

GRI INDEX 4.0

Standard disclosures	Indicator	Details/reference	Omissions details given where applicable	Aspect boundary details given where applicable	External assurance
GENERAL INFORMATION					
STRATEGY AND ANALYSIS					
G4-1	Statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability.	Our story			●
G4-2	Description of key impacts, risks, and opportunities.	Materiality test Our story			●
ORGANISATIONAL PROFILE					
G4-3	Name of reporting organisation.	Alliander N.V. Company profile			●
G4-4	Primary brands, products and/or services.	Company profile https://www.alliander.com/nl/over-alliander/structuur/organisatiestructuur-2			○
G4-5	Location of headquarters.	Utrechtseweg 68, 6812 AH Arnhem, The Netherlands			○
G4-6	Number of countries where the organisation operates (insofar as relevant to sustainability topics).	Company profile Alliander has operations in the Netherlands and Germany.			●
G4-7	Nature of ownership and legal form.	Company profile Corporate governance: legal structure			●
G4-8	Markets served (geographic breakdown, sector served and types of customer).	Company profile			●
G4-9	Organisation scale	Company profile: our business in figures		CO2 excludes Stam and AG	●
G4-10	Total number of employees by employment type, employment contract, region.	Employees Explanation: the information concerns the activities in the Netherlands, a breakdown by region is not material. The nature of the activities leads to continuity in the employee base, there are no major fluctuations in the employee base. At the bottom of this table: other company-related information (G4-LA1) for a breakdown of the employee numbers.			●
G4-11	Percentage of employees covered by collective labour agreement.	All employees are covered by the Collective Labour Agreement, 'CAO Network Companies', 27 February 2014, as agreed between the trade unions and the joint network operators.			○
G4-12	Organisation's value and supply chain.	Company profile: our role in the energy sector Strategy: value creation			●
G4-13	Significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain.	There were no significant changes in 2014 regarding the size, structure, ownership or value chain			○
G4-14	Adoption of the precautionary principle.	Not applicable			○
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses.	Interaction with stakeholders Sectorarrangement werkgelegenheid, Urgenda, Smart Energy Collective, Klimaatverbond Nederland, Vereniging Eigen Huis, Milieu Centraal en FRES, loket samen, energieaandeel.nl, Green Deal Fair Meter, Green Deal Circulair Inkopen. New 2014: Hieropgewekt (with: VNG, Fudura, Stedin), langlevejehuis.nl (with Sanoma), Green Deal Circulaire Gebouwen, Green Deal Watt voor Watt, Green Deal Warmtenetwerk			○

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Standard disclosures	Indicator	Details/reference	Omissions details given where applicable	Aspect boundary details given where applicable
G4-16	List memberships of associations and national or international advocacy organisations.	<p>Interaction with stakeholders</p> <p>Netbeheer Nederland, employers' association for the Energy, Cable & Telecom and Waste & Environment companies (WENb), Global Intelligent Utility Network Coalition, European Distribution System Operators for Electricity (Edso), Cedec, GRI, NEN, MVO-Nederland, E-decentraal, De Groene Zaak, Eurelectric, Eurogas, IGU, NbnL, Nedu, Natuur en milieu, Nudge, Stichting de Opkikker, Nederland Cares.</p>		○
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES				
G4-17	a. List of entities included in the organisation's consolidated financial statements or equivalent documents. b. Entities included in the consolidated financial statements that are not covered by the report.	Notes to the consolidated financial statements		●
G4-18	Process for defining the report content.	<p>Materiality test</p> <p>GRI</p> <p>Interaction with stakeholders</p>		●
G4-19	List all the material aspects identified in the process for defining report content.	Materiality test		●
G4-20	The boundaries of the material aspects within the organisation.	<p>About this report: financial and CSR reporting</p> <p>Company profile: our role in the energy sector</p> <p>The financial information in this annual report is consolidated for Alliander and all subsidiaries. The Corporate Social Responsibility information only includes the consolidated information of Alliander and the most important subsidiaries for 2014, namely Liander, Endinet and Liandon.</p> <p>Acquisitions and divestments are explained in the notes accompanying the financial statements. The information regarding the acquisitions is requested along with the data request for non-financial data. Non-controlling interests are not requested to supply non-financial data.</p> <p>Deviations from the boundary indicated above are explained per aspect in the GRI Index in the "Aspect boundary" column.</p>		●
G4-21	The boundaries of the material aspects outside the organisation.	<p>The following material aspects fall outside the organisation's boundaries but are reported on:</p> <p>Health & Safety: suppliers Energy transition: supply chain Energy consumption and CO2: scope 1, 2 and 3</p> <p>Any deviations from the above are explained per aspect or indicator in the "Aspect boundary" column</p>		●

