

GRI 102: GENERAL DISCLOSURES 2016			Reference	Direct disclosure/reason for omission
1. Organizational profile				
102-1	Name of the organization	a. Report the name of the organization.	Other information (p. 172)	
102-2	Activities, brands, products, and services	a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets	About TenneT (p. 9-21)	TenneT does not sell any products or services that are banned.
102-3	Location of the organization's headquarters	a. Report the location of the organization's headquarters.	Other information (p. 172)	
102-4	Number of countries operating	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	Our performance in 2021 - Deliver a high security of supply (p.22) Our performance in 2021 - Ensure critical infrastructure for society (p.38)	
102-5	Nature of ownership and legal form	a. Report the nature of ownership and legal form.	Financial Statements - 1 General (p.104) Financial Statements - 29 Related parties (page 155) and 30 Consolidated subsidiaries (p. 156)	
102-6	Markets served	a. Markets served, including: i. geographic locations where products and services are offered; ii. sectors served; and iii. types of customers and beneficiaries.	About TenneT (p. 9-10); Our supply chain (p.18-19)	
102-7	Scale of the reporting organization	a. Scale of the reporting organization, including: i. total number of employees; ii. total number of operations; iii. net sales (for a private sector organization) or net revenues (for a public sector organization); iv. total capitalization (for a private sector organization), with a breakdown in terms of debt and equity; and v. quantity of products or services provided.	Key figures Our performance in 2021 - Create a sustainable workplace (p.39) Our performance in 2021 - Secure sustainable financial performance and investor ratings (p. 54-55) Our performance in 2021 - Deliver a high security of supply (p. 22-27) Financial statements (p.95 -160) See additional CSR data, definitions and data compilation methods on <a href="https://www.tennet.eu/company/ourresponsibility/download-reports/">https://www.tennet.eu/company/ourresponsibility/download-reports/</a>	

102-8	Information on employees and other workers	The reporting organization shall report the following information: a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made.	Our performance in 2021 - Create a sustainable workplace (p.39-44) Reporting Principles - Data collection process (p. 178) Additional CSR Data Document 2021 - Employee data <a href="https://www.tennet.eu/company/ourresponsibility/download-reports/">https://www.tennet.eu/company/ourresponsibility/download-reports/</a>	
102-9	Supply chain	a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	About TenneT - Our supply chain (p. 18-19)	
102-10	Significant changes to the organization and its supply chain	a. Significant changes to the organization's size, structure, ownership, or supply chain, including: i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions; ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.		no significant changes
102-11	Precautionary Principle or approach	a. Whether and how the reporting organization applies the Precautionary Principle or approach.	Risk management and internal control (p. 83-85) Our performance in 2021 - Create value to transition to a climate neutral economy (p.46-52)	
102-12	External initiatives	a. List of externally-developed economic, environmental and social charters, principles, or other initiatives to which the reporting organization subscribes or which it endorses.	About this report - Reporting principles (p.175) Our performance in 2021 - Ensure critical infrastructure for society; Supply chain management (p.34) Our performance in 2021 - Create a sustainable workplace (p.47) Our performance in 2021 - Create value to transition to a climate neutral economy (p.46-52) Our performance in 2021 - Solve societal challenges with stakeholders and through partnerships (p.60-61)	
102-13	Memberships of associations	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	Our performance in 2021 - Solve societal challenges with stakeholders and through partnerships (60-62) Our performance in 2021 - Deliver a high security of supply; Secure supply tomorrow (p.24-26)	
<b>2. Strategy</b>				
102-14	Statement from senior decision-maker	a. A statement from the most senior decision-maker of the reporting organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	Letter from the Board (p.6-8)	
<b>3. Ethics and integrity</b>				
102-16	Values, principles, standards, and norms of behavior	a. A description of the reporting organization's values, principles, standards, and norms of behavior.	About TenneT (p. 9-21) Governance and risk management - Compliance and integrity (p. 86-88) Letter from the Board (p.6-8)	

