

# GRI Content Index 2022

Statement of use	
Statement of use	TBI Holdings B.V. has reported in accordance with the GRI standards for the period 1 January 2022 - 31 December 2022
GRI 1 used	GRI 1 Foundation

GRI 2			
Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
<b>1. The organization and its reporting practices</b>			
<b>2-1</b>	<b>Organizational details</b>		
	The organization shall:		
	a. report its legal name;	<ul style="list-style-type: none"> <li>Toelichting op de geconsolideerde jaarrekening (p. 109-119)</li> </ul>	
	b. report its nature of ownership and legal form;	<ul style="list-style-type: none"> <li>Toelichting op de geconsolideerde jaarrekening (p. 109-119)</li> </ul>	
	c. report the location of its headquarters;	<ul style="list-style-type: none"> <li>Toelichting op de geconsolideerde jaarrekening (p. 109-119)</li> </ul>	
	d. report its countries of operation.	<ul style="list-style-type: none"> <li>We vermelden binnen Europa en buiten Europa in het kopje geografische spreiding van omzet in de jaarrekening (p. 131-132)</li> </ul>	
<b>2-2</b>	<b>Entities included in the organization's sustainability reporting</b>		
	The organization shall:		
	a. list all its entities included in its sustainability reporting; if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting;	<ul style="list-style-type: none"> <li>Organogram (p. 14-19)</li> </ul>	
	b. if the organization consists of multiple entities, explain the approach used for consolidating the information, including:	<ul style="list-style-type: none"> <li>Overige informatie: Reikwijdte (p.152)</li> </ul>	
	i. whether the approach involves adjustments to information for minority interests;	<ul style="list-style-type: none"> <li>Overige informatie: Reikwijdte (p.152)</li> </ul>	
	ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities;	<ul style="list-style-type: none"> <li>Overige informatie: Reikwijdte (p.152)</li> </ul>	
	iii. whether and how the approach differs across the disclosures in this Standard and across material topics.		Omissie: Not applicable: Voor deze onderwerpen geldt dezelfde benadering en hoeft daarom niet te worden toegelicht.

<b>2-3</b>	<b>Reporting period, frequency and contact point</b>		
	The organization shall:		
	a. specify the reporting period for, and the frequency of, its sustainability reporting;	• Overige informatie: Reikwijdte (p.152)	
	b. specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this;	• Overige informatie: Reikwijdte (p.152)	
	c. report the publication date of the report or reported information;	• Overige informatie: Reikwijdte (p.152)	
	d. specify the contact point for questions about the report or reported information	• info@tbi.nl	
<b>2-4</b>	<b>Restatements of information</b>		
	The organization shall: report restatements of information made from previous reporting periods and explain:	• Overige informatie: Vergelijkbaarheid (p.152)	
	i. the reasons for the restatements;	• n/a	
	ii. the effect of the restatements.	• n/a	
<b>2-5</b>	<b>External assurance</b>		
	The organization shall:		
	a. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved;	• Overige informatie: Betrouwbaarheid (p. 152)	
	b. if the organization's sustainability reporting has been externally assured:	• Overige informatie: Betrouwbaarheid (p. 152)	
	i. provide a link or reference to the external assurance report(s) or assurance statement(s);	• Overige informatie: Betrouwbaarheid (p. 152)	
	ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;	• Overige informatie: (p. 152) • Rapportage criteria • Betrouwbaarheid	
	iii. describe the relationship between the organization and the assurance provider.	• Is opgenomen in de controleverklaring en het assurance-report dat Deloitte onafhankelijk is (p. 145-151)	

2. Activities and workers			
Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
<b>2-6</b>	<b>Activities, value chain and other business relationships</b>		
	The organization shall:		
	a. report the sector(s) in which it is active;	<ul style="list-style-type: none"> <li>• Profiel (p. 12)</li> <li>• Organogram (p.14-19)</li> </ul>	
	describe its value chain, including:	<ul style="list-style-type: none"> <li>• Profiel (p. 12)</li> </ul>	
	i. the organization's activities, products, services, and markets served;	<ul style="list-style-type: none"> <li>• Profiel (p.12)</li> <li>• Organogram (p.14-19)</li> <li>• Waardecreatiemodel (p.26-27)</li> </ul>	
	ii. the organization's supply chain;	<ul style="list-style-type: none"> <li>• Profiel (p. 12)</li> <li>• Organogram (p.14-19)</li> </ul>	Omissie: Information unavailable
	iii. the entities downstream from the organization and their activities;		Idem
	b. report other relevant business relationships;	<ul style="list-style-type: none"> <li>• Maatschappelijke betrokkenheid (p.51-52)</li> <li>• <a href="https://www.tbi.nl/partners">https://www.tbi.nl/partners</a></li> </ul>	De partners (lidmaatschappen) worden toegelicht op de website van TBI, besloten om geen verdere toelichting op te nemen in het jaarverslag 2022.
	c. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous		Omissie: Not applicable: Er hebben geen significante wijzigingen in de value chain en supply chain plaatsgevonden dit jaar. Er zijn wel enkele nieuwe partnerships die worden toegelicht in het jaarverslag op pagina 51-52.
<b>2-7</b>	<b>Employees</b>		De focus van TBI is op Nederland, het is niet relevant voor ons om een onderscheid te maken op regio niveau. Er is besloten om in de rapportage Nederland als een regio te beschouwen.
	The organization shall:		
	a. report the total number of employees, and a breakdown of this total by gender and by region;	<ul style="list-style-type: none"> <li>• TBI in een oogopslag (p.10)</li> <li>• Mensen &amp; Teams (p.44)</li> <li>• Vijfjarenoverzicht: (p.157)</li> <li>• Aantal medewerkers ultimo jaar (fte)</li> </ul>	
	b. report the total number of:		
	i. permanent employees, and a breakdown by gender and by region;	<ul style="list-style-type: none"> <li>• Mensen &amp; Teams (p.44)</li> </ul>	
	ii. temporary employees, and a breakdown by gender and by region;	<ul style="list-style-type: none"> <li>• Mensen &amp; Teams (p.44)</li> </ul>	
	iii. non-guaranteed hours employees, and a breakdown by gender and by region;		Omissie: Information unavailable: Deze contractvorm komt weinig voor bij TBI
	iv. full-time employees, and a breakdown by gender and by region;	<ul style="list-style-type: none"> <li>• Mensen &amp; Teams (p.44)</li> </ul>	
	v. part-time employees, and a breakdown by gender and by region;	<ul style="list-style-type: none"> <li>• Mensen &amp; Teams (p.44)</li> </ul>	

	c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported:		
	i. in head count, full-time equivalent (FTE), or using another methodology;	• Mensen & Teams (p.44)	
	ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;	• Overige informatie: Reikwijdte (p.152)	
	d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b;	• Mensen & Teams (p.43-47) • Ambitie	
	e. describe significant fluctuations in the number of employees during the reporting period and between reporting periods.		Omissie: Not applicable: Niet relevant voor de bouwsector (Er zijn geen echte seizoenseffecten)
<b>2-8</b>	<b>Workers who are not employees</b>		
	The organization shall:		
	a. report the total number of workers who are not employees and whose work is controlled by the organization and describe:	• Mensen & Teams (p.44)	
	i. the most common types of worker and their contractual relationship with the organization;	• Mensen & Teams (p.44)	
	ii. the type of work they perform;	• Mensen & Teams (p.44)	
	b. describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported:	• Overige informatie: Reikwijdte (p.152)	
	i. in head count, full-time equivalent (FTE), or using another methodology;	• Mensen & Teams (p.44)	
	ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;	• Overige informatie: Reikwijdte (p.152)	
	c. describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.	• Mensen & Teams (p.44) • Naast eigen medewerkers werken we ultimo 2022 met meer 1.180 fte inleners ten opzichte van (2021: 1.016) op onze kantoren en projecten.	

### 3. Governance

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
<b>2-9</b>	<b>Governance structure and composition</b>		
	The organization shall:		
	a. describe its governance structure, including committees of the highest governance body;	• Corporate Governance (p. 87-88) • Organisatie van de onderneming	
	b. list the committees of the highest governance body that are responsible for decisionmaking on and overseeing the management of the organization's impacts on the economy, environment, and people;	• Verslag van de Raad van Commissarissen (p. 96-99) • Samenstelling en bijeenkomsten commissies van de Raad van Commissarissen	

	c. describe the composition of the highest governance body and its committees by:	<ul style="list-style-type: none"> <li>• Verslag van de Raad van Commissarissen (p. 96-99)</li> <li>• Samenstelling van de Raad van Commissarissen</li> </ul>	
	i. executive and non-executive members;	• Corporate Governance (p.87)	
	ii. independence;	• Corporate Governance (p.87)	
	iii. tenure of members on the governance body;	• Corporate Governance (p.87)	
	iv. number of other significant positions and commitments held by each member, and the nature of the commitments;	• Samenstelling van de Raad van Commissarissen (p.92)	
	v. gender;	• Samenstelling van de Raad van Commissarissen (p.92)	
	vi. under-represented social groups;		Omissie: Not applicable: Under-represented social groups is geen expliciet criterium voor de samenstelling van de Raad van Commissarissen
	vii. competencies relevant to the impacts of the organization;	• Samenstelling van de Raad van Commissarissen (p.92)	
	viii. stakeholder representation.		Omissie: Not applicable: Stakeholder vertegenwoordiging is geen expliciet criterium voor de samenstelling van de Raad van Commissarissen
<b>2-10</b>	<b>Nomination and selection of the highest governance body</b>		
	The organization shall:		
	a. describe the nomination and selection processes for the highest governance body and its committees;	<ul style="list-style-type: none"> <li>• Verslag van de Raad van Commissarissen (p. 96-99)</li> <li>• ‘Benoemings- en remuneratiecommissie’</li> </ul>	
	b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:		
	i. views of stakeholders (including shareholders);	• De benoemingen vinden plaats in de algemene vergadering (Stichting TBI geeft toestemming geven voor de benoeming) benoeming voor RvB en RvC. (p.98)	
	ii. diversity;	• Diversiteit en Inclusiviteit (p. 49-50)	
	iii. independence;		Omissie: Information unavailable: Deze informatie hebben we niet beschikbaar voor de overige commissies
	iv. competencies relevant to the impacts of the organization.		Omissie: Information unavailable: Deze informatie hebben we niet beschikbaar voor de overige commissies

