – Litigation.

3.1.6.4. LEGAL AND REGULATORY RISKS IN SCOR'S OPERATING ENVIRONMENT

SCOR may also be exposed to an unfavorable business environment such as evolving or additional regulatory constraints potentially hindering its business model.

As an international group, SCOR must comply with national and international laws, regulations and applicable accounting standards. This includes all applicable economic sanctions, programs relating to anti-corruption, anti-money laundering, in addition to anti-terrorism laws, and laws and regulations applicable to its operations. Laws and regulations applicable to some of SCOR's operations refer, inter alia, to the economic trade sanction laws and regulations administered by the United States Department of the Treasury's Office of Foreign Assets Control (OFAC) and to certain laws administered by the United States Department of State. They also refer to applicable economic trade sanction laws, regulations and directives of the European Union and its member states. Other directives with which SCOR complies apply to anti-money laundering, corruption, terrorism financing and insider trading. Regarding anti-corruption laws and regulations, in particular, SCOR must comply with the provisions of the French anti-corruption law Sapin II, the Foreign Corrupt Practices Act (FCPA) and other laws such as the UK Bribery Act. Additionally, SCOR must comply with regulatory requirements regarding data management (both SCOR's data and that of its clients), in particular the European Union General Data Protection Regulation (GDPR), the Brazilian General Data Protection Law (LGPD), the Chinese Personal Information Protection Law (PIPL) and the California Privacy Rights Act (CPRA).

The level of legal, regulatory, tax or accounting requirements depends on several factors, including the type of business (e.g. primary insurance or reinsurance business), the location and the legal structure of SCOR. The large number of different regulatory environments in which SCOR operates, as well as changes in present and future regulations increase the complexity and risks of the related Group processes.

Any violation of laws, regulations or accounting requirements could potentially expose SCOR to fines, class actions with compensation payments, account reinstatements or business restrictions, and reputational damage.

For further details on current main regulatory developments which may have an impact on SCOR, see Section 3.1.1.2 – Risks related to legal and regulatory developments.

3.1.6.5. RISKS RELATED TO EXTERNAL FRAUD

SCOR is exposed to external fraud which is characterized by the theft of certain SCOR assets by third parties or by cedents. External fraud may be committed using various means including cyber attacks, and usually targets cash or data. Should an act of fraud succeed in bypassing the controls or protection measures in place, this could generate a direct loss for the Group.

3.1.6.6. RISKS RELATED TO CYBER ATTACKS

SCOR is exposed to cyber attacks which can be very diverse in their sophistication and execution. The main targets are system functions, data and cash management. Immediate repercussions include:

- systems could be slowed down, corrupted or stopped, potentially resulting in loss of productivity, corrupted data and remediation costs;
- funds could be stolen through fraudulent wire transfers;
- data could be stolen, deleted or corrupted, or made public in violation of SCOR's regulatory or contractual obligations.

Any of the above could inflict significant damage to SCOR's systems or data, create a reputational risk, give rise to a breach of SCOR's legal responsibility, and may also result in regulatory sanctions depending on the level of sensitivity of the data or system that is successfully attacked. A cyber attack could also assist those who commit external fraud, resulting in a financial loss.

3.2. MANAGEMENT OF MAIN RISKS

3.2.1. MANAGEMENT OF STRATEGIC RISKS

3.2.1.1. MANAGEMENT OF RISKS RELATED TO THE MACROECONOMIC ENVIRONMENT

These risks are monitored *via* a robust strategic planning approach and regular risk reporting mechanisms throughout the Group, including complementary risk analyses on *ad-hoc* topics, where deemed necessary. Potential impacts on SCOR's risk profile are managed through a variety of dedicated and transversal risk management mechanisms. For more details on risk reporting mechanisms and the roles and responsibilities of SCOR's main governance bodies, see Section 3.3 – Internal control and risk management procedures.

3.2.1.2. MANAGEMENT OF RISKS RELATED TO LEGAL AND REGULATORY DEVELOPMENTS

SCOR has extensive experience in managing risks related to continuous changes in laws and regulations. SCOR takes an active position in relation to the requirements to which it is exposed or could be exposed in the different jurisdictions where it operates, for example through associations and forums.

In particular, developments in existing or emerging prudential regulations (such as Solvency II, ComFrame or the regulations on systemic risk) are monitored at Group level by the Prudential and Regulatory Affairs Department. Regulations relating to corporate law and business compliance are monitored by the General Secretariat and, within it, the Legal Department.

3.2.1.3. MANAGEMENT OF VALUATION RISKS RELATED TO SCOR'S INTANGIBLE ASSETS AND DEFERRED TAX ASSETS

Valuation risks related to SCOR's intangible assets and deferred tax assets are managed through robust processes and controls throughout the Group.

See Section 3.1.6 – Operational risks for further details on SCOR's Internal control system approach, Section 3.3.4.1 – Central and key functions for a description of some of the departments involved in the management of intangible assets and Section 3.3.7 – Financial reporting for further details on the production of SCOR's technical and financial results, including intangible assets.

For further details on the management of valuation risks related to goodwill and value of business acquired, see Section 3.2.1.7 – Management of risks related to acquisitions.

3.2.1.4. MANAGEMENT OF RISKS RELATED TO THE COMPETITIVE ENVIRONMENT

As for risks related to the macroeconomic environment, risks related to the competitive environment are monitored *via* a robust strategic planning approach and regular risk reporting mechanisms throughout the Group, including complementary risk analyses on *ad-hoc* topics, where deemed necessary. For more details on risk reporting mechanisms and roles and responsibilities of SCOR's main governance bodies, see Section 3.3 – Internal control and risk management procedures.

3.2.1.5. MANAGEMENT OF DOWNGRADE RISK

SCOR is currently rated by Standard & Poor's at "A+/Stable", by Fitch at "A+/Stable", by Moody's at "A1/Stable" and by AM Best at "A/Stable". A downgrade by one notch would have a limited impact on its future business development, its liquidity position or its capacity to raise funds. For further information on SCOR's current ratings, see Section 1.2.4 – Ratings information.

SCOR monitors its ratings assigned by the top four rating agencies *via* a dedicated team placed under the supervision of the Group Chief Financial Officer.

This team analyzes rating agencies' methodologies, and reports published on the reinsurance market on SCOR and its main competitors, in order to anticipate any potential rating actions. It also monitors specific qualitative and quantitative Key Performance Indicators developed by the four main rating agencies and performs analyses of selected deterministic scenarios (for more details on the "footprint scenarios" process, see Section 3.3 – Internal control and risk management procedures). The team also monitors the capital adequacy level as measured by the capital models developed by rating agencies.

3.2.1.6. MANAGEMENT OF RISKS RELATED TO CAPITAL

Risks related to capital are managed *via* specific principles and processes throughout the Group. SCOR ensures maximum capital fungibility within the Group through:

- a reduced number of subsidiaries enhancing fungibility while supporting local business presence. It is facilitated by the *Societas Europaea* (SE) structure supported by an efficient branch set up in Europe, enabling integrated supervision at Group parent company level through SCOR SE, focusing on communication with a limited number of supervisors with whom SCOR can share its global strategy, while taking advantage of the benefits of diversification;
- an integrated supervision of regulatory constraints at Group level and an optimal capital allocation.

SCOR efficiently manages its capital allocation and fungibility between subsidiaries within legal and regulatory constraints. SCOR is continuously leveraging, in its day-to-day business, various tools that are integral to the reinsurance business (such as intra-group reinsurance, intra-group financing, portfolio transfer, capital transfer or collateral posting).

3.2.1.7. MANAGEMENT OF RISKS RELATED TO ACQUISITIONS

SCOR adheres to stringent internal standards for acquisition processes, governance and integration, based on an approach approved by its Executive Committee.

SCOR retains outside legal, accounting, tax, actuarial, regulatory and financial counsel for its due diligence, valuation and integration assessments and execution, led by experienced employees in various multi-jurisdictional disciplines. These include, but are not limited to, underwriting, structuring, valuation, accounting, tax, actuarial, risk management, legal, audit, strategy, claims management, regulatory, rating agencies and asset management. SCOR's governance includes a Group Steering Committee and the involvement of members of SCOR's Executive Committee. Any progress, assessments and offers made to third parties are generally presented and approved by the Strategic Committee of SCOR's Board of Directors.

All planned acquisition projects that may have an impact on SCOR's risk profile are reviewed in collaboration with SCOR's risk management teams. The planning for integration of acquired businesses typically begins during the due diligence phase. SCOR integration plans typically take into account all systems, procedures, commitments and constraints, as well as employees, clients, suppliers and contractual third parties, and focuses on closing-day and post-closing objectives. While SCOR has experience in managing acquisitions and carefully plans and executes these operations, the outcomes may not always meet expectations.

3.2.2. MANAGEMENT OF UNDERWRITING RISKS RELATED TO THE P&C AND L&H BUSINESSES

3.2.2.1. MANAGEMENT OF UNDERWRITING RISKS RELATED TO THE P&C BUSINESS

SCOR's CRO area and the P&C business unit are organized to enable them to assess and control P&C underwriting risks at each level of its business.

- Most of the business underwritten is periodically renewed at agreed dates, which allows for portfolio management actions to be implemented where needed. Business is renewed based on annual underwriting plans, which are approved by senior management.
- P&C underwriters manage client relationships and offer reinsurance support after a careful review and assessment of the clients' exposures and management procedures. They are responsible for writing treaty or facultative business in their respective territories within the limits of their individually delegated underwriting authority and the scope of underwriting guidelines.
- Underwriting and pricing guidelines specify the underwriting capacities delegated to each underwriter in each entity for each line of business, as well as the underwriting principles and pricing parameters to be applied. These guidelines are subject to a regular review and approval process. SCOR's underwriting guidelines are more restrictive regarding certain areas that are subject to increased uncertainty, for instance on claims activity or in the legal environment:
  - — Underwriting guidelines in place within the P&C business unit specify (i) the underwriting rules and principles to be complied with: (ii) the underwriting capacities individually delegated to the underwriters in each of the markets and lines of business in which the Group operates as well as (iii) the relevant maximum acceptable commitments per risk and per event and (iv) points of attention in the contract wordings, including recommended clauses for some aspects.
  - — Pricing guidelines and parameters apply to all treaties priced within the P&C business unit. These guidelines seek to ensure that the analyses provide: (i) a best estimate of the costs and profitability of a treaty as well as the uncertainty surrounding estimates; (ii) assistance with underwriting decisions and (iii) the suitable outputs needed for the risk management process, in particular the internal model. The guidelines aim to provide consistency and continuity across the organization while taking into account differences in the underlying risks. Parameters are revised at least once a year. Contracts that meet certain thresholds are subject to mandatory peer reviews that have to be performed and documented before pricing is completed.

- The P&C underwriting teams are supported by a Central Underwriting Management Department. This department provides worldwide treaty and facultative underwriting guidelines, policies regarding the delegation of capacity, underwriting support to specific lines of business or individual risks when required, ceding company portfolio analysis and risk surveys, and is responsible for the monitoring and referral of non-standard business and for authorizing exceptions to the underwriting guidelines. This centralized underwriting management process allows for consistent application of underwriting guidelines throughout the Group.
- Business opportunities going beyond the stipulations of the guidelines previously defined are subject to special referral procedures at two levels: (i) by the Central Underwriting Management Department and, where applicable, by Legal and/or Finance; (ii) and for cases which may have a significant impact on the balance sheet (thresholds and/or conditions defined in a procedure or specific guidelines) by the CRO area.
- Pricing & Modeling teams are responsible for the pricing of the reinsurance and insurance business at individual contract level and the insurance business. Guidelines, methods and tools are set and maintained centrally and are used by the local pricing teams across the SCOR offices. Delegation authorities specify criteria under which the underwriters may price certain contracts still subject to the use of the Pricing Guidelines and tools. Pricing actuaries work closely with underwriters and modelers by market or line of business.
- Accumulations across all lines of business are monitored by a dedicated team. Gross exposures to earthquake and storm risks are measured using proprietary vendor models from industry-leading catastrophe model suppliers, including Risk Management Solutions RiskLink® ("RMS") and AIR Worldwide Catrader® ("AIR"). These tools enable the Group to quantify its exposure in terms of a probable maximum loss ("PML") at various levels of probability for each peril and geographic location as well as its overall aggregate annual PML per peril, allowing for potential multiple events, providing information required to determine the appropriate level of retrocession and other alternative risk transfer solutions (*e.g.* catastrophe bonds).
- In relation to climate change, the models used to price natural catastrophe business are calibrated using recent claims data as well as other inputs such as results from available scientific studies. As such, changes in frequency and severity of the natural perils that SCOR underwrites, whether related to climate change indications or not, are considered in the pricing of contracts. In terms of managing climate transition risks, SCOR has already made certain underwriting commitments that are a strong step towards reducing the Company's exposure to certain carbon-intensive sectors. In addition, SCOR has introduced referral procedures and environmental, social and governance (ESG) scoring components for the underwriting of insurance and facultative reinsurance within the mining and energy sectors.
- For non-Nat Cat business, per-risk accumulation limits are defined in the underwriting guidelines. Underwriting functions are responsible for the application of these guidelines within their business unit. Terrorism exposures are monitored on a worldwide basis as a fully integrated part of the Underwriting Management Framework. Underwriting guidelines stipulate the rules and procedures relating to the terrorism risks to which Reinsurance and Specialty Insurance are exposed.
- In order to mitigate its gross risk exposure, the Group retrocedes a portion of the risks it underwrites. See Section 3.2.3 – Retrocession and other risk mitigation techniques for further information on how these instruments are managed.
- Claims handling is performed by dedicated claims teams, which review, process and monitor reported claims. This team is responsible for the implementation and overview of the overall claims handling and commutation management policy for the P&C business unit, implementing worldwide control and reporting procedures and managing commutation of portfolios and commitments. It supports and oversees day-to-day activity and takes up the direct management of large, litigious, serial and latent claims. In addition, periodic audits are conducted on specific claims and lines of business, and claims processing and procedures are examined at the ceding companies' offices with the aim of evaluating their claims adjustment process, valuation of outstanding claims reserves and overall performance. When needed, recommendations are given to underwriters and local management.
- Risks specific to the administration of contracts are subject to checks performed at the subsidiary and branch level through the "Internal Control System" framework. The application of this framework is regularly controlled by Group Internal Audit. SCOR's Group Information System includes multiple automatic checks and additional tools.
- The adequacy of the P&C business unit's reserves is controlled based on specific procedures. For further information on how risks related to reserves are managed, see Section 3.2.2.4 – Management of reserving risks.
- A quarterly review of technical results is performed by business area (Reinsurance, Specialty Insurance, Business Ventures and Partnerships) and region. The review enables the analysis of technical results by underwriting year, nature and line of business.
- Risk-related topics of the P&C business unit are discussed at dedicated quarterly meetings at several levels of the Company (P&C Risk and Capital Committee and Group/Board Risk committees).
- Cross reviews are conducted to assess the quality of underwriting, pricing and claims handling of particular market areas or lines of business. This includes an evaluation of the appropriateness and effectiveness of controls and proposals for additional risk management measures, including mitigating actions. The selection process to define the order of priority of cross reviews is guided by a risk-based approach.

3.2.2.2. MANAGEMENT OF UNDERWRITING RISKS RELATED TO THE L&H BUSINESS

SCOR's CRO area, along with the L&H business unit, has implemented mechanisms to mitigate certain risks specific to the L&H business:

- Claims deterioration risks are mitigated through yearly renewable terms for parts of the mortality business, and through premium adjustment clauses for some products.
- Lapse risks are mitigated through appropriate reinsurance treaty clauses, as well as product, client and market diversification.
- Adverse selection risks are mitigated through careful product design and a well-defined medical and financial underwriting process.

SCOR's L&H business unit is organized so that the assessment and control of its risks can be performed at each level of its business.

- Generally, the L&H reinsurance business is underwritten throughout the year and is monitored on a quarterly basis against prior year development. In addition, the business plan and regular updates are provided to the Executive Committee.
- Underwriting of the L&H business within the Group is under the worldwide responsibility of SCOR's L&H business unit. Clients are served by SCOR's specialized underwriters and actuaries who are familiar with the specific features of the markets in which they operate, particularly the local lines of business and policy conditions, as well as the technical specifics such as mortality tables, morbidity incidence rates and persistency rates. In the L&H underwriting process, consideration is typically given to the quality of the client's medical and financial underwriting standards, the target clientele of the ceding company, as well as past experience, to the extent that credible data is available.
- The L&H business is underwritten following internal underwriting and pricing guidelines. Mandates for underwriting L&H reinsurance business are assigned to teams on a mutually exclusive basis and individual business acceptance authorities are centrally managed and regularly reviewed.
- In order to ensure that the L&H business unit is continually up to date with biometric trends and scientific developments, the expertise of specialists is used to analyze and assess the key factors underlying mortality, longevity, morbidity and policyholder behavior. These teams provide recommendations for the implementation of the research results into the pricing, underwriting and determination of exposure limits. Regarding the potential impacts of climate change, SCOR's specialists perform regular reviews of the medical literature to identify the links between climate change and certain medical conditions and diseases. Where appropriate, this information is fed into decisions related to current and future underwriting, pricing and the valuation of reserves.
- Guidelines and other documents defined by the L&H business unit specify the underwriting rules and principles to be complied with, underwriting capacities delegated to the underwriters and pricing actuaries in each of the markets in which the Group operates, as well as maximum acceptable commitments per risk and event. These guidelines outline contract types and terms and conditions of acceptance. Furthermore, they set out the level of retention of the L&H business unit for various risks and types of cover (for more information, see Section 3.2.3 – Retrocession and other risk mitigation techniques). Revisions and updates follow a formalized approval process.
- Business opportunities going beyond the stipulations of these guidelines and documents are subject to a special referral process in order to ensure that the business complies with established risk-adjusted return criteria and risk tolerance limits. These cases are examined at the L&H business unit level by the Business Acceptance Department and, where applicable, the Finance Department. Cases which may have a significant impact on the Group's balance sheet are submitted for a second review by the CRO area.
- Accumulations of risk particularly exposed to catastrophes in the L&H business are regularly assessed in "footprint" scenarios and local catastrophe scenarios. Specific tools are used to monitor known Group cover accumulation in selected geographical areas. Specifically designed retrocession programs aim at protecting the L&H reinsurance business. One program protects assumed catastrophe excess of loss acceptances; another protects the net retained lines in respect of proportional and per-risk acceptances. SCOR uses the RMS model for infectious diseases in order to assess the potential exposure to risks arising from global pandemics.
- Maximum underwriting capacities are established to limit the L&H business unit's exposure from various types of treaties underwritten whether proportional or non-proportional, covering individual or Group policies. These capacities are reviewed each year, taking into account the capacities obtained by retrocession coverage. The exposure is monitored throughout the year against SCOR's defined risk limits and used for decisions on mitigating measures. Monitoring of peak exposures is included in L&H regular risk reporting.
- Claims handling is performed by local claims teams that handle and monitor claims. Claims exceeding a predefined threshold are reviewed by the L&H business unit's global medical underwriting and claims specialists. In addition, where deemed appropriate, audits are conducted on claims or specific lines of business at the ceding companies' offices.
- The adequacy of the L&H business unit's reserves is monitored based on specific procedures. For further information on how risks related to reserves are managed, see Section 3.2.2.4 – Management of reserving risks.
- Risks specific to the management of contracts are mitigated by specific controls supported by SCOR's IT systems, which include numerous automatic controls and additional tools.
- A review of technical results is performed on a quarterly basis.
- Risk-related topics of the L&H business unit are discussed at the quarterly L&H Risk Committee meeting.
- Cross reviews are conducted to assess the quality of underwriting, pricing and claims handling of particular market areas or lines of business. This includes an evaluation of the appropriateness and effectiveness of controls and proposals for additional risk management measures, including mitigating actions. The selection process to define the order of priority of cross reviews is guided by a risk-based approach.

3.2.2.3. MANAGEMENT OF INTERDEPENDENCE AND ACCUMULATION RISKS BETWEEN SCOR'S AREAS OF BUSINESS

The Group aims to diversify its business and monitors its main accumulation risks and areas of dependency across its business through regular risk monitoring and reporting mechanisms, including *via* its internal model and footprint scenarios.

SCOR manages its exposure to catastrophes through selective underwriting practices, in particular by limiting its exposure to certain events in certain geographic areas, monitoring risk accumulation on a geographic basis, and retroceding a portion of those risks to other carefully selected reinsurers.

3.2.2.4. MANAGEMENT OF RESERVING RISKS

The adequacy of P&C and L&H reserves is checked on a quarterly basis by internal actuaries at business unit level as well as at the Group level by the Group Chief Actuary who signs off on the adequacy of reserves and reports to the Executive Committee and the Audit Committee.

External consulting firms are mandated to review certain aspects of the reserve calculation and thereby support internal analysis and validation.

The business units' Chief Reserving Actuaries are responsible for overseeing the reserves of their respective units in order to ensure the appropriateness of the reserving methods and parameters used and enhance reserving governance. The Group Chief Actuary is in charge of the independent validation and testing of reserving tools, workflows, assumptions and processes.

A centrally defined and tightly controlled reserving process, strong portfolio diversification, prudent reserving, sound reserving tools and actuarial methods used by highly skilled professionals, and a high level of transparency, both internally and externally, all tend to minimize the risk of inadequate reserves.

P&C business

In order to ensure adequate and efficient monitoring of reserves, a report is established on a yearly basis by the Group Actuarial Department, where the Group Chief Actuary, reporting to the Group Chief Risk Officer, gives his opinion on the adequacy of the P&C business' year-end reserves. The main objective of this report is to provide SCOR's Executive Committee with an overall opinion on the adequacy of the P&C business' reserves, and to highlight the inherent uncertainties surrounding this assessment. The monitoring of the reserves by the Group's Actuarial Department is centered on three mechanisms:

- a quarterly follow-up of the claims activity and review of reserves for each segment through adequate reporting procedures;
- an annual internal actuarial analysis, including a review of all segments together with a full analysis of the segments that may have a substantial impact on SCOR's balance sheet. This analysis is performed by the P&C business' reserving actuaries within the Group Actuarial Department. These analyses are recorded in an annual actuarial report;
- regular external reviews of the adequacy of P&C reserves, including those required by local regulators (Canada, South Africa, Argentina, India, and SCOR's Lloyd's syndicate).

SCOR regularly reviews its methods for determining outstanding claims reserves and IBNR reserves. However, it is difficult to accurately value the amount of reserves required, especially in view of changes in the legal environment, which could have an impact on reserves development.

When a claim is reported to the ceding company, its claims department establishes a reserve corresponding to the estimated amount of the ultimate settlement for the claim. The estimate is based on the cedent's own evaluation methods. The ceding company reports the claim and its suggested reserve amount to the Group entity with which it concluded its reinsurance contract. The Group records the ceding company's suggested reserve and is free to establish greater or smaller reserves based on the review and analysis by P&C's claims team. Greater or smaller potential reserves are based upon the consideration of many factors, including the level of the commitments, seriousness of the claims and SCOR's assessment of the ceding company's claims' management.

In compliance with applicable regulatory requirements and in accordance with industry practices, the Group maintains IBNR reserves in addition to outstanding claims reserves. These reserves represent:

- the estimated final amount that may be paid by the Group on losses or events that have occurred, but are not yet reported to the ceding company or to the SCOR entity concerned; and
- the estimated cost variation on claims already reported to the Group.

In determining the amount of its reserves, the Group generally uses actuarial techniques that take into account quantitative loss experience data, together with qualitative factors, where appropriate. The reserves are also adjusted to reflect reinsurance treaty terms and conditions, and any changes in claims processing that may potentially affect the Group's commitment over time.

A table showing historical changes in reserves for P&C claims is provided in Section 4.6 – Notes to the consolidated financial statements, Note 16 – Net contract liabilities.

The Group continues to pursue the active commutations policy of its portfolios initiated in 2003, the main goals being to reduce the volatility of claims reserves and administrative costs, particularly of the oldest reserves, and to allow the reallocation of capital. This policy will be continued by focusing efforts on the US run-off activities and on some treaties written by the former company Converium, acquired by SCOR in 2007.

L&H business

In order to ensure adequate and efficient monitoring of reserves, a report is established on a yearly basis by the Group Actuarial Department where, the Group Chief Actuary, reporting to the Group Chief Risk Officer, gives his opinion on the adequacy of the L&H business' year-end reserves. The main objective of this report is to provide SCOR's Executive Committee with an overall opinion on the adequacy of the L&H business' reserves, and to highlight the inherent uncertainties surrounding this assessment.

The monitoring of the reserves by the Group's Actuarial Department is centered on three mechanisms:

- a quarterly follow-up of the claims activity and review of reserves for each segment through adequate reporting procedures;
- an annual internal actuarial analysis, including a review of all segments together with a full analysis of the segments that may have a substantial impact on SCOR's balance sheet. This analysis is performed by the L&H business' reserving actuaries within the Group Actuarial Department. These analyses are recorded in an annual actuarial report;
- regular external reviews of the adequacy of L&H reserves, including those required by local regulators.

The Group Actuarial Department does not intend to provide an alternative best estimate but verifies the adequacy of the assumptions, methods and processes used to determine the reserves. In some cases, the Group Actuarial Department applies a global approach and calculates a confidence range in order to check that the reserves booked are within said confidence range.

For its L&H business, SCOR is required to maintain adequate reserves to reflect the liability for future claims and benefit payments resulting from L&H reinsurance treaties, mainly mathematical reserves and claims reserves.

The mathematical reserves are generally calculated as the present value of projected future payments to cedents less the present value of projected premiums still payable by cedents. The calculation includes assumptions relating to mortality, morbidity, disability, lapses and expected future interest rates.

The mathematical reserves are established on initial recognition of a contract on the basis of best estimate assumptions and allow for an adequate safety margin for the risks of change, error and random fluctuation. They are subject to a liability adequacy test.

In determining its best estimates, the Group takes into consideration its past experience, current internal data, external market indices and benchmarks and other relevant information. The contracts' liabilities established by the Group with respect to individual risks or classes of business may be greater or less than those established by ceding companies due to the use of different mortality tables or other assumptions.

Claims reserves for losses are recognized for payment obligations from reinsurance losses that have occurred but have not yet been settled. They are recognized under reserves for reinsurance losses.

3.2.3. RETROCESSION AND OTHER RISK MITIGATION TECHNIQUES

Reinsurers typically purchase reinsurance to cover their own risk exposures. Reinsurance of a reinsurer's business is called retrocession. SCOR remains primarily liable to the direct insurer on all risks reinsured, while the retrocessionaire is liable to the Group to the extent of the cover limits purchased.

The level of retrocession is set each year to ensure that SCOR's adopted risk profile complies with the Group risk appetite framework and to help the Group achieve its return on capital and solvency objectives.

SCOR aims to diversify its retrocession and risk mitigation instruments, as well as its counterparties, in order to take advantage of all different sources of capacities on the market. This enables the retrocession and risk mitigation program to be constructed with complementary mitigation effects offering optimal efficiency and also avoids overdependence on a small number of counterparties.

SCOR has implemented a capital shield strategy, which combines the following solutions:

- traditional retrocession (proportional or non-proportional);
- capital markets solutions and alternative risk transfer solutions (third-party capital, collateralized retrocession, insurance-linked securities including catastrophe bonds);
- solvency buffer – SCOR has set out a solvency scale with clear and well-defined buffers safeguarding the Group's franchise;
- contingent capital facilities, designed as tools of last resort, to partially replenish the Group's capital base in case of very remote predefined events. The current contingent capital guaranteed equity line is providing the Group with EUR 300 million coverage. It is innovative in that it protects the Group against both natural catastrophes and extreme mortality events.

For information on the Atlas Special Purpose Vehicles, used as capital market solutions and alternative risk transfer solutions in the capital shield policy, see Section 4.6 – Notes to the consolidated financial statements, Note 3 – Scope of consolidation. For information on the contingent capital used in the capital shield policy, see Section 4.6 – Notes to the consolidated financial statements, Note 13 – Information on share capital, capital management, regulatory framework and consolidated reserves.

Retrocession procedures are centralized within the retrocession teams of the P&C and L&H business units: SCOR's P&C and L&H Retrocession Departments establish and implement the external retrocession plans for the P&C and L&H businesses. These departments are responsible for ensuring the plan is properly applied, monitoring the solvency of retrocessionaires as well as related counterparty risk and, when necessary, recovering overdue balances. The availability and efficiency of SCOR's retrocession and risk mitigation program is regularly monitored at Group level in order to ensure that the Group's overall exposure remains within predefined risk tolerances.

For further information on how counterparty default risk related to retrocessionaires is managed, see Section 3.2.5 – Management of credit risks.

An analysis of the share of retrocessionaires in contract liabilities by the rating of the retrocessionaires and collateral from retrocessionaires in favor of SCOR at December 31, 2022 and 2021 is presented in Section 4.6 – Notes to the consolidated financial statements, Note 16 – Net contract liabilities and Note 20 – Net retrocession result.

3.2.4. MANAGEMENT OF MARKET RISKS

The Group's investment strategy is prudent, with the majority of assets held in cash and fixed-income securities. It is defined in line with the Group's risk appetite and its risk tolerance limits, and considers the economic and market environment and the asset-liability matching process.

Investment Guidelines at Group and local levels outline the investment universe and limits, including concentration limits, in line with the objectives of the strategic plan. They are approved by the Board or Executive Management at Group or local level.

SCOR has outsourced the implementation of its investment strategy to its asset management company "SCOR Investment Partners SE" and to external asset managers. They are provided with the Investment Guidelines.

Exposures to major risks are monitored on a weekly basis and stress tests measure the impact of parametric or footprint scenarios on the invested assets portfolio. These scenarios cover changes in interest rates, inflation, equities, credit spreads and the real estate market. Analysis of portfolio sensitivity to major risks is an important management tool which is performed when making portfolio reallocation or hedging decisions.

In currency and geographic terms, SCOR is mainly exposed to the US and especially to US government or government assimilated bonds.

To better address climate risks and improve the resilience of its invested asset portfolios, SCOR carefully monitors environmental, social and governance (ESG) criteria when managing invested assets, based on exclusions of issuers most exposed to sustainability risks and ESG screening of assets in which the Group invests.

3.2.4.1. MANAGEMENT OF INTEREST RATE RISKS

The Group aims to maintain an appropriate mix of fixed and variable rate instruments. It also manages the maturities of interest-bearing financial assets.

Interest rate risk is managed within the Group primarily at two levels. At the level of each entity, the Group takes account of regulatory and accounting constraints. At the Group level, SCOR reviews its consolidated investment portfolios in order to identify the overall level of risk and return. It uses analytical tools which guide both its strategic allocation and local distribution of assets.

Sensitivity to changes in interest rates is analyzed on a weekly basis.

In addition, SCOR has entered into interest rate swaps to cover its exposure to financial liabilities with variable interest rates. For further details on these swaps, see Section 4.6 – Notes to the consolidated financial statements, Note 8.9 – Derivative instruments.

For further information on the sensitivity of the Group's consolidated income and consolidated shareholders' equity to interest rate risk, see Section 3.2.4.6 – Monitoring of sensitivity to market risks.

3.2.4.2. MANAGEMENT OF CURRENCY RISKS

SCOR has a balance sheet hedging approach whereby the objective is to match monetary assets and liabilities in each foreign currency so that the fluctuation in the exchange rate has no material impact on the reported net income. The policy is to closely monitor the net monetary currency positions and, where appropriate, execute either cash arbitrage or forward hedges.

The Group has one net investment hedge in place to reduce its exposure to variations in the net assets of a USD-functional currency subsidiary.

3.2.4.3. MANAGEMENT OF CREDIT SPREAD RISKS

SCOR applies strict limits in terms of asset concentration by asset class but also within a single asset class and actively diversifies its portfolio (by type of investment, issuer, country and sector). The application of these limits also helps to mitigate the counterparty default risk arising from investments, as described in Section 3.2.5 – Management of credit risks.

For information on the ratings of the debt securities owned by SCOR, see Section 4.6 – Notes to the consolidated financial statements, Note 8.5 – Credit quality analysis.

3.2.4.4. MANAGEMENT OF EQUITY RISKS

At Group level, the equity exposure is set and reviewed at least quarterly by the Group Investment Committee. SCOR's exposure to listed equities is below 1% of the invested assets as of end of December 2022.

3.2.4.5. MANAGEMENT OF REAL ESTATE RISKS

SCOR has adopted an active strategy to select core buildings and takes environmental quality into account during the decision-making process.

3.2.4.6. MONITORING OF SENSITIVITY TO MARKET RISKS

The following table summarizes the accounting sensitivity of the Group's consolidated income and consolidated equity to market risks based on reasonably possible changes in key variables, with all other variables held constant. The assumptions included are:

- for interest rates: the interest rate sensitivities for shareholders' equity presented in the table below include movements in the bond portfolio, cash and cash equivalents, structured notes, the impact of changes in interest rates on variable rate financial liabilities and the Guaranteed Minimum Death Benefit business. The interest rate sensitivities of income presented in the table below show the impact of changes in fair value of financial assets at fair value through profit or loss held at the closing date, and changes in income on variable rate financial assets held at the closing date, following an increase/decrease in interest rates of 100 basis points. An estimate of the impact on the future income following a change of 100 basis points is therefore included. However, SCOR does not include in this analysis the potential impact of change in interest rates on the reinvestment of future cash flows, as future cash flows of SCOR business are difficult to predict and asset allocations might change over time;
- for equity price risks: SCOR conducted an analysis of the sensitivity of net income and shareholders' equity to the price of equity securities. The analysis considers the impact on both equities at fair value through profit or loss and on equities at fair value through other comprehensive income non recyclable.

The Group's market sensitivities are estimated as follows:

	December 31, 2022		December 31, 2021	
In EUR millions	Income(2)	Equity(2)	Income(2)	Equity(2)
Interest +100 basis point	17	(404)	25	(479)
% of Equity	+0.3%	-7.9%	+0.4%	-7.5%
Interest -100 basis points	(16)	428	(25)	502
% of Equity	-0.3%	+8.4%	-0.4%	+7.9%
Equity markets +10%(1)	23	11	-	25
% of Equity	+0.5%	+0.2%	+0.0%	+0.4%
Equity markets -10%(1)	(23)	(12)	-	(22)
% of Equity	-0.5%	-0.2%	+0.0%	-0.3%

(1) Excludes investments in hedge funds which normally do not have a uniform correlation to equity markets.
(2) Net of tax at an estimated average rate of 22% in 2022 (21% in 2021 and 22% in 2020).

3.2.5. MANAGEMENT OF CREDIT RISKS

3.2.5.1. MANAGEMENT OF CASH AND INVESTED ASSETS

Management of credit risks related to bond and loan portfolios

SCOR mitigates the credit risk related to bond and loan portfolios by careful analysis and selection of issuers, and by a policy of geographic sector diversification. SCOR maintains its investment policy in high-quality assets and in countries with the lowest sovereign risk.

Exposure analyses are performed on a regular basis (sector, geographical area, counterparty and rating) which enables critical risks to be identified and evaluated so that appropriate action can be taken.

SCOR uses different approaches to assess climate-related risks and other sustainability risks in investment activities, including quantitative models and simulations, scenarios and stress-testing, and portfolio screening. SCOR excludes certain activities or issuers from its investment universe in line with its Sustainability policy. The list of exclusions is communicated to all investment managers. New investments in excluded activities or issuers are prohibited, and the remaining positions are actively managed in order to accelerate their liquidation.

For details on the debt securities portfolio, see Section 4.6 – Notes to the consolidated financial statements, Note 8 – Insurance business investments.

Management of credit risks related to cash deposits at banks

SCOR selects bank counterparties according to their rating and credit quality. Concentration risk from cash deposits at banks is mitigated by setting counterparty exposure limits. SCOR takes into consideration the public assistance (*e.g.* loans, guarantees of deposits, nationalizations) which certain banks may benefit from during a financial crisis, as they are important in the economy of their respective countries.

For further information on how risks related to invested assets are managed, see Section 3.2.4 – Management of market risks.

3.2.5.2. MANAGEMENT OF REINSURANCE CONTRACTS

Management of credit risk related to future cash flows of L&H reinsurance treaties

SCOR monitors the development of its cedents' financial situation through regular contact, which enables SCOR to take appropriate action when deemed necessary. In addition, credit risk on future cash flows from L&H reinsurance policies is mitigated by industry-wide protection solutions in several countries, such as "Protektor" in Germany.

For more details on the valuation of intangible assets, see Section 4.6 – Notes to the consolidated financial statements, Note 7 – Value of business acquired.

Management of credit risk related to retroceded liabilities

SCOR selects retrocessionaires carefully, taking into account their financial strength, and regularly monitors the Group's exposure to retrocessionaires by taking into account all relevant accounting balances (estimated and actual claims, premiums, reserves, deposits and pledges). SCOR typically requires unrated retrocessionaires to pledge assets or provide other forms of collateral (cash deposits or letters of credit) to the value of their maximum potential contract liability, even if the retrocessionaire's actual liability to SCOR in the balance sheet is lower.

The retrocessionaires' share in the reserves broken down by retrocessionaire credit rating is included in Section 4.6 – Notes to the consolidated financial statements, Note 16 – Net contract liabilities.

Management of credit risk related to deposits with cedents

SCOR favors deposit arrangements with the ability to offset liabilities against deposits with high legal certainty.

Deposits with cedents are monitored through a quarterly analysis of exposure and associated risks. Actions aiming at reducing or limiting the exposure (*e.g. ad-hoc* legal opinions, introduction of offset clauses) can be implemented where needed.

3.2.5.3. MANAGEMENT OF OTHER CREDIT RISKS

In the event of joint liability of the members in pools in which SCOR participates, the risk of default of other pool members is carefully monitored by SCOR:

- through its appointment as director and *via* the participation of its senior management in dedicated committees such as Audit and Risk Committees and Technical Committees, for the pools in which SCOR's participation is the most significant; and
- via the careful consideration of the financial situation of other pool members. This contributes to the application of sound and robust governance.

3.2.5.4. AGING OF ASSETS

The following table provides an overall analysis of the aging of non-financial assets and receivables as at December 31, 2022:

In EUR millions	Current	1-12 months	12-24 months	24-36 months	More than 36 months	Total
Insurance receivables	8,912	414	353	110	40	9,829
Taxes receivables	210	-	-	-	-	210
Miscellaneous assets - other	248	2	-	-	-	250
TOTAL	**9,370**	**416**	**353**	**110**	**40**	**10,289**

The following table provides an overall analysis of the aging of non-financial assets and receivables as at December 31, 2021:

In EUR millions	Current	1-12 months	12-24 months	24-36 months	More than 36 months	Total
Insurance receivables	7,609	338	24	50	36	8,057
Taxes receivables	175	-	-	-	-	175
Miscellaneous assets - other	196	3	-	-	-	199
TOTAL	**7,980**	**341**	**24**	**50**	**36**	**8,431**

Assets have been categorized within the above aging analysis according to their original due date. Insurance and reinsurance receivables business credit terms are typically based on normal terms of trade, as specified within contracts. Insurance and reinsurance receivables include estimates, which are presented as current.

3.2.6. MANAGEMENT OF LIQUIDITY RISKS

Timing

SCOR assesses liquidity risks arising from both short-term and long-term liquidity needs. SCOR manages these risks *via* different mechanisms which consider:

- actions to be taken by the (re)insurance business areas to take into account both short-term and long-term liquidity risk (see "Maturity profiles" in Section 3.1.5 – Liquidity risks); and
- the appropriateness of the composition of the assets in terms of nature, duration and liquidity in order to meet obligations as they fall due.

Short-term liquidity, or cash management, includes the day-to-day cash requirements under normal business conditions.

Liquidity considerations over the long term are assessed in a way which takes into consideration the possibility of various unexpected and potentially adverse business conditions where assets may not be sold for current market values. SCOR estimates the level of its immediately tradable assets (*i.e.* non-pledged assets) which could be sold within a reasonable timeframe.

Transferability

In addition, SCOR monitors the level of transferability of immediately tradable assets between entities, depending on local and regulatory constraints.

The Group has also been granted credit facilities from several banks to support the reinsurance activities of various subsidiaries. The Group regularly adapts and renews these facilities to support its business needs.

Additional information on the timing of repayments and liquidity risk is included in Section 3.1.5 – Liquidity risks. For further information on the SCOR Group's liquid assets, see Section 4.6 – Notes to the consolidated financial statements, Note 8 – Insurance business investments.

Additional information on SCOR's letter of credit facilities is included in Section 4.6 – Notes to the consolidated financial statements, Note 24 – Commitments received and granted.

3.2.7. MANAGEMENT OF OPERATIONAL RISKS

The process owners are responsible for managing operational risks within the processes. To meet high-quality standards, the Group relies on highly qualified staff to manage processes and the risks within these processes.

In order to support the staff, SCOR has developed Internal Control System (ICS) standards. According to the ICS standards, process owners should be in a position to identify the critical operational risks within the processes assigned to their area of responsibility. The process owners design, implement and operate appropriate key controls and maintain the net risk exposure at or below an acceptable level of possible damage.

Experienced staff members collect relevant information and analyses on operational risks, on a qualitative and quantitative basis. When relevant, they develop key indicators, with support from Risk Coverage. The Group has also implemented regular risk reporting mechanisms in order to provide an overview of operational risks across the Group.

In addition, through its assignments, Group Internal Audit (GIA) contributes to the oversight of operational risk management.

Outsourcing some activities or processes may improve or streamline some aspects of a process, but SCOR is still expected to deliver the same level of service. Principles to properly manage potential operational risks stemming from outsourcing of certain functions are set out in dedicated policies and guidelines.

For risks which may develop rapidly, such as external fraud, SCOR adapts its risk management, for example, by organizing specific training programs and sending regular warnings and detailed instructions to its employees.

Some operational risks are transferred in whole or in part to direct insurers as follows:

- the properties and other main physical assets of SCOR and its subsidiaries are covered locally through property damage policies;
- risks which are mostly covered at Group level include civil liability risks related to the operation of the Company caused by employees and real estate, professional liability risks, civil liability risks of directors and officers and cyber risks.

Nevertheless, these insurance covers could prove to be insufficient and some losses could fall into the scope of the exclusion clauses (or be interpreted as such by the insurance company).

3.3. INTERNAL CONTROL AND RISK MANAGEMENT PROCEDURES

The risk management principles, mechanisms and processes described hereafter are defined at Group level and applied consistently across the Group, in line with the proportionality principle, without prejudice to further and/or more stringent requirements from applicable local laws, regulations or policies.

SCOR's risk management system is composed of two interconnected parts:

- the risk appetite framework, including risk appetite, risk preferences and risk tolerances;
- the Enterprise Risk Management (ERM) framework composed of various risk management mechanisms which help to ensure that the risk profile is dynamically optimized while remaining aligned with the risk appetite framework.

The risk appetite framework is described further in Section 1.2.5 – Business overview. Further information on specific risk management strategies, processes and reporting for each risk category is provided in Section 3.2 – Management of main risks.

The Chief Risk Officer (CRO) area relies on an ERM framework composed of various risk management mechanisms, as described below. These mechanisms are adapted to business units and legal entities when appropriate. Some mechanisms are only relevant at Group or business unit level and are not implemented specifically at the legal entity level, in line with materiality principles.

The four general objectives of applying a risk management system and, within it, an internal control system are to:

1. ensure that strategic objectives are properly implemented in the Group;
2. ultimately achieve better operating efficiency and use of resources;
3. ensure compliance with applicable laws and regulations;
4. ensure reliable accounting and financial information.

The Internal Control System (ICS) standards are embedded in the Group Policy on ICS. These standards consist of ICS principles and mechanisms to be applied to assess the effectiveness of the internal control system. The ICS is defined at Group level and applied consistently across the Group, in line with the proportionality principle, without prejudice to further and/or more stringent requirements from local applicable laws, regulations or policies.

ICS processes have been documented accordingly, focusing on those considered the most critical. ICS documentation is maintained across the Group and regularly reviewed for continuous improvement. The Group policy on ICS sets out the reference framework and describes the Group principles, the responsibilities of the various internal control stakeholders and the quality requirements.

The internal control and risk management systems are monitored by a number of complementary mechanisms with the support of several departments across the Group. SCOR implements dedicated processes and tools to identify, assess and monitor its risk exposures on a regular basis. In addition, SCOR implements dedicated risk management mechanisms across the three business units in order to evaluate the appropriateness and effectiveness of controls and propose risk management and mitigation measures.

SCOR's ERM is mature and well established across the Group. Since November 2013, it has been rated "Very Strong" by Standard & Poor's. However, like any risk management and internal control system, the Group's system cannot guarantee that the risk of not achieving the internal control objectives will be completely eliminated. Among the various limitations inherent in the effectiveness of internal controls relating to the preparation of financial documents, those involving decision-making errors based on human judgment are particularly high in a reinsurance company. For example, the accounting data are subject to numerous estimates, primarily because of the evaluation by the reinsurer of claims reserves, either because the claims have not yet been declared to the ceding companies or the reinsurer, or because the claims development is uncertain or subject to a number of assumptions.

3.3.1. INTERNAL ENVIRONMENT

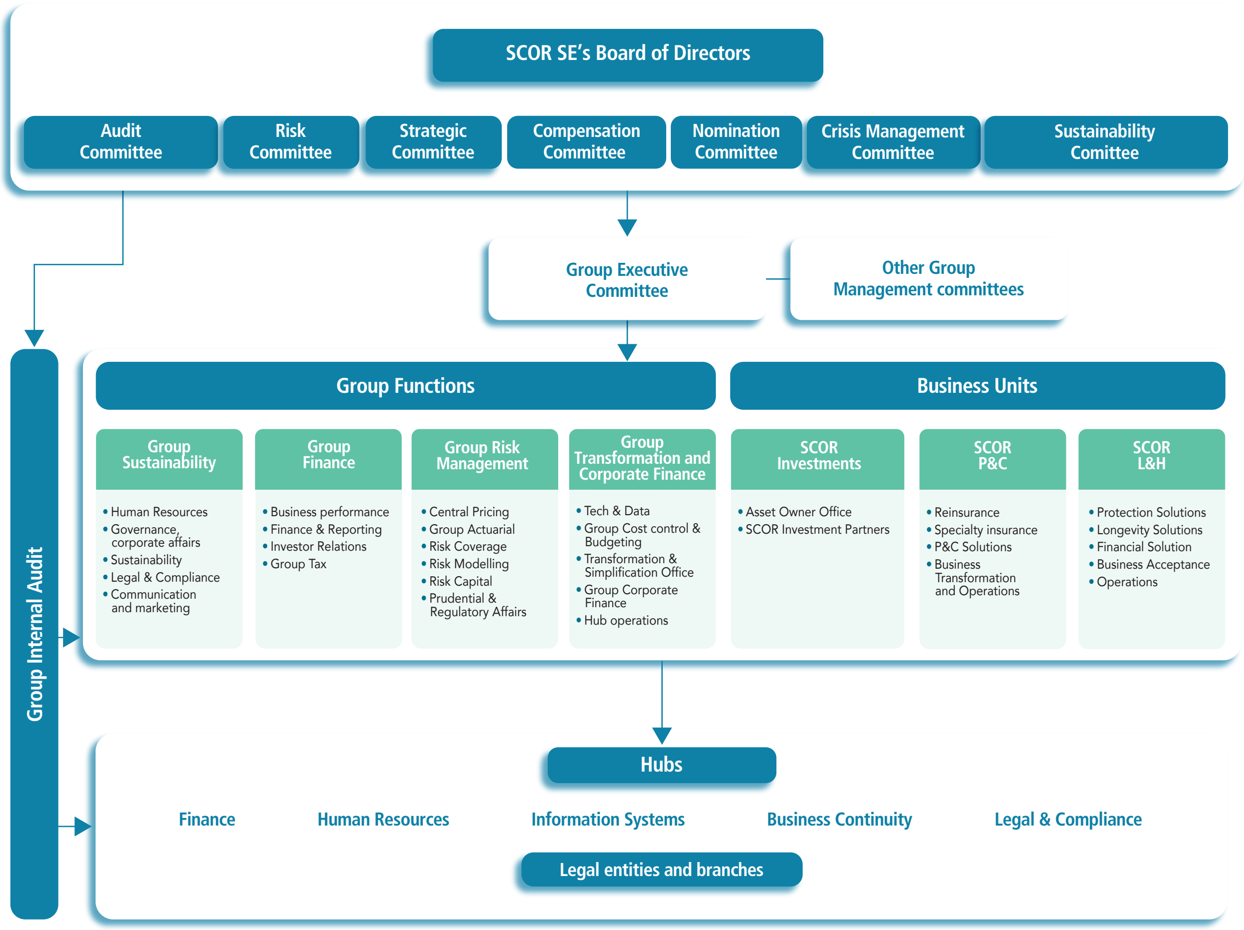
3.3.1.1. GENERAL ORGANIZATION OF THE GROUP

The Group is organized around three business units comprising two main reinsurance businesses and one asset management activity: SCOR P&C, SCOR L&H and SCOR Investments.

The Group has set up a functional organization structured around regional management platforms, or "Hubs" in the EMEA (Europe, Middle East and Africa), the Asia-Pacific and the Americas regions. Each subsidiary, branch and representative office has a functional link to a Hub.

For further information on this organization, see Section 1.2.3 – SCOR's organizational structure.

Group Internal Control System: the participants



Within this environment, control responsibilities are exercised as follows:

- SCOR SE's Board of Directors relies on several dedicated committees, including, but not limited to, the Audit Committee and the Risk Committee to exercise its control responsibility over the objectives it has set for the Company. These two committees are both chaired by independent directors;
- the Group Executive Committee is chaired by the Chief Executive Officer of SCOR SE and generally meets on a weekly basis. The Group Executive Committee defines the procedures for implementing the strategy approved by SCOR SE's Board of Directors in line with the principles set out in Group policies, approved by the Board of Directors, for its main areas of activity (*e.g.* investment, finance, risk management and sustainability) and for certain topics, such as the underwriting plan and the allocation and management of resources. The Group Executive Committee also monitors the internal control procedures and supervises the functioning of the Group and the Hubs by monitoring, on a quarterly basis, the bodies contributing to the sound administration of the Group. In addition to the Chief Executive Officer, the Group Executive Committee is currently made up of:
  - the Group Chief Financial Officer (CFO),
  - the Group Chief Risk Officer (CRO),
  - the Group Chief Sustainability Officer (CSO),
  - the SCOR P&C Chief Executive Officer (CEO) and his deputy,
  - the SCOR L&H Chief Executive Officer (CEO),
  - the member in charge of Investments & Transformation;
- the Group Risk Committee meets quarterly and is comprised of the members of the Group Executive Committee. Other risk management and control functions of the business units and the Head of Group Internal Audit are invited to the committee meetings. The main missions of the Group Risk Committee are to steer the Group's risk profile, maintain an effective ERM Framework and promote an appropriate risk culture throughout the Group;
- the Group departments and functional or transversal departments of SCOR P&C, SCOR L&H and SCOR Investments with a control responsibility have the task of defining and controlling the implementation of rules pertaining to the areas of their responsibility and applicable to all of the Group's entities;
- the three business units, the Group functions, as well as the Hubs' support departments must apply the rules defined above. They carry out all controls related to business management and ensure compliance with regulatory, accounting and fiscal laws, at both local and Group levels;
- the Head of Group Internal Audit reports directly to the Chief Executive Officer of SCOR SE and functionally to the Chair of the Audit Committee of the Board of Directors of SCOR SE. This positioning gives the Head of Group Internal Audit the necessary independence, objectivity, and allows for the largest possible scope of investigation. Group Internal Audit independently checks the effectiveness and relevance of the governance, risk management and internal control procedures for the Group's entities following a methodical risk-based approach, as promoted by the "International Standards for the Professional Practice of Internal Auditing" set out by the Institute of Internal Auditors and the Institute's Code of Ethics. The Internal Audit Charter, approved by the Audit Committee, defines the position within the organization, the role and areas of activity, the principles and main operating procedures of Group Internal Audit.

3.3.1.2. GROUP STANDARDS AND PRACTICES

Group business standards and practices are governed by Group policies and underlying guidelines established, in a common format, by the three business units and the Group functions, including Group Internal Audit. Group policies are approved by the Group Executive Committee and, where required, by applicable regulations, are also submitted regularly for review to the relevant committees of the Board and, ultimately, for the approval of the Company's Board of Directors. These Group policies are not intended to enumerate all the rules governing SCOR's activities in the different countries in which the Group operates, but rather establish certain principles intended to ensure that SCOR Group companies and employees share a common understanding of the Group's standards and that they work in compliance with these standards. When approved, these documents are all made available to employees on a platform fully dedicated to the policies in force and accessible *via* the SCOR intranet page.

SCOR reviews Group policies for accuracy, completeness and reliability on a regular basis.

For Group policies in force and other business-related legal and compliance requirements, training sessions for certain staff are scheduled and conducted on an annual basis, if this is required by the annual compliance plan.

3.3.2. SETTING OF OBJECTIVES

The strategic plans establish the Group's risk appetite framework, from which the Group's strategy stems.

The Executive Committee defines the procedures for implementing the strategy and ensures the consistency of the operational plans or policies (*e.g.* underwriting, finance, retrocession, information technology) with the strategic plan. The Executive Committee also ensures that there is an optimal risk-based allocation of capital and diversification. Under the responsibility of the Group Chief Risk Officer, the Capital Shield Strategy sets risk limits to ensure a protection of the Group's capital in line with the strategic plan's objectives. The Capital Shield Strategy is approved and monitored by the Group Risk Committee and the Board Risk Committee.

The clarity and detailed description of strategic objectives and their implementation within the Group facilitate the identification, evaluation and control of risks, whatever their nature (*e.g.* underwriting risk, market risk, and operational risk), possibly caused by these objectives.

3.3.3. IDENTIFICATION AND ASSESSMENT OF RISKS

Different techniques and initiatives for identifying and assessing risks have been implemented to analyze risks from different angles and to deal with them in an exhaustive manner. These include:

- a risk information process: every quarter, the Group Risk Committee reviews the "Group Risk Dashboard" which describes and assesses the major risks to which the Group is exposed. This report assembles various risk assessments from different identification and assessment processes for all risk categories;
- a process for the monitoring of risk exposures compared to risk tolerances, *i.e.* the limits established in order to ensure that the Group's risk profile remains aligned with the risk level validated by SCOR SE's Board of Directors. The Group uses various risk measures to define these exposures, which are measured based on either model outputs and/or expert opinions, depending on the technical constraints and the level of information available. This includes:
  - a "risk driver" system that enables the Group to manage the annual aggregate exposure to each major risk. The objective is to avoid overconcentration of risk and hence maximize diversification benefits. For the majority of SCOR's risk drivers, the amount of post-tax retained annual exposure per main risk driver (with a probability of 1 in 200 years) is limited to a percentage of the Group's available capital. Other risk drivers have limits expressed in terms of reduction in the Group's solvency ratio or duration for invested assets,
  - an "extreme scenario" system designed to prevent the Group's over-exposure to one single event. The amount of post-tax retained exposure to each defined extreme scenario (with a probability of 1 in 200 years) is limited to 10% of available capital,
  - sub-limits for invested assets,
  - limits per risk which are set in the underwriting and investment guidelines;
- "footprint scenarios", which aim to review and assess the potential impact of selected deterministic scenarios on the Group. This process provides an alternative perspective on the Group's exposures. Working groups dedicated to specific subjects are composed of experts across the Group. These groups perform quantitative studies which are summarized in specific reports;
- an emerging risks process which is part of SCOR's ERM Framework and is linked to other risk management methods, such as the use of "footprint scenarios". Potential emerging risks are identified and individual risk assessments are carried out by experts from the business units and the Group functions. Significant emerging risks are then reported to the Group Executive Committee and Board. SCOR, as a member of the CRO Forum, also actively participates and contributes to the CRO Forum Emerging Risks Initiative (ERI) alongside other major insurers and reinsurers;
- SCOR's ORSA (Own Risk and Solvency Assessment), which provides the SCOR SE Board and those of the legal entities, the Group Executive Committee and senior management of legal entities, with forward-looking information on SCOR's risks and capital position;
- SCOR's internal model, which is deeply embedded in SCOR's risk management system and contributes to the assessment of risks. SCOR uses its internal model for determining economic capital. Its results are used to implement SCOR's underwriting and asset management policies and guidelines.

Where relevant, the analyses from these processes are reported to the Group Risk Committee, the Board Risk Committee and the Board of Directors on a regular basis.

3.3.4. MAIN CONTROL ACTIVITIES

Because of its activities, SCOR is exposed to many risks: reinsurance and insurance-related risks, market risks and other risks (*e.g.* liquidity, rating). These risks are detailed in Section 3.1 – Main risks of this Universal Registration Document. These activities rely on the control mechanisms including adequate reporting mechanisms to the main governance bodies throughout the Group (see Section 3.3.1.1 – General organization of the Group).

This section summarizes the principal activities and participants of risk control for the following important areas:

- key functions;
- activities related to (re)insurance;
- investments;
- accounting management.

The control activities described below are considered as the principal activities for controlling risks specific to those areas. In accordance with SCOR's internal control system approach, these control activities are performed at Group or Company level, core business and investment process level, or support process level.

3.3.4.1. KEY FUNCTIONS

Four key governance functions, as defined by the French Insurance Code, play an important role in the Company's system of governance. They contribute to an effective system of governance that ensures sound and prudent management and are described below.

Risk Management Function

This risk function is composed of the following departments:

- Risk Coverage ensures the identification, assessment and monitoring of "assumed risks" *i.e.* those risks related to SCOR's P&C and L&H reinsurance business, as well as operational risks and supports the development of the Risk Appetite Framework as well as actions to ensure exposures remain within their limits. Risk Coverage maintains and enhances business proximity by providing risk expertise and in-depth analyses of risk across the Group.
- Prudential & Regulatory Affairs advises the Group on prudential regulations. It ensures the Group actively positions itself in relation to the different jurisdictions and requirements to which it is exposed, or could be exposed and continuously develops and promotes SCOR's leading risk management expertise through regular dialogue with internal and external stakeholders, including our staff, clients, supervisors, the (re)insurance industry, academia and the public. Prudential and Regulatory Affairs also provides specialist expertise to SCOR colleagues *via* the Solvency II Center of Excellence and prepares the Group for the adoption of major new prudential regulations.
- Group Actuarial provides quarterly approval on the adequacy of the reserves held for both the L&H and P&C business units. In the context of Solvency II, Group Actuarial provides an opinion on the technical provisions, the underwriting policy and the retrocession arrangements, validates the Group's internal model and contributes to the effective implementation of risk management throughout the Group.
- Central Pricing sets in place an overarching governance framework for pricing methods, models and tools, defines consistent global pricing policy, parameters and assumptions, provides assurance through peer reviews for Pricing Risk Referrals on material transactions and selected deep dives in pricing approaches and parameter settings of critical lines of business.
- Risk Capital operates SCOR's internal model and provides a detailed quantitative analysis on the modeled range of changes in economic value. It provides reports to management on risk assessment and actively assists the Company in its various uses of the internal model. The risk reporting team within Risk Capital ensures that regular external and internal risk reports are provided in line with defined governance.
- Risk Modelling ensures that the internal model is appropriate for SCOR's risk profile, proportionate and complete to the risks. It continuously improves and maintains the internal model by collecting change requests, proposing priorities, and implementing model changes. The team also provides analyses of change including sensitivity analyses and model documentation.

Compliance function

It is SCOR's policy to ensure compliance with all applicable laws and regulations and the SCOR Group Code of Conduct wherever it conducts business. SCOR holds itself to high standards when conducting its business and always strives to observe the spirit as well as the letter of the law by continuously seeking to improve the effectiveness of its compliance management framework.

Compliance activities are mostly performed by the Compliance function, which is composed of the Legal and Compliance teams (Group General Secretariat including the Group Compliance team and the Group Legal Department, Business Unit Chief Legal Counsels, Hub Legal and Compliance teams, and local Compliance officers).

Other departments are also responsible for specific areas (*e.g.* Prudential and Regulatory Affairs, Human Resources, Finance), in line with SCOR's organizational structure. At Group level and for Solvency II-related legal entities, Compliance function holders are responsible for the Compliance key function.

It is also the responsibility of all employees to abide by the laws and regulations relevant to their day-to-day activities and the SCOR policies and guidelines applicable to them.

SCOR follows a risk-based approach to compliance in accordance with the SCOR Group risk management policy. This involves identifying areas of high risk within SCOR, prioritizing dedicated efforts and resources to manage those risks, taking into account both their severity and probability, and establishing ongoing procedures aimed at preventing, detecting and mitigating these risks.

Group Actuarial function

The adequacy of P&C and L&H reserves is checked on a quarterly basis by internal actuaries at business unit level as well as at the Group level by the Group Chief Actuary who signs off on the adequacy of reserves and reports to the Executive Committee and the Audit Committee.

The Group Actuarial function's responsibilities also include:

- providing the overall narrative and independent assurance on IFRS 17 and Solvency II reserves;
- setting the annual best estimate range of reserves;
- defining the overarching governance in terms of methodologies, standards and guidelines for the calculation of reserves;
- conducting peer/independent reviews of studies, assumptions and models as well as deep dive studies;
- producing P&C macro triangles and validating calibration and P&C reserving input to the internal model;
- validating internal model changes;
- overseeing the hiring and governance of all local appointed actuaries (internal and external);
- conducting special projects on independent assurance relating to reserves.

Internal Audit

The audit work carried out by Group Internal Audit covers all functions and operations carried out by SCOR. Group Internal Audit has no direct operational responsibility or authority over any of the activities it can review. Accordingly, Group Internal Audit does not develop or install systems or procedures, prepare records, take the place of management who owns and makes decisions to manage its respective risks, or engage in any other activity which it can review.

Group Internal Audit assists the Board of Directors in providing independent, objective assurance and consulting services designed to assess the adequacy, effectiveness and efficiency of SCOR governance, policies and guidelines, risk management and internal control systems, as well as the compliance of operations with applicable policies and guidelines, in order to safeguard and ensure the integrity of SCOR's assets (*e.g.* financial assets, human resources, systems and data), to ensure the effective use of resources and identify opportunities for process improvement.

Vis-a-vis SCOR subsidiaries and legal entities, Group Internal Audit is the outsourced provider of the internal audit function of legal entities in the scope of the Group Internal Audit Charter, in accordance with local laws and regulations. If local obligations related to internal audit matters are not covered by the Group Internal Audit Charter, the Head of Group Internal Audit and legal entities' representatives must act in a timely manner to implement complements or adjustments as deemed adequate by the appropriate departments and described in an addendum to the Internal Audit Charter.

3.3.4.2. ACTIVITIES RELATED TO (RE)INSURANCE

The operating and control procedures concerning underwriting, pricing, administration of reinsurance contracts and claims management are validated by SCOR P&C and SCOR L&H and are applied to all underwriting segments of the company in question, regardless of location.

For further information on how the main underwriting risks related to the P&C and L&H businesses are managed, see Section 3.2.2 – Management of underwriting risks related to the P&C and L&H businesses.

3.3.4.3. INVESTMENTS

SCOR Investments is the SCOR Group's business unit in charge of investments and consists of two entities: (i) the Asset Owner department and (ii) SCOR Investment Partners, a regulated asset management company.

Governance and principles

The Group has harmonized the principles governing the management of its assets based on three documents:

- "Group Policy on Invested Assets" defines the Group's policy and governance in terms of asset management;
- "Sustainability Policy" defines the main orientations of the Group's sustainability approach in its asset management;
- "Group Investment Guidelines" determines the limits of concentration risk and exposure to different asset classes, as well as the conditions in which SCOR Investments will implement the Group investment policy as defined by the Group Investment Committee.

These three documents are distributed across all SCOR entities to ensure consistency across the Group. Together, these documents set the rules to be applied by all internal and external asset managers on behalf of the legal entities.

The Group Investment Committee meets at least once every quarter. Its role is to define the investment strategy on a Group level and to supervise the implementation of this strategy regarding the regulatory and contractual constraints. At local level, local investment committees supervise the implementation of the investment strategy relating to their legal entities as well as the compliance of the portfolio's positioning with the local investment guidelines.

Investment strategy

As far as invested assets are concerned, the primary investment objective of SCOR is to generate recurring financial income in accordance with the risk appetite framework of the Group and its sustainability preferences, and ensure that the Group:

- is able to meet its claims and expense payment obligations at all times; and
- creates value for its shareholders in line with the objectives set out in the strategic plan;

while,

- preserving the Group liquidity and level of solvency;
- protecting the capital;
- allowing the Group to operate on a day-to-day basis as well as over the long-term horizon; and
- contributing to SCOR's *raison d'être*,

in compliance with legal entities investment regulations, risk appetites and regulatory capital requirements (level of capital and type of admissible assets), and Group and local Investment Guidelines.

Operational framework

SCOR SE has outsourced its asset management activities to SCOR Investment Partners under a Master Investment Management Agreement ("MIMA"). The asset management company is managing the portfolios for all legal entities listed in the MIMA. SCOR Investment Partners may sub-delegate part of its investment services to third parties following the rules defined in the Manual of Group Investment Guidelines. The Head of Asset Owner Office is process owner of the outsourcing and of the MIMA.

For legal entities not listed in the MIMA, when possible and subject to local regulation, SCOR Investment Partners may act as an investment advisor.

In some cases, the asset management of entities is directly outsourced to external asset managers under an Investment Management Agreement. In this framework, the process owner of the Investment Management Agreement is defined locally. With the support of the Asset Owner Office, the Hub CFO co-ordinates the specifications, implementation and monitoring of the service provided.

Reporting and risk monitoring

The Asset Owner Office monitors the asset allocation at Group level, including positions held by the entities which have delegated their asset management to external asset managers. It produces reporting on invested assets performance, invested assets risks and invested assets compliance on a quarterly basis.

In particular, a quarterly reporting is sent to the Group Investment Committee describing:

- the development of the portfolio of invested assets over the quarter;
- the changes in the Tactical Asset Allocation;
- the IFRS and total return performance of the invested assets;
- key metrics on risks including stress tests and capital consumption;
- the implementation of the sustainable investment strategy.

Additionally, the Asset Owner Office produces reports for the local investment committees in order to provide the legal entity boards and regulators the required information to monitor their asset portfolios and associated invested assets risks.

3.3.4.4. ACCOUNTING MANAGEMENT

See Section 3.3.7 – Financial reporting.

3.3.5. INFORMATION AND COMMUNICATION

Financial communication

The establishment and centralization of all financial information – particularly press releases intended for the market, investors, financial analysts, and the press – are the joint responsibility of the Corporate Communications Department and the Investor Relations Department, in accordance with a formalized process. Financial information intended for rating agencies is the responsibility of the Rating Agencies Department. All of this information is ultimately controlled by the Executive Committee.

Concerning the Universal Registration Document, a specific process has been implemented to ensure the contribution of all relevant departments and the consistency of the information provided. A final edit is made by members of the Executive Committee.

The Corporate Communications Department systematically and simultaneously publishes regulated information, including press releases, *via* a professional host included in the official list published by the AMF and on SCOR's website (www.scor.com).

Internal communication

SCOR strives to make all documents deemed important available to all SCOR employees on its intranet, OneSCOR, a single point of entry for all the latest information about the Group and its business units, Group functions and offices. OneSCOR has notably strengthened the Group's crisis communication, for example with regard to the Covid-19 health crisis. This new intranet is part of the Office 365 environment and is constructed around SharePoint, a platform that also hosts collaborative sites where SCOR staff can share documents, retain document archives, and collect and centralize information pertaining to certain subjects (*e.g.* emerging risks) from various sources.

SCOR has established reporting principles for all risk management-related documents across the Group, with dedicated review processes and governance.

SCOR designs and implements training and development programs on these topics across the Group through SCOR University, aimed at maintaining and developing the skills of all of SCOR's staff in accordance with the Group's strategy and objectives.

3.3.6. MONITORING OF INTERNAL CONTROL AND RISK MANAGEMENT SYSTEMS

The internal control and risk management systems are monitored by a number of complementary mechanisms with the support of several departments across the Group.

SCOR implements dedicated processes and tools to identify, assess and monitor its risk exposure on a regular basis and has dedicated risk management mechanisms in the three business units in order to evaluate the appropriateness and effectiveness of controls and propose risk management and mitigation measures. See Section 3.3.3 – Identification and assessment of risks.

SCOR operates an Internal Control System Competence Center (ICS-CC), whose core objective is to pool ICS expertise in order to foster a consistent ICS approach and application of ICS standards across the Group. More information on the Internal Control System is provided below.

In addition, and in accordance with its risk-based audit plan and through its periodic assignment, Group Internal Audit provides independent and objective assessments on the adequacy, effectiveness and efficiency of the internal control system for the scopes audited. Any findings lead to recommendations and management remediation actions, which are followed up by Group Internal Audit. When Group Internal Audit concludes that management has accepted a level of risk that may be unacceptable to the organization, it must discuss the matter with the Executive Committee. If the Head of Group Internal Audit determines that the matter has not been resolved, he/she must communicate the matter to the Audit Committee. For more information, see Section 3.3.4.1 – Key functions.

Furthermore, the Finance area manages the "internal management representation letters" process, which also incorporates certain points related to the internal control of accounting and financial reporting, described further in Section 3.3.7 – Financial reporting.

3.3.7. FINANCIAL REPORTING

The accounting and finance function is the responsibility of the Chief Financial Officer, who manages all financial areas in order to have an overall view of the Group's technical and financial results.

The Chief Financial Officer relies on the finance departments of operating companies, which provide him with quarterly consolidation packages, as well as on the group finance departments which assist him in coordinating aspects relating to the processes, methods and reporting.

General accounting for SCOR subsidiaries is supported by two main auxiliary accounting systems, namely (i) a system for technical accounting; and (ii) a system for investment accounting.

The processes for technical accounting and the calculation of technical reserves, which are predominantly within the single information system (OMEGA), are applied by Group entities.

Concerning technical accounting, numerous regular controls are conducted directly (automatically and systematically, or for consistency or by testing) by the technical accounting teams located in the subsidiaries. Technical results are analyzed quarterly by a dedicated business performance department, and the Group Chief Actuary regularly performs an actuarial review of the Group's technical reserves.

SCOR P&C

The calculation of technical reserves, including IBNR (incurred but not reported) claims, which have a significant impact on the balance sheet and income statement, is largely based on contractual and accounting data provided by ceding companies, the relevance of which is verified upstream. This calculation of technical reserves is subject to the following successive controls by:

- the actuaries in charge of reserves through control reports for which the proper implementation is verified by the Actuarial Department of the Group;
- the Group Chief Actuary, particularly for methods, tools and results.

SCOR L&H

The recognition and measurement of technical reserves (in particular mathematical reserves) and related intangible assets (including deferred acquisition costs and value of acquired portfolio) are based on contractual and settlement data and subject to the following controls:

- the reinsurance treaties are either reviewed individually or are pooled based on certain criteria defined in advance;
- the treaties are then subject to reserving estimates, which are reviewed at each quarterly closing either by the actuaries or at meetings attended by underwriters, technical assistants and actuaries.

A quarterly liability adequacy test is performed for portfolios that are subject to broadly similar risks and managed together as a single portfolio.

SCOR Investments

Monitoring of financial assets and cash flows is provided through various operating methods. The information systems used provide an audit trail of the transactions carried out. In certain entities, accounting activities are delegated to external service providers; controls implemented by these entities make it possible to verify the proper recording of accounting data and consistency of the figures. Cash reconciliations are made on a daily basis and security transactions are reconciled in less than 24 hours with reports from the various custodians. Portfolios managed directly are monitored in real time.

Accounting and consolidation process

Regarding the processes involved in the preparation of consolidation packages and the consolidation of accounting data by the Group Reporting department, internal control is ensured by:

- the definition of a closing process, clear responsibilities and a detailed financial statements closing schedule, which is monitored, in the closing period, on a daily basis;
- use of a market recognized consolidation software package ("SAP BFC") common to all Group entities, which ensures the entire consolidation process through automated and formalized controls;
- the use of a general accounting software tool ("SAP") shared by all Group entities;
- the centralized management of charts of accounts and the use of a single chart of accounts (with minimum local specificities, aligned with existing Group systems);
- a definition of responsibilities for controlling the integration of auxiliary accounting systems;
- the formalization of the reconciliations between auxiliary, general and consolidation accounting systems;
- at least three levels of control of the consistency and completeness of the consolidation packages, one by the entity concerned, another by the finance departments relative to technical accounting and the third by the Group Consolidation department ;
- systematic analyses of results, shareholders' equity, taxation and cash flow;
- internal monitoring of changes in legislation and accounting standards, together with the Group's external consultants and auditors;
- the work of the Center of Excellence, whose objectives are to (i) communicate developments in accounting standards to all contributors, (ii) determine IFRS accounting policies and (iii) coordinate justification and documentation of accounting treatment for complex operations;
- an audit performed by external auditors as at December 31, and a limited review as at June 30.

Since 2015, SCOR has implemented a single General Ledger (SAP) that has the following advantages:

- the use of a single chart of accounts (with minimum local specificities, aligned with existing source systems);
- one system for one IT solution;
- streamlined, integrated and standardized processes across the Group;
- limited and automated mapping between systems;
- extended capabilities for reporting (including drilldown from financial to source system data);
- enhanced audit trail.

In addition, and without calling into question the implementation of internal control rules by SCOR and its managers, Executive Management requests, within the framework of the reporting and quarterly consolidation procedure, that all local managers of Group entities, as well as Senior Managers of SCOR P&C, of SCOR L&H and of certain Group functions such as tax and consolidation, prepare a specific quarterly statement for the Group Chief Executive Officer, and for the Group Chief Financial Officer in the form of internal management representation letters (IMRL) attesting to the reliability and fair presentation of the financial statements of the entities they manage and the effectiveness of the internal controls. The results of all internal management representation letters are analyzed and monitored by a committee including the General Secretary of SCOR, the Group General Counsel, the Group Chief Accounting Officer and the Head of the Center of Excellence. The key points are communicated to the Group Chief Financial Officer and the Group Chief Executive Officer, and to the Head of Internal Audit.

3.3.8. CONCLUSION ON THE CONTROL PROCEDURES IMPLEMENTED

SCOR believes that its risk management and internal control systems are appropriate and adapted to its activities, and is engaged in an ongoing process to improve its internal control standards and their implementation.

4 CONSOLIDATED FINANCIAL STATEMENTS

Pursuant to Article 19 of Regulation (EU) 2017/1129 of June 14, 2017 of the European Parliament and Council, the following information is incorporated by reference in this Universal Registration Document (URD):

- The consolidated financial statements as at December 31, 2021 are included from pages 183 to 265 and the Statutory Auditors' report on these consolidated financial statements as at December 31, 2021 is included from pages 265 to 271 of the universal registration document filed with the AMF on March 3, 2022 under Number D.22-0067 (and from pages 183 to 265 and from pages 265 to 271, respectively, of the free translation into English of the above mentioned universal registration document. The translation is available on SCOR's website: www.scor.com).
- The consolidated financial statements as at December 31, 2020 are included from pages 161 to 245 and the Statutory Auditors' report on these consolidated financial statements as at December 31, 2020 is included from pages 245 to 251 of the universal registration document filed with the AMF on March 3, 2021 under Number D.22-0067 (and from pages 161 to 245 and from pages 245 to 251, respectively, of the free translation into English of the above mentioned universal registration document. The translation is available on SCOR's website: www.scor.com).

The consolidated financial statements for the year ended December 31, 2022 are presented below:

4.1. CONSOLIDATED BALANCE SHEET

ASSETS

In EUR millions		As at December 31 2022	As at January 1 (1) 2022	As at December 31 (2) 2021
Goodwill arising from insurance activities	**Note 6**	**800**	**800**	**800**
Goodwill arising from non-insurance activities	**Note 6**	**82**	**82**	**82**
Value of business acquired	**Note 7**	**1,143**	**893**	**893**
Insurance business investments	**Note 8**	**31,439**	**31,525**	**31,489**
Real estate investments		700	629	629
Investments at fair value through other comprehensive income		18,713	19,531	20,659
Investments at fair value through profit or loss		1,267	1,214	180
Investments at amortized cost		1,895	1,604	1,474
Derivative instruments		272	262	262
Funds held by ceding companies		8,592	8,285	8,285
Investments in associates	**Note 3**	**9**	**7**	**7**
Share of retrocessionaires in insurance and investment contract liabilities	**Note 16**	**5,654**	**4,136**	**4,136**
Other assets		**14,374**	**12,050**	**12,028**
Accounts receivable from assumed insurance and reinsurance transactions	Note 9	9,191	7,603	7,603
Accounts receivable from ceded reinsurance transactions	Note 9	638	454	454
Deferred tax assets	Note 18	895	738	716
Tax receivables		210	175	175
Miscellaneous assets	Note 10	1,645	1,586	1,586
Deferred acquisition costs	Note 11	1,795	1,494	1,494
Cash and cash equivalents	**Note 12**	**1,830**	**2,083**	**2,083**
TOTAL ASSETS		**55,331**	**51,576**	**51,518**

(1) Opening balance sheet including the impacts of the first-time application of IFRS 9. Refer to Section 4.6.1.4.3 – Impacts of the transition to IFRS 9.
(2) SCOR has elected not to restate 2021 comparative figures in accordance with the option given by IFRS 9. The presentation of the consolidated balance sheet reflects the IFRS 9 line items. December 31, 2021, IAS 39 figures have been mapped to the new line items, without any IFRS 9 restatement. Certain non material reclassifications have been made in order to improve alignment with the presentation used for the current year. Refer to Section 4.6.1.4.2 – Impact in changes in presentation under IFRS 9.

SHAREHOLDERS' EQUITY AND LIABILITIES

In EUR millions		As at December 31 2022	As at January 1 (1) 2022	As at December 31 (2) 2021
Shareholders' equity - Group share	**Note 13**	**5,099**	**6,412**	**6,385**
Share capital		1,415	1,472	1,472
Additional paid-in capital		463	609	609
Revaluation reserves		(890)	35	65
Consolidated reserves		4,435	3,982	3,925
Treasury shares		(56)	(196)	(196)
Net income for the year		(301)	456	456
Share-based payments		33	54	54
Non-controlling interests		**34**	**17**	**17**
TOTAL SHAREHOLDERS' EQUITY		**5,133**	**6,429**	**6,402**
Financial liabilities	**Note 14**	**3,293**	**3,226**	**3,226**
Subordinated debt		2,635	2,581	2,581
Real estate financing		490	470	470
Other financial liabilities		168	175	175
Employee benefits and other provisions	**Note 15**	**121**	**151**	**151**
Contract liabilities	**Note 16**	**38,920**	**35,832**	**35,832**
Insurance contract liabilities		38,409	35,460	35,460
Investment and financial reinsurance contract liabilities		511	372	372
Other liabilities		**7,864**	**5,938**	**5,907**
Derivative instruments	Note 8	39	81	81
Accounts payable on assumed insurance and reinsurance transactions	Note 9	1,852	746	746
Accounts payable on ceded reinsurance transactions	Note 9	2,709	2,351	2,351
Deferred tax liabilities	Note 18	248	273	242
Tax payables		154	78	78
Third party interests in consolidated funds		2,122	1,808	1,808
Miscellaneous liabilities		740	601	601
TOTAL SHAREHOLDERS' EQUITY AND LIABILITIES		**55,331**	**51,576**	**51,518**

(1) Opening balance sheet including the impacts of the first-time application of IFRS 9. Refer to Section 4.6.1.4.2 – Impacts in changes in presentation under IFRS 9.
(2) SCOR has elected not to restate 2021 comparative figures in accordance with the option given by IFRS 9. The presentation of the consolidated balance sheet reflects the IFRS 9 line items. December 31, 2021, IAS 39 figures have been mapped to the new line items, without any IFRS 9 restatement. Certain non material reclassifications have been made in order to improve alignment with the presentation used for the current year. Refer to Section 4.6.1.4.3 – Impacts of the transition to IFRS 9.

4.2. CONSOLIDATED STATEMENT OF INCOME

In EUR millions		For the year ended December 31 2022	2021 [1]
Gross written premiums		19,732	17,600
Change in gross unearned premiums reserves		(655)	(588)
Gross earned premiums	**Note 5**	**19,077**	**17,012**
Other income and expenses		4	(16)
Investment income	Note 19	704	822
Interest revenue on financial assets not measured at FVPL		516	425
Other investment revenue		246	404
Net impairment losses		(58)	(7)
Share attributable to third party interests in consolidated funds		(52)	(63)
Total income from ordinary activities		**19,733**	**17,755**
Gross benefits and claims paid		(16,335)	(14,665)
Gross commission on earned premiums		(3,255)	(3,234)
Net retrocession result	Note 20	912	1,857
Investment management expenses	Note 21	(64)	(85)
Acquisition and administrative expenses	Note 21	(699)	(638)
Other current operating expenses	Note 21	(241)	(182)
Total other current operating income and expenses		**(19,682)**	**(16,947)**
CURRENT OPERATING RESULT		**51**	**808**
Other operating expenses		(53)	(44)
Other operating income		3	26
OPERATING RESULT (BEFORE IMPACT OF ACQUISITIONS)		**1**	**790**
Acquisition related expenses		-	-
Gain from bargain purchase	Note 4	-	-
OPERATING RESULT		**1**	**790**
Financing expenses	Note 14	(111)	(122)
Share in results of associates		(6)	(5)
CONSOLIDATED INCOME, BEFORE TAX		**(116)**	**663**
Corporate income tax	Note 18	(186)	(207)
CONSOLIDATED NET INCOME		**(302)**	**456**
Attributable to:			
Non controlling interests		(1)	-
Group share		**(301)**	**456**
In EUR			
Earnings per share (basic)	Note 22	(1.69)	2.46
Earnings per share (diluted)	Note 22	(1.69)	2.45

(1) SCOR has elected not to restate 2021 comparative figures in accordance with the option given by IFRS 9. 2021 figures are booked under IAS 39 but disclosed with IFRS 9 aggregates. The presentation of the consolidated statement of income reflects the IFRS 9 line items. 2021 IAS 39 figures have been mapped to the new line items, without any restatement. Certain non material reclassifications have been made in order to improve alignment with the presentation used for the current year. Refer to Section 4.6.1.4.2 – Impacts of change in presentation under IFRS 9.

4.3. CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

		For the year ended December 31	
In EUR millions		2022	2021 [1]
Consolidated net income		**(302)**	**456**
Other comprehensive income		**(600)**	**269**
Items that will not be reclassified subsequently to profit or loss		**(35)**	**39**
Revaluation – Equity instruments designated at FVOCI		(66)	-
Remeasurements of post-employment benefits		31	48
Taxes recorded directly in equity	Note 18	-	(9)
Items that will be reclassified subsequently to profit or loss		**(565)**	**230**
Revaluation – Equity instruments measured at FVOCI (IAS 39)		-	12
Revaluation – Debt instruments measured at FVOCI		(1,498)	(434)
Shadow accounting		388	99
Effect of changes in foreign exchange rates		300	482
Net gains/(losses) on cash flow hedges		12	(12)
Taxes recorded directly in equity	Note 18	236	77
Other changes		(3)	6
COMPREHENSIVE INCOME, NET OF TAX		**(902)**	**725**
Attributable to:			
Non-controlling interests		(1)	-
Group share		(901)	725

(1) SCOR has elected not to restate 2021 comparative figures in accordance with the option given by IFRS 9. The presentation of the consolidated statements of comprehensive income reflects the IFRS 9 line items. December 31, 2021, IAS 39 figures have been mapped to the new line items, without any IFRS 9 restatement. Refer to Section 4.6.1.4.2 – Impacts of changes in presentation under IFRS 9.

4.4. CONSOLIDATED STATEMENT OF CASH FLOWS

In EUR millions		For the year ended December 31 2022	2021
Net cash flows provided by/(used in) operations	**Note 12**	**500**	**2,406**
Acquisitions of consolidated entities	Note 4	-	(8)
Change in scope of consolidation (cash and cash equivalents of acquired companies)	Note 4	-	-
Disposals of consolidated entities, net of cash disposed of		(8)	-
Acquisitions of real estate investments		(115)	(45)
Disposals of real estate investments		71	5
Acquisitions of other insurance business investments (1)		(9,515)	(14,004)
Disposals of other insurance business investments (1)		9,368	12,594
Acquisitions of tangible and intangible assets		(70)	(87)
Disposals of tangible and intangible assets		-	-
Net cash flows provided by/(used in) investing activities		**(269)**	**(1,545)**
Issuance of equity instruments		6	7
Treasury share transactions		(118)	(205)
Dividends paid (2)		(323)	(336)
Cash generated by issuance of financial liabilities	Note 14	156	79
Cash used to redeem financial liabilities	Note 14	(164)	(121)
Interest paid on financial liabilities		(103)	(113)
Other cash flows from financing activities		(21)	15
Net cash flows provided by/(used in) financing activities		**(567)**	**(674)**
Effect of change in foreign exchange rates on cash and cash equivalents		83	92
TOTAL CASH FLOWS		**(253)**	**279**
Cash and cash equivalents at January 1	**Note 12**	**2,083**	**1,804**
Net cash flows provided by / (used in) operations		500	2,406
Net cash flows provided by / (used in) investing activities		(269)	(1,545)
Net cash flows provided by / (used in) financing activities		(567)	(674)
Effect of change in foreign exchange rates on cash and cash equivalents		83	92
CASH AND CASH EQUIVALENTS AT DECEMBER 31		**1,830**	**2,083**

(1) Acquisitions and disposals of other insurance business investments also include movements relating to bonds and other short-term investments with a maturity of less than three months and classified as cash equivalents.
(2) Of which EUR 2 million in dividends paid by MRM to non-controlling interests in 2022 (EUR 1 million paid in 2021).

4.5. CONSOLIDATED STATEMENT OF CHANGES IN SHAREHOLDERS' EQUITY

In EUR millions	Share capital	Additional paid-in capital	Revaluation reserves	Consolidated reserves	Treasury shares	Net income for the year	Share-based payments	Non controlling interests	Total consolidated
Shareholders' equity at January 1, 2022	**1,472**	**609**	**65**	**3,925**	**(196)**	**456**	**54**	**17**	**6,402**
Effect of adoption of new IFRS (1)	**-**	**-**	**(30)**	**57**	**-**	**-**	**-**	**-**	**27**
Shareholders' equity at January 1, 2022 after adoption of new IFRS	**1,472**	**609**	**35**	**3,982**	**(196)**	**456**	**54**	**17**	**6,429**
Allocation of prior year net income	**-**	**-**	**-**	**456**	**-**	**(456)**	**-**	**-**	**-**
Net income for the year ended December 31, 2022	**-**	**-**	**-**	**-**	**-**	**(301)**	**-**	**(1)**	**(302)**
Other comprehensive income net of tax	**-**	**-**	**(925)**	**325**	**-**	**-**	**-**	**-**	**(600)**
Revaluation – Debt instruments measured at FVOCI	-	-	(1,498)	-	-	-	-	-	(1,498)
Revaluation – Equity instruments measured at FVOCI	-	-	(61)	(5)	-	-	-	-	(66)
Shadow accounting	-	-	388	-	-	-	-	-	388
Effect of changes in foreign exchange rates	-	-	-	300	-	-	-	-	300
Net gains / (losses) on cash flow hedge	-	-	-	12	-	-	-	-	12
Taxes recorded directly in equity	-	-	246	(10)	-	-	-	-	236
Remeasurements of post-employment benefits	-	-	-	31	-	-	-	-	31
Other changes	-	-	-	(3)	-	-	-	-	(3)
Comprehensive income net of tax	**-**	**-**	**(925)**	**325**	**-**	**(301)**	**-**	**(1)**	**(902)**
Share-based payments (2)	-	-	-	(7)	140	-	(21)	-	112
Other changes	-	-	-	-	-	-	-	20	20
Capital transactions (3)	(57)	(146)	-	-	-	-	-	-	(203)
Dividends paid	-	-	-	(321)	-	-	-	(2)	(323)
SHAREHOLDERS' EQUITY AT DECEMBER 31, 2022	**1,415**	**463**	**(890)**	**4,435**	**(56)**	**(301)**	**33**	**34**	**5,133**

(1) Refer to Section 4.6.1.4.2 – Impacts of changes in presentation under IFRS 9.
(2) Decrease of treasury shares for EUR 140 mainly coming from the cancellation of shares related to the share buy-back program.
(3) Movement presented above related to the issuance of shares on the exercise of stock-options for EUR 7 million (EUR 3 million in share-capital and EUR 4 million in additional paid-in capital). This resulted in the creation of 309,100 shares during the year ended December 31, 2022. These movements were offset by a reduction in Group capital by cancellation of 7,534,181 treasury shares for EUR (210) million (EUR (60) million in share-capital and EUR (150) million in additional paid-in capital).

In EUR millions	Share capital	Additional paid-in capital	Revaluation reserves	Consolidated reserves	Treasury shares	Net income for the year	Share-based payments	Non controlling interests	Total consolidated
Shareholders' equity at January 1, 2021	**1,471**	**609**	**315**	**3,511**	**(43)**	**234**	**58**	**22**	**6,177**
Allocation of prior year net income	**-**	**-**	**-**	**234**	**-**	**(234)**	**-**	**-**	**-**
Net income for the year ended December 31, 2021	**-**	**-**	**-**	**-**	**-**	**456**	**-**	**-**	**456**
Other comprehensive income net of tax	**-**	**-**	**(250)**	**519**	**-**	**-**	**-**	**-**	**269**
Revaluation – Equity instruments measured at FVOCI (IAS 39)	-	-	12	-	-	-	-	-	12
Revaluation – Debt instruments measured at FVOCI	-	-	(434)	-	-	-	-	-	(434)
Shadow accounting	-	-	99	-	-	-	-	-	99
Effect of changes in foreign exchange rates	-	-	-	482	-	-	-	-	482
Net gains / (losses) on cash flow hedge	-	-	-	(12)	-	-	-	-	(12)
Taxes recorded directly in equity	-	-	73	(5)	-	-	-	-	68
Remeasurements of post-employment benefits	-	-	-	48	-	-	-	-	48
Other changes	-	-	-	6	-	-	-	-	6
Comprehensive income net of tax	**-**	**-**	**(250)**	**519**	**-**	**456**	**-**	**-**	**725**
Share-based payments [(1)]	-	-	-	(4)	(153)	-	(4)	-	(161)
Other changes	-	-	-	-	-	-	-	(4)	(4)
Capital transactions [(2)]	1	-	-	-	-	-	-	-	1
Dividends paid	-	-	-	(335)	-	-	-	(1)	(336)
SHAREHOLDERS' EQUITY AT DECEMBER 31, 2021	**1,472**	**609**	**65**	**3,925**	**(196)**	**456**	**54**	**17**	**6,402**

(1) EUR 153 million increase in treasury shares following the purchase of shares under the share buy-back program.

(2) Issue of shares related to the exercise of stock options for EUR 7 million (EUR 3 million in share capital and EUR 4 million in additional paid-in capital). This resulted in the creation of 356,000 shares during the year ended December 31, 2021. These movements were offset by a reduction in Group capital through the cancellation of treasury shares for EUR 6 million (EUR 2 million in share capital and EUR 4 million in additional paid-in capital).

4.6. NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

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Note 1 ACCOUNTING PRINCIPLES AND METHODS

Note 1.1 GENERAL INFORMATION

SCOR SE (the "Company") is a European Company (*Societas Europaea*) domiciled in France and governed by the provisions of French law relating to European Companies as well as by the provisions of French law applicable to joint stock companies (*sociétés anonymes*) where those provisions are not contrary to the specific provisions applicable to European Companies. SCOR's shares are publicly traded on the Eurolist by Euronext Paris stock market and on the SIX Swiss Exchange. The principal activities of the Company and its subsidiaries (the "Group" or "SCOR") are Life and Non-Life reinsurance.

The consolidated financial statements were presented by Group Management to the Audit Committee. Management and the Audit Committee report to the Board of Directors, which authorized for issuance the consolidated financial statements on March 1, 2023.

The consolidated financial statements for the year ended December 31, 2022 will be submitted for approval at the 2023 Annual Shareholders' Meeting.

Note 1.2 BASIS OF PREPARATION

SCOR's consolidated financial statements for the year ended December 31, 2022 have been prepared in compliance with IFRS issued by the International Accounting Standards Board (IASB) as endorsed by the European union (EU) and effective as at December 31, 2022. The term "IFRS" refers collectively to International Accounting Standards (IAS) and International Financial Reporting Standards (IFRS) and to the interpretations of the Standing Interpretations Committee (SIC) and the IFRS Interpretations Committee (IFRIC), mandatorily applicable as at December 31, 2022. See Note 1.3 – IFRS standards applied for the first time and IFRS standards published but not yet effective, for a detailed overview of (i) the new and amended standards applicable in 2022 that are relevant to SCOR and have been endorsed by the European union and (ii) the standards issued by the IASB in 2022 but not yet endorsed by the European union, which are relevant to SCOR and expected to have a material impact for the Group.

The consolidated financial statements have been prepared under the historical cost convention, with part of financial instruments remeasured at fair value through OCI and remeasured at fair value through profit or loss (including derivative instruments).

The financial statements of material subsidiaries are prepared for the same accounting period as the parent company. All material intragroup balances and transactions, including all internally generated Group profits, are fully eliminated.

Reclassification of prior-year comparatives

Certain non material reclassifications and revisions have been made to the financial information in respect of the prior years, in order to bring said information in line with the presentation used for the current year.

