

# Sustainability statement

## Social disclosures

### Health and safety

<b>Fatalities</b>	Unit of measurement	2019	2018	2017
<b>Consolidated operations <sup>1)</sup></b>				
Employees	Number	0	1	0
Third party	Number	0	0	0
<b>Associates <sup>2)</sup></b>				
Employees	Number	0	0	0
Contractors	Number	0	0	0
Third party	Number	0	0	0

<sup>1)</sup> Activities where Statkraft has > 50% ownership.

<sup>2)</sup> Activities where Statkraft has 20 - 50% ownership

<b>Serious incidents <sup>1), 2)</sup></b>	Unit of measurement	2019	2018	2017
Serious injuries	Number	7	7	4
Incidents with, or with potential for, serious consequences	Number	53	31	48

<sup>1)</sup> Includes activities where Statkraft has ≥ 20% ownership.

<sup>2)</sup> Incidents include accidents and near misses.

<b>Injuries <sup>1)</sup></b>	Unit of measurement	2019	2018	2017
<b>Employees</b>				
Lost-time injuries (LTI) <sup>2)</sup>	Number	23	30	40
Lost-time injuries per million hours worked	LTI rate	2.1	2.9	3.4
Total recordable injuries (TRI) <sup>3)</sup>	Number	42	57	78
Total recordable injuries per million hours worked	TRI rate	3.8	5.4	6.6
<b>Contractors</b>				
Lost-time injuries (LTI) <sup>2)</sup>	Number	31	29	27
Lost-time injuries per million hours worked	LTI rate	3.1	3.0	2.2
Total recordable injuries (TRI) <sup>3)</sup>	Number	59	50	46
Total recordable injuries per million hours worked	TRI rate	5.9	5.2	3.8
<b>Third parties</b>				
Injuries <sup>4)</sup>	Number	1	0	0
<b>Statkraft, total</b>				
Lost-time injuries per million hours worked	LTI rate	2.6	2.9	2.8
Total recordable injuries per million hours worked	TRI rate	4.8	5.3	5.2

<sup>1)</sup> Includes activities where Statkraft has ≥ 20% ownership.

<sup>2)</sup> Work-related injuries which have resulted in absence extending beyond the day of the injury.

<sup>3)</sup> Work-related injuries, with and without absence. Includes injuries which resulted in absence, medical treatment or need for alternative work assignments.

<sup>4)</sup> Recorded injuries requiring treatment by a doctor.

<b>Sick leave <sup>1)</sup></b>	Unit of measurement	2019	2018	2017
Sick leave, total	%	2.7	3.3	3.5
Of which short-term absence (16 days or less)	%	1.2	1.5	1.5
Of which long-term absence (more than 16 days)	%	1.5	1.8	2.0

<sup>1)</sup> Sick leave due to illness or injuries, as percentage of normal working hours.

<b>Judicial sanctions and fines, health and safety</b>	Unit of measurement	2019	2018	2017
Cases where judicial or administrative sanctions have been applied due to material non-compliance with health and safety legislation	Number	0	1	1
Judicial fines applied due to material non-compliance with health and safety legislation	NOK million	0	0	0
Administrative fines applied due to material non-compliance with health and safety legislation	NOK million	0	0.02 <sup>1)</sup>	0.05 <sup>2)</sup>

<sup>1)</sup> Fine to Devoll Hydropower Moglicë related to fatal accident in 2018.

<sup>2)</sup> Fine to District Heating related to safety incident.

## Labour practices

<b>Employees</b>	Unit of measurement	2019	2018	2017
Employees 31.12	Number	3 973	3 557	3 593
Of which in Norway	Number	2 173	2 040	2 241
Of which in other Nordic countries	Number	210	212	213
Of which in other European countries	Number	889	713	661
Of which in the rest of the world	Number	701	592	478
Full-time employees 31.12	%	95	95	96
Staff turnover rate <sup>1)</sup>	%	4.3	4.2	5.7
Service time				
Average service time	Years	10.5	11.6	12.0
Average service time for employees resigned or dismissed <sup>1)</sup>	Years	10.2	12.4	8.3
Apprentices employed 31.12	Number	89	77	77
Trainees employed 31.12	Number	13	3	7
Nationalities represented among Statkraft's employees	Number	61	57	51

<sup>1)</sup> Excluding retirements.

<b>Gender equality</b>	Unit of measurement	2019	2018	2017
Percentage of women				
Total	%	26	25	25
In Norway	%	26	25	27
In other Nordic countries	%	18	18	19
In other European countries	%	27	24	23
In the rest of the world	%	29	25	22
In management positions	%	23	21	22
In Norway	%	27	25	26
In other Nordic countries	%	9	11	9
In other European countries	%	19	18	18
In the rest of the world	%	24	17	18
In Corporate Management	%	29	29	29
In Statkraft's Board of Directors	%	44	44	44
Among employees recruited in the reporting year	%	38	31	22
Among managers recruited in the reporting year	%	32	24	20
Among full-time employees	%	25	23	23
Among part-time employees	%	50	53	57

<b>Equal salary</b>	Unit of measurement	2019	2018	2017
Salary ratio among employees <sup>1)</sup>	Ratio	0.93	0.94	0.93
In Norway	Ratio	0.99	0.97	0.97
In other Nordic countries	Ratio	1.04	1.03	1.00
In other European countries	Ratio	0.78	0.85	0.81
In the rest of the world	Ratio	0.88	0.88	0.92
Salary ratio among managers <sup>1)</sup>	Ratio	0.92	0.87	0.92
In Norway	Ratio	0.99	0.95	0.99
In other Nordic countries	Ratio	0.90	0.83	0.90
In other European countries	Ratio	0.72	0.78	0.74
In the rest of the world	Ratio	1.02	0.83	1.04

<sup>1)</sup> Average salary for women in relation to average salary for men.