<b>2-11</b>	<b>Chair of the highest governance body</b>		
	The organization shall:		
	a. report whether the chair of the highest governance body is also a senior executive in the organization;	<ul style="list-style-type: none"> <li>• Verslag van de Raad van Commissarissen (p. 96-99)</li> </ul>	
	b. if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.		
<b>2-12</b>	<b>Role of the highest governance body in overseeing the management of impacts</b>		
	The organization shall:		
	a. describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development;	<ul style="list-style-type: none"> <li>• Verslag van de Raad van Commissarissen (p.96-99)</li> <li>• Activiteiten 2022</li> </ul>	
	b. describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including:	<ul style="list-style-type: none"> <li>• Verslag van de Raad van Commissarissen (p.96-99)</li> <li>• Samenstelling en bijeenkomsten commissies van de Raad van Commissarissen</li> </ul>	
	i. whether and how the highest governance body engages with stakeholders to support these processes;	<ul style="list-style-type: none"> <li>• Overige informatie: Stakeholders, materialiteit, materialiteitsmatrix (p.153-154)</li> </ul>	
	ii. how the highest governance body considers the outcomes of these processes;	<ul style="list-style-type: none"> <li>• Verslag van de Raad van Commissarissen (p.96-99)</li> <li>• Resultaten</li> </ul>	
	c. describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.	<ul style="list-style-type: none"> <li>• Verslag van de Raad van Commissarissen (p.96-99)</li> <li>• Activiteiten 2022</li> </ul>	
<b>2-13</b>	<b>Delegation of responsibility for managing impacts</b>		
	The organization shall:		
	a. describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including:	<ul style="list-style-type: none"> <li>• Corporate Governance (p. 87-89)</li> <li>• Verslaggeving</li> </ul>	
	i. whether it has appointed any senior executives with responsibility for the management of impacts;	<ul style="list-style-type: none"> <li>• Corporate Governance (p.87-89)</li> </ul>	
	ii. whether it has delegated responsibility for the management of impacts to other employees;	<ul style="list-style-type: none"> <li>• Profiel (p. 12)</li> <li>• Organogram (p.14-19)</li> <li>• Verantwoordelijkheid ligt bij de groepsmaatschappijen (ondernemerschap aan de basis). Dit is belegd in de normale chain of commands (lijn/staf). Enkele rollen zijn wel belegd op centraal niveau. Veiligheid en integriteit worden centraal aangestuurd.</li> </ul>	

	b. describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.	<ul style="list-style-type: none"> <li>• Corporate Governance (p.87-89)</li> </ul>	
<b>2-14</b>	<b>Role of the highest governance body in sustainability reporting</b>		
	The organization shall:		
	a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information;	<ul style="list-style-type: none"> <li>• Organisatie van de onderneming (p. 87-88)</li> <li>• Overige informatie: (p.152-154)</li> <li>• Betrouwbaarheid</li> <li>• Stakeholders en materiaiteit en materialiteits-matrix</li> </ul>	
	b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.		Not applicable
<b>2-15</b>	<b>Conflicts of interest</b>		
	The organization shall:		
	a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;	<ul style="list-style-type: none"> <li>• Corporate Governance</li> <li>• Naleving Nederlandse Corporate Governance Code (p.87)</li> </ul>	
	b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:	<ul style="list-style-type: none"> <li>• Verantwoord en integer zaken doen (p.50-51)</li> </ul>	
	i. cross-board membership;	<ul style="list-style-type: none"> <li>• Samenstelling van de Raad van Commissarissen (p.92)</li> </ul>	
	ii. cross-shareholding with suppliers and other stakeholders;		Omissie: Not applicable: Groepsstructuur is toegelicht in het organogram en buiten de groep zijn er geen aandelen belangen die niet zijn toegelicht.
	iii. existence of controlling shareholders;	<ul style="list-style-type: none"> <li>• De uiteindelijke aandeelhouder van TBI Holdings B.V. is Stichting TBI, gevestigd te Ammerzoden, Nederland (p.6)</li> </ul>	
	iv. related parties, their relationships, transactions, and outstanding balances.	<ul style="list-style-type: none"> <li>• Verbonden partijen jaarrekening (p.112)</li> </ul>	
<b>2-16</b>	<b>Communication of critical concerns</b>		
	The organization shall:		
	a. describe whether and how critical concerns are communicated to the highest governance body;	<ul style="list-style-type: none"> <li>• Corporate Governance</li> <li>• Naleving Nederlandse Corporate Governance Code (p.87)</li> </ul>	
	b. report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	<ul style="list-style-type: none"> <li>• Verantwoord en interger zaken doen (p.50-51)</li> </ul>	

<b>2-17</b>	<b>Collective knowledge of the highest governance body</b>		
	The organization shall: a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	<ul style="list-style-type: none"> <li>• Overige informatie</li> <li>• Stakeholders, materialiteit en materialiteitsmatrix (p.153-154)</li> </ul>	
<b>2-18</b>	<b>Evaluation of the performance of the highest governance body</b>		
	The organization shall: a. describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people;	<ul style="list-style-type: none"> <li>• Verslag van de Raad van Commissarissen (p.96-99)</li> <li>• Samenstelling en bijeenkomsten commissies van de Raad van Commissarissen</li> <li>• Benoemings- en remuneratiecommissie</li> </ul>	
	b. report whether the evaluations are independent or not, and the frequency of the evaluations;	<ul style="list-style-type: none"> <li>• Verslag van de Raad van Commissarissen (p.96-99)</li> <li>• Samenstelling en bijeenkomsten commissies van de Raad van Commissarissen</li> <li>• Benoemings- en remuneratiecommissie</li> </ul>	
	c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.		Omissie: Confidentially constraints
<b>2-19</b>	<b>Remuneration policies</b>		
	The organization shall: a. describe the remuneration policies for members of the highest governance body and senior executives, including:	<ul style="list-style-type: none"> <li>• Remuneratie (p.88)</li> </ul>	
	i. fixed pay and variable pay;		
	ii. sign-on bonuses or recruitment incentive payments;	<ul style="list-style-type: none"> <li>• Bezoldigingen bestuurders en commissarissen (p.133)</li> </ul>	
	iii. termination payments;		
	iv. clawbacks;		
	v. retirement benefits;		
	b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.	<ul style="list-style-type: none"> <li>• Remuneratie (p.88)</li> </ul>	
<b>2-20</b>	<b>Process to determine remuneration</b>		
	The organization shall: a. describe the process for designing its remuneration policies and for determining remuneration, including:	<ul style="list-style-type: none"> <li>• Remuneratie (p.88)</li> </ul>	
	i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration;		



	ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration;		Omissie: Confidential Constraints
	iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives;	• Remuneratie (p.88)	
	b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.		Omissie: Confidentially constraints
<b>2-21</b>	<b>Annual total compensation ratio</b>		
	The organization shall:		
	a. report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual);		Omissie: Confidentially constraints/Information unavailable
	b. report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual);		Omissie: Confidentially constraints/Information unavailable
	c. report contextual information necessary to understand the data and how the data has been compiled.		Omissie: Confidentially constraints/Information unavailable

#### 4. Strategy, policies and practices

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
<b>2-22</b>	<b>Statement on sustainable development strategy</b>		
	The organization shall:		
	a. report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	<ul style="list-style-type: none"> <li>• Bericht van de Voorzitter van de Raad van Bestuur (p.6-9)</li> <li>• Aanzienlijke vooruitgang strategische pijlers</li> </ul>	
<b>2-23</b>	<b>Policy commitments</b>		
	The organization shall:		
	a. describe its policy commitments for responsible business conduct, including:	• Verantwoord en interger zaken doen (p.50-51)	
	i. the authoritative intergovernmental instruments that the commitments reference;	<ul style="list-style-type: none"> <li>• Overige informatie (p.152-153)</li> <li>• Rapportage ambities</li> </ul>	
	ii. whether the commitments stipulate conducting due diligence;		
	iii. whether the commitments stipulate applying the precautionary principle;		

	iv. whether the commitments stipulate respecting human rights;	<ul style="list-style-type: none"> <li>• Mensen &amp; Teams</li> <li>• Inkoopvoorwaarden Artikel 5 maatschappelijk verantwoord ondernemen (p.45)</li> <li>• TBI Gedragscode (p.50-51)</li> </ul>	
	b. describe its specific policy commitment to respect human rights, including:	<ul style="list-style-type: none"> <li>• Veilig en gezonde werkomstandigheden (p.45-47)</li> </ul>	
	i. the internationally recognized human rights that the commitment covers;	<ul style="list-style-type: none"> <li>• Veilig en gezonde werkomstandigheden (p.45-47)</li> </ul>	
	ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment;	<ul style="list-style-type: none"> <li>• Veilig en gezonde werkomstandigheden (p.45-47)</li> </ul>	
	c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this;	<ul style="list-style-type: none"> <li>• TBI Gedragscode (p.50-51)</li> <li>• <a href="https://www.tbi.nl/over-ons/integriteit">https://www.tbi.nl/over-ons/integriteit</a> Inkoopvoorwaarden <a href="https://www.tbi.nl/algemene-voorwaarden">https://www.tbi.nl/algemene-voorwaarden</a></li> </ul>	
	d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level;	<ul style="list-style-type: none"> <li>• Verantwoord en integer zaken doen (p.50-51)</li> <li>• Er zijn in onze organisatie (onder andere) 3 procedures/richtlijnen van toepassing.</li> <li>• Centrale Richtlijnen dienen (onder andere) als toetsingskader voor interne/externe audits.</li> <li>• Jaarlijks wordt door de statutair directeur en de financieel eindverantwoordelijke de in controlverklaring afgegeven en deze wordt besproken in de vergadering van de raad van commissarissen van de TBI-onderneming. Hierin komen ook de Centrale Richtlijnen en de TBI Gedragscode terug.</li> <li>• De Directie instructie wordt overeengekomen tussen de statutair directeur en de raad van commissarissen van de TBI-onderneming (opgenomen als bijlage waar in de arbeidsovereenkomst naar wordt verwezen). Hierin is ook het inschakelen van afdeling Juridische zaken genoemd.</li> </ul>	
	e. report the extent to which the policy commitments apply to the organization's activities and to its business relationships;	<ul style="list-style-type: none"> <li>• Verantwoord en integer zaken doen (p.50-51)</li> </ul>	
	f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties.	<ul style="list-style-type: none"> <li>• Verantwoord en integer zaken doen (p.50-51)</li> </ul>	
<b>2-24</b>	<b>Embedding policy commitments</b>		
	The organization shall:		
	a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:	<ul style="list-style-type: none"> <li>• Verantwoord en integer zaken doen (p.50-51)</li> </ul>	

	i. how it allocates responsibility to implement the commitments across different levels within the organization;	• Verantwoord en integer zaken doen (p.50-51)	
	ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures;	• Verantwoord en integer zaken doen (p.50-51)	
	iii. how it implements its commitments with and through its business relationships;	• Verantwoord en integer zaken doen (p.50-51)	
	iv. training that the organization provides on implementing the commitments.		Omissie: Information unavailable
<b>2-25</b>	<b>Processes to remediate negative impacts</b>		
	The organization shall:		
	a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to;	• Verantwoord en integer zaken doen (p.50-51)	
	b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in;		Omissie: Information unavailable
	c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to;		Omissie: Information unavailable
	d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;		Omissie: Information unavailable
	e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.	• Verantwoord en integer zaken doen (p.50-51)	
<b>2-26</b>	<b>Mechanisms for seeking advice and raising concerns</b>		
	The organization shall:		
	a. describe the mechanisms for individuals to:		
	i. seek advice on implementing the organization's policies and practices for responsible business conduct;	• Verantwoord en integer zaken doen (p.50-51)	
	ii. raise concerns about the organization's business conduct.	• Verantwoord en integer zaken doen (p.50-51)	
<b>2-27</b>	<b>Compliance with laws and regulations</b>		
	The organization shall:		
	a. report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by:	• Verantwoord en integer zaken doen (p.50-51)	
	i. instances for which fines were incurred;	• Verantwoord en integer zaken doen (p.50-51)	
	ii. instances for which non-monetary sanctions were incurred;	• Verantwoord en integer zaken doen (p.50-51)	