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G4-22	The effect of any restatements of information provided in previous reports, and the reasons for such restatements.	<p>About 80% of the CO2 footprint indicator consists of the emissions resulting from network losses. Until last year, network losses were reported in the CO2 footprint on the basis of the transport ratio. Alliander, along with other network operators, has the ambition to use a uniform sector-wide reporting method for the footprint for the first time in the 2015 reporting year. The new reporting method is based on the Energy Return on Investment (EROI) ratio. An additional advantage is that the EROI ratio also forms the basis for the financial recognition of the network losses in the financial statements. In this annual report, the EROI ratio is already used as the basis for the CO2 footprint instead of the transport ratio. Due to this change in reporting method, the comparative figure for 2013 in the CO2 footprint has been revised up (from 819 thousand ktonnes to 904 thousand ktonnes).</p> <p>In addition, Socially Responsible Procurement (SRP) has been changed. This indicator measures the portion of products and services purchased in accordance with SRP principles. This concerns purchases for which Alliander is free in its choice of supplier. In contrast with 2013, purchases to make up for network losses are no longer included in this indicator. Due to this change in reporting method, the comparative figure for 2013 has been adjusted from 47% to 53%.</p> <p>Finally the number of feed-in installations has been revised down for the years 2012 and 2013. In 2012 and 2013, the number of feed-in installations was stated including inactive installations. The 2012 and 2013 figures have been adjusted for this. The feed-in installations for Solar, Wind and Biogas have been adjusted as follows:</p> <ul style="list-style-type: none"> - Biogas (2013: from 270 to 254) and (2012: from 254 to 239) - Wind (2013: from 817 to 738) and (2012: from 772 to 697) - Solar (2013: from 48,356 to 47,544) and (2012: from 20,136 to 20,480) <p>As indicated, Alliander obtains reasonable assurance on the subjects on the Alliander dashboard, including the CO2 footprint. For this purpose, the corporate social responsibility information (footprint) must be reconciled as far as possible with the financial recognition of the network losses. This is possible with the EROI ratio, which shows the purchased and allocated network losses supplemented with the data from the reconciliation messages for the relevant reporting year. The EROI ratio also forms the basis for the financial recognition of the network losses. An additional advantage is that other network operators also use the EROI ratio for the footprint. Moreover, Alliander aims to apply a uniform sector-wide reporting method based on this EROI ratio for the first time in the 2015 reporting year. Due to this change in the reporting method, the comparative figure for 2013 has been revised up in the CO2 footprint.</p>			●
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries.	<p>Materiality test GRI Interaction with stakeholders</p> <p>Alliander adopted a more structured and thorough process for determining materiality in 2014, and also switched over from GRI-3, as used in 2013, to GRI-4. More and more quantitative information was gathered among the various stakeholders. This had a limited impact on the materiality, but no impact on the scope and aspect boundary.</p>			●

STAKEHOLDER ENGAGEMENT

G4-24	List of engaged stakeholders.	Interaction with stakeholders Materiality test			●
G4-25	Basis for identification and selection of stakeholders.	Interaction with stakeholders Materiality test			●
G4-26	Approach to stakeholder engagement.	Interaction with stakeholders Materiality test			●
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns.	Our stakeholders Interaction with stakeholders Materiality test Strategy Trends and market developments			●

REPORT PROFILE

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Standard disclosures	Indicator	Details/reference	Omissions details given where applicable	Aspect boundary details given where applicable	External assurance
G4-28	Reporting period	This report covers the period from 1 January 2014 up to and including 31 December 2014			●
G4-29	Date of most recent previous report	The Alliander annual report 2013 (1 January 2013 up to and including 31 December 2013)			●
G4-30	Reporting cycle	Once every calendar year.			●
G4-31	Contact information	<u>Dilemmas</u> You can ask questions or give your opinion via communicatie@alliander.com			●
G4-32	a. The 'in accordance' option the organisation has chosen. b. The GRI Content Index for the chosen option. c. The reference to the External	<u>Independent Assurance report</u> In accordance: comprehensive GRI G4.0 Index Table was applied, as was the Electric Utilities sector supplement, edition GRI April 2009. Table is published on: jaarverslag.alliander.com			●
G4-33	Policy and current practice with regard to seeking external assurance for the report.	Alliander thinks it is important for its stakeholders to obtain assurance on the CSR section of the annual report. Regarding the annual report 2014, Alliander obtained an unqualified reasonable assurance report for the most relevant part of the annual report, namely the company's main control variables (financial and non-financial). In addition, Alliander obtained an unqualified limited assurance report for the rest of the CSR section of the annual report. To assure the quality of the CSR information, Alliander applies the 'three lines-of-defence model'. Based on, among other things, the stakeholder dialogue, Materiality Test and GRI, the business units are requested to deliver CSR information. The business units constitute the first line of defence and are responsible for supplying reliable information. The business controller of each business unit is the second line of defence and ensures the timely and reliable supply of information by the business units. The business controller tests the explanations and analyses supplied by the business units and builds a file for the verification by the internal audit department. The internal audit department is the third line of defence and verifies the CSR information before this is examined by the external auditor. The external auditor is the final piece in the verification process and ultimately provides assurance, as set out in his report.			○
GOVERNANCE					
G4-34	Governance structure of the highest governance body and the committees responsible for decision-making on economic, environmental and social impacts.	<u>Corporate governance</u> <u>Remuneration report</u>			○
G4-35	The process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	CSR is a key responsibility for all business units and forms an integral part of the Planning & Control cycle. All business units conduct an analysis of the qualitative and quantitative CSR effects of their operations. This analysis is the guideline for determining the business unit's approach and objectives. The company policy and the objectives for Corporate Social Responsibility as determined by the Management Board of Alliander form the starting point for the Business Planning and Budget Process of the business units.			○
G4-36	Responsibility for economic, environmental and social topics at executive-level position and/or post holders reporting directly to the highest governance body.	The Management Board as a whole is responsible for the economic, ecological and social impact of Alliander. The members of the Management Board have no specific sub-responsibilities in this connection 1. The CSR manager personally communicates the policy to the directors of the business units and facilitates the management board team in determining quantifiable parameters for monitoring progress 2. The CSR team facilitates the business units in translating the policy into operations, the definition of objectives and, where necessary, the determination of policy on specific themes and key areas 3. The Corporate Control Department and the CSR team ensure that Business Plans and results are tested against policy 4. CSR forms part of individual arrangements with management and employees. Employees are given the opportunity to contribute to the company's objectives and themes 5. The planning and control cycle includes CSR. The progress on the objectives and the CSR policy is monitored through the dashboard and in reports.			○
G4-37	Process for consultation between stakeholders and the highest governance body on economic, environmental and social topics.	<u>Materiality test</u> <u>Corporate governance</u>			○