<b>Statkraft as employer</b>	Unit of measurement	2019	2018	2017
Organisation and leadership evaluation <sup>1)</sup>				
Employee engagement	Scale 0-100	84	78	72
Response rate	%	92	91	92
Employees who have completed the performance and career development review	%	88	87	97
Ranking as preferred employer <sup>2)</sup> among				
Business students	Ranking	57	65	58
Engineering students	Ranking	14	11	6
Business professionals	Ranking	38	45	22
Engineering professionals	Ranking	20	10	13

<sup>1)</sup> From Statkraft's internal annual organisation and leadership evaluation survey. Statkraft's score can be compared with the Mercedes Sirota Global Benchmark which was 77 in 2019.

<sup>2)</sup> Ranking among final-year students and professionals, as defined and measured in the annual Universum Graduate Survey for Norway and the Universum Professional Survey for Norway.

## Human rights

Training on human rights <sup>1), 2)</sup>	Unit of measurement	2019	2018	2017
Number of hours devoted to training on human rights	Hours	600	300	200
Employees that have received training on human rights	%	20	13	13
Senior management that have received training on human rights	%	40	100	100

<sup>1)</sup> Includes training and awareness on human rights topics. This number does not cover trainings on human rights aspects such as health and safety, or our report of concern procedures (that are part of our implementation of Pillar 3 of the UN Guiding Principles for Business and Human Rights) for which 100% of employees received training.

<sup>2)</sup> The reported figures for 2017 and 2018 cover training completed in the last two years, and includes only specific training on human rights.

Consultations with indigenous peoples	Unit of measurement	2019	2018	2017
Number of projects with ongoing consultations involving rights of indigenous peoples	Number	15	14	8

Incidents of violations involving rights of indigenous peoples	Unit of measurement	2019	2018	2017
Total number of confirmed incidents of violations involving the rights of indigenous peoples during the reporting period	Number	0	0	0

Judicial sanctions and fines, human rights <sup>1)</sup>	Unit of measurement	2019	2018	2017
Cases where judicial or administrative sanctions have been applied due to material non-compliance with human rights legislation	Number	0	0	0
Judicial fines applied due to material non-compliance with human rights legislation	NOK million	0	0	0
Administrative fines applied due to material non-compliance with human rights legislation	NOK million	0	0	0

<sup>1)</sup> Material judicial sanctions for discrimination, forced labour, child labour or violations of the freedom of association, indigenous peoples rights or labour rights.

## Environmental disclosures

### Climate

Greenhouse gas emissions	Unit of measurement	2019	2018	2017
Emissions of CO <sub>2</sub> equivalents, consolidated activities <sup>1)</sup>	Tonnes	1 493 100	485 400	818 000
Of which from gas power plants (scope 1)	Tonnes	1 443 100	439 000	763 900
Of which from district heating plants <sup>2)</sup> (scope 1)	Tonnes	28 900	28 500	23 500
Of which from SF <sub>6</sub> emissions (scope 1)	Tonnes	2 500	200	900
Of which halon emissions (scope 1)	Tonnes	0	0	0
Of which from fuel consumption <sup>3)</sup> (scope 1)	Tonnes	14 900	14 900	26 900
Of which from electricity consumption <sup>4)</sup> (scope 2)	Tonnes	0	0	0
Of which from business travel <sup>5)</sup> (scope 3)	Tonnes	3 700	2 800	2 800
Emissions of CO <sub>2</sub> equivalents from affiliated gas power plants <sup>6)</sup> (scope 1)	Tonnes	96 900	105 000	94 500
Emissions of CO <sub>2</sub> equivalents from Heimdal incineration plant <sup>2)</sup>	Tonnes	74 200	74 400	79 800
Emissions of biogenic CO <sub>2</sub> from district heating plants	Tonnes	224 800	306 500	317 300
SF <sub>6</sub> emissions	kg	112	28	40
Halon emissions	kg	0	0	0

<sup>1)</sup> Statkraft's ownership is >50%.

<sup>2)</sup> Emissions of CO<sub>2</sub> from Heimdal incineration plant is not included in Statkraft's total CO<sub>2</sub> statement, according to established reporting practice for the district heating industry.

<sup>3)</sup> CO<sub>2</sub> from fuel consumption from the Group's machinery and vehicles.

<sup>4)</sup> 100% of Statkraft's electricity consumption is certified renewable.

<sup>5)</sup> Comprises travel by air and car in the Norwegian operations.

<sup>6)</sup> Statkraft's share.

Greenhouse gas emissions per scope	Unit of measurement	2019	2018	2017
Scope 1: Direct emissions <sup>1)</sup>	Tonnes	1 586 300	587 600	909 700
Scope 2: Indirect emissions, related to electricity consumption	Tonnes	0	0	0
Scope 3: Other indirect emissions	Tonnes	3 700	2 800	2 800

<sup>1)</sup> Includes Statkraft's share of emissions of CO<sub>2</sub> in the jointly controlled power plant Herdecke (Germany).

Relative greenhouse gas emissions	Unit of measurement	2019	2018	2017
CO <sub>2</sub> -equivalent emissions per MWh power generation, total <sup>1)</sup>	kg/MWh	26	9	14
CO <sub>2</sub> -equivalent emissions per MWh power generation, gas power <sup>1)</sup>	kg/MWh	342	363	390
CO <sub>2</sub> -equivalent emissions per MWh district heating production <sup>2)</sup>	kg/MWh	26	26	19

<sup>1)</sup> Includes Statkraft's share of production and emissions of CO<sub>2</sub> in the jointly controlled power plant Herdecke (Germany).

<sup>2)</sup> Emissions of CO<sub>2</sub> from Heimdal incineration plant is not included in Statkraft's total CO<sub>2</sub> statement, according to established reporting practice for the district heating industry.

## Biodiversity and impact on nature

<b>Impact on watercourses</b> <sup>1), 2)</sup>	Unit of measurement	2019	2018	2017
Impacted river courses with:				
Anadromous fish	Number	47	47	46
Catadromous fish	Number	8	8	6
Impacted national salmon rivers	Number	13	13	13
Impacted protected rivers	Number	8	8	8

<sup>1)</sup> Impact entails change of waterflow, water levels or other living conditions for fish.

<sup>2)</sup> More detailed information related to impact on watercourses is presented in the table "Impact on watercourses".