	b. report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by:		Omissie: Not applicable: Niet van materieel belang
	i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;	• Verantwoord en integer zaken doen (p.50-51)	
	ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods;	• Verantwoord en integer zaken doen (p.50-51)	
	c. describe the significant instances of non-compliance;	• Verantwoord en integer zaken doen (p.50-51)	
	d. describe how it has determined significant instances of non-compliance.	• Verantwoord en integer zaken doen (p.50-51) • In SAP BPC worden de geconstateerde overtredingen per kwartaal gerapporteerd conform paragraaf 4.4 van ons rapportagehandboek. In het kwartaalverslag per TBI-onderneming worden de aantallen meldingen Gedragscode én de aantallen geconstateerde overtredingen (vanuit SAP BPC opgehaald en) vermeld. De geconstateerde overtredingen worden door de ondernemingen toegelicht in het kwartaalverslag. Mocht dit niet gebeurd zijn of niet duidelijk zijn wordt aanvullende informatie opgevraagd door Hoofd Verslaglegging & Control.	
<b>2-28</b>	<b>Membership associations</b>		
	The organization shall: a. report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.	• Maatschappelijke betrokkenheid (p.51-52) • <a href="https://www.tbi.nl/partners">https://www.tbi.nl/partners</a>	

## 5. Stakeholder engagement

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
<b>2-29</b>	<b>Approach to stakeholder engagement</b>		
	The organization shall: a. describe its approach to engaging with stakeholders, including:	• Overige informatie • Stakeholders, materialiteit en materialiteitsmatrix (p.153-154)	
	i. the categories of stakeholders it engages with, and how they are identified;	• Overige informatie Stakeholders, materialiteit en materialiteitsmatrix (p.153-154)	
	ii. the purpose of the stakeholder engagement;	• Overige informatie • Stakeholders, materialiteit en materialiteitsmatrix (p.153-154)	

	iii. how the organization seeks to ensure meaningful engagement with stakeholders.	<ul style="list-style-type: none"> <li>• Overige informatie</li> <li>• Stakeholders, materialiteit en materialiteitsmatrix (p.153-154)</li> </ul>	
<b>2-30</b>	<b>Collective bargaining agreements</b>		
	The organization shall:		
	a. report the percentage of total employees covered by collective bargaining agreements;	<ul style="list-style-type: none"> <li>• Mensen &amp; Teams (p.44)</li> <li>• Circa 95,2% van onze medewerkers valt onder een collectieve arbeidsovereenkomst.</li> </ul>	
	b. for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.	<ul style="list-style-type: none"> <li>• Mensen &amp; Teams (p.44)</li> <li>• De medewerkers die niet onder de CAO vallen hebben markt conforme arbeidsvoorwaarden</li> </ul>	

<b>GRI 3 Material Topics</b>			
<b>Disclosure</b>	<b>Beschrijving</b>	<b>Referentie</b>	<b>Reden voor (gedeeltelijke) omissie</b>
<b>3-1</b>	<b>Process to determine material topics</b>		
	The organization shall:		
	a. describe the process it has followed to determine its material topics, including:	<ul style="list-style-type: none"> <li>• Overige informatie</li> <li>• Stakeholders en materialiteit, materialiteitsmatrix (p.153-154)</li> <li>• Waardecreatiemodel (p.26-27)</li> </ul>	
	i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships;	<ul style="list-style-type: none"> <li>• Bedrijfsmodel (p.28-39)</li> <li>• Missie en Impact</li> </ul>	
	ii. how it has prioritized the impacts for reporting based on their significance;	<ul style="list-style-type: none"> <li>• Verantwoording en Methodologie</li> <li>• Vaststelling materiële onderwerpen (analyse 2022)</li> </ul>	
	iii. specify the stakeholders and experts whose views have informed the process of determining its material topics.	<ul style="list-style-type: none"> <li>• Bedrijfsmodel (p.28-29)</li> <li>• Missie en Impact</li> </ul>	
<b>3-2</b>	<b>List of material topics</b>		
	The organization shall:		
	a. list its material topics;	<ul style="list-style-type: none"> <li>• Overige informatie (p.153-154)</li> <li>• Stakeholders en materialiteit, materialiteitsmatrix</li> <li>• Waardecreatiemodel (p.26-27)</li> <li>• Verantwoording en Methodologie</li> <li>• Vaststelling materiële onderwerpen (analyse 2022)</li> </ul>	
	b. report changes to the list of material topics compared to the previous reporting period.		

<b>3-3</b>	<b>Management of material topics</b>		
	For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;	<ul style="list-style-type: none"> <li>• Overige informatie (p.153-154)</li> <li>• Stakeholders en materialiteit, materialiteitsmatrix, Waardecreatiemodel (p.26-27)</li> <li>• Bedrijfsmodel (p.28-29)</li> <li>• Missie en Impact</li> </ul>	
	b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;	<ul style="list-style-type: none"> <li>• Bedrijfsmodel (p.28-29)</li> <li>• Missie en Impact</li> </ul>	
	c. describe its policies or commitments regarding the material topic;		Omissie: Information unavailable: Dit jaar is het voor TBI het eerste jaar dat we moeten voldoen aan de nieuwe GRI standaarden. We hebben deze informatie niet beschikbaar. We zullen aankomend jaar hieraan werken en dit op te nemen in het jaarverslag 2023
	d. describe actions taken to manage the topic and related impacts, including:		Omissie: information unavailable
	i. actions to prevent or mitigate potential negative impacts;		Omissie: Information unavailable
	ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;		Omissie: Information unavailable
	iii. actions to manage actual and potential positive impacts;		Omissie: Information unavailable
	e. report the following information about tracking the effectiveness of the actions taken:		Omissie: Information unavailable
	i. processes used to track the effectiveness of the actions;		Omissie: Information unavailable
	ii. goals, targets, and indicators used to evaluate progress;		Omissie: Information unavailable
	iii. the effectiveness of the actions, including progress toward the goals and targets;		Omissie: Information unavailable
	iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;		Omissie: Information unavailable
	f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		Omissie: Information unavailable

**GRI 201: ECONOMIC PERFORMANCE (2016)**

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	<b>Management of material topics</b>	<ul style="list-style-type: none"> <li>• Bericht Voorzitter Raad van Bestuur (p.6-9)</li> <li>• Vooruitzichten (p.70-71)</li> <li>• Financiële resultaten (p.63-68)</li> <li>• Omgeving, organisatie, strategie: externe omgeving (p.22-25) Risicomanagement: Risicocategorie strategisch/markt, operationeel, financieel (p.78-84)</li> <li>• Overige informatie: Stakeholders, materialiteit en materialiteitsmatrix (p.153-154)</li> </ul>	
<b>201-1 (2016)</b>	<b>Direct economic value generated and distributed</b>		
	The reporting organization shall report the following information: a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:		
	i. Direct economic value generated: revenues;	• Geconsolideerde winst-en-verliesrekening over 2022 (p. 105)	
	ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;	• Geconsolideerde winst-en-verliesrekening over 2022 (p. 105)	
	iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'.		Omissie: Not applicable
	b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.		Omissie: Not applicable
<b>2,1</b>	When compiling the information specified in Disclosure 201-1, the reporting organization shall, if applicable, compile the EVG&D from data in the organization's audited financial or profit and loss (P&L) statement, or its internally audited management accounts.		Omissie: Not applicable
<b>201-2 (2016)</b>	<b>Financial implications and other risks and opportunities due to climate change</b>		
	The reporting organization shall report the following information: a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:	<ul style="list-style-type: none"> <li>• Natuur &amp; biodiversiteit en Klimaatadaptatie (p. 38)</li> <li>• Risicobereidheid (p. 79)</li> <li>• Risicogebied: strategisch/markt: Klimaatverandering</li> </ul>	
	i. a description of the risk or opportunity and its classification as either physical, regulatory, or other;		

2,2	ii. a description of the impact associated with the risk or opportunity;		
	iii. the financial implications of the risk or opportunity before action is taken;		Omissie: Information unavailable: Dit jaar is voor TBI het eerste jaar dat we moeten voldoen aan de nieuwe GRI standaarden. We hebben deze informatie niet beschikbaar. We zullen aankomend jaar hieraan werken en dit op te nemen in het jaarverslag 2023
	iv. the methods used to manage the risk or opportunity;		Reden van omissie: information unavailable
	v. the costs of actions taken to manage the risk or opportunity.		Omissie: Information unavailable
	When compiling the information specified in Disclosure 201-2, if the reporting organization does not have a system in place to calculate the financial implications or costs, or to make revenue projections, it shall report its plans and timeline to develop the necessary systems.		Omissie: Information unavailable
<b>201-3 (2016)</b>	<b>Defined benefit plan obligations and other retirement plans</b>		
	The reporting organization shall report the following information:		
	a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.		Omissie: Not applicable
	b. If a separate fund exists to pay the plan's pension liabilities:		
	i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;	• 14. Pensioenlasten (p.131-132)	
	ii. the basis on which that estimate has been arrived at;	• 14. Pensioenlasten (p.131-132)	
	iii. when that estimate was made.	• 14. Pensioenlasten (p.131-132)	
	c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.	• 14. Pensioenlasten (p.131-132)	
	d. Percentage of salary contributed by employee or employer.	• 14. Pensioenlasten (p.131-132)	
	e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.	• 14. Pensioenlasten (p.131-132)	
<b>201-4 (2016)</b>	<b>Financial assistance received from government</b>		
	The reporting organization shall report the following information:		
	a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:		
	i. tax relief and tax credits;	• Effectieve belastingdruk (p.133)	
	ii. subsidies;		Omissie: Not applicable: Bedrag is niet materieel
	iii. investment grants, research and development grants, and other relevant types of grant;		Omissie: Not applicable



2,5	iv. awards;		Omissie: not applicable
	v. royalty holidays;		Omissie: not applicable
	vi. financial assistance from Export Credit Agencies (ECAs);		Omissie: not applicable
	vii. financial incentives;		Omissie: not applicable
	viii. other financial benefits received or receivable from any government for any operation.		Omissie: Not applicable
	b. The information in 201-4-a by country.		Omissie: not applicable
	c. Whether, and the extent to which, any government is present in the shareholding structure.		Omissie: not applicable
	When compiling the information specified in Disclosure 201-4, the reporting organization shall identify the monetary value of financial assistance received from government through consistent application of generally accepted accounting principles.		Omissie: not applicable