Use of judgments and estimates

The preparation of the consolidated financial statements requires management to make certain judgments, assumptions and estimates. These may affect the reported amounts of income, expenses, assets and liabilities, and the disclosure of contingent assets and liabilities at the reporting date. Management reviews these estimates and assumptions periodically, based on past experience and other factors. With regard to the Covid-19 pandemic and the conflict in Ukraine, assessment of the impact with respect to the P&C and L&H business exposures requires a high degree of estimation and is highly judgmental. In general, claims information is still limited. Estimates for determining the accounting positions as at December 31, 2022 are made based on current available information and SCOR's expertise. There is still a high degree of uncertainty regarding future developments and current estimates could evolve as more information becomes available. The actual outcomes and results could differ substantially from estimates and assumptions made. The main financial statement captions for which the Group uses estimates and assumptions are reinsurance reserves, accounts receivable from and accounts payable on reinsurance transactions, the fair value and impairment of financial instruments, intangible assets, retirement and other defined post-employment benefits and deferred taxes, in particular with respect to the recognition of deferred tax assets and the availability of future taxable income against which tax loss carryforwards can be used.

Foreign currency translation and transactions

The Group's consolidated financial statements are presented in euros (EUR) and all values are rounded to the nearest EUR million, except where stated otherwise. Percentages and percent changes are calculated on unrounded figures (including decimals), therefore the Notes may contain insignificant differences in sub-totals and percentages due to rounding.

The other key currencies in which the Group conducts business and the exchange rates used for the preparation of the consolidated financial statements are as follows:

EUR per foreign currency unit	Closing rate As at December 31, 2022	Average rate Q4 2022	Average rate Q3 2022	Average rate Q2 2022	Average rate Q1 2022
USD	0.9341	0.9787	0.9937	0.9394	0.8915
GBP	1.1295	1.1497	1.1684	1.1797	1.1955
CAD	0.6894	0.7214	0.7606	0.7360	0.7039
CNY	0.1358	0.1376	0.1449	0.1421	0.1404

EUR per foreign currency unit	Closing rate As at December 31, 2021	Average rate Q4 2021	Average rate Q3 2021	Average rate Q2 2021	Average rate Q1 2021
USD	0.8795	0.8746	0.8485	0.8298	0.8297
GBP	1.1886	1.1790	1.1690	1.1602	1.1440
CAD	0.6958	0.6939	0.6734	0.6756	0.6553
CNY	0.1385	0.1368	0.1311	0.1285	0.1280

SCOR SE's functional currency is EUR. Where the functional currency of an entity is not the same as the reporting currency used to present the Group's consolidated financial statements, the assets and liabilities of the entity are translated using the exchange rate at the reporting date and the statement of income and the statement of comprehensive income are translated using the average exchange rate for the period. Translation differences are recognized directly in shareholders' equity within reserves, under "Currency translation adjustments".

Movements in currency translation adjustments are primarily due to the translation of financial statements of subsidiaries and branches not using EUR as their functional currency.

As at December 31, 2022, the Group had one net foreign investment hedge in place (see Note 8.9 – Derivative instruments).

The Group reviews the functional currencies of its entities on an ongoing basis to ensure they appropriately reflect the currency of the primary economic environment in which they operate.

Transactions denominated in foreign currencies (currencies other than the functional currency) are translated into the functional currency at the exchange rate applicable at the date of the transaction (for practical purposes, an average rate is used). These rates may differ from the rates used to translate functional currency into the reporting currency as mentioned above.

At each period-end, the items on the balance sheet denominated in a foreign currency must be translated into the functional currency, using the following procedures:

- monetary items and non-monetary items measured at fair value through profit or loss are translated at the period-end exchange rates and the resulting gains and losses are recorded in the statement of income;
- other non-monetary items are translated:
  - at the exchange rate prevailing on the transaction date for items measured at historical cost, or
  - at the period-end exchange rate for items measured at fair value, and
  - any gains or losses that arise are directly recorded in shareholders' equity, notably foreign exchange differences on financial assets measured at fair value through OCI and foreign exchange differences resulting from the conversion of financial assets measured at fair value through OCI;
- the gains and losses resulting from the translation of net foreign investment hedges are recorded in other comprehensive income and subsequently in the statement of income upon the disposal of the net investment.

Since July 2018, Argentina has been considered to be a hyperinflationary economy. SCOR is exposed to the provisions of IAS 29 – Financial Reporting in Hyperinflationary Economies through its entity in Argentina, but the impact on the consolidated financial statements is not material.

Accounting principles and methods specific to reinsurance activities

Certain specific reinsurance accounting principles are described directly in Note 9 – Accounts receivable from and payable on assumed and ceded insurance and reinsurance transactions, Note 11 – Deferred acquisition costs, Note 16 – Net contract liabilities, and Note 20 – Net retrocession result. Further accounting principles and methods related to reinsurance activities are described below:

Classification and accounting of reinsurance contracts

The contracts assumed and retroceded by the Group are subject to different IFRS accounting rules depending on whether they fall within the scope of IFRS 4 – Insurance Contracts or IFRS 9 – Financial Instruments.

Assumed and ceded reinsurance transactions are contracts that transfer significant insurance risk at the inception of the contract. Insurance risk is transferred when the Group agrees to compensate a cedent if a specified uncertain future event (other than a change in financial variables) adversely affects the cedent. Any contracts that do not meet the definition of a reinsurance contract under IFRS 4 – Insurance Contracts are classified as investment and financial reinsurance contracts or derivative contracts as appropriate.

Assumed and ceded reinsurance transactions that do not transfer significant insurance risk are recognized in accordance with IFRS 9 – Financial Instruments. Accordingly, premiums collected are not recognized as income, and reserves and deferred acquisition costs are classified as "Investment and financial reinsurance contract liabilities" or "Financial contract assets" on the balance sheet. These liabilities are measured only on the basis of contractual flows and no longer on the basis of estimated ultimate results as required by accounting principles applicable to insurance transactions. Income from these transactions is equal to SCOR's corresponding gain or loss and is recorded in "Other income and expenses".

Cedent accounts

The Group's reinsurance entities record accounts transmitted by ceding companies upon receipt. At the year-end, estimates are made for those accounts not yet received from ceding companies. Under this method, the amounts recorded in the financial statements reflect as closely as possible the Group's actual reinsurance commitments. This method is applied to the majority of the contracts signed during the year.

Premium estimates

Non-Life gross premiums (both written and earned) are based on reports received from ceding companies, supplemented by the Group's own estimates of premiums (both written and earned) for which reports have not yet been received from ceding companies. Differences between such estimates and actual amounts are recorded in the period in which the estimates are adjusted, or the actual amounts are determined. The difference between ultimate estimated premiums, net of commission, and premiums reported by ceding companies is recorded under accounts receivable from or accounts payable on assumed reinsurance transactions. Premiums are earned over the term of the risk covered by the relevant reinsurance contracts, which is generally one to two years. For certain US and Japanese catastrophe risks, agriculture risks in Brazil and certain other risks, premiums are earned on a basis that is commensurate with the seasonality of the underlying exposure.

Unearned premium reserves represent the portion of premiums written that relate to the outstanding durations of the contracts and policies in force. Such reserves are computed by pro-rata methods based on statistical data or reports received from ceding companies. Reinstatement premiums are estimated after the occurrence of a significant loss and are recorded in accordance with the terms of the relevant contract, based on paid claims and reserves for claims to be paid in the period. Reinstatement premiums are earned when written.

For Life reinsurance contracts qualifying as "insurance contracts", the measurement method consists of estimating ceding companies' outstanding accounts for the current year in addition to information actually received and recorded.

Shadow accounting

For the measurement of deferred acquisition costs (DAC), value of business acquired (VOBA) and reserves recognized for different insurance portfolios, SCOR applies the shadow accounting principles stipulated in IFRS 4. As the amortization of DAC (for the Life business) and VOBA is calculated using estimates of expected income from investments and reserves are measured based on a discount rate that directly reflects the performance of the assets, the corresponding portion of the unrealized gains and losses recorded under investments measured at fair value through OCI is considered as shadow DAC, shadow VOBA and shadow reserves and offset directly in shareholders' equity.

Impairment of shadow DAC and shadow VOBA for the L&H is included in the liability adequacy testing conducted by SCOR L&H.

Participation in Lloyd's syndicates

Participations in Lloyd's of London syndicates are recognized on an annual basis, with a delay due to the transmission of information from syndicates not controlled by the Group. The Group recognizes its proportionate share of the syndicates' insurance and reinsurance premiums and claims, including an estimate of claims incurred but not reported (IBNR). At the end of an underwriting year, typically three years after the policy inception, syndicates reinsure all remaining unsettled liabilities into the following underwriting year, a mechanism known as Re-Insurance To Close (RITC). If the Group participates in both accepting and ceding transactions and has increased its participation, RITC paid is reduced, which generates an RITC receivable. This reflects the fact that the Group has assumed a greater proportion of the business of the syndicate. If the Group has reduced its participation from one year to the next, the RITC receivable is eliminated, generating an RITC payable. This reflects the reduction in the Group's exposure to risks previously written by the syndicates. The Group recognizes Lloyd's RITC in claims and benefits to ensure consistency with other reinsurance transactions and to present a true and fair view.

Note 1.3 IFRS STANDARDS APPLIED FOR THE FIRST TIME AND IFRS STANDARDS PUBLISHED BUT NOT YET EFFECTIVE

IFRS standards applied for the first time

Since January 1, 2022, SCOR has applied the final version of IFRS 9 – Financial Instruments which replaces IAS 39 – Financial Instruments: Recognition and Measurement. The standard defines the accounting principles for the classification and measurement of financial instruments, impairment of financial assets and hedge accounting (excluding macro hedging).

SCOR has elected not to apply the general hedge accounting requirements of IFRS 9. All hedging instruments therefore continue to be accounted for under the requirements of IAS 39.

Although SCOR has elected to apply the "Deferral Approach" for IFRS 9, as provided for in IFRS 4 in its amendment approved by the European Union on November 3, 2017, for operational reasons, SCOR has decided to adopt IFRS 9 one year earlier than IFRS 17, *i.e.*, on January 1, 2022, in order to avoid the simultaneous first-time application of both standards.

For SCOR, the main impacts of IFRS 9 relate to changes in the classification and measurement of financial assets as well as to the recognition of expected credit losses over the expected life of financial assets.

Under IFRS 9, financial assets are classified either at amortized cost, at fair value through other comprehensive income (FVOCI) or at fair value through profit or loss (FVPL) depending on the business model and the contractual cash flow characteristics of the instruments at initial recognition.

The definition of fair value given by IFRS 13 has not been changed by IFRS 9 and the amortized cost method as it was in IAS 39 has not been significantly modified by IFRS 9. However, the impairment of financial assets measured at amortized cost or at fair value through other comprehensive income is now based on expected credit losses and no longer on incurred credit losses.

IFRS 9 does not have a significant impact on SCOR's financial liabilities.

Please see Note 1.4 – IFRS 9 First-time adoption for information on IFRS 9 accounting principles and the impacts of its first-time application.

The other amended International Financial Reporting Standards and Interpretations as adopted by the European union applicable for the first time for annual periods beginning on or after January 1, 2022, did not materially impact the financial statements.

IFRS standards published but not yet effective

The following standard relevant to SCOR and expected to have a significant impact on its consolidated financial statements has been issued by the International Accounting Standards Board but is not yet effective:

- On May 18, 2017, the IASB published IFRS 17 – Insurance Contracts, which will replace the current guidance in IFRS 4 – Insurance Contracts. The amendments issued by the IASB in June 2020 and December 2021 address targeted improvements and some of the concerns and implementation challenges that were identified after IFRS 17 was published in 2017. The new standard is effective for annual periods beginning on or after January 1, 2023, with earlier application permitted.
- On November 23, 2021, IFRS 17 – Insurance Contracts as amended by the IASB was endorsed by the European Commission for use in the European union. The EU effective date is the same as the IASB effective date (annual periods beginning on or after January 1, 2023). However, the EU has provided an optional exemption from applying the annual cohort requirement – i.e. whereby a Group cannot include contracts issued more than one year apart – to certain types of contracts. SCOR will not make use of this exemption as it does not have any business that would qualify.

Measurement models

IFRS 17 will significantly change the accounting for insurance contracts as currently applied. IFRS 17 introduces a discounted measurement approach as the general model for all insurance and reinsurance contracts as well as an option for a simplified measurement model for short-term contracts and a model solely dedicated to contracts with direct participating features.

SCOR has chosen to use the General Model (or Building Block Approach, (BBA)) for measurement of the entire portfolios for Group IFRS reporting purposes. The optional simplified Premium Allocation Approach (PAA) is not applied. SCOR does not issue any contracts with direct participation features.

Under the General Model, insurance liabilities will be measured as the sum of fulfilment cash flows and the unearned profit for a contract or group of contracts. The unearned profit is called the Contractual Service Margin (CSM).

Fulfilment Cash Flows comprise the following:

- estimates of future cash flows associated with groups of contracts;
- an adjustment to reflect the time value of money and the financial risks related to the future cash flows, to the extent that the financial risks are not included in the estimates of the future cash flows; and
- a risk adjustment for non-financial risk.

The estimates of future cash flows should include the expected value of the full range of possible outcomes within the "contract boundary" as defined by the standard. Only the cash flows that relate directly to the fulfilment of the insurance contracts are taken into account. When relevant, the distinct components embedded in insurance contracts (derivatives, investment components, promise to transfer goods or services) are separated and accounted for under the relevant standard.

To determine the discount rate, SCOR applies a bottom-up approach based on risk-free rates (OIS rates, IBOR Swap rates or government bond rates), the Nelson-Siegel extrapolation method and an illiquidity premium depending on the characteristics of the reference portfolios.

IFRS 17 requires entities to adjust the estimate of the present value of the future cash flows to reflect the compensation that SCOR requires for bearing the uncertainty about the amount and timing of the cash flows that arises from non-financial risk. SCOR adopts a Cost of Capital approach in determining the risk adjustment. This approach is based on the calculation of the Solvency Capital Requirement (SCR) that represents the risk to which the entity is exposed over one year with an adjustment of the scope and assumptions to comply with the IFRS 17 requirements. This SCR is then determined for each projected year as a percentile of future risk distributions. Risk diversification based on SCOR's internal model parameters, is considered.

For profitable groups of contracts, the CSM represents future margin, which is recognized over the coverage period of a group of contracts. For contracts that are onerous on initial recognition, a loss must be recognized immediately.

Identifying coverage units involves determining the quantity of benefits provided during the coverage period, in order to define the amount of CSM to be released in each reporting period. The determination of coverage units involves judgement and estimates to best achieve the principle of reflecting the services provided in each period. Those judgements and estimates are applied systematically and rationally.

To reduce complexity and ensure operational efficiency, SCOR IFRS 17 calculations and processes have leveraged on the Solvency II approach and processes where possible while complying with specific IFRS 17 requirements.

Level of aggregation

IFRS 17 requires entities to define the level of aggregation in order to measure insurance contracts and their related profitability. Insurance contracts are aggregated into portfolios, which comprise contracts subject to similar risks and managed together. In assessing the level of aggregation, the following are considered:

- Combination of contracts – if a set or series of contracts with the same or related counterparty achieve or are designed to achieve an overall commercial effect, it may be necessary to treat the set or series of contracts as a whole.
- Portfolio – IFRS 17 requires insurance undertakings to identify "portfolios" of insurance contracts, containing contracts that are subject to similar risks and managed together. In practice this refers to the differentiation of the lines of business and geographical regions where SCOR operates.
- Profitability buckets – portfolios of insurance contracts are to be divided into at least three groups:
  - contracts that are onerous at initial recognition;
  - contracts that have no significant possibility of becoming onerous subsequently;
  - and group of remaining contracts in the portfolio.
- Annual cohorts – contracts issued more than one year apart shall not be in the same group. SCOR considers this to be driven by the inception date and underwriting year of the contract.

OCI option

IFRS 17 offers the option to disaggregate the (re)insurance finance income and expenses between the statement of income and the other comprehensive income. The capitalization of the interest in the statement of income is based on the locked-in rate while the difference between the valuation at current and locked-in rate would be shown in the other comprehensive income. SCOR intends to use this option for all its (re)insurance groups of contracts.

Presentation impacts

Under IFRS 17, insurance contracts will be measured on a cash basis (versus on an accrual basis) and therefore will include all receivables, payables and expenses modelled in the estimates of future cash flows, until they are actually paid. Insurance contracts will be remeasured based on current market information at each reporting date. The Group's performance will mainly be depicted through the insurance service result (the income earned from providing (re)insurance coverage) and financial income and expenses (investment income from managing assets and financial expenses from discounting insurance liabilities). Gross written premiums will no longer be presented in the statement of income. The presentation of the balance sheet and the statement of income will change under IFRS 17 compared to current practice. For example, funds held by ceding companies (also referred to as "Funds Withheld") that is a mechanism to mitigate credit risk for the cedants, will be embedded in the (re)insurance liabilities measurement whereas they are currently accounted for as financial instruments. The new standard also requires additional disclosures and reconciliations to enable users of the financial statements to understand the amounts recognized on the balance sheet and in the statement of comprehensive income, as well as the risks embedded in insurance contracts issued by the Group.

Transition method

IFRS 17 must be applied retrospectively which implies that at the transition date SCOR is required to:

- identify, recognize and measure each group of insurance contracts as if IFRS 17 had always been applied;
- derecognize any existing balances that would not exist had IFRS 17 always applied; and
- recognize any resulting net difference in equity.

In the event where the full retrospective approach, as described above, is impracticable, it is permitted to either apply modified retrospective approach (MRA) or fair value approach (FVA) at a group of contracts level.

The P&C business applies the full retrospective approach. The L&H business adopts the modified retrospective approach or the fair value approach for groups of contracts for which the full retrospective approach is impracticable.

Implementation status and expected transition impacts

SCOR's results for the first quarter of 2023 will be presented under IFRS 17. As such, the opening January 1, 2022 balance sheet and quarterly 2022 comparatives have been produced and are currently subject to external audit.

Although "Economic Value" is not a notion defined by IFRS 17, from an economic point of view, the Group considers that the aggregation of the shareholders' equity and the CSM net of tax is relevant to present the reevaluated Economic Value of the Group. Transition to IFRS 17 at January 1, 2022 leads to an EV net of tax(1) of an amount ranging from EUR 10.5 to 11.1 billion (EUR 6.7 - 7.0 billion for the shareholders' equity and EUR 5.1 - 5.4 billion for the CSM gross of tax). Comparing with IFRS 4, the IFRS 17 total balance sheet is expected to be lower notably because of the inclusion of the Funds Withhelds as part of the estimated future cash flows and not as a separate asset anymore. The IFRS 17 insurance revenue is a better reflection of the volume of insurance risk exposure and is also expected to be lower, as a result, for instance, of the netting of commissions against premiums and the exclusion from the insurance revenue of non-distinct investment components changes.

(1) A notional tax rate of 25% was applied to the CSM to calculate the Economic Value.

Note 1.4 IFRS 9 FIRST TIME ADOPTION

IFRS 9 accounting principles

IAS 32 defines a financial instrument as any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

Derivatives are financial assets or liabilities whose value changes in response to the change in an underlying, which requires no or low initial net investment, and which is settled at a future date.

In any case, IFRS 9 requires that a financial asset is measured at fair value at initial recognition. Transaction costs directly attributable to the acquisition are included in the initial accounting value (except for assets measured at fair value through profit or loss).

Classification and measurement of equity instruments

Under IFRS 9, all equity instruments must be classified and measured at fair value through profit or loss. However, management may elect to measure those that are not held for trading at fair value through other comprehensive income. This election is made at initial recognition, on an instrument-by-instrument basis and is irrevocable. Under this election, fair value gains and losses realized on disposal of the equity instrument may not be transferred to profit or loss *i.e.* only dividends are recognized in profit or loss.

SCOR's equity instruments are mainly shares and non-consolidated entities. The Group reviewed its portfolio of equity instruments at the transition date and elected to present changes in the fair value of some of its strategic investments, investments in non-consolidated entities, and venture capital investments in other comprehensive income that will not be reclassified subsequently to profit or loss ("FVOCI option").

Classification and measurement of debt instruments

Debt instruments held by SCOR are mainly government bonds, corporate bonds, and loans.

Business model

In a "hold to collect" business model, financial assets are held with the objective of collecting contractual cash flows over the life of the instrument. However, the assets may be sold (i) in the event of an increase in credit risk, (ii) to manage credit concentration risk, or (iii) close to the maturity date for an amount close to par.

In a "hold to collect and sell" business model financial assets are held with the objective of collecting contractual cash flows and selling the financial assets. The "hold to collect and sell" business model typically involves more frequent and higher value sales than the "hold to collect" business model. The frequency of sales is an integral part of this business model, which is SCOR's main business model for debt instruments.

Debt instruments not classified in the "hold to collect" or the "hold to collect and sell" business models are classified in the "other" business model.

Cash flow characteristics

Under IFRS 9, the contractual cash flows of a debt instrument are measured to determine whether they meet the solely payments of principal and interest (SPPI) criterion. This criterion is met when the contractual payments give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding, mainly representing the time value of money and the issuer's credit risk.

Debt instruments measured at amortized cost

Debt instruments are classified and measured at amortized cost if they are held within a "hold to collect" business model and meet the SPPI criterion.

At SCOR, financial assets classified and measured at amortized cost mainly include infrastructure and real estate loans.

Debt instruments measured at fair value through other comprehensive income

Debt instruments are classified and measured at fair value through other comprehensive income if they are held within a "hold to collect and sell" business model and meet the SPPI criterion. They are presented as "FVOCI (mandatory)".

Debt instruments measured at fair value through profit or loss

Debt instruments that are not classified in the "hold to collect" nor in the "hold to collect and sell" business models or that do not meet the SPPI criterion are measured at fair value through profit or loss. They are presented as "FVPL (mandatory)".

SCOR may, at initial recognition, irrevocably designate a debt instrument as measured at fair value through profit or loss if doing so eliminates or significantly reduces an "accounting mismatch" that would otherwise arise from measuring assets at amortized cost or fair value through other comprehensive income. They are presented as "FVPL (option)".

Impairment and expected credit losses

For SCOR, the impairment scope includes debt instruments measured at amortized cost or at fair value through other comprehensive income, lease receivables accounted for under IFRS 16, and written loan commitments and financial guarantees given that are not measured at fair value through profit or loss. The impairment model is based on expected credit loss calculations.

General approach

Under the general approach provided for in IFRS 9, SCOR groups financial assets into three stages:

- Stage 1 – 12-month expected credit losses (risk of default measured for the next 12 months): this applies to instruments for which credit risk has not increased significantly since initial recognition.
- Stage 2 – Lifetime expected credit losses (risk of default measured over the instrument maturity): this applies to instruments for which credit risk has increased significantly since initial recognition but for which there is no objective evidence of impairment.
- Stage 3 – Lifetime expected credit losses: this applies to instruments for which there is objective evidence of impairment.

Purchased or originated credit-impaired financial assets (POCI)

A financial asset is considered credit-impaired on purchase or origination if there is evidence of impairment at the date of initial recognition. It is likely to be acquired at a deep discount.

For such assets, the initial lifetime expected credit losses are reflected in a credit-adjusted effective interest rate, rather than being recognized as a 12-month expected credit loss allowance. Any subsequent changes in lifetime expected credit losses will be recognized in profit or loss. The Group carries out transactions in POCI financial assets when SCOR analyses any possible return from those assets.

Definition of default

SCOR considers a counterparty to be in default when it is rated as such by rating agencies or if any asset is more than 90 days past due.

Significant increase in credit risk

SCOR assesses whether there is a significant increase in credit risk (SICR) in order to allocate eligible financial assets (or Groups of assets) between Stage 1 and Stage 2. Significant increase in credit risk is assessed by comparing the risk of default of an exposure at the reporting date to the risk of default at the date of initial recognition. SCOR using quantitative and qualitative factors and credit risk models to determine whether a significant increase has occurred.

Measurement of expected credit losses

12-month expected credit losses are expected credit losses that result from possible default events within the 12 months following the reporting date.

Lifetime expected credit losses are the expected credit losses that result from possible default events over the expected life of a financial asset.

For financial assets in Stages 1 and 2, SCOR calculates expected credit losses by multiplying the probability of default, the loss given default and the exposure at default. The result is discounted at the instrument's effective interest rate.

When a financial asset is credit-impaired (Stage 3), impairment losses correspond to lifetime expected credit losses. SCOR assumes a 100% probability of default (PD) for instruments in Stage 3.

Probability of default (PD) and forward-looking information

Probability of default (PD) is an estimate of the likelihood of default over a given time horizon.

SCOR derives PD from an external tool for referenced assets and data from rating agencies. For unlisted assets, SCOR uses proxies based on internal expert judgment.

According to IFRS 9, economic cycle conditions and forward-looking projections should be taken into account when assessing PD of expected credit losses.

SCOR applies macro-economic scenarios organized by variable type, region and event to assess forward-looking PD.

Definition of loss given default (LGD)

SCOR uses the same loss given default (LGD) values as per its Solvency II internal model. In this model, LGDs are ranked by asset category.

Definition of exposure at default (EAD)

Exposure at default (EAD) refers to all future cash flows that the Group expects to receive. SCOR uses its internal tool to independently calculate future cash flows from the instruments' main characteristics, including the notional amount, coupon rate, frequency and maturity date.

Write-off

When SCOR has no reasonable expectation of recovering a financial asset in part or in full, its gross carrying amount is reduced. A write-off is considered a derecognition event.

Financial liabilities

The application of IFRS 9 has not had a material impact on SCOR's financial liabilities.

Derecognition of financial assets and liabilities

SCOR derecognizes a financial asset when the contractual rights to the cash flows from the financial asset expire or are transferred, and the Group has transferred all or substantially all of the risks and rewards of ownership.

SCOR derecognizes a financial liability when it is extinguished (*e.g.* when the obligation specified in the contract is discharged or cancelled or expires).

Impacts of changes in presentation under IFRS 9

SCOR has elected not to restate 2021 comparative figures in accordance with the option given by IFRS 9. The impact of changes in presentation on the balance sheet, the statement of income and on the statement of comprehensive income are presented below.

Impact of presentation changes on the consolidated balance sheet

The presentation of the consolidated balance sheet reflects the IFRS 9 line items. IAS 39 figures as at December 31, 2021 have been mapped to the new line items, without IFRS 9 restatement (*i.e.* before reclassification or remeasurement, if any). Certain non material reclassifications (not derived from IFRS 9) have been made in order to improve the alignment with the presentation used for the current year. These are shown in the "other reclassifications" column.

Assets

In EUR millions	December 31, 2021 IAS 39 Former presentation	Renaming of financial statement captions	Other reclassifications	December 31, 2021 IAS 39 New presentation
Goodwill arising from insurance activities	**800**	**-**	**-**	**800**
Goodwill arising from non-insurance activities	**82**	**-**	**-**	**82**
Value of business acquired	**893**	**-**	**-**	**893**
Insurance business investments	**31,517**	**-**	**(28)**	**31,489**
Real estate investments	629	-	-	629
Available-for-sale financial assets	20,124 (1)	(20,124)	-	-
Investments at fair value through other comprehensive income	- (1) (2)	20,659	-	20,659
Investments at fair value through profit or loss	180	-	-	180
Loans and receivables	10,322 (2)	(10,294)	(28) (3)	-
Investments at amortized cost	- (2)	1,474	-	1,474
Derivative instruments	262	-	-	262
Funds held by ceding companies	- (2) (4)	8,285	-	8,285
Investments in associates	**7**	**-**	**-**	**7**
Share of retrocessionaires in insurance and investment contract liabilities	**4,136**	**-**	**-**	**4,136**
Other assets	**12,000**	**-**	**28**	**12,028**
Accounts receivable from assumed insurance and reinsurance transactions	7,582	-	21 (3)	7,603
Accounts receivable from ceded reinsurance transactions	454	-	-	454
Deferred tax assets	716	-	-	716
Tax receivables	175	-	-	175
Miscellaneous assets	1,579	-	7 (3)	1,586
Deferred acquisition costs	1,494	-	-	1,494
Cash and cash equivalents	2,083	-	-	2,083
TOTAL ASSETS	**51,518**	**-**	**-**	**51,518**

The presentation of assets in the balance sheet as at December 31, 2021 has been revised to facilitate comparison with IFRS 9 categories. The changes in presentation are as follows:

(1) "Available-for-sale financial assets" are presented under "Investments at fair value through other comprehensive income".

(2) "Loans and receivables" are presented under "Investments at amortized cost". A total of EUR 10,294 million has been allocated by instrument type to the three following categories: EUR 1,474 million to "Investments at amortized cost", EUR 8,285 million to "Funds held by ceding companies" (2022 transition) and EUR 535 million to "Investments at fair value through other comprehensive income".

(3) As at December 31, 2021, EUR 28 million in loans and receivables has been reclassified as follows: EUR 21 million to "Accounts receivable from assumed insurance and reinsurance transactions" and EUR 7 million arising from deposits and security deposits to "Miscellaneous assets".

(4) Funds held by ceding companies are related to the reinsurance business and will be accounted for in accordance with IFRS 17 as from 2023. In 2022, these funds are accounted for as financial instruments at amortized cost (as under IAS 39) and are presented in a dedicated line. The valuation impact of the IFRS 9 transition is not material. After more refined analysis in the IFRS 17 implementation project, two Funds withheld were identified to remain under IFRS 9 and were reclassified in the investments at fair value through comprehensive income. This explains the EUR 331 million difference between these two line items with the FTA balance sheet disclosed at June 30, 2022.

Shareholders' equity and liabilities

In EUR millions	December 31, 2021 IAS 39 Former presentation	Renaming of financial statement captions	Other reclassifications	December 31, 2021 IAS 39 New presentation
Shareholders' equity – Group share	**6,385**	**-**	**-**	**6,385**
Share capital	1,472	-	-	1,472
Additional paid-in capital	609	-	-	609
Revaluation reserves	65	-	-	65
Consolidated reserves	3,925	-	-	3,925
Treasury shares	(196)	-	-	(196)
Net income for the year	456	-	-	456
Share-based payments	54	-	-	54
Non-controlling interests	**17**	**-**	**-**	**17**
TOTAL SHAREHOLDERS' EQUITY	**6,402**	**-**	**-**	**6,402**
Financial liabilities	**3,226**	**-**	**-**	**3,226**
Subordinated debt	2,581	-	-	2,581
Real estate financing	470	-	-	470
Other financial liabilities	175	-	-	175
Employee benefits and other provisions	**151**	**-**	**-**	**151**
Contract liabilities	**35,832**	**-**	**-**	**35,832**
Insurance contract liabilities	35,460	-	-	35,460
Investment and financial reinsurance contract liabilities	372	-	-	372
Other liabilities	**5,907**	**-**	**-**	**5,907**
Derivative instruments	81	-	-	81
Accounts payable on assumed insurance and reinsurance transactions	746	-	-	746
Accounts payable on ceded reinsurance transactions	2,351	-	-	2,351
Deferred tax liabilities	242	-	-	242
Tax payables	78	-	-	78
Third party interests in consolidated funds	-	-	1,808 (1)	1,808
Miscellaneous liabilities	2,409	-	(1,808) (1)	601
TOTAL SHAREHOLDERS' EQUITY AND LIABILITIES	**51,518**	**-**	**-**	**51,518**

The presentation of liabilities in the balance sheet as at December 31, 2021 has been revised as follow:
(1) Reclassification of EUR 1,808 million from "Miscellaneous liabilities" to "Third party interests in consolidated funds" as at December 31, 2021.

Impacts of presentation changes on the statement of income

The presentation of the consolidated statement of income reflects the IFRS 9 line items. IAS 39 figures for the year 2021 have been mapped to the new line items, without IFRS 9 restatement. Certain non-material reclassifications have been made in order to improve alignment with the presentation used for the current year.

Consolidated statement of income

	For the year ended December 31, 2021			
In EUR millions	IAS 39 Former presentation	Renaming of financial statement captions	Other reclassifications	IAS 39 New presentation
Gross written premiums	17,600	-	-	17,600
Change in gross unearned premiums reserves	(588)	-	-	(588)
Gross earned premiums	**17,012**	**-**	**-**	**17,012**
Other income and expenses	(16)	-	-	(16)
Investment income (1)	764	-	58	822
Interest revenue on financial assets not measured at FVPL	-	373	52	425
Other investment revenue	-	398	6	404
Net impairment losses	-	(7)	-	(7)
Share attributable to third party interests in consolidated funds	-	-	(63)	(63)
Total income from ordinary activities	**17,760**	**-**	**(5)**	**17,755**
Gross benefits and claims paid	(14,665)	-	-	(14,665)
Gross commission on earned premiums	(3,234)	-	-	(3,234)
Net retrocession result	1,857	-	-	1,857
Investment management expenses	(85)	-	-	(85)
Acquisition and administrative expenses	(638)	-	-	(638)
Other current operating expenses	(182)	-	-	(182)
Total other current operating income and expenses	**(16,947)**	**-**	**-**	**(16,947)**
CURRENT OPERATING RESULT	**813**	**-**	**(5)**	**808**
Other operating expenses	(44)	-	-	(44)
Other operating income	26	-	-	26
OPERATING RESULT (BEFORE IMPACT OF ACQUISITIONS)	**795**	**-**	**(5)**	**790**
Acquisition related expenses	-	-	-	-
Gain from bargain purchase	-	-	-	-
OPERATING RESULT	**795**	**-**	**(5)**	**790**
Financing expenses	(127)	-	5	(122)
Share in results of associates	(5)	-	-	(5)
CONSOLIDATED INCOME, BEFORE TAX	**663**	**-**	**-**	**663**
Corporate income tax	(207)	-	-	(207)
CONSOLIDATED NET INCOME	**456**	**-**	**-**	**456**
Attributable to:				
Non controlling interests	-	-	-	-
Group share	456	-	-	456
In EUR				
Earnings per share (basic)	2.46	-	-	2.46
Earnings per share (diluted)	2.45	-	-	2.45

(1) "Investment income" is now presented gross of the share attributable to third party interests in consolidated funds (EUR 63 million as at December 31, 2021).

Impacts of presentation changes on the consolidated statement of comprehensive income

In EUR millions	Year ended December 31, 2021 IAS 39 Former presentation	Renaming of financial statement captions	Other reclassifications	IAS 39 New presentation
Consolidated net income	**456**	**-**	**-**	**456**
Other comprehensive income	**269**	**-**	**-**	**269**
Items that will not be reclassified subsequently to profit or loss	**39**	**-**	**-**	**39**
Revaluation – Equity instruments designated at FVOCI	-	-	-	-
Remeasurements of post-employment benefits	48	-	-	48
Taxes recorded directly in equity	(9)	-	-	(9)
Items that will be reclassified subsequently to profit or loss	**230**	**-**	**-**	**230**
Revaluation – Available-for-sale financial assets	(422)	422 (1)	-	-
Revaluation – Equity instruments measured at FVOCI (IAS 39)	-	12 (1)	-	12
Revaluation – Debt instruments measured at FVOCI		(434) (1)	-	(434)
Shadow accounting	99	-	-	99
Effect of changes in foreign exchange rates	482	-	-	482
Net gains/(losses) on cash flow hedges	(12)	-	-	(12)
Taxes recorded directly in equity	77	-	-	77
Other changes	6	-	-	6
COMPREHENSIVE INCOME, NET OF TAX	**725**	**-**	**-**	**725**
Attributable to:				
Non-controlling interests	-	-	-	-
Group share	725	-	-	725

(1) The presentation of comprehensive income has been revised. The presentation of the transition from IAS 39 to IFRS 9 includes the reclassification of "Revaluation Available-for-sale financial assets" to "Revaluation Equity instruments measured at FVOCI" and "Revaluation – Debt instruments measured at FVOCI".

Impacts of the transition to IFRS 9

Since January 1, 2022, SCOR has applied the new accounting standard IFRS 9. The impacts of the first-time adoption of IFRS 9 are presented below.

Balance sheet reconciliation

In EUR millions	IAS 39 New presentation December 31, 2021	IFRS 9 reclassification to Amortized cost	IFRS 9 reclassification to FVOCI	IFRS 9 reclassification to FVPL	Total impact of reclassi-fication	Remea-surement impact due to reclassification – incl. reversal of IAS 39 impairment	IFRS 9 ECL recognition impact at January 1, 2022	Total remea-surement impact	IFRS9 carrying amount
Equity instruments	854	-	-	(701)	(701)	37 (3)	-	37	190 (3)
Debt instruments	19,805	(202)	-	(262)	(464)	-	-	-	19,341
Investments at fair value through other comprehensive income	**20,659**	**(202)**	**-**	**(963)**	**(1,165)**	**37**	**-**	**37**	**19,531**
Equity instruments	172	-	-	707	707	-	-	-	879
Debt instruments	8	-	-	327	327	-	-	-	335
Investments at fair value through profit or loss	**180**	**-**	**-**	**1,034**	**1,034 (2)**	**-**	**-**	**-**	**1,214**
Investments at amortized cost	**1,474**	**202 (1)**	**-**	**(71)**	**131**	**-**	**(1)**	**(1)**	**1,604**
Derivative instruments	**262**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**262**
Cash and cash equivalents	**2,083 (4)**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**2,083**
CARRYING AMOUNT	**24,658**	**-**	**-**	**-**	**-**	**37**	**(1)**	**36**	**24,694**

Description of classification or remeasurement changes on adoption of IFRS 9 as from January 1, 2022

(1) As of December 31, 2021, EUR 202 million in infrastructure loans was reclassified to reflect management's intent to hold these financial assets in order to collect contractual cash flows.

(2) The impact of the EUR 1,034 million reclassification to investments at fair value through profit or loss arises from the following items:

- Some investments in non-consolidated entities and investments in fund units previously classified as available-for-sale under IAS 39 for an amount of EUR 701 million as at December 31, 2021. A related net unrealized gain of EUR 82 million has been reclassified from "Other comprehensive income" to "Consolidated reserves".
- Certain debt instruments that do not meet the solely payments of principal and interest (SPPI) criterion for measurement at amortized cost and fair value through other comprehensive income amounting respectively to EUR 71 million previously included within "Loans and receivables" and EUR 262 million previously included in "Available-for-sale". An unrealized gain of EUR 5 million related to these positions has been reclassified from "Other comprehensive income" to "Consolidated reserves".

(3) Venture capital investments previously measured at cost and classified as assets at fair value through other comprehensive income that will not be reclassified subsequently to profit or loss have been remeasured and generated an unrealized gain of EUR 37 million at the transition date (accounted for in "Consolidated reserves").

(4) "Cash and cash equivalent includes" EUR 629 million in mutual fund investments measured at fair value through profit or loss, EUR 675 million in short-term government bonds measured at fair value through other comprehensive income and EUR 779 million in assets measured at amortized cost as at December 31, 2021.

Reconciliation of financial liabilities

All financial liabilities continue to be measured at amortized cost except for derivatives which are measured at fair value.

Reconciliation between IAS 39 / IAS 37 impairment losses and the IFRS 9 impairment losses

In EUR millions	IAS 39 Impairment December 31, 2021	IFRS 9 reclassification to FVOCI (optional) (2)	FVPL (2)	IFRS 9 ECL recognition impact (1)	IFRS 9 ECL at January 1 ,2022 (1)	Of which Stage 1	Stage 1	Stage 2
Cash and cash equivalents	-	-	-	-	-	-	-	-
Equity instruments	(14)	7	7	-	-	-	-	-
Debt instruments	(21)	-	9	(21)	(33)	(20)	(1)	(12)
measured at amortized cost	(6)	-	6	(1)	(1)	(1)	-	-
measured at fair value through OCI	(15)	-	3	(20)	(32)	(19)	(1)	(12)
Provision on loan commitments	-	-	-	-	-	-	-	-
Expected credit losses	**(35)**	**7**	**16**	**(21)**	**(33)**	**(20)**	**(1)**	**(12)**

Description of classification or remeasurement changes on adoption of IFRS 9 as of January 1, 2022

(1) As a result of the adoption of IFRS 9, expected credit losses amount to EUR 33 million, which :
- EUR 20 million in Stage 1
- EUR 1 million in Stage 2
- EUR 12 million in Stage 3 (provision for losses incurred already accounted for under IAS 39)

(2) Provisions that were recognized on instruments reclassified to "Fair value through OCI" that will not be reclassified subsequently to profit or loss and "Fair value through profit or loss have been reversed. This mainly relates to investments in non-consolidated entities and venture capital investments for a total of EUR 7 million.

Impact of IFRS 9 on shareholders' equity

In EUR millions	Share capital	Additional paid-in capital	Revaluation reserves (2)	Consolidated reserves	Treasury shares	Net income for the year	Share-based payments	Non controlling interests	Total consolidated
Shareholders' equity as at December 31, 2021	**1,472**	**609**	**65**	**3,925**	**(196)**	**456**	**54**	**17**	**6,402**
Pre-tax impact of IFRS 9	**-**	**-**	**(40)**	**76**	**-**	**-**	**-**	**-**	**36 (1)**
IFRS 9 remeasurement impact due to reclassification change incl. IAS 39 impairment reversal	-	-	(40)	94	-	-	-	-	54
IFRS 9 ECL remeasurement impact due to recognition of impairment	-	-	-	(18)	-	-	-	-	(18)
IFRS 9 tax impact	**-**	**-**	**10**	**(19)**	**-**	**-**	**-**	**-**	**(9)**
IFRS 9 transition adjustments	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
SHAREHOLDERS' EQUITY AT JANUARY, 1 2022 (RESTATED)	**1,472**	**609**	**35**	**3,982**	**(196)**	**456**	**54**	**17**	**6,429**

(1) IFRS 9 has a pre-tax impact of EUR 36 million on shareholders' equity, mainly consisting of venture capital investments (see balance sheet reconciliation table).
(2) The OCI impact that can be reclassified subsequently to profit or loss is a positive EUR 10 million, while the OCI impact that cannot be reclassified subsequently to profit or loss is a negative EUR 40 million.

Note 2 SIGNIFICANT EVENTS OF THE YEAR

War in Ukraine

Since the beginning of the war on February 24, 2022, SCOR has been closely monitoring the unfolding of events and has fully complied with international sanctions relating to the conflict. Management has assessed the impact of the Russian's invasion of Ukraine and the international sanctions on SCOR's business and results as at December 31, 2022, considering that:

- a high degree of management judgment is required in making accounting assessments;
- significant uncertainty still exists with regard to assumptions made on impacts incurred as well as the magnitude and duration of the conflict and its repercussions.

Therefore, any of the impacts described below should be understood in this context of management judgments made and high level of uncertainty.

A specific description of risks related to the Ukraine conflict is included in Sections 3.1 – Main risks, and 3.1.1.1 – Risks related to the geopolitical and macroeonomic environment impacting SCOR's strategy of this document.

The Group consolidated financial statements are prepared under the going-concern assumption and include the current assessment of a provision resulting in a net loss in technical result of EUR 86 million (before tax) with respect to the conflict in Ukraine as at December 31, 2022.

The assessment of the impact of EUR 86 million is based on different methodologies where market and portfolio information are mixed. This impact is related to several business lines such as Political Risks, Credit and Surety, Aviation and Marine. This provision covers the exposure relating to SCOR PO's (the subsidiary owned by SCOR in Russia) treaty reinsurance and Specialty insurance as well as to non-Russian reinsurance treaties that may have some exposure to Russia and the global programs of large non-Russian companies that may include risks in Russia.

Although funds transfer is restricted from SCOR PO to other companies of the Group in application of Russian sanctions (EUR 35 million of cash and cash equivalents as at December 31, 2022), SCOR considers that control over the Russian subsidiary remains as regards to the IFRS 10 – Consolidated Financial Statements criteria.

On the asset side, the only direct exposure of SCOR to Russian assets stems from the assets owned by SCOR PO. At December 31, 2022, the fair value of Russian government bonds owned by SCOR PO amounts to EUR 8 million. Related expected credit loss recognized in the investment income amounts to EUR 3 million.

In assessing potential impairment of non-financial assets, no impairment triggers were identified for goodwill.

Hurricane Ian

At the end of September 2022, Hurricane Ian graded as a category 4 hurricane became one of the most costly hurricane events in terms of economic and insured losses. As of December 31, 2022, the total impact on SCOR's technical result amounts to EUR 275 million (before tax).

Drought in Brazil

The drought, that impacted corn and soy crops in southern regions in Brazil, was the worst in 91 years. As of December 31, 2022, the total impact on SCOR's technical result amounts to EUR -204 million (before tax), and captures the revision of the total loss estimate following the harvesting season.

SCOR successfully sponsors a new catastrophe bond, Atlas Capital Reinsurance 2022 DAC

On June 1, 2022, SCOR announced that it has successfully sponsored a new catastrophe bond ("cat bond"), Atlas Capital Reinsurance 2022 DAC, which will provide the Group with multi-year risk transfer capacity of USD 240 million to protect itself against named storms in the U.S. and earthquakes in the U.S. and Canada, as well as European windstorms. The risk period for Atlas Capital Reinsurance 2022 will run from June 1, 2022 to May 31, 2025.

The contract has been accounted for as a reinsurance contract, in accordance with IFRS 4 – Insurance Contracts.

Note 3 SCOPE OF CONSOLIDATION

Determining control

All material entities over which SCOR has control are fully consolidated. SCOR controls an entity when it is exposed to, or has rights to, variable returns from its investment in the entity and has the ability to affect those returns through its power to direct the entity's activities.

Critical judgments are sometimes required to determine the consolidation method for certain entities in which the Group holds less than 50% of the voting rights. As such, from its acquisition date to December 31, 2018, despite holding less than 50% of the voting rights, the Group determined that it controlled MRM as it exerted de facto control as defined by IFRS 10 in light of the proportion of voting rights held and the wide dispersion of the other vote holders. As at December 31, 2022, the Group holds more than 50% of MRM's voting rights.

Subsidiaries are consolidated from the date on which the Group acquires control until the date on which control is transferred outside the Group or control ceases.

Certain non-material subsidiaries are accounted for using the equity method.

Interests in joint arrangements and associates

The Group's investments in associates are accounted for using the equity method. Associates are companies in which the Group exercises significant influence but no control or joint control. Significant influence generally occurs when the Group owns, directly or indirectly, between 20% and 50% of the voting rights. For certain associates accounted for using the equity method, the Group consistently uses provisional financial year-end information and makes adjustments, if necessary, in the following reporting period.

SCOR has determined that its Lloyd's participations and reinsurance pools do not constitute joint arrangements as there is no contractually agreed sharing of control requiring unanimous consent for decisions about the relevant activities of those arrangements.

Consolidation of investment funds

The Group, through SCOR Investment Partners, acts as a fund manager for various investment funds. Funds for which SCOR acts as principal are consolidated, even if the Group holds less than 50% of the voting rights.

When determining whether it acts as principal or agent with respect to investment funds, the Group assesses its power to direct the relevant fund activities, *i.e.* the scope of its decision-making authority over the funds, as well as its aggregate economic interest, including the returns and compensation attributable to the Group in respect of its fund management.

Investment funds and real estate entities are fully consolidated in accordance with the aforementioned control principles. Non-controlling interests in fully consolidated investment funds are presented within "Other liabilities" as the third-party holders have an unconditional right to sell their holdings to SCOR. All of the assets (including insurance business investments and cash and cash equivalents), liabilities, cash flows and income statement items of the fully consolidated funds are therefore reflected in SCOR's consolidated financial statements.

Certain mutual funds that the Group manages and controls are open to external investors. When certain conditions are met, some of these funds are consolidated using a "short-cut method" under which the total assets under management are recognized as investments at fair value through profit or loss under "Insurance business investments", and the elimination of the third-party share is presented within "Third party interests in consolidated funds".

Structured entities

Structured entities are entities that have been designed so that voting or similar rights are not the dominant factor in deciding who controls the entity, such as when voting rights relate to administrative tasks only and relevant business activities are directed by means of contractual arrangements.

The Group sponsors a number of catastrophe bond ("Cat bond") notes issued by Atlas special purpose vehicles (SPVs). In addition, SCOR uses a structured retrocession treaty with a protected cell company. These vehicles and entities are not consolidated by the Group as SCOR does not control them, is not liable for any residual risk or benefit of ownership and has no ability to affect their returns.

SCOR has no interests in consolidated structured entities.

Note 3.1 MATERIAL SUBSIDIARIES, INVESTMENTS IN ASSOCIATES AND JOINT VENTURES

		2022 Percentage		2021 Percentage		Consolidation
	Country	Control	Interest	Control	Interest	method
SCOR SE	France	Parent	Parent	Parent	Parent	Parent
SCOR Europe SE	France	100	100	100	100	Full
SCOR Global Life Australia Pty Ltd	Australia	100	100	100	100	Full
AgroBrasil	Brazil	100	100	100	100	Full
Essor Seguros S.A.	Brazil	100	100	100	100	Full
SCOR Canada Reinsurance Company	Canada	100	100	100	100	Full
SCOR Reinsurance Company (Asia) Ltd	Hong Kong	100	100	100	100	Full
SCOR Ireland Dac	Ireland	100	100	100	100	Full
SCOR Global Reinsurance Ireland Dac	Ireland	100	100	100	100	Full
SCOR Reinsurance Asia Pacific Pte Ltd	Singapore	100	100	100	100	Full
SCOR Services Asia-Pacific Pte Ltd	Singapore	100	100	100	100	Full
SCOR Switzerland Asset Services AG	Switzerland	100	100	100	100	Full
SCOR Services Switzerland AG	Switzerland	100	100	100	100	Full
SCOR UK Company Ltd	UK	100	100	100	100	Full
SCOR Underwritting Ltd	UK	100	100	100	100	Full
SCOR Financial Life Insurance Company (SFLIC)	US	100	100	100	100	Full
SCOR Arizona Reinsurance Company	US	100	100	100	100	Full
SCOR Reinsurance Company	US	100	100	100	100	Full
SCOR US Corporation	US	100	100	100	100	Full
General Security National Insurance Company	US	100	100	100	100	Full
SCOR Global Life USA Reinsurance Company (SGLUSA)	US	100	100	100	100	Full
SCOR Global Life Americas Holding Inc. (SGLAH)	US	100	100	100	100	Full
SCOR Life Reassurance Company (SLRC)	US	100	100	100	100	Full
SCOR Life Assurance Company (SLAC)	US	100	100	100	100	Full
SCOR Global Life Americas Reinsurance Co. (SGLA)	US	100	100	100	100	Full
SCOR Global Life Reinsurance Company of Delaware (SGLDE)	US	100	100	100	100	Full
SCOR Global Life USA Holdings, Inc (SGLUSAH)	US	100	100	100	100	Full
NON INSURANCE ENTITIES						
MRM SA	France	56.63	56.63	59.90	59.90	Full
SCOR Investment Partners SE	France	100	100	100	100	Full
SCOR Capital Partner SAS	France	100	100	100	100	Full

Note 3.2 INVESTMENTS CONSOLIDATED USING THE EQUITY METHOD

The Group has investments that are accounted for using the equity method and which are not material to the Group, either individually or in aggregate. The following table provides a summary of the aggregate amount of SCOR's share of these investments.

	As at December 31	
In EUR millions	2022	2021
Aggregate net book value (in SCOR) of individually immaterial associates	9	7
Aggregate amount of the reporting entity's share of net income/(loss)	(6)	(5)
Other comprehensive income	-	-
Total comprehensive income/(loss)	(6)	(5)

The table above is based on 2022 and 2021 provisional financial information.

Note 3.3 INFORMATION RELATED TO UNCONSOLIDATED STRUCTURED ENTITIES

The Group sponsors a number of special purpose vehicles (SPVs) designed to reduce SCOR's exposure to catastrophe losses and longevity developments through the transfer of risk to external investors.

Depending on the design of the risk transfer agreement with the SPV, the transaction is classified as either a derivative instrument or an insurance contract. Derivatives are recognized at fair value through profit or loss and are presented in the balance sheet within "Derivative instruments". Future payments to the SPV scheduled in the risk transfer contract are recognized within "Other liabilities". Assets from the agreements designated as insurance contracts are recognized in the balance sheet within "Share of retrocessionaires in insurance and investment contract liabilities". Payments to the SPV are recognized in the income statement within "Ceded written premiums".

	December 31, 2022					December 31, 2021			
	Atlas Capital Reinsurance	Atlas Capital Reinsurance	Atlas Capital	Atlas Capital	Mangrove Insurance	Atlas Capital Reinsurance	Atlas Capital	Atlas Capital	Mangrove Insurance
In EUR millions	2022 DAC	2020 DAC	UK 2019 PLC	UK 2018 PLC	PCC Limited	2020 DAC	UK 2019 PLC	UK 2018 PLC	PCC Limited
Insurance business investments	-	19	8	-	-	34	33	-	-
Share of retrocessionaires in insurance and investment contract liabilities	-	-	-	-	180	-	-	-	224
Total assets	**-**	**19**	**8**	**-**	**180**	**34**	**33**	**-**	**224**
Other liabilities	-	23	12	-	151	38	39	-	220
Total liabilities	**-**	**23**	**12**	**-**	**151**	**38**	**39**	**-**	**220**

SCOR's maximum exposure to losses from non-consolidated structured entities is the carrying amount of the assets (such carrying amount varies during the coverage period, in particular if a significant catastrophic event occurs), which cannot exceed the maximum residual coverage of the risk transfer agreement. Exposure relates to credit risk, which is very limited due to the use of low-risk collateral. Liabilities are settled by SCOR according to the risk transfer agreement.

Atlas Capital Reinsurance 2022 DAC

On June 1, 2022, SCOR announced that it has successfully sponsored a new catastrophe bond ("cat bond"), Atlas Capital Reinsurance 2022 DAC, which will provide the Group with multi-year risk transfer capacity of USD 240 million to protect itself against named storms in the U.S. and earthquakes in the U.S. and Canada, as well as European windstorms. The risk period for Atlas Capital Reinsurance 2022 will run from June 1, 2022, to May 31, 2025.

The contract was accounted for as a reinsurance contract, in accordance with IFRS 4 – Insurance Contracts.

Atlas Capital Reinsurance 2020 DAC

In 2020, SCOR sponsored a catastrophe bond ("cat bond"), Atlas Capital Reinsurance 2020 DAC, which provides the Group with multi-year risk transfer capacity of USD 200 million to protect itself against storms in the United States and earthquakes in the United States and Canada. The risk period for Atlas Capital Reinsurance 2020 DAC runs from April 30, 2020 to May 31, 2024. The instrument is accounted for as a derivative instrument.

Atlas Capital UK 2019 PLC – Catastrophe bond

On June 1, 2019, SCOR successfully sponsored a new catastrophe bond, Atlas Capital UK 2019 PLC, which provides the Group with multi-year risk transfer capacity of USD 250 million to protect itself against named storms in the United States, earthquakes in the United States and Canada, and windstorms in Europe. The risk period for Atlas Capital UK 2019 PLC runs from June 1, 2019 to May 31, 2023. The instrument is accounted for as a derivative instrument.

Atlas Capital UK 2018 PLC – Catastrophe bond

On June 1, 2018, as part of its policy of diversifying its capital protection tools, SCOR sponsored a catastrophe bond ("cat bond"), Atlas Capital UK 2018 PLC, which used to provide the Group with multi-year risk transfer capacity of USD 300 million to protect itself against named storms in the United States, earthquakes in the United States and Canada, and windstorms in Europe. The risk period for Atlas Capital UK 2018 ran from June 1, 2018 to May 31, 2022.

The contract was accounted for as a reinsurance contract, in accordance with IFRS 4 – Insurance Contracts.

Mangrove Insurance PCC Limited – Quota share longevity retrocession Treaty

On December 18, 2019, as part of its policy of diversifying its capital protection tools, SCOR entered into a structured retrocession treaty with Mangrove Insurance PCC Limited Cell, which provides the Group with a multi-year source of retrocessional capacity. The treaty covers longevity risks arising from nine existing in-force reinsurance treaties with clients in the United Kingdom. The risk period for Mangrove Insurance PCC Limited runs from October 1, 2019 to October 1, 2048.

The contract was accounted for as a reinsurance contract, in accordance with IFRS 4 – Insurance Contracts.

Note 4 ACQUISITIONS AND DISPOSALS

Business combinations are accounted for using the purchase method of accounting, which requires that the assets acquired and liabilities assumed be recorded at the date of acquisition at their respective fair values. If the business combination is achieved in stages, the acquirer's previously held equity interest in the acquiree is remeasured to fair value at the acquisition date through profit or loss.

A gain from a bargain purchase is generated when the fair value of the net assets acquired by the Group exceeds the acquisition price and is recognized in the statement of income from the date of acquisition.

Provisions, contingent assets and contingent liabilities are assessed at the acquisition date for the entities acquired.

Positions taken for the purposes of the initial accounting may be adjusted during the measurement period, which may not exceed one year from the acquisition date. Any adjustment after the initial accounting is finalized, is recognized in accordance with IFRS 3 – Business Combinations.

The Group did not carry out any material acquisitions or disposals of consolidated subsidiaries in 2022 and in 2021.

Note 5 SEGMENT INFORMATION

For management purposes, the Group is organized into three business units (SCOR P&C, SCOR L&H and SCOR Investments), of which SCOR P&C and SCOR L&H are considered reportable operating segments, and one corporate cost center: Group Functions.

SCOR Investments is the Group's asset management business unit. Its role is complementary to the two reportable operating segments as it manages SCOR P&C's and SCOR L&H's investment assets associated with their contract liabilities. SCOR Investments also manages third-party assets, however this activity is currently considered not material. Therefore, SCOR Investments is not considered a separate reportable operating segment for the purposes of IFRS 8 – Operating Segments. Investment income and expenses are allocated to SCOR L&H and SCOR P&C based on the allocation of the assets.

The SCOR P&C reportable operating segment is responsible for property and casualty insurance and reinsurance (also referred to as "Non-Life"), and the SCOR L&H reportable operating segment is responsible for life reinsurance (also referred to as "Life"). Each operating segment underwrites different types of risks. Responsibilities and reporting within the Group are established on the basis of this structure. No reportable operating segments have been aggregated to form the SCOR P&C and SCOR L&H segments.

Management reviews the operating results of the SCOR P&C and SCOR L&H segments individually, in order to assess the operational performance of the business and allocate resources. The amount of inter-segment transactions is not material. Hub shared service costs are allocated to the business units using a headcount allocation key.

Group Functions is not a reportable operating segment and does not generate revenues. Costs relating to Group Functions are not directly attributable to either the SCOR P&C or SCOR L&H segments. Group Functions is the corporate cost center which includes the costs of departments fulfilling duties for the benefit of the whole Group, such as the costs for Group Internal Audit, Group Finance departments (Tax, Accounting, Group Consolidation and Reporting, Financial Communication, Treasury and Capital Management, Financial Planning and Analysis), Group Chief Sustainability Officer departments (Legal and Compliance, Communication, Human Resources, Sustainability), Investment, Technology, Transformation and Group Corporate Finance departments (Information Technology, Cost Controlling and Budgeting, Group Project Office and Business Continuity) and Group Chief Risk Officer departments (Group Actuarial, Group Risk Management, Prudential Affairs, Risk Modeling).

The following table shows the operating results for the Group's operating segments and its corporate cost center for the years ended December 31, 2022 and 2021. Inter-segment recharges of expenses are eliminated at consolidation level.

	2022				2021			
In EUR millions	SCOR L&H	SCOR P&C	Group Functions	Total	SCOR L&H	SCOR P&C	Group Functions	Total
Gross written premiums	9,715	10,017	-	19,732	9,372	8,228	-	17,600
Change in unearned premiums reserves	(39)	(616)	-	(655)	8	(596)	-	(588)
Gross Earned Premiums	**9,676**	**9,401**	**-**	**19,077**	**9,380**	**7,632**	**-**	**17,012**
Income on reinsurance contracts that do not meet risk transfer criteria	14	-	-	14	14	-	-	14
Revenues associated with financial reinsurance contracts	(8,232)	(8,103)	-	(16,335)	(8,857)	(5,808)	-	(14,665)
Gross commission on earned premiums	(1,227)	(2,028)	-	(3,255)	(1,597)	(1,637)	-	(3,234)
GROSS TECHNICAL RESULT (1)	**231**	**(730)**	**-**	**(499)**	**(1,060)**	**187**	**-**	**(873)**
Ceded written premiums	(1,967)	(1,792)	-	(3,759)	(2,041)	(1,218)	-	(3,259)
Change in ceded unearned premiums reserves	(9)	158	-	149	11	131	-	142
Ceded Earned Premiums	**(1,976)**	**(1,634)**	**-**	**(3,610)**	**(2,030)**	**(1,087)**	**-**	**(3,117)**
Ceded claims	2,699	1,568	-	4,267	2,460	1,097	-	3,557
Ceded commissions	8	247	-	255	1,238	179	-	1,417
Net retrocession result	**731**	**181**	**-**	**912**	**1,668**	**189**	**-**	**1,857**
NET TECHNICAL RESULT (1)	**962**	**(549)**	**-**	**413**	**608**	**376**	**-**	**984**
Other income and expense excl. income on reinsurance contracts that do not meet risk transfer criteria	**(8)**	**(2)**	**-**	**(10)**	**(3)**	**(27)**	**-**	**(30)**
Investment income	270	456	(22)	704	275	506	41	822
Interest revenue on financial assets not measured at FVPL(2)	165	351	-	516	120	305	-	425
Other investment revenue(2)	112	156	(22)	246	157	206	41	404
Net impairment losses(2)	(7)	(51)	-	(58)	(2)	(5)	-	(7)
Share attributable to third party interests in consolidated funds	(3)	(49)	-	(52)	(1)	(62)	-	(63)
Investment management expenses	(16)	(41)	(7)	(64)	(21)	(47)	(17)	(85)
Acquisition and administrative expenses	(317)	(370)	(12)	(699)	(293)	(326)	(19)	(638)
Other current operating expenses	(58)	(87)	(96)	(241)	(35)	(42)	(105)	(182)
CURRENT OPERATING RESULT	**830**	**(642)**	**(137)**	**51**	**530**	**378**	**(100)**	**808**
Other operating expenses	(5)	(48)	-	(53)	(4)	(40)	-	(44)
Other operating income	-	3	-	3	2	2	22	26
OPERATIONAL RESULT	**825**	**(687)**	**(137)**	**1**	**528**	**340**	**(78)**	**790**

(1) The technical result corresponds to the balance of the income and expenses allocated to the insurance and reinsurance business.
(2) Refer to Section 4.6.1.4.2 – Impacts of IFRS 9 changes in presentation for the new presentation of investment income.

SCOR L&H's technical margin in 2022 was 14.5 % compared to 10.3% in 2021. The 2022 technical margin is mainly impacted by the Covid-19 pandemic and the release of excess margins in Q3. Within the technical margin, the net technical result absorbed EUR 325 million claims caused by the Covid-19 pandemic of which EUR 290 million relates to the Life reinsurance business in the United States and EUR 35 million relates to all other markets, net of retrocession and before tax.

For SCOR P&C, the net technical result for 2022 reflects a net combined ratio (calculated by dividing the sum of Non-Life claims, including natural catastrophes, commission and management expenses, net of retrocession, by earned premiums, net of retrocession) of 113.2% compared to 100.6% for 2021. The net combined ratio reflects the high intensity of natural catastrophes that occurred during the year and the impact of reserves strengthening (EUR 485 million in Q3), the EUR 86 million provision related to the war in Ukraine and the EUR 204 million loss related to the drought in Brazil. The natural catastrophes ratio stands at 12.4% compared to 12.8% in 2021. In 2022, the net impact of the Covid-19 pandemic is nil.

Note 5.1 GROSS WRITTEN PREMIUMS AND INSURANCE CONTRACT LIABILITIES BY GEOGRAPHIC REGION

Gross written premiums by geographic region for SCOR L&H, based on market responsibility, break down as follows:

In EUR millions	2022	2021
SCOR L&H		
32% EMEA	3,110	3,023
47% Americas	4,601	4,467
21% Asia-Pacific	2,004	1,882
TOTAL GROSS WRITTEN PREMIUMS	**9,715**	**9,372**

The gross written premiums for SCOR L&H from the main countries overall contributing to gross written premiums, based on market responsibility, are as follows:

In EUR millions	2022	2021
SCOR L&H		
United States	4,357	4,241
United Kingdom	1,375	1,344
France	625	618
China	518	521
Other countries	2,840	2,648
TOTAL GROSS WRITTEN PREMIUMS	**9,715**	**9,372**

Gross written premiums by type of business for SCOR L&H break down as follows:

In EUR millions	2022	2021
SCOR L&H		
Protection	8,256	7,746
Financial Solutions	583	723
Longevity	876	903
TOTAL GROSS WRITTEN PREMIUMS	**9,715**	**9,372**

Contract liabilities and the share of retrocessionaires in contract liabilities for SCOR L&H, allocated on the same basis as gross written premiums, break down as follows:

	As at December 31, 2022		As at December 31, 2021	
In EUR millions	Contract liabilities	Share of retrocessionaires in contract liabilities	Contract liabilities	Share of retrocessionaires in contract liabilities
SCOR L&H				
EMEA	9,850	690	9,834	767
Americas	2,518	1,268	3,818	876
Asia-Pacific	2,064	285	2,065	272
TOTAL	**14,432**	**2,243**	**15,717**	**1,915**

Gross written premiums by geographic region for SCOR P&C, based on the country in which the ceding company operates for the treaty business and the location of the insured for the facultative business, breaks down as follows:

In EUR millions	2022	2021
SCOR P&C		
43% EMEA	4,258	3,328
41% Americas	4,155	3,488
16% Asia-Pacific	1,604	1,412
TOTAL GROSS WRITTEN PREMIUMS	**10,017**	**8,228**

The main countries contributing to gross written premiums for SCOR P&C, based on market responsibility, are as follows:

In EUR millions	2022	2021
SCOR P&C		
United States	3,021	2,670
United Kingdom	1,134	892
France	980	635
China	496	452
Other countries	4,386	3,579
TOTAL GROSS WRITTEN PREMIUMS	**10,017**	**8,228**

Gross written premiums by type of business for SCOR P&C break down as follows:

In EUR millions	2022	2021
SCOR P&C		
Specialty Insurance	2,785	2,161
Reinsurance	7,232	6,067
TOTAL GROSS WRITTEN PREMIUMS	**10,017**	**8,228**

For SCOR P&C, contract liabilities, allocated on the same basis as gross written premiums, and the share of retrocessionaires in contract liabilities, based on the location of the retrocessionaire, break down as follows:

	As at December 31, 2022		As at December 31, 2021	
In EUR millions	Contract liabilities	Share of retrocessionaires in contract liabilities	Contract liabilities	Share of retrocessionaires in contract liabilities
SCOR P&C				
EMEA	12,098	1,186	9,994	1,111
Americas	9,476	2,018	7,681	924
Asia-Pacific	2,914	207	2,440	186
TOTAL	**24,488**	**3,411**	**20,115**	**2,221**

Note 5.2 ASSETS AND LIABILITIES BY OPERATING SEGMENT

Key balance sheet captions by operating segment, as reviewed by management, break down as follows:

	As at December 31, 2022			As at December 31, 2021		
In EUR millions	SCOR L&H	SCOR P&C	Total	SCOR L&H	SCOR P&C	Total
Goodwill arising from insurance activities	45	755	800	45	755	800
Value of business acquired	1,143	-	1,143	893	-	893
Insurance business investments [1]	12,633	18,806	31,439	13,521	17,968	31,489
Share of retrocessionaires in insurance and investment contract liabilities	2,243	3,411	5,654	1,915	2,221	4,136
Cash and cash equivalents[2]	(500)	2,330	1,830	850	1,233	2,083
TOTAL ASSETS	**22,586**	**32,745**	**55,331**	**23,263**	**28,255**	**51,518**
Contract liabilities	(14,432)	(24,488)	(38,920)	(15,717)	(20,115)	(35,832)

(1) SCOR has elected not to restate 2021 comparative figures in accordance with the option given by IFRS 9. Certain insignificant reclassifications have been made in order to improve alignment with the presentation used for the current year. Refer to Section 4.6.1.4.2 – Impacts of IFRS 9 changes in presentation.
(2) Cash and cash equivalents include cash held by the Group on behalf of third parties for a total amount of EUR 36 million as at December 31, 2022 (December 31, 2021: EUR 140 million).

Note 5.3 ASSETS AND LIABILITIES BY GEOGRAPHIC REGION

Assets and liabilities by geographic region, determined based on the location of the entities, break down as follows:

	As at December 31, 2022				As at December 31, 2021			
In EUR millions	EMEA	Americas	Asia-Pacific	Total	EMEA	Americas	Asia-Pacific	Total
Insurance business investments [1]	21,304	6,879	3,256	31,439	22,305	7,020	2,164	31,489
Share of retrocessionaires in insurance and investment contract liabilities	4,062	1,541	51	5,654	3,615	476	45	4,136
TOTAL ASSETS	**38,241**	**11,494**	**5,596**	**55,331**	**36,358**	**10,009**	**5,151**	**51,518**
Contract liabilities	(24,476)	(9,863)	(4,581)	(38,920)	(22,124)	(9,509)	(4,199)	(35,832)

(1) Certain insignificant reclassifications have been made in order to improve alignment with the presentation used for the current year. Refer to Section 4.6.1.4.2 – Impacts of IFRS 9 changes in presentation.

Note 5.4 CASH FLOWS BY OPERATING SEGMENT

Cash flows by operating segment break down as follows:

	2022			2021		
In EUR millions	SCOR L&H	SCOR P&C	Total	SCOR L&H	SCOR P&C	Total
Cash and cash equivalents at January 1	**850**	**1,233**	**2,083**	**708**	**1,096**	**1,804**
Net cash flows provided by/(used in) operations	(732)	1,232	500	593	1,813	2,406
Net cash flows provided by/(used in) investing activities	(407)	138	(269)	(359)	(1,186)	(1,545)
Net cash flows provided by/(used in) financing activities	(250)	(317)	(567)	(162)	(512)	(674)
Effect of changes in foreign exchange rates on cash and cash equivalents	40	43	83	70	22	92
Cash and cash equivalents at December 31 [1]	**(500)**	**2,330**	**1,830**	**850**	**1,233**	**2,083**

(1) Cash and cash equivalents include cash held by the Group on behalf of third parties as part of its asset management activity for a total amount of EUR 36 million as at December 31, 2022 (December 31, 2021: EUR 140 million).

Net cash flows provided by operating activities amounted to EUR 500 million in 2022 (2021: EUR 2,406 million).

Note 6 GOODWILL

Goodwill represents the future economic benefits arising from assets acquired in a business combination that are not individually identified and separately recognized.

Goodwill represents the excess of (a) the aggregate of the consideration transferred, the value of any non-controlling interest in the acquiree, and, for business combinations achieved in stages, the fair value, at the acquisition date, of any investment previously held by the Group, over (b) the net amount of the identifiable assets acquired and liabilities assumed at the date of acquisition.

It is initially measured at cost, calculated as the difference between the consideration transferred in respect of the business combination and the net amount of the identifiable assets and assumed liabilities at the acquisition date.

Goodwill arising from companies accounted for under the equity method is included within the carrying amount of those investments.

After initial recognition, goodwill is measured at cost less any accumulated impairment.

At least annually, goodwill is tested for impairment. For the purposes of impairment testing, goodwill acquired in a business combination is allocated by SCOR to the groups of cash generating units (CGUs) that are expected to benefit from the profits and synergies of the business combination. SCOR groups its CGUs by operating segment, *i.e.* SCOR P&C and SCOR L&H. This is consistent with the way SCOR manages and monitors its business and cash flow. Goodwill arising from non-insurance activities is allocated to separate CGUs and tested for impairment at CGU level. As part of the impairment testing, SCOR assesses whether the recoverable amount of the CGUs is at least equal to the total carrying amount of the CGUs (including goodwill). If it is determined that impairment exists, the total carrying amount is written down to the recoverable amount. Any impairment loss is allocated to goodwill first, is recorded in income in the period in which it arises and is not reversible.

In EUR millions	Goodwill arising from insurance activities	Goodwill arising from non insurance activities
Gross value as at December 31, 2020	**981**	**82**
Foreign exchange rate movements	-	-
Additions	-	-
Disposals	-	-
Change in scope of consolidation	-	-
Gross value as at December 31, 2021	**981**	**82**
Foreign exchange rate movements	-	-
Additions	-	-
Disposals	-	-
Change in scope of consolidation	-	-
Gross value as at December 31, 2022	**981**	**82**
Accumulated impairment as at December 31, 2020	**(181)**	**-**
Foreign exchange rate movements	-	-
Impairment for the period	-	-
Shadow accounting	-	-
Accumulated impairment as at December 31, 2021	**(181)**	**-**
Foreign exchange rate movements	-	-
Impairment for the period	-	-
Shadow accounting	-	-
Accumulated impairment as at December 31, 2022	**(181)**	**-**
CARRYING VALUE AS AT DECEMBER 31, 2020	**800**	**82**
CARRYING VALUE AS AT DECEMBER 31, 2021	**800**	**82**
CARRYING VALUE AS AT DECEMBER 31, 2022	**800**	**82**

The carrying amount of goodwill allocated to SCOR P&C and SCOR L&H is disclosed in Note 5 – Segment information.

Goodwill arising from insurance activities

In order to estimate the value in use of SCOR P&C for the purpose of impairment testing, SCOR uses a discounted cash flow model, comprised of an earnings model, which considers forecasted earnings and other financial ratios for the reportable segment over a five-year period. The first two years are based on the assumptions from the latest group strategic plan and the last three years are extrapolated using a conservative approach based on past experience. Business plans include assessments of gross and net premium expectations, expected loss ratios and expected expense ratios, together with actuarial assumptions such as the coefficient of changes in ultimate net reserves together with assumptions as to the average time to payment of existing reserves and future business. Future cash flows beyond this period are extrapolated using a growth rate of 4% (rate used in 2021: 4%). SCOR uses risk-free interest rates for each currency as well as the Group's estimated weighted average cost of capital of 6.22% (rate used in 2021: 6.25%), derived from the Group Capital Asset Pricing Model (CAPM) and a risk-free rate based on the currencies used in the P&C business unit. Covid-19 assumptions have been reflected in the discounted cash flow model and the underlying business plans.

The goodwill impairment test conducted annually shows recoverable amounts in excess of the respective total carrying amounts for the financial years ended December 31, 2022 and 2021. Risk-free rate is a key assumption used in the model, and depends on macroeconomic environment, on which SCOR does not have influence. A 0.5-point decrease in the risk-free rate would decrease the discounting effect on existing reserves, which in turn would lead to a decrease in the value in use of the P&C business unit. However, this movement in the risk-free rate would not change the conclusion that no impairment is needed. A 10% decrease in the ultimate net premiums or a 3-point increase in the ultimate net combined ratio would not change the conclusion that no impairment is needed.

The goodwill impairment test for SCOR L&H compares the carrying amount of goodwill with the future profits available from the life reinsurance portfolio of the business unit. A best estimate of the future profits is represented by the surplus of the contract liabilities for assumed reinsurance contracts portfolio, reduced for the share of retrocessionaires in reinsurance contract liabilities under IFRS, over the economic value of the technical provisions measured under Solvency II principles as published in the Solvency and financial condition report of SCOR Group. SCOR's L&H technical provisions are calculated as the sum of best estimate liabilities and risk margin. The best estimate liability is valued as the net present value of future cash flows. The risk margin is derived by applying a cost of capital calculation considering the time value of future solvency capital requirements as calculated by the approved internal model.

The goodwill impairment test conducted annually shows recoverable amounts in excess of the respective total carrying amounts for the financial years ended December 31, 2022 and 2021. Management believes that any reasonably possible change in the key assumptions on which SCOR L&H recoverable amounts are based would not cause their carrying amount to reduce their recoverable amount.

Consequently, no goodwill impairment charges were recognized on goodwill arising from insurance activities.

Goodwill arising from non-insurance activities

The goodwill balance (carrying amount as at December 31, 2022: EUR 71 million) and trademark (carrying amount as at December 31, 2022: EUR 136 million, see Note 10.1. – Other intangible assets) of the Château Mondot CGU were tested for impairment at the end of 2022, using the value in use approach. The value in use of the CGU was measured using both a comparable transactions valuation and a discounted cash flow ("DCF") valuation. For the latter, the present value of the future cash flows is determined using a long-term business plan to reflect specificities of the wine industry and notably the length of the production and distribution cycles of a vintage.

The annual growth rate applied beyond the business plan horizon is 2.40% (rate used in 2021: 1.50%). After taking tax into consideration, future cash flows were discounted using a post-tax discount rate of 5.48% (rate used in 2021: 4.50%). A standard Capital Asset Pricing Model (CAPM) approach was used to determine the adequate weighted average cost of capital (WACC) of Château Mondot. Based on these assumptions, no impairment was recognized.

As of December 31, 2022, a change of 0.5 point in the post-tax risk adjusted discount rate or in the growth rate applied beyond the plan would not lead to the recognition of an impairment loss.

However, subsequent impairment tests may be based on different assumptions and future cash flow projections, which may result in an impairment of these assets.

Note 7 VALUE OF BUSINESS ACQUIRED

Value of business acquired (VOBA) relates to Life reinsurance portfolios acquired in a business combination. VOBA is calculated as the present value of the expected future cash flows for the assumed and retroceded reinsurance business, using estimates of expected profits from future technical results and future investment income from the investments covering the reinsurance reserves, less deductions for future portfolio administration expenses. The calculation of the present value of future profits reflects assumptions on mortality, morbidity, policyholder behavior, discount rates and margins for relevant risks at the date of acquisition.

VOBA is amortized over the lifetime of the underlying reinsurance portfolio, based on schedules derived from the run-off patterns of the expected profits calculated for future closing dates. The cash flow projections for the acquired portfolio and noneconomic assumptions are reassessed regularly and updated in the actuarial calculations. The review of the future cash flow projections recognizes changes in the portfolio from special events like withdrawals from or recaptures of treaties by the cedents. The subsequent VOBA measurement is consistent with the measurement of the underlying reinsurance reserves. The VOBA amortization schedules are adjusted accordingly. VOBA is subject to impairment testing- *via* the liability adequacy test.

VOBA also includes an intangible asset related to the acquisition of the business portfolio of ReMark Group BV (ReMark), reflecting expected future profits.

In EUR millions	Value of business acquired
Gross value at December 31, 2020	**1,715**
Foreign exchange rate movements	89
Additions	-
Disposals	- (1)
Change in scope of consolidation	-
Gross value at December 31, 2021	**1,804**
Foreign exchange rate movements	112
Additions	-
Disposals	- (1)
Change in scope of consolidation	-
Gross value at December 31, 2022	**1,916**
Cumulative amortization and impairment at December 31, 2020	**(616)**
Foreign exchange rate movements	(40)
Amortization for the period	(320) (1)
Impairment for the period	-
Shadow accounting	65
Cumulative amortization and impairment at December 31, 2021	**(911)**
Foreign exchange rate movements	(42)
Amortization for the period	(52) (1)
Impairment for the period	-
Shadow accounting	232
Cumulative amortization and impairment at December 31, 2022	**(773)**
CARRYING VALUE AS AT DECEMBER 31, 2020	**1,099**
CARRYING VALUE AS AT DECEMBER 31, 2021	**893**
CARRYING VALUE AS AT DECEMBER 31, 2022	**1,143**

(1) In 2022 there were no disposals and amortization of VOBA resulting from the derecognition of VOBA due to treaty terminations to report (2021: EUR 0 million). Regular amortization related to business in force amounts to EUR (52) million for the year ended December 31, 2022 and EUR (320) million for the year ended December 31, 2021.

The IFRS 4 liability adequacy test, which includes VOBA recoverability, showed no indications of impairment for the years ended December 31, 2022 and 2021.

Note 8 INSURANCE BUSINESS INVESTMENTS

Financial assets

Classification and measurement of financial assets are described in Note 1.4.1 – IFRS 9 Accounting Principles. Sales and purchases of assets are recognized on the transaction date.

For 2022, an additional category was added: "Funds held by ceding companies" which relates to funds withheld by SCOR's clients in the reinsurance business. This category is transitional as it was accounted for within financial instruments at amortized cost under IAS 39 (loans and receivables), remains accounted for within financial instruments at amortized cost in 2022 on a dedicated line, and will be accounted for in accordance with IFRS 17 as from 2023, as IFRS 17 requires insurance contracts to be measured using estimates of the present value of all future cash flows within the contracts' boundaries.

Real estate investments

Investment property held by the Group is classified under "Real estate investments" when it is held to earn rental income, for capital appreciation or both. Real estate is measured at cost less any accumulated depreciation and impairment. Depreciation is recorded on a straight-line basis over the useful lives of the assets.

The following tables present investments by type of financial asset:

	As at December 31, 2022								
	Cost or amortized	FVOCI			FVPL				
In EUR millions	cost	Designated (1)	Mandatory	Total	Designated	Mandatory	Total	Derivatives	Total
Real estate investments	700	-	-	-	-	-	-	-	700
Equity instruments	-	167	-	167	-	923	923	-	1,090
Debt instruments	1,895	-	18,546	18,546	-	344	344	-	20,785
Derivative instruments	-	-	-	-	-	-	-	272	272
Funds held by ceding companies (2)	8,592	-	-	-	-	-	-	-	8,592
INSURANCE BUSINESS INVESTMENTS	**11,187**	**167**	**18,546**	**18,713**	**-**	**1,267**	**1,267**	**272**	**31,439**
Cash and cash equivalents (3)	**842**	**-**	**410**	**410**	**-**	**578**	**578**	**-**	**1,830**

(1) SCOR has irrevocably elected to measure a number of its equity instruments at fair value through other comprehensive income (investments held for strategic partnerships). SCOR has sold several equity instruments measured at fair value through other comprehensive income. The gains and losses arising from the sales of such assets amount to a total loss of EUR 5 million not including a dividend recognition of EUR 3 million.
(2) Funds held by ceding companies represent financial assets that will be accounted for under IFRS 17 upon transition as from January 1, 2023.
(3) Cash and cash equivalents include short term investments in mutual fund and short-term government bonds.

	As at January 1, 2022								
	Cost or amortized	FVOCI			FVPL				
In EUR millions	cost	Designated	Mandatory	Total	Designated	Mandatory	Total	Derivatives	Total
Real estate investments	629	-	-	-	-	-	-	-	629
Equity instruments	-	190	-	190	-	879	879	-	1,069
Debt instruments	1,604	-	19,341	19,341	-	335	335	-	21,280
Derivative instruments	-	-	-	-	-	-	-	262	262
Funds held by ceding companies	8,285	-	-	-	-	-	-	-	8,285
INSURANCE BUSINESS INVESTMENTS	**10,518**	**190**	**19,341**	**19,531**	**-**	**1,214**	**1,214**	**262**	**31,525**
Cash and cash equivalents	**779**	**-**	**675**	**675**	**-**	**629**	**629**	**-**	**2,083**

Note 8.1 ACCOUNTING PRINCIPLES FOR VALUATION OF FINANCIAL ASSETS

Valuation of financial assets

The fair value of financial instruments that are traded in an active, organized financial market is determined by reference to quoted market bid prices at the close of business on the reporting date. If quoted market prices are not available, reference can also be made to broker or dealer price quotations. As the Group is responsible for determining the fair value of its investments, regular analyses are performed to assess whether prices received from third parties are reasonable estimates of fair value. The Group's analyses include: (i) a review of price changes made in the investment management systems; (ii) a regular review of price deviations between two dates exceeding predefined thresholds per investment category; and (iii) a review and approval of measurement changes made on an exceptional basis. The Group may conclude that the prices received from third parties are not reflective of current market conditions. In those instances, SCOR may request alternative price quotations or apply internally developed valuations. Similarly, the Group may measure certain derivative investments using internal valuation techniques based on observable market data.

For unlisted equity instruments, fair value is determined according to commonly used valuation techniques.

The fair value of hedge funds managed by third parties is based on their net asset value (NAV) as issued by external asset managers. NAV is regularly audited, at least annually.

The fair value of variable-rate and overnight deposits with credit institutions is their carrying amount.

If, as a result of a change in management intention or ability or in the circumstance that a reliable measure of fair value is no longer available, it becomes appropriate to carry a financial instrument at cost or amortized cost, then the last reliable fair value available is taken as the new cost or amortized cost, as applicable.

Fair value hierarchy

The Group discloses information about measurements of financial instruments measured at fair value using a fair value hierarchy that reflects the significance of the inputs used in making those measurements. The level in the fair value hierarchy is determined based on the least significant input that is relevant to the measurement of fair value in its entirety. For this purpose, the significance of an input is determined in relation to the fair value estimate. Assessing the significance of a particular input to the fair value measurement requires judgment and consideration of factors specific to the asset or liability in question. At each reporting date, the Group reviews the appropriateness of the classification of instruments measured at fair value. The valuation methodology of financial instruments is monitored to identify potential reclassifications. The fair value hierarchy has the following levels:

- level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities.

  Included in this level are financial instruments for which quoted prices or rates represent actual and regularly occurring transactions that are available from a stock exchange, dealer or broker. Such instruments comprise listed equities, government, covered and agency bonds, corporate bonds as well as short-term investments. For units in unit-linked trusts, shares, open-ended investment companies and derivative financial instruments (including real estate, interest rate and mortality swaps, options etc.), fair value is determined by reference to published bid values ;
- level 2: models prepared by internal and external experts using observable market inputs.

  The Group has certain investments which are valued based on models prepared by internal and external experts using observable market inputs. These primarily comprise structured products, other than securities issued by government agencies for which the market is considered active, hybrid and tier 1 and tier 2 corporate debt, private placements, inflation linked government assimilated bonds, specific alternative investments and derivative instruments ;
- level 3: valuation inputs for an asset or liability that are not based on observable market data (unobservable inputs).

  The value of these instruments is neither supported by prices from observable current market transactions in the same instrument, nor based on available market data. If a fair value measurement uses inputs based significantly on unobservable inputs, it is classified as a Level 3 measurement. Level 3 instruments consist mainly of unlisted equity instruments (such as investments in non-consolidated entities and venture capital investments), derivative instruments primarily relating to Atlas catastrophe and mortality bonds.

  For further details on the measurement of derivative instruments, see the paragraphs on derivative instruments below.

Note 8.2 INVESTMENTS BY LEVEL OF THE FAIR VALUE HIERARCHY

During the first half of 2022, SCOR reviewed the classification of the fair value hierarchy, in particular by integrating new data. Notably, securities previously recognised at cost or amortized cost, which were excluded from the scope of the determination of the fair value level, are now included. It resulted in changes in the fair value hierarchy, notably in the scope of the funds. These changes are presented in the fair value hierarchy tables on January 1, 2022, and December 31, 2022.

	As at December 31, 2022			
In EUR millions	Level 1	Level 2	Level 3	Total
Real estate investments	**-**	**-**	**700**	**700**
Equity instruments	39	-	128	167
Debt instruments	16,915	1,625	6	18,546
Investment measured at FVOCI	**16,954**	**1,625**	**134**	**18,713**
Equity instruments	171	85	667	923
Debt instruments	144	132	68	344
Investment measured at FVPL	**315**	**217**	**735**	**1,267**
Investment measured at amortized cost	**118**	**-**	**1,777**	**1,895**
Funds held by ceding companies	**8,592**	**-**	**-**	**8,592**
Derivative instruments	-	245	27	272
TOTAL INSURANCE BUSINESS INVESTMENTS	**25,979**	**2,087**	**3,373**	**31,439**
Cash and cash equivalents	1,830	-	-	1,830
INVESTMENTS AND CASH	**27,809**	**2,087**	**3,373**	**33,269**
Percentage	**84%**	**6%**	**10%**	**100%**

	As at January 1, 2022			
In EUR millions	Level 1	Level 2	Level 3	Total
Real estate investments	**-**	**-**	**629**	**629**
Equity instruments	96	-	94	190
Debt instruments	17,771	1,564	6	19,341
Investment measured at FVOCI	**17,867**	**1,564**	**100**	**19,531**
Equity instruments	203	108	568	879
Debt instruments	133	123	79	335
Investment measured at FVPL	**336**	**231**	**647**	**1,214**
Investment measured at amortized cost	**87**	**-**	**1,517**	**1,604**
Funds held by ceding companies	**8,285**	**-**	**-**	**8,285**
Derivative instruments	-	193	69	262
TOTAL INSURANCE BUSINESS INVESTMENTS	**26,575**	**1,988**	**2,962**	**31,525**
Cash and cash equivalents	2,083	-	-	2,083
INVESTMENTS AND CASH	**28,658**	**1,988**	**2,962**	**33,608**
Percentage	**85%**	**6%**	**9%**	**100%**

The changes compared to December 31, 2021 mainly concern:

- an increase in assets presented in Level 1, mainly related to funds held by ceding companies linked to the reinsurance business;
- an increase in assets presented in Level 3, mainly due to:
  - the definition of a fair value hierarchy level for securities recognized at cost or amortized cost (now included in the scope of the fair value hierarchy). This includes infrastructure funds, real estate investments and unlisted venture capital investments,
  - the reclassification from Level 1 or 2 to Level 3 of private equity funds whose NAV is reported quarterly.

Level 3 financial assets

Level 3 financial assets include EUR 134 million in investments classified at fair value through other comprehensive income and EUR 735 million in investments classified at fair value through profit or loss (January 1, 2022: EUR 100 million and EUR 647 million respectively). These investments primarily include investments in non-consolidated entities and unlisted funds.

During the year ended December 31, 2022, gains and losses realized on the disposal of assets designated as measured at fair value through other comprehensive income not to be reclassified subsequently to profit or loss amounted to a net loss of EUR 5 million (no material gains or losses on such assets during the year ended December 31, 2021).

Level 3 financial assets also include EUR 1,777 million in loans measured at amortized cost.

Transfers and classification of investments

There have been transfers between Level 1 and Level 2 of the fair value hierarchy since SCOR implemented its fair value hierarchy approach on a reduced scope of assets. Certain qualitative criteria associated with listed securities have been refined and this has resulted in transfers between Level 1 and Level 2.

Note 8.3 MOVEMENTS IN FINANCIAL INSTRUMENTS CATEGORIZED WITHIN LEVEL 3 OF THE FAIR VALUE HIERARCHY

The following table shows the reconciliation between the opening and closing balances for assets categorized within Level 3 of the fair value hierarchy:

In EUR millions	Equity instruments	Debt instruments at fair value	Debt instruments at amortized cost	Derivative instruments	Total
Net carrying amount as at January 1, 2022	**662**	**85**	**1,517**	**69**	**2,333**
Foreign exchange rate movements	19	-	-	-	19
Income and expense recognized in the statement of income	40	(1)	(1)	(42) (1)	(4)
Additions	235	35	533	-	803
Disposals	(118)	(39)	(272)	-	(429)
Transfers into level 3	-	15	-	-	15
Transfers out of level 3	(43)	(20)	-	-	(63)
Change in fair value through OCI	-	(1)	-	-	(1)
Change in scope of consolidation	-	-	-	-	-
NET CARRYING AMOUNT AS AT DECEMBER 31, 2022	**795**	**74**	**1,777**	**27**	**2,673**

(1) *Movements in derivative instruments are due to changes in the fair value of Atlas Capital UK 2019 PLC and Atlas Capital Reinsurance 2020 DAC derivatives recorded in other operating expenses, and of the contingent capital facility, recorded in investment income.*

Note 8.4 REAL ESTATE INVESTMENTS

Investment property

Depreciation is recorded on a straight-line basis over the useful lives of the assets as follows:

Category	Useful life
Land	Indefinite (not depreciated)
Buildings	
Building structure and exterior	30-80 years
Insulation	30 years
Technical installations	20 years
Fixtures and fittings	10-15 years

Repair and maintenance costs are charged to the statement of income during the period in which they are incurred. All costs directly associated with purchases or construction of real estate are capitalized. All subsequent valueenhancing capital expenditures are classified as acquisition costs and capitalized when it is probable that future economic benefits will flow to the Group and the cost of the investment property can be measured reliably.

Every five years, the market (or fair) value of each investment property is subject to an in-depth analysis by an independent appraiser with recent experience in the location and category of the investment property being assessed and approved by the domestic regulators (*Autorité de contrôle prudentiel et de résolution* in France). Each year, the fair value is updated by the same independent appraiser based on changes in the local market and/or the property's rental and technical situation.

At each reporting date, an impairment test is required if there is an indication of possible impairment. This is when the market value of the property falls below its carrying amount. In such cases, the Group assesses the recoverable amount of the property in question. The recoverable amount is the higher of the property's fair value less cost to sell and its value in use. Value in use is assessed using an internal discounted cash flow model that is based on current market estimates and takes into account the rental situation, the completeness of construction and renovation work, and recent developments within the local real estate market. If the recoverable amount is more than 20% below the carrying amount, the resulting impairment loss is recognized in the statement of income.

Rental income

In accordance with rental agreements, rental income from investment property is recognized on a straight-line basis over the term of the agreements.

The properties held by the Group and considered as investment property are owned either by wholly owned subsidiaries of SCOR or by MRM (a listed real estate investment company). They consist mainly of office buildings (held by wholly owned subsidiaries and MRM), and retail buildings (held by MRM).

Movements in real estate investments are presented below:

In EUR millions	Real estate investments	Finance leases	Total
Gross value as at December 31, 2020	**745**	**-**	**745**
Foreign exchange rate movement	-	-	-
Additions	46	-	46
Disposals	(5)	-	(5)
Reclassification	-	-	-
Change in scope of consolidation	-	-	-
Gross value as at December 31, 2021	**786**	**-**	**786**
Foreign exchange rate movement	-	-	-
Additions	134	-	134
Disposals	(58)	-	(58)
Reclassification	-	-	-
Change in scope of consolidation	-	-	-
Gross value as at December 31, 2022	**862**	**-**	**862**
Accumulated depreciation and impairment as at December 31, 2020	**(142)**	**-**	**(142)**
Depreciation for the period	(15)	-	(15)
Impairment for the period	(2)	-	(2)
Other	2	-	2
Reclassification	-	-	-
Accumulated depreciation and impairment as at December 31, 2021	**(157)**	**-**	**(157)**
Depreciation for the period	(15)	-	(15)
Impairment for the period	(2)	-	(2)
Other	12	-	12
Reclassification	-	-	-
Accumulated depreciation and impairment as at December 31, 2022	**(162)**	**-**	**(162)**
CARRYING AMOUNT AS AT DECEMBER 31, 2020	**603**	**-**	**603**
CARRYING AMOUNT AS AT DECEMBER 31, 2021	**629**	**-**	**629**
CARRYING AMOUNT AS AT DECEMBER 31, 2022	**700**	**-**	**700**

In EUR millions	Real estate investments	Finance leases	Total
Fair value as at December 31, 2020	735	-	735
Fair value as at December 31, 2021	755	-	755
FAIR VALUE AS AT DECEMBER 31, 2022	**809**	**-**	**809**

In 2022, additions in respect of real estate investments related to new acquisitions and the costs incurred for construction and renovation work on existing properties, for a total of EUR 134 million. Disposals related to the sale of one building, resulting in a total gain on sale of EUR 24 million.

