

# Sustainability Indicator Index

This report includes the topic-specific disclosures from the Global Reporting Initiative (GRI) Standards (2016) that are presented in the table. In addition, the report includes Fennovoima's own disclosures that we have defined as material to our corporate responsibility. The management approach to sustainability is described in the report by topic.

The external assurance scope covers disclosures marked with an asterisk (\*).

DISCLOSURE	REPORTED INFORMATION	LOCATION AND COMMENTS	OMISSIONS
<b>COMPLIANCE</b>			
<b>GRI 205: ANTI-CORRUPTION</b>			
205-1	Operations assessed for risks related to corruption	p. 52	
205-2*	Communication and training about anti-corruption policies and procedures	pp. 52-53	Information is not collected regarding the Board of Directors, business partners or others.
205-3*	Confirmed incidents of corruption and actions taken	p. 53	
<b>GRI 419: SOCIOECONOMIC COMPLIANCE</b>			
419-1*	Non-compliance with laws and regulations in the social and economic area	p. 53	
<b>ENVIRONMENTAL RESPONSIBILITY</b>			
<b>GRI 304: BIODIVERSITY</b>			
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	p. 27	
304-2	Significant impacts on biodiversity	p. 27	
304-3	Habitats protected or restored	p. 27	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by the operations	p. 27	
Fennovoima's disclosure*	Noise, dust and turbidity monitoring	p. 27	
<b>GRI 306: EFFLUENTS AND WASTE</b>		We have not reported emissions to water because of their low environmental impact. The surface water from the soil disposal area does not cause environmental load. The drainage water of the reactor pit is purified in purpose-built settling basins. While the purified water is released in the sea, it causes temporary turbidity in a limited area. Wastewater treatment is handled by the municipal water utility.	
306-2*	Waste by type and disposal method	p. 29	Almost all construction waste fractions from the Hanhikivi 1 site are utilized either as material or in energy production, and therefore we have not reported waste types by disposal method. We have not reported any hazardous waste treatment methods because the data was not available.
306-3*	Significant spills	p. 27	
Fennovoima's disclosure*	Percentage of construction waste utilization as material or energy	p. 29. Data related to the utilization of waste is provided by our waste management partners and our contractors.	
<b>GRI 307: ENVIRONMENTAL COMPLIANCE</b>			
307-1*	Non-compliance with environmental laws and regulations	p. 26	
Fennovoima's disclosure*	Compliance with environmental and water permits	p. 26	

DISCLOSURE	REPORTED INFORMATION	LOCATION AND COMMENTS	OMISSIONS
<b>SOCIAL RESPONSIBILITY</b>			
<b>GRI 401: EMPLOYMENT</b>			
Fennovoima's disclosure*	Personnel information	p. 45. The personnel data includes the total number of employees and their breakdown by location and gender, as well as the average number of employees during the year. In addition, the number of consultants working in-house has been reported.	
401-1*	New employee hires and employee turnover	p. 45	
Fennovoima's disclosure*	Results of the personnel wellbeing surveys	p. 47	
<b>GRI 404: TRAINING AND EDUCATION</b>			
404-1*	Average hours of training per year per employee	p. 45	
404-2	Programs for upgrading employee skills and transition assistance programs	p. 41 and 46	
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY</b>			
403-1	Workers representation in formal joint management-worker health and safety committees	Fennovoima's OHS committee represents all employees.	
403-2*	Types of injury and rate of injury, occupational diseases, lost-days and absenteeism, and number of work related fatalities	p. 24-25	
403-3*	Workers with high risk of incidents or diseases related to their occupation	p. 25	
403-4	Health and safety topics covered in formal agreements with trade unions	Fennovoima has a Site agreement with Rosatom and trade unions. The Site agreement states that all operators at Hanhikivi 1 construction site must comply with Finnish legislation and collective labor agreement. The agreement states that trade unions are allowed to name joint shop steward and joint OHS delegate to the Hanhikivi 1 construction site.	
<b>LOCAL COMMUNITIES</b>			
Fennovoima's disclosure*	Local opinion poll results	pp. 30-31	
<b>ECONOMIC RESPONSIBILITY</b>			
Fennovoima's disclosure	Economic performance	p. 50. Financial information provides the key information of the financial statement.	
Fennovoima's disclosure	Indirect economic impacts	p. 31 As an example of the local economic impact of the project, we present a graph based on Statistics Finland's data on the change in the number of jobs in Pyhäjoki. Further information on economic impact can be found, for example, in our Sustainability Report 2018 or in the study of resource flows in Northern Ostrobothnia (Council of Oulu Region, Publication B99, 2018. In Finnish at: ( <a href="https://www.pohjois-pohjanmaa.fi/aluasuunnittelu/aluasuunnittelun_paattyneet_hankkeet/pohjois-pohjanmaan_alueelliset_resurssivirrat">https://www.pohjois-pohjanmaa.fi/aluasuunnittelu/aluasuunnittelun_paattyneet_hankkeet/pohjois-pohjanmaan_alueelliset_resurssivirrat</a> ).	