

GRI Content Index 2023 (version 01, dated March 19, 2024)

STATEMENT OF USE	Scatec ASA has reported in accordance with the GRI Standards for the period 1 January 2023 - 31 December 2023
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD	Not applicable as not available

Scatec's annual 2023 corporate reports, policies and relevant documentation are available:

- Annual Report 2023 - [Corporate website - Investor](#)
- ESG Performance Report 2023 - [Corporate website - ESG resources](#) and [Corporate website - Online ESG report 2023](#)
- TCFD Report 2023 - [Corporate website - ESG resources](#)
- Corporate Governance Report 2023 - [Corporate website - Corporate governance](#)
- Executive Remuneration Report 2023 - [Corporate website - Investor](#)
- Recommendations by the Nomination Committee - [Corporate website - Investor](#)
- Statement of Equality and Non-discrimination 2023 - [Corporate website - Working in Scatec](#)
- Corporate policies and procedures (i.e. Code of Conduct, Sustainability Policy, etc.) - [Corporate website - ESG resources](#)

Foundation and general disclosures

			OMISSIONS		
GRI STANDARD	DISCLOSURE	LOCATION (PAGE NUMBER OR LINK)	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
The organisation and its reporting practices					
GRI 2-1	Organisational details	Annual Report 2023 pages 4-5, 53, 94-96 (notes 27-28)			
GRI 2-2	Entities included in the organisation's sustainability reporting	Annual Report 2023 pages 94-96 (notes 27-28) ESG Performance Report 2023 page 47			
GRI 2-3	Reporting period, frequency and contact point	ESG Performance Report 2023 pages 47-49 Corporate website - Investor			
GRI 2-4	Restatements of information	Scatec is restating information for emissions, water withdrawal, waste generated, turnover and female managers - due to improvements made to the completeness and accuracy of the data reported in 2022. This leads to decreased emissions, turnover and female manager figures, and increased water withdrawal and waste generated figures. ESG Performance Report 2023 pages 17, 20, 36 Online ESG report 2023 - Climate impact Online ESG report 2023 - Diversity, equity, inclusion and belonging Online ESG report 2023 - Resource use and circularity			
GRI 2-5	External assurance	ESG Performance Report 2023 page 48 Corporate website - ESG resources			
Activities and workers					
GRI 2-6	Activities, value chain and other business relationships	Annual Report 2023 pages 14-19 Corporate website - Strategy Corporate website - Value chain			

GRI STANDARD	DISCLOSURE	LOCATION (PAGE NUMBER OR LINK)	OMISSIONS		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2-7	Employees	Annual Report 2023 pages 20 ESG Performance Report 2023 pages 35-38 Online ESG report 2023 - Diversity, equity, inclusion and belonging In 2023, there were moderate fluctuations of employees due a cost savings programme that was initiated mid-year followed by an adjustment of the organisation.			
GRI 2-8	Workers who are not employees	ESG Performance Report 2023 page 27, 40 Online ESG report 2022 - Local value creation In 2023, there were no large fluctuations of workers (not employees) compared to 2022, due to three projects that remained under construction in South Africa, Brazil and Pakistan.	b.	Not applicable	Scatec does not report detailed HR data on workers who are not employees.
Governance					
GRI 2-9	Governance structure and composition	Corporate Governance Report 2023 pages 8-12 Annual Report 2023 pages 29-31 ESG Performance Report 2023 pages 5-6 Corporate website - Corporate governance Corporate website - Board of directors			
GRI 2-10	Nomination and selection of the highest governance body	Corporate Governance Report 2023 pages 8-9 Recommendations by the Nomination Committee pages 1-7			