GRI 301: MATERIALS (2016)			
Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	<b>Management of material topics</b>	<ul style="list-style-type: none"> <li>• Strategie en strategische pijlers: Duurzame oplossingen (p.30)</li> <li>• Duurzame oplossingen (p.35-37)</li> <li>• Duurzame materiaalkeuze en Circulair ontwerpen</li> <li>• Risicocategorie: Klimaatverandering (p.79)</li> <li>• Risicocategorie: Duurzame projecten (p.81)</li> <li>• Externe omgeving (p.22-25)</li> <li>• Verduurzamingsopgave, Transitie naar een circulaire bouweconomie, Stikstofproblematiek</li> <li>• Overige informatie: Stakeholders, materialiteit en materialiteitsmatrix (p.153-154)</li> </ul>	

<b>301-1 (2016)</b>	<b>Materials used by weight or volume</b>		
	The reporting organization shall report the following information: a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:	<ul style="list-style-type: none"> <li>• Duurzame oplossingen (p.35-40)</li> <li>• Ambitie en doelstellingen op vijf impactgebieden</li> </ul> <ol style="list-style-type: none"> <li>1. Duurzame materiaalkeuze</li> <li>2. Circulair ontwerpen</li> </ol>	Omissie: Information unavailable/incomplete In 2021 was dit ook een omissie. Ook in 2022 is het niet haalbaar gebleken om een compleet en betrouwbaar inzicht te geven in alle ingekochte materialen (volume en uitsplitsing naar hernieuwbaar en niet-hernieuwbaar) in dit jaarverslag 2022 omdat onze rapportage-systemen hierop nog niet zijn ingericht. Komend jaar met de nieuwe set KPI's van de pijler Duurzame Oplossingen is er één KPI aan gewijd, deze KPI wordt in de loop van dit jaar gelanceerd. Ook met het oog op de toekomst en de vragen van de CSRD zal dit thema opgepakt gaan worden. Inmiddels in de stuurgroep inkoop hierover geïnformeerd.
	i. non-renewable materials used;		Omissie: Information unavailable/incomplete
	ii. renewable materials used.		Omissie: Information unavailable/incomplete
<b>301-2 (2016)</b>	<b>Recycled input materials used</b>		
	The reporting organization shall report the following information: a. Percentage of recycled input materials used to manufacture the organization's primary products and services.		Information unavailable/incomplete zie reactie bij 301-1
<b>2,2</b>	When compiling the information specified in Disclosure 301-2, the reporting organization shall:		Omissie: Information unavailable/incomplete
<b>2.2.1</b>	use the total weight or volume of materials used as specified in Disclosure 301-1;		Omissie: Information unavailable/incomplete
<b>2.2.2</b>	calculate the percentage of recycled input materials used by applying the following formula: Percentage of recycled input materials used = Total recycled input materials used / Total input materials used x 100		Omissie: Information unavailable/incomplete
<b>301-3 (2016)</b>	<b>Reclaimed products and their packaging materials</b>		
	The reporting organization shall report the following information: a. Percentage of reclaimed products and their packaging materials for each product category.		Omissie: Not applicable voor de bouwsector, eerder van toepassing op winkels en retailsector.
	b. How the data for this disclosure have been collected.		Omissie: Not applicable
<b>2,4</b>	When compiling the information specified in Disclosure 301-3, the reporting organization shall:		Omissie: Not applicable
<b>2.4.1</b>	exclude rejects and recalls of products;		Omissie: Not applicable

2.4.2	calculate the percentage of reclaimed products and their packaging materials for each product category using the following formula: Percentage of reclaimed products and their packaging materials = Products and their packaging materials reclaimed within the reporting period / Products sold within the reporting period x 100		Omissie: Not applicable
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### GRI 302: ENERGY (2016)

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
<b>Management of material topics</b>		<ul style="list-style-type: none"> <li>• Strategie en strategische pijlers: Duurzame oplossingen (p.30)</li> <li>• Duurzame oplossingen (p.35-37)</li> <li>• Duurzame materiaalkeuze en Circulair ontwerpen</li> <li>• Risicocategorie: Klimaatverandering (p.79)</li> <li>• Risicocategorie: Duurzame projecten (p.81)</li> <li>• Externe omgeving (p.22-25)</li> <li>• Verduurzamingsopgave, Transitie naar een circulaire bouweconomie, Stikstofproblematiek</li> <li>• Overige informatie: Stakeholders, materialiteit en materialiteitsmatrix (p.153-154)</li> </ul>	
<b>302-1 (2016)</b>	<p><b>Energy consumption within the organization</b></p> <p>The reporting organization shall report the following information:</p> <p>a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.</p> <p>b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.</p> <p>c. In joules, watt-hours or multiples, the total:</p> <p>i. electricity consumption</p> <p>ii. heating consumption</p> <p>iii. cooling consumption</p> <p>iv. steam consumption</p> <p>d. In joules, watt-hours or multiples, the total:</p> <p>i. electricity sold</p> <p>ii. heating sold</p> <p>iii. cooling sold</p> <p>iv. steam sold</p>		<p>Omissie: Information not available</p> <p>We hebben deze data niet beschikbaar voor 2022. In het Groene Boekje zijn er doelstellingen opgenomen over duurzame energieoplossingen voor 2023. Ook met het oog op de toekomst en de vragen van de CSRD zal dit thema in 2023 opgepakt gaan worden.</p> <p>Omissie: Information not available</p> <p>Omissie: Information not available</p> <p>Omissie: Information not available</p> <p>Omissie: Information not available</p> <p>Omissie: Information not available</p> <p>Omissie: Information not available</p> <p>Omissie: Information not available</p> <p>Omissie: Information not available</p> <p>Omissie: Information not available</p> <p>Omissie: Information not available</p> <p>Omissie: Information not available</p> <p>Omissie: Information not available</p> <p>Omissie: Information not available</p> <p>Omissie: Information not available</p> <p>Omissie: Information not available</p> <p>Omissie: Information not available</p>

	e. Total energy consumption within the organization, in joules or multiples.		Omissie: Information not available
	f. Standards, methodologies, assumptions, and/or calculation tools used.		Omissie: Information not available
	g. Source of the conversion factors used.		Omissie: Information not available
<b>2.1</b>	When compiling the information specified in Disclosure 302-1, the reporting organization shall:		
<b>2.1.1</b>	avoid the double-counting of fuel consumption, when reporting self-generated energy consumption. If the organization generates electricity from a non-renewable or renewable fuel source and then consumes the generated electricity, the energy consumption shall be counted once under fuel consumption;		Omissie: Information not available
<b>2.1.2</b>	report fuel consumption separately for non-renewable and renewable fuel sources;		Omissie: Information not available
<b>2.1.3</b>	only report energy consumed by entities owned or controlled by the organization;		Omissie: Information not available
<b>2.1.4</b>	calculate the total energy consumption within the organization in joules or multiples using the following formula: Total energy consumption within the organization = Non-renewable fuel consumed + Renewable fuel consumed + Electricity, heating, cooling, and steam purchased for consumption + Self-generated electricity, heating, cooling, and steam, which are not consumed (see clause 2.1.1) - Electricity, heating, cooling, and steam sold		Omissie: Information not available
<b>302-2 (2016)</b>	<b>Energy consumption outside of the organization</b>		
	The reporting organization shall report the following information:		
	a. Energy consumption outside of the organization, in joules or multiples.		Omissie: Information not available: complexe structuur van de supply chain niet inzichtelijk
	b. Standards, methodologies, assumptions, and/or calculation tools used.		Omissie: Information not available
	c. Source of the conversion factors used.		Omissie: Information not available
<b>2.4</b>	When compiling the information specified in Disclosure 302-2, the reporting organization shall exclude energy consumption reported in Disclosure 302-1.		
<b>302-3 (2016)</b>	<b>Energy intensity</b>		
	The reporting organization shall report the following information:		
	a. Energy intensity ratio for the organization.		Omissie: Information not available zie 302-1
	b. Organization-specific metric (the denominator) chosen to calculate the ratio.		Omissie: Information not available
	c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.		Omissie: Information not available

	d. Whether the ratio uses energy consumption within the organization, outside of it, or both.		Omissie: Information not available
<b>2,5</b>	When compiling the information specified in Disclosure 302-3, the reporting organization shall:		
<b>2.5.1</b>	calculate the ratio by dividing the absolute energy consumption (the numerator) by the organization-specific metric (the denominator);		Omissie: Information not available
<b>2.5.2</b>	if reporting an intensity ratio both for the energy consumed within the organization and outside of it, report these intensity ratios separately.		
<b>302-4 (2016)</b>	<b>Reduction of energy consumption</b>		
	The reporting organization shall report the following information:		
	a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.		Omissie: Information not available zie 302-1
	b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.		Omissie: Information not available
	c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.		Omissie: Information not available
	d. Standards, methodologies, assumptions, and/or calculation tools used.		Omissie: Information not available
<b>2,7</b>	When compiling the information specified in Disclosure 302-4, the reporting organization shall:		
<b>2.7.1</b>	exclude reductions resulting from reduced production capacity or outsourcing;		
<b>2.7.2</b>	describe whether energy reduction is estimated, modeled, or sourced from direct measurements. If estimation or modeling is used, the organization shall disclose the methods used.		
<b>302-5 (2016)</b>	<b>Reductions in energy requirements of products and services</b>		
	The reporting organization shall report the following information:		
	a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.		Omissie: Information not available zie 302-1
	b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.		Omissie: Information not available
	c. Standards, methodologies, assumptions, and/or calculation tools used.		Omissie: Information not available

**GRI 304: Biodiversity (2016)**

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	<b>Management of material topics</b>	<ul style="list-style-type: none"> <li>• Strategie en strategische pijlers: Duurzame oplossingen (p.30)</li> <li>• Natuur &amp; biodiversiteit en Klimaatadaptatie (p.38)</li> <li>• Risicocategorie: Klimaatverandering (p.79)</li> <li>• Risicocategorie: Duurzame projecten (p.81)</li> <li>• Externe omgeving: (p.22-25)</li> <li>• Verduurzamingsopgave, Transitie naar een circulaire bouwconomie, Stikstofproblematiek</li> </ul>	
<b>304-1 (2016)</b>	<b>Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</b>		
	The reporting organization shall report the following information: a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information:		Omissie: Information unavailable: Sinds dit jaar is er met de nieuwe standaarden van de CSRD en de stikstofproblematiek meer aandacht voor dit thema. Ook TBI ziet hiervan de noodzaak maar heeft hier in voorgaande jaren niet op gestuurd of doelstellingen voor opgesteld daarom hebben wij geen data voor dit thema beschikbaar.
	i. Geographic location;		Omissie: Information unavailable
	ii. Subsurface and underground land that may be owned, leased, or managed by the organization;		Omissie: Information unavailable
	iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas;		Omissie: Information unavailable
	iv. Type of operation (office, manufacturing or production, or extractive);		Omissie: Information unavailable
	v. Size of operational site in km <sup>2</sup> (or another unit, if appropriate);		Omissie: Information unavailable
	vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem);		Omissie: Information unavailable
	vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).		Omissie: Information unavailable

