

GRI CONTENT INDEX TABLE 2020

		Sources and reference 2020			
Disclosure Number	Disclosure Title	Annual Report 2020	Responsible and Sustainable Business – Update 2020	Website	Comments
102-01	Name of the organization	Introduction by CEO Royal HaskoningDHV	Introduction by CEO Royal HaskoningDHV	https://www.royalhaskoningdhv.com/en-gb/about-us/company-profile	
102-02	Activities, brands, products, and services	Our company; Report of the Executive Board; Company Brands; About us		https://www.royalhaskoningdhv.com/en-gb/about-us/company-profile	
102-03	Location of headquarters	Notes to the consolidated financial statements - Registered office & group structure		https://www.royalhaskoningdhv.com/en-gb/about-us/company-profile	
102-04	Location of operations	Key figures; About us; Our company - Our stakeholders and how we engage	About us	https://www.royalhaskoningdhv.com/en-gb/about-us/company-profile	
102-05	Ownership and legal form	Notes to the consolidated financial statements - About us and basis of preparation	Scope and transparency - Scope	https://www.royalhaskoningdhv.com/en-gb/about-us/company-profile	
102-06	Markets served	Our company - Our markets and globally leading services - Our stakeholders and how we engage; Key figures; About us		https://www.royalhaskoningdhv.com/en-gb/markets	
102-07	Scale of the organization	Key figures; Our company - Our stakeholders and how we engage	Strategy and governance - Our value chain		
102-08	Information on employees and other workers	Our company - Employees	Our people - Employability		
102-09	Supply chain	Report of the Executive Board - Integrity highlights	Strategy and governance - Our value chain		
102-10	Significant changes to the organization and its supply chain	Report of the Executive Board		https://www.royalhaskoningdhv.com/en-gb/business-continuity	
102-11	Precautionary Principle or approach	Our company; Report of the Executive Board;	Acting with integrity		

GRI CONTENT INDEX TABLE 2020

		Sources and reference 2020			
Disclosure Number	Disclosure Title	Annual Report 2020	Responsible and Sustainable Business – Update 2020	Website	Comments
102-12	External initiatives	Our company; Report of the Executive Board;	Acting with integrity; Positive impact through our projects and innovation - SDG 17; Positive impact through our operations - SDG 17		
102-13	Membership of associations	Our company - Our stakeholders and how we engage	Acting with integrity; Positive impact through our projects and innovation - SDG 17; Positive impact through our operations - SDG 17	https://www.royalhaskoningdhv.com/en-gb/about-us/memberships	
102-14	Statement from senior decision-maker	Introduction by CEO Royal HaskoningDHV	Introduction by CEO Royal HaskoningDHV		
102-15	Key impacts, risks, and opportunities	Our company; Report of the Executive Board - objectives and results	Strategy and governance		
102-16	Values, principles, standards, and norms of behavior	Report of the Executive Board - Integrity highlights - Our global code of principles	Acting with integrity	https://www.royalhaskoningdhv.com/en-gb/about-us/integrity	
102-17	Mechanisms for advice and concerns about ethics	Report of the Executive Board - Integrity highlights	Acting with integrity	https://www.royalhaskoningdhv.com/en-gb/about-us/integrity	
102-18	Governance structure	Report of the Executive Board - Corporate governance	Strategy and governance	https://www.royalhaskoningdhv.com/en-gb/about-us/leadership	Our (CSR) Governance structure can be shared on request: contact info.cr@rhdhv.com
102-19	Delegating authority	Report of the Executive Board	Strategy and governance	https://www.royalhaskoningdhv.com/en-gb/about-us/leadership	Our (CSR) Governance structure can be shared on request: contact info.cr@rhdhv.com
102-20	Executive-level responsibility for economic, environmental, and social topics	Our leadership	Strategy and governance	https://www.royalhaskoningdhv.com/en-gb/about-us/leadership	Our (CSR) Governance structure can be shared on request: contact info.cr@rhdhv.com
102-21	Consulting stakeholders on economic, environmental, and social topics	Our company - Our stakeholders and how we engage;	Strategy and governance - Materiality; Stakeholder dialogue		
102-22	Composition of the highest governance body and its committees	Our leadership; Report of the Supervisory Board; Report of the Executive Board		https://www.royalhaskoningdhv.com/en-gb/about-us/leadership	

