

GRI Disclosures

Holmen's GRI Content Index 2019

In 2018, Holmen conducted a root and branch materiality analysis to establish our role in a sustainable future. The work included both internal and external stakeholders, with the results of the analysis providing the basis for the development of Holmen's Group-wide sustainability work, and thus, Holmen sustainability reporting.

During 2019, no new materiality analysis was performed, since the materiality analysis performed during 2018 is still relevant.

You can find more information about Holmen's Materiality Assessment on <https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/>

In Holmen's GRI-report 2018 we reported on the GRI-disclosures: 407: Freedom of association and collective bargain, 408 Child labor and 409 Forced-on compulsory labor. In Holmen's 2019 GRI-report these GRI-disclosures have been removed since they were not considered to be essential for Holmen's business. They are essential when it comes to our supply chain, and we report our work in these areas in GRI 414 Supplier social assessment.

This GRI-Content Index is published on Holmen's webpage: <https://www.holmen.com/en/sustainability/reporting/sustainability-reports/gri/>

Holmen sustainability reporting, GRI

General Standard Disclosures 2019

Materiality name	GRI-disclosure	Disclosure name	Page reference to annual report 2018 / Webb reference
Organizational profile	102-1	Name of the organization	p. 2
	102-2	Activities, brands, products and services	p. 16-25
	102-3	Location of headquarters	p. 13
	102-4	Location of operations	p. 13
	102-5	Ownership and legal form	p. 44-45
	102-6	Markets served	p. 12, 16-25
	102-7	Scale of the organization	p. 5, 8, 9, 17, 18, 21, 22, 25, 47, 60 Not 4, 88
	102-8	Information on employees and other workers	p. 37, 60 not 4, 89. Comment: In this index Holmen has disclosed gender and region information regarding temporary employees.

	102-9	Supply chain	p. 41
			https://www.holmen.com/en/sustainability/a-responsible-supply-chain/ https://www.holmen.com/en/sustainability/a-responsible-supply-chain/supplier-assessment/ https://www.holmen.com/en/sustainability/thriving-rural-communities/ https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/wood-procurement-traceability/
	102-10	Significant changes to the organization and its supply chain	https://www.holmen.com/en/sustainability/reporting/ https://www.holmen.com/en/sustainability/a-responsible-supply-chain/ https://www.holmen.com/en/sustainability/a-responsible-supply-chain/supplier-assessment/
	102-11	Precautionary Principle or approach	p. 30
	102-12	External initiatives	https://www.holmen.com/en/sustainability/our-sustainability-work/awards/
	102-13	Membership of associations	https://www.holmen.com/en/about/holmen-in-short/research-and-development/
Strategy	102-14	Statement from senior decision-maker	p. 6-7, 26
Ethics and integrity	102-16	Values, principles, standards, and norms of behaviour	p. 36, 37
Governance	102-18	Governance structure	p. 26, 36, 37, https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/
	102-24	Nominating and selecting the highest governance body	p. 34, 35

Stakeholder engagement	102-40	List of stakeholder groups	<p>p. 89</p> <p>https://www.holmen.com/en/sustainability/reporting/in-partnership-with-our-stakeholders/</p> <p>https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/</p> <p>https://www.holmen.com/globalassets/holmen/sustainability/rapportering/gri/holmen-materiality-assessment-2018.pdf</p>
	102-41	Collective bargaining agreements	<p>p. 89</p>
	102-42	Identifying and selecting stakeholders	<p>p. 26</p> <p>https://www.holmen.com/en/sustainability/reporting/in-partnership-with-our-stakeholders/</p> <p>https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/</p> <p>https://www.holmen.com/globalassets/holmen/sustainability/rapportering/gri/holmen-materiality-assessment-2018.pdf</p>
	102-43	Approach to stakeholder engagement	<p>p. 89</p> <p>https://www.holmen.com/en/sustainability/reporting/in-partnership-with-our-stakeholders/</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/financial-sustainability/</p>
	102-44	Key topics and concerns raised	<p>p. 26, 27</p> <p>https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/</p>
Reporting principles	102-45	Entities included in the consolidated financial statements	<p>p. 75 not 23</p>
	102-46	Defining report content and topic boundaries	<p>p. 26, 27</p> <p>https://www.holmen.com/en/sustainability/reporting/</p> <p>https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/</p>