Standard disclosures	Indicator	Details/reference	Omissions details given where applicable	Aspect boundary details given where applicable	External assurance
		The Management Board and the Supervisory Board consult representatives of the stakeholders. By being present or represented at scheduled and ad-hoc meetings, they actively gather information and views on developments and strategic themes. The results of the CSR policy are evaluated with the stakeholders. Based on, among other things, customer consultations, employee engagement, shareholder meetings, roundtable sessions and the CSR Report, they determine the extent to which the stakeholders agree with and appreciate the policy and results.			○
G4-38	Composition of the highest governance body.	<p>Report of the Supervisory Board Members of the Management Board / Supervisory Board Corporate governance: governance structure By-laws of the Supervisory Board</p> <p>Alliander N.V. has a 'two-tier' board in which management and supervision are separated between, respectively, the Management Board and the Supervisory Board</p>	No detailed information on underrepresented groups has been gathered or stated as these were not deemed to be material. There are no plans for including this data in future reports		○
G4-39	Role of the chairman of the highest governance body.	<p>Corporate governance Members of the Management Board Members of the Supervisory Board</p>			○
G4-40	Process for determining the qualifications and expertise of the highest governance body members and the criteria for nomination.	<p>Report of the Supervisory Board Corporate governance</p> <p>The Supervisory Board is responsible for the recruitment and selection of a Management Board member. A company profile is drawn up for this purpose. This profile is based on Alliander's strategic objectives and ambitions and consists of several parts. The most important are: 1) the core tasks and responsibilities of the vacant position 2) the selection criteria such as the requested competences, experience and training. The Works Council also plays a role in the appointment. The Works Council must be given an opportunity to issue advice about the proposed appointment of the Management Board member. The Supervisory Board seeks to ensure that relevant areas of expertise for Alliander are represented in the Management Board. In addition, the Supervisory Board strives for a mixed composition of the Management Board. Appointment of Management Board members takes place in accordance with the Management and Supervision Act (Wet bestuur en toezicht), including the restriction on the number of other positions and the m/f diversity target.</p>			○
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	<p>Corporate governance Members of the Management Board Members of the Supervisory Board</p> <p>Alliander has embedded the Dutch Corporate Governance Code in the articles of association, the By-laws of the Management Board, the By-laws of the Supervisory Board, the By-laws of the committees of the Supervisory Board, the Code of Conduct (including the Insider Regulation) and the Whistleblower Policy. Other positions of Management Board members must be notified to the chairman of the Supervisory Board and Supervisory Board positions at large legal entities within the meaning of the Management and Supervision Act (Wet bestuur en toezicht) must be approved by the chairman of the Supervisory Board. Other positions of Management Board members are disclosed on the website. The By-laws of the Management Board contain strict conflict-of-interest rules. In 2014, no conflicts of interest were reported. In addition, the By-laws of the Management Board provide that each MB member can contact the Supervisory Board in the event of serious differences of opinion between the Management Board members. No such fundamental differences arose in 2014.</p>			○
G4-42	The highest governance body's and senior executives' roles in the development, approval, and updating of the mission and vision, strategy, policies, and goals related to economic, environmental and social impacts.	<p>Strategy Mission, vision and ambition Objectives & results Corporate governance</p>			●
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	<p>Interaction with stakeholders Report of the Supervisory Board</p>			○

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Standard disclosures	Indicator	Details/reference	Omissions details given where applicable	Aspect boundary details given where applicable	External assurance
G4-44	Process for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics and actions taken in response to this evaluation.	Corporate governance Remuneration report Report of the Supervisory Board			○
G4-45	Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities.	Corporate governance: risk management Notes to risks			○
G4-46	Highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics.	Corporate governance: risk management			○
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	Corporate governance: risk management Quarterly			○
G4-48	The highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material aspects are covered.	Materiality test Once the internal assessments have been performed, the draft report is sent to the Disclosure Committee. The outcomes of the discussion are incorporated. The final draft version is submitted to and discussed in the Management Board team. Comments are incorporated and this version is then adopted as the final version. This final version of the integrated Financial and CSR Reports is assessed and adopted by the members of the Audit Committee of the Supervisory Board. Any comments are incorporated in the final version.			○
G4-49	Process for communicating critical concerns to the highest governance body.	Governance, website information on whistleblower policy Critical concerns can be communicated to the Management Board through the confidential counsellor who receives the report from an employee. In addition, concerns can also be reported on the grounds of the Code of Conduct or the Whistleblower Policy. The major shareholders and the Central Works Council hold regular consultations. Critical concerns can also be expressed here. In addition, the Spokespeople and Public Affairs Department, who communicate with the press, shareholders and the political world, can also draw the MB's attention to possible reputation risks.			○
G4-50	Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	Employees who are confronted with unusual situations and conflicts can go to a confidential counsellor or the complaints committee for undesirable behaviour. External parties can report suspected irregularities through Alliander's whistleblower policy. Alliander also encourages its own employees to report any wrongdoing of a general, operational or financial nature, without compromising their own legal position. In 2014, the whistleblower policy was used twice. Both reports came from outside Alliander. The investigations did not lead to measures and/or sanctions.			○
G4-51	Remuneration policies for the highest governance body and senior executives.	Remuneration report Composition and report of committees: selection, appointment and Remuneration committee			○
G4-52	Process for determining remuneration.	Remuneration report Composition and report of committees: selection, appointment and Remuneration committee			○
G4-53	Process for ensuring that stakeholders' views are taken into account regarding remuneration.	Remuneration report The remuneration policy for the Management Board is adopted by the shareholders. During the Annual General Meeting of Shareholders (AGM), the Supervisory Board accounts for the remuneration policy during the discussion of the Annual Report (which includes the Remuneration Report). During the AGM, the shareholders have an opportunity to express their viewpoints regarding the Management Board's remuneration. Input from other stakeholders is not taken into account, or indirectly via the shareholders.			○

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G4-54	Ratio of the annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median annual total compensation for all employees.	6.6			○
G4-55	Ratio of percentage increase in annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees.	Comparative figure is not available, ambition is to include this figure in 2015.			○