<b>304-2 (2016)</b>	<b>Significant impacts of activities, products, and services on biodiversity</b>		
	The reporting organization shall report the following information: a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:		Omissie: Information unavailable: Sinds dit jaar is er met de nieuwe standaarden van de CSRD en de stikstofproblematiek meer aandacht voor dit thema. Ook TBI ziet hiervan de noodzaak maar heeft hier in voorgaande jaren niet op gestuurd of doelstellingen voor opgesteld daarom hebben wij geen data voor dit thema beschikbaar.
	i. Construction or use of manufacturing plants, mines, and transport infrastructure;		Omissie: Information unavailable
	ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources);		Omissie: Information unavailable
	iii. Introduction of invasive species, pests, and pathogens;		Omissie: information unavailable
	iv. Reduction of species;		Omissie: Information unavailable
	v. Habitat conversion;		Omissie: information unavailable
	vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).		Omissie: information unavailable
	b. Significant direct and indirect positive and negative impacts with reference to the following:		Omissie: information unavailable
	i. Species affected;		Omissie: information unavailable
	ii. Extent of areas impacted;		Omissie: information unavailable
	iii. Duration of impacts;		Omissie: information unavailable
	iv. Reversibility or irreversibility of the impacts.		Omissie: information unavailable
<b>304-3 (2016)</b>	<b>Habitats protected or restored</b>		
	The reporting organization shall report the following information: a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.		Omissie: Information unavailable: Sinds dit jaar is er met de nieuwe standaarden van de CSRD en de stikstofproblematiek meer aandacht voor dit thema. Ook TBI ziet hiervan de noodzaak maar heeft hier in voorgaande jaren niet op gestuurd of doelstellingen voor opgesteld daarom hebben wij geen data voor dit thema beschikbaar.
	b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.		Omissie: Information unavailable
	c. Status of each area based on its condition at the close of the reporting period.		Omissie: information unavailable
	d. Standards, methodologies, and assumptions used.		Omissie: information unavailable

<b>304-4 (2016)</b>	<b>IUCN Red List species and national conservation list species with habitats in areas affected by operations</b>		
	The reporting organization shall report the following information: a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:		Omissie: Information unavailable: Sinds dit jaar is er met de nieuwe standaarden van de CSRD en de stikstofproblematiek meer aandacht voor dit thema. Ook TBI ziet hiervan de noodzaak maar heeft hier in voorgaande jaren niet op gestuurd of doelstellingen voor opgesteld daarom hebben wij geen data voor dit thema beschikbaar.
	i. Critically endangered		Omissie: information unavailable
	ii. Endangered		Omissie: information unavailable
	iii. Vulnerable		Omissie: information unavailable
	iv. Near threatened		Omissie: information unavailable
	v. Least concern		Omissie: information unavailable
			Omissie: information unavailable

<b>GRI 305: EMISSIONS (2016)</b>			
<b>Disclosure</b>	<b>Beschrijving</b>	<b>Referentie</b>	<b>Reden voor (gedeeltelijke) omissie</b>
<b>Management of material topics</b>		<ul style="list-style-type: none"> <li>• Strategie en strategische pijlers: Duurzame oplossingen (p. 30)</li> <li>• Duurzame oplossingen: Ambitie en doelstellingen op de vijf impactgebieden: emissieloos bouwen (p.35-37)</li> <li>• Risicocategorie Klimaatverandering (p.79)</li> <li>• Risicocategorie Duurzame projecten (p.81)</li> <li>• Externe omgeving (p.22-25)</li> <li>• Verduurzamingsopgave, Transitie naar een circulaire bouweconomie, Stikstofproblematiek</li> <li>• Overige informatie (p.153-154)</li> <li>• Stakeholders, materialiteit en materialiteitsmatrix</li> </ul>	
<b>305-1 (2016)</b>	<b>Direct (Scope 1) GHG emissions</b>		
	The reporting organization shall report the following information: a. Gross direct (Scope 1) GHG emissions in metric tons of CO <sub>2</sub> equivalent.	<ul style="list-style-type: none"> <li>• Duurzame oplossingen (p. 35-40)</li> <li>• De milieuoetadruk van TBI CO<sub>2</sub> emissies 26,1 kton (2021: 24,1 kton) waarvan scope 1 23,8 kton (2021: 21,4 kton), scope 2 2,2 kton (2021: 2,6 kton) van de scope 1 emissies is 0,4 kton toe te schrijven aan biogene brandstoffen</li> </ul>	



	b. Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.	<ul style="list-style-type: none"> <li>Begrippenlijst CO<sub>2</sub> (p. 158)</li> <li>Carbon dioxide (CO<sub>2</sub>) is het meest relevante broeikasgas voor TBI en daarmee het enige broeikasgas binnen de rapportage scope.</li> </ul>	
	c. Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent.	<ul style="list-style-type: none"> <li>2022 Uitgerekend doormiddel van MDB en VoorbijFTs inzet van biodiesel (HVO en Bio CNG) is de CO<sub>2</sub> emissie 0,4 kton CO<sub>2</sub>. (p. 35-40)</li> </ul>	
	d. Base year for the calculation, if applicable, including:	<ul style="list-style-type: none"> <li>2017 (p. 35)</li> </ul>	
	i. the rationale for choosing it;	<ul style="list-style-type: none"> <li>Jaarrekening: Kredietfaciliteiten, vijf parameters (p. 127)</li> </ul>	
	ii. emissions in the base year;	<ul style="list-style-type: none"> <li>Vijfjarenoverzicht (p. 157)</li> </ul>	
	iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	<ul style="list-style-type: none"> <li>Vijfjarenoverzicht (p. 157)</li> </ul>	
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	<ul style="list-style-type: none"> <li>Begrippenlijst CO<sub>2</sub> (p. 158)</li> <li>TBI hanteert bij de bepaling van haar CO<sub>2</sub> voetafdruk de scope 1 en 2 afbakening volgens de CO<sub>2</sub> Prestatieladder (SKAO) evenals de conversiefactoren</li> </ul>	
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control.	<ul style="list-style-type: none"> <li>Overige informatie: Reikwijdte (p. 152)</li> <li>De gerapporteerde financiële data en fte-aantallen betreffen alle activiteiten van TBI, zowel nationaal als internationaal. Voor alle overige niet-financiële data, met uitzondering van de veiligheidsprestaties, wordt uitsluitend gerapporteerd over de prestaties van de Nederlandse activiteiten van TBI.</li> </ul>	
	g. Standards, methodologies, assumptions, and/or calculation tools used.	<ul style="list-style-type: none"> <li>Begrippenlijst CO<sub>2</sub>: (p. 158)</li> <li>TBI hanteert bij de bepaling van haar CO<sub>2</sub> voetafdruk de scope 1 en 2 afbakening volgens de CO<sub>2</sub> Prestatieladder (SKAO) evenals de conversiefactoren</li> </ul>	
<b>305-2 (2016)</b>	<b>Energy indirect (Scope 2) GHG emissions</b>		
	The reporting organization shall report the following information: a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO <sub>2</sub> equivalent.	<ul style="list-style-type: none"> <li>Duurzame oplossingen (p. 35-40)</li> <li>De milieuvoetafdruk van TBI CO<sub>2</sub> emissies 26,1 kton (2021: 24,1 kton) waarvan scope 1 23,8 kton (2021: 21,4 kton), scope 2 2,2 kton (2021: 2,6 kton) van de scope 1 emissies is 0,4 kton toe te schrijven aan biogene brandstoffen</li> </ul>	

2,3	b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO <sub>2</sub> equivalent.	<ul style="list-style-type: none"> <li>Begrippenlijst CO<sub>2</sub> (p. 158)</li> <li>Carbon dioxide (CO<sub>2</sub>) is het meest relevante broeikasgas voor TBI en daarmee het enige broeikasgas binnen de rapportage scope.</li> </ul>	
	c. If available, the gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.	<ul style="list-style-type: none"> <li>2022 Uitgerekend doormiddel van MDB en VoorbijFTs inzet van biodiesel (HVO en Bio CNG) is de CO<sub>2</sub> emissie 0,4 kton CO<sub>2</sub>, (p. 35-40)</li> </ul>	
	d. Base year for the calculation, if applicable, including:	<ul style="list-style-type: none"> <li>2017 (p. 35)</li> </ul>	
	i. the rationale for choosing it;	<ul style="list-style-type: none"> <li>Jaarrekening: Kredietfaciliteiten, vijf parameters (p. 127)</li> </ul>	
	ii. emissions in the base year;	<ul style="list-style-type: none"> <li>Vijfjarenoverzicht (p. 157)</li> </ul>	
	iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	<ul style="list-style-type: none"> <li>Vijfjarenoverzicht (p. 157)</li> </ul>	
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	<ul style="list-style-type: none"> <li>Begrippenlijst CO<sub>2</sub>: (p. 158)</li> <li>TBI hanteert bij de bepaling van haar CO<sub>2</sub> voetafdruk de scope 1 en 2 afbakening volgens de CO<sub>2</sub> Prestatieladder (SKAO) evenals de conversiefactoren</li> </ul>	
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control.	<ul style="list-style-type: none"> <li>Overige informatie: Reikwijdte (p. 152)</li> <li>De gerapporteerde financiële data en fte-aantallen betreffen alle activiteiten van TBI, zowel nationaal als internationaal. Voor alle overige niet-financiële data, met uitzondering van de veiligheidsprestaties, wordt uitsluitend gerapporteerd over de prestaties van de Nederlandse activiteiten van TBI.</li> </ul>	
	g. Standards, methodologies, assumptions, and/or calculation tools used.	<ul style="list-style-type: none"> <li>Begrippenlijst CO<sub>2</sub>: (p. 158)</li> <li>TBI hanteert bij de bepaling van haar CO<sub>2</sub> voetafdruk de scope 1 en 2 afbakening volgens de CO<sub>2</sub> Prestatieladder (SKAO) evenals de conversiefactoren</li> </ul>	
	When compiling the information specified in Disclosure 305-2, the reporting organization shall:		
2.3.1 exclude any GHG trades from the calculation of gross energy indirect (Scope 2) GHG emissions;		Aan externe auditor om na te gaan of de berekening op deze wijze heeft plaatsgevonden	
2.3.2 exclude other indirect (Scope 3) GHG emissions that are disclosed as specified in Disclosure 305-3;		Aan externe auditor om na te gaan of de berekening op deze wijze heeft plaatsgevonden	
2.3.3 account and report energy indirect (Scope 2) GHG emissions based on the location-based method, if it has operations in markets without product or supplier-specific data;		Aan externe auditor om na te gaan of de berekening op deze wijze heeft plaatsgevonden	