	102-47	List of material topics	https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/ https://www.holmen.com/globalassets/holmen/sustainability/rapportering/gri/holmen-materiality-assessment-2018.pdf This document: This GRI-Content Index is published on Holmen's webpage: https://www.holmen.com/en/sustainability/reporting/sustainability-reports/gri/
	102-48	Restatements of information	https://www.holmen.com/en/sustainability/reporting/sustainability-reports/gri/
	102-49	Changes in reporting	https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/
	102-50	Reporting period	p. 2 https://www.holmen.com/en/sustainability/reporting/
	102-51	Date of the most recent report	https://www.holmen.com/en/sustainability/reporting/sustainability-reports/gri/
	102-52	Reporting cycle	https://www.holmen.com/en/sustainability/reporting/sustainability-reports/gri/
	102-53	Contact point for questions regarding the report	https://www.holmen.com/en/sustainability/reporting/
	102-54	Claims of reporting in accordance with the GRI Standards	p. 2 https://www.holmen.com/en/sustainability/reporting/sustainability-reports/gri/
	102-55	GRI content index	https://www.holmen.com/en/sustainability/reporting/sustainability-reports/gri/
	102-56	External assurance	p. 81 https://www.holmen.com/en/sustainability/reporting/

Specific Standard Disclosures 2019

Materiality name	GRI-disclosure	Disclosure name	Page reference / Webb reference
Management Approach	103-1	Explanation of the material topic and its Boundary	p. 26, 27 https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/

	103-2	The management approach and its components	<p>p. 26, 27</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/#id1089_Organisation_management_policy_and_CoC</p>
	103-3	Evaluation of the management approach	<p>p. 26, 27, 36-38</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/</p>
Economic			
Economic performance	201-1	Direct economic value generated and distributed	p. 57 not 2, 60 not 4, 61 not 6, 62 not 7, 89
	201-3	Defined benefit plan obligations and other retirement plans	p. 60 not 4, 72 not 18
Anti-corruption	205-MAD	Management approach disclosure	<p>p. 26, 27, 37</p> <p>https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/</p> <p>https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies/business-ethics-policy/</p>
	205-3	Confirmed incidents of corruption and actions taken	<p>p.41</p> <p>https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies/business-ethics-policy/</p> <p>https://www.holmen.com/en/sustainability/a-responsible-supply-chain/</p> <p>https://www.holmen.com/en/sustainability/a-responsible-supply-chain/supplier-assessment/</p>
Environmental			

Materials	301-MAD	Management approach disclosure	<p>p. 26, 27, 30, 31, 40</p> <p>https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/</p> <p>https://www.holmen.com/en/about/holmen-in-short/business-idea-strategy-and-targets/</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/</p>
	301-1	Materials used by weight or volume	p.88
Energy	302-MAD	Management approach disclosure	<p>p. 24, 25, 26, 27, 30, 31</p> <p>https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/</p> <p>https://www.holmen.com/en/about/holmen-in-short/business-idea-strategy-and-targets/</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/</p>
	302-1	Energy consumption within the organization	p. 31, 88, 89
Water	303-MAD	Management approach disclosure	<p>p. 26, 27, 29-31</p> <p>https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/</p> <p>https://www.holmen.com/en/about/holmen-in-short/business-idea-strategy-and-targets/</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/water/</p>
	303-3	Water withdrawal	<p>p. 88</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/water/</p>

Biodiversity	304-MAD	Management approach disclosure	<p>p. 16, 26, 27, 32</p> <p>https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/</p> <p>https://www.holmen.com/en/about/holmen-in-short/business-idea-strategy-and-targets/</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/</p>
	304-3	Habitats protected or restored	<p>p. 32</p> <p>https://www.holmen.com/en/forest/sustainable-and-responsible-forestry/</p> <p>https://www.forestindustries.se/forest-industry/sustainable-development/voluntary-set-aside-forests-in-sweden/map/</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/permits-certificates-management-systems/</p> <p>https://www.holmen.com/en/sustainability/reporting/key-figures/#id10792 Holmen s land acreage list</p>
Emissions	305-MAD	Management approach disclosure	<p>p. 26-28</p> <p>https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/</p> <p>https://www.holmen.com/en/about/holmen-in-short/business-idea-strategy-and-targets/</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/</p>
	305-1	Direct (Scope 1) GHG emissions	p. 28, 88, 89
	305-2	Energy indirect (Scope 2) GHG emissions	<p>p. 88, 89</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/energi/</p>