4. Governance			
102-18	Governance structure	a. Governance structure of the reporting organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	Corporate Governance (p. 81-82) About this report - Governance of CSR (p. 180)
5. Stakeholder Engagement			
102-40	List of stakeholder groups	a. A list of stakeholder groups engaged by the reporting organization.	About TenneT; Our stakeholders (p.20) Additional CSR Data Document: <a href="https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/">https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/</a>
102-41	Collective bargaining agreements	a. Percentage of total employees covered by collective bargaining agreements.	Additional CSR Data Document: <a href="https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/">https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/</a>
102-42	Identifying and selecting stakeholders	a. The basis for identifying and selecting stakeholders with whom to engage.	Additional CSR Data Document: <a href="https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/">https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/</a>
102-43	Approach to stakeholder engagement	a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Other information; Stakeholders and materiality (p. 176) Additional CSR Data: <a href="https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/">https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/</a>
102-44	Key topics and concerns raised	a. Key topics and concerns that have been raised through stakeholder engagement, including: i. how the organization has responded to those key topics and concerns, including through its report; and ii. the stakeholder groups that raised each of the key topics and concerns.	Other information; Stakeholders and materiality (p. 176) Additional CSR Data: <a href="https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/">https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/</a>
6. Reporting practice			
102-45	Entities included in the consolidated financial statements	a. A list of all entities included in the reporting organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the reporting organization's consolidated financial statements or equivalent documents is not covered by the report.	Financial Statements - 29 Related parties (page 153) and 30 Consolidated subsidiaries (p. 154)
102-46	Defining report content and topic Boundaries	a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the reporting organization has implemented the Reporting Principles for defining report content.  Clause 6.1 When compiling the information specified in Disclosure 102-46, the reporting organization shall include an explanation of how the Materiality principle was applied to identify material topics, including any assumptions made.	About this report (p. 175-179)
102-47	List of material topics	a. A list of material topics identified in the process for defining report content.	Other information - Stakeholders and materiality (p. 176)
102-48	Restatements of information	a. The effect of any restatements of information provided in previous reports, and the reasons for such restatements.	Our performance in 2021 - Create a sustainable workplace (p.39) Additional CSR Data: <a href="https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/">https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/</a>
102-49	Changes in reporting	a. Significant changes from previous reporting periods in the list of material topics and topic boundaries.	Additional CSR Data: <a href="https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/">https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/</a>
102-50	Reporting period	a. Reporting period for information provided.	About this report (p. 175)
102-51	Date of most recent report	a. If applicable, the date of the most recent previous report.	About this report (p.175)
102-52	Reporting cycle	a. Reporting cycle.	About this report (p.175-179)
102-53	Contact point for questions regarding the report	a. The contact point for questions regarding the report or its contents.	Colophon (p.191)

102-54	Claims of reporting in accordance with the GRI Standards	<p>a. The claim made by the organization if it has prepared a report in accordance with the GRI Standards, either:</p> <p>i. 'This report has been prepared in accordance with the GRI Standards: core option'; or</p> <p>ii. 'This report has been prepared in accordance with the GRI Standards: comprehensive option'.</p>	About this report (p.175)	
102-55	GRI content index	<p>a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.</p> <p>b. For each disclosure, the content index shall include:</p> <p>i. the number of the disclosure (disclosures covered by the GRI standards);</p> <p>ii. the page number(s) or URL(s) where the information can be found, either within the report or in another published material; and</p> <p>iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.</p> <p>Clause 6.3 When reporting the GRI content index as specified in Disclosure 102-55, the reporting organization shall:</p> <p>6.3.1 include the words 'GRI Content Index' in the title;</p> <p>6.3.2 present the complete GRI content index in one location;</p> <p>6.3.3 include in the report a link or reference to the GRI content index, if it is not provided in the report itself;</p> <p>6.3.4 for each GRI Standard used, include the title and publication year (e.g., GRI 102: General Disclosures 2016);</p> <p>6.3.5 include any additional material topics reported on which are not covered by the GRI Standards, including page number(s) or URL(s) where the information can be found.</p>	This is included in this GRI Content Index. Also refer to About this report (p.175-179)	
102-56	External assurance	<p>a. A description of the organization's policy and current practice with regard to seeking external assurance for the report.</p> <p>b. If the report has been externally assured:</p> <p>i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;</p> <p>ii. The relationship between the organization and the assurance provider;</p> <p>iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.</p>	<p>Assurance report of the independent auditor (p. 172-174)</p> <p>About this report; Reporting principles (p.175) and External assurance (p. 180)</p> <p>Supervisory Board report (p. 67-72)</p>	

GRI 103: MANAGEMENT APPROACH 2016				
103-1	Explanation of the material topic and its Boundary	<p>For each material topic, the reporting organization shall report the following information:</p> <ul style="list-style-type: none"> <li>a. An explanation of why the topic is material.</li> <li>b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> <li>i. where the impacts occur;</li> <li>ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.</li> </ul> </li> <li>c. Any specific limitation regarding the topic Boundary.</li> </ul> <p>Clause 1.1 If management approach disclosures are combined for a group of material topics, the reporting organization shall state which topics are covered by each disclosure.</p> <p>Clause 1.2 If there is no management approach for a material topic, the reporting organization shall describe:</p> <ul style="list-style-type: none"> <li>1.2.1 any plans to implement a management approach; or</li> <li>1.2.2 the reasons for not having a management approach.</li> </ul>	References included below per material aspect	
103-2	The management approach and its components	<p>For each material topic, the reporting organization shall report the following information:</p> <ul style="list-style-type: none"> <li>a. An explanation of how the organization manages the topic.</li> <li>b. A statement of the purpose of the management approach.</li> <li>c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul> </li> </ul> <p>Clause 1.1 see description 103-1  Clause 1.2 see description 103-1</p>	References included below per material aspect	
103-3	Evaluation of the management approach	<p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach; and</li> <li>iii. any related adjustments to the management approach.</li> </ul> <p>Clause 1.1 see description 103-1  Clause 1.2 see description 103-1</p>	References included below per material aspect	

