



GRI Content Index report 2022

GRI Content Index

Statement of use Danfoss A/S has reported the information cited in this GRI content index for the period January 1, 2022 - December 31, 2022 with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	<ul style="list-style-type: none"> a. Legal name: Danfoss A/S b. Nature of ownership and legal form: Privately owned and limited liability company (A/S) c. Location of headquarters: Nordborgvej 81, 6430 Nordborg, Denmark d. See AR 2022 pg. 124-125 Group accounts and notes Note 28 Group companies
	2-2 Entities included in the organization's sustainability reporting	AR 2022 pg. 67-71 Notes to consolidated ESG Statements
	2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> a. Reporting period: January 1, 2022 - December 31, 2022 b. Frequency: annually c. Publication date: March 1, 2023 d. Contact point: danfoss@danfoss.com
	2-4 Restatements of information	AR 2022 pg. 67 Notes to consolidated ESG Statements - Significant changes in accounting policies
	2-5 External assurance	AR 2022 pg. 56-58 Corporate governance The sustainability part of the report has not been externally assured. In line with the CSRD-requirements the plan is to have the sustainability part externally assured within the coming years.
	2-6 Activities, value chain and other business relationships	AR 2022 pg. 19-28 Our business

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GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021 (continued)	2-7 Employees	AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 67-71 Notes to consolidated ESG Statements
	2-9 Governance structure and composition	AR 2022 pg. 50 ESG governance AR 2022 pg. 53-55 Managing risks AR 2022 pg. 59-61 Board of Directors See further descriptions on Danfoss website: https://www.danfoss.com/en/about-danfoss/company/management/the-danfoss-board/
	2-10 Nomination and selection of the highest governance body	AR 2022 pg. 56-58 Corporate governance
	2-11 Chair of the highest governance body	AR 2022 pg. 59-61 Board of Directors See further descriptions on Danfoss website: https://www.danfoss.com/en/about-danfoss/company/management/the-danfoss-board/
	2-12 Role of the highest governance body in overseeing the management of impacts	AR 2022 pg. 50 ESG governance AR 2022 pg. 53-55 Managing risks AR 2022 pg. 56-58 Corporate governance
	2-13 Delegation of responsibility for managing impacts	AR 2022 pg. 50 ESG governance AR 2022 pg. 53-55 Managing risks AR 2022 pg. 56-58 Corporate governance
	2-14 Role of the highest governance body in sustainability reporting	AR 2022 pg. 50 ESG governance AR 2022 pg. 56-58 Corporate governance
	2-17 Collective knowledge of the highest governance body	AR 2022 pg. 56-58 Corporate governance See further descriptions on Danfoss website: https://www.danfoss.com/en/about-danfoss/company/management/the-danfoss-board/

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GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021 (continued)	2-18 Evaluation of the performance of the highest governance body	AR 2022 pg. 56-58 Corporate governance
	2-19 Remuneration policies	Remuneration guidelines - Danfoss
	2-20 Process to determine remuneration	AR 2022 pg. 56-58 Corporate governance
	2-21 Annual total compensation ratio	AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 67-71 Notes to consolidated ESG Statements
	2-22 Statement on sustainable development strategy	AR 2022 pg. 3-4 Letter from CEO
	2-23 Policy commitments	AR 2022 pg. 51 Ethics and human rights See further descriptions on Danfoss website: https://www.danfoss.com/en/about-danfoss/company/sustainability/ethics-and-human-rights/
	2-25 Processes to remediate negative impacts	AR 2022 pg. 51 Ethics and human rights AR 2022 pg. 52 Responsible suppliers
	2-26 Mechanisms for seeking advice and raising concerns	AR 2022 pg. 51 Ethics and human rights
2-28 Membership associations	See our CDP report paragraph 12.3 on pg. 51-53: https://files.danfoss.com/download/CorporateCommunication/Financial/Annual-Report-2022.pdf	