	305-3	Other indirect (Scope 3) GHG emissions	p. 28, 88, 89 https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/transport/
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	p. 88
Effluent and waste	306-MAD	Management approach disclosure	p. 26, 27, 29 30, 31 https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/ https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/
	306-1	Water discharge by quality and destination	p. 29, 88 https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/water/ https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/ See Environmental work at Holmen's units
	306-2	Waste by type and disposal method	p. 88 https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/by-products-and-waste/
	306-3	Significant spills	p. 31 https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/discontinued-operations/
Environmental compliance	307-MAD	Management approach disclosure	p. 26, 27, 30, 31 https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/ https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/

	307-1	Non-compliance with environmental laws and regulations	p. 31, 41 https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/environmental-income-and-investments/
Supplier environmental assessment	308-MAD	Management approach disclosure	p. 26, 27, 41 https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/ https://www.holmen.com/en/sustainability/a-responsible-supply-chain/ https://www.holmen.com/en/sustainability/a-responsible-supply-chain/supplier-assessment/ https://www.holmen.com/en/sustainability/reporting/in-partnership-with-our-stakeholders/
	308-1	New suppliers that were screened using environmental criteria	https://www.holmen.com/en/sustainability/a-responsible-supply-chain/ https://www.holmen.com/en/sustainability/a-responsible-supply-chain/supplier-assessment/
Social			
Employment	401-MAD	Management approach disclosure	p. 26, 27, 33, 41 https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/ https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/
	401-1	New employee hires and employee turnover	p. 89 Comment: In this index Holmen has disclosed gender information regarding new employees, but not regarding employee turnover. Age information is not enclosed.
Occupational health and safety	403-MAD	Management approach disclosure	p. 26, 27, 33, 41 https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/

			https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/ https://www.holmen.com/en/sustainability/our-sustainability-work/social-sustainability/health-safety/
	403-1	Occupational health and safety management system	<p>p. 31, 33, 41, 89</p> https://www.holmen.com/en/sustainability/our-sustainability-work/social-sustainability/health-safety/
Training and education	404-MAD	Management approach disclosure	<p>p. 26, 27, 33</p> https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/ https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/
	404-2	Programs for upgrading employee skills and transition assistance programs	<p>p. 33</p> https://www.holmen.com/en/sustainability/our-sustainability-work/social-sustainability/skills-development/ https://www.holmen.com/en/sustainability/our-sustainability-work/social-sustainability/talent-management/
Diversity and equal opportunity	405-MAD	Management approach disclosure	<p>p. 26, 27, 33</p> https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/ https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/ https://www.holmen.com/en/sustainability/our-sustainability-work/social-sustainability/equal-treatment/
	405-1	Diversity of governance bodies and employees	p. 82-84, 89
Non-discrimination	406-MAD	Management approach disclosure	<p>p. 26, 27, 33, 41</p> https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/ https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/

			objectives-risks/ https://www.holmen.com/en/sustainability/our-sustainability-work/social-sustainability/equal-treatment/
	406-1	Incidents of discrimination and corrective actions taken	<p>p. 41</p> https://www.holmen.com/en/sustainability/our-sustainability-work/social-sustainability/equal-treatment/
Local communities	413-MAD	Management approach disclosure	<p>p. 26, 27, 30, 31, 89</p> https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/ https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/ https://www.holmen.com/en/sustainability/reporting/in-partnership-with-our-stakeholders/ (See Society) https://www.holmen.com/en/sustainability/thriving-rural-communities/
	413-2	Operations with significant, actual and potential negative impacts on local communities	<p>p. 30, 31</p> https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/ (See Environmental work at Holmen's units)
Supplier social assessment	414-MAD	Management approach disclosure	<p>p. 26, 27</p> https://www.holmen.com/en/sustainability/reporting/sustainability-reports/materiality-analysis/ https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/
	414-1	New suppliers that were screened using social criteria	https://www.holmen.com/en/sustainability/a-responsible-supply-chain/ https://www.holmen.com/en/sustainability/a-responsible-supply-chain/supplier-assessment/

	414-2	Negative social impacts in the supply chain and actions taken	p. 41 https://www.holmen.com/en/sustainability/a-responsible-supply-chain/ https://www.holmen.com/en/sustainability/a-responsible-supply-chain/supplier-assessment/
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