

## GRI-references

The table below is a list of the degree of fulfillment and page reference to the information in Nobia's annual report 2013, which shall be found in a GRI report in accordance to guidelines level C.

Sustainability Report is available on pages 24-29 in the Annual Report for 2013.

### Fulfillment:

\*\* = 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	Fulfillment	Comment	Page
<b>1</b>	<b><i>Strategy and analysis</i></b>			
1.1	Statement by the CEO	*		4-5
1.2	Description of primary impacts, risks and opportunities	*	Business-, financial risks and sustainability-related challenges and opportunities	35-37, 41
<b>2</b>	<b><i>Organizational profile</i></b>			
2.1	Name of the organization	**		2
2.2	Primary brands, products and services	**		2
2.3	Organizational structure	**		39, 41
2.4	Head office location	**		2
2.5	Countries in which the organization operates	**		Not 3 page 66 and not 5 page 70
2.6	Ownership and corporate form	**		23, 38, 86
2.7	Markets	**		14-23
2.8	Company size	**		2, 51, 55, 67
2.9	Significant changes in the financial year	**		1, 30
2.10	Prices that organization gained during the financial year	*	The brand Marbodal won the contest, Kitchen of the Year 2013	1
<b>3</b>	<b><i>Information on the report</i></b>			
3.1	Reporting period	**		29
3.2	Last published report	**		Second year
3.3	Reporting cycle	**		29
3.4	Contact person for the report	**	Financial and sustainability information	87
3.5	Process to identify the contents	*	External parties not	29

	of the report		involved	
3.6	Boundaries of the report, described activities	**		29
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	29
3.8	Accounting policies applicable reporting of subsidiaries etc. that may affect the comparability	*	Sustainability data. For 2013 the production unit in Stemwede, Germany, is not included	24, 27, 29
3.10	Explanation of corrections from previous reports	*		24
3.11	Significant differences in the scope, boundaries, measurement methods compared to previous years' reports	**		24
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	29
<b>4</b>	<b><i>Governance, commitments and engagement</i></b>			
4.1	Structure of corporate governance	**		38-41
4.2	Indicate whether the Chairman is in the management group, and if so, why	*	Is indirectly stated	42
4.3	Structure of management of the company	**		38-41
4.4	Mechanisms that give owners and employees opportunities to make recommendations or directives to senior management (Board)	**		38-39
4.12	Externally developed economic, environmental and social declarations which the organization subscribes to and follow	*	Parts of the Nordic range are Nordic Eco-labeled	27
4.14	Stakeholder Groups involved by the company	**	Running a sustainable business on Nobia website; Hunger Project	Nobia web page
4.15	Basis for identification of the stakeholders to be involved	*	Should show why the listed stakeholders are selected	24

<b>5</b>	<b><i>Sustainability governance</i></b>			
EC1	Net	**		47, 29
EC1	Operating costs (materials and services)	*		29
EC1	Payroll costs	**		Note 4 page 67, 29
EC1	Taxes to state and local	**		54, 29
EC1	Payments to creditors	**		29, 54, note 12 page 71
EC1	Dividends to shareholders	**		34, note 24 page 78, 29
EC1	Retained in the business	*		29
EN1	Material used: Wood, thousand tonnes	**		27, 29
EN1	Material used: Packaging, kg / cabinet	*		29
EN2	Recyclable packaging, kg / cabinet	*		29
EN3	Energy: Electricity consumption, kWh / cabinet	**		27, 29
EN3	Energy: Heating, kWh / cabinet	**		27, 29
EN16	Greenhouse-gas emissions from transportation, kg / cabinet	**		27, 29
EN16	Greenhouse-gas emissions from heating and manufacturing, kg / cabinet	**		27, 29
EN20	VOC emissions, kg / 100 lacquered fronts	**		27, 29
EN22	Waste (wood residues excluded), kg / cabinet	**		26, 29
EN22	Wood waste, thousand tonnes	**		26, 29
LA1	Employees, average number	**		Note 5 page 70, 29
LA1	Women,%	**	Indirect number	Note 5 page 70, 29
LA7	Work-related accidents in production facilities, number	**		25, 29
HR2	Audited suppliers and subcontractors, number	**		25, 29