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GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-1 Process to determine material topics	AR 2022 pg. 50 ESG governance AR 2022 pg. 67 Notes to consolidated ESG Statements Materiality assessment: https://www.danfoss.com/en/about-danfoss/company/sustainability/esg-ratings-and-reports/#cdpreports
	3-2 List of material topics	AR 2022 pg. 50 ESG governance AR 2022 pg. 67 Notes to consolidated ESG Statements Materiality assessment: https://www.danfoss.com/en/about-danfoss/company/sustainability/esg-ratings-and-reports/#cdpreports
	3-3 Management of material topics	AR 2022 pg. 50 ESG governance AR 2022 pg. 67 Notes to consolidated ESG Statements Materiality assessment: https://www.danfoss.com/en/about-danfoss/company/sustainability/esg-ratings-and-reports/#cdpreports
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	AR 2022 pg. 72-123 Financial Statements - Group
	201-2 Financial implications and other risks and opportunities due to climate change	See CDP climate change report pg. 6-15: https://files.danfoss.com/download/CorporateCommunication/Financial/Annual-Report-2022.pdf
	201-3 Defined benefit plan obligations and other retirement plans	AR 2022 pg. 72-123 Financial Statements - Group
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	AR 2022 pg. 13-16 The greenest energy is the energy we don't use
GRI 207: Tax 2019	207-1 Approach to tax	Tax policy - Danfoss

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GRI Standard	Disclosure	Location
GRI 302: Energy 2016	302-1 Energy consumption within the organization	AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 67-71 Notes to consolidated ESG Statements
	302-3 Energy intensity	AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 67-71 Notes to consolidated ESG Statements
	302-4 Reduction of energy consumption	AR 2022 pg. 44 Environment performance AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 67-71 Notes to consolidated ESG Statements
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 67-71 Notes to consolidated ESG Statements
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 67-71 Notes to consolidated ESG Statements
	305-2 Energy indirect (Scope 2) GHG emissions	AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 67-71 Notes to consolidated ESG Statements
	305-3 Other indirect (Scope 3) GHG emissions	AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 67-71 Notes to consolidated ESG Statements
	305-4 GHG emissions intensity	AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 67-71 Notes to consolidated ESG Statements
	305-5 Reduction of GHG emissions	AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 44 Environmental performance AR 2022 pg. 67-71 Notes to consolidated ESG Statements

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GRI Standard	Disclosure	Location
GRI 306: Waste 2020	306-3 Waste generated	AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 67-71 Notes to consolidated ESG Statements
	306-4 Waste diverted from disposal	AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 67-71 Notes to consolidated ESG Statements
	306-5 Waste directed to disposal	AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 67-71 Notes to consolidated ESG Statements
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 67-71 Notes to consolidated ESG Statements
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	AR 2022 pg. 48 A safe place to work https://www.danfoss.com/en/about-danfoss/company/sustainability/health-and-safety/ https://files.danfoss.com/download/CorporateCommunication/Sustainability/Danfoss-EHS-Policy.pdf
	403-4 Worker participation, consultation, and communication on occupational health and safety	See: https://www.danfoss.com/en/about-danfoss/company/sustainability/health-and-safety/
	403-5 Worker training on occupational health and safety	See: https://www.danfoss.com/en/about-danfoss/company/sustainability/health-and-safety/
	403-9 Work-related injuries	AR 2022 pg. 48 A safe place to work AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 67-71 Notes to consolidated ESG Statements

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GRI Standard	Disclosure	Location
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	AR 2022 pg. 56-58 Corporate governance AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 67-71 Notes to consolidated ESG Statements See further descriptions on Danfoss website: https://www.danfoss.com/en/about-danfoss/company/management/the-danfoss-board/
	405-2 Ratio of basic salary and remuneration of women to men	AR 2022 pg. 66 Consolidated ESG Statements AR 2022 pg. 67-71 Notes to consolidated ESG Statements
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	AR 2022 pg. 52 Responsible suppliers
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	AR 2022 pg. 43 Safe and compliant products
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	AR 2022 pg. 43 Safe and compliant products



Further information available
on Danfoss' website: www.danfoss.com

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