

GRI Index for Annual Report 2021

Nordic Semiconductor incorporates the Global Reporting Initiative (GRI) Standards in its annual Report to report on our ESG performance disclosure in a consistent and credible way. This GRI Index and corresponding Annual report is available in Nordic webpage.

Annual Report 2021 can be viewed here:

<https://www.nordicsemi.com/About-us/Corporate-Social-Responsibility>.

All page references in the table below are related to this report.

GRI Standard	Disclosure	Page number and/or URL	Omission	
GRI 101: Foundation	GRI 101 does not include any disclosures			
General disclosures				
GRI 102: General Disclosures	102-1	Name of the organization	Page 3	
	102-2	Activities, brands, products, and services	Page 3	
	102-3	Location of headquarters	Page 8	
	102-4	Location of operations	Page 32, 47	
	102-5	Ownership and legal form	Page 60	
	102-6	Markets served	Page 41	
	102-7	Scale of the organization	Page 8, 28, 41, 47, 128, 133	
	102-8	Information on employees and other workers	Page 47, 133	
	102-9	Supply chain	Page 124, 125	
	102-10	Significant changes to the organization and its supply chain	Page 8, 9	
	102-11	Precautionary Principle or approach	Page 15	
	102-12	External initiatives	Page 15-19	
	102-13	Membership of associations	Page 3, 103	
	102-14	Statement from senior decision-maker	Page 4-6	
	102-16	Values, principles, standards, and norms of behavior	Page 101-104 and 129	
	102-18	Governance structure	Page 76-82	
	102-40	List of stakeholder groups	Page 112	
	102-41	Collective bargaining agreements	Page 125	
	102-42	Identifying and selecting stakeholders	Page 109, 110	
	102-43	Approach to stakeholder engagement	Page 109-112	
	102-44	Key topics and concerns raised	Page 110,111	
	102-45	Entities included in the consolidated financial statements	Page 56	
	102-46	Defining report content and topic Boundaries	Page 98 and 109-112	
	102-47	List of material topics	Page 110, 111	
	102-48	Restatements of information	-	No restatement in the report
	102-49	Changes in reporting	-	No significant changes, first year of following GRI standards
102-50	Reporting period	Page 98		
102-51	Date of most recent report	3/17/2021		
102-52	Reporting cycle	Page 98		
102-53	Contact point for questions regarding the report	Nordic webpage		
102-54	Claims of reporting in accordance with the GRI Standards	Page 98		
102-55	GRI content index	Nordic webpage		
102-56	External assurance	Page 82-87		
Material Topics				
Anti-corruption and integrity				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Page 134	
	103-2	The management approach and its components	Page 101-103, 109 and 134	
	103-3	Evaluation of the management approach	Page 101-103, 109 and 134	
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	Page 18 and 134	
	205-2	Communication and training about anti-corruption policies and procedures	Page 134	
	205-3	Confirmed incidents of corruption and actions taken	Page 136	
Not applicable		Numbers of reports made through whistle-blowing channels	Page 136	
		Numbers of whistleblower reports investigated and resolved	Page 136	
Diversity and inclusion				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Page 125, 127	
	103-2	The management approach and its components	Page 101-103, 109 and 127	
	103-3	Evaluation of the management approach	Page 101-103, 109 and 127	
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Page 79 and 127	
	405-2	Ratio of basic salary and remuneration of women to men	Page 126	
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	Page 132	
GHG emissions and climate change				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Page 114-117	
	103-2	The management approach and its components	Page 101-103, 109, 114-117	
	103-3	Evaluation of the management approach	Page 101-103, 109, 114-117	
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions (CO2e)	Page 121	
	305-2	Energy indirect (Scope 2) GHG emissions (CO2e)	Page 116, 121	
	305-3	Other indirect (Scope 3) GHG emissions	Page 121	
	305-4	GHG emissions intensity	Page 121	
	305-5	Reduction of GHG emissions	Page 114-117 and 121	
GRI 305: Energy	302-1	Energy consumption within the organization	Page 116	
	302-3	Energy intensity	Page 116, 121	
Product Compliance				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Page 117, 118	
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	103-3	Evaluation of the management approach	Page 101-103, 109, 117	
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	Page 121	
Not applicable		Suppliers with documented environmental policy	Page 121	
Health and Safety				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Page 129-130	
	103-2	The management approach and its components	Page 101-103, 109 and 129	
	103-3	Evaluation of the management approach	Page 101-103, 109 and 129	
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management system	Page 129, 130	
	403-2	Hazard identification, risk assessment, and incident investigation	Page 129, 130	
	403-3	Occupational health services	Page 129, 130	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Page 129, 130	
	403-5	Worker training on occupational health and safety	Page 129, 130	
	403-6	Promotion of worker health	Page 130	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 129, 130	
	403-8	Workers covered by an occupational health and safety management system	Page 129, 130	
	403-9	Work-related injuries	Page 132	
	403-10	Work-related ill health	Page 132	
Not applicable		Lost Time Incident Rate (LTIR)		
Human Capital development				
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GRI 401: Employment	401-1	New employee hires and employee turnover	Page 109, 132	
	401-3	Parental leave	Page 21	
GRI 404: Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	Page 21, 128	
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 128	
Human rights and labor rights				
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	103-2	The management approach and its components	Page 101-103, 109 and 123-125	
	103-3	Evaluation of the management approach	Page 101-103, 109 and 123-125	
GRI 412: Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	Page 107 and 123-125	
		Suppliers RBA membership	Page 108	
		Suppliers being evaluated by RBA risk assessment program	Page 108	
		Suppliers audited under RBA audit program	Page 108	
Information Security				
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	103-3	Evaluation of the management approach	Page 101-103, 109, 18, 135	
Not applicable		Number of substantiated complaints or incidents concerning data breaches	Page 136	
		Number of Information Security audits	Page 136	
		Number of vulnerability scans on internal IT systems	Page 136	
		Annual Information Security awareness training conducted	Page 136	
Privacy				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Page 135	
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GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 136	
Product Innovation				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Page 105, 106	
	103-2	The management approach and its components	Page 101-106, 109	
	103-3	Evaluation of the management approach	Page 101-106, 109	
Resource reduction				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Page 118	
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	103-3	Evaluation of the management approach	Page 101-103, 109 and 118	
Not applicable		Percentage of recyclable friendly materials in product packaging	Page 119	
		Percentage of recyclable materials for development kits	Page 119	
Waste handling				
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GRI 306: Waste	306-1	Waste generation and significant waste-related impacts	Page 119	
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	306-3	Waste generated	Page 121	
Water Consumption				
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GRI 303: Water and effluents	303-5	Water consumption	Page 119	