ETHICS AND INTEGRITY

G4-56	Organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	<p><u>Corporate governance</u></p> <p>https://www.alliander.com/nl/over-alliander/corporate-governance/gedragscode https://www.alliander.com/nl/over-alliander/corporate-governance/klokkenuidersregeling</p> <p>Alliander's Code of Conduct is available in Dutch and does not need to be signed. The code is not an exclusive subject of training within Alliander.</p>			○
G4-57	Internal and external mechanisms for ethical behaviour, and matters related to integrity, such as helplines or advice lines.	<p><u>Corporate governance</u></p> <p>The whistleblower policy encourages employees to report every complaint or undesirable situation within the organisation. This can also be done anonymously and under protection. Employees can also call the fraud telephone. 1 FTE is available from the Internal Audit Department for investigations into reported situations. Employees of the fraud telephone must be members of the organisation of certified fraud investigators (ACFE) with CPE obligation. Every new employee is informed about the Alliander Code of Conduct for employees by means of a letter. In addition, an investigation protocol is available, including the whistleblower policy. Audits relating to the code of conduct are carried out by Internal Audit together with other departments. In 2014, several sessions about business ethics were conducted with a representation of Management and employees. Several dilemmas and possible lines of action were discussed during these meetings.</p>			○
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	<u>Corporate governance</u>			○

MATERIAL ASPECTS AND MANAGEMENT APPROACH

SPECIFIC INFORMATION

CATEGORY: ECONOMY

ASPECT	ECONOMIC PERFORMANCE	
G-4 DMA	<p><u>Shareholders and investors: responsible investment</u></p> <p><u>Objectives & results: shareholders and investors</u></p>	<p>Internal: Alliander (exceptions are explained in the footnote)</p> <p>External: Lenders, Authorities in countries of residence (NL and Germany)</p>
G4-EC1	Direct economic value generated and distributed. <u>Financial Statements</u>	

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		<p>Direct answer</p> <p>Revenue: € 1,696 million</p> <p>Operating expenses: € 1,327 million</p> <p>Employee benefit expenses: € 465 million</p> <p>Net finance expense: € 93 million</p> <hr/> <p>The taxes for the Netherlands and Germany are shown below:</p> <p>Total corporate income tax: € 79 million</p> <p>Dutch corporate income tax : € 79 million</p> <p>German corporate income tax: zero</p> <p>Total wage tax charge: € 121 million</p> <p>Dutch wage tax charge: € 119 million</p> <p>German wage tax charge: € 2 million</p> <p>Total sufferance tax: € 80 million</p> <p>Dutch sufferance tax: € 80 million</p> <p>German sufferance tax: zero</p> <p>Total value added tax*: € 213 million payable</p> <p>Dutch value added tax: € 214 million</p> <p>German valued added tax: -€ 1 million</p> <p>* Value added tax is the net payable part</p>			●
G4-EC2	Financial implication and other risks and opportunities for the organisation's activities due to climate change.	<p>Notes to risks</p> <p>Trends and market developments</p> <p>Strategy</p> <p>The direct/indirect effects and risks of climate change form part of the risk approach. The exposure of existing and planned operating assets to e.g. flooding, wildfires, and storms is evaluated. Alliander is a member of the Delta programme in which climate change risks and the approach to these risks are discussed and coordinated on a national scale. Effects and risks are assessed and actions are targeted at adaptation and control by means of the crisis and calamities organisation. The strategic Energy Transition pillar and the policy for sustainable operations are aimed at active limitation of emissions and alternative sources of energy.</p>	Quantification of the financial implications is not available. Alliander aims to report these together with the financial impact of material social aspects		○
G4-EC3	Coverage of the organisation's defined benefit plan obligations.	<p>Financial Statements: notes to the consolidated financial statements</p> <p>Financial Statements: Note 44 provisions</p> <p>Under Dutch law, Alliander employees have compulsory pension and unemployment insurance. A social plan for reorganisations has been agreed with employee representatives. See also Note 15 Provision for employee benefits.</p>			●
G4-EC4	Significant financial assistance received from government.	<p>Shareholders and investors</p> <p>Company profile: organisational structure</p> <p>Alliander: € 1,655,745</p> <p>Endinet: € 4,000</p> <p>Total: € 1,659,745</p> <p>Significant financial support concerns subsidies/ contributions from the Dutch government</p> <p>Decentralised authorities are 100% shareholders of Alliander</p>			●
ASPECT	MARKET PRESENCE				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	INDIRECT ECONOMIC IMPACT				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	PROCUREMENT AND CHAIN				

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G-4 DMA		This aspect is not material for Alliander.			
CATEGORIE: ENVIRONMENTAL					
ASPECT	MATERIALS				
G4 DMA		This aspect is not material for Alliander.			
ASPECT	ENERGY				
G-4 DMA		<u>Shareholders and investors: our sustainability performance, energy consumption and CO2 Objectives & results: shareholders and investors</u>		Internal: Alliander Group (exceptions are explained in the footnote) External: customers, suppliers and service providers in the Netherlands	
G4-EN3	Energy consumption within the organisation.	<p><u>Shareholders and investors: our sustainability performance</u></p> <p>Gas consumption in buildings: 1,519,285 m3 Fleet fuel consumption in litres: Petrol 1,699,353 Litres Diesel 4,335,890 Litres LPG 17,278 Litres Electricity consumption buildings: 13,786,543 kWh</p> <p>Gas consumption in buildings: 1,687,262 m3 Fleet fuel consumption in litres: Petrol 1,680,715 Litres Diesel 3,946,956 Litres LPG 38,829 Litres Electricity consumption buildings: 13,741,151 kWh</p> <hr/> <p>Costs of energy & water consumption In-house gas consumption: EUR 1,026,000 Electricity consumption buildings: EUR 1,996,000 Heating: EUR 189,000 Water: EUR 51,000</p>			●
G4-EN4	Energy consumption outside of the organisation.	<p><u>Shareholders and investors: our sustainability performance</u> <u>Supply Chain Emissions Table (Scope 3)</u> <u>Five-year summary</u></p> <p>Alliander's biggest impact outside its organisational boundaries arises from the transportation of energy to our end users; the following quantities were involved in 2013 and 2014.</p> <p>2013: Electricity: 30,314 GWh Gas: 7,000 million m3</p> <p>2014 Electricity: 29,936 Gwh Gas: 6,115 million m3</p>			●
G4-EN5	Energy intensity.	The energy intensity ratio applied by Alliander is its energy consumption in GJ divided by its revenue in millions. The energy transition ratio for 2014 was 185.0 GJ/million €	Data by energy type not available		○

