



Regenerative by nature

GRI Standard Reference Index 2020

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ROCKWOOL Group's reporting is informed by the Global Reporting Initiative (GRI) Standards. The Standards highlight a number of material topics across three categories: economic, environmental and social, which are material to our business.

For our Sustainability Report (SR) 2020, please visit https://www.rockwool.com/group/about-us/sustainability/

Our Annual Report (AR) 2020 can be found at https://www.rockwool.com/group/about-us/investors/financial-reports/

The Code of Conduct and Tax Policy for ROCKWOOL Group is available at https://www.rockwool.com/group/about-us/business-ethics/

Out public Human Rights Commitment; Policy for Safety, Health and Environment; and Quality Policy is available at https://www.rockwool.com/group/about-us/corporate-governance/safety-health-environment-policy/

Our Modern Slavery Statement for the Financial Year 2020 was published on 18th March 2020, please visit www.rockwool.co.uk

Our performance on CO_2 emissions is regularly disclosed to stakeholders and through the Carbon Disclosure Project (CDP). Please visit www. cdp.net to see our latest disclosure and score.

Our Remuneration report is available

https://www.rockwool.com/group/syssiteassets/investors/financial-reports/2020/se-2021-05_remuneration-report-2020.pdf

| Indicator | Description | Value | Reference |
|-----------|--|---------------------|---|
| General D | isclosures | | |
| 102-1 | Name of the organisation | | AR: p.105-106 Group companies |
| 102-2 | Activities, brands, products, and services | | AR: p.20-27 Business updates SR: p.2 Who we are |
| 102-3 | Location of headquarters | Hedehusene, Denmark | |
| 102-4 | Location of operations | | AR: p.4-5 ROCKWOOL Group at a glance AR: p.105-106 Group companies |
| 102-5 | Ownership and legal form | | AR: p.105-106 Group companies |
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| 102-7 | Scale of the organisation | | AR: p.4-5 ROCKWOOL Group at a glance AR: p.6 Five-year overview AR: p.105-106 Group companies |
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| 102-11 | Precautionary Principle or approach | | AR: p.30-35 Sustainability SR: p.30 Operational performance: Environmental management |
| 102-12 | External initiatives | | SR: p.37 GRI statement SR: p.39 COP Statement to UNGC SR: p.39 ESG performance |
| 102-13 | Memberships of associations | | SR: p.39: Selected partnerships within Climate and Sustainability |
| 102-14 | Statement from senior decision-maker | | AR: p.8-9 Organisational agility enables strong performance SR: p.5 Despite the challenges we are optimistic about the future |
| 102-15 | Key impacts, risks, and opportunities | | AR: p.10-11 The ROCKWOOL purpose and strategy AR: p.14-15 Market review, outlook 2021 AR: p.48-49 Risk management SR: p.7 Progress and achievements 2020 SR: p.8 Sustainability focus areas, risks and governance |

| Indicator | Description | Value Reference |
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| 102-16 | Values, principles, standards and norms of behaviour | AR: p.10-11 The ROCKWOOL purpose and strategy AR: p.45 Business integrity AR: p.44-45 Responsible tax SR: p.4 Building a better future SR: p.8 Sustainability focus areas, risks and governance SR: p.9 Our value chain impact SR: p.34 Operational performance: Corporate Governance |
| 102-17 | Mechanisms for advice and concerns about ethics | AR: p.45-46 Whistle-blower system SR: p.34 Operational performance: Business ethics |
| 102-18 | Governance structure | AR: p.48-49 Risk management AR: p.41-43 Corporate Governance SR: p.8 Sustainability focus areas, risks and governance |
| 102-19 | Delegating authority | AR: p.41-43 Corporate Governance SR: p.8 Sustainability focus areas, risks and governance |
| 102-20 | Executive-level responsibility for economic, environmental, and social topics | AR: p.41-43 Corporate Governance SR: p.8 Sustainability focus areas, risks and governance |
| 102-21 | Consulting stakeholders on economic, environmental, and social topics | SR: p.8 Sustainability focus areas, risks and governance |
| 102-22 | Composition of the highest governance body and its committees | AR: p.41-43 Corporate Governance SR: p.8 Sustainability focus areas, risks and governance |
| 102-23 | Chair of the highest governance body | AR: p.41-43 Corporate Governance |
| 102-24 | Nominating and selecting the highest governance body | AR: p.41-43 Corporate Governance |
| 102-25 | Conflicts of interest | AR: p.41-43 Corporate Governance AR: p.45 Business integrity ROCKWOOL Code of Conduct |
| 102-26 | Role of highest governance body in setting purpose, values, and strategy | AR: p.41-43 Corporate Governance SR: p.8 Sustainability focus areas, risks and governance |
| 102-27 | Collective knowledge of highest governance body | AR: p.41-43 Corporate Governance |
| 102-28 | Evaluating the highest governance body's performance | AR: p.41-43 Corporate Governance |
| 102-29 | Identifying and managing economic, environmental, and social impacts | AR: p.40 Community engagement AR: p.41-43 Corporate Governance AR: p.48-49 Risk management SR: p.28-34 Factbook and data SR: p.8 Sustainability focus areas, risks and governance |
| 102-30 | Effectiveness of risk management processes | AR: p.45 Business integrity AR: p.48-49 Risk management SR: p.8 Sustainability focus areas, risks and governance |
| 102-31 | Review of economic, environmental, and social topics | AR: p.40 Community engagement AR: p.38-39 Business integrity AR: p.48-49 Risk management SR: p.8 Sustainability focus areas, risks and governance |
| 102-32 | Highest governance body's role in sustainability reporting | SR: p.8 Sustainability focus areas, risks and governance |
| 102-33 | Communicating critical concerns | AR: p.38-39 Business integrity AR: p.48-49 Risk management SR: p.8 Sustainability focus areas, risks and governance |
| 102-34 | Nature and total number of critical concerns | AR: p.40 Community engagement AR: p.38-39 Business integrity SR: p.34 Operational performance: Business ethics |
| 102-35 | Remuneration policies | Remuneration report: p. 1-12 |
| 102-36 | Process for determining remuneration | Remuneration report: p. 1-12 |
| 102-37 | Stakeholders' involvement in remuneration | Remuneration report: p. 1-12 |
| 102-38 | Annual total compensation ratio | Remuneration report: p. 1-12 |
| 102-39 | Percentage increase in annual total compensation ratio | Remuneration report: p. 1-12 |
| 102-40 | List of stakeholder groups | AR: p.40 Community engagement SR: p.39 Selected partnerships within Climate and Sustainability SR: p.8 Sustainability focus areas, risks and governance |

