

## GRI-index

RugVista's Sustainability Report 2021 has been prepared with the Global Reporting Initiative (GRI) Standards: Core Option. This table specifies where you will find more information on the GRI disclosures in the combined annual and sustainability report: *Årsredovisning och Hållbarhetsrapport 2021*.

DISCLOSURE NUMBER	DISCLOSURE TITLE	PAGE	REFERENCES AND COMMENTS
<b>GRI 102: GENERAL DISCLOSURES</b>			
<b>Organizational Disclosure</b>			
<b>102-1</b>	Name of organization	Cover page	
<b>102-2</b>	Activities, brands, products, and services	See note	See RugVista Group Annual Report section, p.10
<b>102-3</b>	Location of headquarters	See note	See RugVista Group Annual Report section, p.10, 94
<b>102-4</b>	Location of operations	See note	See RugVista Group Annual Report section, p.10, 94, 119
<b>102-5</b>	Ownership and legal form	See note	See RugVista Group Annual Report section, p.10, 71
<b>102-6</b>	Markets served	See note	See RugVista Group Annual Report section, p. 10, 99
<b>102-7</b>	Scale of the organization	60, See note	See also RugVista Group Annual Report section, p. 5, 10
<b>102-8</b>	Information on employees and other workers	60	Average number of employees during the year is 82.
<b>102-9</b>	Supply chain	38, 46, 50-56	
<b>102-10</b>	Significant changes to the organization and its supply chain	See note	See RugVista Group Annual Report section, p.84
<b>102-11</b>	Precautionary Principle or approach	44	
<b>102-12</b>	External initiatives	28, 54, 55, 66	
<b>102-13</b>	Membership of associations	66	
<b>Strategy</b>			
<b>102-14</b>	Statement from senior decision-maker	29	
<b>102-15</b>	Key impacts, risks, and opportunities	64-65	
<b>Ethics and integrity</b>			
<b>102-16</b>	Values, principles, standards, and norms of behavior	57	See also RugVista Group Annual Report section, p. 24-25
<b>102-17</b>	Mechanisms for advice and concerns about ethics	59, 65	
<b>Governance</b>			
<b>102-18</b>	Governance structure	30	

<b>102-32</b>	Highest governance body's role in sustainability reporting	30	
<b>Stakeholder engagement</b>			
<b>102-40</b>	List of stakeholder groups	33	
<b>102-41</b>	Collective bargaining agreements	59	
<b>102-42</b>	Identifying and selecting stakeholders	33	
<b>102-43</b>	Approach to stakeholder engagement	33	
<b>102-44</b>	Key topics and concerns raised	33, See note	Table of Stakeholder groups and key topics found in 2020 Sustainability report, p.10
<b>Reporting practices</b>			
<b>102-45</b>	Entities included in the consolidated financial statements	See note	This sustainability report covers RugVista Group AB.
<b>102-46</b>	Defining report content and topic Boundaries	32, 33, 35	
<b>102-47</b>	List of material topics	33	
<b>102-48</b>	Restatements of information	See note	No restatements made
<b>102-49</b>	Changes in reporting	46-47	
<b>102-50</b>	Reporting period	See note	Calendar year
<b>102-51</b>	Date of most recent report	See note	Our most recent sustainability report was published in April 2022.
<b>102-52</b>	Reporting cycle	See note	Annual
<b>102-53</b>	Contact point for questions regarding the report	67	
<b>102-54</b>	Claims of reporting in accordance with the GRI Standards	28	
<b>102-55</b>	GRI content index	See note	See GRI table on RugVista corporate website
<b>102-56</b>	External assurance	68	This report has not been externally assured.
<b>ECONOMIC</b>			
<b>GRI 201 ECONOMIC PERFORMANCE</b>			
<b>103-1/2/3</b>	Management approach	32, See note	See RugVista Group Annual Report section, p.70
<b>201-1</b>	Direct value generated and distributed	See note	See RugVista Group Annual Report section, p.90, 102
<b>GRI 205: ANTI-CORRUPTION</b>			
<b>103-1/2/3</b>	Management approach	32, 62-63	
<b>205-1</b>	Operations assessed for risk related to corruption	62-65	
<b>205-2</b>	Communication and training about anti-corruption policies and procedures	62-63	

<b>205-3</b>	Confirmed incidents of corruption and actions taken	62-63	
<b>ENVIRONMENT</b>			
<b>GRI 301: MATERIALS</b>			
<b>103-1/2/3</b>	Management approach	32, 40-42	
<b>301-1</b>	Materials used by weight or volume	42	We report our sourcing of more sustainable and/or recycled materials in percent and not by weight or volume
<b>301-2</b>	Recycled input materials used	42	We report our sourcing of more sustainable and/or recycled materials in percent and not by weight or volume
<b>GRI 305: EMISSIONS</b>			
<b>103-1/2/3</b>	Management approach	32, 40-41, 44-47, 64-65	
<b>305-1</b>	Direct (Scope 1) GHG emissions	45-46	
<b>305-2</b>	Energy indirect (Scope 2) GHG emissions	45-46	
<b>305-3</b>	Other indirect (Scope 3) GHG emissions	45-47	
<b>305-5</b>	Reduction of GHG emissions	40, 45-47	
<b>SOCIAL</b>			
<b>GRI 401: EMPLOYMENT</b>			
<b>103-1/2/3</b>	Management approach	30, 32, 50, 57-61,	
<b>401-1</b>	New employee hires and employee turnover	60	
<b>GRI 404: TRAINING AND EDUCATION</b>			
<b>103-1/2/3</b>	Management approach	30, 32, 57-59	
<b>404-3</b>	Percentage of employees receiving regular performance and career development reviews	50	Our policy is that all employees should receive such reviews annually
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY</b>			
<b>103-1/2/3</b>	Management approach	30, 32, 52, 57-59	
<b>405-1</b>	Diversity of governance bodies and employees	60	
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>			
<b>103-1/2/3</b>	Management approach	30, 32, 50-56, 59	
<b>407-1</b>	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	64	

<b>GRI 408: CHILD LABOUR</b>			
<b>103-1/2/3</b>	Management approach	30, 32, 50-56	
<b>408-1</b>	Operations and suppliers at significant risk for incidents of child labor	64	
<b>GRI 409: FORCED OR COMPULSORY LABOUR</b>			
<b>103-1/2/3</b>	Management approach	30, 32, 50-56	
<b>409-1</b>	Operations and suppliers at significant risk for incidents of forced or compulsory labor	64	
<b>GRI 412: HUMAN RIGHTS ASSESSMENT</b>			
<b>103-1/2/3</b>	Management approach	30, 32, 50-56	
<b>412-1</b>	Operations that have been subject to human rights reviews or impact assessments	50, 55-56	
<b>GRI 416: CUSTOMER HEALTH AND SAFETY</b>			
<b>103-1/2/3</b>	Management approach	44, 62	
<b>416-1</b>	Assessment of the health and safety impacts of product and service categories	44	