<b>Fish cultivation</b>	Unit of measurement	2019	2018	2017
Restocking of fish and smolt <sup>1)</sup>	Number	624 800	658 900	2 188 400
Of which in Norway	Number	315 000	325 200	1 614 700
Of which in other Nordic countries	Number	309 800	323 000	543 700
Of which in other European countries	Number	-	10 700	30 000
Restocking of juveniles <sup>2), 3)</sup>	Number	909 300	1 168 800	-
Of which in Norway	Number	598 900	923 900	-
Of which in other Nordic countries	Number	310 400	244 900	-
Stocking of fish roe <sup>4)</sup>	Number	1 101 800	1 332 800	568 200

<sup>1)</sup> Includes salmon, inland trout, sea trout, grayling and eel.

<sup>2)</sup> Includes salmon, inland trout, sea trout, grayling and eel. Juveniles is defined as startfed fry, one-year old fry and two-summer old fry.

<sup>3)</sup> Reporting on restocking of juveniles was introduced in 2018.

<sup>4)</sup> Includes salmon in Norway and eel in Sweden.

<b>Red list species (fauna)</b> <sup>1), 2)</sup>	Unit of measurement	2019	2018	2017
Red list species with habitat in areas impacted by Statkraft's operations in:				
Norway	Number	33	33	32
Other Nordic countries	Number	6	6	6
Other European countries	Number	13	13	13
Rest of the world	Number	83	83	83

<sup>1)</sup> More detailed information on red list species is presented in the table "Red list species (fauna)".

<sup>2)</sup> Includes species defined as red list species by either International Union for Conservation of Nature (IUCN) or national authorities.

<b>Operational sites in, or adjacent to, protected areas</b> <sup>1)</sup>	Unit of measurement	2019	2018	2017
Operational sites in, or adjacent to, protected areas	Number	34	29	27
Of which in Norway	Number	19	18	16
Of which in other Nordic countries	Number	9	6	6
Of which in other European countries	Number	6	5	5

<sup>1)</sup> Limited to natural parks and nature or wildlife reserves.

## Consumption

<b>Electricity consumption</b>	Unit of measurement	2019	2018	2017
Electricity consumption	GWh	1 041	1 067	944
Of which pumped-storage power	GWh	665	709	633
Of which electric boilers for district heating	GWh	72	89	65
Of which other operations	GWh	304	269	246

<b>Fuel consumption</b>	Unit of measurement	2019	2018	2017
<b>Fossil fuel consumption</b>				
Natural gas, gas power plants	Mill. Nm <sup>3</sup>	699	258	354
Fuel gas, district heating plants	Tonnes	8 670	7 918	5 750
Fuel oil, district heating plants	Tonnes	1 117	1 674	1 813
Engine fuel <sup>1)</sup>	Tonnes	7 993	4 707	8 493
<b>Other fuel consumption</b>				
Waste for district heating plants	Tonnes	206 100	206 800	221 800
Waste for bio power plants	Tonnes	14 000	262 300	265 400
Bio fuel	Tonnes	470 200	188 500	183 900

<sup>1)</sup> Includes consumption of fuel for vehicles and machinery (for example generators).

<b>Use of water</b>	Unit of measurement	2019	2018	2017
Cooling water, gas power plants	m <sup>3</sup>	1 030 900	1 731 000	1 900 000
Process water <sup>1)</sup>	m <sup>3</sup>	387 300	177 800	251 000
Of which used in gas power plants	m <sup>3</sup>	225 000	32 000	185 000
Of which used in bio power plants	m <sup>3</sup>	96 600	83 300	-
Of which used in district heating plants	m <sup>3</sup>	65 700	62 500	66 000
District heating pipe leakages	m <sup>3</sup>	40 100	30 200	24 600

<sup>1)</sup> Used for treatment of gas emissions.

## Waste

<b>Waste</b>	Unit of measurement	2019	2018	2017
<b>Hazardous waste</b>				
Hazardous waste	Tonnes	22 600	21 200	15 400
Of which from waste incineration plants <sup>1)</sup>	Tonnes	5 400	4 500	6 900
Of which from bio power plants	Tonnes	14 000	15 800	7 900
Of which other hazardous waste	Tonnes	3 200	900	600
<b>Non-hazardous waste</b>				
Non-hazardous waste	Tonnes	40 600	46 400	51 400
Of which non-hazardous waste separated at source	Tonnes	36 600	45 100	49 800
Of which non-hazardous waste from biopower plants	Tonnes	300	800	-
Of which non-hazardous waste from waste incineration plants	Tonnes	36 400	36 500	-
Of which residual non-hazardous waste	Tonnes	4 000	1 300	1 600

<sup>1)</sup> Consists of filter dust and filter cake.

## Environmental incidents

<b>Environmental incidents</b>	Unit of measurement	2019	2018	2017
Serious environmental incidents <sup>1)</sup>	Number	0	0	0
Less serious environmental incidents <sup>2)</sup>	Number	288	283	187

<sup>1)</sup> An incident that causes serious or irreversible environmental impact on critical or protected resources.

<sup>2)</sup> An incident that causes minor or moderate negative environmental impact.

Most of the less serious environmental incidents in 2019 were related to minor discharges to ground and water and emissions to air. Some incidents were also related to short-term breaches of the concession terms for water flow and water levels.

<b>Judicial sanctions and fines, environment</b>	Unit of measurement	2019	2018	2017
Cases where judicial or administrative sanctions have been applied due to material non-compliance with environmental legislation	Number	0	4	1
Judicial fines applied due to material non-compliance with environmental legislation	NOK million	0	0	0
Administrative fines applied due to material non-compliance with environmental legislation	NOK million	0	0.2 <sup>1)</sup>	0.2 <sup>2)</sup>

<sup>1)</sup> Breach of concession terms at four hydropower plants in Sweden (occurred in the period 2015-2017).

<sup>2)</sup> Breach of the concessional terms at Alta hydropower plant.