GRI CONTENT INDEX TABLE 2020

		Sources and reference 2020			
Disclosure Number	Disclosure Title	Annual Report 2020	Responsible and Sustainable Business – Update 2020	Website	Comments
102-23	Chair of the highest governance body	Our leadership; Report of the Supervisory Board; Report of the Executive Board		https://www.royalhaskoningdhv.com/en-gb/about-us/leadership/supervisory-board	The Supervisory Board members are not executive officers
102-24	Nominating and selecting the highest governance body	Our leadership; Report of the Supervisory Board; Report of the Executive Board		https://www.royalhaskoningdhv.com/en-gb/about-us/leadership/supervisory-board	
102-25	Conflicts of interest	Our leadership; Report of the Supervisory Board; Report of the Executive Board	Acting with integrity	https://www.royalhaskoningdhv.com/en-gb/about-us/leadership/supervisory-board ; https://www.royalhaskoningdhv.com/en-gb/about-us/integrity	
102-26	Role of highest governance body in setting purpose, values, and strategy	Our leadership; Report of the Supervisory Board; Report of the Executive Board	Strategy and governance	https://www.royalhaskoningdhv.com/en-gb/about-us/corporate-governance	
102-27	Collective knowledge of highest governance body	Our leadership; Report of the Supervisory Board; Report of the Executive Board		https://www.royalhaskoningdhv.com/en-gb/about-us/corporate-governance	
102-28	Evaluating the highest governance body's performance	Our leadership; Report of the Supervisory Board; Report of the Executive Board	Strategy and governance	https://www.royalhaskoningdhv.com/en-gb/about-us/corporate-governance	
102-29	Identifying and managing economic, environmental, and social impacts	Report of the Supervisory Board; Report of the Executive Board	Strategy and governance	https://www.royalhaskoningdhv.com/en-gb/about-us/corporate-governance	
102-30	Effectiveness of risk management processes	Report of the Supervisory Board; Report of the Executive Board - Risk management	Acting with integrity		
102-31	Review of economic, environmental, and social topics	Report of the Supervisory Board; Report of the Executive Board	Scope and transparency		
102-32	Highest governance body's role in sustainability reporting	Report of the Executive Board - Sustainable management	Strategy and governance	https://www.royalhaskoningdhv.com/en-gb/about-us/integrity	
102-33	Communicating critical concerns	Report of the Executive Board - Risk management	Acting with integrity	https://www.royalhaskoningdhv.com/en-gb/about-us/integrity	

GRI CONTENT INDEX TABLE 2020

		Sources and reference 2020			
Disclosure Number	Disclosure Title	Annual Report 2020	Responsible and Sustainable Business – Update 2020	Website	Comments
102-34	Nature and total number of critical concerns	Report of the Executive Board - Health & Safety	Acting with integrity	https://www.royalhaskoningdhv.com/en-gb/about-us/integrity	
102-35	Remuneration policies	Report of the Supervisory Board - Remuneration report		https://www.royalhaskoningdhv.com/en-gb/about-us/integrity	
102-36	Process for determining remuneration	Report of the Supervisory Board - Remuneration report		https://www.royalhaskoningdhv.com/en-gb/about-us/leadership/supervisory-board	
102-37	Stakeholders' involvement in remuneration	Report of the Supervisory Board - Remuneration report			
102-38	Annual total compensation ratio	Report of the Supervisory Board - Remuneration report			
102-39	Percentage increase in annual total compensation ratio	Report of the Supervisory Board - Remuneration report			
102-40	List of stakeholder groups	Our company - Our stakeholders and how we engage	Stakeholder dialogue		
102-41	Collective bargaining agreements	Our company - Our stakeholders and how we engage	Stakeholder dialogue		
102-42	Identifying and selecting stakeholders	Our company - Our stakeholders and how we engage	Stakeholder dialogue		
102-43	Approach to stakeholder engagement	Our company - Our stakeholders and how we engage	Stakeholder dialogue		
102-44	Key topics and concerns raised	Report of the Executive Board	Scope and transparency Strategy and governance - Materiality; Acting with integrity; Stakeholder dialogue		
102-45	Entities included in the consolidated financial statements	Notes to the consolidated financial statements - Consolidation			
102-46	Defining report content and topic Boundaries	Report of the Executive Board	Scope and transparency		
102-47	List of material topics	Sustainable management - Measurement and calculation of all material topics	Strategy and governance - Materiality;		