GRI STANDARD	DISCLOSURE	LOCATION (PAGE NUMBER OR LINK)	OMISSIONS		
			REQUIREMENT(S) OMITTED	GRI STANDARD	DISCLOSURE
GRI 2-11	Chair of the highest governance body	Corporate Governance Report 2023 page 9			
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance Report 2023 page 10 ESG Performance Report 2023 pages 5-6			
GRI 2-13	Delegation of responsibility for managing impacts	ESG Performance Report 2023 pages 5-6 Corporate website - ESG resources			
GRI 2-14	Role of the highest governance body in sustainability reporting	Corporate Governance Report 2023 page 11 ESG Performance Report 2023 pages 5-6			
GRI 2-15	Conflicts of interest	Annual Report 2023 pages 29-31 Corporate Governance Report 2023 pages 9-10			
GRI 2-16	Communication of critical concerns	ESG Performance Report 2023 pages 5-6	b.	Information incomplete	
GRI 2-17	Collective knowledge of the highest governance body	Annual Report 2023 pages 29-31 Corporate website - Board of directors ESG Performance Report 2023 pages 5-6, 8			
GRI 2-18	Evaluation of the performance of the highest governance body	Corporate Governance Report 2023 pages 14-15 Executive Remuneration Report 2023 pages 16-17	c.	Information incomplete	
GRI 2-19	Remuneration policies	Corporate Governance Report 2023 page 15 Executive Remuneration Report 2023 pages 2-4, 9-14 ESG Performance Report 2023 page 5			
GRI 2-20	Process to determine remuneration	Corporate Governance Report 2023 page 15 Executive Remuneration Report 2023 page 2-3 Recommendations by the Nomination Committee pages 4-6			

			OMISSIONS		
GRI STANDARD	DISCLOSURE	LOCATION (PAGE NUMBER OR LINK)	REQUIREMENT(S) OMITTED	GRI STANDARD	DISCLOSURE
GRI 2-21	Annual total compensation ratio	Remuneration Report 2023 page 16	b.	Information incomplete	Scatec applies the methodology including the “average fixed base salary” and not “total compensation”.
Strategy, policies and practices					
GRI 2-22	Statement on sustainable development strategy	Annual Report 2023 pages 8-9 ESG Performance Report 2023 page 4-9			
GRI 2-23	Policy commitments	Code of Conduct 2023 pages 16-21 ESG Performance Report 2023 page 5-6 Corporate website - ESG resources <ul style="list-style-type: none"> • Sustainability Policy • Human Rights Policy • Environmental Policy • Community Investments Procedure • Partner Conduct Principles • Project Lifecycle Management & End of Life Guide 			
GRI 2-24	Embedding policy commitments	ESG Performance Report 2023 page 5-6 Code of Conduct 2023 pages 16-21			
GRI 2-25	Processes to remediate negative impacts	Sustainability Policy page 1 Human Rights Policy pages 1-2 Environmental Policy pages 1-3 ESG Performance Report 2023 pages 16, 19, 22, 26, 29, 32, 35, 39, 44 Corporate website - Reporting concerns			
GRI 2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct 2023 pages 49-50 Corporate website - Reporting concerns Online ESG report 2023 - Local value creation			
GRI 2-27	Compliance with laws and regulations	ESG Performance Report 2023 pages 5-6 Online ESG report 2023 - Business conduct			
GRI 2-28	Membership associations	ESG Performance Report 2023 page 49			

			OMISSIONS		
GRI STANDARD	DISCLOSURE	LOCATION (PAGE NUMBER OR LINK)	REQUIREMENT(S) OMITTED	GRI STANDARD	DISCLOSURE
Stakeholder engagement					
GRI 2-29	Approach to stakeholder engagement	ESG Performance Report 2023 page 8 Corporate website - Sustainability priorities Online ESG report 2023 - Local value creation			
GRI 2-30	Collective bargaining agreements	Online ESG report 2023 - Diversity, equity, inclusion and belonging			
Material topics					
GRI 3-1	Process to determine material topics	ESG Performance Report 2023 page 7-9 Corporate website - Sustainability priorities			
GRI 3-2	List of material topics	ESG Performance Report 2023 page 9 Online ESG report 2023 - Material ESG topics			