## Economic disclosures

### Power generation and district heating production

<b>Installed capacity per technology and geography</b>	Unit of measurement	2019	2018	2017
Installed capacity power generation	MW	18 445	17 831	17 478
Of which hydropower	MW	14 399	14 190	14 099
Of which wind power	MW	1 607	1 203	947
Of which gas power <sup>1)</sup>	MW	2 390	2 390	2 390
Of which other <sup>2)</sup>	MW	49	49	43
Installed capacity, district heating	MW	828	836	835
Installed capacity per geography, power generation				
Norway	MW	12 513	12 127	11 857
Other Nordic countries	MW	1 813	1 813	1 813
Other European countries	MW	3 181	2 974	2 974
Rest of the world	MW	937	917	834
Installed capacity per geography, district heating				
Norway	MW	669	673	671
Other Nordic countries	MW	159	164	164

  

<b>Installed capacity per technology and geography</b>	Unit of measurement	2019	2018	2017
Installed capacity per technology, power generation				
Hydropower	%	78.1	79.6	80.7
Wind power	%	8.7	6.7	5.4
Gas power <sup>1)</sup>	%	13.0	13.4	13.7
Other <sup>2)</sup>	%	0.3	0.3	0.2
Installed capacity per geography, power generation				
Norway	%	67.8	68.0	67.8
Other Nordic countries	%	9.8	10.2	10.4
Other European countries	%	17.2	16.7	17.0
Rest of the world	%	5.1	5.1	4.8
Installed capacity per geography, district heating				
Norway	%	80.8	80.5	80.4
Other Nordic countries	%	19.2	19.6	19.6

  

<b>Capacity under development per technology and geography <sup>3)</sup></b>	Unit of measurement	2019	2018	2017
Capacity under development, power generation	MW	750	865	718
Of which hydropower	MW	386	292	184
Of which wind power <sup>4)</sup>	MW	364	574	520
Of which solar power	MW	0	0	14
Capacity under development, district heating	MW	0	0	0
Capacity under development per geography, power generation				
Norway <sup>4)</sup>	MW	364	559	520
Other Nordic countries	MW	0	0	0
Other European countries	MW	184	23	198
Rest of the world	MW	202	282	0
Capacity under development per geography, district heating	MW	0	0	0

  

<b>Capacity under development per technology and geography <sup>3)</sup></b>	Unit of measurement	2019	2018	2017
Capacity under development per technology, power generation				
Hydropower	%	51.5	33.7	25.6
Wind power <sup>4)</sup>	%	48.5	66.3	72.4
Solar power	%	0	0	1.9
Capacity under development per geography, power generation				
Norway <sup>4)</sup>	%	48.5	64.6	72.4
Other Nordic countries	%	0	0	0
Other European countries	%	24.5	2.7	27.6
Rest of the world	%	26.9	32.7	0

<b>Power generation and district heating production per technology and geography</b>		Unit of measurement	2019	2018	2017
Power generation, total		TWh	61.1	61.7	62.6
Of which hydropower		TWh	53.4	57.2	57.4
Of which wind power		TWh	3.0	2.7	2.7
Of which gas power <sup>1)</sup>		TWh	4.5	1.5	2.2
Of which other <sup>2)</sup>		TWh	0.3	0.3	0.3
District heating		TWh	1.1	1.1	1.1
Renewable power generation <sup>5)</sup>		%	92.6	97.6	96.5
Renewable district heating <sup>5)</sup>		%	89.5	89.2	91.6
Power generation per geography					
Norway		TWh	44.9	48.6	48.6
Other Nordic countries		TWh	6.2	6.0	6.6
Other European countries		TWh	5.6	2.8	3.2
Rest of the world		TWh	4.4	4.3	4.2
District heating per geography					
Norway		TWh	0.9	0.9	0.9
Other Nordic countries		TWh	0.2	0.2	0.2

<b>Power generation and district heating production per technology and geography</b>		Unit of measurement	2019	2018	2017
Power generation per technology					
Hydropower		%	87.3	92.7	91.7
Wind power		%	4.9	4.4	4.3
Gas power <sup>1)</sup>		%	7.4	2.4	3.6
Other <sup>2)</sup>		%	0.5	0.5	0.4
Power generation per geography					
Norway		%	73.5	78.8	77.6
Other Nordic countries		%	10.1	9.7	10.5
Other European countries		%	9.2	4.5	5.1
Rest of the world		%	7.2	7.0	6.8
District heating per geography					
Norway		%	81.8	81.8	79.5
Other Nordic countries		%	18.2	18.2	20.5

<sup>1)</sup> Includes Statkraft's share of the jointly controlled Herdecke (Germany) power plant.

<sup>2)</sup> Includes bio power and solar power.

<sup>3)</sup> Includes projects with an investment decision.

<sup>4)</sup> Includes Statkraft's share of the Fosen project.

<sup>5)</sup> Non-renewable production consists of gas power and share of district heating based on fossil fuel. Production at Heimdal, the incineration plant in Trondheim, is counted as 100% renewable district heating production (aligned with SSB, Statistics Norway, reporting practice).

## Contribution to society

<b>Value creation</b>	Unit of measurement	2019	2018	2017
Gross operating revenues	NOK million	48 679	56 623	52 883
Unrealised changes in the value of energy contracts	NOK million	-801	-789	1 289
Paid to suppliers for goods and services <sup>1)</sup>	NOK million	22 157	33 137	33 349
Gross value added	NOK million	25 722	22 698	20 823
Depreciations, amortisations and impairments	NOK million	3 689	3 734	4 162
Net value added	NOK million	22 033	18 964	16 661
Financial income	NOK million	1 401	5 781	7 122
Gain or loss from divestments	NOK million	55	1 449	315
Share of profit from associates	NOK million	1 249	790	-79
Minority interests	NOK million	416	680	-94
Values for distribution	NOK million	24 323	26 303	24 113

<sup>1)</sup> Includes energy purchases, transmission costs and operating expenses.

<b>Distribution of value created</b>	Unit of measurement	2019	2018	2017
Employees				
Gross salaries and benefits	NOK million	3 503	3 198	3 262
Lenders/owners				
Interest	NOK million	669	1 369	3 303
Dividend <sup>1)</sup>	NOK million	6 500	8 500	6 100
Taxes <sup>2)</sup>	NOK million	9 241	9 027	5 743
The company				
Change in equity	NOK million	4 411	4 210	5 705
Total wealth distributed	NOK million	24 323	26 303	24 113

<sup>1)</sup> Includes dividend and Group contribution from Statkraft AS to Statkraft SF.