GRI CONTENT INDEX TABLE 2020

		Sources and reference 2020			
Disclosure Number	Disclosure Title	Annual Report 2020	Responsible and Sustainable Business – Update 2020	Website	Comments
102-48	Restatements of information				None
102-49	Changes in reporting				None
102-50	Reporting period	Introduction by CEO Royal HaskoningDHV - Scope & approach	Scope and transparency		
102-51	Date of most recent report	Introduction by CEO Royal HaskoningDHV - Scope & approach	Scope and transparency	https://www.royalhaskoningdhv.com/en-gb/annual-report-2020	
102-52	Reporting cycle	Introduction by CEO Royal HaskoningDHV - Scope & approach	Scope and transparency		
102-53	Contact point for questions regarding the report	Introduction by CEO Royal HaskoningDHV - Scope & approach	Scope and transparency	https://www.royalhaskoningdhv.com/en-gb/contact	
102-54	Claims of reporting in accordance with the GRI Standards	Introduction by CEO Royal HaskoningDHV - Scope & approach	Scope and transparency		
102-55	GRI content index		Scope and transparency - GRI Table	https://www.royalhaskoningdhv.com/en-gb/annual-report-2020	
102-56	External assurance	Report of the Supervisory Board	Scope and transparency		
103-01	Explanation of the material topic and its Boundary	Sustainable management	Strategy and governance - Materiality; Strategy and governance - Our main key performance indicators (KPI's)		
103-02	The management approach and its components	Our company; Report of the Executive Board; Our leadership	Strategy and governance - Reducing risks while adding value to society Acting with integrity		
103-03	Evaluation of the management approach	Report of the Supervisory Board	Strategy and governance		
201-01	Direct economic value generated and distributed	Key figures			

GRI CONTENT INDEX TABLE 2020

		Sources and reference 2020			
Disclosure Number	Disclosure Title	Annual Report 2020	Responsible and Sustainable Business – Update 2020	Website	Comments
201-02	Financial implications and other risks and opportunities due to climate change	Introduction; Our company;	Strategy and governance - Reducing risks while adding value to society; Scope and transparency; Positive impact through our projects and innovations - SDG 13; Positive impact through our operations - SDG 13		Not reported as such.
201-03	Defined benefit plan obligations and other retirement plans	Notes to the consolidated financial statements			
201-04	Financial assistance received from government	Consolidated Financial Statements; Accounting policies for the balance sheet and income statement - Government grants			
202-01	Ratios of standard entry level wage by gender compared to local minimum wage				Not reported. Wages are locally defined and based on local references and standards.
202-02	Proportion of senior management hired from the local community				Not reported. Due to our local offices and local service delivery, most of our employees are local in the countries with established offices. This is also the policy for senior management, although Resident Director is considered to be an international position.
203-01	Infrastructure investments and services supported		Positive impact through our projects and innovations		Not reported as such.
203-02	Significant indirect economic impacts		Positive impact through our projects and innovations		Not reported as such.
204-01	Proportion of spending on local suppliers				Not reported.
205-01	Operations assessed for risks related to corruption	Report of the Executive Board	Strategy and governance - Global Management System and certification; Acting with Integrity;		

