

GRI 2: GENERAL DISCLOSURES	Location Annual Report 2022	Comment / Reason for (partial) omission
<b>1. THE ORGANIZATION AND ITS REPORTING PRACTICES</b>		
Disclosure 2-1 Organizational details	Profile: 3 TKH Worldwide: 6 Consolidated entities: 147	
Disclosure 2-2 Entities included in the organization's sustainability reporting	Profile: 3 TKH Worldwide: 6 Consolidated entities: 147 Non-financial reporting process and methods: 159-163	
Disclosure 2-3 Reporting period, frequency and contact point	Non-financial reporting process and methods: 159-163	TKH publishes a Report annually.
Disclosure 2-4 Restatements of information	Non-financial reporting process and methods: 159-163	No restatements were included.
Disclosure 2-5 External assurance	Non-financial reporting process and methods: 159-163 Assurance report of the independent auditor on non-financial KPIs: 155-156 Sustainability performance: 28	
<b>2. ACTIVITIES AND WORKERS</b>		
Disclosure 2-6 Activities, value chain and other business relationships	Profile: 3 TKH Worldwide: 6 Strategy: 20-23 Long-term value creation: 24-25 Sustainable portfolio: 88-96	
Disclosure 2-7 Employees	Profile: 3 TKH Worldwide: 6 Talented people and empowerment: 38-42	
Disclosure 2-8 Workers who are not employees	Non-financial reporting process and methods: 159-163	
<b>3. GOVERNANCE</b>		
Disclosure 2-9 Governance structure and composition	Corporate Governance: 74-75 Report Supervisory Board: 57-63 Non-financial reporting process and methods: 159-163	
Disclosure 2-10 Nomination and selection of the highest governance body	Corporate Governance: 74-75 Report Supervisory Board: 57-63 Non-financial reporting process and methods: 159-163	The chair of the Supervisory Board is not an executive officer in the organization.
Disclosure 2-11 Chair of the highest governance body	Corporate Governance: 74-75 Report Supervisory Board: 57-63 Non-financial reporting process and methods: 159-163	
Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance: 74-75 Report Supervisory Board: 57-63 Non-financial reporting process and methods: 159-163	
Disclosure 2-14 Role of the highest governance body in sustainability reporting	Corporate Governance: 74-75 Report Supervisory Board: 57-63 Non-financial reporting process and methods: 159-163	
Disclosure 2-15 Conflicts of interest	Corporate Governance: 74-75	
Disclosure 2-16 Communication of critical concerns	Talented people and empowerment: 38-42 Being responsible: 29-37 Risk management: 76-84 Non-financial reporting process and methods: 159-163	There have been no significant critical concerns communicated to the highest governance body.

	Location Annual Report 2022	Comment / Reason for (partial) omission
Disclosure 2-17 Collective knowledge of the highest governance body	Report of the Supervisory Board: 55-61 Corporate Governance: 74-75	
Disclosure 2-18 Evaluation of the performance of the highest governance body	Report of the Supervisory Board: 55-61 Corporate Governance: 74-75	
Disclosure 2-19 Remuneration policies	Remuneration report: 64-73 Corporate Governance: 74-75	
Disclosure 2-20 Process to determine remuneration	Remuneration report: 64-73 Corporate Governance: 74-75	
Disclosure 2-21 Annual total compensation ratio	Remuneration report: 64-73 Corporate Governance: 74-75	

#### 4. STRATEGY, POLICIES AND PRACTICES

Disclosure 2-22 Statement on sustainable development strategy	Long-term value creation: 24-25 Strategy: 20-23 Talented people and empowerment: 38-42 Being responsible: 29-37 Corporate Governance: 74-75 Risk management: 76-84 Non-financial reporting process and methods: 159-163	
Disclosure 2-23 Policy commitments	Talented people and empowerment: 38-42 Being responsible: 29-37 Non-financial reporting process and methods: 159-163	
Disclosure 2-24 Embedding policy commitments	Talented people and empowerment: 38-42 Being responsible: 29-37 Non-financial reporting process and methods: 159-163	
Disclosure 2-25 Processes to remediate negative impacts	Talented people and empowerment: 38-42 Being responsible: 29-37 Non-financial reporting process and methods: 159-163	
Disclosure 2-26 Mechanisms for seeking advice and raising concerns	Talented people and empowerment: 38-42 Being responsible: 29-37 Non-financial reporting process and methods: 159-163	
Disclosure 2-27 Compliance with laws and regulations	Talented people and empowerment: 38-42 Being responsible: 29-37 Non-financial reporting process and methods: 159-163	
Disclosure 2-28 Membership associations	Talented people and empowerment: 38-42 Being responsible: 29-37 Non-financial reporting process and methods: 159-163	

#### 5. STAKEHOLDER ENGAGEMENT

Disclosure 2-29 Approach to stakeholder engagement	Stakeholders analysis: 18-19 Non-financial reporting process and methods: 159-163	
Disclosure 2-30 Collective bargaining agreements	Talented people and empowerment: 38-42	

## MATERIAL TOPICS

GRI 3: MATERIAL TOPICS		
	Location Annual Report 2022	Comment / Reason for (partial) omission
Disclosure 3-1 Process to determine material topics	Stakeholders analysis: 18-19 Non-financial reporting process and methods: 159-163	
Disclosure 3-2 List of material topics	Stakeholders analysis: 18-19 Non-financial reporting process and methods: 159-163	
Disclosure 3-3 Management of material topics	Stakeholders analysis: 18-19 Non-financial reporting process and methods: 159-163	

## GRI 201: ECONOMIC PERFORMANCE

Disclosure 201-1 Direct economic value generated and distributed	Long-term value creation: 24-25 Strategy: 20-23 Financial performance: 46-52	
--	--	--

## GRI 207: TAX

Disclosure 207-1 Approach to tax	Being responsible: 29-37 Risk management: 76-84 Stakeholders analysis: 18-19 Financial statements: 144	
Disclosure 207-2 Tax governance, control, and risk management	Being responsible: 29-37 Risk management: 76-84	
Disclosure 207-3 Stakeholder engagement and management of concerns related to tax	Materiality matrix: 18	
Disclosure 207-4 Country-by-country reporting	Being responsible: 29-37	Country-by-country reporting (CbCR) is limited to reporting per region and selected topics.