<sup>2)</sup> Includes taxes, property tax, licence fees and employers' contribution.

<b>Taxes <sup>1)</sup></b>	Unit of measurement	2019	2018	2017
Total	NOK million	7 109	7 391	4 010
Of which in Norway	NOK million	6 029	6 857	3 603
Of which in other Nordic countries	NOK million	246	113	50
Of which in other European countries	NOK million	820	364	333
Of which in the rest of the world	NOK million	14	57	23

<sup>1)</sup> Taxes payable in the statement of financial position.

## Business ethics and anti-corruption

<b>Training on anti-corruption <sup>1)</sup></b>	Unit of measurement	2019	2018	2017
Employees that have received training on anti-corruption in the last three years	Percentage	100	100	100
Employees in senior management positions that have received training on anti-corruption in the last two years	Percentage	100	100	100
Statkraft's Board members have received training on anti-corruption in the last two years	Yes/No	Yes	Yes	Yes

<sup>1)</sup> This indicator covers the Group, excluding Skagerak Energi.

<b>Incidents of corruption <sup>1)</sup></b>	Unit of measurement	2019	2018
Confirmed breaches of Statkraft's Code of Conduct related to corruption	Number	0	0
Public legal cases regarding corruption <sup>2)</sup>	Number	0	0

<sup>1)</sup> This indicator was introduced in 2018.

<sup>2)</sup> Cases brought against the organisation or its employees.

<b>Judicial sanctions and fines, business ethics <sup>1)</sup></b>	Unit of measurement	2019	2018	2017
Cases where judicial or administrative sanctions have been applied due to material non-compliance with business ethics legislation	Number	0	0	0
Judicial fines applied due to material non-compliance with business ethics legislation	NOK million	0	0	0
Administrative fines applied due to material non-compliance with business ethics legislation	NOK million	0	0	0

<sup>1)</sup> Material judicial sanctions for accounting fraud, corruption, anti-competitive behaviour, anti-trust and monopoly practices.

## Reported concerns covering the scope of the Code of Conduct

<b>Reported concerns (whistleblowing) <sup>1)</sup></b>	Unit of measurement	2019	2018	2017
Total number of reported concerns	Number	60	55	57
Of which related to business ethics and anti-corruption	Number	28	32	40
Of which related to discrimination <sup>2)</sup>	Number	8	2	na
Investigations initiated by Corporate Audit in the reporting year	Number	3	3	5

<sup>1)</sup> The scope of the whistleblowing procedures relates to the full scope of Statkraft's Code of Conduct, e.g. human rights, environment, health and safety, business ethics and anti-corruption.

<sup>2)</sup> This indicator was introduced in 2018.

When a reported concern is received, a risk assessment is done in order to decide how to follow up the concern. Most of the reported concerns are handled by the respective business areas according to Statkraft's procedures for handling of reported concerns. Concerns with potentially high consequences for the Statkraft Group are handled by Corporate Audit. In cases where a formal investigation is required, this is the responsibility of the Head of Corporate Audit.

## Impact on watercourses

### Protected rivers and rivers with migrating fish impacted by Statkraft's activities

	River with anadromous fish	River with eel population (catadromous fish)	National salmon river	Protected river
<b>NORWAY</b>				
<b>Region North Norway</b>				
Altaelva	X		X	
Beiarelva	X		X	
Bjerkaelva	X			
Engabrevassdraget	X			
Kobbelvassdraget	X			
Målselvassdraget	X		X	X
Ranaelva	X		X	
Røssåga	X			
Skjoma	X			
Vefsna	X		X	
Glomdalselva				X
<b>Region Mid Norway</b>				
Auravassdraget	X			
Bævra	X			
Daleelva	X			
Dalselva	X			
Hopra	X			
Indredalselva	X			
Isa/Glutra	X			
Jostedalselva	X			
Litledalselva	X			
Nærøydalselva	X		X	
Rauma	X		X	X
Surna	X		X	
Vikja	X		X	
Ytredalselva	X			
Nidelva	X	X	X	
<b>Region South Norway</b>				
Austdøla/Norrdøla	X			
Austrepollelva	X			
Bondhuselva	X			
Førreåna	X			
Eio/Bjoreio	X			
Jondalselva	X			
Sima	X			
Suldalslågen	X		X	X
Ulla	X			
Øyreselva	X			
Årdalselva	X			
Klebastølåi				X
Gaularvassdraget			X	
Eidselva		X		
Numedalsågen	X	X	X	
Austbygdåi				X
Dagali				X
<b>Skagerak Energi AS</b>				
Daleelven				X
Kragerøvassdraget		X		
Skienelva	X	X		
<b>SWEDEN</b>				
Skellefteåälven	X			
Gideälven	X			
Moälven	X			
Nätraälven	X			
Lagan	X	X		
Nissan	X	X		
Ljungan	X			
<b>GERMANY</b>				
Weser	X	X		
<b>UK</b>				
Rheidol	X			