	2.3.4 account and report energy indirect (Scope 2) GHG emissions based on both the location-based and market-based methods, if it has any operations in markets providing product or supplier-specific data in the form of contractual instruments.		Aan externe auditor om na te gaan of de berekening op deze wijze heeft plaatsgevonden
<b>305-3 (2016)</b>	<b>Other indirect (Scope 3) GHG emissions</b>		
<b>2,5</b>	The reporting organization shall report the following information: a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO <sub>2</sub> equivalent.	• J.P van Eesteren Pilot scope 3 Emissieloos bouwen (p. 40)	Information unavailable: We hebben scope 3 niet ik kaart voor 2022. We willen scope 3 volgend jaar inzichtelijk maken en hebben hier verschillende initiatieven voor opgezet. Scope 3 heeft de hoogste prioriteit voor 2023
	b. If available, the gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.		Information unavailable
	c. Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent.		Information unavailable
	d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.		Information unavailable
	e. Base year for the calculation, if applicable, including:		
	i. the rationale for choosing it;		Information unavailable
	ii. emissions in the base year;		Information unavailable
	iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.		Information unavailable
	f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.		Information unavailable
	g. Standards, methodologies, assumptions, and/or calculation tools used.		Information unavailable
	When compiling the information specified in Disclosure 305-3, the reporting organization shall:		Information unavailable
	2.5.1 exclude any GHG trades from the calculation of gross other indirect (Scope 3) GHG emissions;		
	2.5.2 exclude energy indirect (Scope 2) GHG emissions from this disclosure. Energy indirect (Scope 2) GHG emissions are disclosed as specified in Disclosure 305-2;		Information unavailable
	2.5.3 report biogenic emissions of CO <sub>2</sub> from the combustion or biodegradation of biomass that occur in its value chain separately from the gross other indirect (Scope 3) GHG emissions. Exclude biogenic emissions of other types of GHG (such as CH <sub>4</sub> and N <sub>2</sub> O), and biogenic emissions of CO <sub>2</sub> that occur in the life cycle of biomass other than from combustion or biodegradation (such as GHG emissions from processing or transporting biomass).		Information unavailable

<b>305-4 (2016)</b>	<b>GHG emissions intensity</b>		
<b>2,7</b>	The reporting organization shall report the following information: a. GHG emissions intensity ratio for the organization.	<ul style="list-style-type: none"> <li>Duurzame oplossingen: CO<sub>2</sub>-emissie scope 1 en 2 (per fte/ per miljoen € bedrijfsopbrengsten) (p.35)</li> </ul>	
	b. Organization-specific metric (the denominator) chosen to calculate the ratio.	<ul style="list-style-type: none"> <li>Duurzame oplossingen: CO<sub>2</sub>-emissie scope 1 en 2 (per fte/ per miljoen € bedrijfsopbrengsten) (p.35)</li> </ul>	
	c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	<ul style="list-style-type: none"> <li>Duurzame oplossingen: CO<sub>2</sub>-emissie scope 1 en 2 (per fte/ per miljoen € bedrijfsopbrengsten) (p.35)</li> </ul>	
	d. Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.	<ul style="list-style-type: none"> <li>Begrippenlijst CO<sub>2</sub> (p. 158)</li> <li>Carbon dioxine (CO<sub>2</sub>) is het meest relevante broeikasgas voor TBI en daarmee het enige broeikasgas binnen de rapportage scope.</li> </ul>	
	When compiling the information specified in Disclosure 305-4, the reporting organization shall:		
	2.7.1 calculate the ratio by dividing the absolute GHG emissions (the numerator) by the organization-specific metric (the denominator);	<ul style="list-style-type: none"> <li>CO<sub>2</sub>-emissie scope 1 en 2 (per fte/ per miljoen € bedrijfsopbrengsten) (p.35)</li> </ul>	
	2.7.2 if reporting an intensity ratio for other indirect (Scope 3) GHG emissions, report this intensity ratio separately from the intensity ratios for direct (Scope 1) and energy indirect (Scope 2) emissions.		Omissie: Not applicable
<b>305-5 (2016)</b>	<b>Reduction of GHG emissions</b>		
<b>2,9</b>	The reporting organization shall report the following information: a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO <sub>2</sub> equivalent b. Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.		Omissie: Information unavailable: We hebben dit niet kaart, we gaan hier aankomend jaar aan werken.
	c. Base year or baseline, including the rationale for choosing it.	<ul style="list-style-type: none"> <li>Jaarrekening: Kredietfaciliteiten, vijf parameters (p. 127)</li> </ul>	
	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	<ul style="list-style-type: none"> <li>Duurzame oplossingen milieuoetafdruk (p.35-40)</li> </ul>	
	e. Standards, methodologies, assumptions, and/or calculation tools used.	<ul style="list-style-type: none"> <li>Verantwoording &amp; Methodologie</li> </ul>	
	When compiling the information specified in Disclosure 305-5, the reporting organization shall:		Omissie: Information unavailable
	2.9.1 exclude reductions resulting from reduced production capacity or outsourcing;		Omissie: Information unavailable
	2.9.2 use the inventory or project method to account for reductions;		Omissie: Information unavailable
	2.9.3 calculate an initiative's total reductions of GHG emissions as the sum of its associated primary effects and any significant secondary effects;		Omissie: Information unavailable
	2.9.4 if reporting two or more Scope types, report the reductions for each separately;		Omissie: Information unavailable
	2.9.5 report reductions from offsets separately.		Omissie: Information unavailable

<b>305-6 (2016)</b>	<b>Emissions of ozone-depleting substances (ODS)</b>		
<b>2,11</b>	The reporting organization shall report the following information:		Omissie: Information unavailable: We hebben dit voor 2022 niet in beeld. In 2023 gaan we een klimaatplan opstellen op basis van SBTi doelstellingen. In het klimaatplan zullen we ook gaan kijken naar doelstellingen van stikstof. Omissie: Information unavailable
	a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.		Omissie: Information unavailable
	b. Substances included in the calculation.		Omissie: Information unavailable
	c. Source of the emission factors used.		Omissie: Information unavailable
	d. Standards, methodologies, assumptions, and/or calculation tools used.		Omissie: Information unavailable
	When compiling the information specified in Disclosure 305-6, the reporting organization shall:		Omissie: Information unavailable
	2.11.1 calculate the production of ODS as the amount of ODS produced, minus the amount destroyed by approved technologies, and minus the amount entirely used as feedstock in the manufacture of other chemicals;		Omissie: Information unavailable
2.11.2 exclude ODS recycled and reused.			
<b>305-7 (2016)</b>	<b>Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions</b>		
	The reporting organization shall report the following information:		Omissie: Information unavailable: We hebben dit voor 2022 niet in beeld. In 2023 gaan we een klimaatplan opstellen op basis van SBTi doelstellingen. In het klimaatplan zullen we ook gaan kijken naar doelstellingen voor het meten van stikstof. Omissie: Information unavailable
	a. Significant air emissions, in kilograms or multiples, for each of the following:		
	i. NOX		Omissie: Information unavailable
	ii. SOX		Omissie: Information unavailable
	iii. Persistent organic pollutants (POP)		Omissie: Information unavailable
	iv. Volatile organic compounds (VOC)		Omissie: Information unavailable
	v. Hazardous air pollutants (HAP)		Omissie: Information unavailable
	vi. Particulate matter (PM)		Omissie: Information unavailable
	vii. Other standard categories of air emissions identified in relevant regulations		Omissie: Information unavailable
	b. Source of the emission factors used.		Omissie: Information unavailable
c. Standards, methodologies, assumptions, and/or calculation tools used.		Omissie: Information unavailable	

<b>2.13</b>	When compiling the information specified in Disclosure 305-7, the reporting organization shall select one of the following approaches for calculating significant air emissions:		Omissie: Information unavailable
	2.13.1 Direct measurement of emissions (such as online analyzers);		Omissie: Information unavailable
	2.13.2 Calculation based on site-specific data;		Omissie: Information unavailable
	2.13.3 Calculation based on published emission factors;		Omissie: Information unavailable
	2.13.4 Estimation. If estimations are used due to a lack of default figures, the organization shall indicate the basis on which figures were estimated.		Omissie: Information unavailable

<b>GRI 306: WASTE (2020)</b>			
<b>Disclosure</b>	<b>Beschrijving</b>	<b>Referentie</b>	<b>Reden voor (gedeeltelijke) omissie</b>
	<b>Management of material topics</b>	<ul style="list-style-type: none"> <li>• Strategie en strategische pijlers: Duurzame oplossingen (p.30)</li> <li>• Duurzame oplossingen: circulaire bedrijfsvoering (p.39)</li> <li>• Externe omgeving (p.22-25)</li> <li>• Verduurzamingsopgave, Transitie naar een circulaire bouweconomie, Stikstofproblematiek</li> <li>• Risicocategorie Klimaatverandering (p.79)</li> <li>• Risicocategorie Duurzame projecten (p.81)</li> <li>• Duurzame oplossingen: Ambities en doelstellingen op de vijf impactgebieden: circulaire bedrijfsvoering (p. 35-40)</li> <li>• Overige informatie: Stakeholders, materialiteit en materialiteitsmatrix (p.153-154)</li> </ul>	
<b>306-1 (2020)</b>	<b>Waste generation and significant waste-related impacts</b>		
	The reporting organization shall report the following information: a. For the organization's significant actual and potential waste-related impacts, a description of:		
	i. the inputs, activities, and outputs that lead or could lead to these impacts;	• Duurzame oplossingen: Circulaire bedrijfsvoering (p.39)	
	ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain.	• Duurzame oplossingen: Circulaire bedrijfsvoering (p.39)	

<b>306-2 (2020)</b>	<b>Management of significant waste-related impacts</b>		
	The reporting organization shall report the following information: a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.	<ul style="list-style-type: none"> <li>• Duurzame oplossingen: Circulaire bedrijfsvoering (p.39)</li> </ul>	
	b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.		n/a
	c. The processes used to collect and monitor waste-related data.	<ul style="list-style-type: none"> <li>• Duurzame oplossingen: Circulaire bedrijfsvoering (p.39)</li> </ul>	
<b>306-3 (2020)</b>	<b>Waste generated</b>		
	The reporting organization shall report the following information:		
	a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.	<ul style="list-style-type: none"> <li>• Bericht Voorzitter Raad van Bestuur (p.6-9)</li> <li>• Duurzame oplossingen: Circulaire bedrijfsvoering (p.36)</li> <li>• De totale hoeveelheid tonnen afval bedroeg 59.986 ton. De meest voorkomende afvalstromen in tonnen zijn bouw- en sloopafval (7.937), puin (42.609), bedrijfsafval (1.047), gips (279), hout (2.596), isolatiemateriaal (298), kunststoffen/ folies (88), papier en karton (443)</li> </ul>	
	b. Contextual information necessary to understand the data and how the data has been compiled.	<ul style="list-style-type: none"> <li>• Bericht Voorzitter Raad van Bestuur (p.6-9)</li> <li>• Duurzame oplossingen: Circulaire bedrijfsvoering (p.38)</li> <li>• Afvalvolume/per miljoen € bedrijfsopbrengsten (ton) 26,1 (2021:24,2) (p.35)</li> </ul>	
<b>2,1</b>	When compiling the information specified in Disclosure 306-3-a, the reporting organization shall:		
	2.1.1 exclude effluent, unless required by national legislation to be reported under total waste;		
	2.1.2 use 1000 kilograms as the measure for a metric ton.		

