

**TBI GRI STANDARDS (CORE)  
CONTENT INDEX 2018**



## GENERAL DISCLOSURES

Disclosure	Description	Reference	Reason for omissions
102-1	Name of the organisation	Cover	
102-2	Activities, brands, products, and services	About TBI	
102-3	Location of headquarters	Credits	
102-4	Number of countries where the organisation operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report	About TBI <a href="https://www.tbi.nl/over-tbi-0">https://www.tbi.nl/over-tbi-0</a>	
102-5	Ownership and legal form	Governance Corporate governance	
102-6	Markets served	About TBI - Profile <a href="https://www.tbi.nl/over-tbi/organisatie/organogram">https://www.tbi.nl/over-tbi/organisatie/organogram</a> Financial	
102-7	Scale of the organisation	About TBI Five-year key figures TBI Annual Accounts <a href="https://www.tbi.nl/over-tbi-0">https://www.tbi.nl/over-tbi-0</a>	
102-8	Information on employees and other workers	Five-year key figures TBI	The requested detailed breakdown of employees by contract type and male/female balance, type of contract per region, type of male/female employment, contractors and subcontractors is not disclosed. TBI does not measure its performance by means of these indicators.
102-9	Supply chain	How TBI creates value	The 2018 annual report does not describe the general context. The characteristics, location, costs, numbers and types of suppliers are not specifically named on account of the diversity of the various value chains that our companies are part of and the limited availability of relevant information.
102-10	Significant changes to the organisation and its supply chain		There have been no significant changes in the 2018 financial year.
102-11	Precautionary Principle or approach	Governance - Risk management - Risks	
102-12	External initiatives	Reporting guidelines: GRI Standards and IIRC Reporting Framework  Various industry initiatives: Governance Code Veiligheid, Manifest Duurzaam Inkopen (NEVI), Green Deal Circulair Inkopen 2.0, Green Deal Duurzame Bouwlogistiek, Grondstoffenakkoord, Betonakkoord, Duurzaam bouw en houtcovenant, (FSC Nederland), Madaster and several codes of conduct (Bouwend Nederland, Neprom, Bewuste Bouwers).  TBI Holdings B.V. has partnerships with YES! Delft and Habitat for Humanity Nederland.	
102-13	Membership of associations	Bouwend Nederland, Techniek Nederland, Neprom, Nationaal Renovatie Platform, Dutch Green Building Council, NEVI, SKAO, VCA, Centrum Ondergronds Bouwen, De Stroomversnelling and Bewuste Bouwers.	
102-14	Statement from senior decision-maker	Letter from the President and CEO	
102-15	Key impacts, risks, and opportunities	Governance - Risk management - Risks	The 2018 annual report considers mainly the risks. Impacts and opportunities are not specified although they can be inferred from the text.
102-16	Values, principles, standards, and norms of behaviour	How TBI creates value About TBI - Profile Governance - Corporate governance <a href="https://www.tbi.nl/documents/tbigedragcodefebruari2017.pdf">https://www.tbi.nl/documents/tbigedragcodefebruari2017.pdf</a>	

Disclosure	Description	Reference	Reason for omissions
102-17	Mechanisms for advice and concerns about ethics	Implementation of the strategy in 2018 - Attractive workplace - Integrity  <a href="https://www.tbi.nl/documents/tbigedragcodefebruari2017.pdf">https://www.tbi.nl/documents/tbigedragcodefebruari2017.pdf</a>	
102-18	Governance structure	Governance - Corporate governance - Organisation of the company <a href="https://www.tbi.nl/over-ons/organisatie">https://www.tbi.nl/over-ons/organisatie</a>	
102-19	Delegating authority	Report of the Supervisory Board - Composition and meetings of the Supervisory Board's committees	
102-20	Executive-level responsibility for economic, environmental, and social topics	Governance - Corporate Governance	
102-21	Consulting stakeholders on economic, environmental, and social topics	Scope and accountability How TBI creates value - What stakeholders think is material	
102-22	Composition of the highest governance body and its committees	Composition of the Executive Board Composition of the Supervisory Board	
102-24	Nominating and selecting the highest governance body	Corporate Governance - Report of the Supervisory Board	
102-28	Evaluating the highest governance body's performance	Corporate Governance - Report of the Supervisory Board	Actions taken in response to evaluation(s) are not specified in the annual report.
102-40	List of stakeholder groups	Scope and accountability How TBI creates value - What stakeholders think is material <a href="http://jaarverslag.tbi.nl/2016/nl/stakeholdersdialog/betrokkenheid+stakeholders">http://jaarverslag.tbi.nl/2016/nl/stakeholdersdialog/betrokkenheid+stakeholders</a>	
102-41	Collective bargaining agreements		The number of FTEs subject to collective bargaining agreements cannot be calculated in full or precisely from our records.
102-42	Identifying and selecting stakeholders	Scope and accountability	
102-43	Approach to stakeholder engagement	Scope and accountability How TBI creates value - What stakeholders think is material	Frequency per type of stakeholder is not specifically disclosed.
102-44	Key topics and concerns raised	Scope and accountability How TBI creates value - What stakeholders think is material	The frequency, material themes and response of the organisation per stakeholder group is not specifically disclosed.
102-45	Entities included in the consolidated financial statements	About TBI Measurement method and data collection	
102-46	Defining report content and topic Boundaries	How TBI creates value Scope and accountability	
102-47	List of material topics	Scope and accountability - Material themes	
102-48	Restatements of information	Scope and accountability Five-year key figures	
102-49	Changes in reporting	Scope and accountability - Comparability	
102-50	Reporting period	Scope	
102-51	Date of most recent report	April 2018	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report	Credits Inside cover	
102-54	Claims of reporting in accordance with the GRI Standards	Inside cover Assurance report of the independent auditor	
102-55	GRI content index	<a href="http://www.tbi.nl">www.tbi.nl</a>	
102-56	External assurance	Assurance report of the independent auditor	