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|--|------------|---|---------------------------------------|--|
| 102-43 Approach to stakeholder engagement | 102-41 | Collective bargaining agreements | | ROCKWOOL Code of Conduct Our Human Rights Commitment |
| SR p. 30 Operational performance Environment SR p. 30 Statishability focus areas, risks and general SR p. 30 Operational performance Environment SR p. 30 Statishability focus areas, risks and general SR p. 30 Statishability focus areas, risks and general statements SR p. 30 Statishability focus areas, risks and general statements SR p. 30 Statishability focus areas, risks and general statements SR p. 30 Statishability focus areas, risks and general statements SR p. 30 Statishability focus areas, risks and general statements SR p. 30 Statishability focus areas, risks and general statements SR p. 30 Statishability focus areas, risks and general statements of information No | 102-42 | Identifying and selecting stakeholders | | AR: p.40 Community engagement SR: p.8 Sustainability focus areas, risks and governance |
| SR p. 25 Haitht and fire safety urban environment SR p. 8 bustainability focus areas, fisks and govern SR p. 8 bustainability focus areas, fisks and govern SR p. 17 Resilient and sustainabile recovery SR p. 17 Resilient and sustainabile recovery SR p. 18 Resilient and sustainabile recovery SR p. 18 Feb. 19 Resilient and sustainabile recovery SR p. 18 Feb. 19 Resilient and sustainabile recovery SR p. 8 Sustainability focus areas, fisks and govern 102-48 Restatements of information No SR p. 8 Sustainability focus areas, fisks and govern 102-49 Changes in reporting No 102-50 Reporting period 1 January 2020 – 31 December 2020 P. 19 Date of most recent previous report in 19 March 2020 P. 19 Date of most recent previous report in 19 Dat | 102-43 | Approach to stakeholder engagement | | AR: p.40 Community engagement SR: p.30 Operational performance: Environmental management SR: p.8 Sustainability focus areas, risks and governance |
| 102-46 Defining report content and topic Boundaries SR: p.8 Sustainability focus areas, risks and gover 102-47 List of material topics SR: p.8 Seatainability focus areas, risks and gover 102-48 Restatements of information No | 102-44 | Key topics and concerns raised | | SR: p.30 Operational performance: Environmental management SR: p.22 Health and fire safety urban environments SR: p.8 Sustainability focus areas, risks and governance SR: p.12 Resilient and sustainable recovery |
| Boundaries SR: p.8 Sustainability focus areas, risks and govern | 102-45 | | | AR: p.105-106 Group companies |
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| Contact point for questions regarding the report sustainability Anthony Abbotts: sustainability Anthony Abbotts: sustainability (Porckwool.com sustainabilit | 102-51 | Date of most recent previous report | financial year 2019 and was | |
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| corruption SR: p.34 Operational performance: Business ethic | 205-1 | | | AR: p.45-46 Business integrity SR: p.34 Operational performance: Business ethics |
| | 205-2 | _ | | AR: p.45-46 Business integrity SR: p.34 Operational performance: Business ethics |
| 1 3 , | 205-3 | Confirmed incidents of corruption and actions taken | | AR: p.45-46 Business integrity SR: p.34 Operational performance: Business ethics |