In 2021, additions in respect of real estate investments related to the costs incurred for construction and renovation work on existing properties, for a total of EUR 46 million. Disposals related to the sale of two buildings, resulting in a total gain on sale of EUR 1 million.

Real estate financing is presented in Note 14.2 – Real estate financing.

Valuation techniques and unobservable inputs

The fair value of real estate investments is categorized within Level 3. The valuation techniques and unobservable inputs were as follows as at December 31, 2022 and 2021:

Real estate	Carrying amount at 31 Dec. 2022 *(in EUR millions)*	Fair value at 31 Dec. 2022 *(excluding transfer taxes and in EUR millions)*	Valuation method	Average rent *(in EUR per sqm)*	Average price *(in EUR per sqm)*	Average net cap rate *(value including transfer taxes)*	Rent range *(in EUR per sqm per annum)*	Net cap rate range	Price range *(in EUR per sqm)*
Office portfolio	375	426	market comparison and income capitalization (1)	102	4,794	1.79%	[158 – 526]	[5.75% – 6.49%]	[1,955 – 10,103]
Retail portfolio	325	383	market comparison and income capitalization (1)	448	4,452	5.49%	[6 – 1,969]	[3.26% – 9.25%]	[315 – 14,200]

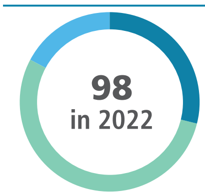
Real estate	Carrying amount at 31 Dec. 2021 *(in EUR millions)*	Fair value at 31 Dec. 2021 *(excluding transfer taxes and in EUR millions)*	Valuation method	Average rent *(in EUR per sqm)*	Average price *(in EUR per sqm)*	Average net cap rate *(value including transfer taxes)*	Rent range *(in EUR per sqm per annum)*	Net cap rate range	Price range *(in EUR per sqm)*
Office portfolio	387	462	Market comparison and income capitalization (1)	335	5,739	4.56%	[158 – 526]	[4.31% – 9.10%]	[2,632 – 9,761]
Retail portfolio	242	293	Market comparison and income capitalization (1)	368	8,601	5.16%	[6 – 1,000]	[3.26% – 9.25%]	[312 – 14,026]

(1) *The discounted cash flows (DCF) approach or the transaction price (for real estate investments under offer) may also be used for some real estate investments.*

Property-related commitments received and granted

Rental income

As part of its real estate investment activities described above, SCOR leases its investment property. The leases generally conform to the local market conditions and have annual indexation clauses for the rental payments. The estimated minimum future rental income is as follows:



In EUR millions	2022 Minimum rental income	2021 Minimum rental income
29% Less than one year	29	32
54% One to five years	53	66
17% More than five years	16	8
TOTAL MINIMUM RENTAL INCOME	**98**	**106**

The rental income from investment property was EUR 20 million in 2022 (2021: EUR 30 million) and the related direct operating expenses amounted to EUR 14 million (2021: EUR 13 million).

Property-related commitments

As part of its real estate investment activities, the Group has committed to purchasing several properties through off-plan sales contracts. As at December 31, 2022, SCOR has off-balance sheet commitments of EUR 1 million in respect of such contracts (December 31, 2021: EUR 1 million).

Note 8.5 CREDIT QUALITY ANALYSIS

Impairment of financial assets

Impairment of financial assets is described in Note 1.4. – IFRS 9 First time adoption.

The Group assesses the credit quality of all financial instruments that are subject to credit risk.

The following table shows the carrying amounts of the financial assets subject to loss allowances for expected credit losses broken down by stage of impairment and by SCOR rating.

Financial assets subject to loss allowances are recognized in the following accounting categories:

- Debt instruments and cash equivalents measured at amortized cost
- Debt instruments and cash equivalents measured at FVOCI
- Loan commitments

The credit quality analysis includes investments from insurance business activities as well as cash and cash equivalents (4.6.12.1 – Cash and cash equivalents).

Debt instruments and cash equivalents measured at amortized cost

	As at December 31, 2022			
In EUR millions	Stage 1	Stage 2	Stage 3	Total
AAA	-	-	-	-
AA	-	-	-	-
A	16	-	-	16
BBB	33	-	-	33
< BBB	-	-	-	-
Not rated	1,887	-	-	1,887
Gross carrying amount	**1,936**	**-**	**-**	**1,936**
Loss allowance	(3)	-	-	(3)
NET CARRYING AMOUNT	**1,933**	**-**	**-**	**1,933**

	As at January 1, 2022			
In EUR millions	Stage 1	Stage 2	Stage 3	Total
AAA	4	-	-	4
AA	-	-	-	-
A	-	-	-	-
BBB	28	-	-	28
< BBB	-	-	-	-
Not rated	1,593	-	-	1,593
Gross carrying amount	**1,625**	**-**	**-**	**1,625**
Loss allowance	(1)	-	-	(1)
NET CARRYING AMOUNT	**1,624**	**-**	**-**	**1,624**

Debt instruments and cash equivalents measured at FVOCI

	As at December 31, 2022			
In EUR millions	Stage 1	Stage 2	Stage 3	Total
AAA	3,462	-	-	3,462
AA	4,429	-	-	4,429
A	6,343	-	-	6,343
BBB	4,006	-	-	4,006
< BBB	1,647	44	7	1,698
Not rated	499	17	29	545
Gross carrying amount	**20,386**	**61**	**36**	**20,483**
Loss allowance	(49)	(7)	(15)	(71)
Unrealized gains and losses	(1,450)	(4)	(2)	(1,456)
NET CARRYING AMOUNT – FAIR VALUE	**18,887**	**50**	**19**	**18,956**

	As at January 1, 2022			
In EUR millions	Stage 1	Stage 2	Stage 3	Total
AAA	3,002	-	-	3,002
AA	5,152	-	-	5,152
A	5,893	-	-	5,893
BBB	3,742	-	-	3,742
< BBB	1,555	2	16	1,573
Not rated	570	3	16	589
Gross carrying amount	**19,914**	**5**	**32**	**19,951**
Loss allowance	(19)	(1)	(12)	(32)
Unrealized gains and losses	96	-	1	97
NET CARRYING AMOUNT – FAIR VALUE	**19,991**	**4**	**21**	**20,016**

Loan commitments

	As at December 31, 2022			
In EUR millions	Stage 1	Stage 2	Stage 3	Total
AAA	-	-	-	-
AA	-	-	-	-
A	-	-	-	-
BBB	-	-	-	-
< BBB	-	-	-	-
Not rated	306	-	-	306
TOTAL AMOUNT COMMITTED	**306**	**-**	**-**	**306**
Loss allowance	-	-	-	-

	As at January 1, 2022			
In EUR millions	Stage 1	Stage 2	Stage 3	Total
AAA	-	-	-	-
AA	-	-	-	-
A	-	-	-	-
BBB	-	-	-	-
< BBB	-	-	-	-
Not rated	344	-	-	344
TOTAL AMOUNT COMMITTED	**344**	**-**	**-**	**344**
Loss allowance	-	-	-	-

Note 8.6 AMOUNTS ARISING FROM EXPECTED CREDIT LOSSES

The changes in the loss allowance for expected credit losses along with the changes in carrying amounts of financial assets measured at amortized cost, financial assets measured at FVOCI and loan commitments during the period are detailed in the following tables by impact and by stage:

Debt instruments measured at amortized costs and at FVOCI

Loss allowance

In EUR millions	Stage 1	Stage 2	Stage 3	Total
Loss allowance as at January 1, 2022	**(20)**	**(1)**	**(12)**	**(33)**
Transfer to Stage 1	-	-	-	-
Transfer to Stage 2	1	(1)	-	-
Transfer to Stage 3	-	-	-	-
Net remeasurement of loss allowance	(36)	(9)	(10)	(55)
Write-Offs	-	-	-	-
Newly acquired financial assets	-	-	-	-
Financial assets derecognized	4	5	8	17
Foreign exchange effects	(1)	(1)	(1)	(3)
LOSS ALLOWANCE AS AT DECEMBER 31, 2022	**(52)**	**(7)**	**(15)**	**(74)**

Effect of significant changes in the gross carrying amount

In EUR millions	Stage 1	Stage 2	Stage 3	Total
Gross carrying amount as at January 1, 2022	**21,539**	**5**	**32**	**21,576**
Transfer to Stage 1	7	(7)	-	-
Transfer to Stage 2	(89)	89	-	-
Transfer to Stage 3	(7)	(10)	17	-
Newly acquired financial assets	16,026	-	-	16,026
Write-offs	-	-	-	-
Financial assets derecognized	(16,039)	(18)	(11)	(16,068)
Other changes	885	2	(2)	885
GROSS CARRYING AMOUNT AS AT DECEMBER 31, 2022	**22,322**	**61**	**36**	**22,419**

Loan Commitments

Loss allowance

Amounts are not material for the reporting period.

In EUR millions	Stage 1	Stage 2	Stage 3	Total
Loss allowance as at January 1, 2022	**-**	**-**	**-**	**-**
Transfer to Stage 1	-	-	-	-
Transfer to Stage 2	-	-	-	-
Transfer to Stage 3	-	-	-	-
Net remeasurement of loss allowance	-	-	-	-
Write-offs	-	-	-	-
New loan commitments originated or purchased	-	-	-	-
Foreign exchange effects	-	-	-	-
LOSS ALLOWANCE AS AT DECEMBER 31, 2022	**-**	**-**	**-**	**-**

Effect of significant changes in the total amount committed

In EUR millions	Stage 1	Stage 2	Stage 3	Total
Total amount committed as at January 1, 2022	**344**	**-**	**-**	**344**
Transfer to Stage 1	-	-	-	-
Transfer to Stage 2	-	-	-	-
Transfer to Stage 3	-	-	-	-
New loan commitments originated or purchased	543	-	-	543
Decrease of commitments following drawdowns	(581)	-	-	(581)
Write-offs	-	-	-	-
Foreign exchange effects	-	-	-	-
TOTAL AMOUNT COMMITTED AS AT DECEMBER 31, 2022	**306**	**-**	**-**	**306**

Note 8.7 BREAKDOWN OF FINANCIAL ASSETS AND CASH AND CASH EQUIVALENTS

The following tables show the breakdown by geographic location and economic sector of certain financial assets (debt instruments, equity instruments) and of cash and cash equivalents.

	As at December 31, 2022		As at January 1, 2022	
In EUR millions	Net carrying amount	Net unrealized gains/(losses)	Net carrying amount	Net unrealized gains/(losses)
CONCENTRATION BY LOCATION				
France	3,417	(74)	3,425	33
Germany	990	(64)	925	7
Netherlands	601	(35)	560	(4)
United Kingdom	1,012	(29)	845	11
Other EU	2,202	(98)	2,127	47
United States	10,667	(1,033)	11,325	44
Canada	1,387	(67)	1,177	18
Japan	133	(8)	112	(1)
China	1,076	6	1,030	9
Supranational	272	(18)	250	(2)
Other	3,391	(23)	2,476	18
TOTAL	**25,148**	**(1,443)**	**24,252**	**180**

	As at December 31, 2022		As at January 1, 2022	
In EUR millions	Net carrying amount	Net unrealized gains/(losses)	Net carrying amount	Net unrealized gains/(losses)
CONCENTRATION BY SECTOR				
Government	5,777	(113)	6,346	16
Banks	4,794	(205)	3,841	16
Other financial institutions	4,546	(189)	3,411	104
Pharmaceuticals	801	(81)	16	-
Manufacturing	2,661	(251)	4,213	17
Energy	328	(4)	381	10
Technology	1,143	(113)	297	4
Other	5,098	(487)	5,747	13
TOTAL	**25,148**	**(1,443)**	**24,252**	**180**

As at December 31, 2022, the net unrealized gain (loss) on debt securities included EUR 43 million in unrealized gains and EUR 1498 million in unrealized losses (January 1, 2022: EUR 237 million in unrealized gains and EUR 143 million in unrealized losses).

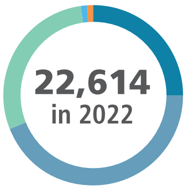
The net unrealized gain (loss) on equity securities as at December 31, 2022 comprised EUR 44 million in unrealized gains and EUR 127 million in unrealized losses (January 1, 2022: EUR 44 million in unrealized gains and EUR 13 million in unrealized losses).

As at December 31, 2022, revaluation reserves amounted to EUR (890) million (January 1, 2022: EUR 65 million) and also included:

- tax effects in respect of net unrealized gains and losses on instruments measured at FVOCI, in a positive amount of EUR 306 million (January 1, 2022: negative EUR 6 million);
- unrealized foreign exchange gains and losses, net of tax effects, in a positive amount of EUR 5 million (January 1, 2022: positive EUR 4 million);
- shadow accounting impacts, net of tax impacts, in a positive amount of EUR 279 million (January 1, 2022: negative EUR 30 million);
- elimination of unrealized gains and losses in respect of instruments measured at FVOCI under management for external clients in other liabilities in a positive amount of EUR 56 million (January 1, 2022: positive EUR 3 million);
- unrealized gains and losses in respect of instruments measured at FVOCI held by equity-accounted companies in an amount of EUR 0 million (January 1, 2022: EUR 0 million);
- unrealized gains and losses, net of tax effects, in respect of funds held by ceding companies in a positive amount of EUR 12 million (January 1, 2022: EUR 0 million).

Note 8.8 DEBT SECURITIES MATURITY SCHEDULE

The table below presents the estimated maturity profiles of financial assets for which the Group expects to generate cash inflows to meet cash outflows for the settlement of financial and reinsurance contract liabilities:



In EUR millions	As at December 31, 2022		As at December 31, 2021 IAS39 New presentation	
27% Less than one year	6,070	27%	7,375	32%
47% One to five years	10,608	47%	9,046	39%
23% Five to 10 years	5,240	23%	6,037	26%
2% 10 to 20 years	502	2%	585	3%
1% More than 20 years	194	1%	241	1%
TOTAL DEBT INSTRUMENTS	**22,614**	**100%**	**23,284**	**100%**

Note 8.9 DERIVATIVE INSTRUMENTS

Derivative instruments and hedging instruments

Derivative instruments are recorded and classified at fair value through profit or loss unless they are designated as hedging instruments.

All derivatives are carried as assets when their fair values are positive and as liabilities when their fair values are negative.

The accounting method varies according to whether or not the derivative instrument is designated as a hedging instrument, as described below in "Hedging instruments".

When the Group has not designated the derivative as a hedging instrument, the gains and losses resulting from changes in the fair value of the instrument are recorded in the statement of income in the period in which they occur. The Group mainly uses the following derivative instruments to reduce its exposure to various risks: interest rate swaps, foreign currency forward purchase and sale contracts, caps and floors, puts and calls and insurance-linked securities (ILS).

Embedded derivative instruments

An embedded derivative is a component of a hybrid contract that also includes a non-derivative host, with the effect that some of the cash flows of the combined instrument vary in a way similar to stand alone derivative. If a hybrid contract contains a host that is a financial asset, the requirements of IFRS 9 apply to the entire hybrid contract. When the host contract is a financial liability or an insurance contract, a material embedded derivative is separated from the host contract and recognized as a derivative when:

- the economic characteristics and risks of the embedded derivative are not closely related to the economic characteristics and risks of the host;
- a separate instrument with the same terms as the embedded derivative would meet the definition of a derivative; and
- the hybrid contract is not measured at fair value with changes in fair value recognized in profit or loss.

Where an embedded derivative has been separated from its host contract, it is recognized in accordance with the guidelines on accounting for derivative financial instruments.

Where the embedded derivative represents a significant part of the instrument and cannot be separated from the host contract, the hybrid instrument is treated as an instrument measured at fair value through profit or loss. Gains and losses resulting from changes in the fair value of the hybrid instrument are recognized in the statement of income in the period during which they occur.

Hedging instruments

A hedging instrument is a derivative instrument designated as a hedging instrument or, in the case of a foreign currency hedge, a non-derivative asset or liability designated as a hedging instrument, for which the fair value or cash flows offset changes in the fair value or cash flows of the hedged item.

The hedged item may be a recognized asset, or a liability, an unrecognized firm commitment, a highly probable transaction or a net investment in a foreign operation that exposes the Group to changes in fair value or future cash flows, and which is designated as being hedged.

Hedge effectiveness is monitored periodically by comparing the changes in the fair value or cash flows of the hedged item with the changes in the fair value or cash flows of the hedging instrument, in order to determine the degree of effectiveness.

A derivative instrument designated as a fair value hedge is initially recognized at fair value on the date on which the derivative contract is entered into. The carrying amount of the hedged item is adjusted for gains and losses attributable to the risk being hedged. The derivative is remeasured at fair value and gains and losses are recognized in the statement of income.

A derivative instrument designated as a cash flow hedge is initially recognized at fair value on the date on which the derivative contract is entered into. The effective portion of gains or losses on the hedging instrument is recognized in other comprehensive income in the cash flow hedge reserve, while the ineffective portion is recognized in the statement of income. Amounts taken to other comprehensive income are transferred to the statement of income when the hedged transaction is reflected in the statement of income, such as when financial income or financial expenses related to the hedge are recognized or when the expected sale or purchase occurs.

For hedges of net investments in a foreign operation, the portion of gains or losses on the hedging instrument determined to be an effective hedge is recorded directly in other comprehensive income. Any ineffective portion of the hedge is recognized in the statement of income.

Derivative financial instruments include the following items:

	Derivative assets as at December 31		Derivative liabilities as at December 31		Fair value through profit or loss		Gains or losses recognized through other comprehensive income	
In EUR millions	2022	2021	2022	2021	2022	2021	2022	2021
Atlas Re 2020 & Atlas UK 2019	26	67	-	-	(41)	(33)	-	-
Interest rate swaps	4	-	-	1	-	-	5	1
Cross-currency swaps	131	72	-	-	53	43	6	(13)
Foreign currency forwards	86	80	38	80	51	45	(3)	(19)
Other	25	43	1	-	(19)	40	-	-
TOTAL	**272**	**262**	**39**	**81**	**44**	**95**	**8**	**(31)**

Catastrophe bonds

Atlas Capital UK 2019 PLC provides the Group with multi-year risk transfer capacity of USD 250 million to protect itself against named storms in the United States, earthquakes in the United States and Canada, and windstorms in Europe. The risk period for Atlas Capital UK 2019 runs from June 1, 2019 to May 31, 2023.

In 2020, SCOR sponsored a new catastrophe bond ("cat bond"), Atlas Capital Reinsurance 2020 DAC, which provides the Group with multi-year risk transfer capacity of USD 200 million to protect itself against named storms in the United States and earthquakes in the United States and Canada. The risk period for Atlas Capital Reinsurance 2020 DAC runs from April 30, 2020 to May 31, 2024.

These instruments are recognized as derivatives and measured using a cumulative expected loss model that is based on a combination of market inputs, where the instrument is traded in an active market, and catastrophe modeling tools developed by a third-party service provider (AIR).

The material unobservable inputs used in the valuation model are:

Unobservable inputs	Atlas Capital UK 2019 PLC	Atlas Capital Re 2020 DAC
Expected loss from US named storms, based on AIR model	2.27%	3.31%
Expected loss from US and Canadian earthquakes, based on AIR model	1.34%	2.29%
Expected loss from European windstorms, based on AIR model	1.57%	NA

A significant catastrophic event (earthquake in the United States or Canada, named storm in the United States or a windstorm in Europe) during the coverage period of the respective bond would lead to a change in the fair value of the corresponding portion of the derivative instrument.

Interest rate swaps

SCOR has entered into interest rate swaps to hedge its exposure to variable-rate financial liabilities, mainly relating to real estate investments. The fair value of these swaps is obtained from the banking counterparty and is based on market inputs. As part of the usual analysis of accounts processes, these third-party valuations are checked for reasonableness against internal models. The total notional amount of these swaps was EUR 91 million as at December 31, 2022 (December 31, 2021: EUR 46 million). The net interest paid on these swaps was not material in 2022 (2021: EUR 0 million).

Measurement and presentation

Cash flow hedge accounting is applied when the hedging relationship is determined to be highly effective at the inception of the hedge and throughout its term. Effectiveness testing is performed at inception of the hedging relationship and at each reporting date throughout the term of the hedge. Where hedge effectiveness is not attained, the hedging instrument (interest rate swap) is measured at fair value through profit or loss from the date on which the hedging relationship ceases to be effective. As at December 31, 2022, the fair value of the Group's interest rate swaps was a positive EUR 4 million, recognized within assets (December 31, 2021: negative EUR 1 million, recognized within liabilities). The amount recognized in other comprehensive income in 2022 was EUR 5 million (2021: EUR 1 million). The amount recognized in the statement of income in 2022 was not material (2021: EUR 0 million).

Cross-currency swaps

In order to hedge the foreign exchange risk associated with debt issued in USD (USD 625 million issued in 2018 and USD 125 million issued in 2019, see Note 14 – Financial liabilities), SCOR has entered into two cross-currency swaps that exchange the principal and coupons on the notes from USD into EUR. The swaps mature on March 13, 2029.

Measurement and presentation

Cash flow hedge accounting is applied. The fair value of these swaps is obtained from the banking counterparty and is based on market inputs. As part of the standard analysis of accounts processes, these third-party valuations are checked for reasonableness against internal models. The total notional amount of these swaps was USD 750 million as at December 31, 2022 (December 31, 2021: USD 750 million). The fair value of these cross-currency swaps was EUR 131 million as at December 31, 2022 (December 31, 2021: EUR 72 million). No ineffectiveness was identified in respect of the swap during 2022.

Foreign currency forwards

SCOR purchases and sells foreign currency forwards to reduce its overall exposure to balances held in currencies other than the functional currencies of its subsidiaries. These contracts are recorded at their fair value, based on valuations provided by the banking counterparty using market inputs.

Hedge of a net investment

At December 31, 2022 and December 31, 2021, one foreign currency forward was designated as a hedge of a net investment (see Note 13 – Information on share capital, capital management, regulatory framework and consolidated reserves).

The outstanding contracts as at December 31, 2022 and December 31, 2021, converted into EUR at the closing rates, were as follows:

	Forward sales		Forward purchases	
In EUR millions	Notional	Fair value	Notional	Fair value
December 31, 2022	**1,513**	**11**	**2,149**	**38**
December 31, 2021	1,726	(57)	1,859	57

Other

Contingent capital facility

See Note 13 – Information on share capital, capital management, regulatory framework and consolidated reserves, for details on the issue of share warrants to J.P. Morgan as part of the contingent capital facility program.

The transaction gave rise to the recognition within consolidated balance sheet assets of an instrument recognized at fair value through profit and loss and within consolidated balance sheet liabilities of other liabilities corresponding to the amount of the commission payable. In the absence of observable market inputs and parameters to reliably determine a fair value for this derivative instrument, the best measure of fair value is the expected cost of the instrument, corresponding to the total annual fees payable under the terms of the facility, net of the warrant subscription amounts, amortized over the life of the instrument. This instrument is presented as a Level 3 investment within insurance business investments (see Note 8.1 above).

The changes in fair value, as presented above, are recognized in investment income.

Call option on SCOR shares granted by Covéa

In 2021, in connection with the settlement agreement, Covéa granted a call option to SCOR on the shares it holds, at an exercise price of EUR 28 per share and for a period of five years. The exercise price is subject to amendment under certain conditions. The call option is transferable to any third party designated by SCOR, to allow SCOR to manage the transition in the best interests of its shareholders. The option was recognized as a derivative instrument at fair value as determined by an external valuation and the carrying amount of the option as at December 31, 2022 amounts to EUR 19 million (EUR 41 million as at December 31, 2021).

Note 9 ACCOUNTS RECEIVABLE FROM AND PAYABLE ON ASSUMED AND CEDED INSURANCE AND REINSURANCE TRANSACTIONS

Under reinsurance contracts, a reinsurance asset is recognized to reflect the estimated recoverable amount of any outstanding claims reported in respect of the reinsurance liabilities assumed. The amount recoverable from retrocessionaires is initially measured on the same basis as the underlying claims reserves, except in the case of nonproportional reinsurance (whether by risk or by event), where SCOR only recognizes recoveries, including IBNR recoveries, when an assumed claim has been reported, the amount of which triggers the retrocession contract.

The amount recoverable is reduced by a bad debt provision when an event arises that provides objective evidence that the Group may not receive all the amounts due under the contract and such event has a reliably measurable impact on the expected amount that will be recovered from the reinsurer.

Premiums payable in respect of reinsurance ceded are recognized in the period in which the reinsurance contract is entered into and includes estimates of any amounts that cannot be determined at the reporting date. Retroceded premiums are recognized over the term of the reinsurance contract in the same manner as assumed business.

SCOR contracts with Atlas vehicles which meet the criteria of risk transfer according to IFRS 4 are accounted for as reinsurance ceded.

	As at December 31, 2022			As at December 31, 2021		
In EUR millions	SCOR L&H	SCOR P&C	Total	SCOR L&H	SCOR P&C	Total
Receivables from ceding companies, gross	846	1,308	2,154	204	643	847
Provision for bad debts	(16)	(11)	(27)	(2)	(9)	(11)
Estimated premiums receivable from cedents, net of commission	3,668	3,396	7,064	3,671	3,096	6,767
Accounts receivable from assumed insurance and reinsurance transactions	**4,498**	**4,693**	**9,191**	**3,873**	**3,730**	**7,603**
Amount due from reinsurers	358	277	635	253	204	457
Provision for bad debts	6	(3)	3	-	(3)	(3)
Accounts receivable from ceded reinsurance transactions	**364**	**274**	**638**	**253**	**201**	**454**
Amounts payable on assumed insurance and reinsurance transactions	**(1,265)**	**(587)**	**(1,852)**	**(296)**	**(450)**	**(746)**
Liabilities for cash deposits from retrocessionaires	(49)	(686)	(735)	(66)	(581)	(647)
Payables to reinsurers	(34)	(230)	(264)	(22)	(113)	(135)
Estimated premiums payable to retrocessionaires, net of commission	(974)	(736)	(1,710)	(1,102)	(467)	(1,569)
Accounts payable on ceded reinsurance transactions	**(1,057)**	**(1,652)**	**(2,709)**	**(1,190)**	**(1,161)**	**(2,351)**

Accounts receivable from and payable on assumed and ceded insurance and reinsurance transactions are mostly due in less than one year. A complete aging of non-financial assets is included in the Universal Registration Document, in Section 3.2.5 – Management of credit risks.

Note 10 MISCELLANEOUS ASSETS

Miscellaneous assets consist of:

In EUR millions	As at December 31, 2022	As at December 31, 2021
Other intangible assets	540	506
Right-of-use assets	137	148
Property, plant and equipment	718	733
Other	250	199
Miscellaneous assets	**1,645**	**1,586**

Note 10.1 OTHER INTANGIBLE ASSETS

The cost of intangible assets acquired in a business combination is their fair value at the date of acquisition. Following initial recognition, intangible assets are carried at cost less any accumulated amortization and impairment.

Intangible assets have either finite or indefinite useful lives.

Intangible assets with finite useful lives are amortized over their expected useful economic life and tested for impairment whenever there is an indication that they may be impaired. The amortization period and method for intangible assets with finite useful lives are reviewed annually. Changes in the expected useful life or the expected pattern of future economic benefits are accounted for prospectively by adjusting the amortization period or method, as appropriate, and are treated as changes in accounting estimates. The amortization expense on intangible assets with finite lives is recognized in the statement of income in the expense category corresponding to the intangible asset.

Intangible assets with indefinite useful lives are tested for impairment at least annually. An additional test is performed in the event of an indication of a loss of value. The useful life of an intangible asset with an indefinite life is reviewed annually to determine whether the indefinite life assumption remains appropriate. If not, the change in the useful life assumption from indefinite to finite is made on a prospective basis.

Gains or losses arising from the derecognition of an intangible asset are measured as the difference between the net disposal proceeds and the carrying amount of the asset and are recognized in the statement of income when the asset is derecognized.

Other intangible assets consist primarily of client-related intangible assets arising from Non-Life business combinations and purchased software or software development expenditure.

The Group amortizes its other intangible assets with finite useful lives using the straight-line method, over a period of one to ten years.

In EUR millions	Other Intangible assets
Gross value at December 31, 2020	**649**
Foreign exchange rate movements	4
Additions	80
Disposals [(1)]	(1)
Change in scope of consolidation	-
Gross value at December 31, 2021	**732**
Foreign exchange rate movements	2
Additions	76
Disposal [(1)]	(5)
Change in scope of consolidation	-
Gross value at December 31, 2022	**805**
Cumulative amortization and impairment at December 31, 2020	**(192)**
Foreign exchange rate movements	(3)
Amortization for the period	(31)
Impairment for the period	-
Cumulative amortization and impairment at December 31, 2021	**(226)**
Foreign exchange rate movements	(1)
Amortization for the period	(38)
Impairment for the period	-
Cumulative amortization and impairment at December 31, 2022	**(265)**
CARRYING VALUE AS AT DECEMBER 31, 2020	**457**
CARRYING VALUE AS AT DECEMBER 31, 2021	**506**
CARRYING VALUE AS AT DECEMBER 31, 2022	**540**

(1) Disposals are mainly related to the scrapping of fully amortized software.

Other intangible assets include all intangible assets except for goodwill and VOBA (see Note 6 – Goodwill and Note 7 – Value of business acquired).

As at December 31, 2022, they include other intangible assets with finite useful lives for a net amount of EUR 385 million (December 31, 2021: EUR 352 million) and other intangible assets with indefinite useful lives for a net amount of EUR 155 million (December 31, 2021: EUR 154 million).

Similar to the increase of EUR 48 million, net of amortization, during the year ended December 31, 2021, the increase of EUR 33 million, net of amortization, during the year ended December 31, 2022 mainly relates to the capitalization of software development costs relating to the Group's accounting system and technical accounting system.

The Group conducted its annual assessment of the amortization periods and methods of its intangible assets with finite useful lives and concluded that both the amortization periods and methods are appropriate. The amortization expense recognized for other intangible assets with finite useful lives was EUR 38 million and EUR 31 million, respectively, for the years ended December 31, 2022 and 2021.

Other intangible assets with indefinite useful lives mainly include the Château Mondot SAS trademark for EUR 136 million. The Château Mondot SAS trademark was tested for impairment, with the result that no impairment loss had to be recognized (see Note 6 – Goodwill, for details). They also include the intangible assets associated with the Lloyd's syndicate participations acquired as part of the Converium business combination. The Lloyd's intangible assets amounted to EUR 4 million as at December 31, 2022 (December 31, 2021: EUR 4 million) and are deemed to have an indefinite useful life as cash flows relating to the syndicate participations may be realized through the Lloyd's auction process.

The prices of the Lloyd's syndicate participations, obtained from the Lloyd's auction process, are key inputs in the impairment tests conducted. In 2022 and in 2021, no impairment was recognized.

Note 10.2 RIGHT OF USE ASSETS

Under IFRS 16 – Leases, right-of-use assets are assets that represent SCOR's rights as lessee to use an underlying asset for the term of the respective lease contract, determined as the non-cancelable period of the lease together with periods covered by an extension option that is reasonably certain to be exercised and periods covered by a termination option that is reasonably certain not to be exercised. Right-of-use assets are recognized within "Miscellaneous assets" in the balance sheet and are measured at the amount of the related lease liability, plus any upfront payments made, lease incentives received and initial direct costs incurred. Subsequently, right-of-use assets are measured at cost less any accumulated depreciation and impairment. Depreciation is determined in accordance with IAS 16 and recognized in the statement of income.

SCOR uses the exemptions for short-term leases and leases of low-value assets and continues to recognize the lease payments for those contracts as an expense on a straight-line basis. IFRS 16 is not applied to leases of intangible assets (*e.g.* IT licenses).

Right-of-use assets amounted to EUR 137 million as at December 31, 2022. They correspond mainly to leased office space.

In EUR millions	Right-of-use assets	Lands and Buildings	Transport	Other equipment
Gross value as at January 1, 2021	**232**	**228**	**2**	**2**
Foreign exchange rate movements	11	11	-	-
Additions	4	3	1	-
Reclassification	-	-	-	-
Disposal	(12)	(11)	(1)	-
Change in scope of consolidation	-	-	-	-
Other	3	3	-	-
Gross value as at December 31, 2021	**238**	**234**	**2**	**2**
Foreign exchange rate movements	12	12	-	-
Additions	9	8	1	-
Reclassification	-	-	-	-
Disposal	(22)	(20)	(1)	(1)
Change in scope of consolidation	-	-	-	-
Other	-	-	-	-
Gross value as at December 31, 2022	**237**	**234**	**2**	**1**
Accumulated depreciation and impairment as at January 1, 2021	**(71)**	**(69)**	**(1)**	**(1)**
Depreciation for the period	(29)	(28)	-	(1)
Impairment for the period	-	-	-	-
Reclassification	-	-	-	-
Disposal	10	10	-	-
Accumulated depreciation and impairment as at December 31, 2021	**(90)**	**(87)**	**(1)**	**(2)**
Depreciation for the period	(30)	(29)	(1)	-
Impairment for the period	-	-	-	-
Other	-	-	-	-
Disposal	20	19	-	1
Accumulated depreciation and impairment as at December 31, 2022	**(100)**	**(97)**	**(2)**	**(1)**
CARRYING AMOUNT AS AT JANUARY 1, 2021	**161**	**159**	**1**	**1**
CARRYING VALUE AS AT DECEMBER 31, 2021	**148**	**147**	**1**	**-**
CARRYING VALUE AS AT DECEMBER 31, 2022	**137**	**137**	**-**	**-**

In 2022, increases are mainly due to the recognition of new real estate leases and decreases mainly relate to the corresponding previous leases that expired.

Lease commitments

There were no commitments in progress at the 2022 year-end.

IFRS 16 exemptions

In 2022, no significant expense relating to short-term leases and to leases of low-value items has to be reported.

Income from subleases amounted to EUR 4 million in 2022 (2021: EUR 2 million) and are related to Switzerland, France and the United States.

Total cash outflows in respect of leases represented EUR 29 million in 2022 (2021: EUR 27 million).

See Note 14 – Financial liabilities, for further information on lease liabilities.

Note 10.3 PROPERTY, PLANT AND EQUIPMENT AND RELATED COMMITMENTS

Owner-occupied property is classified as tangible assets. Some properties may be partially occupied by Group entities. Properties are recognized at cost, net of accumulated depreciation and impairment. Depreciation is recorded on a straight-line basis over the useful lives of the assets as follows:

Category	Useful life
Land	Indefinite (not depreciated)
Buildings	
Building structure and exterior	30-80 years
Insulation	30 years
Technical installations	20 years
Fixtures and fittings	10-15 years

Repair and maintenance costs are charged to the statement of income during the period in which they are incurred. All costs directly associated with purchases or construction of real estate are capitalized. All subsequent value-enhancing capital expenditures are classified as acquisition costs and capitalized when it is probable that future economic benefits will flow to the Group.

Owner-occupied property is assessed for impairment whenever there is an indication that it may be impaired. It is considered a corporate asset, which does not generate cash inflows independently. Hence, the assessment is made at the level of the cash generating units (CGU) or groups of CGUs to which the property belongs. Should impairment indicators exist, the Group determines the recoverable amount of the CGU or group of CGUs to which the property belongs and compares it to its carrying amount.

Tangible assets

Tangible assets amounted to EUR 718 million as at December 31, 2022 (December 31, 2021: EUR 733 million) and primarily relate to owner-occupied property, office furniture and equipment, and building fixtures and fittings.

In EUR millions	Tangible assets
Gross value as at December 31, 2020	**921**
Foreign exchange rate movement	12
Additions	8
Reclassification	-
Disposals	(5)
Change in scope of consolidation	-
Other	-
Gross value as at December 31, 2021	**936**
Foreign exchange rate movement	10
Additions	7
Reclassification	1
Disposals	(4)
Change in scope of consolidation	-
Other	-
Gross value as at December 31, 2022	**950**
Cumulative depreciation and impairment as at December 31, 2020	**(174)**
Depreciation for the period	(34)
Impairment for the period	-
Reclassification	-
Disposals	5
Cumulative depreciation and impairment as at December 31, 2021	**(203)**
Depreciation for the period	(32)
Impairment for the period	-
Reclassification	-
Disposals	3
Cumulative depreciation and impairment as at December 31, 2022	**(232)**
CARRYING VALUE AS AT DECEMBER 31, 2020	**747**
CARRYING VALUE AS AT DECEMBER 31, 2021	**733**
CARRYING VALUE AS AT DECEMBER 31, 2022	**718**

The increase in 2022 is mainly related to work in progress and to improvement costs for office space for a total of EUR 7 million. The increase is partially offset by the disposal of partially depreciated tangible assets (furniture and office equipment) of EUR 4 million.

The increase in 2021 was mainly related to fixtures and fittings and work for office space for a total of EUR 8 million. The increase was partially offset by the disposal of partially depreciated tangible assets (furniture and office equipment) for EUR 5 million.

Property-related commitments received and granted

No commitments were received or granted at end-2022 and end-2021.

Note 11 DEFERRED ACQUISITION COSTS

In reinsurance, the costs directly associated with the acquisition of new contracts, mainly comprising commission, are recorded as assets on the balance sheet, to the extent that the contracts are profitable. They are amortized on the basis of the residual term of the contracts in Non-Life, and on the basis of the expected recognition of future margins for Life contracts.

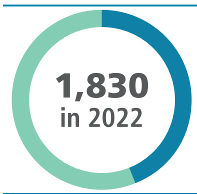
	2022			2021		
In EUR millions	SCOR L&H	SCOR P&C	Total	SCOR L&H	SCOR P&C	Total
Carrying amount at January 1	**716**	**778**	**1,494**	**791**	**665**	**1,456**
Capitalization of new contracts for the period/Change of the period	97	908	1,005	127	743	870
Change in scope of consolidation and contract portfolio exchanges	-	-	-	-	-	-
Amortization for the year	(113)	(781)	(894)	(265) (1)	(665)	(930)
Impairment losses during the year	-	-	-	-	-	-
Foreign exchange rate movements	8	31	39	30	35	65
Other changes (including change in shadow accounting)	151	-	151	33	-	33
Carrying amount at December 31	**859**	**936**	**1,795**	**716**	**778**	**1,494**

(1) As a day-1 impact of the Life retrocession contracts entered into with Covéa, the deferred acquisition costs were reduced by EUR 132 million.

Note 12 CASH FLOW INFORMATION

Cash and cash equivalents comprise cash, net bank balances and short-term deposits or investments with a maturity of less than three months at the date of purchase or deposit. Cash equivalents are short-term highly liquid investments that are readily convertible into known amounts of cash and that are subject to an insignificant risk of changes in value. Money market funds are also classified as cash and cash equivalents, though only to the extent that the fund assets qualify as cash equivalents, or there are strict fund management policies and limits that allow the funds to qualify as cash equivalents.

Note 12.1 CASH AND CASH EQUIVALENTS

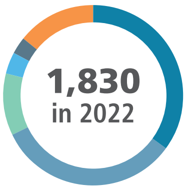


In EUR millions	As at December 31, 2022	As at January 1, 2022
44% Cash on hand	804	759
56% Cash equivalents	1,026	1,324
measured at AC	38	20
measured at FVOCI	410	675
measured at FVPL	578	629
CASH AND CASH EQUIVALENTS (1)	**1,830**	**2,083**

(1) Cash and cash equivalents include cash held by the Group on behalf of third parties for a total amount of EUR 36 million as at December 31, 2022 (December 31, 2021: EUR 140 million).

The Group's liquidity, defined as cash, cash equivalents, bank overdrafts and short-term government bonds with maturities of more than 3 months and less than 12 months, is well diversified across a limited number of banks. It amounted to EUR 2,791 million as at December 31, 2022 (December 31, 2021: EUR 2,286 million), including EUR 961 million of short-term government bonds (December 31, 2021: EUR 203 million). Cash and cash equivalents include cash held by the Group on behalf of third parties for EUR 31 million as at December 31, 2022 (December 31, 2021: EUR 140 million).

The table below shows the breakdown by currency of the Group's cash and cash equivalents as at December 31, 2022:



In EUR millions	As at December 31, 2022	As at December 31, 2021
35% USD	637	1,141
33% EUR	606	654
11% GBP	206	70
4% ZAR	67	39
3% CAD	49	17
14% Other	265	162
CASH AND CASH EQUIVALENTS	**1,830**	**2,083**

Note 12.2 NET CASH FLOWS FROM OPERATIONS

The following table reconciles consolidated net income to net cash flows provided by/(used in) operations as presented in the consolidated statement of cash flows:

In EUR millions	2022	2021
Consolidated net income – Group share	**(301)**	**456**
Realized gains and losses on investment disposals	(5)	(256)
Change in accumulated amortisation and other provisions	232	451
Change in deferred acquisition costs	(80)	65
Net increase in contract liabilities	510	1,797
Change in fair value of financial instruments recognized at fair value through income (excluding cash and cash equivalents)	(58)	(92)
Other non cash items included in operating result	164	1,681
Net cash flows provided by / (used in) operations, excluding changes in working capital	**462**	**4,102**
Change in accounts receivable and payable	(57)	(1,639)
Cash flow from other assets and liabilities	49	57
Change in taxes receivables and payables	46	(114)
Net cash flows provided by / (used in) operations	**500**	**2,406**

Cash inflows in respect of dividends and interest on investments held during the year amounted to EUR 41 million (2021: EUR 32 million) and EUR 593 million (2021: EUR 532 million), respectively.

Tax-related cash outflows during the year amounted to EUR 83 million (2021: outflow of EUR 412 million).

Note 12.3 MOVEMENTS IN LIABILITIES FROM FINANCING ACTIVITIES

In EUR millions	As at January 1, 2022	Issuance of financial liabilities	Redemption of financial liabilities	Acquisitions	Foreign exchange rate movements	Others	As at December 31, 2022
Long-term debts [(1)]	**3,056**	**156**	**(137)**	**-**	**55**	**3**	**3,133**

(1) Long-term debt excludes liabilities under IFRS 16.

See Note 14 – Financial liabilities, for further information.

Note 13 INFORMATION ON SHARE CAPITAL, CAPITAL MANAGEMENT, REGULATORY FRAMEWORK AND CONSOLIDATED RESERVES

A breakdown of the movements in the various reserves is provided in Section 4.5 – Consolidated statement of changes in shareholders' equity.

Share capital

Ordinary shares are classified in shareholders' equity when there is no contractual obligation to transfer cash or other financial assets to the holders.

Share issue costs

External costs directly attributable to the issue of new shares are shown in "Additional paid-in capital" within shareholders' equity as a deduction, net of tax, from the issue proceeds.

Treasury shares

Treasury shares and any directly related costs are recorded as a deduction from shareholders' equity. When treasury shares are subsequently sold or reissued, any consideration received is included within consolidated shareholders' equity net of any directly related costs and tax effects. Accordingly, no gain or loss is recognized in the statement of income.

Share-based payments

The caption "Share-based payments" is used to offset the cost of services received in exchange for the granting of shares or stock options to Group employees. As the instruments granted are subject to the fulfillment of a vesting period by the employee, the capital increase is initially recognized at the grant date in the line "Share-based payments". Once the shares are fully vested, they are recognized as ordinary shares under "Share capital" and "Additional paid-in capital".

Dividends

Dividends on ordinary shares are recognized as a liability when they have been approved by shareholders at the relevant Annual Shareholders' Meeting.

Note 13.1 SHARE CAPITAL

Authorized share capital

The authorized share capital of the Company comprised 179,671,295 shares as at December 31, 2022 and 186,896,376 shares as at December 31, 2021, with a par value of EUR 7.8769723 each.

Issued shares

The number of outstanding ordinary shares issued and fully paid-up as at December 31, 2022 and 2021 was as follows:

	2022	2021
As at January 1	**186,896,376**	**186,730,076**
Share capital decrease – decision of the Board	(7,534,181)	(189,700)
Share capital increase – exercise of stock options	309,100	356,000
As at December 31	**179,671,295**	**186,896,376**
Nominal price per share in EUR	7.8769723	7.8769723
Share capital (*in EUR*)	**1,415,265,814**	**1,472,177,577**

Movements in 2022 were due to the following operations:

- the Board of Directors' meeting held on May 18, 2022 decided to reduce the Group's share capital by canceling 7,534,181 treasury shares for EUR 210 million (EUR 59 million in share capital and EUR 151 million in additional paid-in capital); and
- the issue of new shares relates to the exercise of stock options for EUR 6 million (EUR 2 million in share capital and EUR 4 million in additional paid-in capital), resulting in the creation of 309,100 new shares during the year.

Movements in 2021 were due to the following operations:

- the Board of Directors' meeting held on June 30, 2021 decided to reduce the Group's share capital by canceling 189,700 treasury shares for EUR 6 million (EUR 2 million in share capital and EUR 4 million in additional paid-in capital); and
- the issue of new shares relates to the exercise of stock options for EUR 7 million (EUR 3 million in share capital and EUR 4 million in additional paid-in capital), resulting in the creation of 356,000 new shares during the year.

The shares issued in 2022 and 2021 were all issued at a par value of EUR 7.8769723 each.

Treasury shares

The number of shares held in treasury by the Group and/or its subsidiaries as at December 31, 2022 was 593,320 shares (December 31, 2021: 5,798,221 shares). Treasury shares are not entitled to dividends.

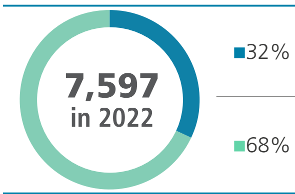
Information on dividend distributions

At the Annual Shareholders' Meeting to be held in the first half of 2023 to approve the financial statements for the year ended December 31, 2022, the shareholders will be asked to approve the distribution of a dividend of one euro and forty cents (EUR 1.40) per share in respect of 2022.

At the Annual Shareholders' Meeting of May 18, 2022, the shareholders resolved to distribute a dividend of one euro and eighty cents (EUR 1.80) per share in respect of 2021, representing a total payout of EUR 321 million based on the number of shares eligible for dividends as of the payment date. The ex-dividend date was May 20, 2022 and the dividend was paid on May 24, 2022.

Note 13.2 CAPITAL MANAGEMENT: OBJECTIVES AND APPROACH

The primary source of capital used by the Group is shareholders' equity and subordinated debt. The leverage ratio as at December 31, 2022 was 32.4%. For a description of the leverage ratio, see Section 1.3.6 – Financial position, liquidity and capital resources.



In EUR millions	As at December 31, 2022 Carrying amount	As at December 31, 2021 Carrying amount
Subordinated debt	2,635	2,581
Accrued interest on subordinated debt	(40)	(40)
Swaps on subordinated debt	(131)	(72)
Carrying amount of shareholders' equity	5,133	6,402
TOTAL SHAREHOLDERS' EQUITY AND DEBT	**7,597**	**8,871**

The Group's capital management policy is to optimize the utilization of its shareholders' equity and debt in order to maximize the short- and long-term return for shareholders, while at the same time providing its clients with an adequate level of security as measured by internal capital allocation models, rating agencies and national regulators. Achievement of the capital management policy objectives is ensured through integrated supervision of regulatory constraints at Group level, an annual strategic and financial planning process and regular updates of forecasts. The Group's capital management process is subject to approval by the Board of Directors after a formal presentation to the Accounts and Audit Committee. The Board of Directors and Executive Committee regularly review the Group's risk profile to ensure that its risk appetite remains aligned with the Group's strategy.

The Group's capital management objectives are to:

- match the profile of its assets and liabilities, taking into account the risks inherent to its business;
- maintain strong credit ratings and healthy capital ratios, in order to support its business objectives and maximize shareholder value;
- ensure a high degree of capital fungibility;
- retain financial flexibility by maintaining strong liquidity and access to a range of capital markets;
- allocate capital efficiently and support the development of its business, by ensuring returns on capital employed meet the requirements of regulators and shareholders; and
- manage exposure to exchange rate fluctuations.

The purpose of the Group's overall capital management process is to set target risk-adjusted rates of return for the business units, which are aligned with performance objectives, and to foster the creation of shareholder value.

To that end, as per the 2023 outlook, the Group aims to achieve the following two specific targets:

- an ROE ≥ 800 basis points above the five-year risk-free rate across the cycle[(1)];
- a Solvency ratio[(2)] in the optimal 185% to 220% range.

SCOR believes that its working capital is sufficient to meet the requirements of its consolidated companies. The Group reconciles its strategic objectives with the protection of its capital through its capital shield policy, which reflects the Group's risk appetite. This policy is based on an economic approach and aims to protect the Group against potential shock losses, some of which are not immediately recognized from a pure accounting view. The policy is built on the following four concepts:

Traditional retrocession

Retrocession used by the Group comprises a wide range of protections including proportional and non-proportional coverage. The Group selects the level of its retrocession to third parties once a year and ensures that its retained risk profile is in line with its predefined risk tolerance limits, in order to achieve its return on capital and solvency objectives.

Capital market solution

SCOR uses catastrophe bonds, mortality bonds and sidecars to protect the Group against catastrophic and extreme mortality events.

(1) Based on the five-year rolling average of the five-year risk-free rates.
(2) Ratio of eligible own funds over the SCR according to the internal model.

Solvency scale

SCOR's solvency ratio is actively monitored and managed through a solvency scale coupled with a clear escalation process. The solvency scale includes an optimal solvency range between 185% and 220%, as well as various management initiatives for steering the solvency position back to the optimal range if required.

The optimal range is designed to absorb a significant amount of the volatility inherent to the reinsurance business, thereby limiting too-frequent recourse to the markets to maintain the Group's own funds above the solvency capital requirement (SCR).

Contingent capital facility

On December 15, 2022, SCOR renewed its contingent capital facility with J.P. Morgan, providing the Group with EUR 300 million of coverage in case of extreme natural catastrophes or mortality events. In connection with the facility, SCOR issued 9 million share warrants to J.P. Morgan, each of which gives J.P. Morgan the right to subscribe to two new SCOR shares. J.P. Morgan has undertaken to exercise the number of warrants necessary for the subscription of a maximum of EUR 300 million (issuance premium included) of new shares, without exceeding 10% of SCOR's share capital, when the aggregate amount of (i) the estimated ultimate net losses incurred, in a given calendar year, by the Group (in its capacity as insurer/reinsurer) as a result of eligible natural catastrophes between January 1, 2023 and December 31, 2025 or (ii) the ultimate net claims amount recorded by SCOR group Life (in its capacity as insurer/reinsurer) over two consecutive half-years between July 1, 2022 and December 31, 2025 reaches certain contractual thresholds as verified by SCOR's Statutory Auditors. In addition, subject to no drawdowns having already been made under the facility, if SCOR's volume-weighted average share price over three consecutive trading days falls below EUR 10, an individual tranche of EUR 150 million will be drawn down from the EUR 300 million facility. A yearly termination clause at the option of the issuer has been added to the contract.

J.P. Morgan has committed to subscribing to new shares by exercising the warrants, but it does not intend to become a long-term shareholder of SCOR and would therefore resell the shares by way of private placements and/or sales on the open market. To that end, SCOR and J.P. Morgan have entered into a profit-sharing arrangement, whereby 75% of any gain generated by the resale of the new shares would be retroceded to SCOR. If the new shares are sold through an off-market transaction immediately after exercising the warrants, the share of the gain owed to SCOR would be paid in the form of SCOR shares in order to limit the dilutive impact of the transaction for SCOR's shareholders.

In the absence of any extreme triggering event, no shares would be issued under the facility and the facility would therefore remain without any dilutive impact for the shareholders.

Share buy-back program

During 2021, SCOR launched a share buy-back program for EUR 200 million that started on October 28, 2021 and ended in March 2022.

No share buy-back program was launched in 2022.

Note 13.3 REGULATORY FRAMEWORK

The main objective of insurance and reinsurance regulators is protecting the interests of policyholders. They ensure that the Group maintains an adequate solvency position to meet unforeseen liabilities arising from economic shocks or natural disasters.

The Group is subject to regulatory requirements in each of the jurisdictions in which it conducts business. Local authorities have broad supervisory and administrative powers over many aspects of the insurance and reinsurance industries.

Such regulations not only prescribe approval and monitoring of activities, but also impose obligations related to maintaining a certain level of capital (*i.e.* capital requirement) to cover the risk of default and insolvency by reinsurance and insurance companies and meet unforeseen liabilities.

The Group actively monitors the capital requirements of each of its subsidiaries within the capital management framework and aims to ensure full compliance with all regulatory and solvency requirements in the countries in which it operates.

The failure by an operating company to meet the local regulatory capital requirements of the jurisdiction in which it operates could lead to action by the local regulator.

In the majority of countries in which the Group operates, regulatory filings are not prepared on an IFRS basis.

Note 14 FINANCIAL LIABILITIES

Interest on financial liabilities is included within investment expenses.

Subordinated debt and debt securities

These items comprise various subordinated debt or unsubordinated bonds issued by the Group. These borrowings are classified as financial liabilities, in accordance with IAS 32 – Financial Instruments: Presentation.

At initial recognition, all borrowings are recorded at fair value less directly attributable transaction costs. After initial recognition, they are measured at amortized cost using the effective interest rate method.

Real estate financing

This caption includes debt relating to the acquisition of real estate. At initial recognition, real estate financing is recorded at fair value less directly attributable transaction costs. After initial recognition, it is measured at amortized cost using the effective interest rate method.

Other financial liabilities

At initial recognition, other financial liabilities are recorded at fair value less directly attributable transaction costs. After initial recognition, they are measured at amortized cost using the effective interest rate method.

Lease liabilities are included in the balance sheet within "Other financial liabilities". Interest expense on the lease liability is calculated in accordance with the effective interest rate method and recognized in the statement of income.

The following table presents an overview of the debt issued by the Group:

		As at December 31, 2022		As at December 31, 2021	
In EUR millions	Maturity	Carrying amount	Fair value	Carrying amount	Fair value
SUBORDINATED DEBT					
EUR 250 million	Perpetual	251	242	251	281
USD 625 million	Perpetual	601	466	557	581
USD 125 million	Perpetual	120	94	111	115
EUR 250 million	06/05/2047	254	228	253	284
EUR 600 million	06/08/2046	603	555	603	661
EUR 500 million	05/27/2048	509	468	509	589
EUR 300 million	09/17/2051	297	210	297	293
Total subordinated debt (1)		**2,635**	**2,263**	**2,581**	**2,804**
Investments property financing		173	173	156	156
Owner-occupied property financing		317	317	314	314
Total real estate financing (2)		**490**	**490**	**470**	**470**
OTHER FINANCIAL LIABILITIES (2)		**168**	**168**	**175**	**175**
TOTAL FINANCIAL LIABILITIES		**3,293**	**2,921**	**3,226**	**3,449**

(1) Includes EUR 40 million in accrued interest as at December 31, 2022 (December 31, 2021: EUR 40 million).
(2) These debts are not publicly traded. Therefore, the carrying amounts are reflective of their fair value.

Note 14.1 SUBORDINATED DEBT

SCOR's subordinated debts are classified as financial liabilities as, under the terms and conditions of the issue agreements, SCOR does not have an unconditional right to avoid settling the contractual obligations in cash and, based on projected cash flows, the instruments do not have an equity component.

EUR 250 million perpetual subordinated debt

On October 1, 2014, SCOR issued EUR 250 million in perpetual subordinated notes, redeemable by SCOR on each interest payment date, from October 1, 2025. The coupon has been set at 3.875% (until October 1, 2025), and resets every 11 years at the prevailing 11-year EUR mid-swap rate +3.7%.

USD 625 million perpetual subordinated debt

On March 13, 2018, SCOR issued USD 625 million in perpetual deeply subordinated notes on the "Regulation S" USD market. The coupon has been set at 5.25% (until the first call date of March 13, 2029) and resets every five years thereafter at the prevailing five-year US Treasury yield plus 2.37% (no step-up).

In order to hedge the foreign exchange risk, SCOR entered into two cross-currency swaps which exchange the principal and coupons on the USD notes into EUR and mature on March 13, 2029. See Note 8.9 – Derivative instruments.

USD 125 million perpetual subordinated debt

On December 17, 2019, SCOR issued USD 125 million in perpetual deeply subordinated notes on the "Regulation S" USD market. The new notes are fungible and form a single series with the existing USD 625 million in perpetual deeply subordinated notes issued on the "Regulation S" USD market on March 13, 2018. The new issued notes bear the same terms and conditions as the original notes. The coupon has been set at 5.25% (until the first call date of March 13, 2029), and resets every five years thereafter at the prevailing five-year US Treasury yield plus 2.37% (no step-up).

In order to hedge the foreign exchange risk, SCOR entered into a cross-currency swap which exchanges the principal and coupons on the USD notes into EUR and matures on March 13, 2029. See Note 8.9 – Derivative instruments.

EUR 250 million dated subordinated debt

On June 5, 2015, SCOR issued EUR 250 million in dated subordinated notes on the Luxembourg EUR market, redeemable by SCOR at each interest payment date, from June 5, 2027. The coupon has been set at 3.25% (until June 5, 2027, the first call date), and resets every 10 years at the prevailing 10-year EUR mid-swap rate +3.20% (until June 5, 2047, the final redemption date).

EUR 600 million dated subordinated debt

On December 7, 2015, SCOR issued EUR 600 million in dated subordinated notes on the EUR market, redeemable by SCOR at each interest payment date, from June 8, 2026. The coupon has been set at 3% (until June 8, 2026, the first call date), and resets every 10 years at the prevailing 10-year EUR mid-swap rate +3.25% (until June 8, 2046, the final redemption date).

EUR 500 million dated subordinated debt

On May 27, 2016, SCOR issued EUR 500 million in dated subordinated notes on the EUR market, redeemable by SCOR at each interest payment date, from May 27, 2028. The coupon has been set at 3.625% (until May 27, 2028, the first call date), and resets every 10 years at the prevailing 10-year EUR mid-swap rate +3.90% (until May 27, 2048, the final redemption date).

EUR 300 million dated subordinated debt

On September 17, 2020, SCOR issued EUR 300 million in dated Tier 2 subordinated notes. The coupon has been set at 1.375% until September 17, 2031, and resets every 10 years at the prevailing 10-year EUR mid-swap rate +2.6% (until September 17, 2051, the final redemption date).

Early redemption clauses

Some provisions in the terms and conditions of the notes allow for early redemption in certain cases other than the liquidation of the issuer (*e.g.* tax, accounting and regulatory reasons). However, these early redemption cases are always (i) at the exclusive option of the issuer and no redemption can be imposed on the issuer by the noteholders; and (ii) subject to prior approval by the relevant supervisory authority.

Note 14.2 REAL ESTATE FINANCING

Real estate financing relates to the acquisition of investment property financed by bank loans of EUR 490 million (December 31, 2021: EUR 470 million), including real estate financing related to MRM property for EUR 119 million (December 31, 2021: EUR 76 million). The main real estate financing contracted by the Group has been used for its head office in Paris (avenue Kléber) in the amount of EUR 199 million as at December 31, 2022 (December 31, 2021: EUR 199 million).

The other real estate financing – with maturities between 2022 and 2028 – is used to finance other property owned by the Group and bears fixed-rate interest or variable-rate interest indexed to 3 month. In order to hedge against interest rate risk, the Group has contracted interest rate swaps, which are accounted for as cash flow hedges (for further details, see -Note 8.9 – Derivative instruments).

The majority of real estate financing contracts contain standard early repayment clauses and other debt covenants. Such covenants define thresholds to be respected for certain ratios, among which the loan to value (LTV) ratio, defined as the ratio between the amount of the financing and the market value of the real estate being financed, the interest coverage ratio (ICR), representing the extent to which interest expense is covered by rental income, and the debt service coverage ratio (DSCR), representing the extent to which payments of principal and interest are covered by rental income. Under existing financing contracts, the LTV ratios vary between 30% and 51% and the ICR/DSCR ratios between 156% and 435%. As at December 31, 2022, the Group is in compliance with the LTV and ICR/DSCR covenants with respect to its banking partners.

In 2022, the main changes in real estate financing were due to the emission of the new debt subscribed by MRM to finance the new acquisition of properties and the amortization of the existing loans.

Note 14.3 OTHER FINANCIAL LIABILITIES

In EUR millions	As at December 31, 2022	As at December 31, 2021
Deposits and guarantees	4	2
Lease liabilities	160	170
Other	4	3
TOTAL OTHER FINANCIAL LIABILITIES	**168**	**175**

The amount of lease liabilities was calculated in accordance with IFRS 16 – Leases. In 2022, the decrease compared to 2021 was mainly due to updating of real estate rental contracts.

Note 14.4 FINANCING EXPENSES

In EUR millions	2022	2021
Interest on subordinated debt	(48)	(48)
Interest on perpetual subordinated debt	(47)	(43)
Interest on lease liabilities	(3)	(3)
Finance leases	-	-
Real estate financing	(16)	(17)
Other financial liabilities	4	(11) (1)
TOTAL	**(111)**	**(122)**

(1) The presentation of the statement of income has been revised and the other expenses of investment are now presented in net investment income.

The amounts presented within other financial liabilities include expenses related to letters of credit, custodian and overdraft fees, amortization of issue fees and other bank charges (commission, etc.).

Note 14.5 MATURITY

Maturity profiles are based on undiscounted contractual maturities and include contractual interest payments (including in connection with cross-currency and interest rate swaps). In respect of perpetual debt and debt with multiple reimbursement/redemption dates, the analysis below has been prepared based on the assumption that the Company will not make use of any of the early optional reimbursement/redemption dates. Perpetual debt is classified in the last column "More than 5 years" (no maturity date).

As at December 31, 2022	Debt maturity profiles				
In EUR millions	Interest rate ranges	Less than 1 year	1-5 years	More than 5 years*	Total**
Subordinated debt	1.38%-5.25%	48	202	3,862	4,112
Real estate debt	0.57%-4.26%	14	139	409	562
Lease liabilities	0.04%-15.52%	25	87	48	160
Other financial liabilities	0.80%-2.28%	3	3	2	8
TOTAL		**90**	**431**	**4,321**	**4,842**

As at December 31, 2021	Debt maturity profiles				
In EUR millions	Interest rate ranges	Less than 1 year	1-5 years	More than 5 years*	Total**
Subordinated debt	1.38%-5.25%	106	196	3,864	4,166
Real estate debt	0.57%-3.57%	59	84	390	533
Lease liabilities	0.04%-5.00%	24	82	64	170
Other financial liabilities	0.07%-0.80%	2	1	2	5
TOTAL		**191**	**363**	**4,320**	**4,874**

* *Accrued interest on perpetual debt of EUR 14 million as at December 31, 2022 (December 31, 2021: EUR 13 million).*
** *Of the amounts above, EUR 46 million relates to variable-rate debt (December 31, 2021: EUR 26 million). These amounts exclude debt which has been swapped from a variable interest rate to a fixed interest rate.*

Note 15 EMPLOYEE BENEFITS AND OTHER PROVISIONS

Provisions are recognized when the Group has a present legal, contractual or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and a reliable estimate of the amount of the obligation can be made.

Where the Group expects the provision to be reimbursed, for example under an insurance contract, the reimbursement is recognized as a separate asset, but only when the reimbursement is virtually certain.

Contingent liabilities are disclosed if there is a possible future obligation as a result of a past event, or if there is a present obligation as a result of a past event for which either payment is not probable or the amount cannot be reliably estimated.

The following table summarizes the amounts included in employee benefits and other provisions:

In EUR millions	Reserves for post employment benefits	Other reserves	Total
At January 1, 2021	**194**	**33**	**227**
Change in scope of consolidation	-	-	-
Additions	9	3	12
Utilizations	(17)	(25)	(42)
Surplus (reversed)	-	-	-
Foreign exchange rate movements	2	-	2
Actuarial and experience (gains)/losses	(48)	-	(48)
At December 31, 2021	**140**	**11**	**151**
Change in scope of consolidation	-	-	-
Additions	11	2	13
Utilizations	(15)	-	(15)
Surplus (reversed)	-	-	-
Foreign exchange rate movements	3	-	3
Actuarial and experience (gains)/losses	(31)	-	(31)
AT DECEMBER 31, 2022	**108**	**13**	**121**

Note 15.1 PROVISIONS FOR EMPLOYEE BENEFITS

The post-employment benefits granted by the Group vary based on legal obligations and local requirements. Group employees are entitled to short-term benefits, recognized as an expense for the period by Group entities (paid leave, sick leave and profit-sharing), long-term benefits and post-employment benefits (supplementary defined benefit or defined contribution pension plans).

Pension liabilities

The Group provides retirement benefits to its employees, in accordance with the laws and practices of each country. The main plans are in France, Switzerland, the United States and Germany. Group employees in some countries receive additional pension benefits, paid as an annuity or in capital upon retirement. The benefits granted to Group employees are either in the form of defined contribution or defined benefit plans. Plan assets are generally held separately from the Group's other assets.

For defined contribution plans, the employer pays fixed contributions to an external organization, with no legal or constructive obligation to pay further contributions. As a result, only contributions paid or due for the financial year are charged to the Group's statement of income as general expenses. The payments made or due by the Group are expensed in the period to which they relate.

Under defined benefit plans, an amount is paid to the employee upon retirement based on one or several factors such as age, years of service and salary. Defined benefit obligations are calculated annually by independent qualified actuaries using the projected unit credit method. They use information provided by the Group, taking into consideration actuarial assumptions such as salary increase, retirement age, mortality, turnover and discount rates. The assumptions are based on the macroeconomic environment of each country where the Group operates. Modifications to actuarial assumptions, or differences between the assumptions and actual outcomes, give rise to actuarial differences which are recorded in other comprehensive income during the period in which they occur, in accordance with Group accounting principles. The obligation recognized on the balance sheet represents the present value of the defined benefit obligation at the reporting date, less the market value of any plan assets as defined by IAS 19, where appropriate.

In assessing its liabilities under these plans, the Group uses external actuarial valuations which involve subjective judgment and estimates in respect of mortality rates, employee turnover rates, disability, early retirement, discount rates, future salary increases and pension liabilities. These assumptions may differ from actual results due to changing economic conditions, higher or lower departure rates or beneficiaries having longer or shorter life spans. These differences may result in fluctuations in pension income or expenses recorded in future years. Actuarial gains and losses arising from experience adjustments and the effects of changes in actuarial assumptions are reflected in shareholders' equity.

Changes in past service costs resulting from the adoption or modification of a defined benefit plan are fully and immediately recorded in income or expenses. If a defined benefit plan is not wholly funded, provisions are recognized.

Other long-term benefits

In some countries, the Group rewards employees for length of service by granting them a lump sum after certain periods of service. The primary country providing length-of-service awards is France. In France, the present value of the obligation is calculated annually by an independent actuary using the projected unit credit method and is recognized on the balance sheet.

Post-employment and other long-term benefits

Provisions amounted to EUR 108 million as at December 31, 2022 (December 31, 2021: EUR 140 million) including post-employment benefits related to pension plans of EUR 104 million (December 31, 2021: EUR 135 million) and provisions for other long-term benefits of EUR 4 million (December 31, 2021: EUR 5 million).

Defined contribution plans

Under defined contribution plans, the employer makes periodic contributions to an external organization which manages the administrative and financial aspects of the plans. The employer has no future obligations under the plans, as the external organization manages the payment to employees of all amounts due (*e.g.* statutory pension scheme, complementary pension schemes (AGIRC/ARRCO in France), defined contribution pension plans).

For the year ended December 31, 2022, a total of EUR 36 million was paid under defined contribution plans (2021: EUR 33 million). Contributions are expensed in the period to which they relate.

Defined benefit plans

Under defined benefit plans, the employer has an obligation to pay an agreed amount of benefits to current and future beneficiaries. If a defined benefit plan is not wholly funded, provisions are recognized.

Breakdown of the obligation by geographical area

Defined benefit pension plans are mainly located in Switzerland, North America, France and Germany. As at December 31, 2022, these locations represented 47%, 20%, 19% and 11%, respectively, of the Group's obligation under defined benefit plans (December 31, 2021 44%, 22%, 17% and 12%, respectively).

These plans are mostly pre-financed *via* payments to external organizations which are separate legal entities.

Actuarial assumptions

	Switzerland	UK	Euro zone	US	Canada
ASSUMPTIONS AS AT DECEMBER 31, 2022					
Discount rate	2.15%	4.80%	3.75%	5.56%	5.05%
Salary increase	1.75%	-	2.60%	-	-
ASSUMPTIONS AS AT DECEMBER 31, 2021					
Discount rate	0.35%	1.90%	0.90%	2.85%	3.00%
Salary increase	1.50%	-	2.50%	-	-

Discount rates are defined by reference to high quality long-term corporate bonds with maturities consistent with the duration of the obligations measured. Management considers "AAA" and "AA" rated bonds to be high quality.

As at December 31, 2022 and 2021, the sensitivity of the provisions to a change in the discount rate was as follows:

	Impact on obligation*	
In EUR millions	2022	2021
Impact of an increase in the discount rate by 0.25 bps	(11)	(16)
Impact of a decrease in the discount rate by 0.25 bps	11	17

* *The impact of the change in the discount rate is recorded with an offsetting entry to other comprehensive income.*

Changes in inflation assumptions have a minor impact on the provision amounts as some of SCOR's defined benefit plans are independent of inflation, which current increase is not expected to be sustainable.

The average duration of plans by geographical area is presented in the table below:

	Switzerland	UK	Euro Zone	US	Canada	Global
Duration as at December 31, 2022	14 years	25 years	11 years	10 years	10 years	13 years
Duration as at December 31, 2021	17 years	27 years	10 years	13 years	9 years	15 years

Defined benefit pension costs

	2022				2021			
In EUR millions	Total	Switzerland	Europe	North America	Total	Switzerland	Europe	North America
Service cost, net of plan amendments	10	6	4	-	6	1	5	-
Interest cost on the obligation	5	1	1	3	4	-	1	3
Interest income on plan assets	(4)	(1)	-	(3)	(2)	-	-	(2)
Actuarial (gains)/losses recognized immediately in income in respect of other long-term benefits	(1)	-	(1)	-	-	-	-	-
Administrative expenses recognized in income	1	-	-	1	1	-	-	1
(Gains)/losses on settlement	-	-	-	-	-	-	-	-
Total pension cost	**11**	**6**	**4**	**1**	**9**	**1**	**6**	**2**

The actual return on plan assets was EUR (54) million for the year ended December 31, 2022 (2021: EUR 32 million).

Balance sheet amounts

In EUR millions	As at December 31, 2022	As at December 31, 2021
Defined benefit obligation	389	467
Plan assets	298	333
Deficit	91	134
Asset ceiling limit	17	6

The following table reconciles movements in the balance sheet amounts as at December 31, 2022 and 2021:

In EUR millions	Total 2022	Switzerland	Europe	North America	Total 2021	Switzerland	Europe	North America
RECONCILIATION OF DEFINED BENEFIT OBLIGATION								
Obligation as at January 1	**467**	**208**	**158**	**101**	**475**	**215**	**158**	**102**
Service cost	10	6	4	-	12	7	5	-
Interest cost on the obligation	5	1	1	3	4	-	1	3
Employee contributions	4	4	-	-	4	4	-	-
Past service cost	-	-	-	-	-	-	-	-
Acquisitions/disposals	-	-	-	-	-	-	-	-
Settlement	(5)	(5)	-	-	(6)	(6)	-	-
Benefits paid	(12)	(4)	(3)	(5)	(14)	(4)	(5)	(5)
Actuarial (gains)/losses due to changes in assumptions [(1)]	(110)	(44)	(38)	(28)	(30)	(16)	(7)	(7)
Actuarial (gains)/losses due to experience adjustments	9	3	7	(1)	6	-	5	1
Foreign exchange rate movements	21	12	-	9	16	8	1	7
Obligation as at December 31	**389**	**181**	**129**	**79**	**467**	**208**	**158**	**101**
RECONCILIATION OF THE FAIR VALUE OF PLAN ASSETS								
Fair value of assets as at January 1	**333**	**214**	**39**	**80**	**281**	**182**	**35**	**64**
Interest income on plan assets	4	1	-	3	2	-	-	2
Employer contributions	15	7	3	5	17	6	5	6
Employee contributions	4	4	-	-	4	4	-	-
Acquisitions/disposals	-	-	-	-	-	-	-	-
Settlement	(5)	(5)	-	-	-	-	-	-
Benefit payments	(12)	(4)	(3)	(5)	(14)	(4)	(5)	(5)
Actuarial (gains)/losses due to experience adjustments	(59)	(31)	(9)	(19)	30	18	3	9
Administration expenses paid	(1)	-	-	(1)	(1)	-	-	(1)
Foreign exchange rate movements	19	12	-	7	14	8	1	5
Fair value of assets as at December 31	**298**	**198**	**30**	**70**	**333**	**214**	**39**	**80**
FUNDED STATUS AS AT DECEMBER 31	**91**	**(17)**	**99**	**9**	**134**	**(6)**	**119**	**21**
Asset ceiling limit	17	17	-	-	6	6	-	-
Accrued/(prepaid)	**108**	**-**	**99**	**9**	**140**	**-**	**119**	**21**
ANALYSIS OF FUNDED STATUS								
Funded or partially funded obligation as at December 31	300	181	44	75	365	208	62	95
Fair value of plan assets as at December 31	298	198	30	70	333	214	39	80
Funded status as at December 31 – deficit	**2**	**(17)**	**14**	**5**	**32**	**(6)**	**23**	**15**
Unfunded obligation as at December 31	89	-	85	4	102	-	96	6
Asset ceiling limit	17	17	-	-	6	6	-	-
TOTAL FUNDED STATUS AS AT DECEMBER 31 – DEFICIT	**108**	**-**	**99**	**9**	**140**	**-**	**119**	**21**

(1) Actuarial (gains)/losses due to changes in assumptions include for 2022 actuarial (gains)/losses due to changes in financial assumptions for EUR (110) million (2021: EUR (22) million) and actuarial (gains)/losses due to changes in demographic assumptions for EUR 0 million (2021: EUR (8) million).

The following table summarizes the movements in accrued and prepaid balances recorded in the balance sheet as at December 31, 2022 and 2021:

In EUR millions	Total 2022	Switzerland	Europe	North America	Total 2021	Switzerland	Europe	North America
Accrued/(prepaid) as at January 1	**140**	**-**	**119**	**21**	**194**	**33**	**123**	**38**
Total pension cost	11	6	4	1	9	1	6	2
Benefits paid by the employer	-	-	-	-	-	-	-	-
Employer contributions	(15)	(7)	(3)	(5)	(17)	(6)	(5)	(6)
Acquisitions/disposals	-	-	-	-	-	-	-	-
Actuarial (gains)/losses immediately recognized in other comprehensive income	(31)	1	(22)	(10)	(48)	(28)	(5)	(15)
Foreign exchange rate movements	3	-	1	2	2	-	-	2
ACCRUED/(PREPAID) AS AT DECEMBER 31	**108**	**-**	**99**	**9**	**140**	**-**	**119**	**21**

Plan assets

The following table shows the breakdown of plan assets as at December 31, 2022 and 2021:

In EUR millions	Total	Switzerland	Europe	North America
2022				
Equity securities	88	28%	48%	25%
Debt securities	137	46%	7%	63%
Real estate	41	21%	-	-
Insurance contracts	12	-	40%	-
Other	20	5%	5%	12%
TOTAL	**298**	**100%**	**100%**	**100%**
2021				
Equity securities	123	26%	53%	57%
Debt securities	142	57%	11%	21%
Real estate	33	16%	-	-
Insurance contracts	12	-	31%	-
Other	23	1%	5%	22%
TOTAL	**333**	**100%**	**100%**	**100%**

As at December 31, 2022, employer contributions for the year ahead are expected to amount to EUR 58 million (December 31, 2021: EUR 14 million).

Note 15.2 OTHER PROVISIONS

As at December 31, 2022, other provisions in the amount of EUR 13 million (December 31, 2021: EUR 11 million) mainly include EUR 9 million in provisions for litigation (December 31, 2021: EUR 7 million) and EUR 4 million in contingent liabilities related to the Generali US acquisition in 2013 (December 31, 2021: EUR 4 million). For more information on litigation, see Note 26 – Litigation.

Note 16 NET CONTRACT LIABILITIES

Reinsurance reserves

The Group maintains reserves to cover its estimated liability for future claims and benefit payments under reinsurance treaties in respect of known events and incurred but not reported (IBNR) events. Reserves are reviewed by management during the year, using new information as soon as it is available, and are adjusted if necessary. Management considers many factors when establishing reserves, including:

- information from ceding companies;
- historical developments, such as reserve patterns, claims payments, number of claims to be paid and product mix;
- the Group's internal analysis methods;
- most recent legal interpretations concerning coverage and liabilities;
- economic conditions;
- biometric developments, such as mortality, morbidity and longevity; and
- socio-economic factors, such as policyholder behavior.

Reinsurance reserves are presented gross excluding the share retroceded to reinsurers and are measured at the level of individual reinsurance contracts or at the level of groups of contracts with similar characteristics. Retroceded reserves are estimated using the same methods and assumptions and are presented as assets.

P&C business

In determining the amount of its reserves, the Group uses actuarial techniques that take into account quantitative loss experience data, together with qualitative factors, where appropriate. The reserves are also adjusted to reflect the volume of business written, reinsurance contract terms and conditions and different claims handling processes, all of which may potentially affect the Group's liability over time.

However, it is difficult to accurately determine the amount of reserves required, especially in view of changes in the legal environment, including civil liability law, which may impact the development of the reserves. While this process is complicated and subjective for ceding companies, the uncertainties inherent in these estimates are even greater for the reinsurer, primarily because of the longer time period between the date of occurrence of an event and the request for payment of the claim to the reinsurer, the variety of contract development schemes, whether treaty or facultative, the dependence on ceding companies for information regarding claims, and different reserving practices among ceding companies. In addition, trends that have affected the development of liabilities in the past may not necessarily reoccur or affect liability development to the same degree in the future. Thus, actual losses and policy benefits may deviate, perhaps significantly, from the estimated reserves reflected in the Group's consolidated financial statements.

Reserves for claims and claims settlement expenses are recognized to cover payments in respect of reinsurance losses that have occurred but have not yet been settled. They are recognized for reinsurance losses reported before the reporting date and for IBNR claims, and are calculated based on their ultimate, undiscounted cost, except for workplace accident claims in the United States, annuity payments on Motor Liability and Medical Malpractice which are discounted.

Life business

In the Life business, contract liabilities include mathematical reserves, unearned premiums reserves and claim reserves.

Mathematical reserves are recorded for expected claims and benefit payments to ceding companies in Life reinsurance. Mathematical reserves are calculated as the present value of future payments to cedents less the present value of premiums still payable. The calculation includes assumptions relating to mortality, morbidity, longevity, disability and lapses, as well as future projected interest rates and expenses. The actuarial methods used provide an adequate safety margin against the risk of change, error or random fluctuation.

Reserves for claims and claims settlement expenses are recognized to cover payments in respect of reinsurance losses that have occurred but have not yet been settled. They are recognized for reinsurance losses reported before the reporting date and for IBNR claims.

Unearned premiums reserves (P&C and Life business)

Unearned premiums reserves correspond to the portion of written premiums that are allocated to future risk periods.

Retrocessionaires' share (P&C and Life business)

The share of retrocessionaires in insurance and investment contract liabilities is calculated according to contractual conditions based on gross reinsurance reserves. Allowances are established for estimated credit risks.

Contracts not meeting risk transfer criteria

Reserves for financial contract liabilities and financial reinsurance contract liabilities are recognized for reinsurance contracts that do not meet the risk transfer criteria described in IFRS 4.

Liability adequacy test

Assets and liabilities relating to reinsurance contracts are subject each year to a liability adequacy test under IFRS 4.

For the P&C segment, the test is performed in the event the ultimate underwriting combined ratio is in excess of 100% of the unearned premium reserve, net of deferred acquisition costs. The liability adequacy test is performed at the level of the actuarial segment and then aggregated at the entity level.

The liability adequacy test for the Life segment compares the carrying amount of the reserves, less deferred acquisition costs and value of business acquired, with the fair value of the liabilities from the reinsurance portfolio recognized. Fair value is calculated as the present value of the projected future cash flows using current actuarial assumptions and inputs. In case of deficiency, SCOR would impair deferred acquisition costs and value of business acquired and increase reserves. The liability adequacy test is performed at the level of portfolios that are managed together and are subject to broadly similar risks.

Embedded derivatives

Derivatives embedded in reinsurance contracts that meet the definition of an insurance contract and are closely linked with the features and risks of the host contract are not separated from the host contract and are measured together with the reinsurance host contract.

Derivatives embedded in reinsurance contracts that do not meet the definition of an insurance contract are separated from the host contract and measured at fair value in accordance with IFRS 9, with changes in fair value recognized in profit or loss.

	As at December 31, 2022			As at December 31, 2021		
In EUR millions	SCOR L&H	SCOR P&C	Total	SCOR L&H	SCOR P&C	Total
GROSS CONTRACT LIABILITIES						
Gross claim reserves	8,101	19,635	27,736	8,145	16,162	24,307
Mathematical reserves	6,121	-	6,121	7,400	-	7,400
Unearned premiums reserves	210	4,342	4,552	172	3,581	3,753
Total gross insurance contract liabilities	**14,432**	**23,977**	**38,409**	**15,717**	**19,743**	**35,460**
Financial contracts	-	511	511	-	372	372
Total gross contract liabilities	**14,432**	**24,488**	**38,920**	**15,717**	**20,115**	**35,832**
REINSURANCE RECOVERABLE						
Ceded claims reserves & claims expense reserves	(1,570)	(2,847)	(4,417)	(1,487)	(1,833)	(3,320)
Ceded mathematical reserves	(669)	-	(669)	(416)	-	(416)
Ceded unearned premiums reserves	(4)	(564)	(568)	(12)	(388)	(400)
Ceded contract liabilities	**(2,243)**	**(3,411)**	**(5,654)**	**(1,915)**	**(2,221)**	**(4,136)**
NET CONTRACT LIABILITIES	**12,189**	**21,077**	**33,266**	**13,802**	**17,894**	**31,696**

Reinsurance reserves are subject to the use of estimates. Settlements in respect of reinsurance reserves are usually not fixed, neither in amount nor by due date. Liquidity information in respect of reinsurance reserves is included in the Universal Registration Document, in Section 3.1.5 – Liquidity risks.

An aging analysis of reinsurance assets is included in the Universal Registration Document, in Section 3.2.5 – Management of credit risks.

Liability adequacy test

The liability adequacy test conducted at each reporting date did not detect any deficiency for either SCOR P&C or SCOR L&H.

Note 16.1 SCOR P&C

The first table of this section presents net reinsurance reserves, net unearned premiums reserves and net deferred acquisition costs over a ten-year period, recorded at the exchange rates applicable at each corresponding reporting date.

The next table of the section provides Non-Life claims development information per underwriting year and reporting period, taking into account the neutralization of fluctuations in foreign exchange rates.

A significant portion of SCOR P&C's reinsurance reserves are denominated in currencies other than EUR. To permit an analysis of claims developments excluding the impact of foreign exchange rate movements, all figures are translated into EUR at the prevailing rates as at the reporting date.

The first part of the table shows net incurred losses as the sum of paid claims, claims handling expenses and changes in reinsurance reserves and provisions for late claims, net of external retrocession.

The second part of the table shows net paid claims at constant exchange rates.

Lastly, the third part of the table presents net earned premiums per underwriting year at the exchange rates applicable at each corresponding reporting date.

In EUR millions	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Gross claims reserves & estimates – end of year (1)	10,857	10,691	11,088	11,750	11,784	12,318	12,815	13,253	13,001	16,162	19,635
Ceded claims reserves & estimates – end of year (1)	690	629	619	634	660	1,175	1,283	1,300	971	1,833	2,847
Net claims reserves & estimates – end of year	10,167	10,062	10,469	11,116	11,124	11,143	11,532	11,953	12,030	14,329	16,788
UNEARNED PREMIUMS RESERVE (UPR)											
Gross UPR – end of year	1,683	1,663	1,938	2,239	2,261	2,270	2,496	2,980	2,831	3,581	4,342
Ceded UPR – end of year	93	101	142	187	167	160	208	275	242	388	564
Net UPR – end of year	1,590	1,562	1,796	2,052	2,094	2,110	2,288	2,705	2,589	3,193	3,778
DEFERRED ACQUISITION COSTS (DAC)											
Gross DAC – end of year	359	379	441	536	551	560	615	735	665	778	936
Ceded DAC – end of year	7	8	10	14	13	9	25	34	27	33	69
Net DAC – end of year	352	371	431	522	538	551	590	701	638	745	867

In EUR millions	≤2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
NET CLAIMS INCURRED TRIANGLES (2)											
Current year	-	1,863	1,788	1,843	1,909	2,333	2,323	2,305	2,211	2,964	3,173
1 year later	-	2,953	3,010	3,048	3,426	3,854	4,019	4,333	4,127	5,293	-
2 years later	-	2,934	3,068	3,143	3,570	4,008	4,296	4,517	4,339	-	-
3 years later	-	2,872	3,085	3,073	3,552	4,030	4,306	4,438	-	-	-
4 years later	-	2,851	3,041	3,084	3,571	4,063	4,547	-	-	-	-
5 years later	-	2,790	3,003	3,086	3,587	4,171	-	-	-	-	-
6 years later	-	2,762	3,006	3,124	3,670	-	-	-	-	-	-
7 years later	-	2,762	3,008	3,150	-	-	-	-	-	-	-
8 years later	-	2,749	2,989	-	-	-	-	-	-	-	-
9 years later	-	2,730	-	-	-	-	-	-	-	-	-
10 years later	168	-	-	-	-	-	-	-	-	-	-
NET CLAIMS PAID TRIANGLES (2)											
Current year	-	79	77	37	71	124	(1)	1	44	76	90
1 year later	-	1,101	1,121	997	1,223	1,612	1,538	1,440	1,100	1,746	-
2 years later	-	1,593	1,589	1,515	1,889	2,236	2,287	2,214	1,899	-	-
3 years later	-	2,099	2,261	2,223	2,601	3,009	2,904	2,826	-	-	-
4 years later	-	2,248	2,417	2,423	2,817	3,212	3,202	-	-	-	-
5 years later	-	2,342	2,508	2,562	2,938	3,431	-	-	-	-	-
6 years later	-	2,433	2,603	2,656	3,082	-	-	-	-	-	-
7 years later	-	2,485	2,653	2,742	-	-	-	-	-	-	-
8 years later	-	2,524	2,708	-	-	-	-	-	-	-	-
9 years later	-	2,550	-	-	-	-	-	-	-	-	-
10 years later	216	-	-	-	-	-	-	-	-	-	-
Earned premiums(2)	**216**	**26**	**55**	**86**	**144**	**219**	**298**	**612**	**799**	**1,670**	**90**

(1) At period-end exchange rates.
(2) At constant exchange rates.

The table below presents a reconciliation of SCOR P&C's opening and closing claims reserves and incurred claims for the years ended December 31, 2022 and 2021.

In EUR millions	2022	2021
GROSS CLAIMS RESERVES AND CLAIMS ESTIMATES AS AT JANUARY 1	**16,162**	**13,001**
Ceded claims reserves and claims estimates as at January 1	**(1,833)**	**(971)**
Net claims reserves and claims estimates as at January 1	**14,329**	**12,030**
Remeasurement at year-end exchange rates	451	444
Net claims reserves and claims estimates as at January 1 – remeasured	**14,780**	**12,474**
Net claims incurred during the year	3,173	2,896
Net claims incurred during prior years	3,050	2,061
Total net claims incurred	**6,223**	**4,957**
Claims payments during the year	(90)	(74)
Claims payments during prior years	(4,125)	(3,028)
Total claims payments	**(4,215)**	**(3,102)**
Other movements	-	-
Net claim reserves and claims estimates as at December 31	**16,788**	**14,329**
Ceded claims reserves and claims estimates as at December 31	**(2,847)**	**(1,833)**
GROSS CLAIMS RESERVES AND CLAIMS ESTIMATES AS AT DECEMBER 31	**19,635**	**16,162**

Claim reserves as at December 31, 2022 for the 2022 events included in the natural catastrophes ratio

Gross claim reserves as at December 31, 2022 corresponding to the 2022 events that impacted the natural catastrophes ratio amount to EUR 1,117 million and mainly comprise the following events:

- Australia Floods 2022 – QLD/NSW (February 2022): EUR 193.0 million (EUR 56.1 million net)
- French Hailstorm Late June 2022 (June 2022): EUR 175.2 million (EUR 108.3 million net)
- Major Hurricane Ian – Sept 2022 (September 2022): EUR 370.3 million (EUR 259.4 million net)

2022 claims that affected the natural catastrophes ratio amounted to a total net loss of EUR 915.0 million.

Analysis of asbestos & environmental IBNR reserves and claims paid

	For the year ended December 31			
	Asbestos		Environment	
	2022	2021	2022	2021
Gross reserves, including IBNR reserves *(in EUR millions)*	45	45	13	5
% of Non-Life gross reserves	0.2%	0.3%	0.1%	0.0%
Claims paid *(in EUR millions)*	18	4	1	1
Net % of Group Non-Life claims paid	0.4%	0.1%	0.0%	0.0%
Actual number of claims reported under non-proportional and facultative treaties *(in units)*	11,403	11,321	8,704	8,680
Average cost per claim *(in EUR)* (1)	24,406	21,486	6,041	5,303

(1) Excluding claims which do not incur any cost and claims reported only for precautionary reasons and whose amount is not measured.

Note 16.2 SCOR L&H

The change in SCOR L&H's mathematical reserves for the years ended December 31, 2022 and 2021 is as follows:

In EUR millions	2022	2021
Gross mathematical reserves as at January 1	**7,400**	**6,994**
Change in scope of consolidation	-	-
Change in reserves from portfolio movements and actuarial calculation	(1,356)	278
Foreign exchange rate movements	77	128
Gross mathematical reserves as at December 31	**6,121**	**7,400**
Share of retrocessionaires in mathematical reserves		
Ceded mathematical reserves as at January 1	**(416)**	**56**
Change in scope of consolidation	-	-
Change in reserves from portfolio movements and actuarial calculation	(293)	(474)
Foreign exchange rate movements	40	2
Ceded mathematical reserves as at December 31	**(669)**	**(416)**
NET MATHEMATICAL RESERVES AS AT JANUARY 1	**6,984**	**7,050**
NET MATHEMATICAL RESERVES AS AT DECEMBER 31	**5,452**	**6,984**

Note 16.3 SHARE AND RATING OF RETROCESSIONAIRES IN CONTRACT LIABILITIES

The share of retrocessionaires in contract liabilities and the amounts received by SCOR as collateral break down as follows by the retrocessionaires' credit rating as at December 31, 2022 and 2021:

In EUR millions	AAA	AA	A	BBB	< BBB	Not rated	Total as at December 31, 2022
Share of retrocessionaires in contract liabilities	**-**	**1,065**	**3,509**	**167**	**14**	**900**	**5,654**
Securities pledged	-	-	10	-	-	1,076	1,086
Deposits received	-	268	335	21	-	112	735
Letters of credit	-	3	121	2	2	11	138
Total collateral received by SCOR from retrocessionaires (1)	**-**	**271**	**465**	**22**	**2**	**1,199**	**1,960**
Share of retrocessionaires in contract liabilities net of collateral	**-**	**794**	**3,044**	**145**	**12**	**(300) (2)**	**3,694**

(1) The total collateral from retrocessionaires is related to the contract liabilities recorded in the balance sheet and also to potential losses that have not yet occurred.
(2) To limit credit risk related to retrocessionaires, certain unrated retrocessionaires are obliged to pledge securities for the value of their maximum potential contractual obligations, even if the actual retrocessionaire liability recorded in SCOR's balance sheet is lower.

In EUR millions	AAA	AA	A	BBB	< BBB	Not rated	Total as at December 31, 2021
Share of retrocessionaires in contract liabilities	**-**	**898**	**2,460**	**103**	**13**	**662**	**4,136**
Securities pledged	-	-	18	5	-	927	950
Deposits received	-	265	339	20	-	23	647
Letters of credit	-	3	114	-	-	10	127
Total collateral received by SCOR from retrocessionaires (1)	**-**	**268**	**471**	**25**	**-**	**960**	**1,724**
Share of retrocessionaires in contract liabilities net of collateral	**-**	**630**	**1,989**	**78**	**13**	**(298) (2)**	**2,412**

(1) The total collateral from retrocessionaires is related to the contract liabilities recorded in the balance sheet and also to potential losses that have not yet occurred.
(2) To limit credit risk related to retrocessionaires, certain unrated retrocessionaires are obliged to pledge securities for the value of their maximum potential contractual obligations, even if the actual retrocessionaire liability recorded in SCOR's balance sheet is lower.

Note 17 STOCK OPTIONS AND SHARE ALLOCATIONS

The Group has set up various long-term equity compensation plans (stock options and free shares) in favor of some of its employees and corporate officers. The terms of these plans are defined and authorized or validated by its Board of Directors at the allocation date. The plans are equity settled only.

The allocations result in the recognition of personnel costs, with a corresponding increase in equity over the vesting period.

The total amount recognized over the vesting period is measured by reference to the fair value of the instruments allocated, and to potential forfeits due to non-compliance with service or performance conditions, when they are not linked to the stock price. At each reporting date, the number of instruments that are expected to vest is reviewed and the impact of any adjustments to the initial estimates is recognized in the statement of income, with a corresponding adjustment to equity over the remaining vesting period.