<b>306-4 (2020)</b>	<b>Waste diverted from disposal</b>		
	<p>The reporting organization shall report the following information:</p> <p>a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.</p>		<p>Omissie: Information unavailable:  In 2021 was deze omissie er ook. Echter, na interne evaluatie blijkt data over afvalverwerkingmethoden nog steeds niet in dit detailniveau beschikbaar. Voor deze informatie zijn wij afhankelijk van informatie van derden. We hebben in Q4 2022 een start gemaakt met het uitvragen van de herbestemmingscategorien van de afvalstromen op basis van een eigen categorisatie, en afgeleid van het platform van Bnext. We hebben dit ook opgenomen in ons handboek niet-financieel en zullen hier in 2023 aan werken om dit beter in kaart te brengen.</p>
	<p>b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:</p>		<p>Omissie: Information unavailable:  In 2021 was deze omissie er ook. Echter, na interne evaluatie blijkt data over afvalverwerkingmethoden nog steeds niet in dit detailniveau beschikbaar. Voor deze informatie zijn wij afhankelijk van informatie van derden. We hebben in Q4 2022 een start gemaakt met het uitvragen van de herbestemmingscategorien van de afvalstromen op basis van een eigen categorisatie, en afgeleid van het platform van Bnext. We hebben dit ook opgenomen in ons handboek niet-financieel en zullen hier in 2023 aan werken om dit beter in kaart te brengen.</p>
	<p>i. Preparation for reuse;</p>		Information unavailable
	<p>ii. Recycling;</p>		Information unavailable
	<p>iii. Other recovery operations.</p>		Information unavailable
	<p>c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:</p>		Information unavailable
	<p>i. Preparation for reuse;</p>		Information unavailable
	<p>ii. Recycling;</p>		Information unavailable
	<p>iii. Other recovery operations.</p>		Information unavailable
	<p>d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal:</p>		Information unavailable



2,2	i. onsite;		Information unavailable
	ii. offsite.		Information unavailable
	e. Contextual information necessary to understand the data and how the data has been compiled.		Information unavailable
	When compiling the information specified in Disclosure 306-4, the reporting organization shall:		Information unavailable
	2.2.1 exclude effluent, unless required by national legislation to be reported under total waste;		Information unavailable
	2.2.2 use 1000 kilograms as the measure for a metric ton.		Information unavailable
<b>306-5 (2020)</b>	<b>Waste directed to disposal</b>		
	The reporting organization shall report the following information: a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste.		Omissie: Information unavailable: In 2021 was deze omissie er ook. Echter, na interne evaluatie blijkt data over afvalverwerkingmethoden nog steeds niet in dit detailniveau beschikbaar. Voor deze informatie zijn wij afhankelijk van informatie van derden. We hebben in Q4 2022 een start gemaakt met het uitvragen van de herbestemmingscategorieën van de afvalstromen op basis van een eigen categorisatie, en afgeleid van het platform van Bnext. We hebben dit ook opgenomen in ons handboek niet-financieel en zullen hier in 2023 aan werken om dit beter in kaart te brengen.
	b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:		Omissie: Information unavailable: In 2021 was deze omissie er ook. Echter, na interne evaluatie blijkt data over afvalverwerkingmethoden nog steeds niet in dit detailniveau beschikbaar. Voor deze informatie zijn wij afhankelijk van informatie van derden. We hebben in Q4 2022 een start gemaakt met het uitvragen van de herbestemmingscategorieën van de afvalstromen op basis van een eigen categorisatie, en afgeleid van het platform van Bnext. We hebben dit ook opgenomen in ons handboek niet-financieel en zullen hier in 2023 aan werken om dit beter in kaart te brengen.
	i. Incineration (with energy recovery);		Information unavailable
	ii. Incineration (without energy recovery);		Information unavailable
	iii. Landfilling;		Information unavailable
	iv. Other disposal operations.		Information unavailable

2,4	c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:		Information unavailable
	i. Incineration (with energy recovery);		Information unavailable
	ii. Incineration (without energy recovery);		Information unavailable
	iii. Landfilling;		Information unavailable
	iv. Other disposal operations.		Information unavailable
	d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal:		Information unavailable
	i. onsite;		Information unavailable
	ii. offsite.		Information unavailable
	e. Contextual information necessary to understand the data and how the data has been compiled.		Information unavailable
	When compiling the information specified in Disclosure 306-5, the reporting organization shall:		Information unavailable
2.4.1 exclude effluent, unless required by national legislation to be reported under total waste;		Information unavailable	
2.4.2 use 1000 kilograms as the measure for a metric ton.		Information unavailable	

#### GRI 402: LABOR/MANAGEMENT RELATIONS (2016)

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	<b>Management of material topics</b>	<ul style="list-style-type: none"> <li>• Strategie en strategische pijlers: Mensen &amp; Teams (p.30)</li> <li>• Mensen &amp; Teams: Ambitie (p.43-44)</li> <li>• Maatschappelijke initiatieven TBI (p.51-52)</li> <li>• Externe omgeving: Arbeidsmarkt (p.24)</li> <li>• Bericht van de Voorzitter van de Raad van Bestuur (p. 6-9)</li> <li>• Praktijkfonds (p.42)</li> <li>• Stichting Studiefonds (p.48)</li> <li>• Overige informatie: Stakeholders, materialiteit en materialiteitsmatrix (p.153-154)</li> </ul>	

<b>402-1 (2016)</b>	<b>Minimum notice periods regarding operational changes</b>		
	The reporting organization shall report the following information: a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.	<ul style="list-style-type: none"> <li>• Mensen &amp; Teams % CAO (p.44)</li> <li>• De CAO Bouw &amp; Infra is van toepassing, de opzegtermijn bedraagt 1-4 maanden, afhankelijk van totale duur dienstverband, tenzij UWV een kortere periode heeft bepaald in welk geval deze periode geldt (altijd minimaal één maand). Aangezien de CAO algemeen verbindend is verklaard, gelden voor alle werknemers dezelfde termijnen.</li> </ul>	
	b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	<ul style="list-style-type: none"> <li>• Mensen &amp; Teams % CAO (p.44)</li> <li>• De CAO Bouw &amp; Infra is van toepassing, de opzegtermijn bedraagt 1-4 maanden, afhankelijk van totale duur dienstverband, tenzij UWV een kortere periode heeft bepaald in welk geval deze periode geldt (altijd minimaal één maand). Aangezien de CAO algemeen verbindend is verklaard, gelden voor alle werknemers dezelfde termijnen.</li> </ul>	

<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)</b>			
<b>Disclosure</b>	<b>Beschrijving</b>	<b>Referentie</b>	<b>Reden voor (gedeeltelijke) omissie</b>
<b>Management of material topics</b>		<ul style="list-style-type: none"> <li>• Strategie en strategische pijlers: Mensen &amp; Teams (p.30)</li> <li>• Bericht Voorzitter Raad van Bestuur (p.6-9)</li> <li>• Profiel (p.12)</li> <li>• Veilig en gezonde werkomstandigheden (p.45-47)</li> <li>• Risicocategorie: Veiligheid en gezondheid van medewerkers en onderaannemers (p. 81)</li> <li>• Overige informatie: Stakeholders, materialiteit en materialiteitsmatrix (p.153-154)</li> </ul>	
<b>403-1 (2018)</b>	<b>Occupational health and safety management system</b>		
	The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization: a. a statement of whether an occupational health and safety management system has been implemented, including whether:	<ul style="list-style-type: none"> <li>• Veilige en gezonde werkomstandigheden (p.45-47)</li> <li>• TBlveilig app, Veiligheidsdashboards</li> </ul>	
	i. the system has been implemented because of legal requirements and, if so, a list of the requirements;		

	<p>ii. The system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.</p>		
	<p>b. a description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.</p>		
<b>403-2 (2018)</b>	<b>Hazard identification, risk assessment, and incident investigation</b>		
	<p>The reporting organization shall report the following information:</p> <p>a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:</p>	<ul style="list-style-type: none"> <li>• Veilige en gezonde werkomstandigheden (p.45-47)</li> <li>• TBI Veiligheidsrichtlijnen</li> <li>• TBI-veiligheidswaarden</li> <li>• De TBlveilig app</li> <li>• Veiligheidsladder</li> <li>• Veiligheidsoverleg</li> </ul>	
	<p>i. how the organization ensures the quality of these processes, including the competency of persons who carry them out;</p>		
	<p>ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.</p>		
	<p>b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.</p>	<ul style="list-style-type: none"> <li>• Veilige en gezonde werkomstandigheden (p.45-47)</li> <li>• TBI Veiligheidsrichtlijnen</li> <li>• TBI-veiligheidswaarden</li> <li>• De TBlveilig app</li> <li>• Veiligheidsladder</li> </ul>	
	<p>c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.</p>	<ul style="list-style-type: none"> <li>• Veilige en gezonde werkomstandigheden (p.45-47)</li> <li>• TBI Veiligheidsrichtlijnen</li> <li>• TBI-veiligheidswaarden</li> <li>• De TBlveilig app</li> <li>• Veiligheidsladder</li> <li>• Risicomanagement: Riscicocategorie veilige en gezonde werkomstandigheden voor werknemers en onderaannemers (p. 81)</li> </ul>	

	<p>d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.</p>	<ul style="list-style-type: none"> <li>• Veilige en gezonde werkomstandigheden (p.45-47)</li> <li>• TBI Veiligheidsrichtlijnen</li> <li>• TBI-veiligheidswaarden</li> <li>• De TBIveilig app</li> <li>• Veiligheidsladder</li> <li>• Risicomanagement: Riscicocategorie veilige en gezonde werkomstandigheden voor werknemers en onderaannemers (p. 81)</li> </ul>	
<b>403-3 (2018)</b>	<b>Occupational health services</b>		
	<p>The reporting organization shall report the following information:</p> <p>a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.</p>	<ul style="list-style-type: none"> <li>• Veilige en gezonde werkomstandigheden (p.45-47)</li> <li>• TBI Vitaal (duurzaam inzetbaar)</li> </ul>	
<b>403-4 (2018)</b>	<b>Worker participation, consultation, and communication on occupational health and safety</b>		
	<p>The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.</p>	<ul style="list-style-type: none"> <li>• Veilige en gezonde werkomstandigheden (p.45-47)</li> <li>• Veiligheidsdag</li> <li>• TBI Vitaal (duurzaam inzetbaar)</li> </ul>	
	<p>b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.</p>	<ul style="list-style-type: none"> <li>• Veilige en gezonde werkomstandigheden (p.45-47)</li> </ul>	
<b>403-5 (2018)</b>	<b>Worker training on occupational health and safety</b>		
	<p>The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.</p>	<ul style="list-style-type: none"> <li>• TBI Vitaal (p.45-47)</li> </ul>	