Topic disclosures

GRI STANDARD	DISCLOSURE	LOCATION PAGE NUMBER OR LINK	OMISSIONS		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Local value creation					
GRI 3-3	Management approach for local value creation	ESG Performance Report 2023, pages 39-41 Online ESG report 2023 - Local value creation			
GRI 203-2	Significant indirect economic impacts	ESG Performance Report 2023, pages 39-41 Online ESG report 2023 - Local value creation			
GRI 413-1	Operations with local community engagement, impact assessments, and development programmes	ESG Performance Report 2023, pages 39-41 Online ESG report 2023 - Local value creation	a. vii	Not applicable	Scatec has various committees in place to deal with impacts, however these vary on a country-to-country and project-to-project basis.
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	ESG Performance Report 2023, pages 39-41 Online ESG report 2023 - Local value creation			
Responsible supply chain					
GRI 3-3	Management approach for responsible supply chain	ESG Performance Report 2023, pages 32-34 Online ESG report 2023 - Responsible supply chain			
GRI 308-1	New suppliers that were screened using environmental criteria	ESG Performance Report 2023, page 33 Online ESG report 2023 - Responsible supply chain			
GRI 414-1	New suppliers that were screened using social criteria	ESG Performance Report 2023, page 33 Online ESG report 2023 - Responsible supply chain			
Ethics and compliance					
GRI 3-3	Management approach for ethics and compliance	ESG Performance Report 2023, pages 44-46 Online ESG report 2023 - Business conduct			

			OMISSIONS		
GRI STANDARD	DISCLOSURE	LOCATION PAGE NUMBER OR LINK	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 205-1	Operations assessed for risks related to corruption	ESG Performance Report 2023, page 45 Online ESG report 2023 - Business conduct	a. Number	Not applicable	Scatec's operations are risk assessed in each phase of the project. Given that each project's timeline differs, it is not useful to report on the number of projects aligned to a financial year.
GRI 205-2	Communication and training about anti-corruption policies and procedures	ESG Performance Report 2023, page 45 Online ESG report 2023 - Business conduct	c. Number	c. Information not available	
GRI 205-3	Confirmed incidents of corruption and actions taken	ESG Performance Report 2023, page 45 Online ESG report 2023 - Business conduct			
GRI 406-1	Incidents of discrimination and corrective actions taken	ESG Performance Report 2023, page 45 Online ESG report 2023 - Business conduct			
GRI 415-1	Political contributions	Online ESG report 2023 - Business conduct			
Resource use and circularity					
GRI 3-3	Management approach for water	ESG Performance Report 2023, pages 19-21 Online ESG report 2023 - Resource use and circularity			
GRI 303-1	Interactions with water as a shared resource	ESG Performance Report 2023, pages 19-20 Online ESG report 2023 - Resource use and circularity	c. and d.	Information not available	
GRI 303-3	Water withdrawal	ESG Performance Report 2023, page 20 Online ESG report 2023 - Resource use and circularity	c.	Information not available	Given the utilisation and volume of water withdrawn, these metrics may not be useful to report.
GRI 3-3	Management approach for resource use and circularity	ESG Performance Report 2023, pages 19-21 Online ESG report 2023 - Resource use and circularity			
GRI 306-1	Waste generation and significant waste-related impacts	ESG Performance Report 2023, pages 19-21 Online ESG report 2023 - Resource use and circularity			

