

GRI references

The following table is a list of page references to the information in Nobia Annual Report 2012 to be found in a report according to GRI guidelines level C and fulfilment.

Sustainability section of the Annual Report on pages 82-89.

Fulfilment:

** = Reported

* = Partly reported

- = Not included (GRI - level A and B; 1.2, 3.9, 3.13, 4.5-4.13, 4.16-4.17)

No.	GRI: Profile indicator	Fulfilment	Comment	Page
1	<i>Strategy and analysis</i>			
1.1	Statement by the CEO	*		4-5
1.2	Description of primary impacts, risks and opportunities	*	Business and financial risks (not sustainability risks)	34-35, 38
2	<i>Organisational profile</i>			
2.1	Name of the organisation	**		2
2.2	Primary brands, products and services	**		2
2.3	Organisational structure	**		39
2.4	Head office location	**		2
2.5	Countries in which the organisation operates	**		Not 3 page 62 and not 5 page 66
2.6	Ownership and corporate form	**		30, 36, 90
2.7	Markets	**		16-23
2.8	Company size	**		2, 48, 52, 62
2.9	Significant changes in the financial year	**		1, 28
2.10	Prices that organisation gained during the financial year	**		83
3	<i>Information on the report</i>			
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3.2	Last published report	**	First year	First year
3.3	Reporting cycle	**		82
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3.5	Process to identify the contents of the report	*	External parties not involved	82
3.6	Boundaries of the report, described activities	**		82

3.7	Describe if there is any part of the business that the report does not include (even though they are essential) and what the timetable for the inclusion of this information in future reporting	*	Supply chain is not covered	82
3.8	Accounting policies applicable reporting of subsidiaries etc. that may affect the comparability	*	Environmental data	82
3.10	Explanation of corrections from previous reports	**	First year	85
3.11	Significant differences in the scope, boundaries, measurement methods compared to previous years' reports	**	First year	85
3.12	Table identifying the location of all parts of the GRI can be found in the report or on the website	**	GRI-references on Nobia website; summary in Annual report	89
4	<i>Governance, commitments and engagement</i>			
4.1	Structure of corporate governance	**		36-38
4.2	Indicate whether the Chairman is in the management group, and if so, why	*	Is indirectly stated	40
4.3	Structure of management of the company	**		36-38
4.4	Mechanisms that give owners and employees opportunities to make recommendations or directives to senior management (Board)	**		36
4.12	Externally developed economic, environmental and social declarations which the organization subscribes to and follow	*	Nordic Eco-label	86
4.14	Stakeholder Groups involved by the company	**	Hunger project	83, 88
4.15	Basis for identification of the stakeholders to be involved	*	Should show why the listed stakeholders are selected	83, 84
5	<i>Sustainability governance</i>			
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EC1	Operating expenses (materials and services)	*		89
EC1	Payroll expenses	**		62, 89

EC1	Taxes to states and municipalities	**		51, 89
EC1	Payment to lenders	**		67, 89
EC1	Dividends to shareholders	**		31, 73, 89
EC1	Retained in operations	*		89
EN1	Use of materials: Wood, thousand tons	**		85, 89
EN1	Use of materials: Packaging, kg / cabinet	*		89
EN2	Recyclable packaging material, kg / cabinet	*		89
EN3	Energy: Electricity consumption, kWh / cabinet	**		85, 89
EN3	Energy: Heating, kWh / cabinet	**		85, 89
EN16	Greenhouse-gas emissions from transportation, kg / cabinet	**		85, 89
EN16	Greenhouse-gas emissions from heating and manufacturing, kg / cabinet	**		85, 89
EN20	VOC emissions, kg / 100 lacquered fronts	**		85, 89
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EN22	Wood waste, thousand tons	**		86, 89
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LA1	Women,%	**	Indirect number	66, 89
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HR2	Audited suppliers and subcontractors, number	**		88, 89