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G4-EN6	Reduction of energy consumption.	<p><u>Shareholders and investors: our sustainability performance</u></p> <p>2014</p> <p>Gas consumption in buildings: 53,433 GJ (conversion factor 35.17, official energetic value of Slochteren gas) Electricity in consumption buildings: 49,632 (conversion factor 3.6, SI units) Total energy consumption in buildings: 103,065 GJ Petrol: 55,059 GJ (conversion factor 32,4) Diesel: 155,225 GJ (conversion factor 35,8) LPG: 499 GJ (conversion factor 26) Total energy consumption of transport: 210,733 GJ Total energy consumption: 313,798</p> <p>Gas consumption in buildings: 59,341 GJ (conversion factor 35.17, official energetic value of Slochteren gas) Electricity consumption in buildings: 49,468 (conversion factor 3,6, SI units) Total energy consumption in buildings: 108,9095? GJ Petrol: 54,455 GJ(conversion factor 32.4) Diesel: 141,301 GJ (conversion factor 35.8) LPG: 1,010 GJ (conversion factor 26) Total transport energy consumption: 196,766 GJ Total energy consumption: 305,575</p> <p>Increase in energy consumption compared to 2013: 8,233 GJ</p>			
G4-EN7	Reductions in energy requirements of products and services.	<p><u>Strategy: value creation</u> <u>Objectives & results: customers</u> <u>Customers: energy saving</u> <u>Customers: sustainable</u></p> <p>The total green gas feed-in in the service area in m3 during the year was 15,604,592 m3. This took place through nine green gas connections. Green gas is defined as follows: Green gas: Bio-SNG, Biogas or Landfill Gas that has been upgraded to natural gas quality</p> <p>Definition adopted from document "Voorlopige_aanvullende_voorwaarden_RNB_Groen_Gas_Invoeders_v14_tcm300-184554.pdf" Biogas: Gas whose distinguishing characteristic within the definition of <u>_gas_</u> in the Gas Glossary is that it is a product from a fermentation process. Its main constituent components are CH4 and CO2 . Landfill Gas: gas whose distinguishing characteristic within the definition of <u>_gas_</u> in the Gas Glossary is that it is a product of a landfill site. The composition is comparable with Biogas. Bio-SNG: SNG that is produced exclusively from biomass.</p> <p>The total number of public E-charging points within the Alliander service area realised on reference date by stichting E-laad and other customers concerns 1505 locations</p>			
ASPECT	WATER				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	BIODIVERSITY				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	EMISSIONS				

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Standard disclosures	Indicator	Details/reference	Omissions details given where applicable	Aspect boundary details given where applicable	External assurance
G-4 DMA		Shareholders and investors: our sustainability performance, energy consumption and CO2 Objectives & results: shareholders and investors		Internal: Alliander Group (exceptions are explained in the footnote) External: customers, suppliers and service providers in the Netherlands	●
G4-EN15	Direct GHG emissions (scope 1).	<p>Shareholders and investors: our sustainability performance</p> <p>Most data, as contained in the tables and charts in this report, are based on underlying source systems. Some data are obtained from the records and/or reports of third parties. One example is the waste volume and the waste-related CO2 emissions.</p> <p>The CO2 footprint and the energy consumption are calculated on the basis of assumptions and estimations. The most recent emission coefficients are used to determine the CO2 emissions. These are based on external studies.</p> <p>Over 80% of the CO2 footprint is caused by electricity network losses. This number is calculated with the value 0.45594, which represents the 2013 national production mix for grey power. This value was taken from the report "Achtergrondgegevens stroometikettering 2013" of CE Delft. In addition, a 2% tank-to-wheel adjustment is made.</p> <p>Over 10% of the CO2 footprint is caused by gas leakage losses, based on the number of pipes in Alliander's network. The grey cast-iron pipes produce larger leakage losses (610 m3 per kilometre), and hence larger emissions, than the standard pipes (120 m3 per kilometre). A conversion factor of 25 was used to calculate the CO2 equivalent regarding methane.</p>			●
G4-EN16	Energy indirect GHG emissions (scope 2).	<p>Shareholders and investors: our sustainability performance</p> <p>For a more detailed explanation, see EG4-EN15, which covers over 90% of the emissions</p>			●
G4-EN17	Other indirect GHG emissions (scope 3).	<p>Shareholders and investors: our sustainability performance</p> <p>For a more detailed explanation, see EG4-EN15, which covers over 90% of the emissions</p>			●
G4-EN18	GHG emissions intensity.	<p>Shareholders and investors: our sustainability performance</p> <p>Objectives & results: total emissions included</p> <p>Alliander calculates its greenhouse gas emissions intensity ratio by dividing its scope 1, 2 and 3 emissions (minus the network losses and leakage losses) by its revenue. The resulting ratio works out at 190.1. Tonnes CO2 eq./ million €</p>			●
G4-EN19	Reduction of GHG emissions.	Shareholders and investors: our sustainability performance			●
G4-EN20	Emissions of ozone depleting substances (ODS).	This indicator is not material for Alliander	Emissions of ozone-depleting substances are not material, reason is that the amount and thus the impact is minimal and stakeholders have indicated not to place little value to the reporting thereof. Alliander will report only if the material indicator		○