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GRI 306-3	Waste generated	ESG Performance Report 2023, page 20 Online ESG report 2023 - Resource use and circularity			
Biodiversity					
GRI 3-3	Management approach for biodiversity	ESG Performance Report 2023, pages 22-24 Online ESG report 2023 - Biodiversity			
GRI 304-1	Operational sites in or adjacent to protected areas or areas of high biodiversity value	ESG Performance Report 2023, page 23 Online ESG report 2023 - Biodiversity			
GRI 304-2	Significant impacts of activities, products and services on biodiversity	Scatec broadly describes the species potentially affected, positively or negatively, as well as the extent, duration and reversibility on a high-level. We did not list each specie identified, affected per project, as there may be thousands of species identified, relocated and remaining on the project sites once our projects are built. ESG Performance Report 2023, pages 22-24 Online ESG report 2023 - Biodiversity			
GRI 304-4	IUCN Red List species and national conservation list species in areas affected by operations	ESG Performance Report 2023, page 23-24 Online ESG report 2023 - Biodiversity			
Climate change					
GRI 3-3	Management approach for climate change	ESG Performance Report 2023, pages 16-18 Online ESG report 2023 - Climate impact TCFD Report 2023 pages 4-6			
GRI 302-1	Energy consumption within the organisation	ESG Performance Report 2023, pages 17 Online ESG report 2023 - Climate impact TCFD Report 2023 pages 18-19			

GRI STANDARD	DISCLOSURE	LOCATION PAGE NUMBER OR LINK	OMISSIONS		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 302-3	Energy intensity	ESG Performance Report 2023, pages 17 Online ESG report 2023 - Climate impact TCFD Report 2023 pages 18-19			
GRI 305-1	Direct (Scope 1) greenhouse gas emissions	ESG Performance Report 2023, pages 17 Online ESG report 2023 - Climate impact TCFD Report 2023 pages 18-19			
GRI 305-2	Energy indirect (Scope 2) greenhouse gas emissions	ESG Performance Report 2023, pages 17 Online ESG report 2023 - Climate impact TCFD Report 2023 pages 18-19			
GRI 305-3	Other indirect (Scope 3) greenhouse gas emissions	ESG Performance Report 2023, pages 17 Online ESG report 2023 - Climate impact TCFD report 2023 pages 18-19			
GRI 305-4	Greenhouse gas emissions intensity	ESG Performance Report 2023, pages 17 Online ESG report 2023 - Climate impact TCFD report 2023 page 18-19			
Diversity, equity, inclusion and belonging (DEIB)					
GRI 3-3	Management approach for DEIB	ESG Performance Report 2023, pages 35-38 Statement of Equality and Non-discrimination 2023 pages 2, 6-10 Online ESG report 2023 - Diversity, equity, inclusion and belonging			
GRI 401-1	New employee hires and employee turnover	ESG Performance Report 2023, pages 36-37 Online ESG report 2023 - Diversity, equity, inclusion and belonging	b. Turnover is not disclosed per region	Not applicable	All countries do not have the same number or ratio of office to plant employees, thus a breakdown per region is not relevant.
GRI 404-2	Programmes for upgrading employee skills and transition-assistance programmes	ESG Performance Report 2023, pages 36-37 Online ESG report 2023 - Diversity, equity, inclusion and belonging			
GRI 404-3	Employees receiving regular performance and career development reviews	ESG Performance Report 2023, pages 36-37			

			OMISSIONS		
GRI STANDARD	DISCLOSURE	LOCATION PAGE NUMBER OR LINK	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
		Online ESG report 2023 - Diversity, equity, inclusion and belonging			
GRI 405-1	Diversity of governance bodies and employees	ESG Performance Report 2023, page 36-37 Statement of Equality and Non-discrimination 2023 page 3 Online ESG report 2023 - Diversity, equity, inclusion and belonging			
Health, safety and security					
GRI 3-3	Management approach for health, safety and security	ESG Performance Report 2023, pages 26-28 Online ESG report 2023 - Health, safety and security			
GRI 403-1	Occupational health and safety management system (OHSMS)	ESG Performance Report 2023, pages 26-28 Online ESG report 2023 - Health, safety and security			
GRI 403-2	Processes to identify, report and investigate work-related hazards and risks and implement corrective actions	Online ESG report 2023 - Health, safety and security	c.	Information incomplete	
GRI 403-3	OHSMS' functions contributing to identify and eliminate hazards, minimize risks	Online ESG report 2023 - Health, safety and security			
GRI 403-4	Worker OHSMS participation and consultation	Online ESG report 2023 - Health, safety and security	a.	Not applicable	Scatec has various committees in place to deal with impacts, however these vary on a country-to-country and project-to project basis.
GRI 403-5	Worker training on occupational health and safety	Online ESG report 2023 - Health, safety and security			
GRI 403-6	Promotion of worker health and access to non-occupational medical and healthcare services	Online ESG report 2023 - Health, safety and security			
GRI 403-7	Prevention and mitigation of occupational health and safety impacts	Online ESG report 2023 - Health, safety and security			