GRI CONTENT INDEX TABLE 2020

		Sources and reference 2020			
Disclosure Number	Disclosure Title	Annual Report 2020	Responsible and Sustainable Business – Update 2020	Website	Comments
205-02	Communication and training about anti-corruption policies and procedures	Report of the Executive Board	Strategy and governance - Global Management System and certification; Acting with Integrity;		All staff (100%) has access, and is included in communication on our Global Code of Business Principles, which include anti-corruption (www.royalhaskoningdhv.com/en-gb/about-us/integrity). A module on integrity is integrated as part of our training programs.
205-03	Confirmed incidents of corruption and actions taken	Report of the Executive Board	Acting with Integrity		
206-01	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Report of the Executive Board	Acting with Integrity		None have been taken.
301-01	Materials used by weight or volume				Not reported. As we are a service company, few materials are used.
301-02	Recycled input materials used		Positive impact through our operations - SDG 13		For the new interior of the Amersfoort office
301-03	Reclaimed products and their packaging materials		Positive impact through our operations - SDG 13		For the new interior of the Amersfoort office
302-01	Energy consumption within the organization	Key Figures; Sustainable management	Positive impact through our operations - SDG 13		Our CO ₂ footprint is the key indicator of the impact of our activities on the environment and on climate change.
302-02	Energy consumption outside of the organization				Not reported.
302-03	Energy intensity				Not reported.
302-04	Reduction of energy consumption	Key Figures; Sustainable management	Positive impact through our operations SDG 13 Positive impact through our projects and innovations - SDG 13		Not reported as such. Our CO ₂ footprint is the key indicator of the impact of our activities on the environment and on climate change.
302-05	Reductions in energy requirements of products and services	Sustainable management	Positive impact through our projects and innovations - SDG 7 Positive impact through our projects and innovations - SDG 9 Positive impact through our projects and innovations - SDG 12		

GRI CONTENT INDEX TABLE 2020

		Sources and reference 2020			
Disclosure Number	Disclosure Title	Annual Report 2020	Responsible and Sustainable Business – Update 2020	Website	Comments
303-01	Interactions with water as a shared resource		Positive impact through our projects and innovations – SDG 6		
303-02	Management of water discharge-related impacts		Positive impact through our projects and innovations – SDG 6		
303-03	Water withdrawal				Not reported.
303-04	Water discharge				Not reported.
303-05	Water consumption				Not reported.
304-01	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas				Not reported.
304-02	Significant impacts of activities, products, and services on biodiversity		Stakeholder dialogue - Partnership for biodiversity recovery		Not reported as such. Biodiversity has not been defined as material. Nevertheless, we do address biodiversity through our professional business services (expertise in ecology and nature development, including innovation; Nature Driven Design and eco system services).
304-03	Habitats protected or restored			https://www.royalhaskoningdhv.com/en-gb/smart-ports/services/a-z-services/nature-driven-design/11166	Not reported. We carry out our membership activities (Leaders for Nature) and our facility activities (natural habitat with domestic species, at office parks, e.g. Amersfoort and Cape Town, including bee-farms, bat housing, etc.).
304-04	IUCN Red List species and national conservation list species with habitats in areas affected by operations				Not reported
305-01	Direct (Scope 1) GHG emissions	Key Figures	Positive impact through our operations - SDG 13		Not reported as such. GHG emissions from scope 1 + scope 2 are reported per employee. To calculate our total emissions these numbers need to be multiplied by ~5200.