| Indicator | Description | Value | Reference |
|-----------------|--|-------|---|
| Anti-comp | etitive Behaviour | | |
| 206-1 | Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices | | SR: p.34 Operational performance: Business ethics |
| Tax | | | |
| 207-1 | Approach to tax | | AR: p.44-45 Responsible tax AR: p.100 Tax on profit for the year AR: p.100 Income tax receivable and payable AR: p.101 Deferred taxes SR: p.34 Responsible tax |
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| 301-3 | Reclaimed products and their packaging materials | | SR: p.18-20 Circularity in built environments SR: p.31 Operational performance: Waste and recycling |
| Energy | | | |
| 302-1 | Energy consumption within the organisation | | SR: p.29 Operational performance: Climate and energy |
| 302-2 | Energy consumption outside of the organisation | | SR: p.29 Operational performance: Climate and energy |
| 302-3 | Energy intensity | | SR: p.29 Operational performance: Climate and energy |
| 302-4 | Reduction of energy consumption | | SR: p.29 Operational performance: Climate and energy |
| 302-5 | Reductions in energy requirements of products and services | | SR: p.15,17 Decarbonising our business and value chain |
| Water and | Effluents | | |
| 303-1 | Interactions with water as a shared resource | | SR: p.21 Rethinking urban food supply chains SR: p.33-34 Water management |
| 303-3 | Water withdrawal | | SR: p.21 Rethinking urban food supply chains SR: p.33-34 Water management |
| 303-5 | Water consumption | | SR: p.21 Rethinking urban food supply chains SR: p.33-34 Water management |
| Emissions | | | |
| 305-1, 305-2 | Total direct and indirect greenhouse gas emissions | | SR: p.15,17 Decarbonising our business and value chain SR: p.29 Operational performance: Climate and energy SR: p.28 Product impacts and other indirect impacts Disclosure to Carbon Disclosure Project (CDP) |
| 305-2 | Energy indirect (Scope 2) GHG emissions | | SR: p.15,17 Decarbonising our business and value chain SR: p.32-33 Operational performance: Climate and energy SR: p.28 Product impacts and other indirect impacts Disclosure to Carbon Disclosure Project (CDP) |
| 305-3 | Other indirect (Scope 3) GHG emissions | | SR: p.15,17 Decarbonising our business and value chain SR: p.29 Operational performance: Climate and energy SR: p.35 Environmental data scope and boundary SR: p.36 Environmental data indicators |
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| Effluents a | and Waste | | |
| 306-2 | Waste by type and disposal method | | SR: p.18-20 Circularity in build environments SR: p.31 Operational performance: Waste and recycling |
| Environme | ental Compliance | | |
| 307-1 | Non-compliance with environmental laws and regulations | | SR: p.30 Operational performance: Environmental management SR: p.14,20 Creating local jobs and growth SR: p.33 Community engagement |
| Supplier E | nvironmental Assessment | | |
| 308-1 | Percentage of new suppliers that were screened using environmental criteria | | AR: p.46 Supply chain due diligence SR: p.34 Operational performance: Business ethics |

| Indicator | Description | Value | Reference |
|-------------|---|--|--|
| Occupatio | nal Health and Safety | | |
| 403-1 | Occupational health and safety management system | | SR: p.32-33 Operational performance: Safety and social issues |
| 403-2 | Hazard identification, risk assessment, and incident investigation | We operate a Group wide system for the reporting of good catches, near misses and incidents, and for creation of inspections, risk assessments/job safety assessments and to conduct and follow-up root cause analysis and the implementation of corrective actions. We have guidelines and best practices for incident investigation and risk/job safety assessments. | AR: p.48-49 Risk management |
| 403-5 | Worker training on occupational health and safety | | AR: p.40 Health and Safety SR: p.32-33 Operational performance: Safety and social issues |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | | AR: p.46 Supply chain due diligence SR: p.34 Operational performance: Corporate Governance |
| 403-9 | Work-related injuries | | AR: p.40 Health and Safety SR: p.32-33 Operational performance: Safety and social issues |
| Training a | nd Education | | |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | | AR: p.39-40+A111 Our people SR: p.18-19 Creating local jobs and growth SR: p.32-33 Operational performance: Safety and social issues |
| Diversity a | and Equal Opportunity | | |
| 405-1 | Diversity of governance bodies and employees | | AR: p.39-40 Our people SR: p.14,20 Creating local jobs and growth SR: p.32-33 Operational performance: Safety and social issues |
| Forced or | Compulsory Labour | | |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labour | | ROCKWOOL UK Modern Slavery Act Statement |
| Local Com | munities | | |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | | SR: p.30 Operational performance: Environmental management SR: p.14,20 Creating local jobs and growth SR: p.33 Community engagement |
| Supplier S | ocial Assessment | | |
| 414-1 | New suppliers that were screened using social criteria | | AR: p.46 Supply chain due diligence SR: p.34 Operational performance: Business ethics |
| Customer | Health and Safety | | |
| 416-1 | Assessment of the health and safety impacts of product and service categories | | SR: p.18-20 Circular urban regeneration SR: p.22-25 Healthy and fire safe neighbourhoods |
| Socioecon | omic Compliance | | |
| 419-1 | Non-compliance with laws and regulations in the social and economic area | | SR: p.34 Operational performance: Business ethics SR: p.30 Operational performance: Environmental management |

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