GRI STANDARD	DISCLOSURE	LOCATION PAGE NUMBER OR LINK	OMISSIONS		
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GRI 403-8	Workers covered by an OHSMS	ESG Performance Report 2023, page 27 Online ESG report 2023 - Health, safety and security			
GRI 403-9	Work-related injuries	ESG Performance Report 2023, pages 27-28 Online ESG report 2023 - Health, safety and security	b. Separate contractors' data f. Sick leave of contractors	b. Contractors' data is included in Scatec's data in a. f. Information not available	Sick leave figures only include our own workers and consultants, as we do not have access to personal data from our subcontractors.
Human rights					
GRI 3-3	Management approach for human rights	ESG Performance Report 2023, pages 29-31			
GRI 410-1	Security personnel trained in human rights policies and procedures	ESG Performance Report 2023, page 30 Online ESG report 2023 - Human rights			

Scatec key performance indicators (KPIs) and disclosures

DESCRIPTION	UNIT	ACTUAL 2023	ACTUAL 2022	ACTUAL 2021	LOCATION (PAGE NUMBER OR LINK)
Business conduct					
Whistleblower reports received	<i>number</i>	29	8	7	ESG Performance Report 2023, pages 45 Online ESG report 2023 - Business conduct
Climate change					
GHG emissions avoided	<i>million tonnes CO2e</i>	1.9	2.0	2.0	ESG Performance Report 2023, page 18 Online ESG report 2023 - Climate impact
Diversity, equity, inclusion and belonging (DEIB)					
Nationalities	<i>number</i>	49	50	51	ESG Performance Report 2023, pages 36 Online ESG report 2023 - Diversity, equity, inclusion and belonging
Average age of full-time employees	<i>average age</i>	38	38	38	ESG Performance Report 2023, pages 36 Online ESG report 2023 - Diversity, equity, inclusion and belonging
Health, safety and security					
Fatality	<i>number</i>	0	0	0	ESG Performance Report 2023, pages 27 Online ESG report 2023 - Health, safety and security
Lost time injury frequency	<i>number</i>	0.9	0.7	1.9	ESG Performance Report 2023, pages 27 Online ESG report 2023 - Health, safety and security
Total recordable injuries frequency	<i>number</i>	2.1	1.6	3.0	ESG Performance Report 2023, pages 27 Online ESG report 2023 - Health, safety and security
High potential incidents	<i>number</i>	0.8	0.7	1.2	ESG Performance Report 2023, pages 27 Online ESG report 2023 - Health, safety and security
Sick leave	<i>%</i>	0.7	0.8	0.9	ESG Performance Report 2023, pages 27 Online ESG report 2023 - Health, safety and security
Working hours	<i>number</i>	9,188,955	4,517,720	2,586,755	ESG Performance Report 2023, pages 27 Online ESG report 2023 - Health, safety and security
Local value creation					
Grievances received	<i>number</i>	92	151	28	ESG Performance Report 2023, pages 40-41 Online ESG report 2023 - Local value creation
Grievances addressed and resolved	<i>number</i>	79	131	22	ESG Performance Report 2023, pages 40-41 Online ESG report 2023 - Local value creation

