

GRI references

The table below is a list of the degree of fulfilment and page reference to the information in Nobia's annual report 2014, which shall be found in a GRI report in accordance to guidelines level C. Sustainability Report is available on pages 22-27 in the Annual Report for 2014.

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	Strategy and analysis			
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	33-35, 39
2	Organisational profile			
2.1	Name of the organisation	**		2
2.2	Primary brands, products and services	**		2-3
2.3	Organisational structure	**		37, 39
2.4	Head office location	**		2
2.5	Countries in which the organisation operates	**		Note 3 page 64 and note 5 page 68
2.6	Ownership and corporate form	**		30, 36, 86
2.7	Markets	**		12-21
2.8	Company size	**		2, 49
2.9	Significant changes in the financial year	**		1, 28
2.10	Prices that the organisation gained during the financial year			
3	Information on the report			
3.1	Reporting period	**		27
3.2	Last published report	**		Third year
3.3	Reporting cycle	**		27
3.4	Contact person for the report	**	Financial and sustainability information	87
3.5	Process to identify the contents of the report	*	External parties not involved	22
3.6	Boundaries of the report, described activities	**		22
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	22

3.8	Accounting policies applicable reporting of subsidiaries etc. that may affect the comparability	*	Stability data. For 2013 the production unit in Stemwede, Germany, is not included.	22, 24, 25, 27
3.10	Explanation of corrections from previous reports	*		27
3.11	Significant differences in the scope, boundaries, measurement methods compared to previous years' reports	**		27
3.12	Table identifying the location off all parts of the GRI can be found in the report or on the website	**	GRI-references on Nobia website; summary in Annual report	27
4	<i>Governance, commitments and engagement</i>			
4.1	Structure of corporate governance	**		36-39
4.2	Indicate whether the Chairman is in the management group, and if so, why	*	Indirectly stated	40
4.3	Structure of management of the company	**		36-39
4.4	Mechanisms that give owners and employees opportunities to make recommendations or directives to senior management (Board)	**		36-37
4.12	Externally developed economic, environmental and social declarations which the organisation subscribes to and follow	*	Parts of the Nordic range are Nordic Eco-labeled	25
4.14	Stakeholder involved by the company	**	Running a sustainable business on Nobia website; Hunger Project	Nobia web page
4.15	Basis for identification of stakeholders to be involved	*	Should show why the listed stakeholders are selected	22
5	<i>Sustainability governance</i>			
EC1	Net sales	**		27, 45
EC1	Operating expenses (materials and services)	*		27
EC1	Payroll expense	**		27, Note 4 page 64
EC1	Taxes to states and municipalities	**		27, 52
EC1	Payment to lenders	**		27, 52, note 12 page 69
EC1	Paid dividends to shareholders	**		27, 32, note 24 page 76
EC1	Retained in operations	*		27
EN1	Use of materials: Wood, thousands of tonnes	**		24, 27
EN1	Use of materials: Packaging materials, kg/	*		27

	cabinet			
EN2	Recyclable packaging materials, kg/ cabinet	*		27
EN3	Energy: Electricity consumption, kWh/ cabinet	**		24, 27
EN3	Energy: Heating, kWh/ cabinet	**		25, 27
EN16	Greenhouse-gas emissions from transportation, kg/ cabinet	**		24, 27
EN16	Greenhouse-gas emissions from heating and manufacturing, kg/ cabinet	**		24, 27
EN20	VOC emissions, kg/ 100 lacquered fronts	**		25, 27
EN22	Waste (wood residues excluded), kg/ cabinet	**		25, 27
EN22	Wood waste, thousands of tonnes	**		25, 27
LA1	Employees, average number	**		27, Note 5 page 68
LA1	Women, %	**	Indirect number	27, Note 5 page 68
LA7	Work-related accidents in production facilities, number	**		23, 27
HR2	Audited suppliers and subcontractors, number	**		26, 27