The dilutive effect of the instruments allocated is reflected in the diluted earnings per share calculation.

The total expense for share-based payments was EUR 21 million in 2022 (2021: EUR 36 million and 2020: EUR 32 million), of which EUR 1 million (2021: EUR 1 million and 2020: EUR 1 million) relating to stock options allocated under the 2018 to 2022 plans (2021: 2017 to 2021 and 2020: 2016 to 2020) and EUR 20 million (2021: EUR 35 million and 2020: EUR 31 million) relating to free shares allocated under the 2016 to 2022 plans (2021: 2015 to 2021 and 2020: 2014 to 2020).

The share-based payment plans are described below.

Note 17.1 STOCK OPTION PLANS

The Group allocates stock purchase or subscription option plans to its employees and corporate officers under the following terms:

Plan	Date of allocation by the Board	Date of exercise of the options	Date of expiration of the plan	Exercise price *(in EUR)*	Number of shares under options
2012	March 23, 2012	March 24, 2016	March 24, 2022	20.17	938,000
2013	March 21, 2013	March 21, 2017	March 22, 2023	22.25	716,000
2013	October 2, 2013	October 2, 2017	October 3, 2023	24.65	170,000
2013	November 21, 2013	November 21, 2017	November 22, 2023	25.82	25,000
2014	March 20, 2014	March 20, 2018	March 21, 2024	25.06	694,875
2014	December 1, 2014	December 2, 2018	December 2, 2024	24.41	9,000
2015	March 20, 2015	March 21, 2019	March 21, 2025	29.98	669,131
2015	December 18, 2015	December 19, 2019	December 19, 2025	35.99	45,250
2016	March 10, 2016	March 10, 2020	March 11, 2026	31.58	629,118
2016	December 1, 2016	December 2, 2020	December 2, 2026	29.57	750
2017	March 10, 2017	March 11, 2021	March 11, 2027	33.78	480,000
2017	December 1, 2017	December 2, 2021	December 3, 2027	34.75	145,410
2018	March 8, 2018	March 9, 2022	March 9, 2028	35.10	380,000
2018	December 22, 2018	December 23, 2022	December 23, 2028	40.81	198,088
2019	March 7, 2019	March 7, 2023	March 8, 2029	38.66	428,000
2019	October 25, 2019	October 25, 2023	October 26, 2029	37.11	148,140
2020	April 28, 2020	April 29, 2024	April 29, 2030	21.43	428,000
2020	November 5, 2020	November 6, 2024	November 6, 2030	23.31	189,326
2021	March 1, 2021	March 2, 2025	March 2, 2031	27.53	328,300
2021	August 1, 2021	August 2, 2025	August 3, 2031	24.93	14,000
2021	November 1, 2021	November 2, 2025	November 2, 2031	24.94	228,566
2022	March 1, 2022	March 2, 2026	March 2, 2032	30.00	332,000
2022	November 9, 2022	November 10, 2026	November 10, 2032	14.74	344,027

The stock options can be exercised after four years, regardless of whether the employee is still actively employed by the Group.

The terms and conditions of the stock option plans of November 9, 2022, provide that the options allocated can be exercised at the earliest four years after the grant date, if the presence condition is met in addition to the satisfaction of certain performance conditions, which are based on the strict compliance with the Group's ethical principles as set out on the Group's code of conduct (the "Group Code of Conduct"), on the fulfillment of the corporate social responsibility (CSR) training obligation and on the solvency ratio (in 2022, 2023 and 2024 for the last condition). The possibility of exercising the options allocated in the March 1, 2022, will be based on the same criteria and will also depends on the SCOR Group's ROE and on the Total Shareholder Return (TSR) of SCOR among a panel of peers in 2022, 2023 and 2024.

The table below presents movements in the stock option plans and the number of stock options outstanding at the end of the year, along with the average corresponding exercise price.

	2022		2021	
	Number of options	Average exercise price *(in EUR per share)*	Number of options	Average exercise price *(in EUR per share)*
Outstanding options as at January 1	4,436,543	28.85	4,575,955	23.78
Options granted during the period	676,027	22.23	570,866	26.43
Options exercised during the period	309,100	20.40	356,000	20.46
Options expired during the period	19,000	20.17	4,000	19.71
Options forfeited during the period	320,180	34.36	350,278	32.30
Outstanding options as at December 31	**4,464,290**	**28.07**	**4,436,543**	**28.85**
Exercisable as at December 31	**2,484,783**	**29.69**	**2,501,013**	**27.53**

The average remaining contractual life of the options was 5.10 years in 2022 (5.13 years in 2021).

The fair value of the options is estimated using the Black-Scholes method, which takes into account the terms and conditions under which the options were allocated. The following table shows the characteristics used in 2022, 2021 and 2020:

	November 9, 2022 plan	March 1, 2022 plan	November 1, 2021 plan	August 1, 2021 plan	March 1, 2021 Plan	November 5, 2020 Plan	April 28, 2020 Plan
Fair value at the allocation date *(in EUR)*	2.47	1.82	3.22	1.61	2.27	1.22	2.59
Exercise price *(in EUR)*	14.74	30.00	24.94	24.93	27.53	23.31	21.43
Exercise period	4 years	4 years	4 years	4 years	4 years	4 years	4 years
Historical volatility [(1)]	38.52%	24.24%	29.03%	28.83%	25.48%	25.53%	20.16%
Dividend	10.57%	6.32%	6.22%	7.63%	6.36%	7.87%	5.74%
Risk-free interest rate	2.189%	(0.223)%	(0.178)%	(0.525)%	(0.567)%	(0.700)%	(0.628)%

(1) The historical volatility used to determine the fair value of stock options is based on the historical volatility over periods corresponding to the expected average life of the options allocated, which is partially adjusted to eliminate extreme deviations and to better reflect long-term trends.

Note 17.2 FREE SHARE ALLOCATION PLANS

The Group allocates free shares to its employees under the following terms:

Date of allocation	Date of vesting	Number of shares originally allocated	Estimated price on the allocation date *(in EUR)*
March 4, 2014 (LTIP)	March 5, 2022	88,500	24.70
February 23, 2016 (LTIP)	February 24, 2022	257,732	31.82
February 21, 2017 (LTIP)	February 22, 2023	50,000	32.72
December 1, 2017 (LTIP)	December 2, 2023	234,588	34.08
December 22, 2018 (LTIP)	December 23, 2024	96,596	37.88
February 19, 2019	February 20, 2022	535,000	38.32
February 19, 2019 (LTIP)	February 20, 2025	205,000	38.32
October 23, 2019	October 24, 2022	890,800	36.90
October 23, 2019 (LTIP)	October 24, 2025	91,798	36.90
April 28, 2020	April 29, 2023	535,000	26.12
November 5, 2020	November 6, 2023	1,188,385	22.86
November 5, 2020 (LTIP)	November 6, 2026	68,280	22.86
March 1, 2021	March 2, 2024	413,875	28.28
August 1, 2021	August 2, 2024	15,000	23.59
November 1, 2021	November 2, 2024	1,374,611	28.95
November 1, 2021 (LTIP)	November 2, 2027	128,541	28.95
March 1, 2022	March 2, 2025	629,770	28.47
November 9, 2022	November 10, 2025	2,232,643	17.04
November 9, 2022 (LTIP)	November 10, 2028	205,435	17.04

The free share plan of November 9, 2022 (except LTIP) is subject to a three-year presence condition, and to performance conditions which are based on the strict compliance with the Group's ethical principles as set out on the Group's code of conduct, on the fulfillment of the corporate social responsibility (CSR) training obligation and on the solvency ratio of SCOR in 2022, 2023 and 2024.

The free share plan of March 1, 2022, is subject to the same criteria and to performance criteria based on the SCOR Group’s ROE, and on the Total Shareholder Return (TSR) among a panel of peers in 2022, 2023 and 2024.

All shares granted under the “LTIP” plan of November 9, 2022 are subject to a six-year presence condition and to performance conditions which are based on the strict compliance with the Group's ethical principles as set out on the Group's code of conduct (the "Group Code of Conduct"), on the fulfillment of the corporate social responsibility (CSR) training obligation and on the solvency ratio of SCOR between 2022 and 2027.

The fair value of the free shares corresponds to the market value adjusted for dividends and non-transferability costs, estimated using a forward acquisition/disposal method. The following table shows the characteristics used in 2022, 2021 and 2020:

	November 9, 2022 Plan (LTIP)	November 9, 2022 Plan	March 1, 2022 Plan	November 1, 2021 Plan (LTIP)	November 1, 2021 Plan
Fair value *(in EUR)*	9.04	12.41	22.07	18.13	21.62
Vesting period	6 years	3 years	3 years	6 years	3 years
Dividend	10.57%	10.57%	6.32%	6.22%	6.22%

	August 1, 2021 Plan	March 1, 2021 Plan	November 5, 2020 Plan 1	November 5, 2020 Plan 2	November 5, 2020 Plan (LTIP)	April 28, 2020 Plan
Fair value *(in EUR)*	16.43	21.45	15.69	14.22	12.59	21.99
Vesting period	3 years	3 years	3 years	3 years	6 years	3 years
Dividend	7.63%	6.36%	7.87%	7.87%	7.87%	5.74%

Note 18 INCOME TAXES

The tax expense for the period comprises current and deferred tax. Tax is recognized in the statement of income, except to the extent that it relates to items recognized in other comprehensive income or directly in equity.

The current income tax expense is calculated on the basis of tax laws enacted or substantively enacted at the end of the reporting period in countries where the Group's subsidiaries and branches operate and generate taxable income. Management periodically evaluates the positions taken to prepare tax returns. Assessing the outcome of uncertain tax positions requires judgments to be made regarding the result of negotiations with, and inquiries from, tax authorities in a number of jurisdictions. An entity needs to consider whether an uncertain tax treatment will be accepted by the tax authorities. If acceptance is considered probable, no provision is required. If acceptance is not considered probable, the uncertainty must be reflected by determining an expected value or the most likely amount. SCOR considers uncertain tax positions individually and measures the most likely amount. Provisions for tax contingencies also require management to make judgments and estimates about tax issues and exposures. The amounts recognized are based on its interpretation of country-specific tax law and the likelihood of a settlement. Tax benefits are recognized in the statement of income only when it is probable that the position taken can be defended. In arriving at the position, management reviews each material tax benefit to assess whether a provision should be taken against the recognition of the benefit, taking into consideration any settlement that may be reached through negotiation with the tax authorities and/or litigation.

Deferred taxes are recognized using the balance sheet liability method, for all temporary differences at the reporting date between the tax base of assets and liabilities and their carrying amount on the balance sheet.

The main temporary differences arise from tax losses carried forward and the remeasurement of certain financial assets and liabilities, including derivative contracts, certain insurance contract liabilities and provisions for pensions and other post-employment benefits. In addition, temporary differences arise on acquisitions due to differences between the fair value of the net assets acquired and their tax base. Deferred tax liabilities are recognized for taxable temporary differences arising from investments in subsidiaries, equity-accounted companies and joint ventures, except where it is probable that the difference will not reverse in the foreseeable future.

Deferred taxes are not recognized in respect of temporary differences arising from the initial recognition of goodwill, or from goodwill for which amortization is not deductible for tax purposes, or from the initial recognition of an asset or liability in a transaction which is not a business combination and affects neither accounting nor taxable income or loss at the time of the transaction.

Deferred tax assets are recognized in respect of losses carried forward to the extent that it is probable that future taxable income will be available against which they can be offset. Management makes assumptions and estimates related to income projections to determine the availability of sufficient future taxable income. SCOR uses a discounted cash flow model comprising forecasted earnings and other financial ratios for the entity concerned, based on Boardapproved business plans that incorporate the key drivers of the underwriting result. Business plans include assessments of expected gross and net premiums, expected loss ratios and expected general expense ratios, together with actuarial assumptions. To the extent that losses carried forward cannot be utilized or expire, deferred income tax expenses may be recorded in the future.

Deferred tax assets and liabilities are offset, if a legally enforceable right exists to set off current tax assets against current tax liabilities and the deferred income taxes relate to the same taxable entity and the same taxation authority.

Deferred tax assets and liabilities are measured at the tax rate applicable in the financial year in which the asset will be realized or the liability settled, based on the tax rates (and tax regulations) that have been enacted or substantially enacted at the reporting date.

Note 18.1 INCOME TAX EXPENSE

The main components of corporate income taxes for the years ended December 31, 2022 and 2021 are presented below:

In EUR millions	2022	2021
AMOUNTS REPORTED IN THE CONSOLIDATED STATEMENT OF INCOME		
Current tax – current year	(121)	(296)
Current tax adjustments – prior years	(7)	(3)
Deferred taxes due to temporary differences	(159)	16
Deferred taxes from tax losses carried-forward	104	75
Changes in deferred taxes due to changes in tax rates	(3)	1
Corporate income tax (expense)/benefit reported in the statement of income	**(186)**	**(207)**
TOTAL INCOME TAX (EXPENSE)/BENEFIT REPORTED IN THE STATEMENT OF INCOME	**(186)**	**(207)**
INCOME TAX (EXPENSE)/BENEFIT REPORTED IN EQUITY	**236**	**68**

Note 18.2 RECONCILIATION OF EXPECTED TO ACTUAL CORPORATE INCOME TAX EXPENSE

A reconciliation of the income tax expense, obtained by applying the French tax rate of 25.83% for 2022 and 28.41% for 2021 to income/(loss) before corporate income tax and excluding the share in results of associates, to the actual corporate income tax expense recorded in the consolidated statement of income is presented in the table below. The effective tax rate in 2022 is -169% (2021: 30.9%).

The main reconciling items are due to the difference between the local corporate income tax rate of each taxable entity and the French tax rate, permanent differences reported by each entity, reduced tax rates for certain transactions and other specific items.

In EUR millions	2022	2021
Income before corporate income tax (excluding share in net income/(loss) of equity-accounted companies)	**(110)**	**668**
Theoretical corporate income tax (expense)/benefit at 25.83% (for 2022), 28.41% (for 2021)	28	(190)
RECONCILING ITEMS TO ACTUAL CORPORATE INCOME TAX (EXPENSE)/BENEFIT		
Differences between French and local corporate income tax rates	35	54
Tax-exempt income	8	10
Non-deductible expenses	(27)	(24)
Recognition of deferred tax assets, net	(177)	(27)
Change in tax risk provision	(37)	(5)
Non creditable/refundable withholding tax	(20)	(7)
Movements in provisions for tax contingencies	(3)	1
Share-based payments	-	2
Prior-year corporate income tax	4	(7)
Other	3	(14)
ACTUAL CORPORATE INCOME TAX (EXPENSE)/BENEFIT	**(186)**	**(207)**

Differences between French and local corporate income tax rates result from the difference between the tax calculated at the level of each entity with the applicable standard rate and the tax calculated using the 25.83% French tax rate applicable to SCOR SE.

The Group takes a prudent stance on the tax assumptions on its balance sheet, through the non-recognition of Deferred Tax Assets (related to the French Tax Group) for EUR 164 million for the year 2022. (see note 18.5 – Expiration of tax losses available for carryforward)

As part of standard procedure for reviewing the Group's tax positions, income tax risk provisions have been reviewed and adjusted.

Current income tax for prior years results mainly from timing differences between the date of approval of the financial statements and the filing dates of the corporate tax returns and, as regards 2021, from the carryback of tax losses incurred by US entities taxed at the current tax rate of 35% (2017 and earlier) after a deferred tax asset was recognized at today's current tax rate of 21% (Coronavirus Aid, Relief, and Economic Security Act – CARES Act) .

French corporate tax rate

The progressive decrease in the corporate income tax rate resulted in an overall French corporate income tax rate of 25.83% from 2022.

For companies with revenues exceeding EUR 250 million, the overall French corporate income tax rate was 28.41% for 2021.

US corporate tax rate

On December 22, 2017, the US Congress enacted the Tax Cuts and Jobs Act (TCJA), which introduced a new minimum tax regime called the Base Erosion and Anti-Abuse Tax (BEAT). Starting in 2018, the BEAT added a 5% tax on all deductible payments by US entities to non-US affiliates, specifically reinsurance premiums. The BEAT increased to 10% for financial years beginning in 2019 and will further increase to 12.5% for financial years beginning in 2026 or later. More precisely, the BEAT is payable if, calculated on a modified taxable income base, it is higher than the regular federal corporate income tax in a given year.

In 2022, a USD 2.7 million (EUR 2.6 million) BEAT expense was recognized within current income tax (USD 19 million or EUR 16.6 million in 2021).

The standard tax rates for the primary locations in which the Group has operations are as follows:

	2022	2021
France	25.83%	28.41%
Switzerland	19.70%	19.70%
Germany	32.45%	32.45%
Ireland	12.50%	12.50%
United Kingdom	19.00%	19.00%
United States	21.00%	21.00%
Singapore	17.00%	17.00%

Note 18.3 CORPORATE INCOME TAX EFFECTS RELATING TO OTHER COMPREHENSIVE INCOME

	2022			2021		
In EUR millions	Before tax amount	Tax (expense)/ benefit	Net of tax amount	Before tax amount	Tax (expense)/ benefit	Net of tax amount
Revaluation – Equity instruments designated at FVOCI [1]	(66)	-	(66)	-	-	-
Remeasurement of post-employment benefits	31	(8)	23	48	-	48
Taxes recorded directly in equity	-	-	-	-	(9)	(9)
Items that will not be reclassified subsequently to income	**(35)**	**(8)**	**(43)**	**48**	**(9)**	**39**
Effect of changes in foreign exchange rates	300	1	301	482	1	483
Revaluation – Equity instruments measured at FVOCI (IAS 39) [1]	-	-	-	12	(15)	(3)
Revaluation – Debt instruments measured at FVOCI [1]	(1,498)	324	(1,174)	(434)	109	(325)
Shadow accounting	388	(79)	309	99	(21)	78
Net gains/(losses) on cash flow hedges	12	(3)	9	(12)	3	(9)
Other changes	(3)	1	(2)	6	-	6
Items that will be reclassified subsequently to income	**(801)**	**244**	**(557)**	**153**	**77**	**230**
TOTAL	**(836)**	**236**	**(600)**	**201**	**68**	**269**

(1) The presentation of the comprehensive income has been revised and the table above has been modified accordingly. The presentation from IAS 39 standard to the IFRS 9 includes a reclassification of revaluation effects from "available-for-sale" financial assets to revaluation impacts from "equity" and "debt instruments measured at fair value through other comprehensive income."

Note 18.4 DEFERRED TAX

Deferred tax assets and liabilities and the related expense or benefit as at and for the years ended December 31, 2021 and December 31, 2022 are shown in the table below:

In EUR millions	Balance as at 01/01/2022	Changes through income	Changes through OCI	Other movements	Foreign exchange gains and losses	Balance as at 12/31/2022	Changes through income	Changes through OCI	Other movements [(1)]	Foreign exchange gains and losses	Balance at 12/31/2022
DEFERRED TAX LIABILITIES											
Deferred acquisition costs	(290)	48	1	(2)	(11)	(254)	15	2	27	(18)	(228)
Unrealized gains and losses and temporary differences on investments	(156)	(25)	67	-	(5)	(119)	19	39	(23)	(4)	(88)
Retirement plans	(21)	(2)	-	-	-	(23)	1	-	-	-	(22)
Equalization reserves	(42)	5	-	-	-	(37)	9	-	-	-	(28)
Value of business acquired	(254)	62	-	(1)	(11)	(204)	10	-	-	(14)	(208)
Financial instruments	(27)	2	10	-	-	(15)	(1)	4	(1)	-	(13)
Claims reserves	(148)	(48)	3	5	(11)	(199)	(54)	-	(43)	(14)	(310)
Shadow accounting	(5)	-	2	-	-	(3)	-	(66)	-	(1)	(70)
Other temporary differences	(121)	(10)	(1)	(11)	(3)	(146)	(164)	-	7	1	(302)
TOTAL DEFERRED TAX LIABILITIES	**(1,064)**	**32**	**82**	**(9)**	**(41)**	**(1,000)**	**(165)**	**(21)**	**(33)**	**(50)**	**(1,269)**
DEFERRED TAX ASSETS											
Deferred acquisition costs	161	(29)	-	2	9	143	(20)	-	-	11	134
Unrealized gains and losses and temporary differences on investments	65	(4)	16	-	1	78	(23)	236	(1)	3	293
Retirement plans	68	1	(9)	-	1	61	(3)	(8)	-	(1)	49
Equalization reserves	-	-	-	-	-	-	-	-	-	-	-
Tax loss carryforwards	538	64	-	-	11	613	103	-	-	7	723
Financial instruments	4	1	-	-	-	5	(3)	43	8	1	54
Claims reserves	210	26	1	1	12	250	(34)	(1)	43	13	271
Shadow accounting	32	-	(21)	-	1	12	-	(13)	-	-	(1)
Other temporary differences	288	-	(1)	6	19	312	87	-	(25)	19	393
TOTAL DEFERRED TAX ASSETS	**1,366**	**59**	**(14)**	**9**	**54**	**1,474**	**107**	**257**	**25**	**53**	**1,916**

(1) Tax impacts have been booked based on FTA pre-tax impacts, according to the applicable tax rate of the respective entities.

In accordance with IFRS deferred tax netting rules, the amount of deferred tax liabilities and deferred tax assets recorded in the balance sheet are as follows:

In EUR millions	2022	2021
Deferred tax liabilities	(248)	(242)
Deferred tax assets	895	716
Net deferred tax assets (liabilities)	**647**	**474**

Note 18.5 EXPIRATION OF TAX LOSSES AVAILABLE FOR CARRYFORWARD

As at December 31, 2022, tax losses available for carryforward expire as follows:

In EUR millions	Available tax losses carried forward	Tax losses carried forward for which no DTA is recognized	At December 31, 2022 Deferred tax assets recognized	At December 31, 2021 Deferred tax assets recognized
2022	-	(1)	-	1
2023	2	(6)	(1)	2
2024	11	(22)	(2)	6
2025	1	(3)	-	13
2026	80	(41)	8	-
Thereafter	1,352	(210)	240	137
Indefinite	2,898	(931)	478	454
TOTAL	**4,344**	**(1,214)**	**723**	**613**

The recognition of deferred tax assets for tax loss carryforwards is assessed based on the availability of sufficient future taxable income and local tax rules, *e.g.* tax losses can be carried forward indefinitely in France but utilization is capped at EUR 1 million plus 50% of the remaining taxable income for the year, tax losses arising on US Non-Life companies can be carried forward for 20 years, tax losses arising on US Life companies can be carried forward for 15 years if incurred before 2018 and indefinitely if incurred after 2018. Considering its activity and in particular its exposure to natural catastrophes, the time horizon over which the Group expects to utilize its tax loss carryforward may evolve.

The Group takes a prudent stance on the tax assumptions on its balance sheet, through the non-recognition of Deferred Tax Assets (related to the French Tax Group) for EUR 164 million for the year 2022. The losses not recognized for DTA purposes can be fully activated at a future date if appropriate. Going forward, SCOR expects to be able to absorb the DTAs recognized as at December 31, 2022. Operating losses which have not been recognized as deferred tax assets relate primarily to the French Tax Group and Switzerland.

Note 19 INVESTMENT INCOME

Investment income breaks down as follows by type of income and category of financial asset:

In EUR millions		2022	2021
Investment income		**704**	**822**
Interest revenue on financial assets not measured at FVPL	Note 19.1	516	425
Other investment revenue	Notes 19.2 & 3	246	404
Net impairment losses	Note 8.6	(58)	(7)

Note 19.1 INTEREST REVENUE ON FINANCIAL ASSETS NOT MEASURED AT FVPL

In EUR millions	2022	Of which third party interests in consolidated funds	2021	Of which third party interests in consolidated funds
Debt investments measured at FVOCI	**475**	**38**	**378**	**36**
Cash and cash equivalents	6	-	-	-
Debt instruments	469	38	378	36
Financial assets measured at amortized cost	**41**	**25**	**47**	**16**
Cash and cash equivalents	-	-	-	-
Debt instruments	41	25	47	16
INTEREST REVENUE ON FINANCIAL ASSETS NOT MEASURED AT FVPL	**516**	**63**	**425**	**52**

Note 19.2 OTHER INVESTMENT REVENUE – BREAKDOWN BY INSTRUMENT TYPE

	In EUR millions	2022	Of which third party interests in consolidated funds	2021	Of which third party interests in consolidated funds
REAL ESTATE INVESTMENT	Lease income from investment property	21	-	30	-
	Real estate amortization and impairment	(17)	-	(17)	-
	Real estate investment – net gains (losses) on derecognition	24	-	1	-
	Net gains/(losses) on real estate investment	**28**	**-**	**14**	**-**
FINANCIAL ASSETS MEASURED AT FVPL	Equity investments	2	-	9	-
	Cash and equivalents	10	-	-	-
	Debt instruments	64	(1)	11	2
	Derivative instruments	(21)	-	31	-
	Net gains/(losses) on financial assets mandatorily measured at FVPL	**55**	**(1)**	**51**	**2**
	Cash and equivalents	-	-	-	-
	Debt instruments	-	-	-	-
	Net gains/(losses) on financial assets designated at FVPL	**-**	**-**	**-**	**-**
OTHER	Net foreign exchange gains (losses)	28	4	(5)	2
	Dividends on equity securities designated at FVOCI	3	-	32	-
	Financial instruments at FVOCI – net gains (losses) on derecognition	(16)	(3)	126	-
	Financial assets at amortized cost – net gains (losses) on derecognition	1	1	105	8
	Interest on funds withheld	161	-	154	-
	Other investment revenue	(14)	4	(73)	(1)
	OTHER INVESTMENT REVENUE	**246**	**5**	**404**	**11**

Note 19.3 OTHER INVESTMENT REVENUE – BREAKDOWN BY REVENUE TYPE

	In EUR millions	2022	Of which third party interests in consolidated funds	2021	Of which third party interests in consolidated funds
REAL ESTATE INVESTMENT	Lease income from investment property	21	-	30	-
	Real estate amortization and impairment	(17)	-	(17)	-
	Real estate investment – net gains (losses) on derecognition	24	-	1	-
	Net gains/(losses) on real estate investment	**28**	**-**	**14**	**-**
FINANCIAL ASSETS MEASURED AT FVPL	**Dividends**	**-**	**-**	**-**	**-**
	Interest revenue from financial assets measured at FVPL:				
	Mandatorily	24	1	-	-
	Designated as such	-	-	-	-
	Total interest revenue	**24**	**1**	**-**	**-**
	Revenue from puttable instruments	**38**	**-**	**-**	**-**
	Change in fair value from financial assets measured at FVPL:				
	Mandatorily	(7)	(2)	45	2
	Designated as such	-	-	6	-
	Total change in fair value	**(7)**	**(2)**	**51**	**2**
	Net gains/(losses) on financial assets measured at FVPL	**55**	**(1)**	**51**	**2**
OTHER	Net foreign exchange gains (losses)	28	4	(5)	2
	Dividends on equity securities designated at FVOCI	3	-	32	-
	Financial instruments at FVOCI – net gains (losses) on derecognition	(16)	(3)	126	-
	Financial assets at amortized cost – net gains (losses) on derecognition	1	1	105	8
	Interest on funds withheld	161	-	154	-
	Other investment revenue	(14)	4	(73)	(1)
	OTHER INVESTMENT REVENUE	**246**	**5**	**404**	**11**

Note 20 NET RETROCESSION RESULT

The table below shows the net retrocession result for the years ended December 31, 2022 and 2021:

	2022			2021		
In EUR millions	SCOR L&H	SCOR P&C	Total	SCOR L&H	SCOR P&C	Total
Ceded written premiums	(1,967)	(1,792)	(3,759)	(2,041)	(1,218)	(3,259)
Change in ceded unearned premiums reserves	(9)	158	149	11	131	142
Ceded earned premiums	**(1,976)**	**(1,634)**	**(3,610)**	**(2,030)**	**(1,087)**	**(3,117)**
Ceded claims	2,699	1,568	4,267	2,460	1,097	3,557
Ceded commission	8	247	255	1,238	179	1,417
Net retrocession result	**731**	**181**	**912**	**1,668**	**189**	**1,857**

The retrocession results of SCOR L&H in the reporting periods presented reflect changes in the retrocession portfolio, claims development over the two-year period, correlated reserving adjustments and experience refund calculations.

The net retrocession result of financial year 2021 includes the initial commission received by SCOR for the Covéa retrocession agreement for USD 1,014 million (EUR 840 million).

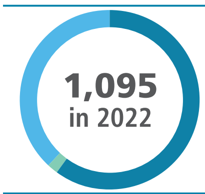
The positive net retrocession results of SCOR P&C in 2022 are driven by both natural catastrophes and man-made recoveries for proportional and non-proportional retrocession programs, albeit the increase in ceded written premium.

Note 21 OTHER CURRENT OPERATING AND ADMINISTRATIVE EXPENSES

Allocation of expenses by function

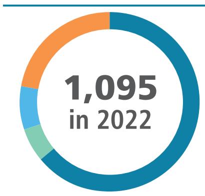
In accordance with IAS 1 – Presentation of Financial Statements, the Group has opted to present expenses by function in the statement of income. Expenses are allocated to four categories (acquisition and administrative expenses, claims settlement expenses, investment management expenses and other current operating expenses) based on allocation keys defined by management.

Other operating and administrative expenses include expenses incurred by the Group, excluding gross commission, as follows:



In EUR millions	2022	2021
56% Personnel costs	612	589
2% Taxes other than income taxes	18	17
42% Other costs	465	373
OTHER OPERATING AND ADMINISTRATIVE EXPENSES	**1,095**	**979**

They are further allocated to categories by function, as follows:



In EUR millions	2022	2021
64% Acquisition and administrative expenses	699	638
6% Investment management expenses	64	85
8% Claims settlement expenses	91	74
22% Other current operating expenses	241	182
OTHER OPERATING AND ADMINISTRATIVE EXPENSES	**1,095**	**979**

The fees for the services provided by the Statutory Auditors during the year are subject to a quarterly review and approval by the Audit Committee, which approved all the fees presented in the following table.

Amount (excluding tax)	**Ernst & Young**				**Mazars**				**KPMG**				**Total**			
In EUR thousands	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Audit[(1)]	**128**	**141**	**100%**	**100%**	**7,745**	**4,394**	**97%**	**91%**	**10,047**	**5,211**	**92%**	**83%**	**17,920**	**9,746**	**94%**	**87%**
SCOR SE	-	13	-	9%	4,457	1,602	56%	33%	5,361	1,850	49%	30%	9,818	3,465	51%	31%
Fully consolidated subsidiaries	128	128	100%	91%	3,288	2,792	41%	58%	4,686	3,361	43%	53%	8,102	6,281	43%	56%
Other audit related engagements[(2)]	**-**	**-**	**-**	**-**	**259**	**408**	**3%**	**9%**	**304**	**621**	**3%**	**10%**	**563**	**1,029**	**3%**	**9%**
SCOR SE	-	-	-	-	133	317	2%	7%	80	228	1%	4%	213	545	1%	5%
Fully consolidated subsidiaries	-	-	-	-	126	91	1%	2%	224	393	2%	6%	350	484	2%	4%
Other[(3)]	**-**	**-**	**-**	**-**	**13**	**15**	**-**	**-**	**499**	**473**	**5%**	**7%**	**512**	**488**	**3%**	**4%**
Legal, tax, social security	-	-	-	-	13	15	-	-	499	473	5%	7%	512	488	3%	4%
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	**128**	**141**	**100%**	**100%**	**8,017**	**4,817**	**100%**	**100%**	**10,850**	**6,305**	**100%**	**100%**	**18,995**	**11,263**	**100%**	**100%**

(1) Statutory audit and certification of local and consolidated financial statements.
(2) Other specific audit assignments related to the Statutory Audit engagement. Additional audit fees incurred were due mainly to review of actuarial disclosures, review of CSR report, review of Solvency II reports as well as various mandatory procedures.
(3) Other services, provided by the Auditors to the fully consolidated companies and due diligences.

Note 22 EARNINGS PER SHARE

Basic earnings per share is calculated by dividing net income available to ordinary shareholders by the weighted average number of ordinary shares outstanding over the year, excluding the average number of ordinary shares purchased by the Group and held as treasury shares.

For the calculation of diluted earnings per share, the weighted average number of shares outstanding is adjusted to take into account the potential conversion of all stock options and share allocation plans.

Potential or contingent share issues are considered as dilutive when their conversion into shares would decrease net earnings per share.

Basic and diluted earnings per share are calculated as follows for the years ended December 31, 2022, 2021 and 2020 respectively:

	As at December 31, 2022			As at December 31, 2021			As at December 31, 2020		
In EUR millions	Net income *(numerator)*	Shares (denominator) [1] *(in thousands)*	Net income per share *(in EUR)*	Net income *(numerator)*	Shares (denominator) [1] *(in thousands)*	Net income per share *(in EUR)*	Net income *(numerator)*	Shares (denominator) [1] *(in thousands)*	Net income per share *(in EUR)*
Net income – Group share	(301)	-	-	456	-	-	234	-	-
BASIC EARNINGS PER SHARE									
Net income available to ordinary shareholders	**(301)**	**178,271**	**(1.69)**	**456**	**185,251**	**2.46**	**234**	**186,243**	**1.26**
DILUTED EARNINGS PER SHARE									
Dilutive effects	-	-	-	-	-	-	-	-	-
Stock options and share-based compensation[2]	-	Anti-dilutive[3]	-	-	1,225	-	-	1,674	-
Net income available to ordinary shareholders and estimated conversions	**(301)**	**178,271**	**(1.69)**	**456**	**186,476**	**2.45**	**234**	**187,917**	**1.25**

(1) Average number of shares during the period.
(2) Calculated assuming all options are exercised where the average SCOR share price for the year exceeds the option exercise price.
(3) As at December 31, 2022, as the net income Group share was a loss, stock-options and performance shares plans had an anti-dilutive effect. As a consequence, potential shares linked to those instruments were not taken into account in the dilutive weighted average number of shares or in the calculation of diluted earnings per share.

The exercise of stock options has consistently led to treasury shares being cancelled as decided by the Shareholders' Meeting of the Company in order to avoid any dilutive effect of such exercise upon the share capital.

Note 23 RELATED PARTY TRANSACTIONS

Parties are considered to be related if one party has the ability to directly or indirectly control the other party or exercises significant influence over the other party in making financial or operational decisions.

The Group's related parties include:

- key management personnel and their close family members and all entities over which key management personnel or their close family members exercise control or significant influence or in which they hold significant voting power;
- equity-accounted companies.

No shareholder (except key management personnel) meet the criteria of a related party according to IAS 24 – Related Party Disclosures for the years ended December 31, 2022 and 2021.

SCOR SE is the ultimate parent of the Group.

The Group has several business relationships with related parties. Transactions with such parties are carried out in the ordinary course of business and on substantially the same terms and conditions – including interest rates and collateral – as those prevailing at the same time for comparable transactions with third parties.

Transactions with equity-accounted companies in the years ended December 31, 2022 and 2021 were carried out on an arm's length basis and their volume was not material.

Transactions with key management personnel

Key management personnel are those individuals having responsibility and authority for planning, directing and controlling the Group's activities. The Group considers that the members of the Executive Committee and the Board constitute key management personnel for the purposes of IAS 24.

The total gross compensation paid or awarded to key management personnel – including short-term benefits, post-employment benefits, other long-term benefits, termination benefits and share-based payments – for the years ended- December 31, 2022 and 2021 is outlined below:

In EUR	2022	2021
Fixed cash compensation (1)	5,390,065	5,944,857
Variable cash compensation (1)	3,513,589	3,134,944
Profit sharing (1)	11,216	4,855
Premiums/allowances (1)	100,494	73,274
Share-based payments(2) (4)	8,488,240	10,193,029
Termination benefits (1)	-	-
Retirement benefits (3)	990,873	954,306
Directors' compensation (1)	-	91,000
TOTAL COMPENSATION AND BENEFITS	**18,494,477**	**20,397,735**

(1) Amounts paid during the year.
(2) The above figures correspond to actuarial estimates of the free share and stock option allocations made during the reference year, in line with the AFEP-MEDEF code, and not to paid compensation. The value is calculated according to the same assumptions as those used in the Group's financial statements (IFRS 2).
(3) Contributions paid to the defined contribution plans and on the value of the entitlements accrued under the defined benefit plans. The Group's total commitment in respect of defined benefit plans in France, Germany, the United Kingdom, the United States and Switzerland for Executive Committee members and the Chairman of the Board of Directors as at December 31, 2022 amounted to EUR 40 million (December 31, 2021: EUR 41 million), i.e. 10% of the Group's total commitment in respect of pension plans of EUR 389 million.
(4) Following the departure of Laurent Rousseau on January 26, 2023, his performance shares and stock options allocations were reduced pro rata temporis, depending on the length of his term of office during the vesting period, in accordance with the compensation policy in force.

Each member of the Executive Committee benefits from the use of a vehicle for business purposes. The Chairman of the Board of Directors has a company car (with a shared driver).

Note 24 COMMITMENTS RECEIVED AND GRANTED

Rights and obligations, not recognized on the balance sheet, but which could modify the amount or composition of the Group's net assets are disclosed as commitments.

The general reinsurance environment often requires reinsurers to post collateral to cover insurance liabilities, either directly through the reinsurance treaty with the ceding company, or indirectly through the requirements of local regulators in the countries where SCOR entities operate. These collateral arrangements can take the form of cash deposits to ceding companies which are recognized on the balance sheet, pledged assets which generate commitments granted and are disclosed in the table below, or letters of credit in which financial institutions provide the ceding company with a guarantee against default by SCOR. Reciprocally, SCOR receives collateral from its retrocessionaires which are recognized as commitments received, with the exception of deposits which are recognized on the balance sheet.

In addition to assets pledged in connection with the reinsurance business, the use of certain Group assets may be restricted when they are pledged and used as collateral to obtain letters of credit from financial institutions or to guarantee the payment of lease or pension liabilities.

A commitment received is recognized for potential sources of liquidity such as unused lines of credit, undrawn loans or letters of credit purchased from financial institutions but not yet provided to ceding companies.

Irrevocable call and put options and investment and lending commitments are disclosed in this note as commitments granted.

In EUR millions	As at December 31, 2022	As at December 31, 2021
COMMITMENTS RECEIVED		
Unused lines of credit and letters of credit	1,308	1,228
Letters of credit received from retrocessionaires	138	127
Pledged assets	2,101	1,807
Endorsements and sureties	8	1
Other commitments received	-	-
TOTAL COMMITMENTS RECEIVED	**3,555**	**3,163**
COMMITMENTS GRANTED		
Pledged assets	4,437	4,426
Endorsements and sureties	28	18
Investment commitments	882	484
Other commitments granted	3	3
TOTAL COMMITMENTS GRANTED	**5,350**	**4,931**

Pledged assets granted and received

SCOR has pledged financial assets to ceding companies, regulators, financial institutions and pension funds for a total amount of EUR 4,437 million (December 31, 2021: EUR 4,426 million).

In addition, SCOR pledges assets to some of its consolidated subsidiaries as collateral for its internal retrocessions. As at December 31, 2022, the amount of assets pledged internally was EUR 2,625 million (December 31, 2021: EUR 2,846 million).

The total carrying amount of the financial assets pledged to SCOR as collateral is EUR 2,101 million (December 31, 2021: EUR 1,807 million), including securities pledged by retrocessionaires to the Group for a total amount of EUR 1,040 million (December 31, 2021: EUR 950 million), as detailed in Note 16 – Net contract liabilities. The remaining amount relates to pledged assets received on assumed reinsurance.

Letters of credit

As collateral for its technical provisions, various financial institutions have provided surety for the Group in the form of letters of credit. As at December 31, 2022, the total amount of such letters, not included in the table above was EUR 1,960 (December 31, 2021: EUR 1,514 million). In accordance with the terms of the letters of credit, the Group must meet certain minimum net asset requirements. The Group currently meets all such requirements.

As at December 31, 2022, SCOR had an outstanding letter of credit capacity of EUR 455 million (December 31, 2021: EUR 774 million), recognized as a commitment received from banks. This outstanding capacity can be used to provide collateral on future reinsurance treaties.

Letters of credits received by the Group from retrocessionaires are recognized as a commitment received for EUR 138 million (December 31, 2021: EUR 127 million), as detailed in Note 16 – Net contract liabilities.

Investment commitments

SCOR has made undertakings to grant loans and to invest in various investment funds for a total amount of EUR 882 million (December 31, 2021: EUR 484 million). This amount does not include the commitments made by SCOR on behalf of third parties as part of its asset management activity.

Real estate commitments

Minimum lease payments, estimated future minimum rental income to be received by SCOR and real estate purchase/disposal commitments are not included in the table above but are disclosed within Note 10 – Miscellaneous assets and Note 8 – Insurance business investments.

Contingent liabilities

Contingent liabilities are disclosed in Note 15.2 – Other provisions.

Note 25 INSURANCE AND FINANCIAL RISKS

All of the following paragraphs form an integral part of the Group's consolidated financial statements. They are disclosed in Section 3 – Risk factors and risk management mechanisms.

Note 25.1 INSURANCE RISKS

Please see Section 3.1.2 – Underwriting risks related to the P&C and Life reinsurance businesses and Section 3.2.2 – Management of underwriting risks related to the P&C and Life businesses.

Note 25.2 MARKET RISKS

Please see Section 3.1.3 – Market risks and Section 3.2.4 – Management of market risks.

Note 25.3 CREDIT RISKS

Please see Section 3.1.4 – Credit risks and Section 3.2.5 – Management of credit risks.

Note 25.4 LIQUIDITY RISKS

Please see Section 3.1.5 – Liquidity risks and Section 3.2.6 – Management of liquidity risks.

Note 26 LITIGATION

Litigation gives rise to an accrual when it meets the recognition requirements of a provision under IAS 37 – Provisions, Contingent Liabilities and Contingent Assets. See Note 15 – Employee benefits and other provisions for details of accruals booked. In certain instances, in accordance with IAS 37.92, some required information, in particular the amount of accruals, is not disclosed as they could seriously prejudice the position of SCOR in a dispute with other parties.

SCOR is involved in court, arbitration and other formal or informal dispute resolution proceedings in its normal course of business. Based on Management's assessment these current proceedings are not expected to have a significant negative impact on the consolidated financial statements. In this respect, SCOR (via its Irish entities) has initiated arbitration proceedings on November 10, 2022 against Covéa Coopérations regarding the retrocession agreements concluded pursuant to the settlement agreement of June 10, 2021 between SCOR and Covéa.

Note 27 SUBSEQUENT EVENTS

Subsequent events relate to relevant and material events that occur between the reporting date and the date when the financial statements are approved for issue by the Board of Directors. Such events lead to:

- an adjustment of the consolidated financial statements if they provide evidence of conditions that existed at the reporting date, and if relevant and material;
- additional disclosures if they relate to conditions which did not exist at the reporting date, and if relevant and material.

On January 26, 2023 Laurent Rousseau, who succeeded Denis Kessler as CEO on June 30, 2021, has resigned from his position as CEO and from his position on the Board. François de Varenne, Executive Committee member in charge of Investments, Technology, Transformation and Group Corporate Finance, has been appointed Interim CEO of SCOR with immediate effect until Thierry Léger takes up his post as CEO of SCOR with effect from May 1, 2023.

4.7. INFORMATION ON HOLDINGS

For information of the holdings held directly by SCOR SE, see the following sections:

- Section 1.2.3 – SCOR organizational structure;
- Appendix B – 5 – Notes to the corporate financial statements, Note 2 – Investments – Subsidiaries and affiliates.

As at December 31, 2022, SCOR SE indirectly held shares or units in the following companies, representing at least 10% of consolidated net assets or generating at least 10% of consolidated net income:

	Registered office	Type of business	% capital
SCOR Life Ireland dac	6th Floor, 2 Grand Canal Square – Dublin 2 – D02 A342 – Ireland	Reinsurance	100%
SCOR Global Life Reinsurance Company of Delaware	6th Floor, 2 Grand Canal Square – Dublin 2 – D02 A342 – Ireland	Reinsurance	100%
SCOR Financial Life Insurance Company	101 South Tryon Street, Suite 3200 – 28280 Charlotte – United States	Reinsurance	100%

4.8. STATUTORY AUDITORS

4.8.1. PRINCIPAL AUDITORS

Name	Date of first appointment	End of current appointment
MAZARS Represented by Maxime Simoen Tour Exaltis – 61, rue Henri-Regnault 92075 Paris-La Défense cedex, France CRCC of Versailles	June 22, 1990	Date of the Shareholders' Meeting called to approve the financial statements for the financial year ended December 31, 2025
KPMG SA Represented by Antoine Esquieu and Jean François Mora Tour EQHO – 2, avenue Gambetta 92400 Courbevoie, France CRCC of Versailles	June 16, 2020	Date of the Shareholders' Meeting called to approve the financial statements for the financial year ended December 31, 2025

4.8.2. ALTERNATIVE AUDITORS

None.

4.8.3. RESIGNATION OR NON-RENEWAL OF AUDITORS

Not applicable.

4.8.4. FEES PAID BY THE GROUP TO THE AUDITORS

See Section 4.6.21 – Notes to the consolidated financial statements, Note 21 – Other operating and administrative expenses, for a breakdown of audit fees.

4.9. AUDITING OF HISTORICAL CONSOLIDATED FINANCIAL INFORMATION

The date of the most recently audited financial information is December 31, 2022.

Pursuant to Commission Regulation (EC) 809/2004, the following information is incorporated by reference in this Universal Registration Document:

- the Statutory Auditors' report on the consolidated financial statements for the year ended December 31, 2021 published on pages 265 to 270 of the Universal Registration Document filed with the AMF on March 3, 2022 under number D.22-0067 (and from pages 265 to 270 of the free translation into English of such Universal Registration Document. The translation is available on SCOR's website: www.scor.com);
- the Statutory Auditors' report on the consolidated financial statements for the year ended December 31, 2020 published on pages 245 to 250 of the Universal Registration Document filed with the AMF on March 2, 2021 under number D.21-0084 (and from pages 245 to 250 of the free translation into English of such Universal Registration Document. The translation is available on SCOR's website: www.scor.com.

The Statutory Auditors' report on the consolidated financial statements for the year ended December 31, 2022 is reproduced below.

This is a free translation into English of the Statutory Auditors' report issued in French and is provided solely for the convenience of English speaking readers. This report includes information specifically required by European regulations or French law, such as information about the appointment of Statutory Auditors. This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France.

STATUTORY AUDITORS' REPORT ON THE CONSOLIDATED FINANCIAL STATEMENTS

To the Shareholders,

Opinion

In compliance with the engagement entrusted to us by your Annual General Meeting, we have audited the accompanying consolidated financial statements of SCOR SE for the year ended December 31, 2022.

In our opinion, the consolidated financial statements give a true and fair view of the assets and liabilities and of the financial position of the Group as at December 31, 2022 consisting of the persons and entities included in the consolidation and of the results of its operations for the year then ended in accordance with IFRS accounting principles as adopted in the European Union.

The audit opinion expressed above is consistent with our report to the Audit Committee.

Basis for Opinion

Audit Framework

We conducted our audit in accordance with professional standards applicable in France. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our responsibilities under those standards are further described in the "*Statutory Auditors' Responsibilities for the Audit of the Consolidated Financial Statements*" section of our report.

Independence

We conducted our audit engagement in compliance with independence requirements of the French Commercial Code (*code de commerce*) and in the French Code of Ethics (code de déontologie) for statutory auditors for the period from January 1, 2022 to the date of our report, and specifically we did not provide any prohibited non-audit services referred to in Article 5(1) of Regulation (EU) N° 537/2014.

Observation

Without prejudice to the opinion expressed above, we draw your attention to the changes in accounting methods arising from the first-time application of IFRS 9 "Financial instruments" at January 1st, 2022 presented in note 4.6.1.3 IFRS standards applied for the first time and IFRS standards published but not yet effective and in note 4.6.1.4 IFRS 9 first time adoption and in other notes disclosing figures related to the impact of this change.

Justification of Assessments – Key Audit Matters

In accordance with the requirements of Articles L. 823-9 and R. 823-7 of the French Commercial Code (*Code de commerce*) relating to the justification of our assessments, we inform you of the key audit matters relating to risks of material misstatement that, in our professional judgment, were of most significance in our audit of the financial statements of the current period, as well as how we addressed those risks.

These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on specific items of the consolidated financial statements.

Measurement of technical reserves related to reinsurance contracts
(Please refer to Notes 1 and 16 of the notes to the consolidated financial statements)

<table>
<tr><th>Risk identified</th><th>Our response</th></tr>
<tr><td>The gross insurance and investment contract liabilities amount to EUR 38 920 million as at December 31, 2022. These liabilities are established to cover the Group's commitments and the payment of benefits relating to reported events or events incurred but not yet reported.

As stated in Note 16 of the notes to the Consolidated financial statements, the Group uses in determining the amount of technical reserves related to its Non-Life business, actuarial techniques that take into account quantitative loss experience data, together with qualitative factors, where appropriate.

Technical reserves related to Life business are estimated using actuarial methods based on the present value of projected future payments to cedents less the present value of projected future premiums to be paid by cedents.

The calculation includes assumptions relating to expected future mortality, morbidity, longevity, disability, lapses, as well as expected future interest rates and expenses.

Inherent uncertainties in the Life and Non-Life reserves' estimates are enhanced for reinsurers because of the longer time period between the date of an occurrence and the request for payment of the claim to the reinsurer, the diversity of contract development schemes, the dependence on ceding companies for information regarding claims and differing reserving practices among ceding companies.

Assets and liabilities relating to reinsurance contract liabilities are subject each year to a liability adequacy test under IFRS 4.

In these circumstances, we considered the measurement of technical reserves related to reinsurance contracts as a key audit matter.</td><td>To cover the risk on the measurement of technical reserves, our audit approach was the following:
• we obtained an understanding of the report of the Group chief actuary on the global adequacy of reserves;
• we updated our understanding of the procedures and methods of measurement used in determining the technical reserves;
• we obtained an understanding of the internal controls framework and tested the efficiency of key controls established by management in order to assess the completeness and reliability of the data and of the implemented models;
• we appreciated the actuarial methods and parameters used as well as the assumptions chosen for a selection of contracts;
• we performed procedures to analyze differences between expected claims and occurred claims in order to control subsequently the quality of estimates produced by the management;
• we performed, with our Non-Life actuarial specialists integrated in the audit team, a recalculation using our own assumptions and tools, of technical reserves for the most sensitive actuarial segments reserves;
• for Non-Life business, we analyzed the documentation supporting measurement of reserves related to catastrophes, both man-made and natural;
• we included within our team members with specific skills in IT systems to perform procedures aiming at evaluating the internal control environment of the systems used by the management and test the functioning of several automated processes as well as general IT controls that support those processes;
• we examined the methodology and outputs of the liability adequacy tests carried out by management.</td></tr>
</table>

Measurement of reinsurance premiums
(Please refer to Notes 1 and 5 of the notes to the consolidated financial statements)

Risk identified	Our response
Gross written premiums in 2022 amount respectively to EUR 9 715 million for the Life segment SCOR L&H and EUR 10 017 million for the Non-Life segment SCOR P&C, as stated in note 5 of the notes to the Consolidated financial statements. The reinsurance entities of the Group record accounts transmitted by ceding companies upon receipt. Accounts not yet received from ceding companies at the end of the 2022 financial year are estimated, in order to better reflect the Group's reinsurance commitments in the financial statements. Written and earned reinsurance premiums are also estimated. As stated in Note 1 of the notes to the Consolidated financial statements: gross written and earned premiums are based upon reports received from ceding companies, supplemented by the Group's own estimates of premiums for which ceding companies' reports have not yet been received. Observing a large part of estimates in the written premiums related to a year is specific to the reinsurance business. Management reviews its estimates and assumptions periodically, based on experience and other factors. Actual premiums can turn out to be different from management estimates. The contracts assumed and retroceded by the Group are subject to different IFRS accounting rules depending on whether they fall within the scope of IFRS 4 – Insurance Contracts or IFRS 9 – Financial instruments. In these circumstances, we considered that the measurement of reinsurance premiums to be a key audit matter.	To cover the risk on the measurement of reinsurance premiums, we implemented the following audit approach: • we obtained an understanding of the internal controls framework on processes related to Life and Non-Life premium estimates and we tested the efficiency of key controls established by management; • we examined the consistency of premium estimates over the period, comparing them both to the operational plan prepared by management and approved by the Board of Directors and to premiums actuals from previous financial years and we investigated, if any, significant differences identified; • we performed, for a selection of contracts, a deep analysis of underlying assumptions taking into account the activity, the records of reinsurance accounts received, and any new information received from ceding companies; • for new contracts underwritten in 2022, we performed on a sampling basis, controls on the consistency of premium estimates based on new business information available at the underwriting department; • we examined the documentation and tests performed by the Group regarding the classification of contracts between insurance contracts and financial contracts; • we included within our team members with specific skills in IT systems to perform procedures aiming at evaluating the internal control environment of the systems used by the management and test the functioning of several automated processes, as well as general IT controls that support those processes.

Valuation of Goodwill on the Non-Life Business unit and Value of business acquired (VoBA) on Life reinsurance portfolios *(Please refer to Notes 5, 6 and 7 of the notes to the consolidated financial statements)*

Risk identified	Our response
The Group's intangible assets are mainly composed of goodwill on the Non-Life Business unit and Value of Business Acquired net of amortization of Life reinsurance portfolios respectively for EUR 755 million and EUR 1,143 million as at December 31, 2022. ***Goodwill*** Goodwill represents the future economic benefits arising from assets acquired in a business combination that are not individually identified and separately recognized. It is initially measured at cost which is calculated as the difference between the consideration transferred and the net fair value of identifiable assets and assumed liabilities at the acquisition date. Their fair value depends on forecasts and budgets established by the management. As part of the yearly impairment testing on goodwill, the Group assesses whether the recoverable amount of cash generating units (CGU) to which the goodwill is allocated, is at least equal to their total carrying value, as stated in Note 6 of the notes to the Consolidated financial statements. If it is determined that an impairment exists, the total carrying amount is adjusted to the recoverable value. Estimates performed to determine the recoverable value of the Group CGUs are based on assumptions and extrapolations involving a significant part of judgement. Furthermore, any negative deviation of expected future results could have an impact on the recoverable value and lead to an impairment of the goodwill. ***Life reinsurance value of business acquired*** Value of Business Acquired (VoBA) represents the value of Life reinsurance portfolios acquired in a business combination. It corresponds to the present value of expected future cash flows for the assumed and the retroceded reinsurance business. As stated in Note 7 of the notes to the Consolidated financial statements, VoBA is amortized over the lifetime of the underlying reinsurance portfolio based on schedules derived from the run-off patterns of expected profit. These projections are assessed and updated regularly. Assets and liabilities relating to reinsurance contracts are subject each year to a liability adequacy test under IFRS 4. The review of flow projections and assumptions used involve a significant part of judgement and uncertainties. Furthermore, it significantly impacts the amortization schedule of VoBA. In these circumstances we consider the valuation of intangible assets to be a key audit matter.	We examined the methodology used by management to determine whether the potential impairment of the CGUs has been properly applied: We evaluated the models and calculations of the Group company in: • comparing multiples and discount rates used per country with our internal databases; • comparing the expected turnover growth with the economic data of the reinsurance sector; • analyzing the process of preparing and approving budgets and forecasts established by management and approved by the Board of Directors; • analyzing the consistency of information and assumptions used in these models: on the one hand, with the budgets and forecasts abovementioned, on the other hand, with our knowledge of the sector, during the review of the strategic plan, through interviews with members of the executive committee and during studies of the Group's budget process. Including our Life Actuarial Specialists in the audit team, we have completed the following procedures: • we assessed the application of internal procedures on the evaluation of VoBAs, as well as their amortization patterns • in order to analyze the valuation of VoBAs and their correct amortization, we examined the expected cash flows on the relevant portfolios; • we assessed the recoverability of the VoBAs taking into consideration the liability adequacy test.

Deferred tax: measurement of deferred tax assets on tax losses carried forward *(Please refer to Note 18 of the notes to the consolidated financial statements)*

Risk identified	Our response
Deferred tax assets on tax losses carried forward An asset of EUR 723 million related to tax losses carried forward is recognized in the balance sheet of the Group at financial year ended 2022. Deferred tax assets are recognized on net operating losses carried forward to the extent that it is probable that future taxable income will be available against which they can be offset. As stated in Note 18 of the notes to the Consolidated financial statements, management makes assumptions and estimates related to income projections to determine the availability of sufficient future taxable income. To the extent that net operating losses carried forward could not be utilized or would expire, deferred income tax expenses may be recorded in the future to reduce corresponding deferred tax assets We consider deferred tax assets on losses carried forward to be a key audit matter, given the Management's judgement related to their recognition in the balance sheet.	With team members with specific tax skills, our audit approach consisted in performing the following procedures on the main entities contributing to the Group's deferred tax assets on losses carried forward: • we obtained an understanding of the internal controls framework on processes of the tax department related to the deferred tax recognition and measurement; • we examined the documentation prepared annually by the tax department on deferred tax assets. • we examined the business plans used and the probability that tax losses will be utilized in the future. We notably appreciated the tax rates used as well as the profits' forecasts and underlying assumptions, with specific attention to the legal expiry periods in force in certain countries.

Specific verifications

We have also performed, in accordance with professional standards applicable in France, the specific verifications required by laws and regulations of the Group's information, given in the management report of the Board of Directors.

We have no matters to report as to its fair presentation and the consistency with the consolidated financial statements, reminded that it is not our responsibility to conclude on the fairness or consistency with the financial statements of the solvency related information required by article L. 356-23 of the French Insurance code *(Code des assurances)*.

We attest that the consolidated non financial statement required by Article L. 225-102-1 of the French Commercial Code is included in the Group's management report, it being specified that, in accordance with the provisions of article L. 823-10 of this Code, the information contained in this statement has not been the subject of verifications of fairness or consistency of our means with the consolidated financial statements and must be reported by an independent third party.

Report on Other Legal and Regulatory Requirements

Format of the presentation of the consolidated financial statements intended to be included in the annual financial report

We have also verified, in accordance with the professional standard applicable in France relating to the procedures performed by the statutory auditor relating to the annual and consolidated financial statements presented in the European single electronic format, that the presentation of the consolidated financial statements intended to be included in the annual financial report mentioned in article L. 451-1-2, I of the French Monetary and Financial Code *(code monétaire et financier)*, prepared under the responsibility of the Chief Executive Officer, complies with the single electronic format defined in the European Delegated Regulation No 2019/815 of December 17, 2018. As it relates to consolidated financial statements, our work includes verifying that the tagging of these consolidated financial statements complies with the format defined in the above delegated regulation.

Based on the work we have performed, we conclude that the presentation of the consolidated financial statements intended to be included in the annual financial report complies, in all material respects, with the European single electronic format.

Due to technical limitations inherent in the macro-tagging of the consolidated financial statements with the European single electronic format, the content of some of the tags in the notes may not be reflected identically to the consolidated financial statements attached to this report.

Further, we have no responsibility to verify that the consolidated financial statements that will ultimately be included by your Company in the annual financial report filed with the AMF are in agreement with those on which we have performed our work.

Appointment of the Auditors

We were appointed as Statutory Auditors of SCOR SE by the annual general meeting held on June 22, 1990 for MAZARS and on June 16, 2020 for KPMG S.A.

As at December 31, 2022, MAZARS and KPMG Audit were in the 33rd year and 3rd year of total uninterrupted engagement.

Responsibilities of Management and Those Charged with Governance for the consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with IFRS accounting principles as adopted in the European Union and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is expected to liquidate the company or to cease operations.

The Audit Committee is responsible for monitoring the financial reporting process and the effectiveness of internal control and risks management systems and where applicable, its internal audit, regarding the accounting and financial reporting procedures.

The consolidated financial statements were approved by the Board of Directors.

Auditors' Responsibilities for the Audit of the consolidated Financial Statements

Objectives and audit approach

Our role is to issue a report on the consolidated financial statements. Our objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with professional standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As specified in Article L. 823-10-1 of the French Commercial Code *(code de commerce)*, our audit does not include assurance on the viability of the Company or the quality of management of the affairs of the Company.

As part of an audit conducted in accordance with professional standards applicable in France, the auditor exercises professional judgment throughout the audit and furthermore:

- Identifies and assesses the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, designs and performs audit procedures responsive to those risks, and obtains audit evidence considered to be sufficient and appropriate to provide a basis for the audit opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtains an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluates the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management in the consolidated financial statements.
- Assesses the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. This assessment is based on the audit evidence obtained up to the date of the audit report. However, future events or conditions may cause the Company to cease to continue as a going concern. If the auditor concludes that a material uncertainty exists, there is a requirement to draw attention in the audit report to the related disclosures in the consolidated financial statements or, if such disclosures are not provided or inadequate, to modify the opinion expressed therein.
- Evaluates the overall presentation of the consolidated financial statements and assesses whether these statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Collects information related to persons and entities included in the scope of consolidation that it deems sufficient and appropriate to express an opinion on the consolidated financial statements. The auditor is responsible for the management, supervision and execution of the audit of the consolidated financial statements and for the opinion expressed on these consolidated financial statements.

Report to the Audit Committee

We submit a report to the Audit Committee which includes in particular a description of the scope of the audit and the audit program implemented, as well as the results of our audit. We also report, if any, significant deficiencies in internal control regarding the accounting and financial reporting procedures that we have identified.

Our report to the Audit Committee includes the risks of material misstatement that, in our professional judgment, were of most significance in the audit of the consolidated financial statements of the current period and which are therefore the key audit matters that we are required to describe in this report.

We also provide the Audit Committee with the declaration provided for in Article 6 of Regulation (EU) No. 537/2014, confirming our independence within the meaning of the rules applicable in France such as they are set in particular by Articles L. 822-10 to L. 822-14 of the French Commercial Code *(Code de commerce)* and in the French Code of Ethics (Code de déontologie) for Statutory Auditors. Where appropriate, we discuss with the Audit Committee the risks that may reasonably be thought to bear on our independence, and the related safeguards.

Paris-La Défense and Courbevoie, March 1, 2023

The Statutory Auditors

French original signed by

MAZARS	KPMG SA	
Maxime SIMOEN	Antoine ESQUIEU	Jean François MORA

OTHER INFORMATION AUDITED BY THE STATUTORY AUDITORS

The Universal Registration Document as a whole is the subject of a completion letter sent by the Statutory Auditors to SCOR.

The related party agreements entered into in 2022 or which remained in force in 2022, as defined by Articles L. 225-38 *et seq.* of the French Commercial Code, are the subject of a specific report by the Statutory Auditors in Section 2.3.2.

SCOR SE's corporate financial statements for the years ended December 31, 2022, 2021 and 2020, included respectively in Appendix B of this Universal Registration Document, in Appendix B of the Universal Registration Document filed with the AMF on March 3, 2022 under number D.22-0067 and in Appendix B of the Universal Registration Document filed with the AMF on March 2, 2021 under number D.21-0084, were the subject of reports by the Statutory Auditors, included respectively in Appendix B of this Universal Registration Document, in Appendix B of the Universal Registration Document filed with the AMF on March 3, 2022 under number D.22-0067 and in Appendix B of the Universal Registration Document filed with the AMF on March 2, 2021 under number D.21-0084.

Sections 1, 2, 3, 4, 5 and 6 of this Universal Registration Document form the Group's non-financial performance statement. The information disclosed in these sections has been reviewed by one of the Statutory Auditors, whose report is presented in Section 6.

5 SCOR, SHARES, SHARE CAPITAL & GENERAL INFORMATION

5.1. SCOR SHARES

5.1.1. SCOR SE SHARE PRICE IN 2022

The following table presents the volume of transactions and changes in the SCOR SE share price on the Euronext Paris stock market in 2022:

Month	Volume	Value *(in EUR millions)*	Higher *(in EUR)*	Lower *(in EUR)*
January	7,818,231	227	30.33	27.21
February	9,757,625	292	31.73	28.45
March	14,997,629	409	29.97	22.63
April	6,393,995	175	29.48	25.72
May	8,491,184	224	28.73	24.22
June	9,575,989	211	24.82	19.96
July	10,635,055	202	20.86	16.09
August	9,667,898	161	17.72	15.72
September	10,700,090	175	18.36	14.08
October	7,764,428	112	15.41	13.31
November	10,362,282	181	18.64	15.00
December	9,049,904	186	22.23	18.33

5.1.2. LISTING OF SCOR SE SECURITIES

In 1989, the Company and UAP Réassurances, a subsidiary of the state-owned Société Centrale de l'Union des Assurances de Paris, combined their Non-Life and Life reinsurance businesses. Following a reverse merger with Compagnie Générale des Voitures, the Company listed its ordinary shares on the Paris stock exchange and changed its name to SCOR SA and to SCOR in 1996. In the same year, UAP Réassurances sold its 41% stake in SCOR through an IPO. SCOR's American depositary receipts (ADRs) were also listed on the New York stock exchange at that time.

Following the delisting by SCOR of its American Depositary Receipts from the New York Stock Exchange (NYSE) in 2007, the ADRs last traded on the NYSE on June 4, 2007 and the Company's securities were deregistered with the US Securities and Exchange Commission (SEC) on September 4, 2007.

Since this date, the ADRs have been traded on the US over-the-counter market under the code SCRYY. In addition, SCOR announced on May 24, 2007 that it would maintain its ADR program managed by The Bank of New York Mellon as a sponsored level 1 facility. ADR holders have been able to choose to hold on to their ADRs following the delisting from the NYSE and the Company's deregistration with the US SEC.

As at the date of this Universal Registration Document, SCOR SE's shares are listed on the Euronext Paris stock exchange and on the SIX Swiss Exchange (formerly SWX Swiss Exchange) in Zurich, where they were admitted for trading on August 8, 2007.

The Company's ordinary shares are included on the following indices: SBF 120, SBF TOP 80 EW, CAC Mid 60, CAC Mid&Small, CAC All-Shares, CAC All Tradable, CAC Financials, Next 150 Index, Euronext France Next 40 EW, Euronext Europe 500, Euronext Eurozone 300, Euronext Core Europe 100 ESG EW, Euronext Developed Market, Euronext Sovereign Economy Selection EZ 50, and Euronext World.

The SBF 120 index consists of the 120 most actively traded French stocks. The SBF TOP 80 EW is an equal weighted index that reflects the performance of the 80 French stocks which are the most traded of the continuous segments not included in the CAC 40 index. The CAC Mid 60 is a free float market capitalization weighted index that reflects the performance of the 60 largest and most actively traded stocks listed on Euronext Paris. The CAC Mid & Small is a free float market capitalization weighted index that consists of all companies included in the CAC Mid 60 in combination with the companies included in the CAC Small. The CAC All-Shares index is composed of all the stocks listed on Euronext Paris with an annual velocity ratio of over 5%. The CAC All Tradable index includes all the stocks of the Euronext Paris market with a free float of at least 20%. The CAC Financials index is composed of financial sector stocks included in the CAC All Tradable index. The Next 150 index reflects the performance of Eurozone stocks ranked from 151 to 300 by market capitalization. The Euronext France Next 40 EW index is composed of companies ranked from 41 to 80 in the SBF 120 index in terms of free float market capitalization. The Euronext Europe 500 index tracks the performance of a portfolio of 500 stocks in Europe, ranked by the highest free float in value as a percentage of market capitalization. The Euronext Eurozone 300 index tracks the performance of a portfolio of 300 stocks in the Eurozone, ranked by the highest free float in value as a percentage of market capitalization. Euronext Core Europe 100 ESG EW is an equal weighted index that reflects the performance of the top 100 stocks, based on Vigeo ESG score, from Belgium, France, Germany, Luxembourg, and the Netherlands. Euronext Developed Market is a free float market capitalization weighted index that selects all companies included in Euronext Europe 500, Euronext Eurozone 300, Euronext North America 500 and Euronext Asia Pacific 500 indices. The Euronext Sovereign Economy Selection Eurozone 50 EW is a free float market capitalization weighted index that selects 50 best stocks in terms of free float market capitalization included in Euronext Eurozone 300 index in the following ICB Supersectors: Insurance (3030), Telecommunications (1510), Utilities (6510), Energy (6010). Euronext World is a free float market capitalization weighted index that selects all companies included in Euronext Europe 500, Euronext North America 500 and Euronext Asia Pacific 500 indices.

5.2. SHARE CAPITAL & SHAREHOLDERS

5.2.1. CAPITAL OWNERSHIP AND CHANGES DURING THE LAST THREE FINANCIAL YEARS

5.2.1.1. MAIN SHAREHOLDERS

As at December 31, 2022, SCOR's shareholders are mainly institutional, since these represent 83% of SCOR's share capital and come mainly from France (43%), the United States (21%) the rest of Europe (34%) and the rest of the world (2%).

To SCOR's knowledge, during the last three financial years, based on public threshold notifications, the distribution of SCOR SE's share capital and voting rights changed as follows :

As at December 31, 2022	Number of shares	% of capital	% voting rights (1)
Groupe Covea (France) (2) (5)	15,767,803	8.78%	8.80%
ACM Vie S.A.	9,363,508	5.21%	5.23%
Amundi	9,179,026	5.11%	5.13%
Treasury shares (5)	593,320	0.33%	0.00%
Employees (3) (4)	6,802,900	3.79%	3.80%
Officers (Chairman and CEO)	2,097,365	1.17%	1.17%
Others	135,867,373	75.62%	75.87%
TOTAL	**179,671,295**	**100.00%**	**100.00%**

(1) The percentage of voting rights is determined on the basis of the number of shares at year-end, excluding treasury shares.
(2) As per SCOR's public threshold notification of July 9, 2021.
(3) Overall number of shares held by employees (including performance shares granted prior to the publication of Law No. 2015-990 of August 6, 2015).
(4) As at December 31, 2022, employee shareholdings to be taken into consideration for the calculation of the 3% threshold mentioned in Article L. 225-23 of the French Commercial Code (Code de commerce) amount to 2.19% of the share capital.
(5) In accordance with the settlement agreement entered into with Covéa and described below, Covéa has undertaken to grant SCOR a call option on the SCOR shares it holds, which are henceforth considered as treasury shares for SCOR pursuant to Article L. 233-9, I, 4° of the French Commercial Code (see the SCOR public threshold notification of July 9, 2021 referred to in Section 5.2.1.1 of the 2021 Universal Registration Document).

As at December 31, 2021	Number of shares	% of capital	% voting rights (1)
Groupe Covea (France) (2) (5)	15,767,803	8.44%	8.71%
ACM Vie S.A.	9,363,508	5.01%	5.17%
Treasury shares (5)	5,798,221	3.10%	0.00%
Employees (3) (4)	6,279,022	3.36%	3.47%
Officers (Chairman and CEO)	1,763,623	0.94%	0.97%
Others	147,924,199	79.15%	81.68%
TOTAL	**186,896,376**	**100.00%**	**100.00%**

(1) The percentage of voting rights is determined on the basis of the number of shares at year-end, excluding treasury shares.
(2) As per SCOR's public threshold notification of July 9, 2021.
(3) Overall number of shares held by employees (including performance shares granted prior to the publication of Law No. 2015-990 of August 6, 2015).
(4) As at December 31, 2021, employee shareholdings to be taken into consideration for the calculation of the 3% threshold mentioned in Article L. 225-23 of the French Commercial Code amount to 1.83% of the share capital.
(5) In accordance with the settlement agreement entered into with Covéa and described below, Covéa has undertaken to grant SCOR a call option on the SCOR shares it holds, which are henceforth considered as treasury shares for SCOR pursuant to Article L. 233-9, I, 4° of the French Commercial Code (see the SCOR public threshold notification of July 9, 2021 referred to in Section 5.2.1.1 of the 2021 Universal Registration Document).

As at December 31, 2020	Number of shares	% of capital	% voting rights (1)
Groupe Covea (2)	15,767,803	8.44%	8.46%
Treasury shares	259,567	0.14%	0.00%
Employees (3) (4)	8,773,748	4.70%	4.71%
Others	161,928,958	86.72%	86.84%
TOTAL	**186,730,076**	**100.00%**	**100.00%**

(1) The percentage of voting rights is determined on the basis of the number of shares at year-end, excluding the Company's own treasury shares.
(2) As per Covéa's press release published on January 30, 2019, stating "Covéa reminds that it currently holds 8.17% of the share capital in SCOR", representing 15,767,803 SCOR shares as at December 31, 2018.
(3) Overall number of shares held by employees and executive corporate officers (dirigeants mandataires sociaux) (including performance shares granted prior to the publication of Law No. 2015-990 of August 6, 2015).
(4) As at December 31, 2020, employee shareholdings, as defined in Article L. 225-102 of the French Commercial Code (Code de commerce), amount to 1.64% of the share capital.

To SCOR's knowledge, the share capital and voting rights held by its directors and Executive Committee members represented 4.82% of the capital and 4.84% of the voting rights as at December 31, 2022 (December 31, 2021: 4.37% of the capital and 4.51% of the voting rights).

To the Company's knowledge, 1,020,010 ordinary shares have been pledged.

To the Company's knowledge, there have been no transactions between executives, corporate officers (*mandataires sociaux*), shareholders holding more than 5.0% of the Company's share capital or the company controlling them, and the Company on terms other than arm's length conditions.

To its knowledge, except as disclosed above, the Company is not directly or indirectly owned or controlled by any other corporation, foreign government or any other natural or legal person and it is not aware of any contractual arrangements that may at a subsequent date result in a change of control of the Company.

To SCOR's knowledge, besides the agreement described in the section entitled "Covéa settlement agreement" below:

- no covenants stipulating preferential terms for the sale or purchase of SCOR ordinary shares and representing 0.5% or more of the Company's share capital or voting rights have been notified to the Company and the French Financial Markets Authority (*Autorité des marchés financiers* – AMF); and
- there are no shareholder agreements relating to SCOR.

To SCOR's knowledge, no shareholders are acting in concert vis-à-vis SCOR.

Covéa settlement agreement

As described in Section 2.3 – Related party transactions and agreements, SCOR and Covéa entered into a settlement agreement on June 10, 2021 following approval by the boards of directors of Covéa and SCOR at their meetings on June 8 and 9, 2021 respectively (the "Covéa Agreement"), and will apply (including to the current and future corporate officers of Covéa and SCOR) for eight years as from June 10, 2021 (subject to other specified durations for certain commitments thereof).

Covéa and SCOR wished to restore peaceful relations based on professionalism and in keeping with their respective independence.

In addition to provisions related in particular to the immediate withdrawal of all legal proceedings initiated by Covéa and SCOR and the indemnity settlement paid to SCOR, the Covéa Agreement provides for the implementation of an orderly exit by Covéa from the share capital of SCOR.

Covéa has irrevocably undertaken:

1. to grant SCOR a call option on the shares it holds, transferable to any third party designated by SCOR, in compliance with regulations, at an exercise price of EUR 28 per share (to be adjusted in the event of a stock split or reverse stock split) and for a period of five years, so that SCOR can organize this exit in its best interests. Covéa will benefit, throughout the period of its holding, from the dividends attached to its shares;

2. not to purchase, directly or indirectly, alone or in concert, for a period of seven years, SCOR shares, including, as applicable, after total or partial disposal of its shareholding in accordance with Article 1.1 above, unless explicitly requested to do so by the Board of Directors of SCOR, Covéa being free to accept or refuse such request;

3. to exercise the voting rights attached to its shares for the entire duration of its holding in SCOR, with a maximum of seven years, in favor of all draft resolutions submitted by the Board of Directors of SCOR (concerning (i) corporate governance, including the appointment of directors, (ii) the approval of regulated agreements, (iii) the annual dividend, (iv) the compensation of corporate officers, (v) any proposed increase in capital or any capital contribution, (vi) financial delegations and authorizations to be approved by SCOR shareholders at the SCOR Shareholders' Meeting, and (vii) the authorization of share or stock option allocations; the call to vote on points (iv) and (vii) will be subject to the resolutions in question being in line with SCOR's compensation policy and practices) and against any draft resolutions submitted by a shareholder that has not been approved by the Board of Directors of SCOR;

4. to renounce, for a period of seven years, (i) any submission of an offer, formal or informal, official or unofficial, public or private, direct or indirect, relating to a takeover of SCOR, and (ii) any public communication regarding an expression of interest, an acquisition of a stake or a takeover of SCOR, unless at the express and prior request of the Board of Directors of SCOR.

For further details, see Section 2.3 – Related party transactions and agreements. In addition, in the event SCOR acquires its own shares pursuant to the Covéa Agreement, such acquisition would be implemented pursuant to its share buy-back authorization (see Section 5.2.1.2 – Acquisition by the Company of treasury shares).

Public threshold notifications

SCOR discloses below the threshold declarations sent by the significant shareholders and SCOR SE in 2022. SCOR is not responsible for ensuring the completeness of the declarations sent by any other person than SCOR.

Public threshold notifications received in 2022

By letter received on December 14, 2022, the joint-stock company (société anonyme) Amundi (91-93, boulevard Pasteur, 75015 Paris), acting on behalf of the funds it manages, declared that on December 12, 2022, it had exceeded the threshold of 5% of the capital and voting rights of SCOR SE, and held 9,179,026 SCOR SE shares representing the same number of voting rights, *i.e.* 5.11% of the capital and voting rights of the Company (AMF notification n°.222C2688).

By letter received on August 3, 2022, Norwegian central bank Norges Bank (Bankplassen 2, P.O. Box 1179, Sentrum, 0107 Oslo, Norway), declared that on August 1, 2022, it had exceeded the threshold of 5% of the capital of SCOR SE, and held 9,009,505 SCOR SE shares representing the same number of voting rights, *i.e.* 5.11% of the capital and voting rights of the Company (AMF notification n° 222C1992).

By letter received on September 29, 2022, Norges Bank (Bankplassen 2, P.O. Box 1179, Sentrum, 0107 Oslo, Norway), declared that on September 28, 2022, it had, fallen below the threshold of 5% of the capital and voting rights of SCOR SE, and held 8,705,634 SCOR SE shares representing the same number of voting rights, *i.e.* 4.85% of the capital and voting rights of the Company (AMF notification No. 222C2275).

5.2.1.2. SHARE BUY-BACKS

Share buy-back program in force on the date of filing this Universal Registration Document (program authorized by the Ordinary and Extraordinary Shareholders' Meeting of May 18, 2022)

On May 18, 2022, the Shareholders' Meeting, in its 15th resolution, authorized the Board of Directors, with the option to sub-delegate, to trade on the Company's shares in the framework of the 2022-2023 annual share buy-back program. The program provides for the purchase, sale and transfer of Company shares pursuant, *inter alia*, to the provisions of Regulation (EU) No. 596/2014 of the European Parliament and of the Council of April 16, 2014, Articles L. 225-210 *et seq.* and L. 22-10-62 *et seq.* of the French Commercial Code (*Code de commerce*) and the General Regulation (*Règlement général*) of the French Financial Markets Authority (*Autorité des marchés financiers – AMF*).

The maximum number of shares that could be bought back hereby would be capped at 10% of the number of shares comprising the Company's share capital as of the date of such purchases, it being specified that (i) when the shares are bought back to enhance the liquidity of the stock, the number of shares taken into account for the calculation of the 10% limit would correspond to the number of shares purchased less the number of shares resold during the period covered by the authorization, (ii) when the shares are bought back by the Company for retention and their subsequent remittance in payment or exchange within the framework of an operation of merger, spin-off or contribution, the number of shares thus repurchased will not be able to exceed 5% of the Company's share capital and, (iii) the number of treasury shares shall be taken into account so that the Company never holds treasury shares in excess of 10% of its share capital.

Such transactions can be undertaken for any purposes permitted or which would become authorized by the applicable laws and regulations, and in particular (but not restricted to) in view of the following objectives:

- enhancing the liquidity of the Company's ordinary shares by an investment service provider through a liquidity contract in accordance with the regulations in force;
- establishment, implementation or hedging of any stock option plans, other plans for allocation of shares and, more generally, of any form of allocation to employees and/or corporate officers (*mandataires sociaux*) of the Company and/or of affiliated companies, including hedging of any Company stock option plan pursuant to the provisions of Articles L. 225-177 *et seq.* and L. 22-10-56 *et seq.* of the French Commercial Code, allocation of Company free shares in conjunction with the provisions of Articles L. 225-197-1 *et seq.* and L. 22-10-59 *et seq.* of the French Commercial Code, allocation of Company shares under a profit sharing scheme (*participation aux fruits de l'expansion de l'entreprise*) or allocation or transfer of the Company's shares within the framework of any employee savings plan (*plan d'épargne salariale*), including in the context of the provisions of Articles L. 3321-1 *et seq.* and L. 3332-1 *et seq.* of the French Labor Code;
- acquisition of the Company's shares for retention and subsequent remittance in exchange or as a payment, in particular in conjunction with financial or external growth transactions;
- compliance with all obligations related to the issuance of securities granting access to capital;
- cancellation of any shares repurchased, within the limits established by law, in conjunction with a reduction in share capital approved or authorized by the General Meeting.

The purchase, sale or transfer of such ordinary shares may be undertaken, under conditions authorized by stock exchange authorities, by any means, in particular on a regulated market, on a multilateral trading facility, *via* a systematic internalizer or over-the-counter, including *inter alia*, by purchase or sale of blocks, by the use of derivative financial instruments traded on a regulated stock exchange or over-the-counter, or by the implementation of optional strategies and, if applicable, by any third party authorized for such purpose by the Company.

Such transactions may, in accordance with applicable regulations, be undertaken at any time, in one or more occasions, except during any period of public offering on the Company and until the end of the offer acceptance period (*période d'offre*). It is however specified in this respect that, in accordance with the provisions of Article 231-40 of the *Autorité des marchés financiers* General Regulation, the Company remains authorized to effect the transactions covered by this resolution (i) when the public offering in question is entirely in cash, and (ii) for the strict requirements of compliance with Company commitments made prior to the filing of the public offering in question, regarding the servicing or hedging of all stock options, other share attributions and, more generally, any kind of allocation made to employees and/or corporate officers (*mandataires sociaux*) of the Company and/or of any related companies. Regarding the authorization granted under the cumulative conditions described under (i) and (ii) above, it is moreover stipulated that should the transactions in question be liable to cause the public offering in question to fail, then such implementation should be the subject of authorization or confirmation from the General Meeting; and

The General Meeting of Shareholders fixed the maximum repurchase price at EUR 60 per share.

It granted all powers to the Board of Directors, with the option to sub-delegate under the conditions provided for by law, in order to carry out all adjustments to the maximum price, including in the event of a capital increase by capitalization of reserves and the allocation of free shares, as well as in the event of a stock split or a reverse stock split of Company shares.

It also granted all powers to the Board of Directors, with the option to sub-delegate under the conditions provided for by law, to implement this resolution, including to carry out all stock exchange orders, to enter into any agreements with a view, *inter alia*, to keeping share purchase and sale records, to establish all documents, including information documents, to proceed with any permitted reallocation, to carry out all declarations and formalities with the French Financial Markets Authority (*Autorité des marchés financiers* – AMF) and others and, more generally, to do whatever may be necessary.

The share buy-back authorization described above is granted for a maximum duration of eighteen (18) months with effect from the Ordinary and Extraordinary Shareholders' Meeting dated May 18, 2022, expiring no later than November 18, 2023, unless the Annual Shareholders' Meeting called to approve the financial statements for the financial year ended December 31, 2022 approves the resolution described below pursuant to Articles L. 22-10-62 *et seq*. of the French Commercial Code (*Code de commerce*).

Summary of the transactions carried out by SCOR SE on its own shares in 2022

In the context of the abovementioned buy-back program, SCOR carried out, between January 1, 2022 and December 31, 2022:

- the purchase of 5,788,671 treasury shares including 946,804 by exercise of options (1);
- the purchase of 2,333,856 call options (European and American call options);
- the sale of 2,111,063 treasury shares;
- the transfer of 1,348,328 treasury shares;
- the cancellation of 7,534,181 treasury shares.

As at December 31, 2022, SCOR held 7,982,904 call options (European and American call options). During 2022,

- 946,804 options were exercised (including 703,504 European call options and 243,300 American call options) (1);
- 581,558 European options lapsed;
- 326,520 European options were canceled.

As at December 31, 2022, SCOR held 593,320 shares compared with 5,798,221 shares as at December 31, 2021.

The nominal value of these treasury shares is EUR 7.8769 and their book value is EUR 12,682,045. The average purchase price is EUR 24.73. The average sale price is EUR 26.01. The amount of fees is EUR 108,685.93.

Objectives of the transactions carried out in 2022 and allocation of the treasury shares

As at December 31, 2022, the treasury shares owned by SCOR SE represented 0,33% of the share capital. At that date, the portfolio of treasury shares was allocated as follows:

- 162,523 treasury shares allocated to the stimulation of the secondary market or provision of liquidity to the Company's shares;
- 430,797 treasury shares allocated to cover any form of allocation to employees and/or corporate officers (*mandataires sociaux*) of the Company and/or of affiliated companies;
- 0 treasury shares allocated to be held and subsequently remitted in exchange or as payment;
- 0 treasury shares allocated for compliance with all obligations related to the issuance of securities granting access to capital;
- 0 treasury shares allocated to their cancellation.

Description of the new 2023/2024 share buy-back program submitted for authorization to the Ordinary and Extraordinary Shareholders' Meeting to be held to approve the financial statements for the financial year ending December 31, 2022

The share buy-back authorization described above will expire on November 18, 2023 at the latest, unless the Shareholders' Meeting held to approve the financial statements for the financial year ending December 31, 2022 approves the resolution described below, in accordance with the provisions of Articles L. 225-210 *et seq.* and L. 22-10-62 and subsequent of the French Commercial Code (*Code de commerce*).

This resolution is intended to authorize a new share buy-back program under the following conditions:

This authorization would allow the Board of Directors, with the option to sub-delegate, under the conditions provided for by the applicable regulations, to purchase, at any time, at once or on several occasions. Company ordinary shares pursuant, *inter alia*, to the provisions of Articles L. 22-10-62 *et seq. and* L. 225-210 *et seq.* of the French Commercial Code, Articles 241-1 to 241-5 of the General Regulation *(Règlement général)* of the French Financial Markets Authority (AMF), the Regulation (EU) No. 596/2014 of the European Parliament and of the Council of April 16, 2014, the Commission Delegated Regulation (EU) 2016/1052 of March 8, 2016 and the market practices admitted by the AMF.

It is specified that by exception, the Board of Directors may not, without prior authorization of your assembly, use this authorization during any period of public offering on the Company and until the end of the offer acceptance period (*période d'offre*). It is however specified that the Company would remain authorized to effect the transactions covered by this resolution (i) when the public offering in question is entirely in cash, and (ii) for the strict requirements of compliance with Company commitments made prior to the filing of the public offering in question, regarding the servicing or hedging of all stock options, other share attributions and, more generally, any kind of allocation made to employees and/or corporate officers (*mandataires sociaux*) of the Company and/or of any related companies. Regarding the authorization granted under the cumulative conditions described under (i) and (ii) above, it is moreover stipulated that should the transactions in question be liable to cause the public offering in question to fail, then such implementation should be the subject of authorization or confirmation from the General Meeting.

The maximum number of shares that could be bought back hereby within the scope of this authorization would be capped at 10% of the number of shares comprising the Company's share capital at the date of such purchases[1] , it being specified that:

- when the shares are bought back to enhance the liquidity of the stock, the number of shares taken into account for the calculation of the 10% limit would correspond to the number of shares bought back less the number of shares resold during the period covered by the authorization,
- when the shares are repurchased by the Company for retention and subsequent remittance in payment or exchange within the framework of an operation of merger, spin-off or contribution, the number of shares thus repurchased will not be able to exceed 5% of the Company's share capital and,
- the number of treasury shares would be taken into account so that the Company never holds treasury shares in excess of 10% of its share capital.

These percentages would be applicable to a number of shares adjusted, if applicable, to reflect transactions that may affect the share capital following your General Meeting.

(1) i.e., for example, on the basis of the Company's share capital as at December 31, 2022: 179,671,295 shares.

Such transactions could be undertaken for any purposes permitted or which become authorized by the applicable laws and regulations, and in particular (but not restricted to) in view of the following objectives:

- reduce the Company's share capital by cancelling any shares bought back, within the limits established by law, in conjunction with a share capital reduction decided or authorized by the General Meeting;
- allocate shares to employees and/or corporate officers (*mandataires sociaux*) of the Company and/or of affiliated companies, including any coverage of any Company stock option plans pursuant to the provisions of Articles L. 225-177 et seq. and L. 22-10-56 et seq. of the French Commercial Code (*Code de commerce*), allocation of Company free shares in conjunction with the provisions of Articles L. 225-197-1 et seq. and L. 22-10-59 et seq. of the French Commercial Code, allocation of Company shares under a profit sharing scheme *(participation aux fruits de l'expansion de l'entreprise*) or allocation or transfer of the Company's shares under an employee savings plan (*plan d'épargne salariale*), including in the context of the provisions of Articles L. 3321-1 et seq. and L. 3332-1 et seq. of the French Labor Code;
- ensure the liquidity of SCOR's share through a liquidity contract with an investment service provider in accordance with the market practice accepted by the AMF;
- retention of shares for subsequent remittance in exchange or as a payment in conjunction with external growth transactions, contributions, merger or spin-off;
- deliver shares on the exercise of rights attached to securities issued by the Company or by one of its subsidiaries, giving access to the Company's capital by redemption, conversion, exchange, presentation of a warrant or in any other way, immediately or in the future, as well as to carry out any coverage transactions in respect of the obligations of the Company or of the subsidiary concerned, as the case may be, linked to these securities;
- implement any market practice that may be permitted by the AMF; and
- more generally, to carry out any other transaction in accordance with the regulations in force.

In this context, the purchase, sale or transfer of such ordinary shares may be undertaken, under conditions authorized by stock exchange authorities, by any means, in particular on a regulated market, on a multilateral trading facility, via a systematic internalizer or over-the-counter, including inter alia, by purchase or sale of blocks, by the use of derivative financial instruments traded on a regulated stock exchange or over-the-counter, or by the implementation of options strategies and, at such times as the Board of Directors or any person appointed for this purpose by the Board of Directors may decide, excluding periods of public offers on the Company's share capital.

In addition, in view of the evolution of the SCOR share price during the financial year ending December 31, 2022, the maximum repurchase price would be fixed at EUR 60 per share (excluding purchase costs) or the equivalent value of this price on the same date in any other currency. Excluding the number of shares already held by the Company, the hypothetical maximum number of shares as of December 31, 2022, noted by the Board of Directors during its meeting dated January 26, 2023, which could be bought would amount to 17,967,129 and the hypothetical maximum amount allocated to the share buy-back program in application of this resolution would thereby amount to EUR 1,078,027,740 (excluding purchase costs).

All powers would be granted to the Board of Directors, with the option to sub-delegate under the conditions provided for by law, in order to carry out all adjustments to the maximum price, including in the event of a capital increase by capitalization of reserves and the allocation of free shares, as well as in the event of a split or a reverse stock split of Company shares or any other equity transaction, to reflect the impact of such transactions on the share value. All powers would be granted to the Board of Directors, with the option to sub-delegate under the conditions provided for by law, to implement this resolution including to carry out all stock exchange orders, to enter into any agreements with a view, inter alia, to keeping share purchase and sale records, to establish all documents, including information documents, to proceed with any permitted reallocation, to carry out all declarations and formalities with the French Financial Markets Authority (Autorité des marchés financiers – AMF) and others and, more generally, to do whatever may be necessary.

The share buy-back authorization described above would be for a maximum duration of eighteen (18) months from its approval by the Shareholders' Meeting of SCOR SE. It would render null and void, for its unused portion, any prior authorization with the same purpose.

5.2.1.3. EMPLOYEE SHAREHOLDING

See Section 2.2.3.4 – Employee profit sharing plans.

5.2.1.4. DESCRIPTION OF SCOR'S SHARE CAPITAL

	Changes						
Change in capital	Stock option plans	Share issue price *(in EUR)*	Number of shares	Nominal Value *(in EUR)*	Additional paid-in capital *(in EUR)*	Successive amounts of capital *(in EUR)*	Cumulative number of shares
12/31/2019						**1,473,383,817**	**187,049,511**
Exercise of subscription option	03/18/2010	18.40	125,000	984,622.00	1,315,378.00		
Exercise of subscription option	10/12/2010	17.79	4,300	33,871.00	42,626.00		
Exercise of subscription option	03/22/2011	19.71	18,500	145,724.00	218,911.00		
Exercise of subscription option	09/01/2011	15.71	30,000	236,309.00	234,991.00		
Cancellation of treasury shares	NA	NA	509,135	4,010,442.29	5,898,025.12		
Exercise of subscription option	03/23/2012	20.17	4,900	38,597.00	60,236.00		
Exercise of subscription option	03/20/2014	25.06	4,750	37,416.00	81,619.00		
Exercise of subscription option	03/20/2015	29.98	2,250	17,723.00	49,732.00		
12/31/2020						**1,470,867,636**	**186,730,076**
Exercise of subscription option	03/22/2011	19.71	220,500	1,736,872.00	2,609,183.00		
Exercise of subscription option	09/01/2011	15.71	18,000	141,786.00	140,994.00		
Cancellation of treasury shares	NA	NA	189,700	1,494,262.00	4,476,275.63		
Exercise of subscription option	03/23/2012	20.17	34,500	271,756.00	424,109.00		
Exercise of subscription option	03/21/2013	22.25	43,000	338,710.00	618,040.00		
Exercise of subscription option	03/20/2014	25.06	40,000	315,079.00	687,321.00		
12/31/2021						**1,472,177,577**	**186,896,376**
Cancellation of treasury shares	NA	NA	7,534,181	59,346,535.04	150,496,031.06		
Exercise of subscription option	03/23/2012	20.17	285,600	2,249,663.00	3,510,889.00		
Exercise of subscription option	03/21/2013	22.25	16,000	126,032.00	229,968.00		
Exercise of subscription option	03/20/2014	25.06	7,500	59,077.00	128,873.00		
12/31/2022						**1,415,265,814**	**179,671,295**

For further details, see Section 4.6 – Notes to the consolidated financial statements, Note 13 – Information on share capital, capital management, regulatory framework and consolidated reserves and Appendix B – Parent company financial statements, Note 5.2.3 – Shareholders' equity.