DESCRIPTION	UNIT	ACTUAL 2023	ACTUAL 2022	ACTUAL 2021	LOCATION (PAGE NUMBER OR LINK)
Direct local jobs created during the projects' construction periods	<i>number</i>	1,065	1,065	N/A	ESG Performance Report 2023, pages 40 Online ESG report 2023 - Local value creation
Plant Managers based on site	<i>number</i>	27	27	22	ESG Performance Report 2023, pages 40 Online ESG report 2023 - Local value creation
Operations and maintenance (O&M) operators based on site	<i>number</i>	72	77	74	ESG Performance Report 2023, pages 40 Online ESG report 2023 - Local value creation
Community liaison officers (CLOs) appointed	<i>number</i>	20	24	21	ESG Performance Report 2023, pages 40 Online ESG report 2023 - Local value creation
Local development programmes ongoing	<i>number</i>	119	70	50	ESG Performance Report 2023, pages 41 Online ESG report 2023 - Local value creation

Definitions of Scatec key performance indicators (KPIs) and disclosures

Whistleblower reports received: The number of reports received via Scatec's publicly available whistleblower function (on the Company's website) managed by an independent third party.

GHG emissions avoided: Actual annual production from power plants (solar, hydro and wind) where Scatec has operational control multiplied by the country and region-specific emissions factor (source IEA).

Nationalities: The total number of different nationalities represented by Scatec's full-time employees at the end of the reporting period.

Average age of full-time employees: The average age of Scatec's full-time employees calculated at the end of the reporting period.

Fatality: A death resulting from an accident or a disaster.

Lost time incident frequency (LTIF): The number of lost time incidents per million hours worked for all power projects where Scatec has operational control.

Total recordable injuries frequency (TRIF): The sum of Lost Time Injuries per 1 000 000 divided by the total amount of worked hours.

Sick leave: Sick leave is calculated including hours from full-time employees, short-term employees, and consultants.

High potential incidents: Any event which under slightly different circumstances could have resulted in a major loss, such as a fatality or serious personal injury; occupational illness which may lead to death or disability; emissions or discharge which may lead to long term damage; serious incident with major consequences; or extensive damage to assets or infrastructure.

Working hours: The total number of hours worked by employees and contractors for all power projects where Scatec has operational control for the last 12 months.

Grievances received: The total number of grievances received for all projects globally in operation and under site construction. This includes grievances received via the Company's website, physical grievance boxes located on project sites, CLO offices or in the local community.

Grievances addressed and resolved: The total number of grievances addressed and resolved as a percentage of all grievances received. Grievances resolved are defined as assigned, addressed, and closed out by the Company. Resolving grievances is an ongoing process and the percentage of resolved grievances will depend on the nature of the grievances, timing, and other factors.

Direct local jobs created during the projects' construction periods: The total number of workers directly employed by Scatec and our contractors on the project site. Given that the definition and scope of the concept can differ around the world, we define local as the closest possible community or village to our project site. In this context, local supply chain development, local employment and local development is aimed the nearest community or village to our project site.

Plant Managers based on site: The total number of solar, wind and hydro Plant Managers appointed by Scatec (at the end of the reporting period) to carry out management duties on the project sites.

Operations and maintenance (O&M) operators based on site: The total number of solar, wind and hydro O&M operators appointed by Scatec (at the end of the reporting period) to carry out O&M duties on the project sites.

Community liaison officers (CLOs) appointed: The total number of CLOs appointed by Scatec (at the end of the reporting period) to carry out activities within each local community where we operate.

Local development programmes ongoing: Community investments are Scatec's voluntary initiatives (i.e. local development programmes) that contribute to the long-term common good of local communities closest to our project sites and come in addition to efforts made to mitigate or compensate for project-related impacts. The total number of programmes that we ongoing during the reporting period.