

GRI content index 2025

Statement of use	Servi Group AS has reported the information cited in this GRI content index for the period 1 January through 31 December 2025 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	Sustainability Report p. 4	
	2-2 Entities included in the organization's sustainability reporting	Sustainability Report p. 13	
	2-3 Reporting period, frequency and contact point	Sustainability Report p. 13	
	2-4 Restatements of information	Sustainability Report p. 13	
	2-6 Activities, value chain and other business relationships	Sustainability Report pp. 16-18	
	2-7 Employees	Sustainability Report pp. 47-48	
	2-8 Workers who are not employees	Sustainability Report p. 48	
	2-9 Governance structure and composition	Sustainability Report p. 10	
	2-10 Nomination and selection of the highest governance body	Sustainability Report p. 10	
	2-11 Chair of the highest governance body	Sustainability Report p. 10	
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report p. 11	
	2-13 Delegation of responsibility for managing impacts	Sustainability Report p. 11	
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report p. 14	
	2-16 Communication of critical concerns	Sustainability Report pp. 20-21, 50, 55-56, 66-67	
	2-20 Process to determine remuneration	Sustainability Report pp. 60-61	
	2-21 Annual total compensation ratio	Sustainability Report pp. 60-61	
	2-22 Statement on sustainable development strategy	Sustainability Report pp. 6-7	
	2-23 Policy commitments	Sustainability Report pp. 66-67 servi.no/en/sustainability	
	2-24 Embedding policy commitments	Sustainability Report pp. 11, 66	
	2-25 Processes to remediate negative impacts	Sustainability Report pp. 15, 50, 66-67 Due Diligence Assessment Report	
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report p. 50	
	2-27 Compliance with laws and regulations	Sustainability Report pp. 66-67	
	2-28 Membership associations	Sustainability Report pp. 8-9	
	2-29 Approach to stakeholder engagement	Sustainability Report pp. 20-21	
	2-30 Collective bargaining agreements	Sustainability Report p. 49	
	GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report p. 20
		3-2 List of material topics	Sustainability Report pp. 20, 22-23
3-3 Management of material topics		Sustainability Report pp. 22-67	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Report pp. 25-45	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report p. 67	
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report p. 67	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report pp. 32-33	
	302-3 Energy intensity	Sustainability Report p. 33	
	302-4 Reduction of energy consumption	Sustainability Report p. 33	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report p. 27	
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report p. 28	
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report pp. 29-31	
	305-4 GHG emissions intensity	Sustainability Report p. 29	
	305-5 Reduction of GHG emissions	Sustainability Report pp. 26, 28	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report pp. 55-56	
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report pp. 55-57	
	403-5 Worker training on occupational health and safety	Sustainability Report pp. 55-57	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report pp. 55-57	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report pp. 62-63	
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report p. 63	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report pp. 58-61 Equality Statement	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sustainability Report p. 67	