5.2.1.5. NON-EQUITY SHARES

Not applicable.

5.2.2. OPERATIONS ON THE SHARE CAPITAL

5.2.2.1. CHANGES IN THE SHARE CAPITAL

The table below sets out the changes in SCOR SE's share capital since the beginning of the financial year 2020:

Operation	Date of the authorization of the Shareholders' Meeting	Date of operation	Number of shares issued/ cancelled	Nominal value of the issued/ cancelled shares *(in EUR per share)*	Nominal value of share capital increase/ decrease *(in EUR)*	Cumulative share capital following the operation *(in EUR)*	Cumulative number of shares composing the share capital following the operation
Capital increase resulting from the exercise of stock options as from January 1 to December 31, 2019	• May 7, 2008 • April 15, 2009 • April 28, 2010 • May 4, 2011 • May 3, 2012 • April 25, 2013 • May 6, 2014	Situation at December 31, 2019 acknowledged by the Board of Directors on February 26, 2020	509,135	7.8769723	4,010,442	1,473,383,816.88	187,049,511
Capital reduction by cancellation of treasury shares to neutralize the dilutive effect resulting from the exercise of stock options	April 26, 2020	April 28, 2020 by decision of the Board of Directors on April 28, 2020	509,135	7.8769723	4,010,442	1,469,373,374.58	186,540,376
Capital increase resulting from the exercise of stock-options as from January 1 to December 31, 2020	• April 15, 2009 • April 28, 2010 • May 4, 2011 • April 25, 2013 • May 6, 2014	Situation at December 31, 2020 acknowledged by the Board of Directors on February 23, 2021	189,700	7.8769723	1,494,261.65	1,470,867,636.23	186,730,076
Capital reduction by cancellation of treasury shares to neutralize the dilutive effect resulting from the exercise of stock options	June 30, 2021	June 30, 2021 by decision of the Board of Directors on June 30, 2021	189,700	7.8769723	1,494,261.65	1,469,373,374.58	186,540,376
Capital increase resulting from the exercise of stock options as from January 1 to December 31, 2021	• April 28, 2010 • May 4, 2011 • March 5, 2012 • April 25, 2013	Situation at December 31, 2021 acknowledged by the Board of Directors on February 23, 2022	356,000	7.8769723	2,804,202.14	1,472,177,576.72	186,896,376
Capital reduction by cancellation of treasury shares to neutralize the dilutive effect resulting from the exercise of stock options	May 18, 2022	May 18, 2022 by decision of the Board of Directors on May 18, 2022	7,534,181	7.8769723	59,346,535.04	1,412,831,041.68	179,362,195
Capital increase resulting from the exercise of stock options as from January 1 to December 31, 2022	• May 4, 2011 • May 3, 2012 • April 25, 2013	Situation on December 31, 2022 acknowledged by the Board of Directors on March 1, 2023	309,100	7,8769723	2,434,772.14	1,415,265,813.82	179,671,295

Given the exercise of 73,500 options for the subscription of shares since January 1, 2023, at the date of this Universal Registration Document, SCOR SE's existing share capital amounts to EUR 1,416,054,424.78 divided into 179,771,441 shares with a nominal value of EUR 7.8769723 each.

See Section 4.6 – Notes to the consolidated financial statements, Note 24 – Commitments received and granted.

5.2.3. POTENTIAL SHARE CAPITAL

The potential volume of new shares from outstanding share-based compensation plans stood at 5,620,263 shares as at December 31, 2022, broken down as follows:

Potential volume of new shares from outstanding share-based compensation plans linked to Group executive and employee compensation instruments	5,620,263
• of which number of potential new shares from outstanding stock option plans (options allocated but not vested + options vested but not exercised)	4,464,290
• of which number of potential new shares from outstanding free share plans (free shares allocated but not vested) (1)	0
• of which number of potential new shares from outstanding warrants	0
• of which unused authorizations still outstanding (2)	1,155,973

(1) The free share allocation plans currently in force only allocate outstanding shares.
(2) Authorization granted by the Shareholders' Meeting on May 18, 2022 in its 26th resolution (stock options).

In particular, no new shares can be issued in relation to outstanding share-based compensation in the form of free shares, as these shares are derived exclusively from the purchase of existing shares and not from the issuance of new shares.

If, however, free shares were taken into account in the calculation of the potential volume of new shares from outstanding share-based compensation, this theoretical volume (which corresponds to outstanding shares or new shares to be issued) would stand at 13,003,743 on December 31, 2022, due to the addition of (i) outstanding free share allocation plans (shares allocated but not vested on December 31, 2022, *i.e.* 6,821,558 shares), and (ii) the unused portion of the authorization granted by the Shareholders' Meeting of May 18, 2022 in its 27th resolution concerning the free allocation of outstanding shares (561,922 shares).

The Company's fully-diluted issued share capital, as defined below, stood at 220,802,765 shares as at December 31, 2022, broken down as follows:

Fully-diluted issued share capital	220,802,765
• of which total shares comprising the share capital	179,671,295
• of which number of potential new shares from outstanding options	4,464,290
• of which number of potential new shares from outstanding free shares (1)	0
• of which number of potential new shares from outstanding warrants	0
• of which potential shares from other securities convertible or redeemable into new shares (2)	36,667,180

(1) The free share allocation plans currently in force only allocate outstanding shares.
(2) 18,700,051 shares underlying the warrants issued on December 3, 2019 under the contingent capital facility with an exercise period starting on January 1, 2020 and expiring on May 1, 2023, and 17,967,129 shares underlying the warrants issued on December 16, 2022 under the contingent capital facility with an exercise period starting on January 1, 2023 and expiring on March 31, 2026.

If, despite the absence of the dilutive effect mentioned above, free shares were taken into account in the calculation of the potential volume of new shares from outstanding share-based compensation plans and the unused portion of authorizations, the fully-diluted share capital would stand at 228,186,245 as at December 31, 2022.

As at December 31, 2022, the potential volume of new shares from outstanding share-based compensation plans and the unused portion of the authorizations linked to Group executive and employee compensation instruments stands at 2.55% of the fully-diluted share capital.

If free shares were taken into account in the calculation of the potential volume of new shares from outstanding share-based compensation plans and the unused portion of the authorizations and in the calculation of the fully-diluted share capital, this theoretical volume (which corresponds to outstanding shares or new shares to be issued) would stand at 5.70% of the fully-diluted share capital on- December 31, 2022.

5.2.4. FINANCIAL AUTHORIZATIONS

5.2.4.1. NUMBER OF SHARES AUTHORIZED UNDER CONVERTIBLE SECURITIES AND STOCK OPTION PLANS

Issuance of warrants	As at December 31, 2021	As at December 31, 2022	On the date of the Universal Registration Document	Date of availability of the warrants	Expiration date
12/03/2019	18,700,051	18,700,051	18,700,051	01/01/2020	05/01/2023
12/16/2022	-	17,967,129	17,967,129	12/16/2022	05/01/2026
TOTAL	**18,700,051**	**36,667,180**	**36,667,180**		

Stock option plans	As at December 31, 2021	As at December 31, 2022	On the date of the Universal Registration Document	Date of availability of options	Expiration date
03/21/2013	302,155	286,155	-	03/21/2017	03/22/2023
10/02/2013	77,000	77,000	77,000	10/02/2017	10/03/2023
11/21/2013	-	-	-	11/21/2017	11/22/2023
03/20/2014	504,125	496,625	496,625	03/20/2018	03/21/2024
12/01/2014	2,250	2,250	2,250	12/02/2018	12/02/2024
03/20/2015	523,506	523,506	523,506	03/21/2019	03/21/2025
03/20/2015	2,250	2,250	2,250	09/13/2019	03/21/2025
12/18/2015	-	-	-	12/19/2019	12/19/2025
03/10/2016	434,885	434,885	434,885	03/10/2020	03/11/2026
03/10/2016	2,250	2,250	2,250	09/01/2020	03/11/2026
12/01/2016	638	638	638	12/02/2020	12/02/2026
03/10/2017	262,500	262,500	262,500	03/11/2021	03/11/2027
12/01/2017	84,854	84,854	84,854	12/02/2021	12/03/2027
12/01/2017	1,350	-	-	06/02/2022	12/03/2027
03/08/2018	260,000	195,000	195,000	03/09/2022	03/09/2028
12/22/2018	170,128	116,870	116,870	12/23/2022	12/23/2028
12/22/2018	2,598	-	-	06/23/2023	12/23/2028
03/07/2019	332,000	255,000	255,000	03/07/2023	03/08/2029
10/25/2019	132,084	112,288	112,288	10/25/2023	10/26/2029
10/25/2019	2,178	-	-	04/25/2024	10/25/2029
04/28/2020	332,000	300,000	300,000	04/29/2024	04/29/2030
11/05/2020	180,326	180,326	177,476	11/06/2024	11/06/2030
03/01/2021	280,300	248,300	248,300	03/02/2025	03/02/2031
08/01/2021	14,000	14,000	14,000	08/02/2025	08/03/2031
11/01/2021	228,566	225,566	221,441	11/02/2025	11/02/2031
03/01/2022	-	300,000	300,000	03/02/2026	03/02/2032
11/09/2023	-	344,027	338,027	11/10/2026	11/10/2032
03/15/2023	-	-	340,000	03/16/2027	03/16/2033
TOTAL	**4,131,943**	**4,464,290**	**4,505,160**		

See Section 5.2.5 – Amount of convertible securities, exchangeable securities or securities with subscription warrants for a description of the warrants issued.

5.2.4.2. NUMBER OF SHARES INITIALLY AUTHORIZED AT THE DATE OF THE SHAREHOLDERS' MEETING AND NUMBER OF OUTSTANDING SHARES AUTHORIZED AT THE DATE OF THE UNIVERSAL REGISTRATION DOCUMENT

Resolutions	Number of shares initially authorized at the date of the Shareholders' Meeting of May 18, 2022	Number of shares authorized at the date of the Universal Registration Document	Duration of authorization and expiration date
DELEGATIONS OF AUTHORITY GRANTED BY THE EXTRAORDINARY SHAREHOLDERS' MEETING OF MAY 18, 2022			
16th resolution (Delegation of authority granted to the Board of Directors in order to take decisions with respect to capital increase by capitalization of retained earnings, reserves or share premium)	25,390,466 shares	25,390,466 shares	26 months July 18, 2024
17th resolution (Delegation of authority granted to the Board of Directors for the purpose of deciding upon the issuance of shares and/or of securities granting access immediately or at term to ordinary shares to be issued, with preferential subscription rights) (1)	74,758,550 shares	74,758,550 shares	26 months July 18, 2024
18th resolution (Delegation of authority granted to the Board of Directors for the purpose of deciding the issuance, in the framework of a public offering, except in the case of an offering referred to in paragraph 1 of Article L. 411-2 of the French Monetary and Financial Code, of shares and/or securities granting access immediately or at term to ordinary shares to be issued, with cancellation of preferential subscription rights and with compulsory priority period) (1)	18,689,637 shares	18,689,637 shares	26 months July 18, 2024
19th resolution (Delegation of authority granted to the Board of Directors for the purpose of deciding the issuance, in the framework of an offer referred to in paragraph 1° of Article L. 411-2 of the French Monetary and Financial Code, of shares and/or securities granting access immediately or at term to ordinary shares to be issued, with cancellation of preferential subscription rights) (1)	18,689,637 shares	18,689,637 shares	26 months July 18, 2024
20th resolution (Delegation of authority granted to the Board of Directors for the purpose of deciding the issuance, in consideration for securities contributed to the Company in the framework of any exchange tender offer initiated by the Company, of shares and/or securities granting access immediately or at term to ordinary shares to be issued, with cancellation of preferential subscription rights) (1)	18,689,637 shares	18,689,637 shares	26 months July 18, 2024
21st resolution (Delegation of authority granted to the Board of Directors for the purpose of issuing shares and/or securities granting access immediately or at term to ordinary shares to be issued, as consideration for securities contributed to the Company in the framework of contributions in kind limited to 10% of its share capital, without preferential subscription rights) (1)	18,689,637 shares	18,689,637 shares	26 months July 18, 2024
23rd resolution (Delegation of authority granted to the Board of Directors for the purpose of issuing warrants for the issuance of ordinary shares of the Company with cancellation of shareholders' preferential subscription rights to the benefit of categories of entities meeting specific characteristics, with a view to implementing a contingent capital program) (1)	18,689,637 shares (3)	17,967,129 shares (4)	18 months November 18, 2023
24th resolution (Delegation of authority granted to the Board of Directors for the purpose of issuing warrants for the issuance of ordinary shares of the Company, with cancellation of shareholders' preferential subscription rights to the benefit of a categories of entities meeting specific characteristics, with a view to implementing an ancillary own funds program)v(1)	18,689,637 shares (3)	18,689,637 shares	18 months November 18, 2023
28th resolution (Delegation of authority granted to the Board of Directors in order to carry out an increase in share capital by the issuance of shares reserved to the members of savings plans (*plans d'épargne*), with cancellation of preferential subscription rights to the benefit of such members) (1)	3,000,000 shares	3,000,000 shares	18 months November 18, 2023

Resolutions	Number of shares initially authorized at the date of the Shareholders' Meeting of May 18, 2022	Number of shares authorized at the date of the Universal Registration Document	Duration of authorization and expiration date
AUTHORIZATIONS GRANTED BY THE EXTRAORDINARY SHAREHOLDERS' MEETING OF MAY 18, 2022			
22nd resolution (Authorization granted to the Board of Directors for the purpose of increasing the number of shares issued in accordance with the 17th, 18th and 19th resolutions in the event of over-subscription to the share capital increase, with or without cancellation of pre-emptive subscription rights)	This resolution can only be used with the 17th, 18th and 19th resolutions and is in any event capped under the terms of the 29th resolution		26 months July 18, 2024
26th resolution (Authorization granted to the Board of Directors for the purpose of granting options to subscribe for and/or purchase shares with express waiver of preferential subscription rights in favor of salaried employees and executive corporate officers (*dirigeants mandataires sociaux*)) (1)	1,500,000 shares	815,973 shares	26 months July 18, 2024
27th resolution (Authorization granted to the Board of Directors for the purpose of allocating free existing ordinary shares of the Company in favor of salaried employees and executive corporate officers (*dirigeants mandataires sociaux*))	The authorization is limited to existing shares (2)		26 months July 18, 2024
29th resolution (Aggregate ceiling of the share capital increases)	97,948,187 shares	96,541,652 shares	-
TOTAL	**100,149,016 SHARES**	**121,932,118 SHARES**	-

(1) Included for the calculation of the overall ceiling referred to in the 29th resolution of the Ordinary and Extraordinary Shareholders' Meeting of May 18, 2022.
(2) The authorization of the Ordinary and Extraordinary Shareholders' Meeting of May 18, 2022 is limited to 3,000,000 existing shares (as at December 31, 2022, there were 561,922 shares still remaining).
(3) The number of 18,689,637 shares corresponds to 10% of the number of shares composing the share capital as of December 31, 2021 being taken into consideration for the calculation of the threshold mentioned in the 29th resolution of the General meeting of shareholders of May 18, 2022.
(4) The number of 17,967,129 shares corresponds to 10% of the Company's share capital on the date of issue of warrants on December 16, 2022, calculated in accordance with the 23rd resolution approved by the general assembly meeting of May 18, 2022. As of the date of this document, no warrants have been exercised and consequently no shares have been issued under this resolution (see also Section 5.2.5 of this Universal Registration Document)

The total number of new shares authorized at the date of the Universal Registration Document, including the shares that could be issued in connection with the implementation of (i) stock option plans, (ii) securities granting access to the capital, and (iii) the current delegations and authorizations is 163,104,458.

5.2.5. AMOUNT OF CONVERTIBLE SECURITIES, EXCHANGEABLE SECURITIES OR SECURITIES WITH SUBSCRIPTION WARRANTS

As part of the implementation of a contingent capital facility, SCOR issued, on December 3, 2019, 9,350,025 warrants to J.P. Morgan, each allowing J.P. Morgan to subscribe, as from January 1, 2020 and no later than May 1, 2023 (subject to the application of any extension period), to two new SCOR shares (within the limit of an aggregate subscription amount of EUR 300 million, including additional paid-in capital, without exceeding 10% of SCOR's share capital) when the aggregate amount of (i) the estimated ultimate net losses resulting from eligible natural catastrophes incurred by the Group (in its capacity as an insurer/reinsurer) between January 1, 2020 and December 31, 2022, or (ii) the ultimate net claims amount recorded by the SCOR Group's Life & Health segment (in its capacity as an insurer/reinsurer) over two consecutive six-month periods between July 1, 2019 and December 31, 2022 reaches certain contractual thresholds. In addition, subject to no drawdown having already been made under the facility, if SCOR's daily volume-weighted average share price falls below EUR 10, an individual tranche of EUR 150 million will be drawn down out of the EUR 300 million facility.

As part of the implementation of a contingent capital facility program, SCOR issued, on December 15, 2022, 8,983,564 warrants to of J.P. Morgan, each allowing J.P. Morgan to subscribe, as from January 1, 2023 and no later than May 1, 2026 (subject to the application of any extension period), to two new SCOR shares (within the limit of an aggregate subscription amount of EUR 300 million, including additional paid-in capital, without exceeding 10% of SCOR's share capital) when the aggregate amount of (i) the estimated ultimate net losses resulting from eligible natural catastrophes incurred by the Group (in its capacity as an insurer/reinsurer) between January 1, 2023 and December 31, 2025 or (ii) the ultimate net claims amount recorded by SCOR Group's Life segment (in its capacity as an insurer/reinsurer) over two consecutive six-month periods between July 1, 2022 and December 31, 2025 reaches certain contractual thresholds. In addition, subject to no drawdown having already been made under the facility, if SCOR's daily volume-weighted average share price falls below EUR 10 for three consecutive trading days, an individual tranche of EUR 150 million will be drawn down out of the EUR 300 million facility.

5.2.6. INFORMATION ABOUT AND TERMS AND CONDITIONS OF ANY ACQUISITION RIGHTS AND/OR OBLIGATIONS ATTACHED TO SUBSCRIBED BUT NOT FULLY PAID-UP CAPITAL OR AN UNDERTAKING TO INCREASE THE CAPITAL

See:

- Section 2.2.3 – Stock options and performance shares;
- Section 5.2.1.1 – Main shareholders;
- Section 5.2.4 – Financial authorizations;
- Section 5.2.5 – Amount of convertible securities, exchangeable securities or securities with subscription warrants;
- Section 4.6 – Notes to the consolidated financial statements, Note 13 – Information on share capital, capital management, regulatory framework and consolidated reserves;
- Section 4.6 – Notes to the consolidated financial statements, Note 15 – Employee benefits and other provisions;
- Section 4.6 – Notes to the consolidated financial statements, Note 17 – Stock options and share allocations;
- Appendix B – Parent company financial statements, Note 5.3.5 – Stock options; and
- Appendix B – Parent company financial statements, Note 5.2.3 – Shareholders' equity.

5.2.7. INFORMATION ABOUT THE CAPITAL OF ANY GROUP ENTITY WHICH IS UNDER OPTION OR IS TO BE PUT UNDER OPTION AND CHARACTERISTICS OF SUCH OPTIONS

See:

- Section 2.2.3 – Stock options and performance shares;
- Section 5.2.1.1 – Main shareholders;
- Section 5.2.4 – Financial authorizations;
- Section 5.2.5 – Amount of convertible securities, exchangeable securities or securities with subscription warrants;
- Section 4.6 – Notes to the consolidated financial statements, Note 15 – Employee benefits and other provisions;
- Section 4.6 – Notes to the consolidated financial statements, Note 17 – Stock options and share allocations; and
- Appendix B – Parent company financial statements, Note 5.3.5 – Stock options.

The shares of Group companies other than SCOR SE are neither under option nor agreed to be put under option.

5.2.8. INFORMATION ABOUT THE MAIN SHAREHOLDERS

5.2.8.1. STATEMENT AS TO THE ABSENCE OF DIFFERENCES BETWEEN THE VOTING RIGHTS OF VARIOUS SHAREHOLDERS

Pursuant to Article 8 of the bylaws ("Rights attached to each share"), each share entitles its holder to one vote at Shareholders' Meetings. The voting rights attached to shares of the Company are in direct proportion to the proportion of the capital thereby represented and no double voting rights, as described by Article L. 225-123 and L. 22-10-46 of the French Commercial Code (*Code de commerce*), can be allocated or attached, in any manner whatsoever, to any share. Therefore, the shareholders of the Company do not currently have different voting rights.

5.2.8.2. DIRECT OR INDIRECT CONTROL BY ONE SHAREHOLDER

Not applicable.

5.2.8.3. AGREEMENTS WHICH COULD RESULT IN A SUBSEQUENT CHANGE IN CONTROL

Not applicable.

5.2.8.4. AGREEMENTS THAT ARE SUBJECT TO AMENDMENTS OR TERMINATION IN THE EVENT OF A CHANGE IN CONTROL

See Section 5.2.1.1 – Main shareholders, concerning the Covéa Agreement.

5.3. GENERAL INFORMATION

5.3.1. THE SCOR GROUP

5.3.1.1. LEGAL NAME AND COMMERCIAL NAME OF THE ISSUER

Legal name: SCOR SE

Commercial name: SCOR

5.3.1.2. PLACE AND NUMBER OF REGISTRATION OF THE ISSUER

R.C.S. number: Paris 562 033 357

A.P.E. Code: 6520Z

LEI Code: 96950056ULJ4JI7V3752

5.3.1.3. DATE OF INCORPORATION AND TERM OF THE ISSUER

The Company was incorporated on August 16, 1855, as a limited partnership (*société en commandite*), under the name *Compagnie Impériale des Voitures de Paris*. In 1866, the Company was converted into a joint stock company (*société anonyme*) under the name Compagnie Générale des Voitures de Paris. The Company changed its name to SCOR SA on October 16, 1989 and in 1990, absorbed the Société Commerciale de Réassurance, created in 1970, and took over the reinsurance business of the latter. On May 13, 1996, SCOR SA changed its name to SCOR. On June 25, 2007, SCOR changed its legal form to a European Company (*Societas Europaea*) and became SCOR SE. In 2012, the Company relocated its registered office from Paris-La Défense to Paris. On April 25, 2013, the Company's term was extended for 99 years by decision of the Extraordinary Shareholders' Meeting and will expire on April 25, 2112 unless extended or dissolved before this date.

5.3.1.4. DOMICILE AND LEGAL FORM OF THE ISSUER, LEGISLATION GOVERNING ITS ACTIVITIES, COUNTRY OF INCORPORATION, ADDRESS AND TELEPHONE NUMBER OF ITS REGISTERED OFFICE

Registered office and contact information of issuer

SCOR SE
5, avenue Kléber
75116 Paris
France
Tel.: +33 (0) 1 58 44 70 00
Fax: +33 (0) 1 58 44 85 00
Website: www.scor.com

It is specified that the information included on the Company's website (www.scor.com) is not part of this Universal Registration Document, unless such information is expressly incorporated by reference in this Universal Registration Document. As such, information on the Company's website that is not expressly incorporated by reference in this Universal Registration Document has not been reviewed or approved by the French Financial Markets Authority (*Autorité des marchés financiers* – AMF).

E-mail: scor@scor.com

5.3.1.5. APPLICABLE LAWS AND REGULATIONS

General

The Company was converted into a European Company (*Societas Europaea*) in 2007. As such, SCOR SE is governed by the provisions of Council Regulation (EC) No. 2157/2001 (the "SE Regulation") and those of European Council Directive 2001/86/EC of October 8, 2001 supplementing the Statute for a European Company with regard to the involvement of employees, and by the provisions of French law relating to European Companies, as well as for all other matters partially covered or not covered by the SE Regulation, by French legal provisions applicable to joint stock companies (*sociétés anonymes*), insofar as that they are not contrary to the specific provisions applicable to European Companies.

The Group's *business units'* activities of insurance, reinsurance and asset management are subject to comprehensive regulation and supervision in each of the jurisdictions in which the Group operates. Given that the Group is headquartered in Paris (France), this supervision is based, to a significant extent, on European Union directives and on the French regulatory system. The Group's principal regulators in France are the French Financial Markets Authority (*Autorité des marchés financiers* – AMF), and France's banking and insurance supervisor (*Autorité de contrôle prudentiel et de résolution* – ACPR). Although the scope and nature of regulations differ from country to country, most jurisdictions in which SCOR's insurance and reinsurance subsidiaries operate have laws and regulations governing solvency standards, reserve levels, permitted types and concentrations of investments, and business conduct to be respected by insurance and reinsurance companies. The supervisory authorities with jurisdiction over the Group's operations may conduct regular or *ad hoc* unexpected examinations of the insurers'/reinsurers' or asset managers' operations and accounts and request specific information from the insurer or reinsurer. Certain jurisdictions also require registration and periodic reporting by holding companies that control a licensed insurer or reinsurer. These holding company legislations typically require periodic disclosure concerning the corporate entity that controls the licensed insurer and other affiliated companies, including prior approval of transactions between the insurer, the reinsurer and other affiliated companies such as intragroup asset transfers and dividend payments by the authorized insurer or reinsurer. In general, these regulations are designed to protect the interests of insureds rather than shareholders.

Under Directive No. 2009/138/EC of November 25, 2009 named "Solvency II" transposed into French law in 2015 and which entered into force on January 1, 2016, French companies, whose exclusive business is reinsurance, may only conduct said business after having obtained an official authorization to do so, issued by the ACPR. Registered reinsurers in France may operate under certain conditions in the European Economic Area (EEA) under the freedom to provide services and/or the freedom of establishment (branch).

Prudential regulations

SCOR SE and its insurance and reinsurance subsidiaries are subject to regulatory capital requirements in the jurisdictions in which they operate, which are designed to monitor capital adequacy and to protect insureds. While the specific regulatory capital requirements (including the definition of admitted assets and methods of calculation) differ between jurisdictions, an insurance or reinsurance company's required capital may be impacted by a wide variety of factors including business mix, product design, sales volume, invested assets, liabilities, reserves and movements in the capital markets, including interest rates and equity markets.

The SCOR Group is regulated by the "Solvency II" European directive which applies since January 1, 2016, having been transposed into national law in all relevant European jurisdictions over the last years.

The Solvency II regulation covers, among other matters, valuation of assets and liabilities, the treatment applicable to insurance and reinsurance groups, the definition of capital and the overall level of required capital. A key aspect of Solvency II is that the assessment of the Group's risks and capital requirements are aligned more closely with economic capital methodologies.

The SCOR Group is subject to supervision by the ACPR which has extensive oversight authority as the Group's supervisor but also as the local supervisor for each French insurance or reinsurance company.

Since January 1, 2016, the regulatory solvency position of the Group has been assessed using SCOR's internal model, which was approved in November 2015 by the relevant supervisory authorities.

For additional information on the impact of regulatory changes on the Group's operations and financial position, see Section 3.1.1.2.

For a detailed description of new governance requirements, see Section 2.

Asset management regulations

SCOR Investment Partners SE (formerly known as SCOR Global Investments SE) is subject to strict regulation in the various jurisdictions in which it operates. These regulations are generally designed to safeguard client assets and ensure the adequacy of disclosures concerning investment returns, risk characteristics of invested assets in various funds, suitability of investments for client investment objectives and risk tolerance, as well as the identity and qualifications of investment managers. These regulations generally grant supervisory authorities broad administrative powers, including the power to limit or restrict the performance of business activities for failure to comply with such laws and regulations.

Data protection regulations

The General Data Protection Regulation (GDPR) (EU 2016/679) of April 27, 2016, which came into force on May 25, 2018, established the principles of personal data processing within the European Union. The GDPR has (i) strengthened individuals' rights, by giving them more control over their personal data and by facilitating their access to it, (ii) harmonized the applicable laws within the European Union and set up a one-stop-shop system resulting in closer cooperation between data protection authorities, and finally (iii) required a stricter application regime under which data protection authorities are able to issue fines of up to 4% of the annual global revenue of companies which infringe the European regulation.

Regarding data transfers, on July 16, 2020, the European Union Court of Justice invalidated the "EU-US Privacy Shield," created in July 2016 (the "Schrems II Decision").

Following this decision, supplementary measures must now be considered alongside other mechanisms for data transfers to any non-EU jurisdiction (where no adequacy decision has been adopted by the European Commission). When transferring data to non-EU companies, SCOR uses standard contractual clauses together with supplementary measures as required. This mechanism is likely to evolve further. For example, on March 25, 2022, the European Commission and the United States announced an agreement in principle on a new Trans-Atlantic Data Privacy Framework and on October 7, 2022, the President of the United States published an Executive Order including commitments for this Data Privacy Framework which will be used as a basis for discussions by the European Commission on drafting a possible United States Adequacy Decision.

Regarding data transfers from the United Kingdom to EU Member States, on June 28, 2021, the European Commission adopted adequacy decisions to allow such transfers to continue as before Brexit, but this is subject to review and the United Kingdom may impose new restrictions to outbound transfers of personal data.

Data protection regulations are evolving in a number of other countries where SCOR operates. Examples of new laws and regulations include the Brazilian General Data Protection Law (*Lei Geral de Proteção de Dados* – LGPD), approved on August 14, 2018 and in force since September 18, 2020, the Chinese Personal Information Protection Law (PIPL), which was passed on August 20, 2021 and came into effect on November 1, 2021 and the California Privacy Rights Act (CPRA) voted into law on November 3, 2020 and effective from January 1, 2023.

For more information on data protection, see Section 3.1.1.2 – Risks related to legal and regulatory developments.

Regulations related to sustainable development

The SCOR Group is subject to the provisions of Article L. 225-102-1 and Article L. 22-10-36 of the French Commercial Code (*Code de commerce*) transposing Directive 2014/95/EU on the disclosure of non-financial and diversity information by certain large undertakings and groups. The information is presented in the non-financial performance statement in Section 6.

Since March 10, 2021, SCOR is subject to the requirements of the Article 29 of the French law for Energy and Climate as described in Article D.533-16.1 of the French Monetary and Financial Code (*Code monétaire et financier*). According to this regulation, the information requirements applicable to SCOR are extended to climate change risk management and information on biodiversity. Furthermore, SCOR is subject to the European Taxonomy Regulation No. 2020/852 and European Delegated Regulation No. 2021/2178 of July 6, 2021. According to this regulation, SCOR is required to publish sustainability indicators as from January 1, 2022. This information is presented in Section 6 – Non-financial performance statement.

Changes in the regulatory and compliance environment

The legislative, regulatory and litigation environment in which the Group operates is constantly changing. In continental Europe, reinsurers, insurers, asset managers and other financial institutions may face the risk of an increased number of legal disputes and associated costs, as a result of the introduction of class actions.

Furthermore, the increasing complexity and extra-territorial scope of many regulations and legislation on the fight against financial crime (fight against money laundering, financing of terrorism and corruption, national and international financial sanctions and embargoes) create serious risks of significant penalties and reputational risks in the event of failure to comply. As examples, see in particular the French Law of December 9, 2016 on transparency, the fight against corruption and the modernization of economic life (the "Sapin II" law), the European Market Abuse Regulation (the "MAR Regulation") which came into force on July 3, 2016 and the European Directive of October 23, 2019 on the protection of persons who report breaches of Union law (which was implemented in France on February 16, 2022).

This complexity is likely to continue to increase and could lead to increased compliance costs for financial institutions such as SCOR.

5.3.2. CHARTER AND BYLAWS

5.3.2.1. CORPORATE PURPOSE OF THE ISSUER (ARTICLE 3 OF THE BYLAWS)

As set forth in Article 3 of the bylaws (*statuts*), the corporate purpose includes the following:

- insurance, reinsurance, cession or retrocession of business of any nature in all classes and in all countries, the assumption in any form of reinsurance contracts or liabilities of any French or foreign company, organization, entity or association, and creation, acquisition, rental, lease, installation and operation of any undertaking related to these activities;
- the construction, lease, operation or purchase of any and all properties;
- the acquisition and management of all securities and other equity rights by any means including but not limited to the subscription, transfer or acquisition of shares, bonds, corporate rights, partnerships and other equity rights;
- the acquisition of equity investments or interests in any industrial, commercial, agricultural, financial, movable property or real estate companies, the formation of any company, participation in any capital increases, mergers, demergers and spin-offs;
- the administration, management and control of any company or other undertaking, direct or indirect participation in all transactions carried out by such companies or undertakings by any means including, but not limited, to shareholdings in any company or equity investment;
- the implementation and management of centralized cash resource management within the Group and the provision of services, to any Group company concerned, relating to the management and operations of centralized cash resources, and;
- generally, all such industrial, commercial and financial transactions, or transactions involving movable property and real estate, as may pertain directly or indirectly to the above stated corporate purpose or as may relate to or facilitate the implementation or pursuit thereof.

5.3.2.2. SUMMARY OF THE BYLAWS AND INTERNAL REGULATIONS OF THE COMPANY CONCERNING THE MEMBERS OF ITS ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

For further details, see Section 2.1 – Corporate Governance principles, shareholders' meetings, Corporate officers, executives, employees, and information required by Article L. 22-10-11 of the French Commercial Code (*Code de commerce*).

Directors

Related party agreements

French corporate law and the Company's bylaws provide for prior approval and verification of agreements, entered into directly or indirectly, between the Company and one of its directors, Chief Executive Officer, Deputy Chief Executive Officer (*directeur général délégué*), any of its shareholders holding more than 10% of the registered capital or of the voting rights or, if a legal entity, the company controlling it within the meaning of Article L. 233-3 of the French Commercial Code (*Code de commerce*) and/or any entity in which any of these persons is at the same time an owner, partner with unlimited liability, manager, director, member of the supervisory board or an executive officer, unless pursuant to the provisions set forth in Article L. 225-39 of the French Commercial Code: (i) agreements entered into in the ordinary course of business and under arm's length conditions; and/or (ii) agreements entered into by two companies, one of which holds, directly or indirectly, all of the other's capital, where applicable, minus the minimum number of shares required to fulfil the requirements of Article 1832 of the French Civil Code (*Code civil*) or Articles L. 225-1, L. 22-10-1, L. 22-10-2 and L. 226-1 of the French Commercial Code. Article L. 225-38 of the French Commercial Code (*Code de commerce*) also provides that the Board of Directors must demonstrate in their prior approval that the agreement is in the Company's best interests, in particular by specifying the financial conditions related thereto. The Board of Directors implements a procedure to assess, on a regular basis, if the agreements relating to ordinary transactions entered into at arm's length conditions actually comply with these requirements.

The directly or indirectly interested party must inform the Board of Directors as soon as it is aware of the existence of the related party agreement, and a majority of the non-related directors must approve the agreement for it to be valid.

If a related party agreement is pre-approved by the majority of the non-related directors, the Chairman must then report the authorized agreement to the Statutory Auditors within one month of the date it is signed. The Statutory Auditors must then prepare a special report on the agreement to be submitted to the shareholders at their next Shareholders' Meeting, during which the shareholders would consider the agreement for ratification (any shareholders concerned by the agreement would be excluded from voting). If the agreement is not ratified by the shareholders, it will not be rendered invalid, except in the case of fraud, but the shareholders may in turn hold the Board of Directors or interested Company representative liable for any damages suffered as a result thereof.

Any related party agreement reached without the prior consent of a majority of the non-related directors may be deemed null and void by a court, if the Company incurs a loss as a result. In addition, related parties may be held liable on this basis.

Directors' compensation

Pursuant to Article 13 of the Company's bylaws, the directors receive compensation, the maximum aggregate amount of which, determined by the shareholders voting at an Annual Ordinary Shareholders' Meeting, remains in effect until a new decision is made.

Board of Directors' borrowing powers

Under Article L. 225-43 of the French Commercial Code (*Code de commerce*), the directors, other than legal entities, Chief Executive Officer and Deputy Chief Executive Officers (*directeurs généraux délégués*) may not borrow money or obtain a guarantee from the Company. Any such loan or guarantee would be void and may not be enforced by third parties.

Directors' age limits

Under Article 10 of the Company's bylaws, directors and permanent representatives may hold office until the age of 77. Should any director reach the age of 77 while in office, their term of office will continue until it expires, as determined by the Shareholders' Meeting.

Chairman of the Board

Under Article 14 of the Company's bylaws, the Chairman shall organize and direct all work of the Board, for which they shall be accountable to the Annual Ordinary Shareholders' Meeting. They shall oversee the due and proper operation of Company management bodies.

Nobody may be appointed Chairman if over 72 years of age. Where the Chairman in office reaches this age limit, he shall be deemed as tendering resignation at the next Ordinary Annual General Meeting.

Under Article 11 of the Company's bylaws, in the event of a tie in votes of directors, the Chairman of the Board of Directors shall cast the deciding vote if they are chairing the meeting. This rule has not been applied since the separation of the roles of Chief Executive Officer and Chairman of the Board.

Chief Executive Officer

Under Article 16 of the Company's bylaws, the Chief Executive Officer shall be vested with the widest powers to act in all circumstances on behalf of the Company. They shall exercise powers within the limit of the Company's corporate purpose, subject to those expressly attributed by law to Shareholders' Meetings or meetings of the Board of Directors. They shall represent the Company in its dealings with third parties.

Upon proposal by the Chief Executive Officer, the Board of Directors may appoint, in line with the conditions set forth by law, up to five Deputy Chief Executive Officers. Deputy Chief Executive Officers shall have the same powers as the Chief Executive Officer, in dealings with third parties.

Nobody may be appointed Chief Executive Officer or the Deputy Chief Executive Officer if he exceeds 70 years of age. Where the Chief Executive Officer or Deputy Chief Executive Officer in post should reach this age limit, he shall be deemed as tendering resignation immediately following the forthcoming Ordinary Annual General Meeting.

5.3.2.3. RIGHTS, PRIVILEGES AND RESTRICTIONS ATTACHED TO EXISTING SHARES

Voting rights (Articles 7, 8 and 19 of the bylaws)

As of the date of this Universal Registration Document, the voting rights attached to shares are proportionate to the share of capital they represent.

At all Shareholders' Meetings, each shareholder has as many votes as the number of shares they hold or represent without any limitations other than those which may result from legal requirements and the stipulations above. The difference between the distribution of share capital and the distribution of voting rights reflects treasury shares with no voting rights.

Following an amendment to the Company bylaws approved by the Shareholders' Meeting on April 30, 2015, no double voting rights, as referred to in the provisions of Article L. 225-123 of the French Commercial Code (*Code de commerce*), introduced by Act No. 2014-384 of March 29, 2014, may be attributed to or benefit, in any manner whatsoever, any Company shares.

Where the shares are held by a beneficial owner, the voting rights attached to those shares belong to the beneficial owner at Ordinary Shareholders' Meetings, and to the bare owner at Extraordinary Shareholders' Meetings.

Failure to comply with legal and statutory obligations concerning thresholds may be sanctioned by the removal of voting rights for those shares or rights in excess of the undeclared portion.

Statutory distribution of earnings (Article 20 of the bylaws)

After approval of the financial statements and recognition of the existence of distributable funds in the form of earnings for the financial year less prior losses plus, if applicable, any profit carried forward, the Shareholders' Meeting shall distribute them as follows:

- all or part of the profit available for distribution may be transferred by the Shareholders' Meeting to any discretionary, ordinary or extraordinary reserves or carried forward, as deemed appropriate;
- any remaining balance shall be distributed among all shares in proportion to their unredeemed paid-up value.

Pursuant to Article R. 334-1 of the French Insurance Code (*Code des assurances*), the Company is not obliged to hold a legal reserve. The Shareholders' Meeting may distribute all or part of the discretionary reserves in the form of a full or partial dividend or as a special dividend. In this case, the resolution shall expressly indicate the sums to be deducted from each line item of reserves.

Each share entitles its holder to a share (in direct proportion to the number and nominal value of existing shares) in the corporate assets, profits or liquidating dividend.

The Company's bylaws also stipulate that profits available for distribution may be allocated to one or more optional or statutory reserves or distributed as dividends, as determined by the Shareholders' Meeting.

Dividends may also be distributed from optional or statutory reserves, subject to approval by the shareholders and certain limitations, either as an addition to an annual dividend distribution or as a special dividend.

The payment of dividends is decided by the Shareholders' Meeting held to approve the annual financial statements following the recommendation of the Board of Directors. If there are distributable profits (as shown on the interim balance sheet audited by the Statutory Auditors), the Board of Directors has the authority, subject to applicable French law and regulations, to distribute interim dividends without prior shareholder approval.

Dividends are distributable to shareholders in proportion to their respective holdings of ordinary shares. Dividends are payable to holders of ordinary shares outstanding on the date of the Shareholders' Meeting approving the distribution of dividends or, in the case of interim dividends, on the date of the meeting of the Board of Directors approving the distribution of interim dividends. The actual dividend payment date and the terms of payment are determined by the Shareholders' Meeting approving the declaration of the dividends or by the Board of Directors in the event of distribution of interim dividends. The payment of the dividends must occur within nine months of the end of the financial year. Dividends not claimed within five years of the date of payment revert to the French state. According to the bylaws, shareholders may decide in an Ordinary Shareholders' Meeting to give each shareholder the option of receiving all or part of a dividend or interim dividend in the form of ordinary shares. The determination of the portion, if any, of the annual dividend that each shareholder will have the option to receive in ordinary shares is also made at the Ordinary Shareholders' Meeting following a recommendation by the Board of Directors.

Dividends paid to non-residents are, in principle, subject to withholding tax.

Liquidating dividend (Article 22 of the bylaws)

If the Company is liquidated, its assets remaining after payment of its debts, liquidation expenses and all of its remaining obligations will be distributed in full first to repay the nominal value of the ordinary shares; then the surplus, if any, will be distributed on a pro rata basis among the holders of ordinary shares in proportion to the nominal value of their shareholdings and subject to any special rights granted to holders of preferred shares, if any.

Redemption of shares

Under French law, in the context of a share buy-back program (Article L. 22-10-62 of the French Commercial Code [*Code de commerce*]), the Board of Directors may be granted authority by the Extraordinary Shareholder's Meeting to buy back a specific number of shares, including for the purpose of a capital reduction not motivated by losses:

- with the aim of allocating them to employees or Company officers;
- to support the liquidity of securities under conditions set by the General Regulation (*Règlement général*) of the French Financial Markets Authority (*Autorité des marchés financiers* – AMF).

Liability for further capital calls

Shareholders are liable for corporate liabilities only to the extent of their contributions.

Share buy-back or conversion clause

The bylaws do not contain any share buy-back or conversion clauses.

Pre-emptive subscription rights for securities of the same class

Under current French regulations, and in particular Article L. 225-132 of the French Commercial Code (*Code de commerce*), any cash capital increase gives shareholders a pre-emptive right to subscribe to new shares proportionate to the amount of shares owned.

The Shareholders' Meeting which decides or authorizes a capital increase may, under Articles L. 225-135 and L. 22-10-51 of the French Commercial Code, eliminate the pre-emptive subscription right for the entire capital increase or for one or more tranches of said increase and may or may not allow a priority subscription period for shareholders. When the issue is carried out through a public offering or through an offer referred to in Article L. 411-2, II of the French Monetary and Financial Code without pre-emptive subscription rights, the issue price must be set according to Article L. 22-10-52 of the French Commercial Code.

In addition, shareholders deciding on a capital increase at a Shareholders' Meeting may reserve it for named persons or categories of persons corresponding to specific characteristics, in application of Article L. 225-138 of the French Commercial Code.

The Shareholders' Meeting may also reserve it for shareholders of another company that is the target of a public exchange offer initiated by the Company pursuant to Article L. 22-10-54 of the French Commercial Code or for certain persons in the context of contributions in kind in application of Article L. 22-10-53 of the French Commercial Code.

Jointly owned shares

Subject to legal provisions concerning shareholders' voting rights in Shareholders' Meetings and their right to information, shares are not divisible *vis-à-vis* the Company. This means that joint co-owners must be represented by one of said co-owners or by a single agent, appointed by the Court in the event of a dispute.

5.3.2.4. ACTIONS REQUIRED TO MODIFY SHAREHOLDERS' RIGHTS

Shareholders' rights are set forth in the Company bylaws. Under Article L. 22-10-31 of the French Commercial Code (*Code de commerce*), amendments to the bylaws must be approved by the Extraordinary Shareholders' Meeting by a two-thirds majority of the shareholders present or represented.

Attendance and voting at Shareholders' Meetings

Under French law, there are two types of Shareholders' Meetings: ordinary and extraordinary.

Ordinary Shareholders' Meetings are required for matters such as the election, replacement and removal of directors, the appointment of Statutory Auditors, the approval of the annual report prepared by the Board of Directors and of the annual financial statements and the distribution of dividends. The Board of Directors is required to convene an annual Ordinary Shareholders' Meeting, which must be held within six months of the end of the financial year. This period may be extended by an order of the President of the competent French Commercial Court. The Company's financial year begins on the first day of January of each calendar year and ends on the last day of December of that year.

Extraordinary Shareholders' Meetings are required for approval of matters such as amendments to the Company's bylaws, changes to shareholders' rights, approval of mergers, increases or decreases in share capital, the creation of a new class of shares and authorization to issue securities giving access to capital, by conversion, exchange or otherwise. In particular, shareholder approval will be required for any merger in which the Company is not the surviving entity or in which it is the surviving entity, but which would involve issuing a portion of its share capital to shareholders of the acquired entity.

Special Meetings of Shareholders of a certain class of shares (such as shares with double voting rights or preferred shares) are required for any changes to the rights associated with said class of shares. The resolution of the Shareholders' Meeting affecting these rights is effective only after approval by the relevant Special Meeting.

Other Ordinary or Extraordinary Meetings may be convened at any time during the year. Shareholders' Meetings may be convened by the Board of Directors or, if the Board of Directors fails to call such a meeting, by the Statutory Auditors, liquidators in bankruptcy cases, shareholders owning the majority of the ordinary shares or voting rights after launching a public takeover bid or by an agent appointed by a court.

A court may be requested to appoint an agent either by shareholder(s) holding at least 5% of the share capital, or a duly authorized association of shareholders holding their ordinary shares in registered form for at least two years and jointly owning a certain percentage of voting rights (calculated using a formula related to capitalization which, on the basis of the Company's outstanding share capital as at December 31, 2022, would represent approximately 1% of voting rights) or by any interested party, including the Works' Council in urgent situations.

The notice of such meetings must include the agenda for the meeting called.

The first notice of meeting must be sent at least 15 days before the date set for any Shareholders' Meeting and any second notice must be sent at least 10 days before. Such notice must be sent by mail to holders of ordinary shares who have held said ordinary shares in registered form for at least one month prior to the notice date.

Notice may be given by e-mail to holders of ordinary shares in registered form who have accepted in writing this method of notice.

For all other holders of ordinary shares, notice of the meeting is given *via* publication in a journal authorized to publish legal announcements in the country in which the company is registered and in the *Bulletin des annonces légales obligatoires* (BALO) with prior notice given to the French Financial Markets Authority (*Autorité des marchés financiers* – AMF).

At least 35 days prior to the date set for any Ordinary or Extraordinary Shareholders' Meeting, a preliminary written notice containing, among other things, the agenda and a draft of the resolutions to be considered, must also be published in the BALO.

The AMF also recommends publishing the preliminary written notice in a French national newspaper.

One or several shareholder(s), together holding a certain percentage of SCOR's voting rights (calculated using a formula related to capitalization which, on the basis of the Company's outstanding share capital as at December 31, 2022, would represent approximately 0.5% of voting rights), the Works' Council or a duly authorized association of shareholders holding ordinary shares in registered form for at least two years and holding together a certain percentage of the voting rights (calculated using a formula relating to capitalization which, on the basis of the Company's outstanding share capital as at December 31, 2022, would represent approximately 1% of the voting rights) may, no later than 25 days prior to the date set for the Shareholders' Meeting and no later than 20 days after the publication of the notice calling such meeting, propose draft resolutions to be submitted for approval by the shareholders at the Shareholders' Meeting.

Attendance and exercise of voting rights at Ordinary Shareholders' Meetings and Extraordinary Shareholders' Meetings are subject to certain conditions. In accordance with French law and Company bylaws, the right to participate in Shareholders' Meetings is subject to registration of shares in the shareholder's name or in the name of the approved intermediary acting on their behalf, by T-0 (Paris time) on the second trading day prior to the Shareholders' Meeting, either in the nominative share registers held on the Company's behalf by the Company's agent or in the bearer share accounts held by an authorized intermediary.

The registration of shares in the bearer share accounts held by the authorized financial intermediary shall be demonstrated by a certificate issued by the latter, which must be attached to the remote voting form, to the proxy voting form, or to the request for an entry card completed in the shareholder's name or on behalf of the shareholder represented by an authorized intermediary.

A certificate shall also be issued to any shareholder wishing to take part in person in the Shareholders' Meeting and who has not received their entry card by T-0 (Paris time) on the second trading day preceding the Shareholders' Meeting.

Each ordinary share confers on the shareholder one voting right. There is no provision in the bylaws for double or multiple voting rights for the Company's shareholders. Under French company law, ordinary shares held by entities controlled directly or indirectly by the Company are not entitled to any voting rights.

Proxies may be granted by a shareholder to another shareholder or to any individual or legal person of their choice. Shareholders may also send a blank proxy form to the Company. In the latter case, the Chairman of the Shareholders' Meeting will vote for the shares covered by blank proxy forms in favor of all resolutions proposed or approved by the Board of Directors and against all others.

Voting remotely is also allowed under French law. Forms for voting remotely or by proxy must be sent either by regular mail or, if permitted by the Company's bylaws, in electronic format. The regulations in force provide that the date after which voting forms received by mail will not be taken into account may not be earlier than three days before the Shareholders' Meeting, unless shorter delays are provided for by the Company's bylaws. Regarding remote voting forms and proxy forms in electronic format, the regulations provide that they must be received by the Company no later than 3 p.m. (Paris time) on the day prior to the meeting. SCOR bylaws provide that (i) the absolute deadline for return of remote voting forms and proxy forms may not be earlier than one day before the meeting date, and (ii) regarding electronic forms, when authorized by the Board of Directors of SCOR SE, voting and proxy forms must be received by the Company no later than 3 p.m. (Paris time) on the day prior to the meeting (see Section 5.3.2.5 below).

The Board of Directors may also decide to allow the shareholders to participate in and vote at any Shareholders' Meeting by videoconference or by any means of telecommunication through which they can be identified and which complies with the conditions set by applicable regulations.

The presence in person (including those voting remotely) or by shareholder proxy holding not less than one-fifth (for an Ordinary Shareholders' Meeting or an Extraordinary Shareholders' Meeting where an increase in the Company's share capital is proposed through incorporation of reserves, profits or additional paid-in capital) or one-fourth (for any other Extraordinary Shareholders' Meeting) of ordinary shares with voting rights is necessary for a quorum. If a quorum is not reached at a meeting, then the meeting is adjourned. For the second meeting, there is no quorum requirement in the case of an Ordinary Shareholders' Meeting or an Extraordinary Shareholders' Meeting where an increase in the Company's share capital is proposed through incorporation of reserves, profits or additional paid-in capital. For any other Extraordinary Shareholders' Meeting, the presence in person (including those voting remotely) or by proxy of shareholders holding at least one-fifth of the voting rights is necessary for a quorum.

At an Ordinary Shareholders' Meeting, a simple majority of the votes cast is required to pass a resolution. At an Extraordinary Shareholders' Meeting, a two-thirds majority of the votes cast is required, except for Extraordinary Shareholders' Meetings where an increase in share capital is proposed through incorporation of reserves, profits or additional paid-in capital, in which case, a simple majority is sufficient.

However, a unanimous vote is required to increase shareholders' liability.

The Shareholders' Meeting's decisions are taken by a majority (either a simple majority for Ordinary Shareholders' Meetings or a two-thirds majority for Extraordinary Shareholders' Meetings) of the votes validly cast. Abstentions by those present in person, voting remotely or represented by proxy are not deemed to represent votes against the resolution submitted to a vote.

The rights of a shareholder of a particular class of the Company's share capital, including ordinary shares, may only be amended after a Special Meeting of all shareholders of said class has taken place and the proposal to amend such rights has been approved by a two-thirds majority of shares of voters present (including those voting remotely) or represented by proxy. The ordinary shares constitute the only class of share capital.

In addition to rights to certain information regarding SCOR SE, any shareholder may, between the convening of the Shareholders' Meeting and the date of the Shareholders' Meeting, submit to the Board of Directors written questions relating to the agenda for the meeting. The Board of Directors must respond to such questions during the Shareholders' Meetings, subject to confidentiality concerns.

5.3.2.5. CONDITIONS FOR CALLING ANNUAL SHAREHOLDERS' MEETINGS AND EXTRAORDINARY SHAREHOLDERS' MEETINGS (ARTICLE 19 OF THE BYLAWS)

Shareholders' Meetings shall be called and conducted in accordance with French law. They shall consist of all shareholders, regardless of the number of shares held.

Meetings are held at corporate head offices, or elsewhere as indicated in the meeting notice.

All shareholders may attend the meetings, in person or through an agent, with proof of identity and share ownership, either in the form of registration in their name or a certificate from an authorized intermediary designated as account holder.

Subject to the conditions set forth by the legal and regulatory provisions in force, shareholders may send their proxy voting forms or remote voting forms concerning any Shareholders' Meeting either in paper format or, if approved by the Board of Directors, electronically. For instructions issued by shareholders electronically, including proxy instructions or for electronic remote voting forms, shareholders may enter information and sign electronically directly on the dedicated website set up by the Company, if applicable, and otherwise by any reliable identification process that safeguards the link between the signature and the form as determined by the Board of Directors and in accordance with the conditions defined by the legal and regulatory provisions in force.

The deadline for the return of remote voting forms and proxies shall be determined by the Board of Directors. The deadline may not be less than one day before the date of the Shareholders' Meeting. However, if authorized by the Board of Directors, electronic remote voting forms and instructions given by electronic means involving a proxy or a power of attorney may validly be received by the Company up until 3 p.m. (Paris time) on the day before the Shareholders' Meeting.

The Company's Board of Directors may also determine that shareholders may participate in and vote at any Shareholders' Meeting by videoconference or by any other mode of telecommunication whereby shareholders can be identified and can participate effectively, under the conditions set forth by the legal and regulatory provisions in force.

5.3.2.6. PROVISIONS THAT COULD DELAY, DEFER OR PREVENT A CHANGE IN CONTROL OR IN THE SHAREHOLDER STRUCTURE

Pursuant to Articles L. 322-4 and R. 322-11-1 of the French Insurance Code, any transaction allowing a person acting alone or in concert with other persons, as defined by Article L. 233-10 of the French Commercial Code (*Code de commerce*), to acquire, increase, decrease or cease holding, directly or indirectly, an equity stake in an insurance or reinsurance company, shall be notified by such person(s) to France's banking and insurance supervisor (*Autorité de contrôle prudentiel et de résolution* – ACPR) prior to its completion when any one of the three following conditions is met:

- the portion of voting rights or capital shares held by said person(s) exceeds or falls below the tenth, fifth, third or half thresholds;
- the Company becomes or ceases to be a subsidiary of said person(s);
- the transaction enables this or these persons to exercise a significant influence on the management of this company.

When the ACPR is notified of a decrease or sale of an equity stake, whether direct or indirect, it verifies whether this sale is likely to negatively affect the Company's reinsured clients as well as the sound and prudent management of the Company itself.

The authorization granted to the acquisition or increase of stakes, whether direct or indirect, may be subject to compliance with commitments made by one or several of those requesting approval.

If these commitments are not met, and without prejudice to the provisions in Article L. 233-14 of the French Commercial Code (*Code de commerce*), upon request from the ACPR, the District Attorney (*procureur de la République*) or any shareholder, a judge may suspend the exercise of the voting rights of those failing to meet their commitments until the situation is rectified.

Pursuant to Article L. 322-4-1 of the French Insurance Code, the ACPR shall also inform the European Commission, the European Insurance and Occupational Pensions Authority (EIOPA) and the supervisory authorities of the other Member States of any acquisition of a stake that may grant control of a reinsurance company to a company whose registered office is located in a State not party to the European Economic Area agreement.

Upon application by a competent European Union authority, the ACPR may raise objections during a three-month period to any acquisition of a stake liable to have the consequences referred to in the previous paragraph. The three-month time limit may be extended by the EU Council's decision.

5.3.2.7. DISCLOSURE THRESHOLDS

French law provides that any individual or legal entity, acting alone or in concert with others, that holds, directly or indirectly, more than 5%, 10%, 15%, 20%, 25%, 30%, 33 1/3%, 50%, 66 2/3%, 90%, or 95% of the shares or the voting rights attached to the shares, or whose holding decreases below any such thresholds, must notify the Company of the threshold crossing and the number of shares and voting rights it holds as a result within four trading days. Said individual or legal entity must also notify the French Financial Markets Authority (*Autorité des marchés financiers* – AMF) of the threshold crossing within four trading days. Any shareholder who fails to comply with these requirements will have their voting rights in excess of such thresholds suspended for a period of two years from the date notice is served and may have all or part of their voting rights suspended for up to five years by the French Commercial Court at the request of the Chairman, any of the shareholders or the AMF. In addition, any shareholder who, directly or indirectly, acting alone or in concert with others, acquires ownership of shares greater than or equal to 10%, 15%, 20% or 25% of the share capital must notify the Company and the AMF of its intentions for the six months following such an acquisition. Failure to comply with this requirement will result in the voting rights attached to the shares exceeding the applicable threshold held by the shareholder being suspended for a period of two years from the date on which notice is served and, upon a decision of the Commercial Court, part or all the shares of said shareholder may be suspended for up to five years.

In addition to the above mentioned legal requirements, the Company's bylaws provide that any individual or legal entity, acting alone or in concert, that comes to hold or ceases to hold, including through a registered intermediary within the meaning of Article L. 228-1 of the French Commercial Code, directly or indirectly, a portion of the share capital or of the voting rights of the Company equal to or greater than 2.5%, must inform the Company by registered letter with acknowledgement of receipt, addressed to the registered office, within five trading days of the date of the crossing of such threshold, of the total number of shares and securities giving access to share capital and the corresponding voting rights held. For the application of this statutory obligation, the shareholding thresholds are calculated according to the same rules as for legal thresholds, notably by taking into account the securities treated as equivalent within the meaning of Article L. 233-9 of the French Commercial Code. Failure to comply with this statutory requirement is sanctioned, upon request of one or more shareholders holding at least 2.5% of the Company's share capital, recorded in the minutes of the Shareholders' Meeting, by the suspension of voting rights, decided by the bureau of the Shareholders' Meeting, of all shares in excess of the undeclared threshold crossed for any Shareholders' Meeting that may take place during a period of two years following the date notice is served.

AMF regulations generally require, subject to limited exemptions granted by the AMF, any individual or entity that acquires, alone or in concert with others, shares representing 30% or more of SCOR's share capital or voting rights, to initiate a public tender offer for all remaining outstanding securities of the Company (including, for these purposes, all ordinary shares and all securities convertible into or exchangeable for or otherwise giving access to equity securities).

5.3.3. THIRD-PARTY INFORMATION AND STATEMENTS BY EXPERTS AND DECLARATIONS OF INTEREST

5.3.3.1. EXPERT'S REPORT

Not applicable.

5.3.3.2. INFORMATION FROM THIRD PARTIES

The Company certifies that the following information in this Universal Registration Document and received from third parties has been accurately reproduced and that as far as the Company is aware and is able to ascertain from information published by said third party, no facts have been omitted, which would render the reproduced information inaccurate or misleading:

- data issued from the AM Best Special Report Reinsurance (2022 Edition) and relating to the ranking on reinsurance market participants quoted in Section 1.1.1 – Group key figures and Section 1.3.4 – Information on SCOR's competitive position;
- ratings issued by the Standard & Poor's, Fitch Ratings, AM Best and Moody's rating agencies quoted in Section 1.2.4 – Ratings information and Section 3.3 – Internal control and risk management procedures;
- 2021 Society of Actuaries (SOA) and Munich Re Life survey of US life reinsurance, published in 2022, quoted in Section 1.3.5.3 – SCOR L&H.

5.3.4. PUBLISHED INFORMATION

The Company's bylaws are described in this Universal Registration Document and can be found on the Company's website. The other legal documents relating to the Company can be consulted at the Company's registered offices pursuant to the applicable rules and regulations.

The Company's Universal Registration Document filed with the French Financial Markets Authority (*Autorité des marchés financiers* – AMF), as well as the press releases of the Company, its annual and half-year reports, its annual and consolidated financial statements as well as the information relating to the transactions in treasury shares and to the total number of shares and voting rights can be found on the Company's website at the following address: www.scor.com.

Provisional schedule for financial publications

May 12, 2023	First-quarter financial information
July 27, 2023	2023 half-year results
November 10, 2023	Third-quarter financial information

5.3.5. MATERIAL CONTRACTS

On June 10, 2021, SCOR SE entered into a settlement agreement with Covéa Coopérations SA and Covéa S.G.A.M. which included, *inter alia*, the implementation of retrocession treaties.

For further details on the Covéa Agreement, see Sections 2.3.1 – Related party transactions and agreements and 5.2.1.1 – Main shareholders.

6 NON-FINANCIAL PERFORMANCE STATEMENT

This consolidated non-financial performance statement was prepared in accordance with the provisions of Article L. 225-102-1 and Article L. 22-10-36 of the French Commercial Code (*Code de commerce*) transposing Directive 2014/95/EU as regards the disclosure of non-financial and diversity information by certain large undertakings and groups.

Unless stated otherwise, this consolidated statement covers SCOR SE and all its fully consolidated subsidiaries, hereinafter "SCOR" or "the Group", except those listed in Section 6.9 – Note on methodology.

6.1. SUSTAINABILITY STRATEGY AND GOVERNANCE

6.1.1. OVERVIEW OF THE GROUP BUSINESS MODEL

6.1.1.1. RAISON D'ÊTRE

Combining the Art & Science of Risk to protect societies is SCOR's *raison d'être*. It was approved by the Shareholders' Meeting held on June 30, 2021.

As a global independent reinsurance company, SCOR contributes to the welfare, resilience and sustainable development of society by bridging the protection gap, increasing insurance reach, helping to protect insureds against the risks they face, pushing back the frontiers of insurability and acting as a responsible investor.

Through the expertise and know-how of its employees, it combines the Art and Science of Risk to offer its clients an optimum level of security and creates sustainable long-term value for its shareholders by developing its Life & Health (L&H) and Property & Casualty (P&C) business lines, respecting strict corporate governance rules.

SCOR provides its clients with a broad range of innovative (re)insurance solutions and pursues an underwriting policy founded on profitability, supported by effective risk management and a prudent investment policy.

6.1.1.2. SCOR'S CONTRIBUTION TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

As part of the work started end of 2020 to build an inspiring OneSCOR vision, focus groups were organized to explore what Sustainability meant to the participants and for SCOR's business model. Following a presentation on the 17 Sustainable Development Goals (SDGs), the employees reflected and voted on the SDGs that SCOR should prioritize and contribute to:

- SDG #13 – Climate Action
- SDG #3 – Good Health and Well-being
- SDG #4 – Quality Education

The three SDGs with the most employee votes are aligned with SCOR's main activities and *raison d'être*. They also tie in with the materiality analysis performed in 2022 involving internal and external stakeholders (see 6.1.3 – Sustainability materiality analysis). As such, they can be considered as SCOR's main focuses for delivering a positive impact. They are complemented by other goals related to natural assets as SCOR progresses on its sustainability journey.

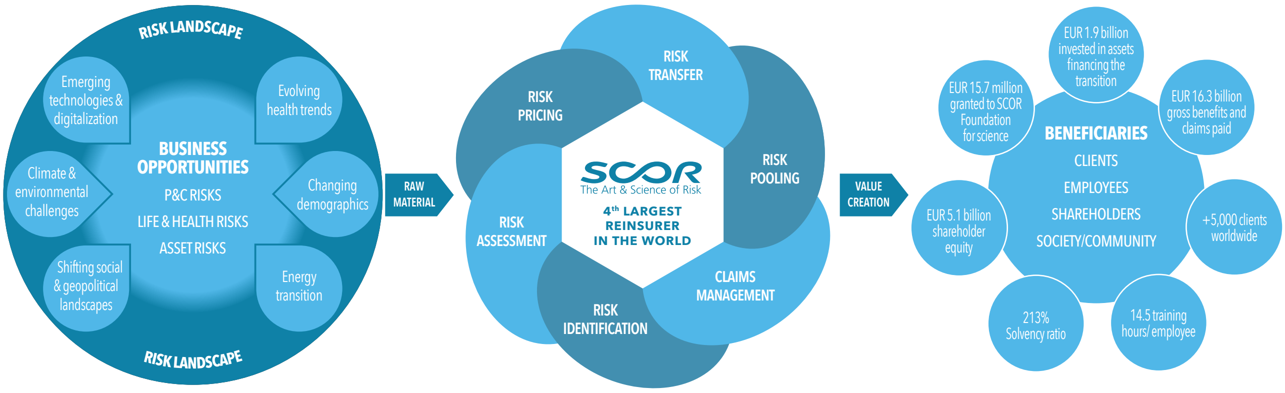
SCOR also uses the SDG framework to support its investment strategy. Its five key focus areas are all directly related to natural assets: clean water and sanitation (SDG #6), sustainable cities and communities (SDG #11), climate action (SDG #13), life below water (SDG #14), and life on land (SDG #15). SCOR intends to align itself with international objectives to limit global warming and preserve biodiversity.

6.1.1.3. BUSINESS MODEL

Reinsurance enables insurers to cover their risks by ceding part of them, to be pooled worldwide. SCOR covers major property and casualty risks including large catastrophe risks (both natural and man-made catastrophes: hurricanes, floods, volcanic eruptions, explosions, fires, plane crashes, etc.), and life and health risks (mortality, longevity and morbidity lines, both long term and short term). The challenge for reinsurance professionals consists of identifying, selecting, assessing and pricing risks, to effectively absorb them.

The Group has consistently executed its strategic plans combining growth, profitability and solvency, and it continues to take actions to navigate the transition to new risk environments and fully seize new opportunities.

- Climate change is impacting the reinsurance industry and SCOR is actively seeking to reduce its exposure to climate-sensitive perils;
- SCOR is actively managing its L&H portfolio and is diversifying away from pandemic risk to focus its growth on transactional lines of business such as longevity and Financial Solutions while optimizing the in-force portfolio profitability through management actions;
- SCOR is carefully monitoring the potentially negative impacts of the deteriorating macro environment and is focused on containing the impact of inflation through pricing, reserving, expenses management and asset allocation.



For more information on the Group's strategic plan, see the 2021 and 2022 investor day presentations.

6.1.1.4. GROUP'S ACTIVITIES

SCOR, the world's fifth-largest reinsurer, is established in around 30 countries and provides services to more than 5,000 clients worldwide. The Group is built around three business units – SCOR L&H (Life & Health), SCOR P&C (Property & Casualty) and SCOR Investments – and has organized its operations around three regional management platforms, or "Hubs": the EMEA Hub, the Americas Hub and the Asia-Pacific Hub.

The Group's organizational decisions are guided by its teams' skills and expertise, operating efficiency, structural simplicity, clear reporting lines and balance between teams across the Group's different entities.

Reinsurance business

A specific feature of the reinsurance industry is that it is structurally exposed to shocks. Major risks, which are the raw material of reinsurance, result in shocks of varying origins, scale and impacts depending on the economies and populations concerned.

The reverse nature of the reinsurance production cycle is another specific feature of reinsurers' business models: the selling price of reinsurance products and services is set before their actual cost is accurately known. As a consequence, the performance of investment portfolios has a direct impact on risk pricing.

In this context, reinsurers create diversified risk portfolios. This is achieved by aggregating major risks that SCOR, as a reinsurer, pools by business line and geographical area, resulting in a more adequate risk profile in line with the Group's risk appetite and risk tolerance. The Group also limits and optimizes its exposure by transferring part of these risks through retrocession and securitization.

Reinsurance is therefore a business that involves deliberately taking calculated risks. It allows the Group's clients to cover their risks by transferring part of those, so that they can be pooled worldwide. In return for a premium that it invests to generate financial return, reinsurance absorbs the financial consequences of the events and damages to which it is exposed.

The Group is active in two reinsurance segments *via* its business units:

- SCOR P&C operates in two business areas: Reinsurance (including Property, Casualty, Motor, Credit and Surety, Decennial Insurance, Aviation, Marine, Engineering and Agricultural risks) and Specialty insurance (split between Single risks and portfolio). Its activities are supported and complimented by SCOR Partners;
- SCOR L&H covers Life & Health insurance risks through three product lines – Protection, Longevity and Financial Solutions – with a strong focus on biometric risks.

The Group's reinsurance activities and the types of reinsurance it engages in are presented in greater detail in Sections 1.2.5.1, 1.2.5.2 and 1.2.5.3 of this Universal Registration Document. Additional information about developments in the life and non-life reinsurance markets is provided in Section 1.3.1 of this Universal Registration Document.

Investments and asset management

The Group also conducts investment activities *via* SCOR Investments, its third business unit, which operates the asset management activities of the Group. This business unit consists of two activities: (i) the Asset Owner department and (ii) SCOR Investment Partners, a regulated asset management company.

SCOR Investments is presented in Sections 1.2.3.1 and 1.2.5.6 of this Universal Registration Document. Additional information about developments in financial markets is provided in Section 1.3.2 of this Universal Registration Document.

6.1.2. GOVERNANCE

SCOR has an integrated governance system that takes into account the environmental, social and governance-related impacts, risks and opportunities of SCOR's business activities. This system is structured around five core pillars:

- a general reference framework based on international standards and initiatives and SCOR's *raison d'être*;
- a dedicated and robust governance framework under the supervision of the Board of Directors, with input from its specialized Committees;
- a risk management system that builds on SCOR's analysis and monitoring of megatrends and the associated risks;
- a framework to implement a variable compensation linked to sustainability criteria.
- integrated initiatives laid out in annual action plans;

These pillars are presented in greater detail in the following subsections.

6.1.2.1. GENERAL REFERENCE FRAMEWORK

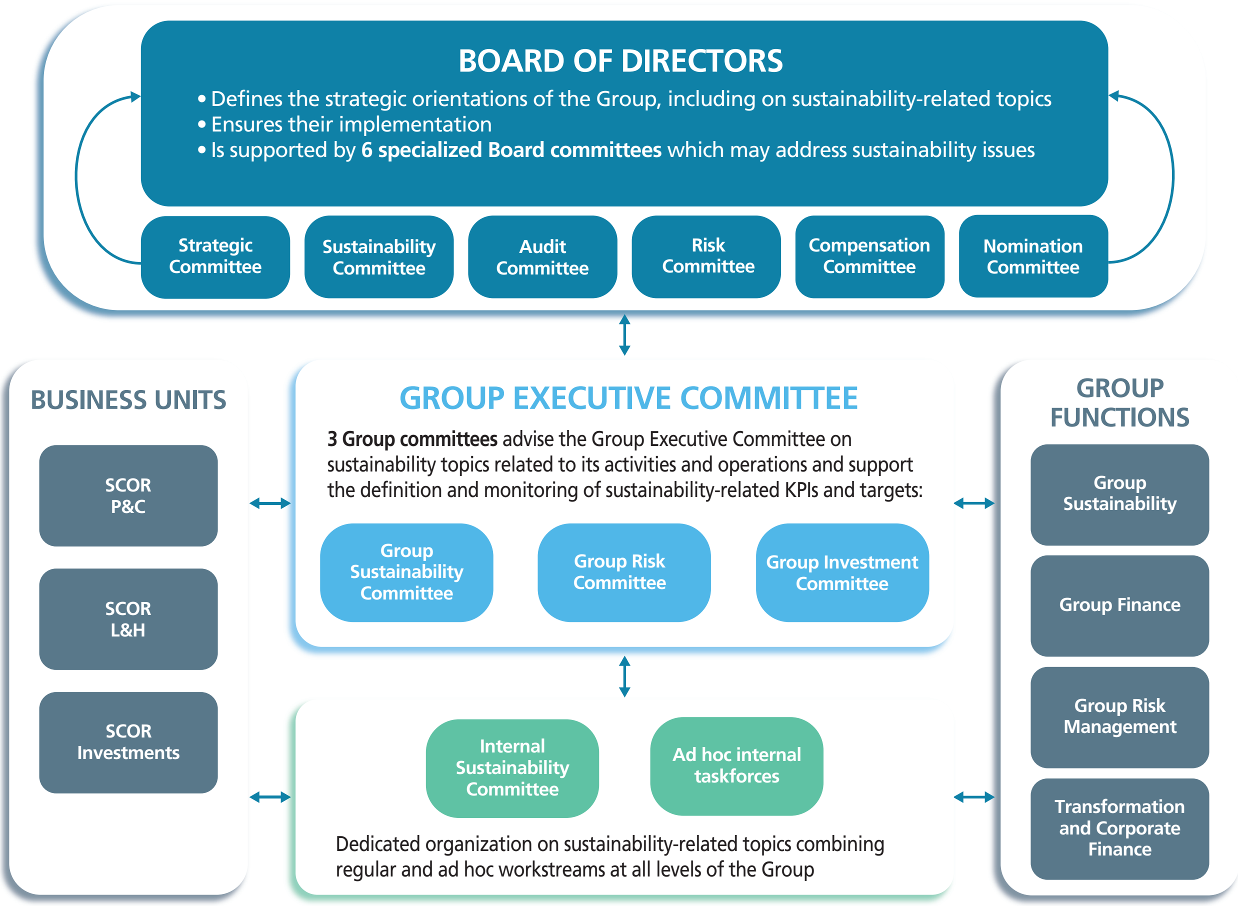
The consideration of environmental, social and governance-related matters related to the Group's business activities and operations, and more generally the Group's sustainability approach, are guided by the involvement in UN Global Compact initiatives, the the Principles for Sustainable Insurance (PSI), the Principles for Responsible Investment (PRI), the orientations set out in SCOR's *raison d'être* and its contribution to the Sustainable Development Goals.

- At a cross-sector level, as part of its longstanding participation in the United Nations Global Compact, SCOR is aligning with the initiative's ten principles, covering human rights, international labor standards, environmental protection, and the fight against corruption, in a framework tailored to its sphere of influence.
- At the level of the (re)insurance sector, several initiatives provide a framework for incorporating the risks and opportunities arising from sustainability matters, including the development of expertise and solutions to address issues relevant to the Group's business activities. As such, SCOR has been a founding member of the Principles for Sustainable Insurance since 2012. It is also a member of the Principles for Responsible Investment as an institutional investor (2019) as well as *via* its asset management subsidiary, SCOR Investment Partners (2016). More recently, SCOR joined two strategic initiatives aimed at fostering the transition to net-zero greenhouse gas (GHG) emissions by 2050: the Net-Zero Asset Owner Alliance in May 2020 and the Net-Zero Insurance Alliance in July 2021 (see Section 6.3 – Integrating environmental challenges into SCOR's activities).

These considerations are translated into standards in the Group's main reference texts, in particular the Code of Conduct and the sustainability policy.

They are also embedded in internal guidelines setting out the rules of conduct and the procedures to be followed in the exercise of the Group's business activities (*e.g.* the anti-corruption policy or the ESG underwriting guidelines for the Group's P&C insurance activities).

6.1.2.2. A GOVERNANCE DEDICATED TO SUSTAINABILITY



The role of the Board of Directors and its specialized Committees

SCOR's Board of Directors has various advisory Committees responsible for preparing its discussions, assisting it in its supervisory role and making recommendations in specific areas, including on environmental, social and governance matters.

Under the conditions defined by the Board's Internal Charter, the Board of Directors defines the Group's strategic orientations, ensures their implementation in accordance with its corporate interest, taking into consideration the social and environmental aspects of the Group's activity. As of December 31, 2022, eleven Board members had expertise in sustainability, as specified in Section 2.1.3.2 – Information concerning the members of the Board of Directors. Several specialized Committees of the Board of Directors provide regular supervision of the initiatives conducted by the Group's Management, including on sustainability matters:

- **The Strategic Committee** examines the Group's strategy, including the integration of sustainability matters.
- **The Sustainability Committee** ensures that the Group's sustainability approach is consistent with its long-term development, and that the direct and indirect impacts of its activities on the environment and society are taken into account in its strategy. Drawing on the materiality analysis, the Committee examines the main sustainability-related matters the Group deals with in its underwriting and investment strategies, when operating its business and when managing its human capital. It oversees the sustainability strategy and its consistency with SCOR's public commitments. The Committee is kept informed of major sustainability trends and in particular the timeline of sustainable finance regulations and their potential impacts on SCOR's sustainability strategy. It also oversees SCOR's sustainability performance through a yearly action plan and a quarterly dashboard as well as changes in SCOR's ESG ratings by selected rating agencies and SCOR's assessment by external stakeholders, including non-governmental organizations.
- **The Risk Committee examines,** based on the Own Risk and Solvency Assessment (ORSA), the major risks to which the Group is exposed, on both the assets and the liabilities sides, and ensures that tools for monitoring and controlling these risks are in place. It examines the Group's main risks and its Enterprise Risk Management (ERM) policy. It also examines the Group's strategic risks (including emerging risks) as well as the Group's main technical and financial commitments (underwriting, reserving, market, concentration, counterparty, asset-liability management, liquidity and operating risks, as well as risks relating to changes in prudential regulations). The Risk Committee is kept regularly informed of the major social and environmental issues that may influence the Group's activities, including megatrends (*e.g.* climate change and environmental degradation, changing demographics and lifestyles, digitalization of the economy) and the associated emerging risks closely linked to these issues.

- **The Audit Committee** has accounting, financial and non-financial responsibilities, including the review of the European Union Taxonomy key performance indicators. It is also responsible for various ethical, internal control and compliance issues. As such, the Committee examines the annual compliance plan and keeps itself informed of the Company's compliance activities.
- **The Compensation Committee** is tasked primarily with proposing a view to determining the compensation policy of corporate officers. It sets the rules for determining the variable portion of executive corporate officers' compensation and ensures the consistency of these rules with their annual performance evaluation and with the Group's medium-term strategy. It also examines the terms, amount and apportioning of the stock option and performance share allocations for all Group employees. The Group's environmental and social performance is one of the performance conditions associated with these compensation instruments, as specified in Section 6.1.2.3 of this statement.
- **The Nomination Committee** ensures that executive corporate officers implement a policy of non-discrimination and diversity, in particular with regard to the balanced representation of men and women in the executive bodies.

For more information on the main activities of these Committees in 2022, see Section 2.1.4 – Board of Directors' Committees.

The role of the Executive Committee and its advisory Committees

The Management bodies play an important role in the Group sustainability strategy. Three Committees advise the Executive Committee on sustainability issues related to the Group's activities and operations. The composition of these Committees, the combination of skills within them, the preparatory work conducted by each of them, the regular interactions with Executive Management and the Executive Committee, provide a structured framework for the analysis of social and environmental issues, from a financial, non-financial and impact materiality standpoint:

- The Group Sustainability Committee meets on a quarterly basis ahead of the Board of Directors' sustainability Committee meetings and is tasked with approving decisions concerning SCOR's approach and initiatives related to its sustainability ambitions. More specifically, the main duties of the Committee are to assess the adequate level of ambition of the sustainability strategy, ensure its consistency across the Group and to anticipate the impacts of sustainability trends and regulations on SCOR's activities;
- The Group Risk Committee also meets every quarter ahead of the Board Risk Committee. In addition to preparing the Board Risk Committee, the main duties of the Group Risk Committee are to steer the Group's risk profile, maintain an effective enterprise risk management framework and foster an appropriate risk culture throughout the Group. Climate risks, extreme events and their direct impact on SCOR's risk profile are regularly discussed in these meetings;
- The Group Investment Committee meets at least once every quarter. Its role is to define the investment strategy at Group level and to supervise the implementation of this strategy in compliance with its sustainability policy, as well as regulatory and contractual constraints. The Group Investment Committee validates investments and approves normative and thematic exclusions, as well as major portfolio reallocations related to risk management and impact assessment.

The Group Chief Sustainability Officer and the Sustainability department

The Group Chief Sustainability Officer (CSO), member of the Group Executive Committee, heads up the Group CSO domain. The latter includes the Sustainability department led by the Group Head of Sustainability.

The Sustainability department is organized in three teams: Sustainable Insurance, Sustainable Investments and Corporate Sustainability. It is responsible for defining the framework and preparing and coordinating the Group's sustainability strategy. It is also in charge of coordinating and monitoring the execution of the sustainability action plan.

The Sustainability department also coordinates the internal Sustainability Committee, which meets on a quarterly basis. This Committee aims to promote discussion and share information on the Group's actions related to sustainability matters. It consists of representatives from each Group business unit and Group functions (*e.g.* Risk Management, Human Resources, Compliance, Investor Relations, Communications and Hub representatives).

Lastly, members of the sustainability department participate in the Mandate Investment Committee, which also brings together the SCOR Asset Owner department and representatives from SCOR Investment Partners. This Committee regularly analyzes portfolio positions at a more granular level and discusses strategic choices in light of the Group's sustainable investment strategy. The SCOR Asset Owner department monitors the compliance of all investment decisions with the various risk limits set by the Group (*e.g.* risk appetite and tolerance), and monitors ESG ratings, exclusion lists and the operational implementation of the sustainability action plan.

6.1.2.3. PERFORMANCE CONDITIONS ON SOCIAL AND ENVIRONMENTAL ISSUES

SCOR has incorporated sustainability-related criteria into the compensation of its teams, based on arrangements appropriate for the relevant compensation mechanisms and the responsibilities held within the organization:

- a portion of the short-term variable compensation paid to the Group's executive corporate officer is based on individual sustainability-related objectives. These objectives, their attainment and their achievement rates are set out in the report on corporate governance included in the 2022 Universal Registration Document;
- a portion of the short-term variable compensation of the members of the Executive Committee is also based on sustainability-related objectives;
- all beneficiaries of long-term compensation components (performance shares and stock options) must satisfy the allocation conditions based on sustainability criteria, such as complying with ethical principles, as provided for in the Code of Conduct, and completing sustainability-related training;
- finally, managers and their employees also have the option to set specific sustainability-related goals (*e.g.* relating to diversity, well-being at work, environmental performance, or the integration of ESG issues into the Group's business activities) as part of the Annual Alignment Conversation.

For further information on Board of Directors and Executive Committee member compensation and share ownership, see Section 2.2 of this document.

6.1.3. SUSTAINABILITY MATERIALITY ANALYSIS

In accordance with the requirements of the European Non-Financial Reporting Directive (2014/95/EU) and the European Commission's non-binding guidelines on reporting climate-related information, SCOR has conducted an internal assessment of the main sustainability issues and risks relating to its business activities.

The non-financial performance statement provides an up-to-date overview of the sustainability risks relating to the Company's business activities, based on the information categories referred to in Articles L. 225-102-1 III and L. 22-10-36 of the French Commercial Code.

The identification of significant issues and risks as defined in Article L. 225-102-1 and Article L. 22-10-36 of the French Commercial Code follows an analysis of non-financial risks, taking into account the information categories established in these Articles and the first level of detail as indicated in Article R. 225-105 of the French Commercial Code.

In addition to the regulatory requirement, the purpose of the materiality analysis was to:

- identify and prioritize sustainability matters based on stakeholders' expectations and the business outlook to set an adequate sustainability ambition for SCOR;
- meet the expectations of SCOR's investors and ESG rating agencies, using the materiality matrix as a basis for non-financial information, meet regulatory requirements, and anticipate the application of new standards and soft laws;
- identify the impact of SCOR's business on stakeholders and ecosystems, whether on itself, its value chain or worldwide.

By conducting this exercise, SCOR has identified the main relevant sustainability matters from both the financial and the impact on stakeholders' perspective, implementing the "double materiality" approach. The concept of double materiality covers both outside-in risks and opportunities of sustainability matters for SCOR's business model as well as the potential impacts of SCOR's activities on the environment and people (inside-out impacts).

This exercise complements the reviews regularly conducted by the Group of the risks that could have a material adverse effect on its activity, its financial situation, or its results (or its capacity to meet its objectives). Section 3 – Risk factors and risk management mechanisms outlines the current assessment of SCOR's main risks and the main risk management mechanisms currently in place. If the risks disclosed in Section 3 were to occur, they could potentially have a significant impact on SCOR's business, present and future revenues, net income, cash flows, financial position, and potentially, share price. The risks to which SCOR is exposed are identified and assessed through various enterprise risk management (ERM) mechanisms, applied to each risk in a relevant and appropriate manner. SCOR's ERM framework is further described in Section 3.3 – Internal control and risk management procedures. Risks are measured by SCOR using its internal model, for use under Solvency II.

SCOR is also exposed to other risks which, given their nature, are not modeled or are only implicitly modeled within the internal model. SCOR may be exposed to emerging risks, which include new threats or constantly changing current risks with a high degree of uncertainty. Environmental, social and governance (ESG) trends may also negatively impact SCOR's business and operations. In particular, major environmental and social issues such as global climate change and environmental degradation have the potential to create new risks or exacerbate existing risks. Risks arising from ESG trends are also referred to as "sustainability risks".

Approach to assessing sustainability impacts, risks and opportunities

The approach used for assessing double materiality is based on interviews and surveys conducted with internal and external stakeholders, covering a broad range of sustainability-related matters. The assessment followed three phrases.

- Preparation: SCOR identified sustainability matters that were classified under the environmental, social and governance pillars as well as according to cross-cutting issues (sustainability strategy, risk management and digital transformation) based on existing regulations, best practices and literature. SCOR selected stakeholders to be interviewed and surveyed, both internal (employees and senior executives) and external (clients, investors and banks).
- Dialogue: during the interviews and surveys, stakeholders were asked to prioritize and assess the materiality of the sustainability matters selected. Additionally, each sustainability matter prioritized during the interviews and surveys was attributed a zone of influence for its potential impact: (i) impact on SCOR itself, (ii) impact on its value chain, and (iii) impact worldwide. A group of internal experts discussed and assessed SCOR's impact on the sustainability matters identified.
- Communication: the findings and key takeaways were communicated to internal stakeholders and reviewed by the Group Sustainability Committee. The results of the sustainability risk assessment were then discussed and validated by the Board following the recommendation of the Sustainability Committee.

Outcome

Outside-in outcome – Non-financial risks

Human capital management, climate change (physical and transition risks) and nature & biodiversity are perceived as the key sustainability matters and non-financial risks for SCOR in terms of market expectations and strategic ambition.

The non-financial risks selected have been cross-checked against the results obtained using other mechanisms for identifying existing risk factors within the Group (*e.g.* megatrends, emerging risks and operational risks).

These risks, and the associated policies or programs and performance indicators, are presented in Sections 6.2 to 6.6 of this statement.

Risks	Mitigating policies	Key performance indicator	Section	Unit	2022 Result	2021 result
Human capital management-related risks	Compensation policy Employee share ownership policy Diversity & inclusion policy	Turnover rate	6.2.1.2	%	12.74	8.55
		Rate of participation to one training (excl. mandatory training)	6.2.1.1	%	76	70
		Proportion of women at "Partnership" level GP to EGP	6.2.2.1	%	23	20
Climate change-related risks (physical and transition)	Sustainability policy SBS underwriting policy Exclusion policies	SCOR P&C Share of eligible activities under the European Taxonomy	6.3.1.2	%	58	62
		SCOR Investments Share of eligible activities under the European taxonomy	6.3.2.3	%	10.6	0
		Carbon intensity by enterprise value on corporate bonds and equities(1)	6.3.2.3	tCO_2 /EUR million invested	407	173
		Operations Greenhouse gas emissions/employee	6.3.3.3	tCO_2/ employee	0.97	0.68
Nature & biodiversity-related risks	Sustainability policy	Measure of the corporate biodiversity footprint	6.3.2.3	km^2MSA/ year	458	231

(1) Corporate bonds and equities represented 45% of the Group's total portfolio in 2022 and 43% in 2021.

Inside-out outcomes – SCOR's impacts on external ecosystems

Human capital management and climate change (physical and transition risks) are also perceived as the key sustainability matters on which SCOR can have the greatest impact. Given the Group's activities in the Life & Health business, the impact analysis also shows that health is a key sustainability topic on which it can have positive impact.

Across all factors analyzed, the means through which SCOR can have the greatest impact are the Group's strategy on underwriting and, to a lesser extent, on investments. By essence, the Group has the leeway to make its sustainability ambition more impactful. Expertise & product innovation was also identified as a main lever.

The strategic levers identified are therefore:

- Underwriting strategy & risk management;
- Investment strategy & risk management;
- Expertise & product innovation.

Corporate governance and reporting and transparency complement SCOR's main levers on sustainability-related matters. Promoting good practices is part of SCOR's strategy to demonstrate the consistency of its sustainability ambition.

6.2. HUMAN CAPITAL AS A KEY SUCCESS FACTOR FOR THE GROUP

SCOR's human resources strategy is based on unifying values that reflect its commitment to its clients, employees and shareholders. SCOR people are, like financial capital, an essential resource for a reinsurer such as the Group. Financial capital ensures solvency, while human capital – SCOR's employees around the world – ensures the daily performance of operations. In this sense, one of SCOR's competitive edges lies in its ability to attract, mobilize, develop and retain talented and competent people to achieve excellence in their areas of expertise. An inadequate compensation policy, lack of skills development, or insufficient consideration of diversity may contribute to an operational risk of a failure to attract and retain key people (see also Section 3.1.6.2 – Risks related to staff). As such, the management of SCOR's employees and teams, overseen by the Group Chief Human Resources Officer, has implemented a harmonized global strategy which aims at attracting and retaining the Group's employees through several policies and measures relating to three key themes:

- **Attracting and retaining talent:** To address this objective, SCOR carefully looks at developing skills and preparing for future needs on one hand, and aligning stakeholders' interests and retaining talent through a compensation policy based on individual and collective performance, on the other hand;
- **Providing a working environment conducive to an inclusive culture, well-being and commitment:** through a global program called *#WorkingWellTogether*;
- **Fostering social dialogue:** SCOR's ambition is to create coherent social dialogue within the Group, notably through various collective agreements.

As at December 31, 2022, the Group's human capital reporting covers 3,522 employees, which includes the employees of SCOR (3,176 employees including SCOR Syndicate), ReMark (187 employees), ESSOR (95 employees), AgroBrasil (54 employees), SIP UK Ltd (5 employees), and MRM (5 employees), but does not include the employees of Château Mondot SAS (25 employees) and Les Belles Perdrix de Troplong Mondot EURL (24 employees)[(1)].

6.2.1. ATTRACTING AND RETAINING TALENT

6.2.1.1. DEVELOPING SKILLS AND PREPARING FOR FUTURE NEEDS

Developing the expertise, knowledge and career paths of employees is a key condition to ensuring employee engagement and well-being, contributing ultimately to the Group's performance. In this regard, a whole range of policies and tools have been implemented to support and assist employees in their professional development.

1 - Developing individual performance

The Annual Performance Review gives employees annual objectives and a concrete appraisal of their contribution over the past year. In particular, it provides employees with the opportunity to receive feedback on their skills and career development. This interview is a key element in the human capital management policy in terms of individual career management, training and salary increases.

When setting up new goals, employees and managers are invited to set sustainability objectives, which are optional (except for Executive Committee members, for whom at least one sustainability objective is mandatory) in support of SCOR's commitment to sustainability. The objectives include community engagement, well-being and diversity in the workplace, environmental protection, and the integration of social and environmental issues in the Group's business activities. Employees and managers are also invited to define digital and expertise objectives, to enhance the development of innovative and high value-added digital solutions for the Group.

2 - Considering career prospects

In addition to analyzing performance over the year and setting new performance goals, an Annual Professional Interview and Career Conversation is also held, to facilitate the professional development of each employee. With their managers, employees examine their career prospects within the Group, based on their personal aspirations and the needs of the Company. Together, they also identify concrete development objectives and the corresponding training actions.

3 - Identifying the Group's strategic needs and skills and supporting and assisting each employee

The Leadership and Organizational Reviews are conducted by the top management of each company department jointly with the Human Resources Department. These reviews[(2)] are organized by activity in four steps: review of the organizational structure and the business challenges, analysis of individual skills and career prospects, definition of individual action plans (training, professional development, compensation, etc.), and definition of succession plans.

From an operational point of view, these reviews enable the Group to meet key business needs: having the right talent in the right place, developing skills, and preparing for future needs.

(1) Due to their specific activities, their business models and their organizations, their human resources are managed independently from the Group and employee numbers are therefore not included in the Group figures
(2) SCOR Syndicate, ReMark, Essor, AgroBrasil, SIP UK Ltd. and MRM employees are not covered by these reviews.

4 - Developing employees' skills

SCOR University, supported by a team of training and development specialists, assists the development of the Group as a global, agile and learning organization, encouraging the culture of autonomous learning and feeding the spirit of initiative and growth:

- By developing learning paths and experiences, and by providing a wide range of training resources and development opportunities;
- By supporting the various businesses and teams to develop specific programs and courses in order to meet their specific needs.

SCOR University focused its development in 2022 on priorities aligned with business needs and strategic goals. Specifically, it conducted: management and leadership programs closely linked to the Group's skills model and values (71 managers trained); certification programs in the Agile project methodology (61 certified participants); support for employees in hybrid work (approximately 1,100 participants); and the launch of a mentoring platform (77 mentees and 69 registered mentors).

