

# GRI content index

<b>Statement of use</b>	NCC AB is reporting in accordance with the GRI Standards for the period 1st of January – 31st of December, 2022
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	No sector standards are available yet from GRI

GRI standard	Disclosure	Page reference	Omissions			
			Requirement (s) omitted	Reason	Explanation	
<b>General Disclosures 2021</b>						
GRI 2: General Disclosures 2021	<b>The organization and its reporting practices</b>					
	2-1	Organizational details	7, 41, 70			
	2-2	Entities included in the organization's sustainability reporting	47–49			
	2-3	Reporting period, frequency and contact point	106			
	2-4	Restatements of information	106			
	2-5	External assurance	106, 116, 121–122, 125			
	<b>Activities and workers</b>					
	2-6	Activities, value chain and other business relationships	2, 15–19, 50, 106			
	2-7	Employees	102			
	2-8	Workers who are not employees	102	Information about subcontractors	Incomplete information	Information on number is missing
	<b>Governance</b>					
	2-9	Governance structure and composition	120–121, 126–127			
	2-10	Nomination and selection of the highest governance body	120–121			
	2-11	Chair of the highest governance body	126–127			
	2-12	Role of the highest governance body in overseeing the management of impacts	21, 84, 106, 115, 123			
	2-13	Delegation of responsibility for managing impacts	122–123			
	2-14	Role of the highest governance body in sustainability reporting	86, 106, 123			
	2-15	Conflicts of interest	104			
	2-16	Communication of critical concerns	124–125	Communication to the board of directors	Incomplete information	Review process 2023
	2-17	Collective knowledge of the highest governance body	122	Training board of directors	Incomplete information	Training planned 2023
	2-18	Evaluation of the performance of the highest governance body	121			
	2-19	Remuneration policies	41, 43			
	2-20	Process to determine remuneration	41, 45, 120			
	2-21	Annual total compensation ratio	43			
	<b>Strategy, policies and practices</b>					
	2-22	Statement on sustainable development strategy	5			
	2-23	Policy commitments	85, 115–116			
	2-24	Embedding policy commitments	114–116			
	2-25	Processes to remediate negative impacts	87–106, 115, 116			
	2-26	Mechanisms for seeking advice and raising concerns	101–104, 114–115			
2-27	Compliance with laws and regulations	13, 61, 104				
2-28	Membership associations	85				
<b>Stakeholder engagement</b>						
2-29	Approach to stakeholder engagement	85				
2-30	Collective bargaining agreements	101–102				

GRI standard	Disclosure	Page reference	Omissions		
			Requirement (s) omitted	Reason	Explanation
<b>Waste</b>					
GRI 3: Material topics, 2021	3-3	Management of material topics	86, 91–93		
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	91–93		
	306-2	Management of significant waste-related impacts	91–93		
	306-3	Waste generated	93		
<b>Supplier Environmental Assessment</b>					
GRI 3: Material topics, 2021	3-3	Management of material topics	86, 104–105		
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	105		
<b>Occupational Health and Safety</b>					
GRI 3: Material topics, 2021	3-3	Management of material topics	86, 98–100		
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	98–100		
	403-2	Hazard identification, risk assessment, and incident investigation	98–100		
	403-3	Occupational health services	98–100		
	403-4	Worker participation, consultation, and communication on occupational health and safety	98–100		
	403-5	Worker training on occupational health and safety	98–100		
	403-6	Promotion of worker health	98–100		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	98–100		
	403-8	Workers covered by an occupational health and safety management system	98–100		
	403-9	Work-related injuries	98–100		
<b>Training and Education</b>					
GRI 3: Material topics, 2021	3-3	Management of material topics	86, 101–103		
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	101–103		
	404-3	Percentage of employees receiving regular performance and career development reviews	102	Percentage of employees who have completed a review.	Information incomplete All employees are offered
<b>Diversity and Equal Opportunity</b>					
GRI 3: Material topics, 2021	3-3	Management of material topics	86, 101–103		
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	101		
<b>Non-discrimination</b>					
GRI 3: Material topics, 2021	3-3	Management of material topics	86, 101–103		
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	101–103		
<b>Supplier Social Assessment</b>					
GRI 3: Material topics, 2021	3-3	Management of material topics	86, 104–105		
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	105		
<b>Certified constructions and buildings</b>					
GRI 3: Material topics, 2021	3-3	Management of material topics	86–88		
Company-specific disclosure: Certified constructions and buildings	NCC-1	Type and number of sustainability certifications, rating and labeling schemes	87–88		