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Standard disclosures	Indicator	Details/reference	Omissions details given where applicable	Aspect boundary details given where applicable	External assurance
G4-EN21	NOx, SOx and other significant air emissions.	Alliander's share in the Netherlands' total NOx and SO2 emissions is, respectively, 0.12% (299 tonnes of NOx) and 0.23% (76 tonnes of SO2). NOx: about 75% of the emissions are caused indirectly by network losses and are released during electricity production. The other part of the NOx emissions are directly related to operations and arise from the use of diesel generators, the use of lease and company cars and, to a limited extent, the use of other transport and the buildings energy consumption. SO2: the emissions are almost entirely caused indirectly by network losses and are released during electricity production. In view of the close connection of the emissions with the network losses and CO2 footprint, controlling these emissions is part of Alliander's CO2 policy.			○
ASPECT	EFFLUENTS AND WASTE				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	PRODUCTS AND SERVICES				
G-4 DMA		Customers: making energy smarter together Objectives & results: customers		Internal: Alliander Group (exceptions are explained in the footnote) External: customers, suppliers and service providers in the Netherlands	●
G4-EN27	Extent of impact mitigation of environmental impacts of products and services.	Shareholders and investors: our sustainability performance Customers: energy saving Customers: sustainable Objectives & results: customers			●
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed, by category.	This indicator is not material for Alliander			●
ASPECT	COMPLIANCE				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	TRANSPORT				
G-4 DMA		Shareholders and investors: our sustainability performance, energy consumption and CO2		Internal: Alliander Group (exceptions are explained in the footnote) External: customers, suppliers and service providers in the Netherlands	
G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	Shareholders and investors: our sustainability performance, scope 1 & 2 of the footprint Employees: the New Way of Working			●
		69 electric cars in the lease fleet 32 electric cars in the company fleet 3.5% of the lease and company fleets consists of electric cars			○
ASPECT	TOTAL ENVIRONMENTAL PROTECTION EXPENDITURES				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	SUPPLIER ENVIRONMENTAL ASSESSMENT				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	ENVIRONMENTAL GRIEVANCE MECHANISMS				
G-4 DMA		This aspect is not material for Alliander.			

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Standard disclosures	Indicator	Details/reference	Omissions details given where applicable	Aspect boundary details given where applicable	External assurance
CATEGORY: SOCIAL ASPECTS					
SUB-CATEGORY: LABOUR PRACTICES AND DECENT WORK					
ASPECT: EMPLOYMENT					
G-4 DMA		This aspect is not material for Alliander.			
ASPECT: LABOUR/MANAGEMENT RELATIONS					
G-4 DMA		This aspect is not material for Alliander.			
ASPECT: OCCUPATIONAL HEALTH AND SAFETY					
G-4 DMA		<u>Employees: health and safety</u> <u>Objectives & results: safety</u>		Internal: Alliander Group (exceptions are explained in the footnote) External: not material with exception of subcontractors	●
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes.	<u>Corporate governance</u> 100% The Works Councils Act (<i>Wet op de Ondernemingsraden (WOR)</i>) stipulates that every company with 50 or more employees must have a Works Council. The Works Council consists of employees who hold consultations with the director on the employees' behalf about the company policy and the employees' interests. The WOR sets out the rights and powers of a Works Council. Employees can thus exercise influence on the company's policy. In other words: employees have a say in the company. There are three Works Councils: Alliander Works Council, Liander Works Council and Endinet Works Council, which jointly represent all employees in the Netherlands. Employees of Alliander AG have their own Betriebsrat.			○
G4-LA6	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities, by region and gender.	<u>Employees</u> <u>Objectives & results: LTF and employee absenteeism.</u> <u>Accidents with and without absenteeism</u> To calculate the Lost Time Injury Frequency (LTIF), we multiply the number of accidents with absenteeism by a million divided by the estimated number of hours worked (average: 1800 hours per year per employee). The quantitative information is included in this annual report, either with or without comparative figures from one or more years. The trends and developments that can be derived from this information are explained in this report.		Contracts and third parties added	●
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	Employees of Liander and Endinet work with electricity and gas and are therefore exposed to an increased risk. Despite this, no occupational groups within Alliander contend with specific occupational diseases.			○
G4-LA8	Health and safety topics covered in formal agreements with trade unions.	<u>Employees</u> There are no specific groups of Employees within Alliander for whom additional formal arrangements have been made			○
ASPECT: TRAINING AND DEVELOPMENT					
G-4 DMA		<u>Employees: training and development</u> <u>Objectives & results: Employees</u>		Internal: Alliander Group (exceptions are explained in the footnote) External: not material with the exception of subcontractors	●
G4-LA9	Average hours of training per year per employee by gender and employee category.	<u>Employees: training and development</u>	Is included as training costs in relation to the salary costs		●

GRI INDEX 4.0

Standard disclosures	Indicator	Details/reference	Omissions details given where applicable	Aspect boundary details given where applicable	External assurance
G4-LA10	programmes for skill management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Employees: training and development Employees: Step2Work Annual Report: Note 15 Provisions for employee benefits			●
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and employee category.	Every year, all managers and employees jointly discuss the individual performance and development.			○
ASPECT	DIVERSITY AND EQUAL OPPORTUNITY				
G-4 DMA	This aspect is not material for Alliander.				
ASPECT	EQUAL REMUNERATION FOR WOMEN AND MEN				
G-4 DMA	This aspect is not material for Alliander.				
ASPECT	SUPPLIER ASSESSMENT FOR LABOUR PRACTICES				
G-4 DMA		Shareholders and investors: supply chain responsibility Objectives & results: shareholders and investors		Internal: Not applicable External: suppliers and supply chain parties	●
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria.	Shareholders and investors: supply chain responsibility Shown by means of increase in the number of SRP-screened suppliers in the annual report 11.4 % new suppliers screened for SRP statements Calculation of SRP figure: Every year about € 750 million worth of products and services is purchased, with freedom of supplier choice. In addition, purchases also take place without freedom of choice.	No figures are known regarding the percentage of new suppliers that were screened for labour practices.	Alliander excluding Endinet	○
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken.	Shareholders and investors: supply chain responsibility https://www.alliander.com/nl/over-alliander/leveranciers-0		Alliander excluding Endinet	●
ASPECT	LABOUR PRACTICES GRIEVANCE MECHANISMS				
G-4 DMA	This aspect is not material for Alliander.				
SUB-CATEGORY	HUMAN RIGHTS				
ASPECT	INVESTMENT				
G-4 DMA	This aspect is not material for Alliander.				
ASPECT	NON-DISCRIMINATION				
G-4 DMA	This aspect is not material for Alliander.				
ASPECT	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING				
G-4 DMA	This aspect is not material for Alliander.				
ASPECT	CHILD LABOUR				
G-4 DMA	This aspect is not material for Alliander.				
ASPECT	FORCED OR COMPULSORY LABOUR				
G-4 DMA	This aspect is not material for Alliander.				
ASPECT	SECURITY PRACTICES				
G-4 DMA	This aspect is not material for Alliander.				
ASPECT	INDIGENOUS RIGHTS				
G-4 DMA	This aspect is not material for Alliander.				

