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TrønderEnergi® 

# GRI Content Index

2022 ANEO

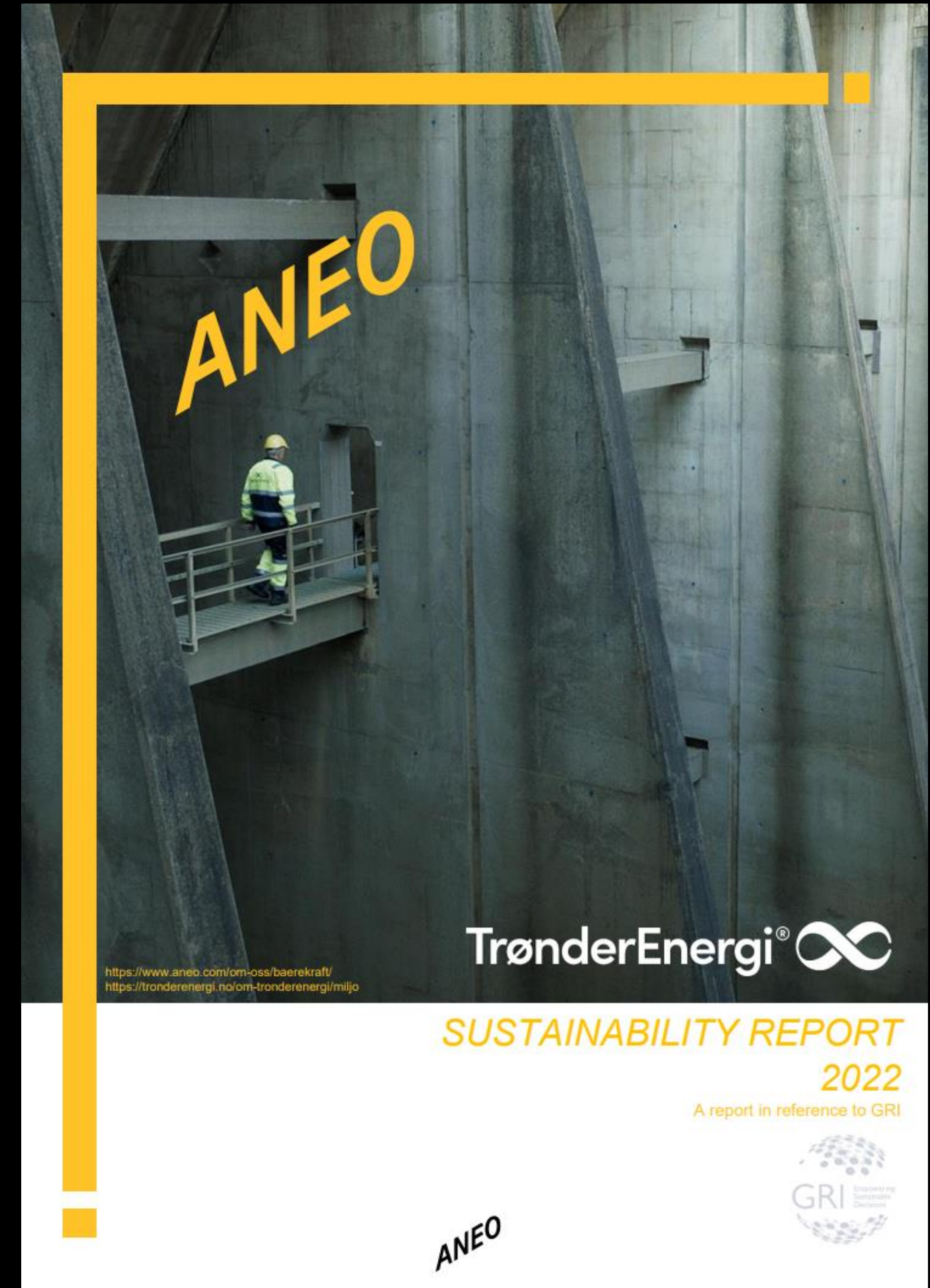


# GRI Content Index

## Reporting with reference to the GRI Standards

ANEO has reported the information cited in this GRI content index for the year 2022 with reference to the GRI Standards.

Requirements of the GRI 1: Foundation 2021 are complied with and presented in this INDEX. As a result of our materiality process, we prioritized topic standards and disclosures. The content list for our Sustainability Report 2022 is presented below together with where to find the information.



# *GRI 2: General Disclosures 2021*

<b>Disclosure</b>	<b>Location (page)</b>	<b>Status</b>
2-1 Organizational details	51	Reported
2-2 Entities included in the organization's sustainability reporting	51	Reported
2-3 Reporting period, frequency and contact point	51	Reported
2-4 Restatements of information	51	Reported
2-5 External assurance	51	Incomplete

# *GRI 200s: Economic Disclosures*

<b>Disclosure</b>	<b>Location (page)</b>	<b>Status</b>
3-3 Management of material topics (Economic Performance)	Annual Report 2022	Reported
201-1 Direct economic value generated and distributed	Sustainability Report, p.59	Reported
201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Report, p.59	Reported
3-3 Management of material topics (Market Presence)	Sustainability Report, p.32-33	Reported
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Sustainability Report, 60	Reported
3-3 Management of material topics (Indirect Economic Impacts)	Sustainability Report, p. 37	Reported
203-1 Infrastructure investments and services supported	Sustainability Report, p.58	Reported
203-2 Significant indirect economic impacts	Sustainability Report, p.58	Reported
3-3 Management of material topics (Procurement Practices)	Sustainability Report, p. 23-24	Reported
204-1 Proportion of spending on local suppliers	Sustainability Report, p.54	Reported
3-3 Management of material topics (Anti-corruption)	Sustainability Report, p. 46-47	Reported
205-3 Confirmed incidents of corruption and actions taken	Sustainability Report, p.60	Reported
3-3 Management of material topics (Anti-competitive behavior)	Sustainability Report, p. 46-47	Reported
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainability Report, p.60	Reported