Development & Growth @ SCOR ecosystem was also launched in 2022, born of a collaboration between the SCOR University, OneSCOR Institute, SCOR Internal Talks teams and Knowledge.scor.com, which together support employee development at SCOR. This ecosystem, open to all employees, allows them to discover the different training initiatives and formats, services and resources offered, adapted to their learning style:

- SCOR University offers paths, programs and learning experiences that meet the specific needs of different businesses and teams, and includes a wide range of digital training (LinkedIn Learning, Speexx);
- OneSCOR Institute offers experiential group learning to discover, practice, concretely apply and master the ways, behaviors and mindsets to bring to life the pillars of the SCOR culture;
- SCOR Internal Talks are internal sessions to share knowledge and experience on innovative projects or collaborative initiatives, expertise on specific areas of activity, and success stories;
- Knowledge.scor.com intranet facilitates knowledge-sharing and creates expert-led communities within SCOR.

A first joint initiative, the "SCOR Learning Days", has been organized by the four teams in the spirit of OneSCOR in October 2022. This initiative was an opportunity for all employees to explore the Development & Growth @ SCOR ecosystem and to participate in the workshops offered to experiment with various offers and formats. Around 1,000 employees participated in this initiative, representing around 900 hours of training.

In 2022, 76% of employees participated in at least one training session, compared to 70% in 2021 (excluding mandatory e-learning training modules). In addition, each employee received an average of around 14.5 hours of training including mandatory training (compared to 17 hours[1] in 2021). Finally, the training budget was EUR 1.2 million (compared to EUR 1.5 million in 2021).

6.2.1.2. ALIGNING STAKEHOLDERS' INTERESTS AND RETAINING TALENT THROUGH A MERIT-BASED COMPENSATION POLICY

The Group's compensation policy is designed to attract and retain employees and reward individual performance.

It is governed by specific regulations applicable to the insurance (*e.g.* Solvency II) and asset management (*e.g.* CRD IV and AIFMD) sectors as well as by specific local requirements, and aligned with the Group Fit & Proper policy.

In terms of risk and regulations, SCOR is committed to maintaining a compensation policy that is fully in line with SCOR's controlled risk appetite. It discourages excessive risk taking, aligns management objectives with shareholder expectations, motivates and retains its pool of talent, and ensures compliance with the regulations and guidelines defined by the regulators regarding compensation policies.

Key components of the Group's compensation policy

The Group's compensation policy reflects the desire to implement compensation schemes in accordance with best market practices and to involve key employees in the Group's medium- and long-term development.

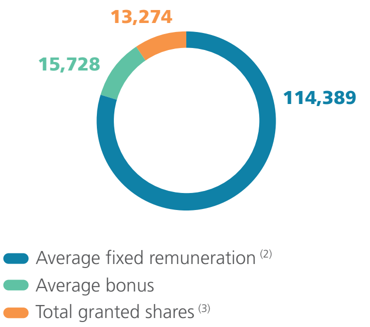
Compensation includes several components: a fixed and a variable portion, an immediate and a deferred portion, and an individual and a collective portion. The components include a basic cash salary, an annual cash bonus, shares and options where applicable, pension schemes and any other benefits.

Base salaries are set according to criteria that consider a variety of factors, such as local labor market conditions, the employee's qualifications and prior professional experience, expertise acquired, current position and responsibilities.

Each year, SCOR reviews base salaries to reward both individual performance and the management of new responsibilities by an employee. Salaries are not automatically inflation-indexed, except in the few countries where it is a legal requirement. In addition, the Group continued its employee share ownership policy in 2022, allocating shares to all of its employees based on their performance.

(1) *This metric includes training hours of interns in 2021.*

SCOR 2022 compensation (composition of the package)[1]
In EUR



(1) Excluding ReMark, Essor, AgroBrasil, SIP UK Ltd., MRM and SCOR corporate officers. Total compensation is calculated on the basis of the 3,174 employees present on December 31, 2022.
(2) Average fixed compensation is based on the annual base salary paid to the employee, prorated to actual hours worked.
(3) Amount calculated, for each plan, by multiplying the number of shares allocated by the fair value of the share in the plan, which is calculated in accordance with IFRS.

In 2022, the average employee compensation was as follows:

- SCOR – EUR 143,391 (compared to EUR 132,587 in 2021, excluding SCOR Syndicate), consisting of average fixed compensation of EUR 114,389, an average bonus of EUR 15,728 and average share allocations of EUR 13,274;
- ReMark – EUR 70,795, consisting of an average fixed compensation of EUR 63,319 and an average bonus of EUR 7,476;
- Essor – EUR 32,283, consisting of an average fixed compensation of EUR 29,018 and an average bonus of EUR 3,264;
- AgroBrasil – EUR 28,896, consisting of an average fixed compensation of EUR 27,215 and an average bonus of EUR 1,681;
- SIP UK Ltd. – EUR 139,484, consisting of an average fixed compensation of EUR 112,307 and an average bonus of EUR 27,176;
- MRM – EUR 141,450, consisting of an average fixed compensation of EUR 102,200, an average bonus of EUR 30,940 and average share allocations of EUR 8,310.

In 2022, the employee turnover rate[1] was 12.74% (compared to 8.55%[2] in 2021). This rate is at an acceptable level with regard to talent retention.

"Partnership" program: a tool for talent retention

The "Partnership" program involves approximately 25% of the employees in the Group's human capital. In addition to specific compensation plans, this program gives Partners access to selective information and proposes specific career development solutions.

There are four main Partner levels: Associate Partners (AP), Global Partners (GP), Senior Global Partners (SGP), and Executive Global Partners (EGP). Except for the EGPs, these levels are then subdivided into two levels, to take into account seniority or special achievement promotions. GPs, SGPs and EGPs accounted for 10% of employees as at December 31, 2022.

The Company has a formal procedure for appointing and promoting Partners, which is conducted every year at an Executive Committee meeting.

The Partnership level determines the Partners' bonus components. Calculated from the basic gross annual salary, the SCOR bonus system is linked directly to the employee's individual performance appraisal (with predefined ranges corresponding to individual performance) and also to SCOR's return on equity (ROE) for the year in question.

SCOR Partners are also eligible for free shares and stock options based on their performance. However, this does not mean that they are granted every year, nor that every Partner will receive them. In addition, the Group has set up a Long-Term Incentive Plan (LTIP), a complementary scheme to retain some of its key employees. The individual allocation process for the grant of free shares and stock options is supervised by the Compensation Committee.

6.2.2. WORKING WELL TOGETHER PROGRAM

SCOR implemented a global program called #WorkingWellTogether rolled out around three pillars: diversity and inclusion, quality of life & well-being at work and community engagement.

This program consists of multiple and interactive events (workshops, conferences, digital training modules, etc.) organized locally and globally. The aim of this program is to fully involve employees, unite them at a Group level and collectively have a positive impact on the communities throughout SCOR.

6.2.2.1. PROMOTING INCLUSION THROUGH DIVERSITY AND EQUITY

Promoting diversity, inclusion and equity is an essential objective of the Group's human capital management policy and, as such, represents the first pillar of the #WorkingWellTogether program. It is part of the Group's commitment to ensure equal opportunities and respectful treatment for all employees, contributing to its economic and financial performance and to the recognition of the Group's employer brand, which in turn helps attract and retain skilled employees.

SCOR's Diversity and Inclusion policy, as well as the Code of Conduct, describe the Group's commitment to upholding the principle of equal opportunity in all aspects related to employment: recruitment, evaluation, compensation and talent management. To that end, these texts define a global harmonized framework while defining the roles and responsibilities of the various stakeholders regarding its enforcement and the consequences in the event of non-compliance with these principles.

(1) Number of permanent employee contract departures in 2022, excluding intercompany transfers as a proportion of the overall permanent employee contract headcount as at December 31, 2021.
(2) This turnover rate only includes SCOR, SCOR Syndicate and ReMark.

The Diversity & Inclusion strategy, formalized at Group level in 2020, is rolled out and adapted at local level. It aims to define a common framework and ensure the implementation of an increasingly inclusive organization through three pillars:

- "Connect": creating a working environment free from prejudice and discrimination, where every employee is accountable;
- "Educate": anchoring our diversity and inclusion culture by leveraging partnerships and building internal training pathways;
- "Act": implementing impactful actions throughout the employee's career cycle formalized at Group level in 2022 as a Diversity & Inclusion roadmap, whose commitments will be continued in 2023 until 2025.

For example, as part of SCOR's commitment and in accordance with the action plan for sustainability, holders of SCOR shares commit to follow a mandatory training session on a sustainability matter. Given SCOR's strong ambition to embed diversity and inclusion into the OneSCOR strategy and ways of working within the Group, the subject chosen for the mandatory training in 2022 was inclusion. Therefore, SCOR employees followed interactive webinars. The objective of this program was to raise awareness and empower employees in making SCOR an increasingly inclusive work environment, respectful of all forms of diversity.

Beyond the diversity and inclusion policy, and in accordance with the principles mentioned in Section 6.4.1. – Human rights at SCOR, the Group continued its commitment in 2022 with contracted third parties (in particular service and other SCOR suppliers) by requiring them to adhere to the Group's sustainable development charter (unless these third parties already apply equivalent internal principles or charters) which notably covers the principles of the United Nations Global Compact, including the sixth principle on the elimination of all discrimination in matters of Employment and Occupation.

Endorsing gender equality

The Diversity and Inclusion policy pays special attention to matters relating to diversity. In particular it covers gender equity, and the principles supporting the Group's approach to the balanced representation of genders in management bodies and in senior positions. As at December 31, 2022, women represented 47% of the headcount, compared to 48% as at December 31, 2021.

The SCOR Group strives to implement concrete actions to promote gender equality at all levels of the organization. In 2022, it pursued this ambition through concrete actions resulting from the definition of the 2021-2023 roadmap, based on six priorities:

1. Strengthening the visibility of female talent;
2. Raising awareness of gender equality;
3. Reinforcing our external partnerships and the actions of SIGN+;
4. Attracting a gender-balanced pool of graduate talent;
5. Working to achieve gender pay parity;
6. Ensure gender diversity at the highest levels of the organization.

Likewise, SCOR is pursuing its commitments relating to Women's Empowerment Principles (WEP), signed in October 2021. This United Nations initiative is a set of seven principles offering guidance to businesses on how to promote gender equality and women's empowerment in the workplace, marketplace and community:

- Principle 1: High-level corporate leadership;
- Principle 2: Treat all women and men fairly at work without discrimination;
- Principle 3: Employee health, well-being and safety;
- Principle 4: Education and training for career advancement;
- Principle 5: Enterprise development, supply chain and marketing practices;
- Principle 6: Community initiatives and advocacy;
- Principle 7: Measurement and reporting.

These principles reflect SCOR's roadmap, since the actions and initiatives already implemented by the Group are in line with these principles. The endorsement of the Women's Empowerment Principles leads to better recognition of SCOR's efforts to address gender diversity, inclusion and equality – three essential objectives of its human capital management policy – and will demonstrate the Group's willingness to further the targets set for these topics.

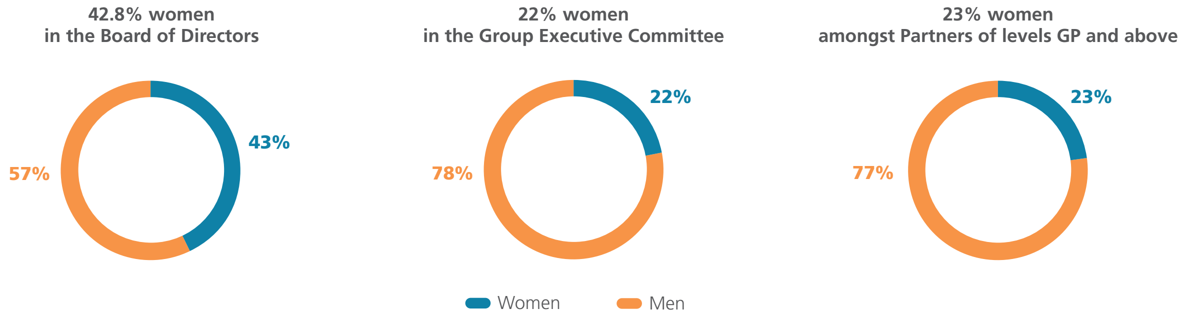
As part of its Diversity and Inclusion policy and the associated roadmap, SCOR has continued to roll out proactive measures, alongside an orchestrated internal communication approach under the #WorkingWellTogether brand. Following the independent company-wide D&I audit launched in 2021 on diversity and inclusion issues at SCOR, ongoing actions have been taken to consider and implement highlighted recommendations. For example, the creation of a new Group Diversity & Inclusion function and the appointment of a Head of Diversity, Inclusion & Engagement embodies the Group's desire to be more intentional and strategic on this subject.

- Recruitment: SCOR is committed to raising awareness on diversity and inclusion among those involved in the recruitment process, ensuring that the process is free from discriminatory behavior through recruitment-specific training promoting diversity and inclusion. In addition, SCOR strives to ensure that the selection process is as objective as possible, thanks to the use of a skills-based evaluation system. Specific checks are also carried out on candidate evaluations *via* the Group's recruitment platform to ensure that equal treatment is respected. In 2022, job descriptions were reviewed to avoid any form of direct or indirect bias.
- Training: in 2022, the Group kept working on a balanced representation of genders within the leadership programs, reaching the parity target (58% representation). In addition, an international inter-company Leadership program was offered to 5 female talents. This program is a seminar that aims to contribute to the construction of strong and inspiring individuals who will bring change within the Company.
- Compensation: pay gaps continue to be subject to an in-depth analysis based on a pay analysis tool and the "Global Job Grading" classification implemented across the Group in 2022, helping to ensure equal pay.

- Network & oversight: the Group's commitment to continuously improve its gender diversification is also enhanced by its involvement with organizations working towards the advancement of women in careers in the financial industry, such as Financi'Elles (France), the Women's Insurance Network (UK), and Advance (Switzerland). In addition to the networking opportunities provided by these networks, SCOR, through its involvement, is able to rate its performance in diversity and female representation in high-responsibility positions by comparing it to its industry counterparts. In this regard, pursuant to French law, each year SCOR publishes its workplace gender equality index [(1)], for the France scope, which was up by 2 points in 2022 at 91/100 (compared to 89/100 in 2021). These results reflect efforts made in terms of compensation, promotion, the return to work following maternity leave, and gender equality among the ten highest-paid employees.

Ensuring balanced gender representation in governing bodies

Gender diversity within governing bodies is also a priority for SCOR. Numerous gender balance measures are already in place or are being implemented, and SCOR is working to increase diversity in its governing bodies.



SCOR's ambition goes beyond the objectives set in the updated AFEP-MEDEF corporate governance code of January 29, 2020, recommending the implementation and publication of a specific gender diversity policy for governing bodies. The Group wants to actively promote women's development and inclusion within its governance levels. To deliver on this ambition, SCOR has been a member of Financi'Elles for many years. This initiative aims to promote gender diversity in the financial services sector in France. It is committed to help improve and streamline women's access to the top level of organizations in the finance sector. In 2022, women represented 42.8% of the Board of Directors (as in 2021).

In 2021, the Board of Directors decided to set a target for women to represent 30% of the Group Executive Committee's members by 2025, up from 10% in 2020.

In order to build a strong pipeline of senior female talent, and in line with SCOR's policy implemented in the last few years aiming to ensure gender balance among those in the Partnership program, the Board of Directors has also decided to set an additional target of 27% women at Global Partner (GP), Senior Global Partner (SGP) and Executive Global Partner (EGP) levels by the end of 2025, up from 23% today.

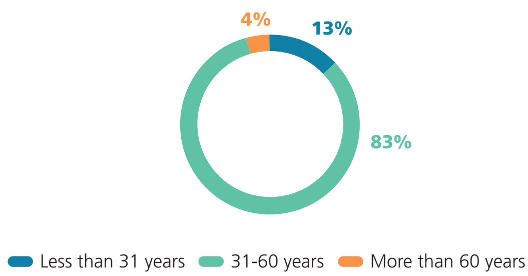
At the end of 2022, women represented 22% of the Group Executive Committee's members (as in 2021) and accounted for 23% of the expanded scope covering GP to EGP Partners (20% in 2021). They also represented 32% of the Group's Partners (31% in 2021).

Focus on SIGN+

In 2022, the work of SIGN+ communities (SCOR Inclusive Global Network) continued around the world. SIGN+'s ambition is to encourage diversity and inclusion at all levels of the hierarchy, for all teams and all geographies. It aims to offer spaces locally for all members to promote and discuss diversity and inclusion in all forms. Many events were organized in 2022, such as conferences and testimonials of the inspiring journeys of SCOR employees (including Fabian Uffer, CRO, and Sabrina Kruse, Head of Diversity, Inclusion & Engagement) and public figures (Marion Poitevin, high mountain rescuer), as well as awareness-raising and personal development workshops ("Yes we are").

Promoting all types of diversity

Breakdown by age[(1)]



(1) Due to local laws, these figures exclude the age of employees working in the Americas Hub.

With approximately 65 nationalities and the resulting cultural differences, the Group pays close attention to the conditions that favor a collaborative work environment and the integration and development of employees, regardless of their origin or nationality.

(1) The workplace gender equality index is based on 5 indicators: gender pay gap, gap in the distribution of pay raises between men and women, gap in the distribution of promotions between men and women, pay raises on returning from maternity leave and gender equality among the top ten earners.

Regarding intergenerational diversity, the Group promotes the integration of new employees and provides equal support to older and younger employees across the Company. SCOR's ambition is to encourage employees to work together more effectively and better share their knowledge globally, facilitate the onboarding of new hires, offer new development opportunities for older employees and improve the visibility of young employees.

The Group also implements non-discriminatory measures for older employees. These may take the form of collective agreements in some countries, such as France, which upholds its commitments on non-discrimination, equal treatment, recruitment, retention, and skills management for senior citizens.

Personal coaching and support for older employees, along with pension schemes tailored to employees' personal situation, are also available locally, such as in Cologne.

Ensuring employment and inclusion of employees with disabilities

Employees that report having disabilities account for 0.62% of the workforce (*i.e.* 22 employees). They work in the EMEA region, which accounts for 58% of the total workforce.

SCOR has stepped up its support for the employment of people with disabilities. It focuses on internal and proactive communication regarding disability in order to change negative attitudes and subconscious biases, inform employees with disabilities of their rights and provide them with the tools and solutions to ensure their full inclusion.

In 2022, SCOR continued its commitments under the Manifesto for the inclusion of people with disabilities in economic life, signed in France in 2019. It presents ten key actions for the hiring, the inclusion and development of people with disabilities. It aims to strengthen dialogue and interactions between companies, associations, civil society and jobseekers with disabilities.

SCOR is also active in developing business relationships with providers that employ disabled people. The IT Department has worked for over 10 years with ATF Gaïa, a company specializing in the lifecycle management of professional computers and mobile telephony equipment where people with disabilities represent more than 60% of employees with permanent contracts.

The Human Resources Department has established a partnership with Agefiph to promote its job offers among disabled workers.

Various initiatives were undertaken in 2022 to include people with disabilities and raise employee awareness. In particular, as part of European Disability Employment Week, SCOR ran a number of initiatives to include people with disabilities: "DuoDay" brought together a disabled person and a SCOR employee, while exchange workshops (on culture and sports) and awareness-raising workshops around disability were also organized.

6.2.2.2. QUALITY OF LIFE AND WELL-BEING AT WORK

The Group aims to retain talented employees by facilitating an improved work-life balance. As such, quality of life and well-being at work represent the second pillar of the #WorkingWellTogether program. It involves the development of an innovative flexible working environment and dedicated events raising awareness on health and well-being at work.

Health & Safety at SCOR

Occupational safety includes safety (accident prevention) and security (prevention of malicious acts). SCOR's approach to strengthening occupational safety and security is set out in the SCOR Group Physical Security and Safety Policy.

Moreover, SCOR has implemented a Group occupational health & safety policy structured around the following areas:

- Prevention, information and training;
- Complementary health cover, psychological support and assistance from occupational health services;
- Mobilization in favor of employees' well-being and mental health through the #WorkingWellTogether program;
- Provision of a quality work environment, promoting both physical and mental health and providing appropriate furniture (particularly in terms of workstation ergonomics) and sports equipment;
- Promotion of a work environment free from any form of discrimination or harassment, and promotion of diversity and inclusion;
- Promotion of the work-life balance, especially by encouraging employees to take days off and disconnect;
- Identification, assessment and monitoring the development of risks;
- Listening to concerns expressed by employees, including through regular surveys and dialogue with staff representatives;
- Existence of a whistleblowing procedure through which employees can report any situation that could compromise their health or safety.

Since the global health crisis, which transformed the working environment and methods, the commitment to quality of life and well-being at work took on a whole new meaning. This required the implementation of specific measures to protect the physical and mental health of SCOR employees.

For example, SCOR University offered training sessions throughout the year to support managers and employees adopting new behaviors to successfully transition to hybrid working. Approximately 1,100 employees have been trained around the world with more than 2,000 hours of training completed. The training offering was structured around two modules:

- **"Working effectively in hybrid mode",** employee webinar, and **"Preparing for hybrid management: the 7 essential keys",** manager webinar, aiming at strengthening collaboration and knowledge-sharing in hybrid working arrangements, implementing best practices to work remotely with efficiency, drawing inspiration from concrete feedback and sharing some key tips for hybrid management;
- **"Train the Trainer: building your hybrid team charter",** managers' workshop, aimed at proposing a new team dynamic in hybrid mode, rethinking the organization of work around activities and collaboration, and leading a dialogue around the hybrid team charter.

The hybrid work model continues to be rolled out gradually within the Group. As an example, in France, a new collective bargaining agreement relating to remote working was signed with the social partners on October 31, 2022, effective on November 1, 2022. This agreement allows employees to work remotely within the limit of 50% of working days and promotes an agile work environment.

To support the implementation of this new collaborative 50/50 work policy, the OneCalendar application was implemented for the Group in 2022, allowing each employee to indicate which days they are working at the office and which days they are working at home.

This user-friendly application helps to better coordinate the work organization in the office, and also gives visibility to the presence of teams, in order to optimize interactions and avoid the risk of situations in which certain employees find themselves isolated.

Well-being at SCOR

Well-being and psychological safety at work have never been more important. The pandemic has not only exacerbated mental health issues but also highlighted the need for companies to have a comprehensive health and well-being strategy, and a supportive work culture.

Employee mental health

To this end, SCOR strengthened awareness of mental health issues in 2022, helping employees acquire the skills to have better mental health conversations, identify symptoms early and seek out/offer the right support. Therefore, SCOR University designed two training programs open to all:

- **"Let's Talk about Mental Health"** is an employee webinar. It aims to help employees spot the signs of mental health issues and build resilience, and provides access to mental health resources and support.
- **"How are you? I'm fine thank you"** is a managers' webinar. It helps support mental health within teams and start conversations on this topic.

In addition to actions in favor of health, measures are set up to improve safety at work and support hybrid work:

- A psychological assistance program is provided in each location of the Group in order to support all employees and their family members who so wish. The Group has strived to minimize the risks associated with work-life imbalance, feelings of isolation and organizational difficulties linked to hybrid work;
- Specific events are provided locally and globally, in different formats, to raise awareness around employee well-being and health: training, well-being weeks, mental illness prevention initiatives, identification and training of mental health first aiders, and a movement raising awareness on "Movember", for male diseases. Lastly, the deployment of the Good Life mobile health application, developed by SCOR Life & Health's actuarial teams, continued. The application encourages employees to keep in shape throughout the year through connected sports challenges, some of which are for charity (summer challenge, sustainability week challenge, Christmas challenge, etc.).

Engagement surveys

To monitor engagement and well-being within teams, a new "WorkingWellTogether" engagement survey campaign was launched in 2022.

These new surveys aim to support dialogue within the organization and give employees a forum to speak out about key engagement topics such as management, well-being, work environment, and career development. Access to consolidated results is granted to managers, *via* a dedicated engagement platform, in compliance with confidentiality, in order to work collectively and within teams to make SCOR an employer of choice.

The results of these surveys are also shared and discussed within the leadership teams in order to influence team management and identify and build action plans on the quality of life at work. In 2022, the survey showed well-being at an average of 66/100 (compared to 69/100 in 2021).

In addition, the Group's absenteeism rate[(1)] increased between 2021 and 2022, from 3.03% to 4.30%. The proportion of leave due to sickness[(2)] increased from 1.34% to 2.09%.

6.2.2.3. COMMUNITY ENGAGEMENT

The third and final pillar of the #WorkingWellTogether initiative is the commitment to supporting communities, which is embedded in the guidelines on the SCOR Community Engagement program from 2020. This pillar seeks to facilitate social, societal and environmental engagement by SCOR employees within communities thanks to the SCOR for Good program. This approach is the result of a broad consultation that SCOR launched with its employees on a number of sustainability topics to understand how these topics could be better taken on board in the organization.

SCOR for Good is an inherently inclusive employee-driven program allowing employees to engage in volunteering during their working time. It draws on a network of "champions" committed to driving community engagement in their respective locations through a digital platform. The latter facilitates employees' involvement in charity work by offering a catalogue of charity partners and highlighting causes to champion in alignment with the Group's *raison d'être*.

As part of the SCOR for Good program, the Group, with the strong support of the Board of Directors and the Executive Committee, offers each employee the possibility of dedicating one day of their working time per year to a community engagement activity. In 2022, 475 days of community engagement were recorded (compared to 189.5 in 2021), upon employee declaration (refer to Section 6.9.1 – Note on methodology).

(1) Number of days of absence including sick leave and paternity, maternity, parental, sabbatical and exceptional leave divided by the total theoretical number of days worked in the year.
(2) Number of days of absence in the year including sick leave, divided by the total theoretical number of days worked in the same year.

In 2022, SCOR for Good actions focused on the three Sustainable Development Goals (SDGs) chosen by the employees and the Group: climate action, good health and well-being and quality education. Many activities such as volunteering, fundraising, collections, donations and solidarity sporting events were organized around the world by employees to help communities in need:

- in Hong Kong, employees used their professional skills to help young working people in their professional success (SDG #4 – Quality education);
- in France, urban gardening activities in schools and "Keen To Clean" activities were organized to raise employee awareness and have a direct impact on environmental protection (SDG #13 – Climate action);
- in the United States, "Pinky Swear" action campaign was led to support children with cancer and their families;
- in Switzerland, SCOR employees took part in a "Move for Movember" step challenge, supporting research to fight testicular and prostate cancer (SDG #3 – Good health and well-being).

The year was also highlighted by a strong action in support of Ukraine. Fundraising, supplemented by an equivalent amount donated by the Group, was organized for the first time at the global level. More than EUR 300,000 was collected for the French Red Cross and the "Fondation de France", in order to support humanitarian aid for the population in Ukraine and for those affected by the war.

In addition, the first Engagement Month was launched in June 2022 within the Group. More than 19% of employees took part in one of the 50 solidarity team-building activities organized within the various offices, also contributing to a global challenge in favor of UNESCO Given the success of the initiative, this program will be renewed in 2023.

6.2.3. FOSTERING SOCIAL DIALOGUE

One of SCOR's ambitions is to establish a coherent and harmonized social dialogue aimed at sharing the Group's main principles with all employees.

The Common European Companies Committee (CECC)

As a European Company (*Societas Europaea*), SCOR has set up a European committee, the Common European Companies Committee (CECC), covering all its European subsidiaries and branches, corresponding to around 60% of its global workforce. SCOR was the first listed French company to set up this structure under European law.

This Committee demonstrates SCOR's desire to treat all of its employees fairly and equally and also demonstrates the quality and efficiency of employee/management dialogue within the SCOR Group. The CECC comprises employees from all European subsidiaries in the Group and has certain prerogatives in terms of information and consultation: in order to enable a fruitful dialogue, the committee is informed of the Group's overall situation as well as its economic and financial outlook. It is consulted on all proposed measures likely to affect the interests of employees in several European countries. The CECC met five times in 2022, on March 8, March 29, May 13, July 5 and October 11, 2022.

Directors representing employees

In accordance with the provisions set out in Articles L. 225-27 and L. 225-28 of the French Commercial Code, SCOR has implemented a staff representation system for its employees and the employees of its direct and indirect subsidiaries with a registered office in France, on SCOR SE's Board of Directors.

On April 14, 2022, two directors were elected to represent employees on SCOR SE's Board of Directors for a period of three years:

- Marc Buker was elected for the "managers" college, with Adela Vico del Cerro as substitute;
- Pietro Santoro was elected for the "non-managerial" college, with Deborah Giudici as substitute.

Directors representing employees are full Board members and therefore have the same duties and liabilities as any ordinary member of the Board. As a reminder, the Board of Directors determines the strategic orientations of the activity of SCOR and oversees their implementation, in accordance with its corporate interest, taking into consideration the social and environmental challenges of its activity.

The role of employee representatives

In addition to the meetings held with the CECC, social dialogue takes place at local level with employee representatives from different countries worldwide. 67 meetings were held in 2022 (compared to 50 in 2021), including 18 meetings in France.

In 2022, the meetings of the employee representative bodies focused on the Group's strategy and the various organizational changes.

A highlight of the year was the continued rollout of the hybrid work model. Numerous exchanges took place with employee representatives and a new remote working agreement was signed in France on October 31, 2022.

In addition, 7 collective bargaining agreements were entered into within the Group (compared to 12 in 2021), including a salary agreement on January 27, 2022, and a collective agreement relating to profit-sharing on June 17, 2022. These agreements are intended to improve SCOR's financial performance and the working conditions of its employees by involving them more closely in the Company's performance and improving employee benefits.

The agreements signed cover a large range of topics, in particular:

- quality of life at work, the fight against discrimination, and gender equality;
- working time reduction, flexible time, part-time work, the right to disconnect and, in 2022, remote working;
- the forward management of jobs, skills and professional careers for employees of the companies;
- 2022 employee savings scheme.

6.3. INTEGRATING ENVIRONMENTAL CHALLENGES INTO SCOR ACTIVITIES

In an ever riskier and more uncertain world, the (re)insurance industry has a leading role to play in driving sustainable and responsible development. As a Tier 1 global reinsurer and in line with its *raison d'être*, SCOR is firmly committed to contributing to goals set by the European Union of achieving carbon neutrality by 2050. To support this objective, the Group has joined both the Net Zero Asset Owner Alliance (NZAOA) and the Net Zero Insurance Alliance (NZIA), organizations that have committed to minimum criteria on decarbonization and net-zero targets and contributing to the implementation of the Paris Agreement on Climate Change.

More broadly, preserving natural assets is today a key priority and goes beyond fighting climate change and reversing biodiversity loss. Nature must be considered in its entirety and SCOR intends to play its part in addressing this tremendous challenge throughout its activities.

This section summarizes SCOR's achievements regarding the integration of environmental challenges in its activities, including the disclosures required under the European Taxonomy.

To drive capital flows towards sustainable investments and implement its Green Deal, the European Union has developed a taxonomy under the Taxonomy Regulation (Regulation (EU) 2020/852). This regulation establishes a European Union-wide classification system to identify economic activities that are considered sustainable. It recognizes, aligned with the European taxonomy, economic activities that make a substantial contribution to at least one of the six European Union climate and environmental objectives, while at the same time not significantly harming any of these objectives and meeting minimum social safeguards. The six environmental objectives covered by the Taxonomy Regulation include two climate objectives on climate change mitigation and adaptation, which must be considered when calculating the indicators covering the 2022 financial year. The other four environmental objectives still under development cover the sustainable use and protection of water and marine resources, the transition to a circular economy, pollution prevention and control, and the protection and restoration of biodiversity and ecosystems, and are expected to be taken into account at the earliest for indicators covering the 2023 financial year).

SCOR, as a (re)insurance company, is required to publish two eligibility indicators as of December 31, 2022:

- the share of eligible activities for its underwriting activities (see Section 6.3.1.2 – Developing products addressing specific environmental issues);
- the share of eligible activities for its investment activities (see Section 6.3.2.3 – Achievements and next steps).

6.3.1. INSURANCE AND REINSURANCE ACTIVITIES

SCOR is directly exposed to the risks associated with the environment as a risk carrier on the liability side. The most severe scenarios of climate change could deeply transform the Group's risk universe and raise insurability challenges for some risks. Information on losses due to natural catastrophes is disclosed in Section 1.3.5.2 – Impact of natural catastrophes. In addition to increasingly destructive weather events, physical climate change risks may include water risks, food insecurity, threats to biodiversity, forced migration, social tensions and political crises. Climate change is also likely to affect the well-being, health and mortality of populations and could possibly have an impact on the risk of global pandemics. As such, SCOR is actively:

- integrating consideration of ESG factors into its (re)insurance activities, as illustrated by becoming a founding member of the Principles for Sustainable Insurance (2012) and the Net-Zero Insurance Alliance (2021) and by joining Act4nature[1] (2021);
- developing products that address environmental issues, including climate change mitigation.

SCOR is also exposed to transition risk linked to climate change, mainly through its Specialty Insurance business. The Group recognizes the link between transition and physical risks: keeping global warming well below 2°C increases the risk of stranded assets when accelerating the transition to a low carbon economy.

(1) Act4nature international is an alliance of companies committed to accelerating concrete business action in favor of nature and biodiversity.

6.3.1.1. INTEGRATING ESG FACTORS INTO (RE)INSURANCE ACTIVITIES

The Group's approach has been particularly focused on climate change for many years, as this represents the most material environmental risk. SCOR's environmental approach in underwriting is based around four complementary pillars, combined with the need to remain pragmatic and operational.

Driving underwriting portfolios towards net zero emissions

A founding member of the Net Zero Insurance Alliance (NZIA) since 2021, SCOR is committed to transitioning all operational and attributable greenhouse gas emissions from its insurance and reinsurance underwriting portfolios to net zero by 2050.

Interim targets for 2030 will be set following the Target Setting Protocol timeline of the NZIA released in January 2023. Initially limited to Single Risk most emitting activities, the Protocol will progressively extend the scope to reinsurance treaties and Life & Health business as methodologies and data become available.

Different approaches are combined to deliver on the decarbonization trajectory:

- inclusion of environmental criteria during underwriting analysis;
- engagement with clients and potential clients (*e.g.* discussion around decarbonization pathways or science-based net-zero targets);
- development of sustainable (re)insurance products & solutions;
- sustainable claims management (*e.g.* how to build back better after a claim).

As a member of the NZIA, SCOR is also committed to supporting the implementation of corporate disclosure frameworks and global policy frameworks relevant to the net-zero transition in the insurance industry.

To monitor its decarbonization trajectory, SCOR must rely on robust methodologies and reliable data. This will be achieved thanks to collaborative initiatives complementing the NZIA.

To support the net zero ambition of its direct international shipping policyholders, SCOR became a founding signatory of the Poseidon Principles for Marine Insurance in December 2021. Under this initiative, the Group has also committed to assessing and disclosing the climate alignment of its hull and machinery portfolios, and to benchmarking them against two trajectories related to a 50% reduction in annual greenhouse gas emissions by 2050 compared to 2008, and a 100% reduction in emissions by 2050.

Gradual exclusions

Over the last years, SCOR has undertaken several initiatives aimed at further integrating environmental issues into the insurance activities developed by SCOR Specialty Insurance. The Group is implementing gradual exclusions where there is an alternative or substitute and/or when doing so is critical to supporting a more sustainable world.

Coal

Regarding coal, SCOR applies various exclusions depending on the type of activity.

Since 2017, scoring grids have been implemented in the Mining and Power lines of business, while new coal mines and coal-fired power plant projects were excluded from coverage. The Group also decided to exclude the mountaintop removal mining operation in 2017. The Group's ESG scoring grid for coal extraction comprises thresholds expressed as a percentage of company revenue and the absolute value of thermal coal produced each year. Other criteria such as coal quality, coal mining trends, compliance with industry standards and ESG rating are considered. For the electricity generation sector, the Group's ESG scoring grid includes a threshold expressed as a percentage of GWh generated from the use of thermal coal. Other criteria are also analyzed, such as the technology used, type of coal, ESG rating and the purpose and location of the plant under scrutiny.

Additionally, in 2021, the Group decided to phase out from coal-fired power plants without capture and storage of CO_2 emissions by 2030 in OECD countries and by 2040 for the rest of the world. This commitment, which includes SCOR's portfolio of reinsurance treaties, began with the strengthening of SCOR's underwriting guidelines for 2022 to screen for all reinsurance treaties with a coal-related premium above 10%.

SCOR Property & Casualty has adopted an internal assessment procedure for environmental, social and governance criteria for operations closely linked to coal. For insurance and facultative reinsurance, a specific scoring grid is used for the activity assessed. Reinsurance treaties undergo a screening process.

Oil and gas

During the 2022 Ordinary and Extraordinary Shareholders' Meeting, SCOR announced that it would exclude new oil field production projects from its insurance and facultative reinsurance coverage from 2023 (exceptions will apply for companies aligned with net-zero emissions by 2050) irrespective of the source of the oil, which implicitly includes all types of reservoirs, type of crude oil and extraction methods.

SCOR also excludes oil and gas exploration or production projects in the Arctic National Wildlife Refuge (ANWR) from its insurance and facultative reinsurance coverage, so as to contribute to preserving the area.

Other exclusions

In addition to the implementation of sectoral guidelines for industries with high coal exposure, the Group integrates other ESG aspects into the SCOR Specialty Insurance underwriting policy. In 2018, the Group confirmed its commitment to excluding the tobacco industry from its business activities on both on the asset and liabilities side, to align with its business of health prevention and protection. In addition, the Group associated itself with the PSI/WWF/UNESCO declaration on the protection of the world heritage sites.

These exclusions were consolidated into an ESG underwriting guide in 2019. The guide covers ESG issues relevant to specific activities that may present ethical issues related to health (*e.g.* manufacture and distribution of opioids, animal testing), the environment (*e.g.* palm oil production, dam construction) and human rights (*e.g.* textiles and forced labor). For the sectors identified, the underwriting teams are invited to include these issues in the "Know-Your-Customer" procedure. In case of doubt beyond mandatory referrals and exclusions, the underwriting team must engage with their respective Global Line Heads and Chief Underwriting Officers, as stated in the ESG underwriting guidelines.

Lastly, drawing on its sustainable investments, the Group is testing various techniques designed to assess the overall ESG quality of the business portfolio (*e.g.* licensing third-party ESG data services such as ISS).

Support for new products

During the 2022 Shareholders' Meeting, SCOR announced its ambition to double its coverage [(1)] for low carbon energies by 2025 in Specialty Insurance [(2)]. This involves providing clients with insurance solutions for new energies, and developing or reinforcing expertise in new areas (carbon capture and storage, offshore wind, hydrogen, etc.). See Section 6.3.1.2 – Developing products addressing specific environmental issues for more information.

Engagement and dialogue

SCOR is also raising awareness internally with its business workforce (transforming knowledge into impact) and externally with clients, partners, and brokers (partnering with clients to support their transition). The Group's approach is to actively support its clients and partners in their own commitments to follow credible transition pathways, helping them attain a net-zero emissions business model. To this end, it joined the Climate Transition Pathway (CTP) in October 2021, an accreditation framework launched by Willis Towers Watson that provides insurance companies and financial institutions with a consistent approach to identifying which organizations have robust transition plans aligned with the Paris Agreement. By using the CTP, (re)insurers can consistently identify, engage with and offer solutions to organizations committed to measurable and verifiable change.

Thus, SCOR continuously supports its clients in their transition to a low carbon economy.

6.3.1.2. DEVELOPING PRODUCTS ADDRESSING SPECIFIC ENVIRONMENTAL ISSUES

As illustrated by the strategic orientations set out in SCOR's strategic plan – Quantum Leap – exclusion policies are not the only way that SCOR strives to consider environmental issues in its core business.

In the field of P&C reinsurance, the Group's strategic plan focuses on issues relating to climate change mitigation through support for the energy transition and adaptation to climate change risks. These orientations capitalize on the expertise the Group has built up in its analysis, modeling and risk transfer activities.

Contributing to the energy transition and climate change adaptation

Strengthening the organization and the expertise

To support the energy transition, SCOR has strengthened its underwriting team in the field of renewable energy and has identified strategic markets in which it plans to develop as part of its plan. In addition, the P&C business unit has formed a strategic partnership with Energetic, a start-up that offers credit insurance to protect developers of renewable energy projects against payment default.

The Group has also developed strong expertise in the underwriting of environmental impairment liability (EIL) insurance through its Lloyd's syndicate. SCOR Syndicate has developed a proprietary rating tool comprising 16 environmental indicators, which informs underwriters about the degree of environmental responsibility of the company seeking EIL coverage. This direct insurance product incentivizes insureds to better manage risks by offering reduced premiums to companies with good ratings and it is also a crucial product that helps to restore the environment when it has been damaged by an insured's activities.

Developing solutions and partnerships

With public institutions

SCOR is also committed to developing solutions that contribute to climate risk adaptation. Long involved in multiple government insurance pools covering climate catastrophes, the Group is developing partnerships with development finance institutions that pursue climate change adaptation objectives. As such, SCOR, alongside several other (re)insurers associated with the Insurance Development Forum, has committed to supporting the resilience of developing countries in partnership with the United Nations Development Program, and with financial support from the German government. Collaborations with institutions including the World Bank, to provide parametric insurance against climate-related natural disasters in the Philippines, and with the World Food Program to develop livestock insurance for Ethiopian herders, are other recent examples of the Group's commitment to development finance institutions to provide solutions that contribute to resilience. Through these programs, the Group contributes to increasing insurance penetration and to improving the adaptability of insurance beneficiaries. In developing countries, there may be a significant protection gap and insufficient data to develop compensatory insurance schemes. Parametric insurance schemes, developed in partnership with development finance institutions, offer a solution with financial protection for post-event reconstruction.

(1) For production, storage and transmission. Based on Estimated Gross Premium Income ("EGPI") for 2020.
(2) Specialty Insurance Single Risk: large industrial risks, underwritten on a risk-by-risk basis (as opposed to reinsurance treaties, underwritten on a portfolio basis by insurance companies).

With private market players

Such schemes can also be developed in partnership with other private market players. For example, in 2022, SCOR partnered with African Risk Capacity (ARC) to develop efficient parametric insurance schemes that directly benefit smallholder farmers, using state-of-the-art technology. ARC is a specialized agency of the African Union, established in 2014 to help African governments improve their capacities to better plan, prepare and respond to extreme weather events and natural disasters. Through collaboration and innovative financing, ARC empowers countries to strengthen their disaster risk management systems and access rapid and predictable financing in the occurrence of a disaster, protecting the food security and livelihoods of their vulnerable populations. By combining their knowledge and experience, SCOR and ARC are helping to protect smallholders in Africa against the impact of droughts, tropical cyclones and floods.

Eligibility of SCOR (re)insurance activities under the European Taxonomy

In line with Article 8 of the Taxonomy Regulation (EU 2020/852) and associated Delegated Regulation, SCOR has assessed the share of its (re)insurance activities eligible under the European Taxonomy. In 2022, 57.6% of SCOR's activities were eligible, compared to 61.5% in 2021.

SCOR has performed a qualitative assessment to identify its eligible non-life insurance and reinsurance activities[1], *i.e.* the lines of business which cover risks stemming from climate-related perils set out in Appendix A of the Climate Delegated Regulation published on June 4, 2021. This assessment was performed at the level of Solvency II lines of business.

A line of business is considered eligible if part of it provides cover for climate-related perils. Consequently, for a given line of business, if SCOR can identify climate-related perils explicitly in its pricing tools and can demonstrate, from the claims database, that historically claims have been incurred, then the line of business is considered eligible.

Regarding SCOR's direct non-life business and proportional reinsurance business, the following two lines of business are considered eligible:

- Marine/aviation/transport (re)insurance;
- Fire and other damage to property (re)insurance.

Regarding SCOR's non-proportional business, the following two lines of business are considered eligible:

- Marine/aviation/transport (re)insurance;
- Property (re)insurance.

The ratio is based on non-life gross written premiums (GWP) and calculated on a Group consolidated basis as per the regulation:

- The numerator represents the sum of eligible gross written premiums from the four aforementioned direct and proportional and non-proportional lines of business;
- The denominator is the total sum of non-life gross written premiums (sum of direct business gross written premiums and accepted proportional and non-proportional gross written premiums).

Based on the methodology described above, as of December 31, 2022:

- Eligible gross written premiums amount to EUR 5,768 million;
- Total non-life gross written premiums amount to EUR 10,017 million.

This second year of eligibility disclosure continues the transition period, which will be concluded with the disclosure of Taxonomy-alignment in 2024. Only a subset of SCOR's eligible business may be considered "aligned" with the conditions of the Taxonomy Regulation and the Climate Delegated Regulation, *i.e.* "sustainable". While SCOR's eligibility ratio is based solely on SCOR's internal information about the business it underwrites, SCOR's future alignment ratio will need to incorporate information from its insurance partners collected specifically for the purpose of disclosures under the Taxonomy regulation.

6.3.1.3. BUILDING CLIMATE LEADERSHIP THROUGH RESEARCH AND PARTNERSHIPS

Research on climate risk management, particularly on climate risk modeling techniques and climate risk transfer mechanisms, is part of SCOR's core expertise and contributes to a better understanding of and adaptation to climate change challenges.

This institutional commitment to climate change adaptation is backed at the highest level of the Group. SCOR's Chairman has co-chaired the Geneva Association's Extreme Events and Climate Risks working group since May 2015. He is also a member of the Steering Committee of the Insurance Development Forum, a partnership led by the reinsurance industry supported by the United Nations, the World Bank and several other international bodies. Additionally, SCOR is a member of the InsuResilience Global Partnership for Climate and Disaster Risk Finance and Insurance Solutions, an initiative more specifically designed to provide insurance solutions to the most economically vulnerable populations. Furthermore, SCOR is one of the earliest supporters of OASIS, a not-for-profit organization funded by private stakeholders developing an open source risk modeling platform designed to provide a better understanding of the impact of climate change on extreme events. The Group has also partnered with Climate-KIC, one of the largest public-private partnerships founded to combat climate change, and has joined the European Insurance and Occupational Pensions Authority's working group to discuss how currently observed trends can be factored into current natural disaster modeling techniques.

In addition, the natural catastrophe modeling teams within the Group's P&C business unit are working to factor the latest usable scientific knowledge into the models they use. The natural catastrophe modeling tools used by the P&C business unit to assess insurance risks take account of climate risk both implicitly (*e.g.* claims activity being used as the basis for calibrating models) and explicitly (*e.g.* using current estimates of rising sea levels to assess the risk of coastal flooding rather than long-term averages). As a result, current changes in the frequency and severity of the natural risks that SCOR underwrites, whether or not they are related to climate change, are taken into account in the pricing of contracts.

(1) Life insurance and reinsurance activities are excluded from eligible activities, as per Annex II of the Climate Delegated Act published on July 6, 2021

The Group's ability to leverage the latest scientific knowledge for its modeling purposes is illustrated, for example, by the implementation of an internal OASIS model for forest fires in California and the development of a new modeling mechanism for floods in China.

The P&C business unit has conducted an extensive scenario-based study to quantify the impact of climate change on SCOR's risk profiles and those of its clients. Its results were presented internally to SCOR's Board of Directors and will be shared externally through a series of five technical newsletters entitled "Modelling climate change for the (re)insurance industry". The first newsletter was published in November 2021 and serves as a practitioner's guide to extreme event scenario analysis. The second one was published in March 2022 and deals with the impacts of climate change on agricultural (re)insurance and in particular, crop insurance in India and Brazil.

The impact of climate change on life and health

SCOR's Life & Health (L&H) business is focused on the relevance of climate change and its impact on human health and, by extension, the life insurance industry. A dedicated agile L&H working group was created in 2020 to develop the L&H insurance industry's position on climate change and its impacts on the sector. Its purpose is to increase awareness, knowledge and understanding across the organization about the long-term impact, both direct and indirect, of climate change on human health and business. The group, comprising medical doctors, actuaries, risk management professionals and others from all geographies, continues to dedicate time and expertise to examine the future of morbidity and mortality risks caused by climate change.

In 2022, in collaboration with the United Nations, the United Nations Principles for Sustainable Insurance (PSI) group convened to publish the first L&H insurance underwriting guide to take ESG risks into account. SCOR's position was represented by a member of the climate change working group, providing the opportunity to contribute to a groundbreaking publication titled "Managing environmental, social and governance risks in life & health insurance business". It is the first PSI ESG guide for the global life & health insurance industry. The underwriting guide was developed to raise awareness about the complex and evolving range of ESG considerations in underwriting – the process of evaluating, defining and pricing insurance risks – and how industry participants can address ESG risks.

Leveraging the effort of the working group, SCOR continues to identify opportunities to share its climate change expertise with society. In 2022, SCOR published two "Expert Views" papers that evaluate the future of climate change and its impact on human health, entitled "The Relevance of Climate Change for Life Insurance – Part 1: The Risk Manager's View" and "The Relevance of Climate Change for Life Insurance – Part 2: The Medical Director's View". These publications addressed the impact of climate change, explaining which are the most relevant expected long-term aspects from an insurance perspective and how the human body copes with and reacts to them. This knowledge has also been made widely available during industry conferences, expert panel discussions, actuarial events and external publications.

6.3.2. SUSTAINABLE INVESTMENT ACTIVITIES (1)

SCOR strongly believes that creating sustainable value is anchored in a long-term vision. It drives its responsible investment objectives to finance the sustainable development of society. The Group combines the three dimensions of responsible investment – risk, return and impact – while limiting negative externalities and promoting positive impacts to address this global challenge.

Aligning the ambitions of SCOR as an asset owner and SCOR as a dedicated asset manager strengthens the Group's ability to leverage expertise and financing capabilities, while coinvesting and opening its internally managed solutions to external investors support its responsible investment goals.

6.3.2.1. RESPONSIBLE INVESTMENT APPROACH

SCOR's responsible investment philosophy is underpinned by the double materiality principle. Protecting the portfolio from downside effects linked to non-financial risks, and particularly nature-related adverse impacts, is at the heart of SCOR's investment risk management. Financing the sustainable development of society encompasses another dimension requiring SCOR to consider the impacts of its investment decisions on ecosystems and people with the aim of not compromising the ability of future generations to meet their own needs. By doing so, SCOR actively contributes to a more sustainable world and, in return, protects its portfolio against damage over a much longer time horizon. This loopback effect drives back the long-term horizon within shorter-term investment decisions.

Identifying risks and opportunities

SCOR's responsible investment approach starts by identifying risks and opportunities.

- The Group focuses on detecting new trends. Thanks to its core business as a reinsurer, SCOR has developed a strong risk culture across the entire Group. Risk management includes sustainability in terms of non-financial risks and opportunities, as well as potential impacts of the portfolio on ecosystems. Monitoring new trends is critical to maintain momentum and detect not only new risks but also new opportunities. Detecting opportunities is part of the Group's strategy to build a resilient portfolio and create long-term sustainable value.

(1) This section describes the Group's sustainable investment initiatives, in accordance with the disclosure requirements set forth in the decree implementing Article 29 of the French Energy-Climate Law No. 2019-1147 of November 8, 2019 on non-financial reporting by market players.

- It also accelerates its understanding of new challenges by collaborating, sharing expertise and knowledge, and leveraging its peers' experience. SCOR tries to onboard new topics at an early stage and is involved in several initiatives at national, European, and international level to stay connected with innovation around sustainable finance and non-financial corporate reporting. SCOR Investments, the investment business unit, selects those initiatives that are most likely to bring internal expertise based on scientific knowledge and to increase action by collaborative engagement:
  - SCOR is a signatory of the United Nations-backed Principles for Responsible Investment;
  - SCOR has joined the Net-Zero Asset Owner Alliance;
  - SCOR has signed the Finance for Biodiversity Pledge and joined the Finance for Biodiversity Foundation; and
  - SCOR has publicly joined the TNFD Forum, a consultative grouping of institutional supporters who share the vision and mission of the TNFD (Taskforce on Nature-related Financial Disclosures) and have expressed a willingness to make themselves available to contribute to the work and objectives of the Taskforce.

Setting the ambition

Once new risks, opportunities and impacts are assessed, SCOR includes them in its investment management framework. Setting limits and targets, to ensure the resilience of the portfolio and to deliver positive impacts or limit the negative impacts of investment decisions, is key to addressing sustainability risks and factors. The risk limits assigned to sustainability risks for investments are consistent with SCOR's overarching risk management framework. Targets are based on science and take international objectives into consideration to ensure their credibility and reinforce SCOR's ability to deliver on them. SCOR has pledged to the following sustainability objectives:

- **Net-zero emissions**: SCOR has committed to net-zero emissions investment portfolio by 2050 and to align its investment strategy with the Paris Agreement;
- **Finance for Biodiversity Pledge**: SCOR has signed the Finance for Biodiversity pledge, committing to reverse biodiversity loss by 2030. The pledge relies on five pillars: collaborating and knowledge sharing, engaging with companies, assessing impact, setting targets and reporting publicly. These actions will be progressively implemented by 2025.

Acting

Various levers are available to achieve these two targets. Their combination is critical to ensure resilience of the portfolio and impact on the real economy. In this way, SCOR intends to apply a balanced approach and finance a just transition.

Collaborative initiatives to accelerate the journey

Net-Zero Asset Owner Alliance

Joining the United Nations-convened Net-Zero Asset Owner Alliance supports SCOR's long-term ambition to reach net-zero emissions on investments by 2050 with credible milestones. The Alliance offers members an opportunity to work collectively toward the same objective and to collaborate to accelerate understanding and development of science-based methodologies to support ambitious targets. Drawing on the Inaugural 2025 Target Setting Protocol released by the Alliance in early 2021, SCOR has set interim targets to reduce the carbon intensity of its corporate bond and equities sub-portfolio by 27% by 2025. Following the release of the Second Edition of the Target Setting Protocol[(1)] in January 2022, SCOR has set additional interim targets to reduce the carbon intensity of its corporate bond and equities sub-portfolio by 55% by 2030 (base year 2020). SCOR has also committed to reducing the carbon intensity of the investment direct real estate sub-portfolio by 50% by 2030 (base year 2021), and to decreasing the carbon intensity ($MtCO_2eq/PJ$) of the power utilities portfolio by 38% by 2035 (base year 2020). Combining decarbonization targets, active engagement, and financing solutions to promote a low-carbon economy is the only way for financial institutions to have an impact on the real economy.

Finance for Biodiversity Foundation

SCOR also contributes to the work of the Finance for Biodiversity Foundation with the aim of developing collaborative corporate engagement and public policy advocacy on nature-related issues. Members of the foundation also work on methodologies for measuring the impacts of investment decisions. Reversing biodiversity loss is one of the challenges of the decade and SCOR has an active role to play. In November 2021, the Group signed the commitment to eliminate agricultural commodity-driven deforestation in portfolios and supports the Deforestation-Free Finance roadmap, structured in five phases, to be progressively completed by 2025:

1. Mapping risk;
2. Setting an effective policy and managing risk;
3. Monitoring and engagement;
4. Disclosing;
5. Eliminating deforestation.

SCOR has also joined investor coalitions to support its corporate engagement:

- Climate Action 100+;
- The Sustainable Commodities Practitioners' Group.

The outcomes of these coalitions and their benefit to SCOR's sustainable investment strategy are reassessed regularly to optimize resource allocation.

ESG criteria in investment decisions

SCOR incorporates sustainable risks and opportunities and monitors the sustainability impacts of its investment decisions. ESG criteria make it possible to identify and monitor most critical positions in terms of risks and impact. ESG ratings can be complemented with controversy analyses and may lead to exclusions from the investment universe.

(1) *According to the Target Setting Protocol, the year considered in this section is as of December 31 of the previous year.*

Exclusion/best-in-class strategy

SCOR applies restrictions in its investment universe. Normative considerations lead to the exclusion of sectors that are not in line with SCOR's values. This sector-based approach intends to i) exclude sectors or sub-sectors that are too harmful and for which more sustainable alternatives exist, and ii) select companies with clear commitments to align with SCOR's sustainable objectives. With regard to climate change, SCOR relies on information and commitments supported by public initiatives such as Science-Based Targets and the Climate Action 100+ Benchmark.

Stewardship

SCOR's approach targets mainly listed equities and corporate bonds.

- Voting activities are carried out internally and are supported by proxy advisors. SCOR complements proxy advisors' recommendations with its own analysis to form its final decision.
- Engagement: corporate dialogue is a powerful tool to support companies in their transition to more sustainable business models. Given the size of its invested assets, SCOR favors collaborative initiatives. For instance, within Act4nature, SCOR committed to engaging with 10 companies before 2024 about biodiversity.

SCOR also supports investor coalitions and position papers [(1)] with the aim of accelerating the journey of investees and policy makers toward more ambitious goals.

Thematic and impact investments

SCOR considers sustainability in terms of both risk and opportunity. Investing in themes that bolster sustainable development and allow for a balanced approach toward a just and resilient transition is what drives SCOR's responsible investment strategy. In order to finance the sustainable development of society, SCOR invests in real assets financing the transition to a low-carbon economy and in sustainable bonds compliant with international or European standards.

- Green investments: SCOR has designed an internal taxonomy to qualify real assets as "green" investments and will progressively shift toward European Taxonomy criteria.
- Green and sustainable bonds: SCOR plans to double the amount of green and sustainable bonds in its portfolio by the end of 2024 compared to the end of 2020.

Measuring progress toward targets and objectives

Measuring outcomes is critical to assessing the success and the limitations of actions taken to reach the targets. SCOR Investments defines a phased action plan with qualitative objectives and quantitative targets. Interim targets and objectives are used to monitor the adequacy of investment decisions with regard to the longer-term sustainable investment strategy. Regular internal reporting to the Group Executive Committee and to the Board of Directors on achievements *versus* objectives and targets and progress on the action plan ensures transparency and proper monitoring and oversight.

Disclosing

SCOR believes that transparency fosters good practices. Sharing the state of play is a good way to provide meaningful information to stakeholders and support the emergence of best practices. SCOR constantly enhances its external disclosures and communicates on innovations and preliminary studies to provide evidence of its effort to participate in solutions to current sustainability challenges.

- Sustainability Report: the publication of a Sustainability Report follows good practices and addresses regulatory requirements under a state-of-the-art framework.
- Public events: sharing internal expertise and knowledge through public events fosters transparency and promotes best practices.

Participating in the public debate

As a Tier-One reinsurer, SCOR has a role to play in sustainable finance. The Group commits to dialogue with regulators and institutions to provide support by leveraging its internal expertise and promoting responsible investment. SCOR is a member of the French financial market authority's (*Autorité des marchés financiers*) Climate and Sustainable Finance Commission.

The Group is also committed to participating in working groups and initiatives led by national and international professional associations to foster a better understanding of sustainability-related topics and better implementation of sustainability in investment decisions.

Training

SCOR has developed skills dedicated to sustainable finance within its investment business unit. The Group's participation in external working groups and initiatives and its interactions in the public debate constantly informs the latest developments and cutting-edge discussions.

New standards and innovations in sustainable finance are shared within the business unit and more broadly within the Group through dedicated training sessions or more informal talks. This raises awareness and take-up of best practices to better implement sustainability across the Group.

Major internal events related to biodiversity were organized in 2022:

- SCOR conference: Biodiversity, why does it matter?;
- SCOR conference: Integrating nature into investment decisions;
- Addressing deforestation issues: application to SCOR investments;
- SCOR live session dedicated to biodiversity on LinkedIn.

(1) A position paper states the position of an investor coalition on sustainability topics.

6.3.2.2. RESPONSIBLE INVESTMENT GUIDELINES

Some activities may not be in line with SCOR's values and corporate governance objectives. They may raise sensitive concerns or lead to reputational risks. As a result, some activities or individual issuers may be excluded from the investment universe. The exclusion applies to all types of assets falling under the definition of invested assets. The list of exclusions is communicated to all investment managers with immediate effect. New investments are banned, and remaining positions are actively managed to accelerate the run-off in compliance with local regulations.

In its sustainability policy, SCOR has defined normative and sector guidelines. The sector guidelines detail the exclusions linked to thermal coal, oil and gas and tobacco. The policy also provides guidelines on stewardship principles. The details of these guidelines are disclosed in the sustainability policy (Section 5 – Guidelines) publicly available on SCOR's website.

6.3.2.3. ACHIEVEMENTS AND NEXT STEPS

New trends – Risk, opportunity and impact

Over the last two years, SCOR has extended its work from climate change to biodiversity. After explanatory work on deforestation and an initial attempt to assess a biodiversity footprint for some of its corporate bonds in 2020, SCOR has conducted several new internal studies to better understand the role of ecosystems and how they are interconnected with investment activities.

The main themes investigated relate to plastics and water with the objective of identifying the most exposed sectors and companies from the double materiality perspective when possible. A study on how the ENCORE tool (Explore Natural Capital Opportunities, Risks and Exposures) may be applied to SCOR's investments was also conducted in 2021. Some preliminary findings were presented in the 2021 Sustainable Investment Report. In 2022, these various studies were updated and refined. SCOR is also taking part in a Task-force on Nature-related Financial Disclosures (TNFD) pilot to test the practicality of the current beta framework.

Main key performance indicators

Carbon intensity (and targets)

Due to methodological enhancements performed by SCOR's carbon emissions information provider, mainly related to a better incorporation of scope 3 emissions, the carbon intensity base year was restated in 2022 to reflect these changes.

In 2022, corporate bonds and equities represented 45% of the Group's total portfolio (compared to 43% in 2021). The carbon footprint data provided by ISS represented 95% of this corporate bond and equities sub-portfolio:

Carbon intensity by Enterprise Value (EV) *in tCO_2eq/EUR million invested*	Scope 1, 2 and 3 emissions 2022	2019	Change since 2019	2025 target
Corporate bonds and equities	407	752 (273 prior to restatement)	-46%	-27%

In 2022, the carbon intensity of the corporate bond and equities sub-portfolio was ahead of the planned decarbonization trajectory (-27% by December 31, 2024 (2025 target) compared to the December 2019 level), mainly due to the revision of the sustainability policy leading to divestment from some high-emitting issuers.

In 2022, SCOR's financed emissions amounted to 3,812,392 tCO_2eq for the corporate bond and equities sub-portfolio (scopes 1, 2 and 3).

Sustainable assets and eligibility under the European Taxonomy

- The Group takes a proactive approach to the environmental certification of its real estate investment portfolio. In addition to office buildings acquired for SCOR's own use (see below), the real estate portfolio contains assets purchased solely for investment purposes, most of which are undergoing renovation work with the aim of obtaining environmental or energy efficiency certification. In addition to its tertiary real estate business, the Group invests in real estate debt funds and infrastructure debt funds, most of which aim to provide funding for the transition to a low-carbon economy and energy-efficient buildings. These assets, together with investments in green, social and sustainable bonds, represented 8.5% of invested assets (EUR 1.9 billion) at the end of 2022.
- SCOR has reassessed the proportion of its invested assets that are Taxonomy-eligible. As of December 31, 2022, the mandatory eligibility ratio amounts to 10.6% and voluntary eligibility ratio amounts to 16.9%. Calculations are presented below.
  - SCOR has performed a qualitative assessment to identify its eligible investments among real assets. Real assets are buildings acquired for investment purposes or own use and assets from real estate debt funds and infrastructure debt funds. The assessment has been performed at the position level, based on data provided by the investees.
  - SCOR has also used data provided by ISS for fixed income and equities. ISS provides the share of revenue and capital expenditure eligible for each company. When this information was provided by ISS, based on mandatory KPIs reported by companies subject to the Non-Financial Reporting Directive (NFRD), it was included in SCOR mandatory KPI. Otherwise, it was included in SCOR voluntary KPI

As of December 31, 2022	Invested value[1] *(in EUR millions)*	% total assets	% assets covered
TOTAL ASSETS, INCLUDING:	**23,377.3**	**100%**	
Central governments, central banks and supranational issuers	5,023.3	21.5%	
Assets covered[2], including:	**18,354.1**	**78.5%**	**100%**
Assets in undertakings not subject to the NFRD[3]	9,070.5	38.8%	49.4%
Assets in undertakings subject to the NFRD[3]	1,685.9	7.2%	9.2%
Other assets for which NFRD subjection could not be determined, including:	7,597.7	32.5%	41.4%
Derivatives	246.0	1.1%	1.3%
Cash and cash equivalents	1,704.5	7.3%	9.3%
Assets eligible to the mandatory KPI:	**1,946.3**	**8.3%**	**10.6%**
Direct real estate invested – in the European Union (EU)	559.2	2.4%	3.0%
Direct real estate for own use – in the EU	539.8	2.3%	2.9%
Infrastructure debt – in the EU	246.4	1.1%	1.3%
Real estate debt – in the EU	286.8	1.2%	1.6%
Fixed income and equities (revenue weighted)[4]	314.1	1.3%	1.7%
Assets non eligible to the mandatory KPI	**16,407.8**	**70.2%**	**89.4%**
Assets eligible to the voluntary KPI, including:	**3,093.1**	**13.2%**	**16.9%**
Assets eligible to the mandatory KPI	1,946.3	8.3%	10.6%
Fixed income and equities (revenue weighted)[5]	977.8	4.2%	5.3%
Direct real estate for own use – outside the EU	147.1	0.6%	0.8%
Infrastructure debt – outside the EU	21.9	0.1%	0.1%
Assets non eligible to the voluntary KPI	**15,260.9**	**65.3%**	**83.1%**

(1) Market value.
(2) Assets covered = total assets - exposures to central governments, central banks and supranational issuers.
(3) As estimated by data provider ISS based on the following criteria: EU country of incorporation, more than 500 employees, revenue higher than EUR 40 million, either listed on a regulated stock exchange in the EU or one of the following sectors: social security activities, insurance, reinsurance and pension funding, financial service activities.
(4) Provided by ISS for mandatory reported KPIs.
(5) Provided or estimated by ISS: calculated thanks to disclosed KPIs of companies not subject to the NFRD.

The mandatory KPI would amount to 11%, if the fixed income and equities eligible weighted by revenue were replaced by the fixed income and equities eligible weighted by capital expenditure. The voluntary ratio would then reach 12.4%.

Additionally, the involvement in nuclear and fossil gas activities[1] is detailed in the table below. It was completed by using ISS estimated information and best available knowledge from internal analysis:

NUCLEAR ENERGY RELATED ACTIVITIES		
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	YES
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	YES
FOSSIL GAS RELATED ACTIVITIES		
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	YES
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	YES

(1) SCOR did not disclose templates 4 and 5 of Annex XII of the Commission delegated regulation (eu) 2022/1214, due to a lack of available data as of December 31, 2022.

Exposure to fossil energies

SCOR's exposure to fossil energies as per Article 29 of the French Energy-Climate Law of November 8, 2019 amounted to EUR 57 million at end-2022. Exposure to unconventional hydrocarbons(1) amounted to EUR 24 million at end-2022.

Exposure (in EUR millions)	2022	2021
Fossil energies	57	139
Unconventional hydrocarbons	24	75

Biodiversity footprint

SCOR uses Mean Species Abundance (MSA) as a metric to assess the biodiversity footprint. This work is still exploratory and draws on external analysis conducted by Iceberg Data Lab. The Mean Species Abundance (MSA) metric is used to describe biodiversity changes with reference to the original state of ecosystems. It is defined as the average abundance of originally occurring species relative to their abundance in the undisturbed ecosystem. Therefore, an area with an MSA of 1 means that the original biodiversity of the area is fully maintained, whereas an area with an MSA of 0 means that there is nothing left of the original biodiversity. The km²MSA indicator is the expression of the MSA on a specific surface.

In 2022, the metric provided by our provider Iceberg Data Lab covered around 84% of SCOR's corporate bond and equities sub-portfolio. Using the absolute biodiversity footprint by Enterprise Value, this exposure had a footprint of roughly 458km²MSA per year.

By the end of 2022, the Act4nature target to cover at least 50% of the corporate bonds and equities sub-portfolio with a biodiversity footprint indicator was reached.

Deforestation

In 2022, SCOR updated the deforestation risk analysis of the investment portfolio.

The Act4nature target to assess deforestation risks for companies in the corporate bonds and equities sub-portfolio with Forest 500 and CDP data (financial sector excluded) has been reached.

Engagement

In 2022, SCOR also met with eight companies through collaborative initiatives, such as the Finance for Biodiversity Foundation, to foster change in their business model. Some positive results were obtained following a collective engagement with 3M regarding halting the production of persistent chemicals.

In Spring 2022, SCOR signed a letter calling for the FAO (Food and Agriculture Organization) to publish a roadmap to 1.5°C for the agriculture and land use sector. This initiative launched by FAIRR (a collaborative investor network that raises awareness on the ESG risks and opportunities resulting from intensive livestock production) was successful. The FAO confirmed in November 2022 that work was underway to produce a roadmap for the Agriculture, Forestry and Other Land Use (AFOLU) sector to align with 1.5°C by 2050 – aiming for publication by COP28.

ESG integration and coverage:

- The integration of ESG criteria is measured primarily by assessing the quality of the asset portfolio. Given the extremely high level of diversification of its investments, the Group works with ISS to assess its portfolio's standard instruments (government bonds, corporate bonds and listed equities). For debt instruments (infrastructure and real estate debt), SCOR draws on the expertise of its subsidiary SCOR Investment Partners, a recognized leader in the debt instrument management industry.
- Using data provided by ISS, SCOR is able to rate 73% of its asset portfolio based on non-financial criteria. A line-by-line analysis is regularly performed ex post. Issuers with the lowest ratings may be placed under review. In addition to applying the ex-ante screening mentioned in the previous section, SCOR may make portfolio adjustments following these analyses, as was the case in 2020.

(1) As defined in the sustainability policy. The definition was modified in 2022, when SCOR started using data from the Urgewald Global Oil and Gas Exit list.

6.3.3. THE GROUP'S OPERATIONS

Although reinsurance is a financial service activity with limited direct impact on the environment, SCOR strives to limit the environmental impacts stemming from the management of its operational processes, which include the operation of the buildings it occupies, business travel, office equipment supplies and waste management, among others. It thereby focuses both on the reduction of greenhouse gas emissions and the preservation of biodiversity.

As laid out in the commitment SCOR has taken as part of the French Business Climate Pledge signed in 2017, the Group has set a first goal to reduce the carbon intensity of its offices by 15% per employee by 2020 (scopes 1 and 2) as compared to 2014. This target was later raised to 30%, by the end of the Quantum Leap strategic plan, in 2021. For the year 2022, SCOR further increased this target to reach a 35% reduction of carbon emissions on scopes 1 and 2 as compared to 2014. With an effective reduction of 55%, this target was achieved in 2022.

Furthermore, SCOR is offsetting 100% of residual carbon emissions from operations through two forest conservation projects in Brazil and Ethiopia that are both certified under Verified Carbon Standard (VCS) and the Climate, Community and Biodiversity Standards (CCB Standards).

Through its involvement in the Act4nature international initiative in November 2021, SCOR has also committed to:

- extending the environmental reporting process covered by an Environmental Management System to 55% of its employees by 2025;
- purchasing at least 70% of electricity from renewable energy sources by 2025;
- adopting a plastic-free policy in 100% of directly owned offices by 2025;
- continue offsetting 100% of all residual greenhouse gas emissions from operations each year until 2025.

6.3.3.1. ENVIRONMENTAL QUALITY AND CERTIFICATION OF OFFICES

With physical locations in approximately 30 countries, SCOR conducts its operations from office buildings of varying sizes that it either owns or rents.

The Group factors environmental considerations into its extension or relocation projects for the offices it owns. It opts for sustainable and eco-responsible construction and is therefore particularly attentive to obtaining energy efficiency and environmental certifications, whether for design and construction or for renovation. These considerations may be subject to a tradeoff with other criteria such as the location of the office or its availability.

While SCOR takes environmental considerations into account in its extension or relocation projects, the Group also promotes eco-responsible operations by rolling out environmental management systems where possible. In that sense, the Group's office buildings in Paris and in various other large office locations are certified under ISO 14001 or similar for environmental management. In addition, the office buildings in Paris were certified under ISO 50001 for energy management in 2022.

At the end of 2022, 63.9% of the Group's employees falling within the scope of the certified environmental reporting process were covered by an environmental management system (59.5% in 2021).

6.3.3.2. TOWARD A MORE RESPONSIBLE CORPORATE CULTURE

Management of energy consumption sources and use of renewable energy

The Group pays particular attention to the management of its energy consumption sources and encourages the purchase of energy produced from renewable sources.

The Group consumed close to 15.8 GWh of energy in 2022 to operate the premises occupied by its staff (lighting, heating, cooling – including data centers – and power for operating various equipment). Most of the energy consumed by the Group's sites covered by the environmental survey comes from electricity (68%). Electricity purchases from renewable energy sources now account for 63% compared with 67% in 2021. This reduction is mainly driven by the integration of small office locations in the reporting scope that were not included previously[1]. SCOR's objective is to reach at least 70% of renewable electricity by 2025.

Waste management

SCOR is committed to reducing and recycling waste as much as possible.

Among all the waste monitored, SCOR pays particular attention to paper used and sent to recycling (office paper, archived paper, newspapers and cardboard). In addition, SCOR recycles plastic, glass, electronic waste, batteries, CDs and polystyrene.

The total waste disposed of in 2022 was 362.1 tonnes, of which 30% was recycled. This includes 72.6 tonnes of recycled paper.

Plastic-free policy

The Group has launched a program to stop using single-use plastics in several of its offices, particularly the largest ones in terms of staff and size, such as Paris, London, Cologne, Zurich and Singapore. The Group has also set itself the goal of eliminating plastic in 100% of its directly owned offices by 2025.

Energy savings plan

Amid a global energy crisis, SCOR has implemented a series of initiatives to reduce energy consumption, such as limiting heating and cooling in office space and internal data centers, without creating operating risks. In addition, efforts have been made to reduce electricity consumption from lighting and devices.

SCOR also encourages employees to adopt sustainable practices to reduce their individual energy consumption, such as switching off lights and devices when not in use, or using stairs instead of elevators.

(1) With no restatement of previous years.

6.3.3.3. GREENHOUSE GAS EMISSIONS AND VOLUNTARY OFFSETTING

SCOR has raised its objective to reduce carbon intensity per employee under the first two scopes of the GHG protocol to 35% by the end of 2022 compared to 2014, the baseline year. With an effective reduction of 55%, the Group met this objective in 2022. Greenhouse Gas emissions per employee amounted to 0.97 tCO_2eq. For 2023, the target was raised to 55% compared to 2014.

Furthermore, SCOR is committed to offsetting all residual greenhouse gas emissions from its operations. As stated above, since 2019, the Group has therefore offset all its emissions with carbon credits. These carbon credits are not deducted from the greenhouse gas emissions reported below.

Reporting of GHG emissions for operations

Since 2009, SCOR has reported on and monitored its carbon emissions linked to the operation of the main buildings it occupies, its vehicle fleet, its business travels and, to a far lesser extent, office equipment supply (for paper only).

To obtain a more holistic overview of the Group's carbon footprint from operations, the reporting scope was enlarged in 2022. Both organizational and operational boundaries were extended by the following additions to the reporting scope:

- Scopes 1 and 2:
  - Inclusion of small office locations to cover all of the offices and the majority of the Group's employees;
  - Inclusion of fugitive emissions.
- Scope 3:
  - Inclusion of emissions related to employee commuting;
  - Inclusion of emissions related to waste;
  - Inclusion of emissions related to purchased goods and services (external data centers, cloud, applications in SAAS and water);
  - Inclusion of emissions related to capital goods (IT equipment);
  - Inclusion of leased assets.

	Unit	2022	Coverage [(1)]	2021	Coverage [(1)]	2020	Coverage [(1)]
Scope 1	tCO_2eq	755	99%	403	91%	548	85%
Scope 2	tCO_2eq	3,009	99%	2,000	91%	2,193	85%
Scope 3	tCO_2eq	12,367	99%	902	97%	6,024	91%
RELATED GREENHOUSE GAS EMISSIONS	**TCO_2EQ**	**16,131**	**N/A**	**3,304**	**N/A**	**8,765**	**N/A**

(1) The coverage rates reflect the number of employees working in the locations surveyed divided by the total number of employees working in the entities fully consolidated in the Group's financial statements. Additional information on the scope of reporting can be found in Section 6.9.2 of this statement.

The notable difference in related greenhouse gas emissions between 2022 and 2021 is mainly attributable to the increase in business travel (+764%), which was particularly low in 2021 due to the Covid-19 pandemic. While first half of 2022 was still impacted by Covid-19, some measures to reduce travel may have already become effective. In 2022, emissions from business travel were 66% lower than in 2019.

Another driver of the increase over 2021 is the above-mentioned extension of the reporting scope, which results in a 50% increase in greenhouse gas emissions in 2022 compared to the previous scope.

6.4. PROMOTING THE SUSTAINABLE DEVELOPMENT OF SOCIETIES

6.4.1. HUMAN RIGHTS AT SCOR

SCOR has a zero-tolerance approach to all forms of illegal or unethical behavior. As a member of the United Nations Global Compact, SCOR is highly committed to respecting human rights in the conduct of its business activities and does not want to be complicit in the violation, or potential violation, of human rights. Furthermore, SCOR in no way supports, condones or tolerates any form of discrimination, human abuse, servitude, forced labor, compulsory labor, human trafficking, child abuse, or slavery. These basic human rights violations are not tolerated within the company nor within any company with which SCOR is engaged in a business transaction. SCOR also supports freedom of association and the right to collective bargaining. This commitment is formally set out in:

- SCOR's Code of Conduct, which is publicly available;
- the Group Statement on Slavery and Human Trafficking, published on SCOR's website; and
- the Sustainable Development Charter between SCOR and its suppliers and vendors, which refers to the conventions of the International Labour Organization (ILO) as well as the UN Global Compact principles covering human rights, labor, environment and anti-corruption.

SCOR is improving the monitoring of its suppliers and vendors by rolling out a dedicated platform supporting the collection of the documents required by law (*e.g.* in relation to labor law, anti-corruption), notification of its suppliers' Sustainable Development Charter and questionnaires.

In addition, as a member of the Principles for Sustainable Insurance and the Principles for Responsible Investment, SCOR is strongly committed to factoring human rights issues into its insurance and investment activities. These commitments are formally set out in:

- the ESG underwriting guide (2019), which includes instructions to incorporate ESG considerations specific to certain activities that may present ethical human rights issues (*e.g.* in the textiles industry);
- the Sustainability Policy, which reflects SCOR's commitment to act as a sustainable investor.

For further information on the respect of human rights within the workforce, see Sections 6.2.2 – Working well together program and 6.2.3 – Fostering social dialogue.

Finally, SCOR publicly reports on the implementation of the UN Global Compact's commitments through the Communication on Progress (CoP) on the UN Global Compact's website.

6.4.2. HEALTH AND WELL-BEING SOLUTIONS FOR SOCIETY

6.4.2.1. POST-PANDEMIC IMPACTS ON THE LIFE INSURANCE INDUSTRY

The pandemic has accelerated the transformation of the Life insurance industry, driven by changing consumer demands and a massive increase in digitalization. ReMark's 2022 Global Consumer Study revealed the following insights on consumer preference and behavior:

- As the world adjusts to the pandemic, consumers are noticeably paying more attention to their own health. There has been an increase in regular medical check-ups, as well as a growing interest in using self-service digital tools;
- Most consumers prefer to use online services wherever possible. It is no longer a choice for insurance companies as to whether to invest in digital transformation. They must strengthen interactions with customers by delivering fast, simple and smooth online experiences throughout the insurance journey.

6.4.2.2. SCOR'S LIFE & HEALTH BUSINESS

The Group's Life & Health (L&H) business unit has defined the following three key areas of focus as referenced in the Group's strategic plan:

- Offering more insurance solutions to reduce the protection gap;
- Helping people live longer and healthier lives;
- Transforming knowledge into impact.

To achieve these goals, the Group is leveraging its multiple partnerships with various parties including academics and innovative companies as well as the expertise developed by its Life & Health R&D and medical underwriting teams worldwide. SCOR also draws on the expertise of its data scientists, its extensive data pool and additional external and internal data sources that are integrated into its infrastructure. All these R&D efforts are translated into new products and solutions for insureds, developed in partnership with its clients.

Offering more insurance solutions to reduce the protection gap

In 2022, the Life & Health business unit offered more than 100 solutions worldwide to benefit society by reducing the protection gap and helping people live longer and healthier lives. Below are examples of how SCOR works with its partners to reduce the protection gap:

- In Hong Kong, SCOR introduced the first-in-the-market critical illness benefit with a partner. This product has two innovative features: a benefit covering sudden death due to natural causes and a pre-critical illness benefit providing cover for further deterioration. This is a single-claim critical illness product which aims to provide protection to a mass market with an affordable premium. This collaboration showcases SCOR's dedication to narrowing the protection gap by placing the customers' needs at the heart of business development.
- In Germany, SCOR is working with client Gothaer to develop innovative disability insurance coverage for children to extend protection and peace of mind for families. This product will cover essential abilities of children regarding communication, mobility and education including writing. It will also cover severe illnesses which can cause a longer hospital stay.
- In the United States, SCOR's partnerships with Ethos and Ameritas, which started in October 2020, have led to the creation of products that make insurance easily accessible to underserved populations. The program has covered more than 20,000 lives.

Helping people live longer and healthier lives

Life & Health business unit also develops solutions to help people live longer and healthier lives. Moving beyond (re)insurers' traditional role of providing financial protection, SCOR is involved in collaborations across the health and wellness ecosystem to bring impactful insights and programs to clients, policyholders and employees. Below are examples of such initiatives:

- SCOR's collaboration with global pharmaceutical expert Bayer and OneDrop, the leading platform for diabetes management, offers new solutions for diabetics in the form of an app that helps individuals track blood sugar, physical activity and diet with game-changing predictive analytics backed by a machine learning algorithm. By offering this additional benefit to policyholders, SCOR proposes a solution that empowers policyholders to not only better manage their diabetes, but also to better understand how their body will react to certain foods, stressors and other external factors.
- By partnering with Bowtie, Hong Kong's first virtual insurer, and Take2, a healthcare and biotech company, SCOR is contributing to the development of an innovative cancer screening solution. Bowtie will fully sponsor 1,300 of its life insurance customers between ages 40-60 to conduct a Take2 Prophecy™ Test for Nasopharyngeal Cancer. For participants who receive positive test results, Bowtie & JP Health provide a free follow-up medical consultation. The partnership with Bowtie and Take2 is another example of the development of solutions for vulnerable populations.
- For the promotion of healthy lifestyles, SCOR's Biological Age Model (BAM) algorithm continues to prove an effective tool for helping people improve their overall well-being. An evidence-based model for both mortality and critical illness risk, BAM leverages wearable data to encourage physical activities that promote a reduction in biological age and helps people stay motivated as they work toward a healthier lifestyle. BAM continues to gain traction globally, reaching more and more people across Europe.
- Another key area of health and wellness where SCOR is making a strong contribution is mental health. In the last few years, the impact of mental health conditions has been an increasing concern for society as much as physical health. Some studies suggest a rise of as much as 25% in the prevalence of depressive and anxiety conditions during the pandemic. In October 2022, SCOR launched the Vitae Mental Health solution, which is the latest addition to the suite of SCOR Vitae calculators that provide underwriters with new insights into mental health risks. This new solution is backed by the most up-to-date and relevant evidence, and includes new features organized around differing scenarios that will help underwriters provide more individualized assessments.

Transforming knowledge into impact

To keep abreast of biometric trends and scientific developments, the Life & Health business unit is supported by five communities of expertise known as "chapters" (see Section 1.2.6 – Research and development, patents and licenses), which are used to assess the key factors inherent to mortality, longevity, morbidity and policyholder behavior risks. Biometric risks such as mortality, longevity, disability and long-term care are at the heart of underwriting in Life reinsurance. The five chapters concern biometric risk modeling, the medical expertise necessary to understand such risks, data science, behavioral science and agility. These chapters are involved in a number of scientific partnerships, such as with the Sorbonne University at Paris' Pitié-Salpêtrière Hospital in HIV developments.

SCOR's Life & Health initiatives and partnerships have always supported inclusive insurance globally through its work with clients and business partners who are committed to raising awareness of the importance of life and health insurance coverage. It also bears witness to the impact the insurance industry can have on the health and wellness ecosystem. SCOR is still as dedicated as ever to playing a leadership role in improving the day-to-day management of chronic and potentially terminal diseases, and is committed to demonstrating the positive social impacts of the life insurance industry.

6.4.3. SUPPORTING RISK RESEARCH AND RISK-RELATED KNOWLEDGE-SHARING

Embedded in its *raison d'être*, the Art & Science of Risk is at the heart of SCOR's mission. As such, contribution to scientific research is key to understanding risks as thoroughly as possible, including risks related to human health and well-being.

The Group set up the SCOR Corporate Foundation for Science to promote scientific research in 2011. With a EUR 1.5 million endowment per year, the Foundation was funded by the SCOR Group with a total of EUR 15.7 million in support until the end of 2022. Between 2011 and the end of 2022, the Foundation devoted EUR 11.2 million to promoting scientific research.

The SCOR Corporate Foundation for Science lends its support to various kinds of risk and (re)insurance-related projects, including university chairs, research projects, conferences and publications. Support for research covers a broad range of social and economic areas: climate risks and their insurability, impact of climate risks on Non-Life insurers, geo-learning of catastrophic risks, coastal flood forecasting, natural risks linked to forage crops, risk modeling in general, Alzheimer's disease, pandemics, infectious diseases, genetic tuberculosis treatment, prevention of smallpox, modeling of life expectancy and mortality, meteorite risks, motor insurance throughout the world, pension funds, best practice risk management, predictability of earthquakes, behavior following earthquakes, genetic research on Covid-19, and macroeconomic risks, especially economic and social inflation and monetary policies. Deliverables include scientific reports and studies as well as the organization of scientific conferences and webinars.

In 2021, the SCOR Corporate Foundation for Science partnered with the French national museum of natural history (Muséum National d'Histoire Naturelle – MNHN) to conduct a pioneering large-scale study on the risks related to biodiversity loss, under the aegis of the SCOR-MNHN Biodiversity and (Re)insurance Chair, created in 2019.

In 2022, the SCOR Corporate Foundation for Science co-funded the "Geolearning" Chair at École des Mines and INRAE, alongside BNP Paribas and CCR. The Chair is specialized in the field of geostatistics, extreme events and machine learning applied to the analysis of spatial and spatio-temporal data for applications related to ecological, climatic and environmental transitions.

For 2022-2026, the SCOR Corporate Foundation for Science plans to focus its actions on world-class academic research in the following priority areas:

- Global warming trends over the coming years: could the linear approach used by most experts be misleading, given that many natural phenomena are evolving in a chaotic rather than a linear way? What conclusions can be drawn regarding alternative sources of climate change, other than human activity?
- Trends in earthquakes and volcanic eruptions: should we maintain the hypothesis that these events are completely independent of each other? What are the implications for these events of recent research on terrestrial magma and cyclical variations of the earth's rotation speed? Are they likely to change our perception of the corresponding risks?
- The increase in reinsurance liability costs, particularly the cost of suffering: how does macroeconomic inflation affect the cost of insurance liabilities? What is behind the inflation gap between the cost of moral damage and the cost of physical injury? What are the future trends in this respect and what role do the various factors involved (monetary, societal, etc.) play?
- The measurement of risk aversion and how it is evolving: to what extent has individual and collective aversion to risk changed with the two crises we have just experienced? Why are individual and collective behaviors in this area often contradictory, with the same people being averse to some risks while seeking out others?
- The relevance of scenarios and stress tests developed in financial institutions: what theoretical and empirical lessons can be drawn from ten years of scenarios and stress tests? What are the strengths and weaknesses of these, and what are the most suitable methodologies to address them profitably and gain insights that are not arbitrary?
- The long-term impact of the Covid-19 pandemic and lockdown: what long-term impact can we expect on economic activity, inflation, public finances, monetary policy, health, longevity, social behavior (working from home, etc.), education, skills, productivity, globalization and the location of sensitive activities? What lessons can be drawn for risk modeling and management?

SCOR and the SCOR Corporate Foundation for Science also organize Actuarial Awards in Europe (France, Germany, Italy, Spain & Portugal, Sweden, Switzerland and the United Kingdom) and in Asia (Singapore). The Group places great importance on the development of actuarial science and each year awards prizes for the best academic papers in this field.

Additional information about the R&D activities, the SCOR Corporate Foundation for Science, and other research activities is presented in Section 1.2.6 of the Group's Universal Registration Document.

6.5. BUSINESS ETHICS AND DIGITALIZATION

The Group's strategic plan aims to create the reinsurance company of tomorrow. To this end, SCOR has put technology and data at the heart of its transformation. Leveraging new technologies – such as artificial intelligence, robots, blockchain, big data, multi-cloud and satellite imagery – is a key driver for the Group to innovate, expand its product and services offering and increase its efficiency, for the benefit of its clients throughout the world. Throughout its transformation journey, SCOR will maintain its policy to conduct business activities in an honest and ethical manner, in line with applicable laws, its corporate values and its commitment to the United Nations Global Compact, all of which is set out in its Code of Conduct.

6.5.1. RESPONSIBLE ADAPTATION TO THE DIGITAL ECONOMY

The digitalization of the economy is a source of opportunities for the Group, given the accompanying need for protection and the contribution of new technologies in improving access to insurance and reducing of the protection gap.

6.5.1.1. SUPPORTING THE DIGITALIZATION OF THE ECONOMY AND REDUCING THE PROTECTION GAP

The use of new technologies is a dimension developed as part of the Group's strategic plan and supports the initiatives described in Sections 6.3 and 6.4 of this statement. These include the development of parametric reinsurance solutions as alternatives to indemnity mechanisms, in order to contribute to climate change adaptation strategies, or to develop inclusive insurance products to cover vulnerable populations.

In addition, SCOR leverages the available data to provide clients with superior data management, experience analysis, advanced modeling and innovative data services.

Experience analysis

The Group has a long tradition of providing experience analysis services to its clients, powered by a strong risk expertise across all types of biometric and policyholder behavior risks. SCOR has developed a global experience analysis platform (APEX), to standardize and simplify the production of studies based on actuarial best practices. By leveraging APEX, SCOR's local market experts analyze clients' portfolios to develop actionable insights that help them improve their business performance, working closely with SCOR's experts in distribution, medical underwriting and claims. The research helps clients translate their experience into reliable assumptions for steering their business, while SCOR's global data pool gives them unique insights into the sales mix and risk behavior by product, insurer or even country.

Data analytics services

SCOR helps clients unleash the value of data through the services provided on its Data Analytics Solutions Platform (DASP), which enables its data scientists and actuaries to deliver technical solutions that are ready to use and easily shareable. It facilitates the exchange of coding and knowledge between experts and uses the cloud to make its services directly available. From product design to the delivery of technical solutions, SCOR's Data Analytics community is focused on producing high-quality, off-the-shelf services that can be easily integrated into various systems. SCOR's Data Analytics community also delivers artificial intelligence-based services that are ready to use and fully adapted to SCOR's clients' needs.

6.5.1.2. CYBER SECURITY, A PRIORITY IN THE DIGITAL AGE

Aware of the expectations of its clients and other partners in terms of protection against cyber risks and their consequences, SCOR has developed and continuously maintains the SCOR Information security policy, supplemented by guidelines and procedures which are implemented across various levels of its organization.

A cyber security program is developed annually by the Group's Chief Information Security Officer to continuously address evolving risks. It is approved by IT and Senior Management and implemented with contributions from all the IT Department. The cyber security program is closely monitored and quarterly reports are made to Senior Management.

Aligned with the Group's business strategy, SCOR's IT strategy pays particular attention to the security of information systems and data protection, and is focused on:

- strengthened security and data protection governance across all levels of the organization;
- implementation of "security and privacy by design" principles;
- development of a proactive cyber approach to enhance preventive security in an interconnected and multi-cloud environment.

The implementation of the SCOR Group information security policy is based on three key principles:

- securely support the Group and its development:
  - focus on business,
  - deliver quality and value to stakeholders,
  - comply with relevant legal and regulatory requirements,
  - provide timely and accurate information on information system security performance,
  - evaluate current and future information threats;
- defend the Group:
  - adopt a risk-based approach,
  - protect personal data and classified information,
  - concentrate on critical business applications,
  - develop systems securely (*e.g.* adopting the principles of least privilege, in-depth defense and segregation of duties);
- promote responsible information security behavior:
  - foster a security-positive information system culture.

In this regard, the Group regularly pays particular attention to security awareness and skills among its staff through regular Information Security alerting, yearly cyber security e-learning sessions including data protection recommendations aligned with legal and compliance training programs, and phishing simulations to help employees become familiar with signs of such activity, since these are the major vector of ransomware attacks. In June 2022, SCOR increased the frequency of the phishing campaigns from quarterly to monthly (eight campaigns in 2022 compared to four in 2021). In 2022, the Group sent 46,219 fake phishing emails to permanent and external employees and observed that an increasing number were reported to the IT department.

In response to the widespread practice of phishing, SCOR employees can report any suspicious messages to the teams in charge of information system security. When the message is deemed a phishing attempt, the teams take the appropriate steps to block the source of these attempts.

The Group's IT system security governance and the related security services and solutions implemented by SCOR are set out in the SCOR Group security framework.

This framework defines the security safeguards to implement, combining best-in-class international standards such as CIS (Center for Internet Security) security controls and the NIST (National Institute of Standards and Technology) Framework for Improving Critical Infrastructure Cybersecurity.

The safeguards detail how to identify critical assets, protect them, detect abnormal or malicious events, respond, and recover to security incidents. It covers security domains such as:

- malware, email and web protection;
- account and access control management;
- secure configuration and vulnerability management;
- network security management;
- audit log, networking security monitoring and incident response management;
- application security and data protection;
- data recovery.

Data recovery

To ensure the continuity and security of IT services, SCOR hosts its most sensitive applications in highly secure IT infrastructure with secured SOC2 Type 2 certified services. A near-constant data replication process is implemented to make sure copies are synchronized and a snapshot of technical resources replicated to another site ensures that data is in a usable state after the failover.

Cyber risk monitoring is displayed on a dashboard that compares the level of identified threats, the level of protection of the systems concerned, and the resulting residual risk. This dashboard is shared with the Board of Directors' Risk Committee, and with the Boards of Directors of several local entities.