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Standard disclosures	Indicator	Details/reference	Omissions details given where applicable	Aspect boundary details given where applicable	External assurance
ASPECT	ASSESSMENT				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	SUPPLIER HUMAN RIGHTS ASSESSMENT				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	HUMAN RIGHTS GRIEVANCE MECHANISMS				
G-4 DMA		This aspect is not material for Alliander.			
SUB-CATEGORY SOCIETY					
ASPECT	LOCAL COMMUNITIES				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	ANTI-CORRUPTION				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	PUBLIC POLICY				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	ANTI-COMPETITIVE BEHAVIOUR				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	COMPLIANCE				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY				
G-4 DMA		<u>What have we learned?</u> <u>Customers: customer satisfaction</u>		Internal: Alliander Group (exceptions are explained in the footnote) External: customers, suppliers and service providers	
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.	<u>What have we learned?</u> <u>Interaction with stakeholders</u>			
SUB-CATEGORY PRODUCT RESPONSIBILITY					
ASPECT	PRODUCT SAFETY				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	SERVICE AND INFORMATION				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	MARKETING COMMUNICATIONS				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	CUSTOMER PRIVACY				
G-4 DMA		This aspect is not material for Alliander.			
ASPECT	COMPLIANCE				
G-4 DMA		This aspect is not material for Alliander.			

ELECTRIC UTILITIES SECTOR SUPPLEMENT

ADDITIONAL MATERIAL ASPECTS

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Standard disclosures	Indicator	Details/reference	Omissions details given where applicable	Aspect boundary details given where applicable	External assurance
CATEGORY: Organisational profile					
ASPECT: Organisational profile					
EU 1	Installed production capacity	This indicator is not material for Alliander			
EU 2	Net energy production by primary source and regulatory regime	This indicator is not material for Alliander.			
EU 3	Customer connections	Key Figures Electricity and Gas Network Operations		Liander and Endinet	●
EU 4	Transport and distribution lines	Key Figures Electricity and Gas Network Operations		Liander and Endinet	●
EU 5	Allocation of CO2 emission rights	This indicator is not material for Alliander.			
CATEGORY: Economic aspects					
Management approach					
EU 6	Capacity planning aimed at short- and long-term electricity availability and reliability.	Our story in 2014 Customers Notes to risks Shareholders and investors: responsible investment https://www.liander.nl/over-liander/bedrijf/financieel/kwaliteit-capaciteit?searchterm=capaciteitsdocument			○
EU 7	Demand-side management programmemes for households, services and industry	This indicator is not material for Alliander			
EU 8	Research and Development	What have we learned? Strategy			●
EU 9	Provisions for dismantling nuclear installations	This indicator is not material for Alliander.			
Economic KPIs					
EU 10	Electricity production capacity planning in relation to future demand	This indicator is not material for Alliander.			
EU 11	Average generation efficiency	This indicator is not material for Alliander.			
EU 12	Efficiency of transport and distribution	2014 Total network loss: 4.6% of total inflow 2013 Total network loss: 4.7% of total inflow		Liander excluding Endinet	○
CATEGORY: Environmental aspects					
Environmental aspects					
EU 13	Biodiversity of offset areas	This indicator is not material for Alliander.			
CATEGORY: Social aspects					
Labour practices and conditions					
EU 14	Knowledge and competence management	Employees: training and development Employees: Step2Work			●
EU 15	Percentage of employees eligible for pension scheme in 5 and 10 years' time by job grade and region	28.3% of the employee base is eligible for a pension scheme within 5 years 41.5% of the employee base is eligible for a pension scheme within 10 years	Alliander does not keep pension eligibility records by job grade		○

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Standard disclosures	Indicator	Details/reference	Omissions details given where applicable	Aspect boundary details given where applicable	External assurance
EU 16	Health & Safety policy and conditions for employees and (sub-)contractors.	Employees: safety is the basis Shareholders and investors: supply chain responsibility			●
EU 17	Total labour volume at (sub-)contractors	Shareholders and investors: supply chain responsibility Alliander keeps no records of the number of hours or man years expended by (sub-)contractors of Alliander on projects. Based on the expenditures on (sub-)contractors, we estimate that about 2,000 (2012 figure) FTEs of direct (sub-)contractor staff carry out work for Alliander. There are no indications to assume that this figure has changed substantially.			○
EU 18	Employees of (sub-) contractors with relevant health & safety training Labour practices and conditions	Alliander employees are certified (VIAG & BEI), Employees of contractors must be similarly certified.		Alliander	○
EU 19	Participative decision-making and stakeholder participation and outcomes	Strategy Company profile: our role in the energy sector Company profile: Our stakeholders Interaction with Our stakeholders Materiality test			●
EU 20	Schemes for involuntary home relocations, business relocations, expropriation	These situations did not occur			○
EU 21	Emergency plans and repair of damage	To respond adequately to incidents and calamities, Alliander makes use of a specially trained crisis organisation. The crisis organisation rapidly calls in different business units to assist with the emergency and organises a centralised response.			○
Social performance					
EU 22	Number of people involved in expropriation/compulsory home relocation	Not material. Did not occur. Occasionally, cable or pipes need to be laid across the land of third parties			
Product responsibility, management approach					
EU 23	Measures to support access to and promote safe energy usage	Liander and Endinet warn customers before their energy supplier ends their energy supply contract. We advise these customers to immediately look for a new supplier in order to prevent disconnection. As a responsible corporate citizen, Liander does not disconnect during periods of sub-zero temperatures when customers have a debt to Liander or when an energy supplier ends the energy supply contract in such a period of sub-zero temperatures. To avoid long-term payment arrears or disconnections, we alert customers to the option of seeking debt assistance. We see a careful debt collection and disconnection policy as part of our corporate social responsibility. Liander does not disconnect customers who can present a medical certificate		Liander and Endinet	○
EU 24	programmemes aimed at improving and maintaining access to electricity for vulnerable groups Product responsibility, performance indicators	Alliander has in the past devoted attention to the use of simpler language in letters, but currently has no concrete projects for low literacy or other cultures. Alliander does try to be a reflection of society and offers opportunities to visit the company at various locations.			○
EU 25	Accidents and health complaints of citizens in relation to operating assets	In 2014, there were four court cases about accidents and/or health complaints of citizens in relation to operating assets, two of these were resolved in 2014.			○
EU 26	Unconnected part of population in network operator's concession area	There is no statutory obligation to provide connections to the electricity network.		Liander and Endinet	○
EU 27	Number and duration of disconnections due to payment arrears	Reasons for disconnections are not given in the data communications from supplier to the network operator.		Liander and Endinet	○
EU 28	Frequency of power interruption	Interruption frequency is reported (SAIFI): Liander: 0.32 Endinet: 0.12		Liander and Endinet	●