## Red list species (fauna)

### Red list species (fauna) with habitat in areas affected by Statkraft's activities

Red list species	Vulnerability not known	Level of vulnerability: IUCN list					Level of vulnerability: National list				
		Critically endangered	Endangered	Vulnerable	Near threatened	Least concern	Critically endangered	Endangered	Vulnerable	Near threatened	Least concern
<b>NORWAY</b>											
Eagle owl						X		X			
Goshawk						X			X		
Red-throated diver						X					X
Black-throated diver						X					X
Willow grouse						X			X		
Rough-legged buzzard						X					X
Eel	X							X			
Pearl mussel		X						X			
Osprey						X			X		
<i>Mycetochara obscura</i> (beetle)								X			
Arctic warbler						X		X			
<i>Stagetus borealis</i> (beetle)									X		
<i>Dolichocis laricinus</i> (beetle)									X		
<i>Mycetophagus multipunctatus</i> (beetle)									X		
<i>Acerbia alpina</i> (moth)									X		
<i>Exodontha dubia</i> (fly)									X		
<i>Trypophloeus alni</i> (beetle)									X		
<i>Phiaris heinrichana</i> (butterfly)									X		
Dune tiger beetle								X			
<i>Hypnoidus consobrinus</i> (beetle)									X		
<i>Denticollis borealis</i> (beetle)									X		
<i>Fleutiauxellus maritimus</i> (beetle)									X		
<i>Bledius denticollis</i> (beetle)									X		
Hare						X			X		
Little bunting						X			X		
Great snipe				X					X		
Common reed bunting						X			X		
Northern lapwing				X				X			
Northern shoveler						X			X		
Black-headed gull						X			X		
Sand martin						X			X		
Gyrfalcon						X			X		
Crayfish								X			
<b>SWEDEN</b>											
Sea lamprey						X			X		
Crayfish			X				X				
Otter				X					X		
Golden eagle						X			X		
Eel	X						X				
Pearl mussel		X					X				
<b>GERMANY</b>											
Eel	X										
Pearl mussel	X										
<b>UK</b>											
Red kite					X						
<b>TURKEY</b>											
Dalmatian pelican					X						
Wild Goat			X								
Lesser horseshoe bat					X						
Mediterranean Horseshoe Bat					X						
Egyptian vulture			X								
Greek tortoise					X						
Euphrates softshell turtle			X								
Central Anatolian Spined Loach			X								
Orontes Spotted Bleak					X						
European sea or Atlantic sturgeon	X										
<b>ALBANIA</b>											
Dalmatian pelican					X						
<b>NEPAL</b>											
Chinese pangolin	X										
Asian small-clawed otter			X								
East Himalayan Yew			X								
Himalayan Musk Deer			X								
Western Tragopan					X						
<b>PERU</b>											
Sechuran fox or zorro					X						
<b>BRAZIL</b>											
Puma, Mountain Lion					X						
Araucaria Tit-spinetail					X						
Azure Jay					X						

## Red list species (fauna) with habitat in areas affected by Statkraft's activities (continued)

Red list species	Vulnerability not known	Level of vulnerability: IUCN list					Level of vulnerability: National list				
		Critically endangered	Endangered	Vulnerable	Near threatened	Least concern	Critically endangered	Endangered	Vulnerable	Near threatened	Least concern
<b>BRAZIL</b>											
Black Spiny-necked Swamp Turtle											
Brazilian Dwarf Brocket				X							
Brazilian Three-banded Armadillo				X							
Canebrake Groundcreeper					X						
Green-throated Euphonia					X						
Helmeted Woodpecker				X							
Black-fronted Piping-guan or <i>Jacutinga</i>			X								
Jaguar					X						
Margay					X						
Neotropical Otter					X						
Ochre-breasted Pipit				X							
Northern Tiger Cat or <i>Oncilla</i>				X							
Pampas Deer					X						
Red Myotis					X						
Sharp-tailed Tyrant				X							
Southern Bristle-tyrant					X						
Southern Long-Nosed Armadillo					X						
Southern Tiger Cat				X							
Straight-billed Reedhaunter					X						
Swallow-tailed Cotinga					X						
Vinaceous-breasted Parrot			X								
White-browed Guan				X							
Wild Common Carp					X						
William's South-American Side-necked	X										
Yellow-browed Woodpecker					X						
Yellow-legged Timanou	X										
Mottled Piculet					X						
Black-capped Piprites				X							
Pinheiro-bravo	X										
Creamy-bellied Gnatcatcher					X						
Argentine Horned Frog ( <i>Sapo-de-chifres</i> )	X										
Bare-throated Bellbird				X							
Mantled Hawk					X						
Saffron Toucanet					X						
Black-horned Capuchin					X						
Coypu or <i>Rato-do-banhado</i>						X					
Marsh Tapaculo			X								
Ornate Hawk-eagle				X							
Sporophila melanogaster					X						
Rusty Barred Owl ( <i>Strix hylophila</i> )					X						
Solitary Tinamou					X						
Saffron-cowled Blackbird				X							
Black-and-white Monjita				X							
<b>CHILE</b>											
Puye Chico / Inanga	X										
Pejerrey Cauque	X										
Bagre Pintado				X							
Tollo de Agua Dulce			X								
Puye	X										
Pocha del Sur						X					
Pouched Lamprey	X										
Carmelita Común						X					
Peladilla						X					
Perca Trucha						X					
Brown Trout					X						
Atlantic Salmon						X					
Chiloe Island Ground Frog						X					
Rosy Ground Frog						X					
Grey Wood Frog						X					
Chile Four-eyed Frog						X					
Yellow-billed Pintail						X					
Chiloé wigeon						X					
Great White Egret						X					
Cocoi Heron						X					
Churrete	X										
Chacoan Peccary or <i>Tagua</i>			X								
Amazon Kingfisher or <i>Martin Pescador</i>	X										
Neotropic Cormorant or <i>Pato Yeco</i>	X										
Great Grebe or <i>Huala</i>						X					
Pied-billed Grebe or <i>Picurio</i>						X					
White-tufted Grebe or <i>Pimpollo /Hualita</i>						X					
Tollo, Bagre, Tollo de Agua Dulce	X										
Torrent Duck						X					
Andean condor					X						
Guanaco						X					
Puma, Mountain Lion						X					

## Statkraft's GRI index

The GRI Standards represent the global best practice for sustainability reporting. The standards comprise both general disclosures, as well as economic, environmental and social disclosures. Companies can report according to two reporting levels - Core or Comprehensive.

Statkraft's sustainability reporting is based on the GRI Standards, at reporting level Core. Statkraft has engaged Deloitte AS to conduct a review to provide a limited level of assurance on the company's sustainability information in Statkraft's Annual Report 2019. The review is based on the assurance standard ISAE 3000, and the auditor's conclusion is presented in the Auditor's report.

### Explanations for the GRI index

Reported = The disclosure is reported according to the GRI Standards.

Partly = The disclosure is partly reported according to the GRI Standards.

GRI alignment in process = A reporting process aligned with the GRI Standards is under development.

EU = Specific disclosure for the energy utilities sector.