6.5.1.3. DATA PRIVACY AND PROTECTION

The United Nations Global Compact, of which SCOR is a member, calls upon the Group to promote and respect the protection of international human rights law and to ensure that it is not a party to any human rights violations.

In light of technological developments, the protection of personal data is a crucial component of the respect for fundamental rights, as illustrated in Article 8 of the EU Charter of Fundamental Rights.

As well as the processing of personal data relating to its employees, SCOR's activities may involve the processing of other personal data, which requires it to comply with regulations relating to personal data protection and privacy, a key component of SCOR's activities. The Code of Conduct defines the key principles related to the protection of personal data and privacy that are mandatory for all employees.

The General Data Protection Regulation (GDPR) (EU 2016/679), in force since May 25, 2018, constitutes the overarching regulation on data protection in Europe with the objective of making companies accountable for their processing of personal data. While GDPR is general in nature and does not specifically relate to reinsurance, it nonetheless has a significant impact on SCOR's data processing activities. In addition, the Group also complies with other local data protection regulations outside of the European Union, where applicable.

The Data Protection Officer is responsible for building and maintaining a comprehensive data protection framework. He coordinates the governance and is responsible for the design and implementation of the annual action plan on data protection, embedded in the Group Compliance plan. Progress on the annual action plan is reported to the Data Protection and Privacy Committee co-chaired by two members of the Group Executive Committee (the Group Chief Sustainability Officer and the Group Chief Transformation Officer). This governance is also supported by various contributors across the organization including Regional Compliance Officers, local correspondents, legal counsel and IT security teams worldwide.

SCOR adheres to several guidelines and policies that relate to or impact some aspects of privacy and/or data protection:

- the Group data protection policy, which establishes a common minimum standard to be applied by SCOR for processing personal data;
- the Group data breach response guidelines, which establish a response process to help staff identify and escalate a potential data breach so as to ensure an appropriate and timely response from the company;
- the Group information security policy, which sets out SCOR's commitment to IT security and defines IT security governance.

These documents are owned by the Group Data Protection Officer and the Group Chief Information Officer, respectively.

Data protection is included in the training sessions conducted by the legal and compliance teams worldwide, as part of the global training program for employees. During these sessions, employees are trained on data protection obligations, the GDPR and any local obligations that may be applicable to participants. The training sessions are hands-on and include case studies to help participants identify the issues that may arise in the course of their work and the best practices to resolve them.

In 2022, two interactive sessions were organized as part of the International Data Privacy Day with more than 500 employees around the world participating. A dedicated intranet page was created containing information and best practices. In addition to the Legal & Compliance curriculum, which includes a section on Data Protection and was completed by 2,269 employees, a mandatory specific training session on Data Protection and Privacy was deployed in 2022 and completed by 2,931 employees.

Dedicated presentations were given to selected teams on compliance with data transfer requirements following the Schrems II decision rendered by the European Court of Justice in July 2020.

6.5.1.4. ETHICS AND ARTIFICIAL INTELLIGENCE

SCOR's Code of Conduct serves as a reference for employees to understand their legal and ethical obligations toward SCOR's different stakeholders. This reference is also used for artificial intelligence as SCOR is committed to formally integrating these principles into its operations, based on the "ethical guidelines for trustworthy AI" published in April 2019, by the European Commission High-Level Expert Group on Artificial Intelligence.

An artificial intelligence policy was approved in 2021 to ensure compliance with these principles. For an effective and documented implementation, this policy is based on the risk management framework which now includes a dedicated module.

6.5.2. CODE OF CONDUCT AND COMPLIANCE POLICIES

The Group Code of Conduct establishes the key areas of compliance with legal and ethical obligations and the best practices in these areas. The Code addresses important compliance and business ethics issues, such as the rules applicable to business confidentiality, inside information and the acceptance of gifts and invitations. It also underlines the importance of knowing stakeholders (Know Your Customer – KYC) to comply with anti-money laundering regulations and economic sanction programs.

The Code of Conduct is incorporated into the Group's human capital management cycles, including the Annual Alignment Conversation process, described in Section 6.2.1.1 of this statement, as well as through training provided to new employees and periodically to existing employees.

Failure to comply with the principles of SCOR's Code of Conduct may result in disciplinary action, which could lead to criminal or regulatory proceedings in compliance with the applicable laws. In addition, as per the Group compensation policy and as outlined in Section 6.2.1.2 of this statement, breaches of the Code of Conduct could prevent performance shares and stock options from vesting.

The Group compliance policy, which goes hand-in-hand with the Group Code of Conduct, defines several principles to support the compliance framework. One of the major principles is a risk-based approach to compliance in accordance with the SCOR Group policy on risk management. This approach consists in identifying compliance risks in SCOR's business activities, prioritizing dedicated efforts and resources to manage those risks, taking into account both their severity and probability, and establishing ongoing procedures aimed at preventing, detecting and mitigating these risks.

The Group compliance policy also defines the roles and responsibilities of key stakeholders, in particular the compliance teams. The compliance teams carry out an annual risk assessment (developed in conjunction with the Group CRO area), the results of which are used as a basis for the annual Group Compliance Plan. This plan is approved by the Executive Committee of SCOR SE annually and is also submitted to the Audit Committee of SCOR's Board of Directors.

The Group compliance policy, together with other compliance-related policies and guidelines, establishes minimum standards applicable throughout the Group. These standards are published in a central repository available to all employees and include the following policies and guidelines:

- Group data protection policy and its related guidelines on data breach response;
- Group policy on anti-bribery and its appendix on corruption risk mapping;
- Group guidelines on sanctions and embargoes and its related guidelines on sanctions screening;
- Group guidelines on anti-money laundering, combating the financing of terrorism and Know-Your-Customer;
- Group guidelines on the management of inside information;
- Group guidelines on trading in SCOR's securities and other public securities;
- Group policy on conflict of interest;
- Group fit & proper policy;
- Group policy on outsourcing;
- Group antitrust policy;
- Group policy on Artificial Intelligence.

Reporting concerns

All employees are responsible for ensuring compliance with applicable laws, regulations and policies in their daily duties and for escalating any actual or suspected compliance breach, in line with the Group's guidelines on reporting concerns. Alerts can be raised internally and externally through a dedicated online platform. This enables secure and confidential reporting of concerns at any time and from any location with Internet access. The reporting channels allow users to include attachments to the report and also allow for anonymous reporting. All reports filed through these channels are confidentially routed to the Regional General Counsel, Regional Compliance Officer and to the Group Chief Compliance Officer, so that they are fully reviewed and investigated by the team assigned to the investigation.

Legal and compliance training and awareness-raising

In order to ensure proper dissemination of the compliance requirements among SCOR employees, and to keep them informed about the latest development on those issues, training sessions for the underwriting, claims handling and accounting departments are regularly held across the Hubs. In total, four mandatory training courses on risk management and compliance issues were deployed in 2022: privacy & data protection, legal & compliance curriculum (covering areas such as anti-money laundering, sanctions & embargoes, anti-corruption and conflict of interest) and two training sessions on inclusion and preventing discrimination and harassment.

In total 13,463 hours of training on these topics was recorded, representing 27% of total training hours in 2022[(1)].

The Compliance Department also launched communication campaigns to raise awareness and provide reminders about processes related to fraud (four information emails), anti-bribery and corruption (two information emails), data protection (three information emails), competition (one information email) and anti-money laundering (one information email).

6.5.2.1. ANTI-CORRUPTION

As mentioned in the Code of Conduct, SCOR has a zero-tolerance approach to corruption, including active and passive bribery and influence peddling. The Group policy on anti-bribery clearly defines corrupt practices and provides guidance to employees in recognizing and preventing corrupt practices.

In accordance with the French Sapin II law[(2)], the Group conducts a thorough annual risk assessment to identify the countries, sectors and activities that, within the context of SCOR's business, expose the Group to a particular risk of corruption, as well as indications of corruption that may be present in any country, sector or activity. The Group Executive Committee approves the methodology, and the risk assessment results are presented to the Board of Directors.

This corruption risk assessment also identifies the employees that are most exposed to corruption or fraudulent activity as part of their duties or activities within the Group. As well as reminders sent to all Group employees concerning the need for constant vigilance with respect to compliance with anti-corruption regulations, employees most exposed to this risk receive periodic anti-corruption training. In addition to the 2021 legal and compliance training, all SCOR employees have completed a mandatory e-learning module on SCOR's anti-corruption framework.

SCOR has also put in place pop-ups in the technical accounting systems that flag possible corruption activity whenever a transaction is processed relating to a country identified as at-risk in the risk assessment.

6.5.2.2. SANCTIONS AND EMBARGOES

It is SCOR's policy to comply with all applicable laws and regulations regarding financial and trade sanctions. In that respect, the Group's compliance teams have developed and implemented a comprehensive framework to ensure the Group's compliance with all applicable laws and regulations in this area. This framework includes:

- a risk-based analysis, differentiated between the L&H, P&C and investment business units. This analysis is updated regularly and guides employees as to (1) when the legal team must be consulted, (2) sectors subject to sanctions, such as military and nuclear goods, and (3) when screening is required;
- a risk-based Know-Your-Customer process to assess new business partners;
- a risk-based sanctions screening protocol;
- a clear definition of roles and responsibilities and a dedicated process for escalation, blocking and remediation process if the screening procedure results in an alert.

The Group continued its work to automate a number of the screening processes in order to enhance them. SCOR already screens its main technical accounting system on a weekly basis and its other databases on a monthly or quarterly basis depending on the nature of the database and the frequency of its updates.

In addition to the above, sanctions and embargoes are mandatory topics in the legal and compliance training conducted every year. These in-person training sessions are supplemented by a periodic training *via* an e-learning module for employees who may be exposed to economic sanction and embargo issues in the course of their work.

(1) See Section 6.9.1 – Note on methodology for more information on this indicator.
(2) Law on transparency, the fight against corruption and the modernization of economic life.

6.5.2.3. ANTI-MONEY LAUNDERING, FINANCING OF TERRORISM AND KNOW-YOUR-CUSTOMER

As a reinsurer, SCOR does not typically have any contractual relationships with the underlying insureds of its cedents, and most global anti-money laundering and counter-terrorism financing laws and regulations do not apply to reinsurance. In addition, SCOR's presence in direct P&C insurance business is very limited. As an international financial group, SCOR has a proportionate process to assess and analyze the Group's exposure to money laundering and terrorism financing risks.

Through a risk-based approach, SCOR has established guidelines on anti-money laundering, combating the financing of terrorism and Know-Your-Customer. The procedures include the identification of business risk indicators by the compliance teams, which are subsequently applied in business risk assessments by each Hub. The minimum Group process may be strengthened depending on regulatory requirements or the risk assessment for certain jurisdictions or activities.

6.5.2.4. INSIDER TRADING

Transparency, accountability and credibility in the eyes of our investors are key values for SCOR as a listed company. In this respect, the Group has implemented regularly updated Guidelines on Managing Inside Information that formally prohibit trading in SCOR's securities while in possession of information which, if made public, would be likely to have a significant influence on the share price.

In addition, employees are prohibited from directly or indirectly carrying out any transactions in SCOR's securities during certain sensitive periods that the Group identifies and notifies affected persons about or during any period preceding a significant event affecting SCOR and likely to influence the share price ("blackout periods"). SCOR informs its employees about the need to comply with the rules on insider trading through regular awareness campaigns and reminders in Group communications concerning blackout periods.

6.5.3. TAX TRANSPARENCY

In the course of its activities, the Group does not engage in any artificial structure that lacks corporate purpose or economic substance. The use of tax havens for tax avoidance purposes for offshore business activities is not a practice adopted by the Group. The Group ensures that the pricing of SCOR's intragroup transactions complies with the OECD Transfer Pricing Guidelines and local regulations. Accordingly, SCOR pays its income taxes in the country where the business activities are performed.

Compliance with tax regulations is an integral part of SCOR's operating principles. It is Group policy to comply with the applicable tax laws wherever it operates. The Group Tax Department ensures that the various Group entities comply with the applicable tax laws and regulations wherever they operate. All key entities have a designated tax manager who ensures compliance with the applicable tax obligations. Tax compliance is managed by the business process owners in accordance with the principles governing the Group's internal control system framework.

In line with the Group Code of Conduct, the business process owners concerned must not engage in tax planning or tax schemes that do not reflect economic reality. Internal control processes ensure that a tax analysis is conducted and documented before entering into a transaction. The quarterly tax reporting process provides the Group with a complete analysis of the tax expense for the period as well as the tax account balance in the balance sheet of each Group entity.

Transfer pricing processes ensure a complete review and documentation of the most significant intragroup transactions each year (for which the principal Group entities are required to submit a mandatory transfer pricing report – the "local transfer pricing file" – with their local tax administration every year).

Lastly, other reporting obligations provide further transparency on the Group's operations. Country by country reporting provides an overall map of the Group profits, taxes paid, and activities carried out by the Group worldwide. Furthermore, the "DAC6" Directive has made the disclosure of potentially aggressive tax schemes compulsory, beginning with transactions which occurred after June 2018.

6.6. SUMMARY OF THE MAIN METRICS DISCLOSED IN THE NON-FINANCIAL PERFORMANCE STATEMENT

The following sections provide an overview of the metrics presented in the non-financial performance statement as of the year-ended 2021 and 2022.

6.6.1. SOCIAL INDICATORS

Theme	Section	Metric	Unit	2022	2021
	6.2	Total headcount	-	3,522	3,590
	6.2.1.2	Turnover rate	%	12.74	8.55[(1)]
	6.2.2.2	Employee well-being survey	/100	66	69
	6.2.1.2	SCOR global compensation	EUR	143,391[(2)]	132,587[(3)]
	6.2.1.2	SCOR average fixed compensation	EUR	114,389[(2)]	106,331[(3)]
	6.2.1.2	SCOR average bonus	EUR	15,728[(2)]	13,182[(3)]
Training	6.2.1.1	Rate of participation to one training (excl. mandatory training)	%	76	70
	6.2.1.1	Training budget	EUR million	1.2	1.5
	6.2.1.1	Total number of training hours (including mandatory training)	Hours per employee	14.5	17[(4)]
Health & safety	6.2.2.2	Absenteeism rate	%	4.30	3.03
Diversity & inclusion	6.2.2.1	Proportion of women on Executive Committee	%	22	22
	6.2.2.1	Proportion of women on the Board of Directors	%	42.8	42.8
	6.2.2.1	Proportion of women at "Partnership" level, GP to EGP	%	23	20
	6.2.2.1	Share of employees with disabilities	%	0.62	0.50
Community engagement	6.2.2.3	Number of community engagement days	-	475	189.5
Social dialogue	6.2.3	Number of meetings with employee representatives	-	67	50
	6.2.3	Number of CECC meetings	-	5	4
	6.2.3	Number of collective agreements signed	-	7	12

(1) This turnover rate only includes SCOR, SCOR Syndicate and Remark.
(2) Excluding Remark, Essor, AgroBrasil, SIP Uk Ltd, MRM and SCOR corporate officers.
(3) Excluding Remark, Essor, AgroBrasil, SIP Uk Ltd, MRM, SCOR corporate officers and SCOR Syndicate.
(4) This metric includes the training hours of interns in 2021.

6.6.2. ENVIRONMENTAL INDICATORS

Theme	Section	Metric	Unit	2022	2021
Climate change	1.3.5.2	Net estimated loss per natural catastrophe	EUR millions	915	771
	6.3.1.2	Share of eligible activities under the European Taxonomy (underwriting)	%	58	62
	6.3.2.3	Share of eligible activities under the European taxonomy (investments)	%	10.6	0
	6.3.2.3	Exposure to fossil energies	EUR millions	57	139
	6.3.2.3	Carbon intensity by enterprise value on corporate bonds and equities	tCO_2/EUR million invested	407	173
	6.3.3.2	Energy consumption	GWh	15.8	13.4
	6.3.3.2	Sorted and recycled paper waste	t	72.6	37.5
	6.3.3.2	Total waste disposed	t	362.1	-
	6.3.3.3	Greenhouse gas emissions relating to operations	tCO_2	16,131[(1)]	3,304
	6.3.3.3	Greenhouse gas emissions/employee	tCO_2/employee	0.97	0.68
Nature & biodiversity	6.3.2.3	Measure of the corporate biodiversity footprint	km^2MSA/year	458	231
	6.3.2.1	Number of conferences on biodiversity		4	na

(1) Scope is extended in 2022 compared to 2021.

6.6.3. BUSINESS ETHICS AND DIGITALIZATION INDICATORS

Theme	Section	Metric	Unit	2022	2021
Cybersecurity	6.5.1.2	Number of fake phishing campaigns carried out	-	8	4
	6.5.1.2	Number of fake phishing emails sent	-	46,219	NA
Compliance	6.5.2	Number of hours dedicated to compliance training	hours	13,463	11,738[(1)]

(1) This metric includes training hours of interns in 2021. Previous year's figure of 3,134 was corrected due to a reporting mistake.

6.7. CORRESPONDENCE TABLE

This consolidated non-financial performance statement was prepared in accordance with Articles L. 225-102-1 and L. 22-10-36 of the French Commercial Code transposing Directive 2014/95/EU as regards the disclosure of non-financial and diversity information by certain large undertakings and groups.

Unless stated otherwise, this consolidated statement covers SCOR SE and all its fully consolidated subsidiaries, hereinafter "SCOR" or "the Group", except those listed in Section 6.9 – Note on methodology in this statement.

Table of correspondence with the provisions in Articles L. 225-102-1 and L. 22-10-36 of the French Commercial Code

	Information required by the French Commercial Code	Relevant sections in the non-financial performance statement (Section 6)
1	Business model	Section 6.1.1 – Overview of the Group business model
2	Description of the main risks related to the activity of the company or all companies including, where relevant and proportionate, the risks created by its business relationships, products, or services	Section 6.1.3 – Sustainability materiality analysis
3	Information about the impact of activities on the respect of human rights, anti-corruption and tax evasion, and the measures adopted by the company to take into account the social and environmental consequences of its activities (description of the policies implemented and the due diligence procedures implemented to prevent, identify and mitigate the risks related to the activity of the company or all companies)	Human rights: • Section 6.1.2 – Governance • Section 6.2.1.2 – Aligning stakeholders' interests and retaining talents through a merit-based compensation policy • Section 6.2.3 – Fostering social dialogue • Section 6.4.1 – Human rights at SCOR • Section 6.5.1.3 – Data privacy and protection • Section 6.5.2 – Code of Conduct and compliance policy Corruption: Section 6.5.2.1 – Anti-corruption Tax evasion: Section 6.5.3 – Tax transparency
4	Results of the policies implemented by the company or all companies, including key performance indicators	An overview of policies and key performance indicators is presented in Section 6.1.3 – Sustainability materiality analysis Section 6.2.1.1 – Developing skills and preparing for future needs Section 6.2.1.2 – Aligning stakeholders' interests and retaining talent through a merit-based compensation policy Section 6.3 – Integrating environmental challenges into SCOR activities Section 6.4 – Promoting the sustainable development of societies Section 6.5 – Business ethics and digitalization
5	Social information (job, work organization, health and security, social relationships, training, equality of treatment)	Section 6.2 – Human capital as a key success factor for the Group
6	Environmental information (general environmental policy, pollution, climate change)	Section 6.3 – Integrating environmental challenges into SCOR activities
7	Societal information (societal commitments in favor of sustainable development, subcontractors and suppliers, loyalty of practices)	Section 6.4 – Promoting the sustainable development of societies
8	Information related to human rights actions	Section 6.2.3 – Fostering social dialogue Section 6.4.1 – Human rights at SCOR Section 6.5.1.3 – Data privacy and protection Section 6.5.2 – Code of Conduct and compliance policy
9	Information related to the fight against corruption and tax evasion	Corruption: Section 6.5.2.1 – Anti-corruption Tax evasion: Section 6.5.3 – Tax transparency
	Collective agreements entered into by the company and their impacts on the company's economic performance and employees' working conditions	Section 6.2.3 – Fostering social dialogue
	Review of the content of the non-financial statement by the independent third party	Section 6.10 – Report by the independent third party on the consolidated non-financial statement included in the management report

The following categories of information, referred to in Article L. 225-102-1 III of the French Commercial Code, have been excluded because of their lack of relevance to the Group's activities:

- circular economy;
- eliminating food waste;
- combating food insecurity;
- animal welfare;
- responsible, fair trade and sustainable food;
- promoting physical activities and sports.

6.8. TCFD CORRESPONDENCE TABLE

SCOR supports the Task-force for Climate-related Financial Disclosures (TCFD) and the implementation of its recommendations. The table below identifies sections in the Universal Registration Document providing information aligned with those recommendations.

Additionally, SCOR publishes a Sustainability & Activity Report:

- which provides more disclosures on SCOR climate-related risks and opportunities, as well as information on how its business model and strategy are resilient to climate risks; and
- presenting the Group's key achievements and its ongoing endeavors to improve its investment practices.

TCFD recommendation			Sections providing information
Governance	a)	Describe the board's oversight of climate-related risks and opportunities	Section 6.1.2 – Governance
	b)	Describe management's role in assessing and managing climate-related risks and opportunities	
Strategy	a)	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Section 6.1.3 – Sustainability materiality analysis
	b)	Describe the impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Section 6.3 – Integrating environmental challenges into SCOR activities
	c)	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	
Risk Management	a)	Describe the organization's processes for identifying and assessing climate-related risks	Section 6.1.3 – Sustainability materiality analysis
	b)	Describe the organization's processes for managing climate-related risks	
	c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	
Metrics & Targets	a)	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Section 6.1.3 – Sustainability materiality analysis
	b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Section 6.3 – Integrating environmental challenges into SCOR activities
	c)	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	

6.9. NOTE ON METHODOLOGY

6.9.1. HUMAN RESOURCES DATA: METHODOLOGY

6.9.1.1. SCOPE OF DATA COLLECTION

The report covers the 12-month period from January 1 to December 31 of the year under review.

The consolidated human resources data presented in the non-financial performance statement pertain to the entire Group (SCOR SE and all its consolidated subsidiaries through full integration), which includes SCOR (3,176 employees including SCOR Syndicate), ReMark (187 employees), ESSOR (95 employees), AgroBrasil (54 employees), SIP UK Ltd (5 employees), MRM (5 employees), but does not include the employees of Château Mondot SAS (25 employees) and Les Belles Perdrix de Troplong Mondot EURL (24 employees).

These entities, all wholly owned subsidiaries of SCOR SE, except MRM, of which SCOR SE holds 59.9% of the capital, are all managed independently from the Group in terms of human resources (HR policies, processes, rules and frameworks, etc.).

For some indicators, certain entities have been excluded from the scope, as indicated below:

Indicators	Exclusions from the scope
Total headcount	Château Mondot
Breakdown by gender	Les Belles Perdrix de Troplong Mondot
Breakdown by age	
Turnover rate	
Compensation (fixed compensation, bonus, granted shares)	
Absenteeism rate	
Community engagement days	
Number of collective agreements	
Number of training hours (including compliance sessions)	
Share of women in partnership	Château Mondot
	Les Belles Perdrix de Troplong MondotMRM
	ESSOR
	SIP UK Ltd
	AgroBrasil
	Remark

6.9.1.2. METHODOLOGY

Headcount is calculated on the basis of employees registered at December 31, on fixed-term contracts (employment contract signed directly between SCOR and the individual with a defined end date) or permanent contracts (employment contract signed directly between SCOR and the individual for an unlimited period).

The 2022 Group staff turnover rate is calculated as follows: number of permanent contracts departures in 2022 (all departures excluding intercompany transfers)/permanent contract headcount as at December 31, 2021.

Average fixed compensation is calculated as the annual reference compensation paid to employees, prorated to actual hours worked. The average bonus includes the profit-sharing scheme for France and takes into account bonuses equal to zero for unsatisfactory performance. Average shares granted includes persons who have not been allocated shares.

Theoretical working time is the total time per year (calculated in days) that an employee spends at work. This definition is based on the legal approach (or the approach set out in the relevant collective bargaining agreement) and excludes sick leave, maternity leave, sabbatical leave, etc.

The length of absence includes sick leave, injury leave, maternity/paternity leave, sabbatical leave and exceptional leave.

The number of training hours is the total number of hours of training completed by all employees during the year. These training hours are directly managed by SCOR or by an external training organization appointed by SCOR. For group training, the number of hours of training is multiplied by the number of participants.

The number of hours linked to compliance training sessions is calculated following the same reporting approach as for the number of training hours in general. The training sessions in the scope are: "Compulsory – Privacy & data protection 2022", "Mandatory – Legal & Compliance curriculum", "Preventing discrimination & harassment" and "Inclusion". This indicator also excludes Château Mondot and Les Belles Perdrix de Troplong Mondot.

An employee is considered to have a disability when the disability is recognized as such by the relevant body. The disability may be physical or mental or a combination of both. A disability may be present from birth or develop during a person's lifetime.

Days relating to community engagement are calculated on a declarative basis. Within the SCOR for Good program, volunteer employees validate their participation in charity activities with their manager and report their "leave" in the Group's information system. Employees are not asked to provide any proof of their commitment.

Daily checks are performed by the local human resources managers and the Group Human Resources Department to ensure the reliability of information in the Group database. An additional detailed check of the data is performed annually (in December) by the Group HR Department and the local HR managers.

Collective agreements are signed with the aim of generating a positive impact on employee working conditions and on the company's financial performance.

6.9.1.3. LIMITATIONS OF DATA COLLECTION AND RELIABILITY

Definitions of human resources indicators may differ slightly from one country to another. Nevertheless, the SCOR indicators used are consistent and meaningful at Group level. Unless otherwise indicated, no estimates are used to calculate these indicators.

6.9.2. ENVIRONMENTAL DATA: METHODOLOGY

6.9.2.1. SCOPE OF DATA COLLECTION

Consolidated data covers a 12-month period.

The data was collected on every active Group site for all the reporting indicators and pertains to the entire Group (SCOR SE and all its consolidated subsidiaries consolidated through full integration) except Château Mondot SAS (25 employees) and Les Belles Perdrix de Troplong Mondot EURL (24 employees), resulting in a coverage ratio of 98.6% of employees in the financial consolidation scope as of December 31, 2022.

Data provided comes from different sources:

- local questionnaires, for buildings and vehicles energies emissions, business travels, waste, paper, water (from November 1, 2021 to October 31, 2022);
- employee survey for emissions related to commuting;
- IT questionnaires for capital goods;
- supplier data for certain purchase categories such as external data centers.

A summary table has been included in Section 6.3.3.3 – Greenhouse gas emissions and voluntary offsetting, providing an overview of the rate of coverage for a selection of indicators.

6.9.2.2. METHODOLOGY

SCOR reports its CO_2 emissions based on the Greenhouse Gas Protocol, and covers the following scopes:

- Scope 1: direct emissions from owned or controlled sources, namely emissions related to stationary or mobile combustion of fossil energies and fugitive emissions. These emissions are generated by the consumption of fuel (for heating, backup generators and the use of vehicle fleets), gas (for heating) and fugitive emissions from refrigeration and air conditioning;
- Scope 2: indirect emissions related to electricity consumption, steam and cooling systems. For SCOR, most of these emissions result from the generation of purchased electricity and, for some sites, from cooling and heating systems. For the calculation of greenhouse gas emissions, SCOR only uses a reduced emissions factor for renewable energy if a certificate with the conversion factor to be applied is provided for the site in question. As the sources of renewable energy purchased are not always known, SCOR adopts a precautionary approach, using the energy mix of a given country. This approach therefore tends to slightly overestimate the Group's carbon footprint;
- Scope 3: other indirect emissions. Under this category, SCOR reports greenhouse gas emissions related to purchased goods and services (paper purchases, water and external data centers), capital goods (IT equipment), upstream fuel- and energy-related activities, waste generated in operations, business travel (air and rail), employee commuting and leased assets.

Some indicators may include emissions related to service providers and/or other tenants located in SCOR premises. The Group consolidates all items measured and presents them as an indicator expressed in tons of CO_2 equivalent (tCO_2eq). For the conversion of the different items into greenhouse gas emissions, SCOR uses conversion factors taken from the "Base Carbone®" database provided by France's Agency for ecological transition (ADEME). The database on air transportation emissions is provided by the United Kingdom's Department for Business, Energy & Industrial Strategy (BEIS), formerly DEFRA.

In terms of operational boundaries, the rate of coverage for scopes 1 and 2 is estimated at 100% of the categories of "Greenhouse Gas Protocol". Regarding scope 3, a large portion of emission sources from the management of operational processes is covered. To that end, the Group has adopted a pragmatic approach focusing on the emission sources that can be measured with a certain degree of confidence.

The Group's main sources of greenhouse gas emissions may also include emissions from investment activities. In this regard, SCOR measures the carbon footprint of its invested assets. For each investment, the data provider, ISS, collects emissions data from several different sources (*e.g.* CDP and the World Bank). When data is not available, ISS provides an estimate of the carbon footprint based on proprietary methodology. The data used cover scopes 1, 2 and 3 (except for leveraged loans). Then ISS calculates the financed emissions of the portfolio by taking into account SCOR's share in the value of the company, sovereign debt, real estate project or infrastructure debt. The value of financed emissions is calculated and then divided by the total market value of the asset class concerned in order to calculate the carbon intensity in millions of euros invested.

When used in the non-financial performance statement, the following concepts have the meaning defined below:

- Greenhouse gases: gaseous constituents of the atmosphere, both natural and anthropogenic, that absorb and emit radiation at specific wavelengths within the spectrum of radiation emitted by the Earth's surface, by the atmosphere itself, and by clouds (IPCC source);
- Carbon neutrality: condition in which anthropogenic CO_2 emissions associated with a subject are balanced by anthropogenic CO_2 removals (IPCC source);
- Net-zero emissions: condition in which anthropogenic carbon dioxide (CO_2) emissions are balanced by anthropogenic CO_2 removals over a specified period (IPCC source).

6.9.2.3. LIMITATIONS

Due to the unavailability of full-year data for some of the sites, the missing consumption data was estimated by extrapolation. Moreover, depending on the surface area occupied, the information collected encompasses different parameters, in particular with regards to the consolidation or non-consolidation of the energy consumption derived from the use of services located in shared areas of the building. Where SCOR is the sole or main tenant (*i.e.* more than 50% of the surface area is occupied by the Group's staff), the data includes SCOR's share of energy consumption for the shared area. Below this threshold, this share is not included in the data collected.

Lastly, sites surveyed include other tenants' energy and water consumption and to a lesser extent waste production. Therefore, the environmental impact of the Group is overestimated. Other tenants' employees occupying these sites account for 4.7% of employees of entities consolidated in the financial statements.

The data obtained through the employee survey on commuting has been extrapolated by country to reach 100%.

Data for IT capital goods and certain purchase categories such as external data centers was estimated for 2022 based on surveys from 2021.

6.10. REPORT BY THE INDEPENDENT THIRD PARTY ORGANIZATION, ON THE VERIFICATION OF THE CONSOLIDATED NON-FINANCIAL STATEMENT INCLUDED IN THE MANAGEMENT REPORT

This is a free translation into English of the independent third party organization's report issued in French and is provided solely for the convenience of English speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

For the year ended December 31, 2022

To the shareholders,

In our capacity as independent third party organization, member of Mazars Group and accredited by COFRAC Inspection under number 3-1058 (scope of accreditation available on www.cofrac.fr), we have performed work to provide a reasoned opinion that expresses a limited level of assurance on the historical information (observed and extrapolated) of the consolidated extra-financial performance statement, prepared in accordance with the entity's procedures (hereinafter the "Statement") for the financial year ended December 31, 2022 (hereinafter respectively the "Information" and the "Statement"), presented in the management report of the group, in application of the provisions of Article L. 310-1-1-1 of the Insurance Code which refers to Article L225-102-1 of the Commercial Code.

Conclusion

Based on the procedures we performed, as described in the "Nature and scope of our work" and the evidence we collected, nothing has come to our attention that causes us to believe that the consolidated non-financial statement is not presented in accordance with the applicable regulatory requirements and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines, in all material respects.

Preparation of the non-financial performance statement

The lack of a commonly used framework or established practice on which to base the assessment and evaluation of information allows for the use of alternative accepted methodologies that may affect comparability between entities and over time.

The Statement has been prepared in accordance with the entity's procedures (hereinafter the "Guidelines"), the main elements of which are presented in the Statement and are available on request from the entity's head office.

Restrictions due to the preparation of the Information

The Information may contain inherent uncertainty about the state of scientific or economic knowledge and the quality of external data used. Some of the Information is dependent on the methodological choices, assumptions and/or estimates made in preparing the information and presented in the Statement.

The entity's responsibility

The Board of Directors is responsible for:

- selecting or setting appropriate criteria for the provision of the Information;
- preparing the Statement with reference to legal and regulatory requirements, including a presentation of the business model, a description of the principal non-financial risks, a presentation of the policies implemented considering those risks and the outcomes of said policies, including key performance indicators and also, the Information required by Article 8 of Regulation (EU) 2020/852 (EU Taxonomy);
- and implementing internal control procedures deemed necessary to preparation of information, free from material misstatement, whether due to fraud or error.

Responsibility of the Statutory Auditor

Based on our work, our responsibility is to provide a report expressing a limited assurance conclusion on:

- the compliance of the Statement with the requirements of article R. 225-105 of the French Commercial Code;
- the fairness of the Information provided in accordance with article R. 225-105 I, 3° and II of the French Commercial Code, *i.e.*, the outcomes, including key performance indicators, and the measures implemented considering the principal risks (hereinafter the "Information").

However, it is not our responsibility to comment on the entity's compliance with other applicable legal and regulatory requirements, in particular the French duty of care law and anti-corruption and tax avoidance legislation nor on the compliance of products and services with the applicable regulations.

This is not our responsibility to express an opinion on:

- the entity's compliance with other applicable legal and regulatory requirements (in particular with regard to the Information required by Article 8 of Regulation (EU) 2020/852 (green taxonomy), the due diligence plan and the fight against corruption and tax evasion);
- the truthfulness of the Information provided for in Article 8 of Regulation (EU) 2020/852 (EU Taxonomy);
- the compliance of products and services with applicable regulations.

Regulatory provisions and applicable professional standards

The work described below was performed with reference to the provisions of articles A. 225-1 et seq. of the French Commercial Code, as well as with the professional guidance of the French Institute of Statutory Auditors ("CNCC") applicable to such engagements and with ISAE 3000 (reviewed) [(1)].

Independence and quality control

Our independence is defined by the requirements of Article L. 822-11-3 of the French Commercial Code and the French Code of Ethics (*Code de déontologie*) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with applicable legal and regulatory requirements, the ethical requirements and French professional.

Means and resources

Our work was carried out by a team of 6 people between October 2022 and February 2023 and took a total of 7 weeks.

We called on our specialists in sustainable development and social responsibility to assist us in our work. We conducted 15 interviews with the people responsible for preparing the Statement, representing the Sustainable Development, Human Resources, and Compliance and Information System Departments, and the General Services.

Nature and scope of our work

We planned and performed our work considering the risks of significant misstatement of the Information.

We are convinced that the procedures we have carried out in the exercise of our professional judgment enable us to provide a limited assurance conclusion:

- we obtained an understanding of the consolidated entities' activities and the description of the principal risks associated;
- we assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, with due consideration of industry best practices, where appropriate;
- we verified that the Statement includes each category of social and environmental information set out in Article L. 225-102-1 III, as well as information regarding compliance with human rights, anti-corruption and tax avoidance legislation;-
- we verified that the Statement provides the Information required under Article R. 225-105 II of the French Commercial Code, where relevant with respect to the principal risks, and includes, where applicable, an explanation for the absence of the Information required under Article L. 225-102-1 III, paragraph 2 of the French Commercial Code;
- we verified that the Statement presents the business model and a description of principal risks associated with all the consolidated entities' activities, including where relevant and proportionate, the risks associated with their business relationships, their products or services, as well as their policies, measures and the outcomes thereof, including key performance indicators associated to the principal risks;
- we referred to documentary sources and conducted interviews to:
  - assess the process used to identify and confirm the principal risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the principal risks and the policies presented, and
  - corroborate the qualitative information (measures and outcomes) that we considered to be the most important presented in Appendix 1. Concerning the nature and biodiversity related risks, our work was carried out on the consolidating entity, for the others risks, our work was carried out on the consolidating entity and on a selection of entities[(2)];
- we verified that the Statement covers the scope of consolidation, *i.e.* all the consolidated entities in accordance with Article L. 233-16 of the French Commercial Code within the limitations set out in the Statement;
- we obtained an understanding of internal control and risk management procedures the entity has put in place and assessed the data collection process to ensure the completeness and fairness of the Information;
- for the key performance indicators and other quantitative outcomes that we considered to be the most important presented in Appendix 1, we implemented:
  - analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data;
  - tests of details, using sampling techniques, in order to verify the proper application of the definitions and procedures and reconcile the data with the supporting documents. This work was carried out on a selection of contributing entities and covers between 24% and 100% of the consolidated data relating to the key performance indicators and outcomes selected for these tests;
- we assessed the overall consistency of the Statement based on our knowledge of all the consolidated entities.

We are convinced that the work carried out, based on our professional judgement, is sufficient to provide a basis for our limited assurance conclusion; a higher level of assurance would have required us to carry out more extensive procedures.

The independent third-party organization

Mazars SAS

Paris La Défense, March 1, 2023

French original signed by

Maxime SIMOEN	Edwige REY
Partner	CSR & Sustainable Development partner

(1) ISAE 3000 - Assurance engagements other than audits or reviews of historical financial information.
(2) Social information: Cologne, London, Singapore and Zurich.
Environmental information: Paris, Singapore and Zurich.

Appendix 1: Information considered most important

List of quantitative information, including key performance indicators:

- Total headcount as at December 31, 2022 and breakdown by gender, age, geographical area, type of contract and working time;
- Proportion of women at "Partnership" level GP to EGP;
- Turnover rate;
- Rate of participation to one training (excl. mandatory training);
- Average fixed compensation;
- Average bonus;
- Absenteeism rate;
- Number of CECC meetings;
- Share of employees with disabilities;
- Proportion of women on Executive Committee;
- Carbon intensity by enterprise value on corporate bonds and equities;
- Greenhouse Gas emissions/employee;
- Greenhouse gas emissions relating to operations;
- Energy consumption;
- Sorted and recycled paper waste;
- Measure of the corporate biodiversity footprint;
- Number of fake phishing campaigns carried out;
- Number of hours dedicated to compliance training.

Appendices

APPENDIX A

Person responsible for the annual report

1. NAME AND TITLE OF PERSON RESPONSIBLE

François de Varenne, Chief Executive Officer of SCOR SE.

2. STATEMENT BY THE PERSON RESPONSIBLE

I hereby state that the information contained in this Universal Registration Document is, to the best of my knowledge, in accordance with the facts and that the document makes no omission likely to affect its import.

I further state that, to the best of my knowledge, (i) the financial statements have been drawn up in accordance with the applicable accounting standards and give a true and fair view of the assets and liabilities, financial position and results of the Company and all of the entities included in the consolidated group, and (ii) the management report presented in Appendix D of this Universal Registration Document accurately reflects the evolution of the business, results and financial position of the Company and all of the entities included in the consolidated group, and describes the main risks and uncertainties facing them.

Chief Executive Officer

François de Varenne

APPENDIX B

PARENT COMPANY FINANCIAL STATEMENTS (SCOR SE)

Pursuant to Article 28 of Regulation (EC) No. 809/2004 of the European Commission, the following information is included by reference in this Universal Registration Document:

(i) the parent company financial statements for the year ended December 31, 2021 and the Statutory Auditors' report pertaining thereto published on pages 345 to 374 and 375 to 380, respectively, of the original French-language version of the Universal Registration Document filed with the French financial markets authority (*Autorité des marchés financiers* – AMF) on March 3, 2022 under number D.22-0067 and on pages 345 to 374 and 375 to 380, respectively, of the free translation into English of the Universal Registration Document filed with the AMF with such translation being available on SCOR's website www.scor.com;

(ii) the parent company financial statements for the year ended December 31, 2020 and the Statutory Auditors' report pertaining thereto published on pages 313 to 342 and 343 to 348, respectively, of the original French-language version of the Registration Document filed with the AMF on March 2, 2021 under number D.21-0084 and on 313 to 342 and 343 to 348, respectively, of the free translation into English of the Registration Document filed with the AMF with such translation being available on SCOR's website www.scor.com.

The parent company financial statements of SCOR SE for the financial year ended December 31, 2022 are presented below:

1. SIGNIFICANT EVENTS OF THE YEAR

This section is an integral part of the notes to the parent company financial statements.

In 2022, SCOR SE carried out the following significant transactions:

Merger of SCOR Switzerland AG into SCOR SE and portfolio transfer of SCOR Switzerland AG's assumed internal retrocessions to SCOR Global Reinsurance Ireland and SCOR UK

The affiliate entity SCOR Switzerland AG, 100%-owned by SCOR SE, was merged into the SCOR SE Zurich branch on January 1, 2022. This transaction generated a merger loss for accounting purposes that was fully offset by unrealized gains on the financial assets and portfolios received.

The merger was immediately followed by the transfer of SCOR Switzerland AG's internal retro portfolios to SCOR Global Reinsurance Ireland and SCOR UK through:

- Commutation of reinsurance contracts between SCOR Switzerland AG and various other SCOR SE branches, and new retro contracts then set up with SCOR Global Reinsurance Ireland and SCOR UK (only for the SCOR SE Argentina branch);
- Contract novations whereby SCOR Global Reinsurance Ireland replaces SCOR Switzerland AG in all aspects of existing contracts (for Asia).

These portfolio commutations and novations as well as the transfers of the related reserves generated a EUR 42 million gain for SCOR SE.

The SCOR SE Zurich branch has kept external retrocession contracts received from SCOR Switzerland AG.

Capital increase in SCOR US Corporation

On February 9, 2022, SCOR SE increased its stake in the capital of its subsidiary SCOR US Corporation by USD 30 million (EUR 26 million).

Capital increases into SCOR Global Life Americas Holding

SCOR SE increased its stake in the capital of its subsidiary SCOR Global Life Americas Holding several times in 2022:

- On February 23, 2022, by USD 105 million (EUR 93 million) through the conversion into capital of a cash advance granted to the subsidiary;
- On April 27, 2022, by USD 85 million (EUR 79 million);
- On July 26, 2022, by USD 22 million (EUR 22 million);
- On July 27, 2022, by USD 271 million (EUR 271 million) through the conversion into capital of a loan granted to the subsidiary;
- On October 27, 2022, by USD 57 million (EUR 58 million).

Share buy-back program

On March 31, 2022, SCOR SE finalized the EUR 200 million share buy-back program launched on October 28, 2021 and canceled all of the repurchased shares. In 2022, SCOR SE repurchased a total of 2,692,244 shares for EUR 78 million in addition to those repurchased in 2021 (4,485,937 shares for an amount of EUR 122 million).

Call options

On May 9, 2022, SCOR SE signed several call option agreements with BNPP allowing SCOR SE to buy its own shares to cover free share plans and stock option plans in return for the payment of a predefined exercise price. The exercise dates for the options run from October 9, 2024 to September 21, 2027. The total number of options amounts to 3,377,608 (2,728,139 options to cover free share allocations and 649,469 for stock options). A premium of EUR 19 million was paid in 2022, which was recorded in other assets.

Dividend payment

On May 24, 2022, SCOR SE paid a EUR 321 million dividend to its shareholders.

New catastrophe bond – Atlas Capital Reinsurance 2022 DAC

On June 1, 2022, SCOR announced that it had successfully sponsored a new catastrophe bond ("cat bond") – Atlas Capital Reinsurance 2022 DAC – which will provide multi-year risk transfer capacity of USD 240 million to protect it against certain losses from named storms in the US and earthquakes in the US and Canada, as well as European windstorms. The risk period for Atlas Capital Reinsurance 2022 runs from June 1, 2022, to May 31, 2025. The cat bond offering – which integrated ESG-related considerations to support investors' due diligence – was priced on May 23, 2022 and closed on May 27, 2022. Atlas Capital Reinsurance 2022 DAC is an aggregate, index-based trigger cat bond approved in Ireland under Solvency II.

Decreases in the Fiducie trust's capital

SCOR SE made two withdrawals from the Fiducie trust in 2022 as the result of a reduction in its commitments towards Aegon: the first occurred on June 14, 2022 for USD 13 million (EUR 9 million) and the second on September 13, 2022 for USD 13 million (EUR 9 million).

Capital advance to the Canadian branch

On June 28, 2022, SCOR SE transferred CAD 37 million (EUR 27 million) to its Canadian branch.

Issuance of a new loan to SCOR Reinsurance Asia Pacific Pte Ltd and termination of an outstanding loan between the entity and SCOR SE

On June 30, 2022, SCOR SE granted a new loan of USD 40 million (EUR 40 million) to SCOR Reinsurance Asia Pacific Pte Ltd, replacing an existing loan for the same principal amount.

MRM funding

On November 7, 2022, SCOR SE granted a treasury advance of EUR 25 million to MRM that was converted into capital on December 7, 2022.

Capital increase in SCOR Global Reinsurance Ireland by contribution of financial assets in kind

On December 2, 2022, SCOR SE increased the capital of its subsidiary SCOR Global Reinsurance Ireland by EUR 200 million through the contribution of financial assets in kind.

New contingent capital

On December 15, 2022, SCOR SE launched a new 3-year contingent capital facility with J. P. Morgan AG for EUR 300 million and issued 8,983,564 warrants in favor of JP Morgan AG. This equity line facility replaces, as of January 1, 2023, the previous contingent capital facility which came to an end on December 31, 2022.

Under the new arrangement, like in previous facilities, protection would be triggered in case of natural catastrophes and in case of extreme life events.

Issuance of new loan to SCOR Services UK Limited

On December 15, 2022, SCOR SE granted a new loan of GBP 37 million (EUR 43 million) to SCOR Services UK Limited.

Capital increase in SCOR Reinsurance Asia Pacific Pte Ltd

On December 20, 2022, SCOR SE increased the capital of its subsidiary SCOR Reinsurance Asia Pacific Pte Ltd by SGD 85 million (EUR 59 million).

Issuance of new loan to SCOR Global Reinsurance Ireland and termination of an outstanding loan between the entity and SCOR SE

On December 21, 2022, SCOR SE granted of new loan of USD 170 million (EUR 161 million) to SCOR Global Reinsurance Ireland, replacing an existing loan for the same principal amount.

Dividends received

During 2022, SCOR SE received EUR 709 million in dividends from its subsidiaries (EUR 312 million in 2021).

2. BALANCE SHEET

2.1. BALANCE SHEET – ASSETS

In EUR millions		Gross	Depreciation, amortization and impairment	2022 Net	2021
Intangible assets	**5.2.2**	**748**	**(102)**	**646**	**647**
Investments	**5.2.1 & 5.2.9**	**23,654**	**(56)**	**23,598**	**22,798**
Real estate investments		721	-	721	611
Investments in subsidiaries and affiliates		9,303	(41)	9,262	9,045
Other investments		6,652	(15)	6,637	6,524
Cash deposited with ceding companies		6,978	-	6,978	6,618
Investments representing unit-linked contracts	**5.2.1**	**-**	**-**	**-**	**-**
Share of retrocessionaires in underwriting reserves	**5.2.9**	**5,773**	**-**	**5,773**	**4,614**
Reinsurance reserves (Life)		81	-	81	76
Loss reserves (Life)		59	-	59	44
Unearned premiums reserves (Non-Life)		971	-	971	763
Loss reserves (Non-Life)		4,568	-	4,568	3,612
Other underwriting reserves (Non-Life)		94	-	94	119
Accounts receivable	**5.2.5 & 5.2.9**	**3,396**	**(17)**	**3,379**	**2,579**
Accounts receivable from reinsurance transactions		3,164	(14)	3,150	2,370
Other accounts receivable		232	(3)	229	209
Other assets	**5.2.2**	**523**	**(83)**	**440**	**447**
Property, plant and equipment		147	(83)	64	71
Cash and cash equivalents		320	-	320	179
Treasury shares		56	-	56	197
Accrued income and deferred expenses	**5.2.8 & 5.2.9**	**789**	**-**	**789**	**618**
Accrued interest and rental income not due		50	-	50	41
Deferred acquisition costs – assumed (Non-Life)		494	-	494	376
Reinsurance estimates – assumed		-	-	-	-
Other accruals		245	-	245	201
Bond redemption premiums		**-**	**-**	**-**	**-**
TOTAL ASSETS		**34,883**	**(258)**	**34,625**	**31,703**

2.2. BALANCE SHEET – SHAREHOLDERS’ EQUITY AND LIABILITIES

In EUR millions		2022	2021
Shareholders' equity and reserves [(1)]	**5.2.3**	**3,395**	**3,724**
Share capital		1,415	1,472
Additional paid-in capital		516	663
Revaluation reserves		-	-
Legal reserve		-	-
Other reserves		131	131
Capitalization reserve		-	-
Retained earnings		1,108	1,503
Net income/(loss) for the year		198	(72)
Regulated reserves		27	27
Subordinated liabilities	**5.2.4**	**2,673**	**2,618**
Gross underwriting reserves	**5.2.7 & 5.2.9**	**23,320**	**20,812**
Reinsurance reserves (Life)		2,980	3,255
Loss reserves (Life)		938	934
Unearned premiums reserves (Non-Life)		2,532	1,999
Loss reserves (Non-Life)		14,703	12,430
Other underwriting reserves (Non-Life)		2,150	2,175
Equalization reserves (Non-Life)		17	19
Underwriting reserves for unit-linked contracts			
Provisions for contingencies and charges	**5.2.6**	**154**	**175**
Cash deposits received from retrocessionaires	**5.2.5 & 5.2.9**	**1,767**	**1,597**
Other liabilities	**5.2.4 & 5.2.5 & 5.2.9**	**2,954**	**2,469**
Accounts payable on reinsurance transactions		1,637	1,197
Convertible bonds		-	-
Amounts owed to credit institutions		-	-
Negotiable debt securities issued by the Company		-	-
Other loans, deposits and guarantees received		684	829
Miscellaneous liabilities		633	443
Deferred income and accrued expenses	**5.2.8 & 5.2.9**	**362**	**308**
Deferred commission received from reinsurers (Non-Life)		194	149
Reinsurance estimates – Retrocession		-	-
Other accruals		168	159
TOTAL SHAREHOLDERS’ EQUITY AND LIABILITIES		**34,625**	**31,703**

(1) 2022 and 2021 data is presented before appropriation of net income/(loss).

3. INCOME STATEMENT

In EUR millions	Gross transactions	Retroceded transactions	Net transactions – 2022	Net transactions – 2021
UNDERWRITING ACCOUNT – NON LIFE				
Earned premiums	**7,000**	**(2,958)**	**4,042**	**3,613**
Written premiums	7,476	(3,665)	3,811	3,888
Change in unearned premiums	(476)	707	231	(275)
Allocated investment income	**647**	**-**	**647**	**301**
Other underwriting income	**125**	**-**	**125**	**115**
Claims expenses	**(6,031)**	**2,509**	**(3,522)**	**(2,932)**
Benefits and costs paid	(3,919)	(602)	(4,521)	(1,757)
Claims reserve expenses	(2,112)	3,111	999	(1,175)
Expenses for other underwriting reserves	**24**	**(22)**	**2**	**(92)**
Acquisition and administrative expenses	**(1,854)**	**662**	**(1,192)**	**(743)**
Acquisition expenses	(1,787)	-	(1,787)	(1,319)
Administrative expenses	(67)	-	(67)	(19)
Commission received from reinsurers	-	662	662	595
Other underwriting expenses	**(200)**	**-**	**(200)**	**(248)**
Change in equalization reserves	**1**	**-**	**1**	**-**
Change in liquidity reserves	**-**	**-**	**-**	**-**
NON-LIFE UNDERWRITING RESULT	**(288)**	**191**	**(97)**	**14**

In EUR millions	Gross transactions	Retroceded transactions	Net transactions – 2022	Net transactions – 2021
UNDERWRITING ACCOUNT – LIFE				
Earned premiums	**2,223**	**(567)**	**1,656**	**1,676**
Investment income	**151**	**-**	**151**	**119**
Investment revenues	131	-	131	91
Other investment income	1	-	1	2
Gains on realization of investments	19	-	19	26
Unit-linked policy adjustments (capital gains)	**-**	**-**	**-**	**-**
Other underwriting income	**65**	**-**	**65**	**53**
Claims expenses	**(1,900)**	**477**	**(1,423)**	**(1,469)**
Benefits and costs paid	(1,923)	462	(1,461)	(1,478)
Claims reserve expenses	23	15	38	9
Expenses for Life reinsurance and other underwriting reserves	**298**	**6**	**304**	**(70)**
Life reinsurance reserves	298	6	304	(70)
Unit-linked contract reserves				
Other underwriting reserves				
Acquisition and administrative expenses	**(373)**	**18**	**(355)**	**(287)**
Acquisition expenses	(325)	-	(325)	(298)
Administrative expenses	(48)	-	(48)	(8)
Commission received from reinsurers	-	18	18	19
Investment expenses	**(46)**	**-**	**(46)**	**(57)**
Internal and external investment management expenses and interest expense	(20)	-	(20)	(33)
Other investment expenses	(3)	-	(3)	(4)
Losses on realization of investments	(23)	-	(23)	(20)
Unit-linked policy adjustments (capital losses)	**-**	**-**	**-**	**-**
Other underwriting expenses	**(111)**	**-**	**(111)**	**(129)**
Change in liquidity reserves	**-**	**-**	**-**	**-**
LIFE UNDERWRITING RESULT	**307**	**(66)**	**241**	**(164)**

In EUR millions	Net transactions – 2022	Net transactions – 2021
NON-UNDERWRITING ACCOUNT		
Non-Life underwriting result	**(97)**	**14**
Life underwriting result	**241**	**(164)**
Investment income	**1,060**	**694**
Investment revenues	919	528
Other investment income	5	12
Realized gains from investments	136	154
Investment expenses	**(322)**	**(335)**
Internal and external investment management expenses and interest expense	(138)	(195)
Other investment expenses	(22)	(25)
Realized losses from investments	(162)	(115)
Investment income transferred to the underwriting account	**(647)**	**(301)**
Other non-underwriting income	**-**	**-**
Other non-underwriting expenses	**-**	**-**
Non-recurring income/(loss)	**-**	**38**
Employee profit-sharing	**-**	**(2)**
Corporate income tax	**(37)**	**(16)**
NET INCOME/(LOSS) FOR THE YEAR	**198**	**(72)**
EARNINGS/(LOSS) PER SHARE *(IN EUR)*	**1.10**	**(0.38)**

4. OFF-BALANCE SHEET COMMITMENTS

In EUR millions		Related companies	Other	2022	2021
COMMITMENTS RECEIVED	**5.3.8**	**145**	**5,922**	**6,067**	**5,173**
Interest rate swaps		-	-	-	-
Cross-currency swaps		-	713	713	662
Foreign currency forward purchases		125	2,389	2,514	1,969
Confirmed credit		-	850	850	450
Letters of credit (unused portion)		-	450	450	767
Endorsements and sureties		-	6	6	-
Securities pledged from ceding companies		-	1,073	1,073	864
Parental guarantees		-	-	-	-
Lease payments		20	-	20	20
Equity call options		-	441	441	441
COMMITMENTS GIVEN	**5.3.8**	**9,815**	**5,873**	**15,688**	**17,032**
Endorsements, sureties and credit guarantees given		**-**	**36**	**36**	**30**
Endorsements and sureties		-	36	36	30
Letters of credit		-	-	-	-
Securities and assets acquired with commitment for resale		**-**	**-**	**-**	**-**
Other commitments related to securities, assets or revenues		**194**	**1,707**	**1,901**	**1,427**
Interest rate swaps		-	-	-	-
Cross-currency swaps		-	617	617	617
Underwriting commitments		95	1,090	1,185	691
Trust assets		99	-	99	119
Other commitments given		**9,621**	**4,130**	**13,751**	**15,575**
Securities pledged to ceding companies		2,134	691	2,825	3,397
Marketable securities pledged to financial institutions		-	139	139	262
Contract termination indemnities		-	-	-	-
Foreign currency forward sales		123	2,361	2,484	1,930
Parental guarantees		7,223	930	8,153	9,786
Capital injection commitment		-	-	-	63
Lease payments		141	9	150	137
COLLATERAL RECEIVED FROM RETROCESSIONAIRES		**-**	**1,038**	**1,038**	**947**

Various financial institutions provide guarantees for SCOR SE in the form of letters of credit as collateral for its underwriting reserves. The total amount of these letters of credit given to ceding companies, which are not included in the table above, was EUR 1,132 million as at December 31, 2022 (EUR 647 million as at December 31, 2021).

5. NOTES TO THE PARENT COMPANY FINANCIAL STATEMENTS

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5.1. ACCOUNTING PRINCIPLES AND POLICIES

The parent company financial statements for the year ended December 31, 2022 have been prepared in accordance with the accounting provisions contained in title IV of book III of the French Insurance Code, and with the French standard-setter (*Autorité des normes comptables* – ANC) regulation No. 2015-11 of November 26, 2015 approved by the French government order of December 28, 2015, relating to the annual financial statements of insurance undertakings, as amended by ANC regulation No. 2018-08 of December 11, 2018 and ANC regulation No. 2020-11 of December 22, 2020. In the absence of specific provisions in the aforementioned ANC regulation No. 2015-11, the provisions of ANC regulation No. 2014-03 relating to the French general accounting plan (P*lan comptable général* – PCG) are applicable.

5.1.1. INTANGIBLE ASSETS

Intangible assets consist of:

- Software acquired or created by the Company which is capitalized and amortized over a period of one to five years;
- Non-Life goodwill, which is not amortized;
- Life goodwill relating to the value of Life business acquired in mergers, which is not amortized but an impairment loss is recognized if the carrying amount of the portfolio is higher than its net present value. Impairment tests are performed annually on this goodwill;
- Life goodwill relating to portfolio transfers. In accordance with Article 214-3 of the PCG, this goodwill is amortized over its useful life or, if this period cannot be reliably determined, over ten years. An impairment loss is recognized if the carrying amount of the portfolio is higher than its net present value, with impairment tests performed annually. If an impairment loss is recognized or reversed in relation to this goodwill, the amortization plan is amended prospectively;
- Renewal rights acquired from SCOR Switzerland AG.

5.1.2. INVESTMENTS

Investments are initially recorded at historical acquisition cost, excluding expenses. After initial recognition, investments are valued based on the asset category to which they belong and on the length of time during which they are expected to be held.

Investments in subsidiaries and affiliates

Investments in subsidiaries and affiliates are initially recorded at historical acquisition cost, including expenses. The fair value of investments in subsidiaries and affiliates is an estimated value based on the usefulness of the investment to the Company and on its market value (in light of its actual share price, revalued shareholders' equity, actual results and outlook).

For active reinsurance companies, the fair value corresponds to revalued net assets including the value of Life reinsurance portfolios and forecasts of future profits for Non-Life reinsurance, net of taxes. For the Non-Life segment, the discounted cash flow model comprises an earnings model, which considers forecasted earnings and other financial ratios for the reportable segment over a five-year period. The first two years are based on the assumptions from the Quantum Leap strategic plan and the last three years are extrapolated using a conservative approach based on past experience. Business plans include assessments of gross and net premium expectations, expected loss ratios and expected expense ratios together with actuarial assumptions such as the coefficient of changes in ultimate net reserves together with assumptions as to the average time to payment of existing reserves and future business. Future cash flows beyond this period are extrapolated using a growth rate of 4%. SCOR uses risk-free interest rates for each currency as well as the Group's estimated weighted average cost of capital of 6.25%, derived from the Group Capital Asset Pricing Model (CAPM) and a risk-free rate based on the currencies used. Covid-19 assumptions have been reflected in the discounted cash flow model and the underlying business plans.

At each reporting date, if the carrying amount of an investment in subsidiaries and affiliates is below its historical cost, an analysis is conducted in order to determine if an impairment loss should be recorded. The assumptions and outcome of this analysis, conducted as at December 31, 2022 are detailed in Note 5.2.1.

For real estate and financial (holding) companies, fair value is calculated as the share of net assets including unrealized gains, net of tax. An impairment loss is recorded on a line-by-line basis when such values are below historical cost.

Shares and other variable-income securities

Shares and other variable-income securities are recorded at cost, excluding expenses. The realizable value as at the reporting date is determined in accordance with ANC regulation No. 2015-11 of November 26, 2015. For listed securities, it corresponds to the share price at the reporting date and for unlisted securities, fair value is based on net assets.

When the realizable value is more than 20% lower than the initial cost for more than six consecutive months, a detailed line-by-line analysis is performed to determine whether the impairment is permanent. An impairment loss is recorded on a line-by-line basis for securities which are considered permanently impaired. The impairment loss is calculated as the difference between the carrying amount and the realizable value corresponding to the market value at the reporting date.

Bonds and other fixed-income securities

Bonds and other fixed-income securities are recorded at cost, excluding accrued interest. In compliance with Article 122-1 of ANC regulation No. 2015-11 of November 26, 2015, the difference between cost and redemption value is amortized to income over the remaining period until maturity using the effective interest rate method.

No impairment losses are recognized for differences between the carrying amount, as decreased or increased by the amortization of any premium or discount, and realizable value. An impairment loss is recorded only in the event of issuer default.

Other assets

An impairment loss is recorded for loans or other accounts receivable due in more than one year if the fair value is below historical cost.

Cash deposited with ceding companies

Within the framework of reinsurance treaties, the ceding companies can request cash deposits to guarantee the underwriting reserves ceded to the reinsurer. In accordance with the French insurance accounting plan (*plan comptable assurance*), the receivables representing those cash deposits are recorded in "Cash deposited with ceding companies" on the assets side of the balance sheet or in "Investments in subsidiaries and affiliates" if the ceding company is a related company. The remuneration for the cash deposits is contractually stipulated and at each reporting date, accrued interest on the cash deposited with ceding companies is recorded in "Accounts receivable from reinsurance transactions" on the asset side of the balance sheet.

Reserve for liquidity risk

A liquidity risk reserve is recorded for the possible need to liquidate assets in order to make immediate payment on major claims. This reserve is included in underwriting reserves and is recorded when the total carrying amount of investment assets, excluding bonds and other fixed-income securities (investments valued according to Article R. 343-9 of the French Insurance Code), exceeds their fair value. Fair value corresponds to the average price calculated over the last thirty days preceding the valuation date or, failing that, the market price for listed shares, net asset value for unlisted shares and net realizable value for investments in subsidiaries and affiliates as described in Note 5.2.1.

Based on the calculations performed, no liquidity reserve was required or recorded in the financial statements for 2022 or 2021.

5.1.3. PROPERTY, PLANT AND EQUIPMENT

Items included in this caption are recorded at their historical cost.

Equipment, furniture and fixtures are depreciated on a straight-line or sliding scale basis over their estimated useful lives:

Category	Useful life
Office equipment and furniture	5 to 10 years
General fixtures	10 years
Vehicles	4 to 5 years

Deposits and security deposits relate primarily to rented facilities.

5.1.4. ACCOUNTS RECEIVABLE

A provision for bad debts is recognized for accounts receivable from reinsurance transactions and other accounts receivable if their recoverability is uncertain.

- For Non-Life business: the aging balance is analyzed line by line in order to determine if a provision should be recognized to take into account the potential non-recoverability of accounts receivable (partial or total). The analysis is performed based on quantitative and qualitative criteria that enable a detailed and complete analysis.
- For Life business: based on an analysis of the aging balance, reminders are sent to the overdue debtors. After a certain number of unsuccessful reminders, a provision for bad debts is considered. A provision should be recognized when there is significant evidence that all or part of an account receivable will not be recoverable.

5.1.5. PENSION AND OTHER EMPLOYEE BENEFIT LIABILITIES

The Company records all liabilities relating to employee benefits on its balance sheet.

- Retirement bonuses: employees benefit from additional retirement benefits paid out in the form of lump-sum capital upon retirement. The value of these bonuses depends on factors such as age, years of service and salary;
- Senior management pension obligations (Article 39): the value of the provision recognized for senior management pension obligations is based on the following actuarial assumptions:
  - discount rate: 3.75%, defined by reference to high quality long-term corporate bonds with maturities consistent with the duration of the obligations concerned,
  - updated mortality tables for the various plans, with turnover data for managers and salary increases;
- Jubilee awards: Opinion No. 2004-05 dated March 25, 2004 issued by the CNC ("Conseil national de la comptabilité") requires the recognition of a provision for long-service awards as from 2004.

In its Opinion No. 2008-17 dated November 6, 2008 relating to accounting for stock options and free share allocation plans, the CNC redefined the accounting treatment for such employee benefits and the impairment of treasury shares held for such plans. In the event of delivery of existing shares, the expense should be recognized over the vesting period if the vesting and final attribution of the shares is subject to the employee remaining with the Company over the vesting period. Consequently, at each reporting date, a contingency provision is recorded for the estimated cost (calculated as the difference between the cost to acquire the shares and nil value) to which a pro rata is applied from the grant date to the end of the vesting period over the entire vesting period.

5.1.6. FINANCIAL LIABILITIES AND SUBORDINATED LIABILITIES

These items include the various subordinated and unsubordinated notes issued by the Company as described in Note 5.2.4.

Debt issuance costs are amortized over the life of the borrowings concerned. Interest on financial liabilities is included in financial expenses.

5.1.7. RECORDING OF REINSURANCE TRANSACTIONS

Assumed reinsurance transactions

Assumed reinsurance is recorded upon receipt of the accounts transmitted by ceding companies.

Pursuant to the provisions of Article 152-1 of ANC regulation No. 2015-11 dated November 26, 2015, accounts not yet received from ceding companies at the reporting date are estimated in order to better reflect SCOR's reinsurance commitments in the financial statements. This method applies to most contracts underwritten during the current financial year and to prior-year contracts where relevant. Estimates of premiums and commission not yet received from ceding companies at the period end are recorded in the income statement with a contra-entry in the balance sheet under "Accounts receivable from reinsurance transactions".

Overall, the premiums recorded for the year (premiums reported in the accounts received from ceding companies and estimated premiums) correspond to the estimated premiums expected at the time the policies were underwritten.

Deposits with ceding companies are recorded as assets on the balance sheet.

Estimated claims expenses are recorded in loss reserves.

Retrocession

The retroceded portion of assumed reinsurance, determined in accordance with the treaty terms, is recorded separately from the assumed reinsurance transaction.

The retrocessionaires' share in estimates of assumed premiums and commission is shown in liabilities under "Accounts payable on reinsurance transactions". Underwriting reserves ceded to retrocessionaires are shown within assets on the balance sheet.

Cash deposits received from retrocessionaires are shown within liabilities on the balance sheet.

Securities pledged as collateral by reinsurers to guarantee their commitment are presented off balance sheet at their fair value as of the reporting date.

Finite reinsurance

Finite reinsurance treaties, as defined in Article L. 310-1-1 of the French Insurance Code, have to be accounted for in accordance with the provisions of ANC regulation No. 2015-11 dated November 26, 2015.

As a result:

- Only the deposit portion of the treaty as well as receivables and liabilities with the ceding company are recognized on the balance sheet;
- Treaty income is fully recognized in financial income in the income statement.

Risk transfer testing is applied to every newly underwritten treaty as well as during an annual review of contractual conditions, which determines whether a treaty should be accounted for as a finite reinsurance or standard reinsurance contract.

Outgoing/incoming Life portfolios

Life premium portfolio entries represent the portion of earned premiums paid at the start of the reinsurance contract and/or the financial year while the underlying risk (written in previous periods) relates to future events.

Portfolio withdrawals and portfolio entries are recorded as outgoing/incoming premium/claim portfolios that offset the cancellation of underwriting reserves pertaining to those commitments.

The following accounting treatment is applied:

- Outgoing or incoming premium portfolios that offset the cancellation of unearned premium reserves: these portfolio transfers are included in premiums in the income statement;
- Outgoing or incoming claim portfolios that offset all other underwriting reserves: these portfolio transfers are included in benefits and costs paid in the income statement.

Outgoing/incoming Non-Life portfolios

Premium portfolio entries based on the accounts of ceding companies offset the transfer of risk on contracts managed by accounting year. Non-Life premium portfolio entries represent the portion of unearned premiums paid at the start of the reinsurance contract and/or the financial year while the underlying risk (written in previous periods) relates to current or future periods. Likewise, premium portfolio withdrawals represent the portion of unearned premiums at the end of the financial year and/or of the reinsurance contract. Premium portfolio entries and withdrawals are included in written premiums and are an integral part of premium income.

5.1.8. UNDERWRITING RESERVES

Non-Life business

An unearned premium reserve is calculated either *prorata temporis* on a contract-by-contract basis or using a statistical method when the results do not differ significantly from the contract-by-contract method.

SCOR determines the amount of loss reserves at the end of the year at a level which covers the estimated amount of its commitments as well as estimated claims management costs for both reported and unreported claims (net of estimated recovery and subrogation). These reserves, which pertain to all claims, reported or unreported, are valued on the basis of their undiscounted "ultimate" cost. Ultimate claims expense for a contract is estimated based on statistical experience for similar policies.

Loss reserves, including estimated claims paid, are calculated based on expected results and supplement the information communicated by ceding companies.

Equalization reserves are recognized in accordance with the French Insurance Code and are calculated in accordance with the applicable French regulations.

Life business

The mathematical reserves for Life reinsurance are submitted by ceding companies and completed by estimates using statistics based on historical data and information provided by business underwriters.

Additionally, estimated claims are included in outstanding claims reserves.

A reserve for claims handling expenses was recorded for EUR 8.5 million in 2022.

The Company is required to have adequate reserves to cover its commitments after consideration of estimated investment returns, mortality, morbidity and lapse rates, and other assumptions.

A reserve for increasing risk is recorded for long-term care and disability business. This risk increases with the age of the insured although the premiums are typically constant. It is equal to the difference between the discounted values of the respective commitments of the insured and insurer.

The reserve for increasing risk is recorded in "Other underwriting reserves" on the liabilities side of the balance sheet.

5.1.9. ACQUISITION COSTS OF REINSURANCE TRANSACTIONS

The costs associated with the acquisition of new Non-Life contracts, essentially commission, are recorded as assets within the limits of contract profitability. They are amortized over the period of earned premiums.

The acquisition costs of Life reinsurance operations are usually not deferred.

5.1.10. TRANSACTIONS CONDUCTED IN FOREIGN CURRENCIES

Pursuant to the provisions of Article R. 341-7 of the French Insurance Code, foreign currency transactions of the Company are recorded in their original currency. For the preparation of the annual financial statements, balance sheet amounts are converted into euros using the year-end exchange rates or the rate of the closest prior date.

SCOR applies the rules relating to the accounting of transactions in foreign currencies by entities subject to the Insurance Code as required by the CRC in its Opinion No. 2015-11 dated November 26, 2015.

Balance sheet positions in foreign currencies

At each reporting date, items in foreign currencies are converted into euros by allocating the underlying transactions as follows:

- Transactions relating to assets and liabilities generating a "structural" foreign currency position, primarily investments in subsidiaries and affiliates and related impairment losses;
- Other transactions generating an "operational" foreign currency position.

Differences relating to the conversion of structural positions are recorded on the balance sheet whereas those relating to operational positions are recorded in income.

Off-balance sheet positions in foreign currencies

The foreign currency differences on off-balance sheet positions (forward financial instruments) and the related accounts represent unrealized foreign currency gains or losses. They are recorded in the balance sheet in "Net translation adjustments" and "Accruals related to forward financial instruments", based on the underlying strategy.

The objective of the "Net translation adjustments" balance sheet account is to ensure symmetrical treatment with the accounting of the exchange difference generated by the underlying instrument:

- When the derivative is linked to a structural item, the "Net translation adjustments" account remains on the balance sheet until the structural element is realized;
- When the derivative relates to an investment strategy, the "Net translation adjustments" account remains on the balance sheet until the investment is made;
- When the derivative relates to an operational item, in the context of a divestiture or investment strategy, or the derivative is linked to a non-structural financial liability, the "Net translation adjustments" account is reclassified to income.

The Company's foreign currency hedging strategy is described in Note 5.3.2.

Differences in interest on forward contracts and the effects of contango/backwardation are recorded over the effective life of the hedged transaction.

5.1.11. PRINCIPLES RELATING TO THE PRESENTATION OF THE FINANCIAL STATEMENTS

Allocation of expenses by function

General expenses, initially recorded by type, are allocated to the following five functions: acquisition expenses, claims settlement expenses, administrative expenses, investment management expenses, and other underwriting expenses.

Life/Non-Life

In SCOR SE's income statement prepared in accordance with French GAAP, the Non-Life segment encompasses personal accident/sickness reinsurance in accordance with Article 410-1 *et seq*. of ANC regulation No. 2015-11 dated November 26, 2015. Personal accident/sickness reinsurance is classified in the Life segment in the consolidated financial statements under IFRS.

5.1.12. DERIVATIVE INSTRUMENTS RECEIVED AND GIVEN

The use of and accounting for financial instruments comply with European Directive 2005/68/EC (also known as the Reinsurance Directive), the French PCG of 1982, and French Decree No. 2002-970 dated July 4, 2002 relating to the use of forward financial instruments by French insurance companies.

Pursuant to CRC Opinion No. 2002-09 dated December 19, 2002, SCOR uses the fair value method for accounting for forward contracts and puts and calls on financial instruments forming part of a yield strategy.

Such instruments may include cross-currency swaps, caps and floors, forward currency contracts, puts and calls on equity securities and other interest rate options.

Income and expenses in the form of premiums or interest are recorded on a prorata basis over the life of the contract. Commitments given and received recorded at the reporting date reflect the nominal amount of ongoing transactions.

In case of unrealized loss positions on swaps not defined as hedges, a provision for loss risks on swaps is recognized.

In the Company's financial statements, the above-described derivative instruments only concern foreign exchange hedging operations.

5.1.13. CATASTROPHE BONDS – DERIVATIVE INSTRUMENT

Atlas Capital UK 2019 PLC

On June 1, 2019, as part of its policy of diversifying its capital protection tools, SCOR sponsored a catastrophe bond – Atlas Capital UK 2019 PLC – which provides the Group with multi-year risk transfer capacity of USD 250 million to protect itself against named storms in the US, earthquakes in the US and Canada, and windstorms in Europe. The risk period for Atlas Capital UK 2019 runs from June 1, 2019 to May 31, 2023.

Atlas Capital Reinsurance 2020 DAC

In 2020, SCOR sponsored a further catastrophe bond – Atlas Capital Reinsurance 2020 DAC – which provides the Group with multi-year risk transfer capacity of USD 200 million to protect itself against named storms in the US and earthquakes in the US and Canada. The risk period for Atlas Capital Reinsurance 2020 DAC runs from April 30, 2020 to May 31, 2024.

Accounting

The fair value of the Atlas Capital UK 2019 PLC and Atlas Capital Reinsurance 2020 DAC cat bonds is presented in "Other accounts receivable" in the balance sheet and the interest payments on the bonds are recognized in "Other liabilities". Changes in their fair value are recorded in other operating income or expenses.

The amortization expense on the cat bonds in 2022 amounted to USD 48 million (EUR 40 million including the conversion of the annual amortization as well as the foreign exchange impact on the opening balance) compared to USD 46 million (EUR 34 million including the conversion of the annual amortization as well as the foreign exchange impact on the opening balance) in 2021.

SCOR did not benefit from any additional recovery in 2022.

5.1.14. CATASTROPHE BOND – REINSURANCE CONTRACT

Atlas Capital UK

On June 1, 2018, SCOR sponsored a new catastrophe bond – Atlas Capital UK 2018 PLC – which provides the Group with multi-year risk transfer capacity of USD 300 million to protect itself against named storms in the US, earthquakes in the US and Canada, and windstorms in Europe.

The risk period for Atlas Capital UK 2018 ran from June 1, 2018 to May 31, 2022.

Accounting

This cat bond is accounted for as a reinsurance contract in the parent company financial statements.

5.1.15. QUOTA SHARE RETROCESSION AGREEMENT

Mangrove Insurance PCC Limited – Quota Share Longevity Retrocession Agreement

On December 18, 2019, SCOR entered into a structured retrocession transaction with Mangrove Insurance PCC Limited, which provides a multi-year source of retrocessional capacity. The transaction covers longevity risks arising from nine existing in-force reinsurance treaties with clients in the United Kingdom. The risk period covered by Mangrove Insurance PCC Limited runs from October 1, 2019 to October 1, 2048.

Accounting

This contract has been accounted for as a reinsurance contract.

5.2. ANALYSIS OF KEY BALANCE SHEET ITEMS

5.2.1. INVESTMENTS

Changes in investments

Gross amounts

In EUR millions	Opening balances	Impact of foreign exchange on opening balances	Acquisitions /creations	Disposals	Closing balances
Land	-	-	-	-	-
Buildings	-	-	-	-	-
Shares in and advances to land and real estate companies	612	-	111	2	721
Investments in subsidiaries and affiliates	9,153	-	830	2,896	7,087
Cash deposited with ceding companies (related and associated companies)	212	7	528	20	727
Loans (related and associated companies)	1,108	39	1,207	865	1,489
Other investments	6,529	84	3,499	3,460	6,652
Cash deposited with other ceding companies	6,618	22	377	39	6,978
TOTAL	**24,232**	**152**	**6,552**	**7,282**	**23,654**

Depreciation and impairment

In EUR millions	Opening balances	Impact of foreign exchange on opening balances	Additions during the financial year	Reversals during the financial year	Closing balances
Land	-	-	-	-	-
Buildings	-	-	-	-	-
Shares in and advances to land and real estate companies	1	-	-	1	-
Investments in subsidiaries and affiliates	1,428	-	1	1,388	41
Loans (related and associated companies)	-	-	-	-	-
Other investments	5	-	12	2	15
TOTAL	**1,434**	**-**	**13**	**1,391**	**56**

Shares in and advances to land and real estate companies

The movements during the year correspond to:

- an increase in SCOR SE's stake in the capital of its subsidiary, SCOR Properties II, representing a carrying amount of EUR 28 million;
- an increase in MRM shares representing a carrying amount of EUR 25 million;
- real estate shares transferred from SCOR Switzerland AG to SCOR SE for EUR 25 million as part of their merger;
- the purchase of Osae Real Estate Partners shares representing a carrying amount of EUR 11 million.

Investments in subsidiaries and affiliates

Increases in investments in subsidiaries and affiliates during the year were mainly due to:

- an increase in SCOR SE's stake in the capital of its subsidiary, SCOR Global Life Americas Holding, amounting to USD 540 million (EUR 523 million);
- an increase in SCOR SE's stake in the capital of its subsidiary, SCOR Global Reinsurance Ireland, amounting to EUR 200 million;
- an increase in SCOR SE's stake in the capital of its subsidiary, SCOR Reinsurance Asia Pacific Ltd, amounting to SGD 85 million (EUR 59 million);
- an increase in SCOR SE's stake in the capital of its subsidiary, SCOR US Corporation, amounting to USD 30 million (EUR 26 million).

Decreases in the gross value of investments in subsidiaries and affiliates, amounting to EUR (2,895) million, mainly consist of:

- cancellation of SCOR Switzerland AG shares following its merger into SCOR SE for EUR (2,877) million;
- a withdrawal of USD (26) million (EUR 18 million) from the Fiducie Trust, offset by a trust gain of EUR 6 million.

At December 31, 2022, impairment losses recognized against investments in subsidiaries and affiliates can be analyzed as follows:

- SCOR P&C Ireland Holding Ltd: EUR 13 million;
- SCOR Services Switzerland: EUR 11 million;
- Revios Canada Holding Corp: EUR 11 million;
- Coya trust: EUR 4 million;
- Prevoir Vietnam: EUR 1 million.

Cash deposited with ceding companies

At December 31, 2022, cash deposited with ceding companies broke down as follows:

- SCOR Global Reinsurance Ireland: EUR 362 million;
- SGL Australia: EUR 133 million;
- SCOR Reinsurance Asia Pacific Australia: EUR 143 million;
- SCOR UK Company Ltd: EUR 38 million;
- SCOR Reinsurance Asia Hong Kong: EUR 28 million;
- SCOR Perestrakhovaniye O.O.O.: EUR 9 million;
- SCOR Reinsurance Asia Pacific: EUR 2 million.

Loans

The change in loans mainly consists of:

- a loan granted to SCOR Global Reinsurance Ireland for USD 170 million (EUR 161 million);
- a loan granted to SCOR Switzerland Asset Service for EUR 136 million;
- a loan granted to SCOR Services UK Ltd for GBP 37 million (EUR 43 million);
- a loan granted to SV One SAS for EUR 30 million;
- a loan granted to SCOR GIE Informatique for EUR 27 million;
- a decrease in the loan granted to SCOR Global Life Americas Holding for USD 45 million (EUR 40 million);
- a decrease in the loan granted to SCOR Real Estate for EUR 38 million.

Other investments

Other investments – which totaled EUR 6,652 million at December 31, 2022 – are mainly made up of the following categories:

- bonds and other fixed-income securities for EUR 4,353 million;
- units in mutual funds exclusively invested in fixed-income securities for EUR 1,840 million;
- shares and other variable-income securities (other than mutual fund units) for EUR 220 million;
- units in mutual funds not exclusively invested in fixed-income securities for EUR 122 million;
- cash deposits and security deposits for EUR 104 million;
- securities transferred from SCOR Switzerland AG to SCOR SE for EUR 13 million as part of their merger.

The change in other investments during the year was mainly due to:

- a EUR 87 million net increase in bonds and other fixed-income securities;
- a EUR 27 million net increase in term deposits;
- securities transferred from SCOR Switzerland AG to SCOR SE for EUR 13 million as part of their merger;
- a EUR (4) million net decrease in units in mutual funds.

Summary statement of investments

In EUR millions	Gross value	Carrying amount	Realizable value	Unrealized gains and losses
1 — Real estate investments and real estate investments in process	721	721	1,013	292
2 — Shares and other variable-income securities (other than mutual fund units)	7,320	7,271	12,725	5,454
3 — Mutual fund units (other than those in 4)	121	120	154	34
4 — Units in mutual funds exclusively invested in fixed-income securities	1,840	1,838	1,920	82
5 — Bonds and other fixed-income securities	4,353	4,349	4,051	(298)
6 — Mortgage loans	-	-	-	-
7 — Other loans and similar bills	1,489	1,489	1,489	-
8 — Deposits with ceding companies	7,706	7,706	7,706	-
9 — Cash deposits (other than those in 8) and security deposits	104	104	104	-
10 — Unit-linked investments	-	-	-	-
Sub-total	**23,654**	**23,598**	**29,162**	**5,564**
11 — Other forward instruments	-	-	-	-
• Investment or divestment strategy	-	-	-	-
• Anticipation of investment	-	-	-	-
• Yield strategy	134	134	134	-
• Other transactions	-	-	-	-
• Amortization of premium/discount	(30)	(30)	(30)	-
12 – TOTAL LINES 1 TO 11	**23,758**	**23,702**	**29,266**	**5,564**
a) including:	-	-	-	-
• investments valued according to Article R. 343-9	4,156	4,152	3,855	(297)
• investments valued according to Article R. 343-10	19,468	19,416	25,277	5,861
• investments valued according to Article R. 343-13	-	-	-	-
• forward instruments	134	134	134	-
b) including:	-	-	-	-
• investments and forward instruments issued in OECD countries	21,796	21,745	27,123	5,378
• investments and forward instruments issued in non-OECD countries	1,962	1,957	2,143	186

Forward instruments

In EUR millions	Strategy	Maturity	Asset position	Liability position	Gains and losses realized on derivatives	Margin call on collateral
Foreign currency hedging: Forward trades	Yield	less than 1 year	138	123	18	-
Foreign currency hedging: Cross currency swaps	Yield	more than 5 years	93	-	1	157
Forward instrument: Cat bond	Yield	between 1 and 5 years	26	-	(40)	-
TOTAL			**257**	**123**	**(21)**	**157**

Subsidiaries and affiliates

Name *(Amounts in EUR millions)*	Original currency *(in OC)**	Share capital [1] *(in OC)**	Reserves [1] *(in OC)**	Share of capital
A-RELATED ENTITIES: DETAILED INFORMATION				
• SCOR CHANNEL LTD GY1 1GX St Peter Port, Guernesey	EUR	-	1	99.98%
• SCOR UK GROUP LTD LUC 3 Minster Court, Mincing Lane, London EC3R 7DD	GBP	33	-	100.00%
• SCOR MANAGEMENT SERVICES IRELAND LTD 6th floor, 2 Grand Canal Square, Dublin 2	EUR	-	1	100.00%
• SCOR CAPITAL PARTNERS SAS 5 avenue Kléber, 75116 Paris, France	EUR	197	(22)	100.00%
• SCOR REALTY SINGAPORE PTE LTD 160 Robinson Road, SBF Center, Singapore 068914	SGD	18	(11)	83.18%
• SCOR EUROPE SE 5 avenue Kléber, 75116 Paris, France	EUR	76	(10)	100.00%
• SCOR SWITZERLAND ASSET SERVICES AG Claridenstrasse 4, 8002 Zurich, Switzerland	EUR	492	37	100.00%
• SCOR SERVICES SWITZERLAND AG Claridenstrasse 4, 8002 Zurich, Switzerland	CHF	4	8	100.00%
• SCOR SERVICES UK LIMITED 10 Lime Street, EC3M 7AA London, UK	GBP	61	27	100.00%
• SCOR AFRICA LTD 2nd Floor, West Tower, Maude Street, Nelson Mandela Square, Sandton 2196, South Africa	ZAR	345	98	100.00%
• SV ONE SAS 5 avenue Kléber, 75116 Paris, France	EUR	12	1	100.00%
• SCOR REAL ESTATE SAS 5 avenue Kléber, 75116 Paris, France	EUR	398	70	100.00%
• SCOR P&C IRELAND HOLDING LTD 36 Lower Baggot Street Dublin 2 Ireland	EUR	14	-	100.00%
• SCOR INVESTMENT PARTNERS SE 5 avenue Kléber, 75116 Paris, France	EUR	16	17	100.00%
• SCOR PERESTRAKHOVANIYE.O.O.O. 10 Nikolskaya Street, 109012, Moscou, Russian Federation	RUB	809	1,222	100.00%
• FIDUCIE c/o BNP PARIBAS SECURITIES SERVICES, 9 rue du débarcadère, 93500 Pantin France	USD	65	24	100.00%
• MRM 5 avenue Kléber, 75116 Paris, France	EUR	113	1	59.90%
• SCOR OPERATIONS 5 avenue Kléber, 75116 Paris, France	EUR	-	-	100.00%
• REMARK GROUP BV World Trade Centre Zuidplein 214, Amsterdam, 1077XV Amsterdam, Pays-Bas	EUR	2	55	100.00%
• SCOR GLOBAL LIFE REINSURANCE IRELAND DAC 28,29 Sir John Rogersons Quay 2 Dublin, Ireland	USD	1,192	281	100.00%
• SCOR GLOBAL LIFE AUSTRALIA Level 33, O' Connell Street NSW, Sydney NSW 2000, Australia	AUD	145	(46)	100.00%
• SCOR SWITZERLAND AG Claridenstrasse 4, 8002 Zurich, Switzerland	EUR	-	-	0.00%
• SCOR US CORPORATION 199 Water Street, NEW YORK, NY 10038-3526 USA	USD	2,280	(342)	100.00%
• SCOR CANADA REINSURANCE COMPANY BCE Place TD Canada Trust Power 161, Bay Street, Suite 5000 PO Box 615 Toronto, Ontario M5J 2S1	CAD	30	111	100.00%
• SCOR BRASIL PARTICIPACOES LTDA Avenida Paisagista José Silva de Azevedo Neto, 200 – Bloco 4 – Sala 404 Barra de Tijuca – Rio de Janeiro – Brasil	BRL	245	32	100.00%
• REVIOS CANADA HOLDING CORP. LTD c/o Lang Michener, Brookfield Place, 181 Bay street, suite 2500, M51 2T7 Toronto, Canada	CAD	1	38	100.00%
• SCOR GLOBAL LIFE AMERICAS HOLDING INC. 101 South Tryon Street- 28280 Charlotte, USA	USD	2,165	(209)	100.00%
• SCOR REINSURANCE COMPANY ASIA LTD 3201-3210 Shui On Centre, 6-8 Harbour Road, Wanchai, Hong Kong	USD	28	137	100.00%
• SCOR REINSURANCE ASIA PACIFIC PTE LTD 143 Cecil Street, 20-01/GB Building Singapore 69542 Singapour	USD	205	(136)	100.00%
• SCOR SERVICES ASIA-PACIFIC PTE LTD 160 Robinson Road, SBF Center, Singapore 068914	SGD	1	2	100.00%
Total A				
B- ENTITIES WITH EQUITY INTEREST				
• In France				
• Other than in France				
Total B				
TOTAL				

(1) Data based on 2022 IFRS accounts.
(2) SCOR guarantees with limits as to the amounts listed above, the underwriting liabilities of its (re)insurance subsidiaries pertaining in particular to their obligations relative to the payment of claims.
** OC: Original Currency.*

Gross book value *(in EUR)*	Net book value *(in EUR)*	Loans and advances *(in EUR)*	Receivables against issuers *(in EUR)*	Guarantees and pledges given [(2)] *(in EUR)*	Revenues [(1)] *(in OC)**	Net income [(1)] *(in OC)**	Dividends received *(in EUR)*
1	1	-	-	-	-	-	-
44	44	-	-	-	-	-	-
-	-	-	1	-	25	2	-
289	289	131	-	-	-	(3)	-
6	6	-	-	-	3	(1)	-
76	76	-	209	120	246	5	-
519	519	136	-	82	-	(2)	-
13	2	-	3	-	104	7	-
135	135	43	3	-	98	(2)	-
24	24	-	55	-	-	(20)	5
12	12	30	-	-	-	(2)	-
510	510	50	2	590	-	22	-
29	16	-	-	-	-	-	-
15	15	-	6	-	48	7	6
21	21	-	16	5	1 519	(203)	-
119	119	-	-	99	-	6	-
81	81	-	-	-	10	(2)	2
-	-	-	-	-	-	-	-
65	65	10	(2)	-	22	-	-
824	824	353	2	1,159	3,170	331	551
100	100	-	12	260	287	9	-
-	-	-	-	-	-	-	-
1,983	1,983	152	-	-	-	(41)	-
148	148	-	2	315	421	49	20
65	65	-	-	-	-	21	-
17	6	-	-	-	-	1	-
1,932	1,932	-	-	648	-	74	87
215	215	-	8	91	125	4	38
376	376	52	82	494	390	4	-
1	1	6	1	-	81	11	-
7,620	**7,585**	**962**	**400**	**3,863**			**709**
6	6	421	7	141			-
19	19	103	286	5,061			-
25	**25**	**524**	**293**	**5,202**			**-**
7,645	**7,610**	**1,486**	**693**	**9,065**			**709**

No additional impairment losses were recognized against any investments in subsidiaries and affiliates during 2022.

Loans and advances to subsidiaries

As at December 31, 2022, loans and advances granted by SCOR SE to its subsidiaries amounted to EUR 1,486 million, breaking down as follows:

- EUR 419 million to SCOR GIE Informatique;
- USD 370 million (EUR 352 million) to SCOR Global Reinsurance Ireland DAC;
- USD 160 million (EUR 152 million) to SCOR US Corporation;
- EUR 136 million to SCOR SCOR Switzerland Asset Service;
- EUR 131 million to SCOR Capital Partners SAS;
- USD 75 million (EUR 71 million) to SCOR Reinsurance Company;
- SGD 60 million (EUR 52 million) to SCOR Reinsurance Asia-Pacific Ote Ltd;
- EUR 50 million to SCOR Real Estate;
- GBP 37 million (EUR 43 million) to SCOR Service UK Limited;
- USD 34 million (EUR 32 million) to SGLA Reinsurance Company;
- EUR 30 million to SV One SAS;
- EUR 10 million to ReMark Group BV;
- SGD 8 million (EUR 6 million) to SCOR Services Asia-Pacific Pte Ltd;
- USD 2 million (EUR 2 million) to GIE Columbus;
- EUR 1 million to Rehalto.

As at December 31, 2021, loans and advances granted by SCOR SE to its subsidiaries amounted to EUR 1,105 million, breaking down as follows:

- EUR 393 million to SCOR GIE Informatique;
- USD 200 million (EUR 177 million) to SCOR Life Reinsurance Ireland dac;
- USD 160 million (EUR 141 million) to SCOR US Corporation;
- EUR 121 million to SCOR Capital Partners SAS;
- EUR 88 million to SCOR Real Estate;
- USD 75 million (EUR 66 million) to SCOR Reinsurance Company;
- USD 45 million (EUR 40 million) to SGLA Holding Inc;
- USD 40 million (EUR 35 million) to SCOR Reinsurance Asia-Pacific Pte Ltd;
- USD 34 million (EUR 30 million) to SGLA Reinsurance Company;
- SGD 8 million (EUR 5 million) to SCOR Services Asia-Pacific Pte Ltd;
- EUR 3 million to ReMark Group BV;
- USD 3 million (EUR 2 million) to ReMark Group BV;
- EUR 2 million to SCOR Management Services Ireland Ltd;
- USD 2 million (EUR 1 million) to GIE Columbus;
- EUR 1 million to Rehalto.

5.2.2. OTHER ASSETS

Property, plant and equipment and intangible assets

In EUR millions	Opening balances	Acquisitions/ creations	Disposals	Closing balances
Gross values	**886**	**10**	**(1)**	**895**
Intangible assets	**739**	**9**	**-**	**748**
Goodwill	495	10	-	505
Set-up costs	-	-	-	-
Other intangible assets	243	-	-	243
Property, plant and equipment	**147**	**1**	**(1)**	**147**
Deposits and security bonds	6	-	-	6
Equipment, furniture, fittings and fixtures	141	1	(1)	141
Depreciation, amortization and impairment	**(168)**	**(19)**	**2**	**(185)**
Other intangible assets (excluding goodwill)	(92)	(11)	1	(103)
Equipment, furniture, fittings and fixtures	(76)	(8)	1	(83)

Treasury shares

As at December 31, 2022, SCOR SE held 593,320 treasury shares (0.33% of its capital) representing a total value of EUR 12,682,045. These shares were acquired in the context of anticipated awards to Company employees and corporate officers as part of free share plans.