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Standard disclosures	Indicator	Details/reference	Omissions details given where applicable	Aspect boundary details given where applicable	External assurance
EU 29	Power interruption duration	SAIDI: Liander 19.9 minutes, Endinet: 11.6 minutes CAIDI: Liander: 62.7 minutes, Endinet: 96.9 minutes		Liander and Endinet	●
EU 30	Power generation facilities reliability factor	This indicator is not material for Alliander.			

ADDITIONAL INFORMATON

CATEGORY: Other company-related information

G4-EN12	Significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Within the European Union, a coherent network of nature protection areas called 'Natura 2000' has been set up. In the Netherlands, 162 areas fall within Natura 2000. Within Alliander's service area, 60 areas are expected to be designated. The designation of Natura 2000 areas by the government also has consequences for any work that needs to be carried out in these areas. In 2012, Alliander adopted an internal code of conduct for its activities and use of operating assets in nature protection areas. With this code of conduct, Alliander complies with the provisions in the Nature Protection Act (Natuurbeschermingswet) and the Flora and Fauna Act (Flora- en faunawet). Network components such as cables and pipes in Natura 2000 are included in the internal geographical information system GIS.			○
G4-EN23	Total weight of waste by type and disposal.	In tonnes of waste: Office waste Paper/board: 1,101 Miscellaneous office waste: 495 Operational waste Metal: 6,918 Wood: 218 Plastics: 609 Soil: 1,882 Misc. operational waste: 5,448 Misc. hazardous waste: 861 Total: 17,533 The costs for waste processors are EUR 1.5 million.			○
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	In 2014, three non-financial sanctions were imposed, as well as one financial sanction of € 2,500			○

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Standard disclosures	Indicator	Details/reference	Omissions details given where applicable	Aspect boundary details given where applicable	External assurance
G4-LA1	Total number and rate of employee turnover by age group and gender.	<p>Measured on the last day of the reporting year. FTE data refer to a full working week, irrespective of the number of hours worked in that week.</p> <p>FTEs 5868: Full Time Equivalent of the total number of employees with an employment contract 978: Full Time Equivalent of the total number of employees with a temporary contract</p> <p>Type of contract 370: Employees with a fixed-term employment contract 5701: Employees with a permanent employment contract</p> <p>6015: Refers to the Employees with a full-time employment contract or full-time temporary contract 1158: Employees with a part-time employment contract or part-time temporary contract</p> <p>1102: Employees with a temporary contract</p> <p>Changes 211: Total number of new male hires 89: Total number of new female hires</p> <p>294: Total number of male departures 91: Total number of female departures</p> <p>16: The average weighted duration of employment in years.</p> <p>Male/female ratio 4869: Refers to total number of male employees 1202: Refers to total number of female employees</p> <p>Age 138: Refers to total number of employees of 24 years or younger 1373: Refers to total number of employees of 25 to 34 years 1358: Refers to total number of employees of 35 to 44 years 1519: Refers to total number of employees of 45 to 54 years 1683: Refers to total number of employees of 55 years or older</p>		Alliander including all its subsidiaries	○
G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	The total size of the financial sanctions imposed by a regulator for (partial) non-compliance with legislation and regulations relating to product usage was 0.			○
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	23.7% of our leadership positions are filled by women			●
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations governing the provision and use of products and services.	The total size of the financial sanctions imposed by a regulator for (partial) non-compliance with legislation and regulations relating to product usage was 0.			○
EXTRA	Renewable energy feed-in	<u>Customers: energy transition</u>			●
EXTRA	Number of employees at a distance from the labour market	93			●

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Standard disclosures	Indicator	Details/reference	Omissions details given where applicable	Aspect boundary details given where applicable	External assurance
EXTRA	Percentage of procurement based on Alliander's Socially Responsible Procurement (SRP) guidelines, in % euros	60.9%			●
EXTRA	Oekom sustainability rating				●
EXTRA	Safety culture, score on sustainability ladder	Baseline measurement: 1.8 on sustainability ladder. The safety culture score is based on surveys conducted on behalf of Alliander by KIWA.			●
EXTRA	Number of postcode areas with more than five interruptions per year	10			●
EXTRA	Customers with insight into energy savings potential	7.4%			●
EXTRA	Digitisation of networks	61.00%			●
EXTRA	Alliander foundation	70 projects 931 participants 810 unique participants			○
EXTRA	Length of fibre optic infrastructure	Total length of hired fibre optic cable infrastructure: 2634 km Total length of in-house fibre optic cable infrastructure: 1134 km New realised fibre optic cable infrastructure: 217 km			●
EXTRA	Customer satisfaction	Consumer market 95% 104% versus benchmark; business market 84% 97% versus benchmark The customer satisfaction score is based on surveys conducted on behalf of Alliander by an independent research agency.			●
EXYRA	Employee survey	Great Place to Work Employee survey score is 67 The score of the Employee survey is based on surveys conducted on behalf of Alliander by Great Place to Work			●

- No assurance
- Limited assurance
- Reasonable assurance