Topic Specific Standards				
Security of supply				
Former G4 - Sector disclosure Electric Utilities Sector - Access				
	Management approach	The reporting organization shall report its management approach for this topic using GRI 103: Management Approach.	<p>GRI 103-1 About this report - Scope and boundaries (p. 177-178)</p> <p>GRI 103-2 Letter from the Board (p.6-8) Our strategy and value creation (p.11-12) Statements of the Executive Board (p.63) Our performance in 2021 - Deliver a high security of supply (p. 22-27) Supervisory board - Board remuneration (p. 75-77) Governance and risk management (p. 85) About this report - Governance of CSR (p. 180)</p> <p>GRI 103-3 Our performance in 2021 - Deliver a high security of supply (p. 22-27) Supervisory Board report (p. 67-72) About this report - Governance of CSR (p. 180)</p>	
Own indicator (former EU 29)	Power outage	Grid availability (%)	<p>Our performance in 2021 - Deliver a high security of supply (p. 22-27) See Additional CSR data 2021 for SAIDI and ASIDI data at <a href="https://www.tennet.eu/company/our-responsibility/download-reports/">https://www.tennet.eu/company/our-responsibility/download-reports/</a></p>	

Safety				
	Management approach disclosures	The reporting organization shall report its management approach for this topic using GRI 103: Management Approach.	<p>GRI 103-1 About this report - Scope and boundaries (p. 177-178)</p> <p>GRI 103-2 Letter from the Board (p.6-8) Our strategy and value creation (p.11-12) Our performance in 2021 - Create a sustainable workplace (p.39-44) Our performance in 2021 - Ensure critical infrastructure for society; Supply chain management (p.34) Statements of the Executive Board (p.63) Governance and risk management (p. 81-85) About this report - Governance of CSR (p. 180)</p> <p>GRI 103-3 Our performance in 2021 - Create a sustainable workplace (p.39-44) <u>Supervisory Board Report (p.67-72)</u></p>	
403-9	Work-related injuries	<p>The reporting organization shall report the following information:</p> <p>a. For all employees:</p> <p>i. The number and rate of fatalities as a result of work-related injury;</p> <p>ii. The number and rate of high-consequence work-related injuries (excluding fatalities);</p> <p>iii. The number and rate of recordable work-related injuries;</p> <p>iv. The main types of work-related injury;</p> <p>v. The number of hours worked.</p> <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>i. The number and rate of fatalities as a result of work-related injury;</p> <p>ii. The number and rate of high-consequence work-related injuries (excluding fatalities);</p> <p>iii. The number and rate of recordable work-related injuries;</p> <p>iv. The main types of work-related injury;</p> <p>c. The work-related hazards that pose a risk of high-consequence injury, including:</p> <p>i. how these hazards have been determined;</p> <p>ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;</p> <p>iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.</p> <p>d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p> <p>e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.</p> <p>f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>Our performance in 2021 - Create a sustainable workplace (p.39-44) Governance and risk management (p. 81-85) Additional CSR Data document: <a href="https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/">https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/</a></p>	
Driving the energy transition				
Former G4 - Sector disclosure Electric Utilities Sector - Organizational profile				

	Management approach disclosures	The reporting organization shall report its management approach for this topic using GRI 103: Management Approach.	<p>GRI 103-1 About this report - Scope and boundaries (p. 177-178)</p> <p>GRI 103-2 Letter from the Board (p.6-8) About Tennet; Our strategy and value creation (p.11-12) and The Sustainable Development Goals (p.21) Our performance in 2021 - Ensure critical infrastructure for society (p. 29 - 37) Our performance in 2021 - Create value to transition to a climate neutral economy (p.46-52) Governance and risk management (p. 85) About this report - Governance of CSR (p. 180)</p> <p>GRI 103-3 Our performance in 2021 - Ensure critical infrastructure for society (p.29-37) Supervisory Board Report (p.67-72) About this report - Governance of CSR (p. 180)</p>	
Own indicator	Offshore connections	Total offshore connections realised Total annual investments	<p>Key figures (p. 2) Our performance in 2021 - Ensure critical infrastructure for society (p.29-38) Supervisory Board report (p. 67-72)</p>	
Financial health				
	Management approach disclosures	The reporting organization shall report its management approach for this topic using GRI 103: Management Approach.	<p>GRI 103-1 About this report - Scope and boundaries (p. 177-178)</p> <p>GRI 103-2 Letter from the Board (p.6-8) Our strategy and value creation (p.11-12) Our performance in 2021 - Secure sustainable financial performance and investor ratings (p. 54-58) Governance and risk management (p. 85)</p> <p>GRI 103-3 Our performance in 2021 - Secure sustainable financial performance and investor ratings (p. 54-58) Supervisory Board report (p.67-72)</p>	
Own indicator	Financial health	ROIC	<p>Our performance in 2021 - Secure sustainable financial performance and investor ratings (p.54-58) Supervisory Board report (p. 67-72)</p>	