GRI CONTENT INDEX TABLE 2020

		Sources and reference 2020			
Disclosure Number	Disclosure Title	Annual Report 2020	Responsible and Sustainable Business – Update 2020	Website	Comments
305-02	Energy indirect (Scope 2) GHG emissions	Key Figures	Positive impact through our operations - SDG 13		Not reported as such. GHG emissions from scope 1 + scope 2 are reported per employee. To calculate our total emissions these numbers need to be multiplied by ~5200.
305-03	Other indirect (Scope 3) GHG emissions				Not reported.
305-04	GHG emissions intensity	Key Figures	Positive impact through our operations - SDG 13		Not reported as such. GHG emissions from scope 1 + scope 2 are reported per employee. To calculate our total emissions these numbers need to be multiplied by ~5200.
305-05	Reduction of GHG emissions	Key Figures	Positive impact through our operations – SDG 13		GHG emissions in 'Annual report: Key figures' are reported per employee. To calculate our total emissions these numbers need to be multiplied by ~5200.
305-06	Emissions of ozone-depleting substances (ODS)				Not reported.
305-07	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions				Not reported.
306-02	Waste by type and disposal method		Positive impact through our operations - SDG 13		Specifically for our offices in the Netherlands
306-03	Significant spills				Not reported. As we are a service company, no significant spills take place.
306-04	Transport of hazardous waste				Not reported. As we are a service company, no significant amount of hazardous waste is transported.
307-01	Non-compliance with environmental laws and regulations		Acting with integrity - Laws and Regulations		Not reported as such
308-01	New suppliers that were screened using environmental criteria	Our company - Our stakeholders and how we engage	Strategy and governance - Subcontractor evaluations; Acting with integrity		Not reported as such.

GRI CONTENT INDEX TABLE 2020

		Sources and reference 2020			
Disclosure Number	Disclosure Title	Annual Report 2020	Responsible and Sustainable Business – Update 2020	Website	Comments
308-02	Negative environmental impacts in the supply chain and actions taken		Strategy and governance - Subcontractor evaluations; Acting with integrity		Not reported as such.
401-01	New employee hires and employee turnover.				Not reported
401-02	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Notes to the consolidated financial statements - Long-term employee benefit - Provisions			
401-03	Parental leave	Report of the executive board - Our People – Equality, Diversity and Inclusion	Our People – Action on equality		
402-01	Minimum notice periods regarding operational changes				Not reported. This is addressed by our HR management policy and standards, according to Dutch law and international standards.
403-01	Occupational health and safety management system	Report of the Executive Board – Health & Safety	Positive impact through our operations – SDG 8		
403-02	Hazard identification, risk assessment, and incident investigation	Report of the Executive Board – Health & Safety	Positive impact through our operations – SDG 8		
403-03	Occupational health services	Report of the Executive Board – Health & Safety	Positive impact through our operations – SDG 8		
403-04	Worker participation, consultation, and communication on occupational health and safety	Report of the Executive Board – Health & Safety	Positive impact through our operations – SDG 8		
403-05	Worker training on occupational health and safety	Report of the Executive Board – Health & Safety	Positive impact through our operations – SDG 8		
403-06	Promotion of worker health	Report of the Executive Board – Health & Safety	Positive impact through our operations – SDG 8		

GRI CONTENT INDEX TABLE 2020

		Sources and reference 2020			
Disclosure Number	Disclosure Title	Annual Report 2020	Responsible and Sustainable Business – Update 2020	Website	Comments
403-07	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Report of the Executive Board – Health & Safety	Positive impact through our operations – SDG 8		
403-08	Workers covered by an occupational health and safety management system	Report of the Executive Board – Health & Safety	Positive impact through our operations – SDG 8		
403-09	Work-related injuries	Key figures; Report of the Executive Board – Health & Safety	Positive impact through our operations – SDG 8		
403-10	Work-related ill health	Key figures; Report of the Executive Board – Health & Safety	Positive impact through our operations – SDG 8		
404-01	Average hours of training per year per employee		Our people – Training & Development		For more details see our HRM actions and plans which can be shared confidentially on request.
404-02	Programs for upgrading employee skills and transition assistance programs		Our people – Training & Development		Programs for transition assistance are not reported.
404-03	Percentage of employees receiving regular performance and career development reviews				All staff are included in the Performance and Development system, which includes regular reviews, and career development plans.
405-01	Diversity of governance bodies and employees	Key figures	Our People – Diversity and Inclusion		
405-02	Ratio of basic salary and remuneration of women to men				Not reported. We aim for equal remuneration by using an objective and transparent system of job descriptions and weighing factors. This is applicable to all staff and managed with our performance and development system.
406-01	Incidents of discrimination and corrective actions taken		Acting with integrity - Integrity Management System		