# *GRI 300s: Environmental Disclosures*

<b>Disclosure</b>	<b>Location</b>	<b>Status</b>
3-3 Management of material topics (Energy)	Sustainability Report, p. 14-15	Reported
302-1 Energy consumption within the organization	Sustainability Report, p. 52	Reported
302-3 Energy intensity	Sustainability Report, p. 52	Reported
303-1 Interactions with water as a shared resource	Sustainability Report, p. 18-21	Reported
303-2 Management of water discharge-related impacts	Sustainability Report, p. 18-21	Reported
3-3 Management of material topics (Biodiversity)	Sustainability Report, p. 18-21	Reported
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainability Report, p. 53	Reported
3-3 Management of material topics (Emissions)	Sustainability Report, p. 14-15	Reported
305-1 Direct (Scope 1) GHG emissions	Sustainability Report, p. 52	Reported
305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report, p. 52	Reported
305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report, p. 52	Reported
305-4 GHG emissions intensity	Sustainability Report, p. 52	Reported

<b>Disclosure</b>	<b>Location</b>	<b>Status</b>
3-3 Management of material topics (Waste)	Sustainability Report, p. 18-21	Reported
306-1 Waste generation and significant waste-related impacts	Sustainability Report, p. 53	Reported
306-2 Management of significant waste-related impacts	Sustainability Report, p. 53	Reported
306-3 Waste generated	Sustainability Report, p. 53	Reported
306-4 Waste diverted from disposal	Sustainability Report, p. 53	Reported
306-5 Waste directed to disposal	Sustainability Report, p. 53	Reported
3-3 Management of material topics (Supplier Environmental Assessment)	Sustainability Report, p. 23-24	Reported
308-1 New suppliers that were screened using environmental criteria	Sustainability Report, p. 54	Incomplete
308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Report, p. 54	Incomplete

# *GRI 400s: Social Disclosures*

<b>Disclosure</b>	<b>Location</b>	<b>Status</b>
3-3 Management of material topics (Employment)	Sustainability Report, p. 32-33	Reported
401-1 New employee hires and employee turnover	Sustainability Report, p. 56	Reported
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report, p. 56	Reported
401-3 Parental leave	Sustainability Report, p. 56	Incomplete
3-3 Management of material topics (Labor/Management Relations)	Sustainability Report, p. 32-33	Reported
402-1 Minimum notice periods regarding operational changes	Sustainability Report, p. 56	Reported
403-1 Occupational health and safety management system	Sustainability Report, p. 28-31	Reported
403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report, p. 28-31	Reported
403-3 Occupational health services	Sustainability Report, p. 28-31	Reported
403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report, p. 55	Reported
403-5 Worker training on occupational health and safety	Sustainability Report, p. 55	Reported
403-6 Promotion of worker health	Sustainability Report, p. 55	Reported
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report, p. 55	Reported

<b>Disclosure</b>	<b>Location</b>	<b>Status</b>
403-8 Workers covered by an occupational health and safety management system	Sustainability Report, p. 55	Reported
403-9 Work-related injuries	Sustainability Report, p. 55	Reported
403-10 Work-related ill health	Sustainability Report, p. 55	Reported
3-3 Management of material topics (Training and Education )	Sustainability Report, p. 32-33	Reported
404-1 Average hours of training per year per employee	Sustainability Report, p. 57	Reported
404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report, p. 57	Reported
404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report, p. 57	Reported
3-3 Management of material topics (Diversity and Equal Opportunity)	Sustainability Report, p. 32-33	Reported
405-1 Diversity of governance bodies and employees	Sustainability Report, p. 57	Reported
405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report, p. 57	Reported
3-3 Management of material topics (Non-discrimination)	Sustainability Report, p. 32-33	Reported
406-1 Incidents of discrimination and corrective actions taken	Sustainability Report, p. 57	Reported
3-3 Management of material topics (Rights of Indigenous Peoples)	Sustainability Report, p. 38-39	Reported
411-1 Incidents of violations involving rights of indigenous peoples	Sustainability Report, p. 58	Reported



<b>Disclosure</b>	<b>Location</b>	<b>Status</b>
3-3 Management of material topics (Local Communities)	Sustainability Report, p. 35-37	Reported
413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability Report, p. 58	Incomplete
413-2 Operations with significant actual and potential negative impacts on local communities	Sustainability Report, p. 58	Incomplete
3-3 Management of material topics (Supplier Social Assessment)	Sustainability Report, p. 23-24	Reported
414-1 New suppliers that were screened using social criteria	Sustainability Report, p. 54	Incomplete
414-2 Negative social impacts in the supply chain and actions taken	Sustainability Report, p. 54	Incomplete
3-3 Management of material topics (Customer Privacy)	Sustainability Report, p. 46-47	Reported
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report, p. 60	Reported