## GRI 301: MATERIALS

Disclosure 301-1 Materials used by weight or volume	Being responsible: 29-37 Non-financial reporting process and methods: 159-163	
---	--	--

## GRI 305: EMISSIONS

Disclosure 305-1 Direct (Scope 1) GHG emissions	Being responsible: 29-37 Non-financial reporting process and methods: 159-163	Partial omission: consumption of forklift is limited and excluded from the calculation.
Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	Being responsible: 29-37 Non-financial reporting process and methods: 159-163	Partial omission: only market based emissions are included in the calculation.
Disclosure 305-3 Other indirect (Scope 3) GHG emissions	Being responsible: 29-37 Non-financial reporting process and methods: 159-163	Partial omission: only emissions from travel by plane is included in the calculation.
Disclosure 305-4 GHG emissions intensity	Being responsible: 29-37 Non-financial reporting process and methods: 159-163	
Disclosure 305-5 Reduction of GHG emissions	Being responsible: 29-37 Non-financial reporting process and methods: 159-163	

GRI 306: WASTE		
	Location Annual Report 2022	Comment / Reason for (partial) omission
Disclosure 306-1 Waste generation and significant waste-related impacts	Being responsible: 29-37 Non-financial reporting process and methods: 159-163	
Disclosure 306-2 Management of significant waste-related impacts	Being responsible: 29-37 Non-financial reporting process and methods: 159-163	
Disclosure 306-3 Waste generated	Being responsible: 29-37 Non-financial reporting process and methods: 159-163	
Disclosure 306-4 Waste diverted from disposal	Being responsible: 29-37 Non-financial reporting process and methods: 159-163	

GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
	Location Annual Report 2022	Comment / Reason for (partial) omission
Disclosure 403-1 Occupational health and safety management system	Talented people and empowerment: 38-42 Non-financial reporting process and methods: 159-163	
Disclosure 403-9 Work-related injuries	Talented people and empowerment: 38-42 Non-financial reporting process and methods: 159-163	Partial omission: The disclosure does not mention the region, gender, type of injury, number of hours worked.

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
	Location Annual Report 2022	Comment / Reason for (partial) omission
Disclosure 405-1 Diversity of governance bodies and employees	Talented people and empowerment: 38-42 Report of the Supervisory Board: 55-61 Corporate Governance: 74-75	
Disclosure 405-2 Ratio of basic salary and remuneration of women to men	Talented people and empowerment: 38-42	Information unavailable/incomplete.

GRI 404: TRAINING AND EDUCATION		
	Location Annual Report 2022	Comment / Reason for (partial) omission
Disclosure 404-1 Average hours of training per year per employee	Talented people and empowerment: 38-42	
Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	Talented people and empowerment: 38-42	
Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews	Talented people and empowerment: 38-42	Information unavailable/incomplete.

GRI 414: SUPPLIER SOCIAL ASSESSMENT		
	Location Annual Report 2022	Comment / Reason for (partial) omission
Disclosure 414-1 New suppliers that were screened using social criteria	Being responsible: 29-37 Non-financial reporting process and methods: 159-163	Partial omission: consumption of forklift is limited and excluded from the calculation.

GRI 418: CUSTOMER PRIVACY		
	Location Annual Report 2022	Comment / Reason for (partial) omission
Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Being responsible: 29-37 Risk management: 76-84	Partial omission: consumption of forklift is limited and excluded from the calculation.

## OWN CRITERIA

	Location Annual Report 2022	Comment / Reason for (partial) omission
Customer satisfaction survey-grade (own criteria)	Being responsible: 29-37 Risk management: 76-84 Non-financial reporting process and methods: 159-163	Own reporting criteria.
Employee satisfaction survey-grade (own criteria)	Talented people and empowerment: 38-42 Non-financial reporting process and methods: 159-163	Own reporting criteria.
Nr. of breaches of Code of Conduct filed (own criteria)	Being responsible: 29-37 Risk management: 76-84	Own reporting criteria.
% of suppliers that signed the Code of Supply (own criteria)	Being responsible: 29-37 Non-financial reporting process and methods: 159-163	Own reporting criteria.
% of female Executive & Senior Management (own criteria)	Talented people and empowerment: 38-42 Non-financial reporting process and methods: 159-163	Own reporting criteria.
Nr. of employees with a disability (own criteria)	Talented people and empowerment: 38-42 Non-financial reporting process and methods: 159-163	Own reporting criteria.
At least 15% turnover from innovations that were introduced 2 previous years	Financial performance: 46-52 Being responsible: 29-37	Own reporting criteria.
Approximately 70% of turnover is linked to SDGs that has been identified as highly relevant to the business	Message from the CEO: 4-5 Mission & vision: 9 Financial performance: 46-52 Being responsible: 29-37 Sustainable Development Goals: 43-45 Sustainable portfolio: 84-94	Own reporting criteria.
A maximum of 5% of purchased material is waste	Being responsible: 29-37	Own reporting criteria.
At least 80% of waste is recycled	Being responsible: 29-37	Own reporting criteria.