## MANAGEMENT APPROACH AND SPECIFIC DISCLOSURES

### Material topic

#### Market leadership

*This includes the following material themes: strengthening the market position, multidisciplinary cooperation, innovation, solid financial position, client focus and project management.*

#### Management approach disclosures

Disclosure	Description	Reference
103-1	Explanation of the material topic and its Boundary	How TBI creates value - What stakeholders think is material
103-2	The management approach and its components	How TBI creates value - Strategy - Implementation of the strategy in 2018
103-3	Evaluation of the management approach	How TBI creates value - Implementation of the strategy in 2018 - Market leadership

#### Specific disclosures

201-1	Direct economic value generated and distributed	Five-year key figures Financial
201-3	Defined benefit plan obligations and other retirement plans	Notes to the consolidated balance sheet Notes to the consolidated profit and loss account
Own indicator	Top 5 in our core markets	How TBI creates value - Implementation of the strategy in 2018 - Market leadership
Own indicator	Operating (Ebit) margin	How TBI creates value - Implementation of the strategy in 2018 - Market leadership
Own indicator	Trade working capital efficiency	How TBI creates value - Implementation of the strategy in 2018 - Market leadership

### Material topic

#### Circular entrepreneurship

*This includes the following material themes: circular construction and sustainable operational management.*

#### Management approach disclosures

Disclosure	Description	Reference
103-1	Explanation of the material topic and its Boundary	How TBI creates value - What stakeholders think is material
103-2	The management approach and its components	How TBI creates value - Strategy - Implementation of the strategy in 2018
103-3	Evaluation of the management approach	How TBI creates value - Implementation of the strategy in 2018 - Circular entrepreneurship

#### Specific disclosures

Own indicator	CO <sub>2</sub> emission in ktonnes	How TBI creates value - Implementation of the strategy in 2018 - Circular entrepreneurship
Own indicator	Percentage waste sorted	How TBI creates value - Implementation of the strategy in 2018 - Circular entrepreneurship
Own indicator	Percentage sustainable timber procured	How TBI creates value - Implementation of the strategy in 2018 - Circular entrepreneurship

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**Material topic**

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**Attractive workplace**

*This includes the following material themes: occupational safety, healthy and fit employees, training and talent development, and integrity.*

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**Management approach disclosures**

<b>Disclosure</b>	<b>Description</b>	<b>Reference</b>
103-1	Explanation of the material topic and its Boundary	How TBI creates value - What stakeholders think is material
103-2	The management approach and its components	How TBI creates value - Strategy - Implementation of the strategy in 2018
103-3	Evaluation of the management approach	How TBI creates value - Implementation of the strategy in 2018 - Attractive workplace

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**Specific disclosures**

<b>Own indicator</b>	Incident frequency (IF)	How TBI creates value - Implementation of the strategy in 2018 - Attractive workplace
<b>Own indicator</b>	Sickness absenteeism	How TBI creates value - Implementation of the strategy in 2018 - Attractive workplace
<b>Own indicator</b>	Breaches of the TBI Code of Conduct	How TBI creates value - Implementation of the strategy in 2018 - Attractive workplace

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