DISCLOSURES		REFERENCE / RESPONSE	STATUS
<b>GENERAL DISCLOSURES: ORGANISATIONAL PROFILE</b>			
102-1	Name of the organisation	Statkraft AS	Reported
102-2	Activities, brands, products and services	Statkraft at a glance Report from the Board of Directors	Reported
102-3	Location of headquarters	Oslo, Norway	Reported
102-4	Location of operations	Statkraft at a glance	Reported
102-5	Ownership and legal form	State-owned limited company	Reported
102-6	Markets served	Statkraft at a glance Report from the Board of Directors	Reported
102-7	Scale of the organisation	Key figures Statkraft at a glance	Reported
102-8	Information on employees and other workers	Sustainability statement: Labour practices	Reported
102-9	Supply chain	Sustainability management	Reported
102-10	Significant changes to the organisation and its supply chain	Report from the Board of Directors Note 5: Business combinations and other transactions	Reported
102-11	Precautionary principle or approach	Sustainability management Economic disclosures: Water management Environmental disclosures: Climate change	Reported
102-12	External initiatives	Corporate governance Sustainability management	Reported
102-13	Membership of associations	Sustainability management	Reported
<b>GENERAL DISCLOSURES: STRATEGY</b>			
102-14	Status from senior decision-maker	Letter from the CEO Report from the Board of Directors	Reported
<b>GENERAL DISCLOSURES: ETHICS AND INTEGRITY</b>			
102-16	Values, principles, standards and norms of behaviour	Report from the Board of Directors Corporate governance Sustainability management Economic disclosures: Business ethics	Reported
<b>GENERAL DISCLOSURES: GOVERNANCE</b>			
102-18	Governance structure	Corporate governance	Reported
<b>GENERAL DISCLOSURES: STAKEHOLDER ENGAGEMENT</b>			
102-40	List of stakeholder groups	Sustainability management	Reported
102-41	Collective bargaining agreements	Social disclosures: Labour practices	Reported
102-42	Identifying and selecting stakeholders	Sustainability management	Reported
102-43	Approach to stakeholder engagement	Sustainability management	Reported
102-44	Key topics and concerns raised	Sustainability management Social disclosures: Human rights	Reported
<b>GENERAL DISCLOSURES: REPORTING PRACTICE</b>			
102-45	Entities included in the consolidated financial statements	Note 39: Consolidated companies	Reported
102-46	Defining report content and topic boundaries	Sustainability management	Reported
102-47	List of material topics	Sustainability management	Reported
102-48	Restatements of information	Sustainability statement	Reported
102-49	Changes in reporting	Sustainability statement	Reported
102-50	Reporting period	2019	Reported
102-51	Date of most recent report	Statkraft's Annual Report 2018	Reported
102-52	Reporting cycle	Annual	Reported
102-53	Contact point for questions regarding the report	info@statkraft.com	Reported
102-54	Claims of reporting in accordance with the GRI Standards	The sustainability information has been prepared in accordance with the GRI Standards: Core option	Reported
102-55	GRI content index	Statkraft's GRI index	Reported
102-56	External assurance	Sustainability management Auditor's statement	Reported

**GRI G4 GUIDELINES: UTILITIES SECTOR**

G4-EU1	Installed capacity	Sustainability statement: Power generation and district heating production	Reported
G4-EU2	Net energy output	Sustainability statement: Power generation and district heating production	Reported
G4-EU3	Number of different customer accounts	See customer related information under: www.statkraft.com www.skagerakenergi.no www.statkraftvarme.no	Partly
G4-EU25	Injuries and fatalities to the public involving company assets	Sustainability statement: Health and safety	Reported

**ECONOMIC DISCLOSURES: ECONOMIC PERFORMANCE**

103: 1-3	Management approach for economic disclosures	Report from the Board of Directors Corporate governance Sustainability management	Reported
201-1	Direct economic value generated and distributed	Sustainability statement: Contribution to society	Reported
201-2	Financial implications and other risks and opportunities due to climate change	Report from the Board of Directors Environmental disclosures: Climate change Economic disclosures: Water management	Partly
201-3	Defined benefit plan obligations and other retirement plans	Note 17: Pensions	Reported

**ECONOMIC DISCLOSURES: INDIRECT ECONOMIC IMPACTS**

203-1	Infrastructure investments and services supported	Social disclosures: Human rights	Partly
203-2	Significant indirect economic impacts	Statkraft's contribution	Partly

**ECONOMIC DISCLOSURES: ANTI-CORRUPTION**

205-1	Operations assessed for risks related to corruption	Economic disclosures: Business ethics	Reported
205-2	Communication and training about anti-corruption policies and procedures	Economic disclosures: Business ethics Sustainability statement: Business ethics and anti-corruption	Reported
205-3	Confirmed incidents of corruption and actions taken	Economic disclosures: Business ethics Sustainability statement: Business ethics and anti-corruption	Reported

**ENVIRONMENTAL DISCLOSURES: ENERGY**

103: 1-3	Management approach for environmental disclosures	Report from the Board of Directors Sustainability management	Reported
302-1	Energy consumption within the organisation	Sustainability statement: Consumption	Reported

**ENVIRONMENTAL DISCLOSURES: WATER WITHDRAWAL BY SOURCE**

303-1	Water withdrawal by source	Sustainability statement: Consumption	Partly
303-2	Water sources significantly affected by withdrawal of water	Economic disclosures: Water management Sustainability statement: Biodiversity and impact on nature Sustainability statement: Impact on watercourses	Reported

**ENVIRONMENTAL DISCLOSURES: BIODIVERSITY**

304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability statement: Biodiversity and impact on nature	Reported
304-2	Significant impacts of activities, products, and services on biodiversity	Environmental disclosures: Biodiversity Economic disclosures: Water management Sustainability statement: Biodiversity and impact on nature	Reported
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainability statement: Biodiversity and impact on nature Sustainability statement: Red list species (fauna)	Reported

**ENVIRONMENTAL DISCLOSURES: EMISSIONS**

305-1	Direct GHG emissions (scope 1)	Sustainability statement: Climate	Reported
305-2	Energy indirect GHG emissions (scope 2)	Sustainability statement: Climate	Reported
305-3	Other indirect GHG emissions (scope 3)	Sustainability statement: Climate	Reported
305-4	GHG emissions intensity	Sustainability statement: Climate	Reported