In EUR	Opening balance	Acquisitions/ creations	Disposals	Closing balance
TREASURY SHARES				
Number	5,798,221	5,788,671	(10,993,572)	593,320
Amount	155,457,307	143,177,578	(285,952,840)	12,682,045*

* *SCOR SE has signed a share option agreement with BNPP and JPM. A EUR 40 million premium was paid in relation to this agreement during 2019, 2020, 2021 and 2022, which is shown on the balance sheet in Treasury shares.*

5.2.3. SHAREHOLDERS' EQUITY

SCOR SE's share capital amounted to EUR 1,415 265,814 as at December 31, 2022, comprising 179,671,295 shares with a par value per share of EUR 7.8769723.

In EUR millions	2021 Shareholders' equity before allocation of net income/(loss)	Allocation of net income/(loss)	Other movements during the financial year	2022 Shareholders' equity before allocation of net income/(loss)
Share capital	1,472	-	(57)	1,415
Additional paid-in capital	663	-	(147)	516
Legal reserve	-	-	-	-
Other reserves	131	-	-	131
Retained earnings	1,503	(72)	(323)	1,108
Net income for the year	(72)	72	198	198
Regulated reserves	27	-	-	27
TOTAL	**3,724**	**-**	**(329)**	**3,395**

- The EUR (72) million net loss for 2021 was allocated to retained earnings.
- The issuance of shares resulting from the exercise of stock options until December, 2022 for a total of EUR 6 million was allocated to share capital of the Company for EUR 2 million and to additional paid-in capital for EUR 4 million. The exercise of options resulted in the creation of 309,100 shares.
- During 2022, the Board decided upon a share capital and additional paid-in capital reduction by cancellation of 7,178,181 treasury shares for a total amount of EUR 200 million. EUR 57 million was allocated to share capital and EUR 143 million to additional paid-in capital.
- Article R. 352-1-1 of the French Insurance Code does not require the constitution of a legal reserve for companies subject to prudential supervision such as SCOR SE.

5.2.4. SUBORDINATED LIABILITIES AND FINANCIAL LIABILITIES

		2022		2021	
In EUR millions	Maturity	Carrying amount	Fair value	Carrying amount	Fair value
SUBORDINATED LIABILITIES					
EUR 250 million	Perpetual	251	242	251	281
USD 625 million	Perpetual	601	466	557	581
USD 125 million	Perpetual	120	93	111	115
GBP 18 million	Perpetual	21	21	21	21
EUR 16 million	Perpetual	16	16	16	16
EUR 600 million	06/08/2046	603	555	603	661
EUR 250 million	06/05/2047	254	229	253	284
EUR 500 million	05/27/2048	509	468	509	589
EUR 300 million	09/17/2031	298	210	297	293
TOTAL		**2,673**	**2,300**	**2,618**	**2,841**

The balance includes EUR 41 million of accrued interest (as at December 31, 2021: EUR 40 million) and EUR (18) million in issue premiums.

Financial liabilities include:

Subordinated liabilities

- EUR 250 million in fixed rate perpetual subordinated notes issued on October 1, 2014. The notes are redeemable by SCOR from October 1, 2025 on an annual basis on the interest payment dates. The coupon has been set at 3.875% until October 1, 2025 and will be reset every 11 years at the prevailing 11-year EUR mid-swap rate plus a margin of 3.70% thereafter.
- USD 625 million in fixed rate perpetual subordinated notes issued on March 13, 2018. The notes are redeemable by SCOR from March 13, 2029 on an annual basis on the interest payment dates. The coupon has been set at 5.25% until March 13, 2029 and will be reset every 5 years thereafter at yield for U.S. Treasury Securities at constant Maturity (for a designated maturity of 5 years) plus a margin of 2.37% thereafter. The notes are hedged by a cross-currency swap.
- USD 125 million in fixed rate perpetual subordinated notes issued on December 17, 2019. The notes are redeemable by SCOR from March 13, 2029 on an annual basis on the interest payment dates. The coupon has been set at 5.25% until March 13, 2029 and will be reset every 5 years thereafter at yield for U.S. Treasury Securities at constant Maturity (for a designated maturity of 5 years) plus a margin of 2.37%. The notes are hedged by a cross-currency swap.
- A perpetual subordinated loan of GBP 18 million (EUR 20 million) set up between the London branch of SCOR and SCOR Holding (UK) Ltd on December 18, 2014, with an interest rate of 4.70% *per annum*.
- A perpetual subordinated loan of EUR 16 million set up between SCOR and SCOR P&C Ireland Ltd on December 1, 2014, with an interest rate of 3.875% *per annum*.

- EUR 600 million in dated subordinated notes issued on December 7, 2015. The notes are redeemable by SCOR from June 8, 2026 on an annual basis on the interest payment dates. The coupon has been set at 3.00% until June 8, 2026 and will be reset every 10 years at the prevailing 10-year EUR mid-swap rate plus 3.25% thereafter.
- EUR 250 million in dated subordinated notes issued on June 5, 2015. The notes are redeemable by SCOR from June 5, 2027 on an annual basis on the interest payment dates. The coupon has been set at 3.25% until June 5, 2027 and will be reset every 10 years at the prevailing 10-year EUR mid-swap rate plus 3.20% thereafter.
- EUR 500 million in dated subordinated notes issued on May 27, 2016. The notes are redeemable by SCOR from May 27, 2028 on an annual basis on the interest payment dates. The coupon was set at 3.625% until May 27, 2028 and will be reset every 10 years at the prevailing 10-year EUR mid-swap rate plus 3.90% until May 27, 2048 (the final redemption date).
- EUR 300 million in dated subordinated notes issued on September 17, 2020. The notes are redeemable by SCOR on an annual basis on the interest payment dates. The coupon has been set at 1.375% until September 17, 2031 and will be reset every 10 years thereafter.

For 2022, SCOR SE recognized EUR 21 million in financial income from loans to related companies and EUR 11 million in interest expenses on borrowings from related companies.

5.2.5. MATURITY OF ASSETS AND LIABILITIES

The maturity of assets and liabilities as at December 31, 2022 was as follows:

	2022				2021
In EUR millions	Total	Less than 1 year	1 to 5 years	More than 5 years	Total
ACCOUNTS RECEIVABLE	**3,396**	**3,394**	**2**	**-**	**2,591**
Accounts receivable from reinsurance transactions	**3,164**	**3,164**	**-**	**-**	**2,381**
Other accounts receivable	**232**	**230**	**2**	**-**	**210**
Employee-related receivables	-	-	-	-	-
Tax and social security receivables	131	131	-	-	118
Receivables due from related companies and other affiliates	68	68	-	-	42
Other	33	31	2	-	50
LIABILITIES	**7,394**	**4,072**	**1,241**	**2,081**	**6,684**
Subordinated liabilities	**2,673**	**41**	**1,137**	**1,495**	**2,618**
Cash deposits received from retrocessionaires	**1,767**	**1,767**	**-**	**-**	**1,597**
Other liabilities	**2,954**	**2,264**	**104**	**586**	**2,469**
Accounts payable on reinsurance transactions	1,637	1,637	-	-	1,197
Other loans, deposits and guarantees received	684	1	97	586	829
Employee-related payables	39	39	-	-	52
Tax and social security payables	101	101	-	-	84
Payables due to related companies and other affiliates	95	95	-	-	75
Other	398	391	7	-	232

The item "Reinsurance estimates – assumed" is presented in "Accounts receivable from reinsurance transactions", whereas the item "Reinsurance estimates – ceded" is presented in "Accounts payable on reinsurance transactions".

"Reinsurance estimates – assumed" as at December 31, 2022 break down as follows:

- Life business: EUR 52 million, including premiums not yet written for EUR 1,005 million, EUR (188) million in commission payable, claims payable amounting to EUR (840) million, and EUR 76 million in accrued interest on cash deposits;
- Non-Life business: EUR 1,390 million, including premiums not yet written for EUR 2,541 million, EUR (762) million in commission payable, claims payable amounting to EUR (446) million and EUR 59 million in accrued interest on the cash deposits.

Other loans, deposits and guarantees received consist of:

- The debt of the German branch, amounting to EUR 13 million (EUR 14 million as at December 31, 2021);
- Advances granted to SCOR SE by its subsidiaries amounting to EUR 669 million and breaking down as follows as at December 31, 2022:
  - EUR 390 million from SCOR Switzerland Asset Service AG,
  - EUR 274 million from SCOR Ireland DAC,
  - EUR 5 million from SCOR Investment Partners SE.

As of December 31, 2021, the breakdown was as follows:

- EUR 390 million from SCOR Switzerland Asset Service AG;
- EUR 283 million from SCOR Ireland DAC;
- EUR 133 million from SCOR Switzerland AG;
- EUR 6 million from SCOR Investment Partners SE.

5.2.6. PROVISIONS FOR CONTINGENCIES AND CHARGES

Gross amounts

In EUR millions	Opening balance	Increases	Reversals (utilized provisions)	Reversals (unused provisions)	Closing balance
Pension and other employee benefit liabilities	120	6	(25)	-	101
Free share allocation plans	33	7	(23)	-	17
Long service awards	-	-	-	-	-
Other provisions	22	31	-	(17)	36
TOTAL	**175**	**44**	**(48)**	**(17)**	**154**

Provisions for contingencies and charges amounted to EUR 154 million as at December 31, 2022 and consisted of:

- EUR 101 million in provisions for pension and other employee benefit liabilities, of which EUR 41 million for retirement bonuses and EUR 60 million for senior management pension obligations;
- EUR 17 million in provisions for free share allocation plans with the following maturities: EUR 8 million in 2023, EUR 5 million in 2024, EUR 4 million in 2025 and beyond;
- EUR 36 million in other provisions, of which EUR 31 million in tax provisions.

5.2.7. UNDERWRITING RESERVES

In EUR millions	2022	2021	2020
Reinsurance reserves (Life)	2,980	3,255	3,139
Loss reserves (Life)	938	934	910
Unearned premiums reserves (Non-Life)	2,532	1,999	1,484
Loss reserves (Non-Life)	14,703	12,430	9,764
Other underwriting reserves (Non-Life)	2,150	2,175	1,979
Equalization reserves (Non-Life)	17	19	18
GROSS UNDERWRITING RESERVES	**23,320**	**20,812**	**17,294**

As at December 31, 2022, gross underwriting reserves amounted to EUR 23,320 million, up by EUR 2,508 million compared to 2021.

The gross technical reserves (Non-Life) increase by EUR 2,695 million. This variation is explained by the increase in outstanding loss reserves for EUR 2,197 million, mainly in SCOR SE Paris (EUR 1,372 million), Zurich (EUR 552 million) and London (EUR 205 million) branches, and in assumed unearned premium reserves for EUR 498 million, mainly for SCOR SE Paris (EUR 292 million), Zurich (EUR 102 million) and London (EUR 72 million) branches.

For the Life business, the decrease by EUR 187 million is mainly driven by the decrease in assumed mathematical reserves for EUR 275 million, of which SCOR SE Paris (EUR 322 million) and London branch (EUR 8 million), offset by an increase in outstanding loss reserves for EUR 79 million, mainly in Cologne (EUR 38 million), Montreal (EUR 13 million) and Stockholm (EUR 12 million) branches, and an increase in assumed unearned premium reserves for EUR 35 million, mainly for Cologne (EUR 14 million) and Beijing (EUR 9 million) branches.

5.2.8. ACCRUED INCOME AND DEFERRED EXPENSES AND DEFERRED INCOME AND ACCRUED EXPENSES

As at December 31, 2022, accruals can be analyzed as follows:

	Assets		Liabilities	
In EUR millions	2022	2021	2022	2021
Accrued interest and rental income not due	50	41	-	-
Deferred acquisition costs – Non-Life	494	376	-	-
Deferred commission received from reinsurers	-	-	194	149
Other accruals	245	201	168	159
TOTAL	**789**	**618**	**362**	**308**

Other accruals as at December 31, 2022 mainly consisted of:

- Assets: foreign exchange derivative instruments for EUR 137 million, cross-currency swaps for EUR 93 million and premiums/discounts for EUR 15 million;
- Liabilities: foreign exchange derivative instruments for EUR 123 million and premiums/discounts for EUR 45 million.

5.2.9. TRANSACTIONS WITH SUBSIDIARIES, AFFILIATES AND OTHERS

	2022				2021			
In EUR millions	Related companies	Other affiliates	Other	Total	Related companies	Other affiliates	Other	Total
ASSETS (GROSS)								
Investments	**9,554**	**54**	**14,056**	**23,654**	**11,089**	**51**	**13,092**	**24,232**
Real estate investments	81	-	640	721	580	-	32	612
Shares and other variableincome securities and bonds-	7,143	54	6,437	13,634	9,190	51	6,441	15,682
Loans	1,593	-	-	1,593	1,107	-	1	1,108
Cash deposited with ceding companies	727	-	6,979	7,706	212	-	6,618	6,830
Share of retrocessionaires in underwriting reserves	**3,424**	**-**	**2,349**	**5,773**	**2,949**	**-**	**1,665**	**4,614**
Accounts receivable	**696**	**-**	**2,700**	**3,396**	**593**	**-**	**1,998**	**2,591**
Accounts receivable from reinsurance transactions	624	-	2,540	3,164	543	-	1,838	2,381
Other accounts receivable	72	-	160	232	50	-	160	210
Other assets	**55**	**-**	**468**	**523**	**196**	**-**	**327**	**523**
Accrued income and deferred expenses	**111**	**-**	**678**	**789**	**60**	**-**	**558**	**618**
Accrued interest and rental income not due	15	-	35	50	6	-	35	41
Deferred acquisition costs — assumed (Non-Life)	95	-	399	494	53	-	323	376
Other assumed reinsurance transactions	-	-	-	-	-	-	-	-
Other accruals	1	-	244	245	1	-	200	201
LIABILITIES								
Subordinated liabilities	**37**	**-**	**2,636**	**2,673**	**37**	**-**	**2,581**	**2,618**
Gross underwriting reserves	**3,502**	**-**	**19,818**	**23,320**	**2,984**	**-**	**17,828**	**20,812**
Provisions for contingencies and charges	**-**	**-**	**154**	**154**	**-**	**-**	**175**	**175**
Cash deposits received from retrocessionaires	**1,423**	**-**	**344**	**1,767**	**1,301**	**-**	**296**	**1,597**
Other liabilities	**1,174**	**-**	**1,780**	**2,954**	**1,163**	**-**	**1,306**	**2,469**
Accounts payable on reinsurance transactions	406	-	1,231	1,637	284	-	913	1,197
Financial liabilities	671	-	13	684	815	-	14	829
Other creditors	97	-	536	633	64	-	379	443
Deferred income and accrued expenses	**172**	**-**	**190**	**362**	**139**	**-**	**169**	**308**
Deferred commission received from reinsurers (Non-Life)	172	-	22	194	138	-	11	149
Reinsurance estimates — retrocession	-	-	-	-	-	-	-	-
Other accruals	-	-	168	168	1	-	158	159

In EUR millions	2022				2021			
	Related companies	Other affiliates	Other	Total	Related companies	Other affiliates	Other	Total
Other accounts receivable	**72**	**-**	**160**	**232**	**50**	**-**	**160**	**210**
Accounts receivable for Atlas Cat bonds	-	-	26	26	-	-	67	67
Cash advances granted	4	-	-	4	5	-	-	5
Transfer pricing receivables	68	-	-	68	42	-	-	42
Miscellaneous	-	-	134	134	3	-	93	96
Other liabilities	**97**	**-**	**536**	**633**	**64**	**-**	**379**	**443**
Derivative instrument liabilities for Atlas Cat bonds	-	-	34	34	-	-	76	76
Cash advances received	3	-	-	3	2	-	-	2
Transfer pricing payables	94	-	-	94	59	-	-	59
Miscellaneous	-	-	502	502	3	-	303	306

5.2.10. ASSETS – LIABILITIES BY CURRENCY

In EUR millions Currency	Assets 2022	Liabilities 2022	Surplus 2022	Surplus 2021
Euro	18,557	21,180	(2,623)	(3,201)
US dollar	8,523	6,236	2,287	2,756
Pound sterling	1,354	1,476	(122)	(22)
Swiss franc	326	184	142	63
Japanese yen	162	209	(47)	(68)
Australian dollar	416	419	(3)	92
Yuan	1,794	1,467	327	303
New-Zealand dollar	72	79	(7)	(11)
Other currencies	3,421	3,375	46	88
TOTAL	**34,625**	**34,625**	**-**	**-**

5.3. ANALYSIS OF KEY INCOME STATEMENT ITEMS

5.3.1. BREAKDOWN OF PREMIUMS AND COMMISSION

Breakdown of written premiums by geographical area

In EUR millions	2022	2021
France	1,678	1,296
North America	629	695
South America	257	215
Far East	1,756	1,690
Europe	4,337	3,953
Africa	69	56
Rest of the world	974	777
TOTAL	**9,700**	**8,682**

Portfolio changes

In EUR millions	2022			2021		
	Prior years	2022	Total	Prior years	2021	Total
Premiums	**1,157**	**8,678**	**9,835**	**887**	**7,723**	**8,610**
Portfolio entries	(132)	254	122	(57)	207	150
Portfolio transfers	55	(313)	(258)	66	(144)	(78)
Movements	**(76)**	**(59)**	**(135)**	**9**	**63**	**72**
TOTAL	**1,081**	**8,619**	**9,700**	**896**	**7,786**	**8,682**

Change in commission

In EUR millions	2022	2021
Commission – assumed	2,006	1,654
Commission – retroceded	(680)	(616)
TOTAL	**1,326**	**1,038**

5.3.2. ANALYSIS OF INVESTMENT INCOME AND EXPENSES

In EUR millions	2022			2021		
	Related companies	Other	Total	Related companies	Other	Total
Revenues from securities	715	21	736	336	6	342
Revenues from other investments	33	281	314	45	232	277
Other investment income	-	5	5	-	14	14
Realized gains	6	150	156	-	180	180
Total investment income	**754**	**457**	**1,211**	**381**	**432**	**813**
Investment management expenses and interest expense	46	111	157	44	185	229
Other investment expenses	-	25	25	-	29	29
Realized losses	-	185	185	-	134	134
TOTAL INVESTMENT EXPENSES	**46**	**321**	**367**	**44**	**348**	**392**

Dividends received from subsidiaries amounted to EUR 709 million in 2022, mainly from SCOR Global Reinsurance Ireland (EUR 551 million), SCOR Global Life Americas Holding (EUR 87 million), SCOR Reinsurance Asia Hong Kong (EUR 38 million), SCOR Canada Reinsurance Company (EUR 20 million), SCOR Investment Partners SE (EUR 6 million) and SCOR Africa Limited (EUR 5 million).

Dividends received from mutual funds amounted to EUR 17 million.

Foreign currency transactions

Foreign exchange income and expenses represented a net gain of EUR 12 million in 2022 compared to a EUR 3 million net gain in 2021.

Foreign currency hedging strategy

The parent company financial statements are prepared in original currencies and converted into euros. Fluctuations in the exchange rates used to convert accounts can generate a significant foreign exchange impact. To limit the Company's exchange rate exposure, foreign currency forward transactions are entered into to hedge the main currency surpluses in the balance sheet and are adjusted during the year for material arbitrage transactions involving currencies. Hedges include foreign currency spot trades, forward trades and options.

5.3.3. ANALYSIS OF GENERAL EXPENSES BY NATURE AND NON-RECURRING INCOME AND EXPENSES

General expenses by nature

In EUR millions	2022	2021
Salaries	134	157
Pensions	(11)	7
Payroll taxes	38	41
Other	20	19
Total personnel expenses	**181**	**224**
Other general expenses	532	453
TOTAL GENERAL EXPENSES BY NATURE	**713**	**677**
WORKFORCE		
Managerial staff – Paris	784	781
Non-managerial staff/Supervisors – Paris	34	43
Branch employees	491	494
TOTAL HEADCOUNT	**1,309**	**1,318**

As at December 31, 2022, SCOR SE's total headcount amounted to 1,309 people (784 managerial staff and 34 non-managerial staff in Paris, and 491 branch employees).

Non-recurring income and expenses

Non-recurring income and expenses represented net income of EUR 0.4 million mainly due to the following items:

- liquidation fees of B3I for EUR (0.1) million;
- sale price adjustement of REHALTO for EUR (0.06) million;
- EUR 0.5 million in other non-recurring income.

The total breaks down into non-recurring income of EUR 2.3 million and non-recurring expenses of EUR (1.9) million.

5.3.4. ANALYSIS OF INCOME TAX

SCOR SE heads up a consolidated tax group in France made up of SCOR Investment Partners SE, SCOR Europe SE, ReMark France SAS, SCOR Real Estate SAS, Mondot Immobilier SAS, Marbot Real Estate SAS, DB Caravelle SAS, SCOR Capital Partners SAS, SCOR Développement SAS, Château Mondot SAS, Les Belles Perdrix de Trolong Mondot EURL, SCOR IP Holdco SAS, SCOR Capital Partners 2 BV Paris Branch, SV One SAS, Marbot Management 2 SAS, SCOR Opérations SAS, SCOR Telemed SLU and SCOR Capital Partners 4 SAS.

Under the tax consolidation agreement, SCOR SE benefits from the tax loss carryforwards of its subsidiaries, and tax benefits are transferred back to the individual subsidiary concerned in the case of future profits.

Total tax losses of the consolidated French tax group were EUR 2,193 million as at December 31, 2022 (EUR 1,692 million as at December 31, 2021).

SCOR SE's corporate income tax expense for 2022 amounted to EUR 38.4 million, relating mainly to:

- the contribution of subsidiaries that are consolidated for tax purposes of EUR 5.1 million;
- tax credit for the tax group, for EUR 1.2 million;
- tax expense for previous financial years for EUR 0.1 million;
- reversal of the provision recognized for the 2007-2008 tax audit, for EUR 6.6 million and compensatory interests for EUR 2.1 million;
- recognition of a provision for the 2018-2019 tax audit, for EUR (2.5) million;
- Swiss tax risk provision for EUR (3.3) million;
- withholding tax on foreign premiums, for EUR (0.6) million;
- corporate income tax expense for the branches, for EUR (47.1) million, including:
  - Germany for EUR (11.6) million,
  - India for EUR (9.2) million,
  - Spain for EUR (8.6) million,
  - Canada for EUR (6.4) million,
  - Singapore for EUR (4.7) million,
  - Argentina for EUR (3.2) million,
  - Italy for EUR (3.0) million,
  - UK for EUR (2.5) million,
  - New Zealand for EUR (1.5) million,
  - China for EUR (0.1) million,
  - Sweden for EUR 0.8 million,
  - Switzerland for EUR 2.9 million.

5.3.5. STOCK OPTIONS

The table below summarizes the status of the various stock option plans in force in 2022:

Plan	Date of Shareholders' Meeting	Date of Board of Directors' meeting	Number of shares under option	Of which for corporate officers	Start of exercise period	Plan expiration date	Per-share exercise price	Methods of exercising (if several tranches)	Number of options exercised as at December 31	Number of options cancelled or forfeited as at December 31	Number of options outstanding as at December 31
2012	05/04/2011	03/19/2012	938,000	125,000	03/24/2016	03/24/2022	20.17	N/A	751,000	187,000	-
2013	05/03/2012	03/05/2013	716,000	100,000	03/21/2017	03/22/2023	22.25	N/A	362,345	67,500	286,155
2013	04/25/2013	07/31/2013	170,000	N/A	10/02/2017	10/03/2023	24.65	N/A	28,000	65,000	77,000
2013	04/25/2013	11/05/2013	25,000	N/A	11/21/2017	11/22/2023	25.82	N/A	5,000	20,000	-
2014	04/25/2013	03/04/2014	694,875	100,000	03/20/2018	03/21/2024	25.06	N/A	146,500	51,750	496,625
2014	05/06/2014	11/05/2014	9,000	N/A	12/02/2018	12/02/2024	24.41	N/A	3,750	3,000	2,250
2015	05/06/2014	03/04/2015	666,881	100,000	03/21/2019	03/21/2025	29.98	N/A	34,125	107,000	525,756
2015	04/30/2015	12/18/2015	45,250	N/A	12/19/2019	12/19/2025	35.99	N/A	-	45,250	-
2016-1	04/30/2015	02/23/2016	629,118	25,000	03/10/2020	03/11/2026	31.58	N/A	-	191,983	437,135
2016-2	04/27/2016	10/26/2016	750	N/A	12/02/2020	12/02/2026	29.57	N/A	-	112	638
2017-1	04/27/2016	03/10/2017	480,000	100,000	03/11/2021	03/11/2027	33.78	N/A	-	217,500	262,500
2017-2	04/27/2017	10/24/2017	145,410	N/A	12/02/2021	12/03/2027	34.75	N/A	-	60,556	84,854
2018-1	04/27/2017	02/21/2018	380,000	100,000	03/09/2022	03/09/2028	35.10	N/A	N/A	185,000	195,000
2018-2	04/26/2018	10/23/2018	198,088	N/A	12/23/2022	12/23/2028	40.81	N/A	N/A	81,218	116,870
2019-1	04/26/2018	02/19/2019	428,000	100,000	03/07/2023	03/08/2029	38.66	N/A	N/A	173,000	255,000
2019-2	04/26/2019	10/23/2019	148,140	N/A	10/25/2023	10/26/2029	37.11	N/A	N/A	35,852	112,288
2020-1	04/26/2019	04/28/2020	428,000	100,000	04/29/2024	04/29/2030	21.43	N/A	N/A	128,000	300,000
2020-2	06/16/2020	11/05/2020	189,326	N/A	11/06/2024	11/06/2030	23.31	N/A	N/A	9,000	180,326
2021-1	06/16/2020	02/23/2021	328,300	8,300	03/02/2025	03/02/2031	27.53	N/A	N/A	80,000	248,300
2021-2	06/30/2021	06/30/2021	14,000	14,000	08/02/2025	08/03/2031	24.93	N/A	N/A	-	14,000
2021-3	06/30/2021	10/26/2021	228,566	N/A	11/02/2025	11/02/2031	24.94	N/A	N/A	3,000	225,566
2022-1	06/30/2021	02/23/2022	332,000	60,000	03/02/2026	03/02/2032	30.00	N/A	N/A	32,000	300,000
2022-2	05/18/2022	11/08/2022	344,027	N/A	11/10/2026	11/11/2032	14.74	N/A	N/A	-	344,027
TOTAL AT DECEMBER 31, 2022									**1,330,720**	**1,743,721**	**4,464,290**
VALUATION									**28,815,023**	**53,132,967**	**125,319,977**

In application of Articles L. 225-181 and R. 225-137 of the French Commercial Code, the Company adjusted the price of the shares corresponding to options granted and the number of shares under option following the capital increases of December 31, 2002, January 7, 2004 and December 12, 2006. In accordance with the provisions of Article R. 228-91 of the French Commercial Code, the adjustment applied equalizes, to the nearest hundredth of a share, (i) the value of the shares that will be received on exercise of stock options after the capital increase, with pre-emptive subscription rights, carried out by the Company on November 13, 2006 and (ii) the value of the shares that would have been obtained if the stock options had been exercised prior to the capital increase.

These calculations were performed individually and plan by plan and rounded up to the nearest unit. The new basis for exercising the stock options was calculated by entering the value of the pre-emptive subscription right on the one hand, and the value of the share after detachment of this right on the other, as determined from the average of the opening prices during all the trading days included in the exercise period.

In addition, on January 3, 2007, the Company carried out a reverse stock split with the exchange of one new share with a par value of EUR 7.8769723 for 10 old shares with a par value of EUR 0.78769723 per share.

The stock option plans granted from 2003 are stock subscription plans that may give rise to a share capital increase.

In 2022, 309,100 options were exercised: 285,600 options exercised under the stock option plan of March 23, 2012 vested on March 23, 2016, 16,000 options exercised under the stock option plan of March 21, 2013 vested on March 21, 2017, and 7,500 options exercised under the stock option plan of March 20, 2014 vested on March 20, 2018.

It should be noted that SCOR is committed to ensuring that each stock option and performance share allocation is neutral in terms of dilution. To achieve this, SCOR's policy is to systematically neutralize, insofar as possible, the potential dilutive impact that could result from the issuance of new ordinary shares following the exercise of stock options, by covering the exposure resulting from the issuance of stock options through the purchase of ordinary shares under its share buy-back program and cancelling the treasury shares thus acquired as the options are exercised. Thus, there is no capital dilution resulting from the granting of stock options.

5.3.6. EMPLOYEE SHARE OWNERSHIP PLANS

Employee profit-sharing agreements

Under these agreements, employees of SCOR SE and certain subsidiaries are entitled to invest the amounts due to them under the profit-sharing plan in a corporate mutual fund entirely invested in SCOR SE shares.

In EUR thousands	2022	2021	2020	2019	2018
Amount distributed under the profit-sharing plan	1,775	767	1,318	769	182

The amount of 2022 profit-sharing payouts has been estimated in the accounts and set aside for EUR 0.6 million.

Amount paid into the Company employee saving plan

In EUR thousands	2022	2021	2020	2019	2018
Profit sharing (1)	1,447	565	1,065	642	130
Net voluntary payments (2)	1,790	1,553	1,470	1,551	717
Total payments	**3,237**	**2,118**	**2,535**	**2,193**	**847**
NET EMPLOYER CONTRIBUTION(3)	**1,497**	**1,516**	**1,425**	**1,465**	**602**

(1) Paid out in the financial year for the previous financial year.
(2) The voluntary payments shown include payments to all corporate mutual funds (FCPE), including PERCO since 2015.
(3) Including PERECO.

Personal training account

In accordance with French Act No. 2014-288 of March 5, 2014 relating to professional training, employment and social democracy, as from January 1, 2015, the individual training entitlement (D*roit Individuel à la Formation* – DIF) provided to employees in France has been replaced by a personal training account (C*ompte Personnel de Formation* – CPF). The CPF is managed externally by the *Caisse des Dépôts et Consignations*.

5.3.7. COMPENSATION OF THE CORPORATE OFFICERS

This section presents the gross cash compensation paid in 2022 and 2021 to Denis Kessler and Laurent Rousseau.

Denis Kessler (1)

In EUR	2022	2021
Fixed compensation	600,000	900,000
Variable compensation	564,600	747,000
Directors' compensation	112,000	91,000
TOTAL CASH COMPENSATION	**1,276,600**	**1,738,000**

(1) In view of the separation of the roles of Chairman and Chief Executive Officer in 2021, Denis Kessler was Chairman and Chief Executive Officer until June 30, 2021 and has been Chairman of the Board of Directors since that date.

Denis Kessler benefits from a company car and a shared driver.

Total supplementary pension benefits for Denis Kessler amount to EUR 30.4 million.

Laurent Rousseau (1)

In EUR	2022	2021
Fixed compensation	805,208	600,000
Variable compensation	330,400	198,752
Directors' compensation	0	0
TOTAL CASH COMPENSATION	**1,135,608**	**798,752**

(1) In view of the separation of the roles of Chairman and Chief Executive Officer in 2021, Laurent Rousseau has been Chief Executive Officer since June 30, 2021. Prior to that date, he held the position of Deputy Chief Executive Officer of SCOR P&C.

Laurent Rousseau benefits from a company car and a shared driver. He does not participate in any defined benefit supplementary pension plan.

5.3.8. ANALYSIS OF COMMITMENTS GIVEN AND RECEIVED

	Commitments received		Commitments given	
In EUR millions	2022	2021	2022	2021
Ordinary course of business	**6,067**	**5,173**	**15,688**	**17,032**
Financial instruments	3,227	2,631	3,200	2,666
Confirmed credit facilities, letters of credit and guarantees given	2,373	2,081	2,964	3,659
Other commitments given and received	467	461	9,524	10,707
Hybrid transactions	-	-	-	-
TOTAL	**6,067**	**5,173**	**15,688**	**17,032**

Commitments given and received in the ordinary course of business

Financial instruments received and given

	Commitments received		Commitments given	
In EUR millions	2022	2021	2022	2021
Interest rate swaps	-	-	-	-
Cross-currency swaps	713	662	617	617
Currency forward purchases/sales	2,514	1,969	2,484	1,930
Trust assets	-	-	99	119
TOTAL	**3,227**	**2,631**	**3,200**	**2,666**

Cross-currency swaps are used to hedge foreign exchange and interest rate risks of the perpetual notes in USD issued in 2022. The instruments convert the principal of the 2022 placements representing a total of USD 750 million into euros and the coupon on the USD 400 million tranche to 2.945%, on the USD 225 million tranche to 2.955%, and on the USD 125 million tranche to 3.115%. The three instruments concerned will mature on March 13, 2029.

In 2022, currency forward purchases and sales generated unrealized losses of EUR 26 million.

Confirmed credit facilities, letters of credit, and guarantees received and given

	Commitments received		Commitments given	
In EUR millions	2022	2021	2022	2021
Confirmed credit facilities	850	450	-	-
Letters of credit (unused portion)	450	767	-	-
Letters of credit	15	14	-	-
Securities pledged to financial institutions	-	-	139	262
Investments in subsidiaries and affiliates pledged to financial institutions	-	-	-	-
Assets pledged to ceding companies	1,058	850	2,825	3,397
TOTAL	**2,373**	**2,081**	**2,964**	**3,659**

Various financial institutions provide guarantees for SCOR SE in the form of letters of credit as collateral for its underwriting reserves. The total amount of these letters of credit given to ceding companies, which are not included in the table above, was EUR 1,132 million as at December 31, 2022 (EUR 647 million as at December 31, 2021).

Confirmed credit facilities

On December 26, 2018, SCOR SE received from BNP Paribas SA a EUR 150 million commitment for an overdraft facility. The commitment was increased to EUR 250 million on January 24, 2022.

On June 24, 2020, SCOR SE received from CACIB a EUR 150 million commitment for an overdraft facility. The commitment was increased to EUR 300 million on February 1, 2022.

On June 24, 2020, SCOR SE received from HSBC a EUR 150 million commitment for an overdraft facility.

On April 14, 2022, SCOR SE received from BBVA a EUR 150 million commitment for an overdraft facility.

All aforementioned commitments were still in place as at December 31, 2022.

Capacity to issue letters of credit

As at December 31, 2022, SCOR SE had an outstanding letter of credit capacity of EUR 450 million (EUR 767 million in 2021), recognized as a commitment received from banks. This outstanding capacity can be used to provide collateral on the forthcoming underwritten business. The allocation per bank is the following:

- BNP Paribas: USD 147 million (EUR 140 million);
- BLB: USD 135 million (EUR 128 million);
- Helaba: USD 45 million (EUR 43 million);
- Natixis: USD 36 million (EUR 34 million);
- CACIB: USD 32 million (EUR 30 million);
- Citibank: USD 31 million (EUR 30 million);
- BBVA: USD 27 million (EUR 26 million);
- Deutsche Bank: USD 20 million (EUR 19 million).

Other guarantees given

In return for underwriting reserves, SCOR SE has given guarantees to ceding companies in the form of pledged assets in an amount of EUR 2,825 million (EUR 3,397 million in 2021).

Other commitments given and received

	Commitments received		Commitments given	
In EUR millions	2022	2021	2022	2021
Guarantees and securities	6	-	36	30
Underwriting commitments	-	-	1,185	691
Parental guarantees	-	-	8,153	9,786
Contract termination indemnities	-	-	-	-
Lease payments	20	20	150	137
Equity call options	441	441	-	-
Capital injection commitment	-	-	-	63
TOTAL	**467**	**461**	**9,524**	**10,707**

As at December 31, 2022, commitments given by SCOR SE in relation to parental guarantees amounted to EUR 8,153 million (EUR 9,786 million in 2021) and mainly benefited:

- SCOR Reinsurance Company: EUR 3,035 million (EUR 2,471 million in 2021);
- SCOR Global Reinsurance Ireland DAC: EUR 1,159 million (EUR 1,249 million in 2021);
- SCOR Global Life America Holding Inc: EUR 648 million (EUR 997 million in 2021);
- SCOR Ireland dac: EUR 494 million (EUR 260 million in 2021);
- SCOR Reinsurance Asia Pacific: EUR 494 million (EUR 389 million in 2021);
- Covéa: EUR 930 million (EUR 1,159 million in 2021).

As part of the agreement signed with Covéa, SCOR SE has been given the option to buy back its own shares held by Covéa at a price of EUR 28 per share for a total amount of EUR 441 million.

Commitments given and received in respect of hybrid transactions

Apart from the commitments mentioned in the note above, the Company no longer has any commitments in respect of hybrid transactions such as asset swaps or index default swaps. No facts in connection with the aforementioned commitments given and received have been brought to SCOR's knowledge that may have an adverse impact on its cash flows, cash positions or liquidity requirements.

5.3.9. POST BALANCE SHEET EVENTS

On January 26, Laurent Rousseau, who succeeded Denis Kessler as CEO on June 30, 2021, has resigned from his position as CEO and from his position on the Board. François de Varenne, Executive Committee member in charge of Investments, Technology, Transformation and Group Corporate Finance, has been appointed Interim CEO of SCOR with immediate effect until Thierry Léger takes up his post as CEO of SCOR with effect from May 1, 2023.

5.3.10. LITIGATION

SCOR is involved in court, arbitration and other formal or informal dispute resolution proceedings in its normal course of business. Based on Management's assessment, the proceedings currently in progress are not expected to have a significant negative impact.

6. CERTIFICATION OF AUDIT OF HISTORICAL FINANCIAL INFORMATION

This is a translation into English of the Statutory Auditors' report on the financial statements of the Company issued in French and it is provided solely for the convenience of English speaking users.

This Statutory Auditors' report includes information required by European regulation and French law, such as information about the appointment of the Statutory Auditors or verification of the management report and other documents provided to shareholders.

This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France.

Statutory Auditors' report on the financial statements

To the Annual General Meeting of SCOR SE,

Opinion

In compliance with the engagement entrusted to us by your Annual General Meeting, we have audited the accompanying financial statements of SCOR SE for the year ended December 31, 2022.

In our opinion, the financial statements give a true and fair view of the assets and liabilities and of the financial position of the Company as at December 31, 2022 and of the results of its operations for the year then ended in accordance with French accounting principles.

The audit opinion expressed above is consistent with our report to the Audit Committee.

Basis for Opinion

Audit Framework

We conducted our audit in accordance with professional standards applicable in France. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our responsibilities under those standards are further described in the Statutory Auditors' Responsibilities for the Audit of the Financial Statements section of our report.

Independence

We conducted our audit engagement in compliance with independence requirements of the French Commercial Code (*code de commerce*) and the French Code of Ethics (*Code de déontologie*) for Statutory Auditors, for the period from January 1, 2022 to the date of our report and specifically we did not provide any prohibited non-audit services referred to in Article 5(1) of Regulation (EU) No 537/2014.

Justification of Assessments – Key Audit Matters

In accordance with the requirements of Articles L. 823-9 and R. 823-7 of the French Commercial Code (*code de commerce*) relating to the justification of our assessments, we inform you of the key audit matters relating to risks of material misstatement that, in our professional judgment, were of most significance in our audit of the financial statements of the current period, as well as how we addressed those risks.

These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on specific items of the financial statements.

Measurement of technical reserves related to reinsurance contracts (see Notes 5.1.8 and 5.2.7 of the notes to the corporate financial statements)

Key audit matters	Audit responses
The technical reserves of your company amount to EUR 3,918 million for Life reinsurance and EUR 19,402 million for Non-Life reinsurance as at December 31, 2022. As explained in Note 5.1.8 of the notes to the corporate financial statements, the Non-Life technical reserves are determined at year-end at a level that covers the estimated amount of its commitments as well as estimated claims management costs for both reported and unreported claims. Ultimate claims cost for a contract is estimated based on statistical experience for similar policies. Technical reserves for Life reinsurance are submitted by ceding companies and completed by estimates calculated by Life actuaries using statistics based on historical data and information provided by underwriters. The company is required to have adequate reserves to cover its commitments after consideration of estimated investment returns, mortality, morbidity and lapse rates, and other assumptions. Inherent uncertainties in the Life and Non-Life reserves' estimates are enhanced for reinsurers because of the longer time period between the date of an occurrence and the request for payment of the claim to the reinsurer, the diversity of contract development schemes, the dependence on ceding companies for information regarding claims and differing reserving practices among ceding companies. These estimates include significant uncertainties and require a significant degree of judgement from management. In this context, we considered the measurement of technical reserves related to reinsurance contracts as a key audit matter.	To cover the risk related to the technical reserves estimation, our audit approach was as follows: • we obtained an understanding of the report of the group chief actuary on the global adequacy of reserves; • we updated our understanding of the procedures and methods of measurement used in determining the technical reserves; • we obtained an understanding of the internal controls framework and tested the efficiency of key controls established by management in order to assess the completeness and reliability of the data and of the implemented models; • we appreciated, for a selection of contracts, the actuarial methods and parameters used and the assumptions chosen. • we performed procedures to analyze differences between expected claims and occurred claims in order to control subsequently the quality of estimates performed by the management; • we realized, with our Non-life actuarial specialists integrated in the audit team, a recalculation using our own assumptions and tools of technical reserves for the most sensitive actuarial segments reserves; • for Non-Life business, we analyzed the documentation supporting the measurement of reserves related to catastrophes, both man-made and natural; • we included within our team members with specific skills in IT systems to perform procedures aiming at reviewing the internal control environment of the systems used by the management and test the functioning of several automated processes as well as general IT controls that cover those processes.

Measurement of reinsurance premiums (see Notes 5.1.7 and 5.3.1 of the notes to the corporate financial statements)

Key audit matters	Audit responses
SCOR SE gross written premiums amount to EUR 9,700 million during 2022 financial year. Accounts not received from ceding companies at the year-end are estimated, as stated in the Note 5.1.7 of the notes to the corporate financial statements. Overall, the premiums recorded for the year (premiums reported in the accounts received from cedants and estimated premiums) correspond to the estimated premium expected at the time the policy was underwritten. Your company periodically review its assumptions and estimates based on experience as well as various other factors. Actual premiums can turn out to be different from management estimates. Observing a large portion of estimates in the written premiums of a financial year is specific to the reinsurance business. In this context, we considered the measurement of reinsurance premiums as a key audit matter.	To cover the risk on the measurement of reinsurance premiums, we implemented the following audit approach: • we obtained an understanding of the internal controls framework on processes related to Life and Non-Life premium estimates and we tested the efficiency of key controls established by management; • we examined the consistency of premiums estimates over the period, comparing them both to the operational plan prepared by management and approved by Board of Directors and to premiums actuals from previous financial years and we investigated, if any, significant differences identified; • we performed, for a selection of contracts, a deep analysis of underlying assumptions taking into account the activity, the records of reinsurance accounts received, and any new information received from ceding companies; • for new contracts underwritten in 2022, we performed on a sampling basis, controls on the consistency of premium estimates based on new business information available at the underwriting department; • we included within our team members with specific skills in IT systems to perform procedures aiming at evaluating the internal control environment of the systems used by the management and test the functioning of several automated processes as well as general IT controls that cover those processes.

Measurement of investments in affiliates (see Notes 5.1.2 and 5.2.1 of the notes to the corporate financial statements)

Key audit matters	Audit responses
On December 31, 2022, investments in affiliates were recorded for a net book value of EUR 7,047 million. As stated in the Note 5.1.2 of the notes to the corporate financial statements, they are initially measured at historical acquisition cost, including costs. The fair value of investments in affiliate is an estimate based on the usefulness of the investment to the company and its market value (in relation to its share price, revalued equity, earnings and future prospects). For active reinsurance companies, the fair value is the revaluated net assets value including the value of Life reinsurance portfolio and the forecasts of future profits of Non-Life reinsurance, net of taxes. At each reporting date, if the fair value of an investment in affiliates is below its historical cost, an analysis is conducted in order to determine if an impairment loss should be recorded. The assumptions and outcome of this analysis, conducted as at December 31, 2022, are detailed in 5.2.1 of the notes to the corporate financial statements. For real estate and financial (holding) companies, fair value is calculated as the share of net assets including unrealized gains, net of tax. An impairment provision is recorded on a line-by-line basis when such values are below historical cost. Given the weight of investments in affiliates in the financial statements, the complexity of models used and their sensitivity to changes in data and assumptions, we considered the measurement of investments in affiliates as a key audit matter.	To cover the risk related to the measurement of investments in affiliates, our audit approach was as follows: • we examined the estimate of the reference values determined by management and analyzed the valuation method and the data used, based on the information provided to us; • we compared, on a sample basis, the data used in the impairment tests of investments in affiliates to source data per entity as well as results of work on these affiliates, if appropriate; • we examined, on a sample basis, the calculation of recoverable values used by the company.

Specific Verifications

We have also performed, in accordance with professional standards applicable in France, the specific verifications required by laws and regulations.

Information given in the management report and in the other documents with respect to the financial position and the financial statements provided to the Shareholders

We have no matters to report as to the fair presentation and the consistency with the financial statements of the information given in the management report of the Board of Directors and in the other documents provided to shareholders with respect to the financial position and the financial statements, except for the below mentioned observation, reminded that it is not our responsibility to conclude on the fairness or consistency with the financial statements of the solvency related information required by article L. 355-5 of the French Insurance code (*Code des assurances*).

The sincerity and consistency of the information relating to the payment terms mentioned in Article D.441-6 of the French Commercial Code (*Code de commerce*) with the financial statements lead us to report the following observation: As indicated in the management report, this information does not include insurance and reinsurance transactions, as your company considers that they do not fall within the scope of the information to be produced, in accordance with the circular of the Fédération Française de l'Assurance of May 22, 2017.

Information relating to corporate governance

We attest that the Board of Directors' report on corporate governance sets out the information required by Articles L. 225-37-4 and L. 22-10-10 et L. 22-10-9 of the French Commercial Code.

Concerning the information given in accordance with the requirements of Article L. 22-10-9 of the French Commercial Code (*code de commerce*) relating to remunerations and benefits received by or attributed to the directors and any other commitments made in their favour, we have verified its consistency with the financial statements, or with the underlying information used to prepare these financial statements and, where applicable, with the information obtained by your company from controlled companies included in the scope of consolidation. Based on these procedures, we attest the accuracy and fair presentation of this information.

Other information

In accordance with French law, we have verified that the required information concerning the identity of the shareholders and holders of the voting rights has been properly disclosed in the management report.

Report on Other Legal and Regulatory Requirements

Format of the presentation of the financial statements included in the annual financial report

We have also verified, in accordance with the professional standard applicable in France relating to the procedures performed by the Statutory Auditor relating to the annual and consolidated financial statements presented in the European single electronic format, that the presentation of the financial statements included in the annual financial report mentioned in Article L. 451-1-2, I of the French Monetary and Financial Code (*code monétaire et financier*), prepared under the responsibility of the Chief Executive Officer, complies with the single electronic format defined in the European Delegated Regulation No 2019/815 of December 17, 2018.

Based on the work we have performed, we conclude that the presentation of the financial statements intended to be included in the annual financial report complies, in all material respects, with the European single electronic format.

We have no responsibility to verify that the financial statements that will ultimately be included by your company in the annual financial report filed with the AMF are in agreement with those on which we have performed our work.

Appointment of the Statutory Auditors

We were appointed as statutory auditors of SCOR SE by the Annual General Meeting held on June 16, 2020 for KPMG SA and on June 22, 1990 for MAZARS.

As at December 31, 2022, KPMG were in the 3rd year of total uninterrupted engagement and MAZARS SA in the 33rd year.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with French accounting principles and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is expected to liquidate the Company or to cease operations.

The Audit Committee is responsible for monitoring the financial reporting process and the effectiveness of internal control and risks management systems and where applicable, its internal audit, regarding the accounting and financial reporting procedures.

The financial statements were approved by the Board of Directors.

Statutory Auditors' Responsibilities for the Audit of the Financial Statements

Objectives and audit approach

Our role is to issue a report on the financial statements. Our objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with professional standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As specified in Article L. 823-10-1 of the French Commercial Code (*Code de commerce*), our Statutory Audit does not include assurance on the viability of the Company or the quality of management of the affairs of the Company.

As part of an audit conducted in accordance with professional standards applicable in France, the Statutory Auditor exercises professional judgment throughout the audit and furthermore:

- Identifies and assesses the risks of material misstatement of the financial statements, whether due to fraud or error, designs and performs audit procedures responsive to those risks, and obtains audit evidence considered to be sufficient and appropriate to provide a basis for his opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtains an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluates the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management in the financial statements.
- Assesses the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. This assessment is based on the audit evidence obtained up to the date of his audit report. However, future events or conditions may cause the Company to cease to continue as a going concern. If the Statutory Auditor concludes that a material uncertainty exists, there is a requirement to draw attention in the audit report to the related disclosures in the financial statements or, if such disclosures are not provided or inadequate, to modify the opinion expressed therein.
- Evaluates the overall presentation of the financial statements and assesses whether these statements represent the underlying transactions and events in a manner that achieves fair presentation.

Report to the Audit Committee

We submit a report to the Audit Committee which includes in particular a description of the scope of the audit and the audit program implemented, as well as the results of our audit. We also report, if any, significant deficiencies in internal control regarding the accounting and financial reporting procedures that we have identified.

Our report to the Audit Committee includes the risks of material misstatement that, in our professional judgment, were of most significance in the audit of the financial statements of the current period and which are therefore the key audit matters that we are required to describe in this report.

We also provide the Audit Committee with the declaration provided for in Article 6 of Regulation (EU) No. 537/2014, confirming our independence within the meaning of the rules applicable in France such as they are set in particular by Articles L. 822-10 to L. 822-14 of the French Commercial Code (*Code de commerce*) and in the French Code of Ethics (*Code de déontologie*) for Statutory Auditors. Where appropriate, we discuss with the Audit Committee the risks that may reasonably be thought to bear on our independence, and the related safeguards.

Paris La Défense and Courbevoie, April 5, 2023

The Auditors

French original signed by

KPMG SA		MAZARS
Antoine Esquieu	Jean François Mora	Maxime Simoen

APPENDIX C

Glossary

This glossary is a list of selected reinsurance terms. It is not a complete list of terms used in this Universal Registration Document or in the insurance or reinsurance industry.

ACCOUNTING YEAR

The entity's financial year in which the accounts are recorded.

ACCUMULATION

The sum of all risks which are correlated such that a single insured event will affect these risks or all the underwritten lines relating to the same risk.

ADVERSE DEVELOPMENT

Losses recorded during the period for which initial estimates recorded in previous accounting periods proved insufficient.

ASSET LIABILITY MANAGEMENT (ALM)

Risk-management technique aimed at earning stable and adequate returns and protecting capital by simultaneously managing the duration and other relevant characteristics of assets and liabilities.

ASSUMED BUSINESS

Transaction whereby a reinsurer agrees to cover part of a risk already underwritten or accepted by an insurer.

ATTACHMENT POINT

The amount of losses above which an excess of loss reinsurance contract becomes operative.

BEST ESTIMATES

An actuarial "best estimate" refers to the expected value of future potential cash flows (probability weighted average of distributional outcomes) related to prior underwritten business. Best estimates are based upon available current and reliable information and take into consideration the characteristics of the underlying portfolio.

BIOMETRIC RISKS

Risks related to human life including mortality, disability, critical illness, health, long-term care and longevity.

CAPITAL SHIELD STRATEGY

The capital shield strategy articulates the Group's risk appetite. This strategy is based on an economic approach and aims to protect the Group against potential shock losses, some of which are not immediately recognized from a pure accounting view. It builds on the following four concepts: traditional retrocession, capital market solution, buffer capital and contingent capital.

CASUALTY INSURANCE

Insurance primarily concerned with the losses caused by injuries to third parties by the policyholder and the legal liability resulting therefrom.

CATASTROPHE (CAT)

SCOR defines a natural catastrophe as an event involving several natural risks including but not limited to flood, windstorm, earthquake, hurricane, tsunami, and wildfire that give rise to an insurable loss. For reporting purposes, the Group separately considers catastrophes as events causing pre-tax losses, net of retrocession, totaling at least EUR 3 million.

CATASTROPHE (OR CAT) BOND

A high-performance bond which is generally issued by an insurance or reinsurance company. If a predefined occurrence takes place (such as an earthquake, tsunami, hurricane, etc.), the bondholder loses all or part of their investment in the bond. This type of insurance-linked security allows insurance and reinsurance companies to transfer peak risks (such as those arising from natural catastrophes) to capital markets, thereby reducing their own risks.

CEDING COMPANY (ALSO CALLED CEDENT)

Insurance company, mutual society or insurance provider that transfers (or "cedes") a part of the risk it has underwritten to a reinsurer.

CESSION OR CEDED BUSINESS

Transaction whereby an insurer (cedent or ceding company) transfers part of its risk to the reinsurer against the payment of a premium. The opposite of ceded business is assumed business.

COMMISSION RATIO

The commission ratio is calculated by dividing Non-Life reinsurance commission by Non-Life premiums earned. This ratio is net of retrocession.

COMMUTATION

A transaction through which insurers or reinsurers surrender all rights and are relieved from all obligations under the insurance or reinsurance contract in exchange for a single current payment.

CONTINGENT CAPITAL

Funds that would be available under a pre-negotiated agreement if a specific contingency (such as a natural catastrophe) occurs.

CREDIT AND SURETY INSURANCE

Credit insurance provides insurance coverage against loss to a supplier caused by customers' failure to pay for goods or services supplied. Surety insurance relates to sureties and guarantees issued to third parties for the fulfillment of contractual liabilities.

DECENNIAL INSURANCE

Decennial insurance provides insurance coverage to building owners and construction companies against losses caused by structural defects in new buildings resulting from inherent defects in design, construction or the materials used. In a number of countries, including France, such coverage is required as a matter of law. It is generally granted for a period of ten years following the completion of the construction.

DEFERRED ACQUISITION COSTS (DAC)

Costs associated with the acquisition of new contracts, mainly commission, are recorded as assets on the balance sheet to the extent that the contracts are profitable and amortized on the basis of the residual term of the contracts for Non-Life business and on the basis of the recognition of future margins for Life contracts. DAC is subject to impairment testing conducted within the scope of the liability adequacy test.

DEFERRED TAX ASSET

Defined under IAS 12 as amounts of income tax recoverable in future accounting periods due to temporary differences or Net Operating Losses (NOL) carried forward.

DEPOSIT, FUNDS WITHHELD

Amounts which may be deposited with the ceding company to guarantee the reinsurer's liability. Income from securities deposited accrues to the reinsurer.

DIRECT INSURANCE

A policy taken out with an insurer by an individual or a company to cover a risk (property, service or person). This policy can either be underwritten directly with one of the insurer's agents or *via* a broker who receives a commission.

ELIGIBLE OWN FUNDS (EOF)

Amount of capital which is available and eligible to cover the Solvency II capital requirements (SCR). It comprises the sum of IFRS shareholder's equity, eligible hybrid debt and the impact of economic adjustments on the economic balance sheet. It is the numerator of the solvency ratio.

ENTERPRISE RISK MANAGEMENT (ERM)

Enterprise Risk Management is a process, deployed by an entity's Board of Directors, Chief Executive Officer, management and other personnel, applied in strategy setting and across the enterprise. It is designed to identify potential events that may affect the entity, and manage risks to be within its risk appetite, in order to provide reasonable assurance regarding the achievement of the entity's objectives.

FACULTATIVE REINSURANCE

Reinsurance on an item-by-item or risk-by-risk basis. Facultative reinsurance is usually written for very large-line risks. It may be either proportional or non-proportional.

FINANCIAL SOLUTIONS

Financial Solutions combine traditional Life reinsurance with financial components providing liquidity, balance sheet, solvency and/or income improvements to the client. This type of reinsurance treaty is typically used by cedents to fund growth, stabilize earnings or optimize their solvency position (capital relief).

GROSS WRITTEN PREMIUMS

Actual and estimated premiums to be received for the period from the ceding companies. Gross premiums represent revenues for the accounting period.

GUARANTEED MINIMUM DEATH BENEFIT (GMDB)

The GMDB guarantees investors in a variable annuity that if the owner passes away while the market value is low, they will never get back less than their original principal.

INCURRED BUT NOT REPORTED (IBNR)

Provision for claims which have already occurred but have not been reported yet to the insurer at the reporting date.

INSURANCE LINKED SECURITIES (ILS)

Financial instruments whose values are driven by insurance loss events. Such instruments that are linked to property losses due to natural catastrophes represent a unique asset class, whose return is uncorrelated with the returns of the general financial markets.

INTERNAL MODEL

SCOR's internal model is used to quantify the risks that SCOR faces. In particular, it is used to calculate the Solvency Capital Requirement (SCR).

LEVERAGE RATIO

The leverage ratio is calculated by dividing subordinated debt by the sum of shareholders' equity and subordinated debt. The calculation excludes accrued interest and includes the impact of swaps related to subordinated debt issuances. This ratio is used to determine how much lenders are financing the Group's activities over shareholders.

LIABILITY ADEQUACY TEST (LAT)

An assessment of whether the carrying amount of an insurance liability needs to be increased (or the carrying amount of related deferred acquisition costs or related intangible assets, such as VOBA, decreased), based on a review of future cash flows.

LIFE AND HEALTH REINSURANCE

Collective term for the lines of business in connection with the insurance of people, *i.e.* life, health, critical illness, long-term care and personal accident insurance.

LIFE TECHNICAL MARGIN

The Life technical margin is calculated as a percentage of the net technical result plus income from funds held by ceding companies and the net of gross and ceded earned premiums.

LONGEVITY

Longevity products cover the risk of negative deviation from expected results due to the insured or annuitant living longer than assumed in the pricing of the cover provided by insurers or pension funds.

LOSS/CLAIM

Event that triggers insurance cover and reserves recognition.

LOSS ADJUSTMENT EXPENSES (OR CLAIMS MANAGEMENT EXPENSES)

Estimated expenses related to claims (declared or not yet declared) that occurred in the accounting year.

LOSS RATIO

The loss ratio is calculated by dividing Non-Life claims (including claims arising from natural catastrophes) by Non-Life premiums earned. This ratio is net of retrocession.

MATHEMATICAL RESERVE

Amount that a Life insurance or capitalization company must set aside and capitalize in order to meet its commitments to the insured.

MORBIDITY

The probability that an individual in a given group develops a certain disease or disorder.

MORTALITY

The relative incidence of death of Life insureds or annuitants holding a Life insurance policy.

NATURAL CATASTROPHE RATIO

The natural catastrophe ratio is calculated by dividing Non-Life claims arising from natural catastrophes by Non-Life premiums earned. This ratio is net of retrocession.

NET COMBINED RATIO

Sum of the Non-Life net attritional ratio, natural catastrophe ratio, commission ratio and the management expense ratio.

NET WRITTEN PREMIUMS

Gross premiums less the portion of premiums paid for retrocession, as opposed to gross written premiums.

NON-LIFE NET ATTRITIONAL RATIO

The Non-Life net attritional ratio is calculated by dividing Non-Life claims (excluding claims arising from natural catastrophes) by Non-Life premiums earned. This ratio is net of retrocession.

NON-PROPORTIONAL (EXCESS OF LOSS) REINSURANCE

Reinsurance contract written to protect the ceding company from all or part of claims in excess of a specified amount retained (priority). This generally takes the form of excess of loss (or XL) or excess of annual loss reinsurance.

P&C MANAGEMENT EXPENSE RATIO

The P&C management expense ratio is calculated by dividing management expenses incurred for Non-Life reinsurance operations by Non-Life premiums earned. This ratio is net of retrocession.

PERILS

PERILS provides index values which can be used in industry-loss-based ILS transactions. The underlying data for the index is thereby directly collected from insurance companies underwriting property business in the affected areas and is processed in a standardized procedure to estimate industry-wide insured losses, which then form the basis of the PERILS index service.

PREMIUMS EARNED

Premiums an insurance company has recorded as revenues during a specific accounting period.

PRIMARY INSURER

An insurance company that issues insurance contracts to the public generally or to certain non-insurance entities.

PROBABLE MAXIMUM LOSS (PML)

The estimated anticipated maximum loss, taking into account the ceding company and contract limits, caused by a single catastrophe affecting a broad contiguous geographical area, such as that caused by a hurricane or earthquake of such a magnitude that it is expected to recur once during a given period, such as every 50, 100 or 200 years.

PROPERTY INSURANCE

Insurance that provides coverage to a person or an entity with an insurable interest in tangible property for that person or entity's property loss, damage or loss of use.

PROPORTIONAL (PRO RATA) REINSURANCE

Reinsurer's share of claims carried by the insurer in proportion to its share of premiums received. Proportional reinsurance is generally written as a quota share of business or as surplus reinsurance.

OUTSTANDING CLAIMS RESERVE

Reserve for claims reported but not yet settled. These are estimated by ceding companies and communicated to the reinsurer.

REINSTATEMENT PREMIUMS

Additional premiums charged under certain excess of loss reinsurance contracts to restore coverage amounts after a loss.

REINSURANCE

Procedure whereby an insurance company in turn insures itself with an outside company (the reinsurer) for part or all of the risks it covers, in return for payment of a premium.

REINSURANCE COMMISSION

Percentage of premiums paid by the reinsurer to the insurer in quota-share or facultative treaties as a contribution to the acquisition and administrative costs relating to the business ceded.

REINSURANCE POOLS

A reinsurance pool involves insurance and reinsurance companies as well as public authorities in order to spread the risks. It allows the Group to have limited and known commitments.

REINSURANCE TO CLOSE (RITC)

Lloyd's accounting practice based on a 3-year accounting process for Lloyd's syndicates. The syndicate underwriting account is closed at the end of the third year by means of reinsurance into the following year, which reinsures all future liabilities for the closed year and all previous years.

REINSURANCE TREATY

Reinsurance convention between an insurer and a reinsurer defining the terms under which the risks covered by the convention are ceded and accepted. The two main categories of reinsurance treaties are proportional and non-proportional.

RETENTION

Share of the risk retained by the insurer or reinsurer for its own account.

RETROCESSION

Transaction in which the reinsurer transfers (or cedes) all or part of the risks it has assumed to another reinsurer (the retrocessionaire), in return for payment of a premium.

RETURN ON EQUITY (ROE)

Return on equity is based on the Group's share of net income divided by average shareholders' equity (calculated as shareholders' equity at the beginning of the period adjusted for the effect of all movements during the period using a *prorata temporis*). This return is annualized when calculated quarterly.

RETURN ON INVESTED ASSETS (ROIA)

The return on invested assets is used to assess the return on the Group's invested assets excluding funds withheld by cedents. This percentage return is calculated by dividing the total investment income on invested assets by the average invested assets (calculated as the quarterly averages of the total invested assets).

RETURN ON INVESTMENT (ROI)

The return on investment is used to assess the profitability of the Group's investments, including funds withheld by cedents and other deposits less cash deposits. This percentage return is calculated by dividing the total net investment income by the average investments (calculated as the quarterly averages of the total investments).

RISK APPETITE

Defines the target risk profile (assets and liabilities combined) that SCOR actively seeks in order to achieve its expected return.

RISK APPETITE FRAMEWORK

Consistently defines the four following concepts: SCOR's risk appetite, SCOR's risk preference, SCOR's risk tolerance and "footprint" scenario.

RISK-FREE (INTEREST) RATE

The rate of interest that remunerates assets with no counterparty risk. Usually, the weighted five-year daily interest rates of treasury bills (T-bills) and government bonds in Germany, the US, and Great Britain averaged over the period under consideration are used as proxies for the risk-free (interest) rate. The weighted average used for this calculation is based on the percentage of reserves denominated in the currency of each such reserve.

RUN OFF

The cessation of all underwriting of new business on a risk portfolio. As a result, all reserves are "run off" over time until their complete extinction. Run off may take up to several decades depending on the class of business.

SCOR LIFE & HEALTH (SCOR L&H)

SCOR Life & Health refers to the Life operating segment and all business underwritten by entities in that segment.

SCOR PROPERTY & CASUALTY (SCOR P&C)

SCOR Property & Casualty refers to the Non-Life operating segment and all business underwritten by entities in that segment.

SCOR SE AND THE SCOR GROUP

SCOR SE refers to the legal entity SCOR SE, the issuer. SCOR SE and its consolidated subsidiaries are referred to as SCOR, the SCOR Group or the Group.

SOLVENCY CAPITAL REQUIREMENT (SCR)

Solvency Capital Requirement *i.e.* required capital, under the Solvency II framework, calculated by SCOR's internal model, ensuring the Group can meet its obligations over the following 12 months with a 99.5% probability. It is the denominator of the solvency ratio.

SPECIAL PURPOSE VEHICLE (SPV)

A legal entity created to fulfill specific or temporary objectives (conduct defined activities or hold assets, etc.). SPV's are typically used by companies to isolate the financial risk from the firm.

TAIL

The period of time that elapses between either the writing of the applicable insurance or reinsurance policy or the loss event (or the insurer's or reinsurer's knowledge of the loss event) and the payment in respect thereof. A "short-tail" product is one where ultimate losses are known comparatively quickly; ultimate losses under a "long-tail" product may remain unknown for several years.

TECHNICAL RATIO

The technical ratio is a P&C indicator and is calculated as the sum of the loss ratio and commission ratio. This ratio is net of retrocession and is used to assess the net performance of reinsurance transactions excluding P&C management expenses.

TECHNICAL RESULT

The balance of income and expenses allocated to insurance and reinsurance business and shown in the technical income statement.

TOTAL LIQUIDITY

This total displays the Group's available short-term liquidity position. It is defined as cash and cash equivalents (which include cash held by the Group on behalf of third parties), short-term government bonds maturing between three months and twelve months from the date of purchase (included in loans and receivables) and bank overdrafts.

UNDERWRITING CAPACITY

The maximum amount that an insurance or reinsurance company can underwrite. The limit is generally determined by the company's retained earnings and investment capital. Reinsurance serves to increase a company's underwriting capacity by reducing its exposure to particular risks.

For Lloyd's, the amount of gross written premiums net of acquisition costs underwritten by the Group through its investments in Lloyd's Syndicates.

UNDERWRITING EXPENSES

The aggregate of policy acquisition costs, including commission, and the portion of administrative, general and other expenses attributable to underwriting activities.

UNDERWRITING RESERVES

Amounts that an insurer or reinsurer must place in reserves in order to pay out on claims insured, and on liabilities arising from policies written.

UNDERWRITING YEAR

The year in which a policy commences or is renewed; to be distinguished from the accounting year. For example, a claim may occur during the current accounting year, but relate to a policy commencing in a prior underwriting year.

UNEARNED PREMIUM RESERVES

For each contract, these cover the portion of premiums written during the year relating to future periods (between the reporting date and the date at which the contract expires).

UNIT-LINKED CONTRACT

Life insurance contract or capitalization certificate for which the amount guaranteed, and bonus amounts are expressed, not in a specific Euro amount, but by reference to one or more units of account such as mutual fund units or real estate investment trust units. Contractual guarantees are directly linked to upward or downward variations in a security listed on a regulated market or in the value of a real estate asset.

VALUE OF BUSINESS ACQUIRED (VOBA)

This refers to life reinsurance portfolios acquired in a business combination. It is calculated as the present value of the stream of expected future cash flows including estimates of future technical results and future investment income less future administrative expenses. The present value calculation is based on assumptions and risk discount factors relevant at the date of acquisition. VOBA is amortized over the lifetime of the underlying reinsurance portfolio and is subject to impairment testing as part of the LAT.

VALUE OF IN-FORCE BUSINESS (VIF)

Present value of expected future income flows from the portfolio of in-force business, discounted by a currency-specific risk discount rate and determined in accordance with local accounting principles.

VALUE OF NEW BUSINESS (VNB)

A measure of total economic profit (or loss) after risk margin and taxes resulting from underwriting or renewing reinsurance contracts measured on a Solvency II basis at the point of sale. It is calculated as the discounted present value of all the expected future Solvency II cashflows (*e.g.* premiums, claims, commission, expenses, collateral costs, cost of cat bonds, etc.) and the cost of Solvency II risk capital required for the new business, as at the point of sale. VNB growth is driven by new business premium volume growth, underwriting profitability, operating efficiency and capital efficiency.

XXX (OR TRIPLE X)

A regulation in the US, (NAIC Model Regulation XXX or Valuation of Life Insurance Policies Model Regulation) commonly referred to as Regulation XXX (or Triple X) which requires that US life insurance and life reinsurance companies must hold on their statutory financial statements a relatively high level of regulatory or statutory reserves for various types of life insurance business, primarily certain level term life products. The reserve levels required under Regulation XXX increase over time and are normally in excess of reserves required under IFRS.

APPENDIX D

Additional information relating to the management report of the Company and the Group – Cross-reference table

The statements and information pertaining to the management report on the Company's and the Group's activities in 2022, as approved by the Board of Directors on April 5, 2023 (the "Report"), are included and presented in the 2022 Universal Registration Document (URD) which will be submitted as such to the Shareholders' Meeting convened to approve the financial statements for the financial year ended December 31, 2022.

Therefore, the sections of the Universal Registration Document (URD) referred to in the cross-reference table set forth in Section 2 hereafter, are fully incorporated in this Report of which they are deemed to be an integral part.

The information required in the special report relating to the 2022 stock options plans established in accordance with Article L. 225-184 of the French Commercial Code, and in the special report relating to the 2022 free share allocation plans established in accordance with Article L. 225-197-4 of the French Commercial Code, is provided in Section 2.2.3.4 – Plans providing employee profit sharing.

Information relating to the resolutions submitted to the Shareholders' Meeting, pursuant to the provisions of Article R. 225-83, 4° of the French Commercial Code are presented in a separate report of the Board of Directors.

1. OPERATING AND FINANCIAL REVIEW OF SCOR SE

1.1. FINANCIAL YEAR 2022

1.1.1. OPERATING AND FINANCIAL REVIEW OF SCOR SE IN 2022

The total assets of SCOR SE as at December 31, 2022 amounted to EUR 34,625,416,881.

Its total financial assets (investments) amounted to EUR 23,597,924,069.

Shareholders' equity stood at EUR 3,395,323,695 and subordinated liabilities at EUR 2,672,652,872. Other liabilities amounted to EUR 2,953,900,898 including other loans of EUR 683,939,454.

The net amount of underwriting reserves was EUR 17,547,053,883.

SCOR SE's technical result in 2022 was EUR 143,091,672 while the Company recorded financial income of EUR 738,609,435.

SCOR SE's net income amounted to EUR 197,924,600 in 2022.

For additional information on the operating and financial situation of SCOR SE and its subsidiaries, as well as on the development of their business in 2022, see Section 1.3, Section 4 and Appendix B of the Universal Registration Document.

1.1.2. ADDITIONAL INFORMATION

Liabilities due to suppliers

Pursuant to the provisions of Article L. 441-6-1 of the French Commercial Code, except in specific situations (such as disputes regarding invoices received), suppliers' invoices are paid upon receipt or within 30 days of the end of the month.

In application of the circular of the French Insurance Federation (*Fédération française de l'assurance*) of May 29, 2017, information presented in the table below does not include the transactions linked to insurance and reinsurance contracts.

	Article D.441 I.1: Unpaid received bills at the end of the financial year whose term is expired						Article D.441 I.2: Unpaid issued bills at the end of the financial year whose term is expired					
In EUR millions	0 day (indicative)	1 to 30 days	31 to 60 days	61 to 90 days	91 days and more	Total (1 day and more)	0 day (indicative)	1 to 30 days	31 to 60 days	61 to 90 days	91 days and more	Total (1 day and more)
(A) Late payments												
Number of concerned bills	406	178	-	22	463	641	62	95	-	8	235	326
Total amount of bills concerned excl. VAT	9	38	-	-	39	78	22	14	-	-	41	55
Percentage of total purchases for the year, excl. VAT	1.74%	7.81%	0.00%	-	7.89%	15.75%						
Percentage of total gross revenue for the year, excl. VAT							11.37%	7.56%	0.00%	-	21.49%	29.09%
(B) Bills excluded from (A) related to contested or unrecorded accounts receivable and payable												
Number of excluded bills	-	-	-	-	-	-	-	-	-	-	-	-
Total amount of excluded bills	-	-	-	-	-	-	-	-	-	-	-	-
(C) Reference payment term used (contractual or legal term – article L. 441-6 or article L. 443-1 of the French Commercial Code)												
Payment term used to calculate late payments												
Contractual term				30 days end of the month								
Legal term												

Total amount of non-tax-deductible expenses

Pursuant to Article 223 *quater* of the French General Tax Code, the Company hereby discloses that the amount of the expenses and charges referred to in Article 39.4 of said Code for 2022 totals EUR 276,747.

Add-back of general expenditures

Pursuant to paragraph 5 of Article 39 of the French General Tax Code, tax restatement from taxable income amounted to EUR (9,454,899) for 2022.

1.2. OPERATING RESULTS OF SCOR SE IN PAST FINANCIAL YEARS

1.2.1. FIVE-YEAR FINANCIAL SUMMARY

Pursuant to the provisions of Article R. 225-102 of the French Commercial Code, the following table presents a summary of SCOR SE's operating results for each of the last five financial years:

	2022	2021	2020	2019	2018
I. Financial position at the end of the year					
a) Share capital *(in EUR millions)*	1,415	1,472	1,471	1,473	1,521
b) Number of issued shares	179,671,295	186,896,376	186,730,076	187,049,511	193,085,792
c) Number of convertible bonds	-	-	-	-	-
II. Total results of operations *(in EUR millions)*					
a) Revenue excl. VAT	9,700	8,682	7,151	7,511	2,400
b) Net income/(loss) before tax, depreciations, amortization and provisions	202	(33)	138	971	508
c) Corporate income tax	(37)	16	19	30	15
d) Net income/(loss) after tax, depreciation and amortization and provisions	198	(72)	110	908	499
e) Dividends	252 (1)	336	336	-	338
III. Per share data					
a) Net income/(loss) per share after tax, but before depreciation, amortization and provisions	1.12	(0.28)	0.63	4.69	2.71
b) Earnings/(loss) per share	1.10	(0.38)	0.59	4.85	2.59
c) Per-share dividend	1.40 (1)	1.80	1.80	-	1.75
IV. Employee data					
a) Number of employees	1,309	1,318	1,240	1,198	817
b) Total payroll	134	157	156	139	136
c) Amount paid for employee benefits (Social security and other welfare benefits)	47	67	47	80	34

(1) Subject to the decision taken at the Shareholders' Meeting regarding the appropriation of 2022 net income.

1.2.2. DIVIDENDS PAID BY SCOR SE OVER THE LAST THREE FINANCIAL YEARS

SCOR SE paid the following dividends over the last three financial years:

Financial year ended on:	12/31/2021	12/31/2020	12/31/2019
Number of shares (1)	186,896,376	186,730,076	187,049,511
Net dividend per share	EUR 1.80	EUR 1.80	EUR –
Amount eligible for the deduction allowance specified by Article 158-3 of the French General Tax Code (2)	EUR 1.80	EUR 1.80	EUR –

(1) Number of shares of the Company, with a par value of EUR 7.8769723, outstanding at the time of the dividend payment, including treasury shares.
(2) For natural persons only: the dividends paid in 2020, 2021 and 2022 for the financial years 2019, 2020 and 2021 gave entitlement to a 40% deduction (except if the beneficiary opted for fixed-rate taxation on dividends (prélèvement libératoire forfaitaire).

2. CROSS-REFERENCE TABLE OF THE MANAGEMENT REPORT AND OF THE REPORT ON CORPORATE GOVERNANCE

The following information and statements are fully incorporated into this Report, of which they are an integral part, in the various sections of the Universal Registration Document referred to in the cross-reference table below:

Management report	Legal provisions	Universal Registration Document
STATEMENTS DEALING WITH THE MANAGEMENT OF SCOR SE AND THE GROUP IN 2022		
Analysis of the Company's and the Group's business development, results and financial position (including the debt situation)	Articles L. 225-100-1, I., 1°, L. 232-1, II, L. 233-6 and L. 233-26 of the French Commercial Code	Sections 1.1.1, 1.1.2, 1.3.1, 1.3.3, 1.3.5, 1.3.6, 1.3.7, 1.3.8, 1.3.9, 4.1, 4.2, 4.3, 4.4, 4.5, 4.6 and 4.9
Situation and activity of the Company and the Group during the past year	Articles L. 225-100-1, I., 1°, L. 232-1, II, L. 233-6 and L. 233-26 of the French Commercial Code	Sections 1.1.1, 1.1.2, 1.3.1, 1.3.3, 1.3.5, 1.3.6, 1.3.7, 1.3.8, 1.3.9, 4.1, 4.2, 4.3, 4.4, 4.5, 4.6 and 4.9
Results of the activity of the Company, its subsidiaries and the companies under its control	Articles L. 225-100-1, I., 1°, L. 232-1, II, L. 233-6 and L. 233-26 of the French Commercial Code	Sections 1.1.1, 1.1.2, 1.3.1, 1.3.3, 1.3.5, 1.3.6, 1.3.9, 4.1, 4.2, 4.3, 4.4, 4.5, 4.6 and 4.9
Important events occurred since the closing of the last financial year	Articles L. 232-1, II, and L. 233-26 of the French Commercial Code	Section 1.3.10
Table of the Company's results over the last five financial years	Article R. 225-102 of the French Commercial Code	Appendix D – 1.2.1
Dividends distributed over the last three financial years and dividends eligible for the 40% relief	Article 243 *bis* of the General French Tax Code	Appendix D – 1.2.2
Amount of intercompany loans – Loans due in less than two years granted by the Company, as an ancillary to its main activity, to micro-businesses, SMEs or intermediate-sized companies with which it maintains business relationships	Articles L. 511-6 and R. 511-2-1-3 of the French Monetary and Financial Code	None
Information on expenses and charges not deductible for tax purposes	Article 223 *quater* of the French General Tax Code	Appendix D – 1.1.2
Client and supplier payment terms	Article D. 441-4 of the French Commercial Code	Appendix D – 1.1.2
Key financial performance indicators	Article L. 225-100-1, I., 2° of the French Commercial Code	Sections 1.1, 1.3.5 and 1.3.9
Research and development activities within the Group and SCOR SE	Articles L. 232-1, II and L. 233-26 of the French Commercial Code	Section 1.2.6
Non-financial performance statement of the Group and SCOR SE and its correspondence table	Articles L. 225-102-1, R. 225-105, I and L. 22-10-36 of the French Commercial Code	Sections 6 and 6.7
Main risk factors and uncertainties facing the Group	Article L. 225-100-1, I., 3° of the French Commercial Code	Section 3
Information on the use of financial instruments, and the Company's objectives and policy in terms of financial risk management and market risks	Article L. 225-100-1, 4° of the French Commercial Code	Sections 3.1.3, 3.1.4, 3.1.5, 3.2.4, 3.2.5 and 3.2.6
Information on the financial risks related to the effects of climate change and presentation of the measures taken by the Company to reduce them by implementing a low-carbon strategy at all stages of its activity	Article L. 22-10-35, 1° of the French Commercial Code	Section 6
Main characteristics of the internal control and risk management procedures	Article L. 22-10-35, 2° of the French Commercial Code	Section 3.3

Management report	Legal provisions	Universal Registration Document
FINANCIAL AND LEGAL INFORMATION		
Company securities		
• Shareholding	Article L. 233-13 of the French Commercial Code	Section 5.2
• Threshold crossing	Article L. 233-13 of the French Commercial Code	Sections 5.2.1.1 and 5.3.2.7
• Transactions performed by the Company on its own shares in the framework of Articles L. 22-10-61, L. 22-10-62 and L. 22-10-63 of the French Commercial Code	Article L. 225-211 of the French Commercial Code	Section 5.2.1.2
• Notice of holding more than 10% of the share capital of another joint-stock company – Disposal of cross shareholdings	Articles L. 233-29, L. 233-30 and R. 233-19 of the French Commercial Code	- (1)
• Employee share ownership	Article L. 225-102, paragraph 1 of the French Commercial Code	Sections 5.2.1.1 and 5.2.1.3
• Adjustment of the conversion basis for securities granting access to the share capital	Articles R. 228-90 and R. 228-91 of the French Commercial Code	Section 5.2
• Summary statement of transactions on securities by the persons referred to in Article L. 621-18-2 of the French Monetary and Financial Code (persons with managerial responsibilities as well as the persons closely associated with them)	Article 223-26 of the General Regulation of the AMF	Section 2.2.4
Foreseeable evolution		Sections 1.3.3, 1.3.4, 1.3.5 and Appendix B – 5.3.9
Collective agreements concluded within the Company and their impact on business performance and employees' working conditions (included in the Non-financial performance statement of the Group and SCOR SE)	Articles L. 225-102-1, III and R. 225-105 of the French Commercial Code	Section 6
Financial sanctions and orders by the Competition Authority on express decision for anti-competitive behaviors	Article L. 464-2 of the French Commercial Code	Section 4.6. Note 26
SUBSIDIARIES AND AFFILIATES		
Group organization chart		Section 1.2.3
Overview of the subsidiaries' business during the last financial year	Article L. 233-6 of the French Commercial Code	Sections 1.2.3, 1.2.5, 1.3.1, 1.3.5, 1.3.6, 1.3.9 and Appendix B – 5.2.1
Acquisitions and shareholdings purchased during the last financial year	Article L. 233-6 of the French Commercial Code	Section 4.6 Note 4 and Appendix B – 5.2.1
Existing branches	Article L. 232-1 of the French Commercial Code	Section 1.2.3.2
Transfer or disposal of shares undertaken to avoid cross shareholdings	Article R. 233-19 of the French Commercial Code	None
REPORT ON CORPORATE GOVERNANCE		
Information related to compensation		
For each of the corporate officers Total compensation and advantages of any kind paid or granted in respect of the mandate during the financial year by the Company, the controlled companies or the Company controlling it (L. 233-16 of the French Commercial Code), distinguishing between fixed, variable and exceptional components, including in the form of equity securities, debt securities or securities giving access to the share capital or entitling the holder to the grant of debt securities of the Company, as well as the main conditions for exercising rights, in particular the price and date of exercise and any change in these conditions	Article L. 22-10-9, I., 1° of the French Commercial Code	Sections 2.2.1.2, 2.2.1.3 and 2.2.3
The relative proportion of fixed and variable compensation	Article L. 22-10-9, I., 2° of the French Commercial Code	Sections 2.2.1.2 and 2.2.1.3

Management report	Legal provisions	Universal Registration Document
Exercise of the option to request the return of variable compensation	Article L. 22-10-9, I., 3° of the French Commercial Code	None
Any compensation paid or granted by a company included in the scope of consolidation within the meaning of Article L. 233-16 of the French Commercial Code	Article L. 22-10-9, I., 5° of the French Commercial Code	Sections 2.2.1.2 and 2.2.1.3
The ratios between the level of compensation of the Chairman of the Board of Directors, the Chief Executive Officer and each Deputy Chief Executive Officer and (i) the average compensation and (ii) the median compensation on a full-time equivalent basis of the Company's employees other than corporate officers	Article L. 22-10-9, I., 6° of the French Commercial Code	Sections 2.2.1.2
Annual changes in compensation, the Company's performance, the average compensation on a full-time equivalent basis of the Company's employees, other than executives, and the ratios referred to in 6° of Article L. 22-10-9, I of the French Commercial Code over at least the five most recent financial years, presented together and in a manner that allows for comparison	Article L. 22-10-9, I., 7° of the French Commercial Code	Section 2.2.1.2
An explanation of how the total compensation complies with the adopted compensation policy, including how it contributes to the Company’s long-term performance, and how the performance criteria have been applied	Article L. 22-10-9, I., 8° of the French Commercial Code	Section 2.2.1.4
The manner in which the vote of the last ordinary general meeting, provided for in II of Article L. 22-10-34 of the French Commercial Code, was taken into account	Article L. 22-10-9, I., 9° of the French Commercial Code	Section 2.2.1.4
Any deviation from the procedure for implementing the compensation policy and any waiver applied in accordance with the second paragraph of III of Article L. 22-10-8 of the French Commercial Code, including an explanation of the nature of the exceptional circumstances and an indication of the specific components to which a waiver is applied	Article L. 22-10-9, I., 10° of the French Commercial Code	Section 2.2.1.1
Clear and concise presentation of the compensation policy for corporate officers, describing all the components of fixed and variable compensation and explaining the decision-making process followed for its determination, review and implementation	Article L. 22-10-8, I., paragraph 2 of the French Commercial Code	Section 2.2.1.4
Commitments of any kind made by the Company for the benefit of its corporate officers, corresponding to compensation items, damages or advantages owed or likely to be owed with respect to the taking up, the termination or the change of their functions or after the exercise of such functions, mentioning the precise methods for determining these commitments and the estimated amount of the sums likely to be paid in respect thereof	Article L. 22-10-9, I., 4° of the French Commercial Code	Sections 2.2.1.2 and 2.2.1.4
Choice of the Board related to the means by which corporate officers may hold free shares and/or shares resulting from the exercise of stock options	Articles L. 225-197-1, L. 22-10-59 and L. 225-185 of the French Commercial Code	Section 2.2.1.4
Information related to the composition, the operation and the powers of the Board		
Reference to a corporate governance code in accordance with the “comply or explain” principle as well as details of where this code can be consulted	Article L 22-10-10, 4° of the French Commercial Code	Section 2.1.1
Composition, conditions of preparation and organization of the Board’s work	Article L. 22-10-10, 1° of the French Commercial Code	Sections 2.1.2, 2.1.3 and 2.1.4
Implementation of the principle of balanced representation of women and men within the Board	Article L. 22-10-10, 2° of the French Commercial Code	Section 2.1.3.3
List of all mandates and functions exercised by each corporate officer in any company during the financial year	Article L. 225-37-4, 1° of the French Commercial Code	Section 2.1.3.2
Summary table of the delegations in force granted by the Shareholders’ Meeting to increase the share capital	Article L. 225-37-4, 3° of the French Commercial Code	Section 5.2
Agreements entered into, directly or through an intermediary, between a corporate officer and a company whose share capital is held, directly or indirectly, at more than 50% by the Company	Article L. 225-37-4, 2° of the French Commercial Code	Section 2.3.1

Management report	Legal provisions	Universal Registration Document
Description of the procedure implemented by the Company pursuant to the second paragraph of Article L. 22-10-12 of the French Commercial Code and its implementation	Article L. 22-10-10, 6° of the French Commercial Code	Section 2.3.1
Choice made of one of the two means for exercising General Management	Article L. 225-37-4, 4° of the French Commercial Code	Section 2.1.5.1
Limitations placed upon the Chief Executive Officer's powers by the Board of Directors	Article L. 22-10-10, 3° of the French Commercial Code	Section 2.1.5.2
Specification of the means by which shareholders can participate in the Shareholders' Meeting or provision of the bylaws providing for such means	Article L. 225-37-4, 9° of the French Commercial Code	Sections 5.3.2.5
Information relating to governing bodies		
Efforts made towards balanced representation within the executive committee and the 10% of positions with the highest responsibility	Article L. 22-10-10, 2° of the French Commercial Code	Section 6.2.3
Items likely to have an influence in the case of a tender offer		
Share capital structure	Article L. 22-10-11 of the French Commercial Code	Section 5.2
Restrictions on the exercise of voting rights and on the transfer of shares pursuant to the bylaws or provisions of the agreements brought to the Company's attention in accordance with Article L. 233-11 of the French Commercial Code	Article L. 22-10-11 of the French Commercial Code	Sections 5.2.1.1, 5.2.8.1, 5.3.2.3, 5.3.2.4, 5.3.2.6 and 5.3.2.7
Direct or indirect shareholding interests in the Company of which it is aware pursuant to Articles L. 233-7 (threshold crossing) and L. 233-12 of the French Commercial Code (cross-shareholding)	Article L. 22-10-11 of the French Commercial Code	Sections 5.2.1.1, 5.2.8.2 and 5.3.2.7
List of the persons holding titles comprising special control rights and description thereof	Article L. 22-10-11 of the French Commercial Code	Section 5.2.8.1
Control mechanisms provided for in a potential employee shareholding scheme, when employees do not exercise their voting rights	Article L. 22-10-11 of the French Commercial Code	Section 2.2.3.4
Agreements between the shareholders of which the Company is aware which could trigger restrictions to the transfer of shares and the exercise of voting rights	Article L. 22-10-11 of the French Commercial Code	Section 5.2.1.1
Rules applicable to the appointment and replacement of members of the Board as well as the modification of the Company's bylaws	Article L. 22-10-11 of the French Commercial Code	Sections 2.1.2, 5.3.2.4, 5.3.2.5 and 2.1.3
Powers of the Board, particularly with respect to the issuance or the repurchase of shares	Article L. 22-10-11 of the French Commercial Code	Sections 5.2, 5.3.2.3 and 5.3.2.2
Agreements entered into by the Company that are modified or terminated in the case of a change of control of the Company	Article L. 22-10-11 of the French Commercial Code	Section 5.2.8.4
Agreements providing for damages to members of the Board or employees if they resign or are dismissed without cause or if their employment is terminated because of a cash tender offer or an exchange tender offer	Article L. 22-10-11 of the French Commercial Code	Sections 2.2.1.2, 2.2.1.4 and 2.2.2.1
NON FINANCIAL PERFORMANCE STATEMENT		
Non financial performance statement of the Group and of SCOR SE and the cross-reference table.	Articles L. 225-102-1, R. 225-105, I and L. 22-10-36 of the French Commercial Code	Sections 6 and 6.7

(1) The Company did not hold any cross shareholdings in 2022.

APPENDIX E

Cross-reference table – Delegated regulation (EC) of March 14, 2019

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2	**STATUTORY AUDITORS**			
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5	**BUSINESS OVERVIEW**			
5.1.	Principal activities	1.2.5	Business overview	12 to 19
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5.3.	Important events in the development of the issuer's business	1.3.3	Significant events of the year	23 to 24
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6	**ORGANIZATIONAL STRUCTURE**			
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6.2	List of the issuer's significant subsidiaries	1.2.3	SCOR's organizational structure	9 to 11
7	**OPERATING AND FINANCIAL REVIEW**			
7.1	Financial condition	1.3.6	Financial position, liquidity and capital resources	34 to 35
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10.2	Known trends, uncertainties, demands, commitments and events that are reasonably likely to have a material effect on the issuer's prospects	1.3.4 & 1.3.5	Information on SCOR's competitive position & revenues and earnings summary	24 to 33
11	**PROFIT FORECASTS OR ESTIMATES**	**N/A**	**N/A**	**N/A**
12	**ADMINISTRATIVE AND MANAGEMENT BODIES**			
12.1	Information on the members of the Board of Directors and Senior Management	2.1.3, 2.1.4 & 2.1.5	Board of Directors, Board of Directors' Committees & Executive Committee	43 to 83
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18	**FINANCIAL INFORMATION CONCERNING THE ISSUER'S ASSETS AND LIABILITIES, FINANCIAL POSITION AND PROFITS AND LOSSES**			
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18.4	*Pro forma* financial information	N/A	N/A	N/A
18.5.	Dividend distribution policy	1.1.3	Dividend Distribution Policy	8
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18.7.	Material change in financial situation	4.6.27	Notes to the consolidated financial statements – Note 27 Subsequent events	265
19	**ADDITIONAL INFORMATION**			
19.1	Share capital	5.2.1, 5.2.2.1, 5.2.5, 5.2.6 & 5.2.7	Capital ownership and changes during the last three financial years, Changes in the share capital, Amount of convertible securities, exchangeable securities or securities with subscription warrants, Information about and terms and conditions of any acquisition rights and/or obligations attached to subscribed but not fully paid-up capital or an undertaking to increase the capital, Information about the capital of any Group entity which is under option or is to be put under option and characteristics of such options	277 to 283, 287 to 288
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APPENDIX F

Annual financial report – Cross-reference table

In order to assist readers of the Annual Financial Report, the following table cross-references the information required by Articles L. 451-1-2 of the French Monetary and Financial Code and 222-3 of the General Regulation of the AMF.

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Statutory Auditors' report on the consolidated financial statements	Article L. 451-1-2 of the French Monetary and Financial Code and Article 222-3 of the General Regulation of the AMF	4.9	267 to 274

APPENDIX G

Cross-reference table – Information incorporated by reference

Items of the relevant Appendix	Document in which the information is included	Parts incorporated by reference [1]
Sections 18.1 and 18.3 of Annex 1 of the Delegated Regulation No. 2019/980 of the European Commission of March 14, 2019	Universal Registration Document filed with the AMF on March 3, 2022 under number D.22-0067	• The corporate financial statements for the financial year ended December 31, 2021 (see Appendix B – Parent company financial statements (SCOR SE)) • SCOR's consolidated financial statements for the financial year ended December 31, 2021 (see Section 4) • The Statutory Auditors' report regarding said financial statements (see Section 4.9 and Appendix B Parent company financial statements (SCOR SE), § 6)
Sections 18.1 and 18.3 of Annex 1 of the Delegated Regulation No. 2019/980 of the European Commission of March 14, 2019	Universal Registration Document filed with the AMF on March 2, 2021 under number D.21-0084	• The corporate financial statements for the financial year ended December 31, 2020 (see Appendix B – Parent company financial statements (SCOR SE)) • SCOR's consolidated financial statements for the financial year ended December 31, 2020 (see Section 4) • The Statutory Auditors' report regarding said financial statements (see Section 4.9 and Appendix B – Parent company financial statements (SCOR SE), § 6)

(1) Parts of these documents which are not expressly included in this Universal Registration Document are of no concern to the investor.

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The Art & Science of Risk

European Company
With a share capital
of EUR 1,415,265,813.82
RCS Paris B 562 033 357

Corporate Office
5, avenue Kléber
75116 Paris
France

Mail address
5, avenue Kléber
75795 Paris Cedex 16
France
Telephone: +33 (0)1 58 44 70 00
Fax: +33 (0)1 58 44 85 00

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