

GRI INDEX

All references are to Aibel's Corporate Responsibility Report (CRR) 2019, unless otherwise specified.

| GRI INDICATOR | DESCRIPTION | AIBEL'S REPORTING |
|-------------------------------|--|--|
| COMPULSORY INDICATORS | | |
| ORGANISATIONAL PROFILE | | |
| 102-1 | Name of the organisation | Aibel Group |
| 102-2 | Activities, brands, products, and services | http://aibel.com/en/our-business |
| 102-3 | Location of headquarter | Sandnes, Norway |
| 102-4 | Location of operations | Corporate Responsibility Report (CRR) 2019, page 5 |
| 102-5 | Ownership and legal form | CRR, page 4 |
| 102-6 | Markets served | CRR, page 4 |
| 102-7 | Scale of organisation | CRR, page 5 and page 12 |
| 102-8 | Information on employees and other workers | CRR, page 12 Total number reported, but broken down by the specified categories. Partially, missing ration men/women/temporary employees for our Singapore and Thailand locations. |
| 102-9 | Company's Supply Chain | CRR, page 11 |
| 102-10 | Significant changes to the organisation and its supply chain | No significant changes. |
| 102-11 | Precautionary Principle or approach | Aibel Group is 14001 certified. |
| 102-12 | Participation in external sustainability initiatives | UN Global Compact UN Sustainable Development Goals GRI |
| 102-13 | Membership of associations | The Federation of Norwegian Industries |
| STRATEGY | | |
| 102-14 | Statement from senior decision maker | CRR, page 2 |
| ETHICS AND INTEGRITY | | |
| 102-16 | Values, standards, principles and norms | Code of Conduct and CR Policy. |
| GOVERNANCE | | |
| 102-18 | Governance structure | The Board is responsible for the management of the Aibel Group and the proper organisation of its operations. The Chief Executive Officer (CEO) is the highest-ranking corporate officer (executives) in the management of Aibel's global Business Units. The Group Executive President's (EVP's) are responsible for and shall ensure that the business units they manage are run and further developed in accordance with Aibel's way of doing business; the governance and organisational culture through the vision and values, Code of Conduct, group policies and procedures and leadership expectations. We consider good corporate governance to be a prerequisite for value creation and trustworthiness and for access to capital. For further information, please see our Code of Conduct booklet: https://aibel.papirfly.no/common/pdfviewer/pdfviewer.aspx?publicid=214ea71a-1b28-4e7a-9cf0-404fd1d7329f&layout=horizontal |

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| GRI INDICATOR | DESCRIPTION | AIBEL'S REPORTING |
|-----------------------------------|---|---|
| PERFORMANCE INDICATORS | | |
| MANAGEMENT APPROACH | | |
| 103-1 | Explanation of the material topic and its Boundary | CRR, page 7 and 20 All material topics, the boundaries occur - directly or indirectly - throughout the whole of Aibel Group. |
| 103-2 | The management approach and its components | CRR, page 8 |
| 103-3 | Evaluation of the management approach | See the topic-specific chapters in the corporate responsibility report for comments on results, especially the «Looking ahead» sections. |
| ECONOMIC | | |
| ECONOMIC PERFORMANCE | | |
| 201-1 | Direct economic value generated and distributed | This will be part of the Annual Report 2019 in the Consolidated Statement of Total Income. The Annual Report 2019 is not published at the time of publication of the Corporate Responsibility Report and this GRI index. |
| 201-2 | Financial implications and other risks and opportunities due to climate change | CRR, page 18-19 Reports on implication, risks and opportunities as general drivers for adaptation and new services, but not on methods nor financial estimations. |
| MARKET PRESENCE | | |
| 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage | CRR, page 13 Reports on findings and initiatives to balance differences and offer competitive wages, but not broken down on gender. |
| ANTI-COMPETITIVE BEHAVIOUR | | |
| 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | No incidents. |
| ENVIRONMENT | | |
| ENERGY | | |
| 302-4 | Reduction of energy consumption | CRR, page 9 and page 18-19 Examples of energy-reduction processes, but not broken down into types of energy. |
| EMISSIONS | | |
| 305-1 | Direct GHG-emissions (Scope 1) | CRR, page 18-19 The aggregated GHG-emissions for the group are not reported. The information is currently unavailable. Due to Aibel's short record with GRI reporting (this is the third report), Aibel's systems are not yet fully able to monitor and report in a centralised way on these. However, as part of Aibel's action and improvement plan for 2020, the company will perform more detailed mapping of greenhouse gas (GHG) and CO2 emissions deriving from our activities and services. |
| 305-2 | Indirect GHG-emissions (Scope 2) | CRR, page 18-19 The aggregated GHG-emissions for the group are not reported. The information is currently unavailable. Due to Aibel's short record with GRI reporting (this is the third report), Aibel's systems are not yet fully able to monitor and report in a centralised way on these. However, the report describes a number of initiatives by Aibel to reduce emissions from our business and from our clients and the industry in general. Furthermore, as part of Aibel's action and improvement plan for 2020, the company will perform more detailed mapping of greenhouse gas (GHG) and CO2 emissions deriving from our activities and services. |
| ENVIRONMENTAL COMPLIANCE | | |
| 307-1 | Non-compliance with environmental laws and regulations | There were no fines or sanctions for non-compliance with environmental laws and/or regulations in 2019. Examples of energy-reduction processes, but not broken down into types of energy. |

| GRI INDICATOR | DESCRIPTION | AIBEL'S REPORTING |
|---|---|--|
| SOCIAL | | |
| EMPLOYMENT | | |
| 401-1 | New employee hires and employee turnover | CRR, page 12 Aibel does not have turnover and new employees by age group. The information is currently unavailable and is uncertain whether we will regard this factor as material enough for us to adjust our systems in the future. |
| OCCUPATIONAL HEALTH AND SAFETY | | |
| 403-2 | Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | CRR, page 15 The lost days/absence figures and occupational disease rate are reported as good as Aibel's current systems allow. The data provided is not broken down by region nor gender. |
| TRAINING AND EDUCATION | | |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | CRR, pages 10, 12 and 16-17 Partially reported. |
| DIVERSITY AND EQUAL OPPORTUNITY | | |
| 405-1 | Diversity of governance bodies and employees | CRR, page 12 Partially reported. |
| NON-DISCRIMINATION | | |
| 406-1 | Incidents of discrimination and corrective actions taken | There were no incidents of discrimination in 2019. |
| FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING | | |
| 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | CRR, pages 11 and 13-14. Aibel is not yet able to provide all the relevant data the indicator is asking for. However, we are aware of the risks in our supply chain and our goal is that all of our supplier and procurement contracts will include human rights obligations. |
| CHILD LABOUR | | |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | CRR, page 13-14 Aibel is not yet able to provide all the relevant data the indicator is asking for. However, we are committed to include human rights obligations in all of our subcontracts. |
| HUMAN RIGHTS ASSESSMENT | | |
| 412-1 | Operations that have been subject to human rights reviews or impact assessments | CRR, page 11 and 13-14 Aibel is not yet able to provide all the relevant data the indicator is asking for. |
| 412-2 | Employee training on human rights policies or procedures | CRR, page 10 and 13-14 Aibel is not yet able to provide all the relevant data the indicator is asking for. |
| SOCIOECONOMIC COMPLIANCE | | |
| FS-10 | Non-compliance with laws and regulations in the social and economic area | For 2019, there has been no significant fines or sanctions for non-compliance with laws or regulations within the social and economic area. |