**ENVIRONMENTAL DISCLOSURES: EFFLUENTS AND WASTE**

306-2	Waste by type and disposal method	Sustainability statement: Waste	Reported
306-3	Significant spills	Sustainability statement: Environmental incidents	Reported

**ENVIRONMENTAL DISCLOSURES: COMPLIANCE**

307-1	Non-compliance with environmental laws and regulations	Sustainability statement: Environmental incidents	Reported
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**ENVIRONMENTAL DISCLOSURES: SUPPLIER ENVIRONMENTAL ASSESSMENT**

308-1	New suppliers that were screened using environmental criterias	Sustainability management	Reported
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<b>SOCIAL DISCLOSURES: EMPLOYMENT</b>			
103: 1-3	Management approach on social disclosures	Report from the Board of Directors Sustainability management Social disclosures: Health and safety Social disclosures: Security Social disclosures: Human rights Social disclosures: Labour practices	Reported
401-1	New employee hires and employee turnover	Sustainability statement: Labour practices	Reported
<b>SOCIAL DISCLOSURES: OCCUPATIONAL HEALTH AND SAFETY</b>			
403-1	Workers representation in formal joint management-worker health and safety committees	Social disclosures: Health and safety Social disclosures: Labour practices	Partly
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Social disclosures: Health and safety Sustainability statement: Health and safety	Reported
<b>SOCIAL DISCLOSURES: TRAINING AND EDUCATION</b>			
404-2	Programs for upgrading employee skills and transition assistance programs	Social disclosures: Labour practices	Partly
404-3	Percentage of employees receiving regular performance and career development reviews	Social disclosures: Labour practices Sustainability statement: Labour practices	Reported
<b>SOCIAL DISCLOSURES: DIVERSITY AND EQUAL OPPORTUNITY</b>			
405-1	Diversity of governance bodies and employees	Sustainability statement: Labour practices	Reported
405-2	Ratio of basic salary and remuneration of women to men	Sustainability statement: Labour practices	Reported
<b>SOCIAL DISCLOSURES: NON-DISCRIMINATION</b>			
406-1	Incidents of discrimination and corrective actions taken	Sustainability management Sustainability statement: Reported concerns covering the scope of the Code of Conduct	Reported
<b>SOCIAL DISCLOSURES: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability management Social disclosures: Labour practices	GRI alignment in process
<b>SOCIAL DISCLOSURES: CHILD LABOUR</b>			
408-1	Operations and suppliers at significant risk for incidents of child labour	Sustainability management	GRI alignment in process
<b>SOCIAL DISCLOSURES: FORCED OR COMPULSORY LABOUR</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Sustainability management Social disclosures: Labour practices	GRI alignment in process
<b>SOCIAL DISCLOSURES: RIGHTS OF INDIGENOUS PEOPLES</b>			
411-1	Incidents of violations involving rights of indigenous peoples	Social disclosures: Human rights Sustainability statement: Human rights	Reported
<b>SOCIAL DISCLOSURES: HUMAN RIGHTS ASSESSMENT</b>			
412-1	Operations that have been subject to human rights reviews or impact assessments	Sustainability management Social disclosures: Human rights	Partly
412-2	Employee training on human rights policies and procedures	Social disclosures: Human rights Sustainability statement: Human rights	Reported
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Sustainability management Social disclosures: Human rights	Partly
<b>SOCIAL DISCLOSURES: LOCAL COMMUNITIES</b>			
413-1	Operations with local community engagement, impact assessments and development programs	Social disclosures: Human rights Economic disclosures: Water management	Partly
413-2	Operations with significant actual and potential negative impacts on local communities	Social disclosures: Human rights Economic disclosures: Water management	Partly
<b>SOCIAL DISCLOSURES: SUPPLIER SOCIAL ASSESSMENT</b>			
414-1	New suppliers that were screened using social criteria	Sustainability management	Reported
<b>SOCIAL DISCLOSURES: SOCIOECONOMIC COMPLIANCE</b>			
419-1	Non-compliance with laws and regulations in the socioeconomic area	Sustainability statement: Business ethics and anti-corruption Sustainability statement: Human rights	Reported

## Statkraft's Global Compact index

Global Compact comprises ten fundamental principles relating to human rights, labour rights, protection of the environment and combating corruption. Companies that endorse Global Compact commit to support and respect the principles and report their performance in the various areas annually.

### HUMAN RIGHTS

PRINCIPLE	DESCRIPTION	REFERENCE
1	Business should support and respect the protection of internationally proclaimed human rights, and	Report from the Board of Directors Sustainability management Social disclosures, Human rights
2	make sure that they are not complicit in human rights abuses.	Sustainability management Social disclosures, Human rights

### LABOUR

PRINCIPLE	DESCRIPTION	REFERENCE
3	Business should uphold the freedom association and the effective recognition of the right to collective bargaining,	Sustainability management Social disclosures, Labour practices
4	the elimination of all forms of forced and compulsory labour,	Sustainability management Social disclosures, Labour practices
5	the effective abolition of child labour, and	Sustainability management Social disclosures, Labour practices
6	the elimination of discrimination in respect of employment and occupation.	Sustainability management Social disclosures, Labour practices

### ENVIRONMENT

PRINCIPLE	DESCRIPTION	REFERENCE
7	Business should support a precautionary approach to environmental challenges,	Report from the Board of Directors Sustainability management Environmental disclosures, Biodiversity Environmental disclosures, Climate change Economic disclosures, Water management
8	undertake initiatives to promote greater environmental responsibility, and	Environmental disclosures, Biodiversity Environmental disclosures, Climate change Economic disclosures, Water management
9	encourage the development and diffusion of environmentally friendly technologies.	Statkraft's contribution Environmental disclosures, Biodiversity Environmental disclosures, Climate change Economic disclosures, Water management

### ANTI-CORRUPTION

PRINCIPLE	DESCRIPTION	REFERENCE
10	Business should work against corruption in all its forms, including extortion and bribery.	Report from the Board of Directors Sustainability management Economic disclosures, Business ethics