<b>403-6 (2018)</b>	<b>Promotion of worker health</b>		
	The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization: a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.	• TBI Vitaal (p.45-47)	
	b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	• TBI Vitaal (p.45-47)	
<b>403-7 (2018)</b>	<b>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</b>		
	The reporting organization shall report the following information: a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	• Veilige en gezonde werkomstandigheden (p.45-47) • Risicomanagement: riscicocategorie veilige en gezonde werkomstandigheden voor medewerkers en onderaannemers (p. 81)	
<b>Topic specific disclosures</b>			
<b>403-8 (2018)</b>	<b>Workers covered by an occupational health and safety management system</b>		
	The reporting organization shall report the following information: a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:		Not applicable
	i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;		Not applicable
	ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited;		Not applicable
	iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.		Not applicable
	b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.		Not applicable

	c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.		Not applicable
<b>403-9 (2018)</b>	<b>Work-related injuries</b>		
	The reporting organization shall report the following information:		
	a. For all employees:		
	i. The number and rate of fatalities as a result of work-related injury;	<ul style="list-style-type: none"> <li>• Veilig en gezonde werkomstandigheden (p.45-47)</li> <li>• De ongevalratio (IF) is in 2022 gestegen naar 2,9 (2021: 2,5). Het aantal ongevallen met verzuim van eigen medewerkers en inleners is in 2022 gestegen naar 39 (2021: 32). Naast ongevallen met verzuim vonden 177 (2021: 145) ongevallen zonder verzuim plaats.</li> <li>• De oorzaak van veel ongevallen betreft struikel- en valincidenten en hand- en snijwonden.</li> <li>• Onder onze eigen medewerkers en inleners hebben er in 2022 145 bijna ongevallen plaatsgevonden, en zijn er 2.980 gevaarlijke situaties en 87 gevaarlijke handelingen geconstateerd (2021 119 bijna ongevallen plaatsgevonden, 1.814 gevaarlijke situaties en 77 gevaarlijke handelingen)</li> </ul>	
	ii. The number and rate of high-consequence work-related injuries (excluding fatalities);		
	iii. The number and rate of recordable work-related injuries;		
	iv. The main types of work-related injury;	<ul style="list-style-type: none"> <li>• de oorzaak van veel ongevallen betreft struikel- en valincidenten en hand- en snijwonden (p.45-47)</li> </ul>	
	v. The number of hours worked.	<ul style="list-style-type: none"> <li>• Het aantal gewerkte uren bedroeg dit jaar in totaal 13.490.673 uren (p.47)</li> </ul>	
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:		Omissie: Not applicable TBI maakt geen onderscheid tussen mensen op de loonlijst en inleners als het gaat om IF-rate. b.iii: de injury rate van onze onderaannemers kunnen wij niet bepalen omdat het aantal gewerkte uren niet volledig inzichtelijk is. Tevens zitten onderaannemers niet in de scope van onze huidige verslaglegging. De enige informatie die we bijhouden is het arbeidsongevallen met verzuim onderaannemers.
	i. The number and rate of fatalities as a result of work-related injury;		Omissie: Not applicable TBI maakt geen onderscheid tussen mensen op de loonlijst en inleners

	ii. The number and rate of high-consequence work-related injuries (excluding fatalities);		Omissie: Not applicable TBI maakt geen onderscheid tussen mensen op de loonlijst en inleners
	iii. The number and rate of recordable work-related injuries;		Omissie: Not applicable TBI maakt geen onderscheid tussen mensen op de loonlijst en inleners
	iv. The main types of work-related injury;		Omissie: Not applicable TBI maakt geen onderscheid tussen mensen op de loonlijst en inleners
	v. The number of hours worked.		Omissie: Not applicable TBI maakt geen onderscheid tussen mensen op de loonlijst en inleners
	c. The work-related hazards that pose a risk of high-consequence injury, including:		
	i. how these hazards have been determined;	• Veilige en gezonde werkomstandigheden (p.45-47)	
	ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;	• Veilige en gezonde werkomstandigheden (p.45-47)	
	iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	• Veilige en gezonde werkomstandigheden (p.45-47)	
	d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.	• Veilige en gezonde werkomstandigheden (p.45-47)	
	e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.	• Begrippenlijst IF-rate (p. 159) • Het totaal aantal arbeidsongevallen met verzuim (of dodelijk) vermenigvuldigd met 1 miljoen (uur) gedeeld door het totaal aantal gewerkte uren van medewerkers en inleners.	
	f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	• In deze categorie vallen geen onderaannemers en/of leveranciers. Direct ingeleende medewerkers door vofs/combinaties worden niet meegenomen in de rapportage. • Document Verantwoording en methodologie	
	g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	• Ongevallencijfers • Document Verantwoording en methodologie	
<b>403-10 (2018)</b>	<b>Work-related ill health</b>		
	The reporting organization shall report the following information:		
	a. For all employees:	• Veilige en gezonde werkomstandigheden (p.45-47)	
	i. The number of fatalities as a result of work-related ill health;	• Veilige en gezonde werkomstandigheden (p.45-47)	



	ii. The number of cases of recordable work-related ill health;	• Veilige en gezonde werkomstandigheden (p.45-47)	
	iii. The main types of work-related ill health.	• Veilige en gezonde werkomstandigheden (p.45-47)	
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:	• Veilige en gezonde werkomstandigheden (p.45-47)	
	i. The number of fatalities as a result of work-related ill health;	• Veilige en gezonde werkomstandigheden (p.45-47)	
	ii. The number of cases of recordable work-related ill health;	• Veilige en gezonde werkomstandigheden (p.45-47)	
	iii. The main types of work-related ill health.		Omissie: Information unavailable deze informatie hebben we niet beschikbaar. We houden dit niet bij.
	c. The work-related hazards that pose a risk of ill health, including:	• Veilige en gezonde werkomstandigheden (p.45-47)	
	i. how these hazards have been determined;	• Veilige en gezonde werkomstandigheden (p.45-47)	
	ii. which of these hazards have caused or contributed to cases of ill health during the reporting period;	• Veilige en gezonde werkomstandigheden (p.45-47)	
	iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	• Veilige en gezonde werkomstandigheden (p.45-47)	
	d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	• In deze categorie vallen geen onderaannemers en/of leveranciers. Direct ingeleende medewerkers door vofs/combinaties worden niet meegenomen in de rapportage. • Document Verantwoording en methodologie	
	e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	• Ongevallencijfers • Document Verantwoording en methodologie	

#### GRI 404: TRAINING AND EDUCATION (2016)

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
<b>Management of material topics</b>		<ul style="list-style-type: none"> <li>• Strategie en strategische pijlers: Mensen &amp; Teams (p.30)</li> <li>• Mensen &amp; Teams (p.43-50)</li> <li>• Ontwikkelen medewerkers door opleiding en training (p. 49)</li> <li>• Externe omgeving (p.24)</li> <li>• Arbeidsmarkt</li> <li>• Overige informatie: Stakeholders, materialiteit en materialiteitsmatrix (p.153-154)</li> </ul>	

404-1 (2016)	<b>Average hours of training per year per employee</b>		
	The reporting organization shall report the following information: a. Average hours of training that the organization's employees have undertaken during the reporting period, by:	<ul style="list-style-type: none"> <li>• Ontwikkelen medewerkers door opleiding en training (p. 49)</li> <li>• TBI heeft in totaal 127.887 uur (gemiddeld 20,5 opleidingsuren per fte) en ruim € 5,6 miljoen in opleiding en ontwikkeling van medewerkers geïnvesteerd (2021: 103.057 uur, € 4,7 miljoen en gemiddeld 16,5 opleidingsuren per fte).</li> </ul>	
	i. gender;	<ul style="list-style-type: none"> <li>• Opleidings- en of trainingskosten (p. 49)</li> <li>• Voor man € 5.206.565</li> <li>• Voor vrouw € 432.171</li> </ul>	
	ii. employee category.	<ul style="list-style-type: none"> <li>• Opleidings- en of trainingskosten (p.49)</li> <li>• Voor direct medewerkers € 3.774.056</li> <li>• Voor indirect medewerkers €1.864.680</li> </ul>	
404-2 (2016)	<b>Programs for upgrading employee skills and transition assistance programs</b>		
	The reporting organization shall report the following information: a. Type and scope of programs implemented and assistance provided to upgrade employee skills.	<ul style="list-style-type: none"> <li>• Ontwikkelen medewerkers door opleiding en training (p. 49)</li> </ul>	
	b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	<ul style="list-style-type: none"> <li>• Veilige en gezonde werkomstandigheden (p.45-47)</li> <li>• Ontwikkelen medewerkers door opleiding en training (p. 49)</li> <li>• TBI Acdmy</li> <li>• TBI Vitaal (duurzaam inzetbaar)</li> </ul>	
404-3 (2016)	<b>Percentage of employees receiving regular performance and career development reviews</b>		
	The reporting organization shall report the following information: a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	<ul style="list-style-type: none"> <li>• Veilige en gezonde werkomstandigheden (p.45-47)</li> <li>• Er hebben in 2022 4.873 functionerings- / beoordelingsgesprekken plaatsgevonden, dat is 75% van de medewerkers</li> </ul>	

**GRI 405: DIVERSITY AND EQUAL OPPORTUNITY (2016)**

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	<b>Management of material topics</b>	<ul style="list-style-type: none"> <li>• Strategie en strategische pijlers: Mensen &amp; Teams (p.30)</li> <li>• Mensen &amp; Teams (p.45-50)</li> <li>• Diversiteit en inclusiviteit (p.49-50)</li> <li>• Externe omgeving: Arbeidsmarkt (p.24)</li> <li>• Overige informatie: Stakeholders, materialiteit en materialiteitsmatrix (p.153-154)</li> </ul>	
<b>405-1 (2016)</b>	<b>Diversity of governance bodies and employees</b>		
	The reporting organization shall report the following information:		
	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:	• Samenstelling Raad van bestuur (p. 90)	
	i. Gender;	• Samenstelling Raad van bestuur (p. 90)	
	ii. Age group: under 30 years old, 30-50 years old, over 50 years old;	• Samenstelling Raad van bestuur (p. 90)	
	iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	• Samenstelling Raad van bestuur (p. 90)	
	b. Percentage of employees per employee category in each of the following diversity categories:		
	i. Gender;	• Mensen & Teams (p. 43-46)	
	ii. Age group: under 30 years old, 30-50 years old, over 50 years old;	• Mensen & Teams (p. 43-46)	
	iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).		
<b>405-2 (2016)</b>	<b>Ratio of basic salary and remuneration of women to men</b>		
	The reporting organization shall report the following information:		
	a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.		Omissie: Confidentially constraints
	b. The definition used for 'significant locations of operation'.		Omissie: Confidentially constraints