GRI CONTENT INDEX TABLE 2020

		Sources and reference 2020			
Disclosure Number	Disclosure Title	Annual Report 2020	Responsible and Sustainable Business – Update 2020	Website	Comments
407-01	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Strategy and governance - Subcontractor evaluations		Not reported as such: No suppliers have been identified or reported.
408-01	Operations and suppliers at significant risk for incidents of child labor		Strategy and governance - Subcontractor evaluations		No suppliers have been identified or reported as such.
409-01	Operations and suppliers at significant risk for incidents of forced or compulsory labor		Strategy and governance - Subcontractor evaluations		No suppliers have been identified or reported as such.
410-01	Security personnel trained in human rights policies or procedures				Not reported. Since we are a service company, no significant amount of security personnel is part of our workforce.
411-01	Incidents of violations involving rights of indigenous peoples				Not reported. No incidents or violations have been reported in 2020
412-01	Operations that have been subject to human rights reviews or impact assessments		Acting with integrity		
412-02	Employee training on human rights policies or procedures		Strategy and governance - Global management system and certification; Acting with Integrity		
412-03	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening				Not reported. In our tenders and offers, we actively show our commitment to the principles of the UN Global Compact which are integrated in our Global Code of Business Principles.
413-01	Operations with local community engagement, impact assessments, and development programs		Positive impact through our operations - SDG 17; Our People - Giving back; Stakeholder dialogue - Stakeholder engagement for innovation;		

GRI CONTENT INDEX TABLE 2020

		Sources and reference 2020			
Disclosure Number	Disclosure Title	Annual Report 2020	Responsible and Sustainable Business – Update 2020	Website	Comments
413-02	Operations with significant actual and potential negative impacts on local communities		Strategy and governance - Reducing risks while adding value to society; Positive impact through our operations;		
414-01	New suppliers that were screened using social criteria	Our company - Our stakeholders and how we engage	Strategy and governance - Subcontractor evaluations Acting with integrity		
414-02	Negative social impacts in the supply chain and actions taken	Report of the Executive Board - Integrity highlights	Strategy and governance - Reducing risks while adding value to society		Not reported as such
415-01	Political contributions				Not reported
416-01	Assessment of the health and safety impacts of product and service categories		Positive impact through our projects and innovation; Positive impact through our operations		
416-02	Incidents of non-compliance concerning the health and safety impacts of products and services	Report of the Executive Board - Health & Safety;	Positive impact through our operations - SDG 8 - Occupational health & safety		
417-01	Requirements for product and service information and labeling	Report of the Executive Board - Cyber security	Acting with integrity - Cyber security and personal data protection		Not reported as such. Since we are a service company, no significant amount of labelled products is supplied, sold and/or transported. Information is protected with data privacy regulations.
417-02	Incidents of non-compliance concerning product and service information and labeling	Report of the Executive Board - Cyber security	Acting with integrity - Cyber security and personal data protection		Not reported as such. Since we are a service company, no significant amount of labelled products is supplied, sold and/or transported. Information is protected with data privacy regulations. No incidents of non-compliance have been reported in 2020.
417-03	Incidents of non-compliance concerning marketing communications	Report of the Executive Board - Cyber security	Acting with integrity - Cyber security and personal data protection		Not reported as such. We comply with data privacy regulations. No incidents of non-compliance have been reported in 2020.

GRI CONTENT INDEX TABLE 2020

		Sources and reference 2020			
Disclosure Number	Disclosure Title	Annual Report 2020	Responsible and Sustainable Business – Update 2020	Website	Comments
418-01	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Report of the Executive Board - Cyber security	Acting with integrity - Cyber security and personal data protection		Not reported as such
419-01	Non-compliance with laws and regulations in the social and economic area		Acting with integrity - Laws and Regulations		Not reported as such