



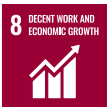
# GRI index 2021

# GRI index

Isavia's 2021 Annual Report is published according to the criteria of the Global Reporting Initiative GRI Standards: Core together with special provisions GRI-G4 on airport operations. Employees from all areas of the company are involved in writing the report. The information that appears in this Annual Report comes from the company's information systems and reflects the knowledge that the company had when the report was prepared. All information in the report applies to the 2021 calendar year.

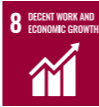
## Notes

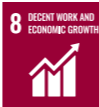
- Fulfilled
- ⓘ Partially Fulfilled
- UNGC Link to the UN Global Compact criteria
- DM Link to the appropriate United Nations Development Goals

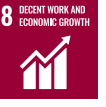
Disclosure	Location	Comments	Status	UNGC	SDG
<b>GRI 102:2016 General Disclosures</b>					
<b>Organizational Profile</b>					
GRI 102-1	Name of the organization	Isavia ohf	●		
GRI 102-2	Activities, brands, products, and services	Operation	●		
GRI 102-3	Location of headquarters	Dalshrauni 3, 220 Hafnarfjörður	●		
GRI 102-4	Location of operations	Financial Statement 2021 Operation	●		
GRI 102-5	Ownership and legal form	Corporate Governance	●		
GRI 102-6	Market served. Additionally, for airports: Catchment area for passengers and cargo originating in the vicinity of the airport.	Operation Business Partners Flight Statistics	●		
GRI 102-7	Scale of reporting organization. Additionally, for airports: Estimated number of employees in the reporting organization, size of airport, number and length of runways, stating whether they are primary or crosswind runways, minimum connection time between flights at the airport, number of operations, number of airlines served, and number of destinations served.	Operation Human Resources Flight Statistics Key Figures Financial Statement 2021	●		
GRI 102-8	Information on employees and other workers	Human Resources	●	6	
GRI 102-9	Supply chain	Stakeholders	●		
GRI 102-10	Significant changes to the organization and its supply chain	Message from the CEO Chairman's Statement Operation	●		
GRI 102-11	Precautionary Principle or approach	Corporate Governance	●		
GRI 102-12	External initiatives	Social Participation	●		
GRI 102-13	Membership of associations	Social Participation	●		
<b>Strategy</b>					
GRI 102-14	Statement from CEO	Message from the CEO	●		
<b>Ethics and Integrity</b>					
GRI 102-16	Values, principles, standards, and norms of behavior	Corporate Governance Isavia's Code of Conduct	●	10	
<b>Governance</b>					

Disclosure		Location	Comments	Status	UNGC	SDG
GRI 102-18	Governance structure	Corporate Governance		●		
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	Operation		●		
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	Material Aspects	Director of Corporate Strategy and Sustainability on behalf Managing Director	●		
GRI 102-22	Composition of the highest governance body and its committees	Corporate Governance Corporate Governance Statement (in Icelandic)		●		
GRI 102-23	Chair of the highest governance body	Corporate Governance Rules of procedure for the Board of Directors (in Icelandic)		●		
GRI 102-25	Conflicts of interest	Corporate Governance Corporate Governance Statement (in Icelandic)		●		
GRI 102-32	Highest governance body's role in sustainability reporting	Objectives and improvements	CEO is principal	●		
GRI 102-33	Communicating critical concerns		Via the CEO and Executive Board	●		
GRI 102-35	Remuneration policies	Remuneration Policy		●		
GRI 102-36	Process for determining remuneration	Remuneration Policy Rules of procedure of the Isavia ohf. Remuneration Committee (in Icelandic)		●		
<b>Stakeholder Engagement</b>						
GRI 102-40	List of stakeholder groups	Material Aspects Stakeholders Business Partners Human Resources		●		

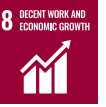

Disclosure		Location	Comments	Status	UNGC	SDG
GRI 102-41	Collective bargaining agreements	Human Resources		●	3	
GRI 102-42	Identifying and selecting stakeholders	Material Aspects		●		
GRI 102-43	Approach to stakeholder engagement	Material Aspects Stakeholders Business Partners Human Resources		●		
GRI 102-44	Key topics and concerns raised	Material Aspects Objectives and Improvements Stakeholders Business Partners Human Resources		●		
<b>Reporting Practice</b>						
GRI 102-45	Entities included in the consolidated financial statements	Financial Statement 2020	Isavia ohf. and subsidiaries	●		
GRI 102-46	Defining report content and topic Boundaries	Material Aspects		●		
GRI 102-47	List of material topics	Material Aspects		●		
GRI 102-48	Restatements of information	Material Aspects		●		
GRI 102-49	Changes in reporting	Material Aspects		●		
GRI 102-50	Reporting period		Report for calendar year 2021	●		
GRI 102-51	Date of most recent report		Calendar year 2020	●		
GRI 102-52	Reporting cycle		Yearly	●		
GRI 102-53	Contact point for questions regarding the report		sustainability@isavia.is	●		
GRI 102-54	Claims of reporting in accordance with the GRI Standards	Material Aspects		●		
GRI 102-55	GRI content index	GRI Index		●		
GRI 102-56	External assurance	Message from the CEO Material Aspects Financial Statement 2021	Independent Auditor's Report. Independent advisors report and verification	●		

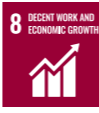

Disclosure	Location	Comments	Status	UNGC	SDG
<b>ECONOMIC</b>					
<b>GRI 201: 2016 Economic Performance</b>					
<b>GRI 103: Management approach</b>					
GRI 103-1	Explanation of the material topic and its boundary	Material Aspects	●		
		Operation			
		Financial Statement 2021			
GRI 103-2	The management approach and its components	Corporate Governance	●		
		Operation			
		Financial Statement 2021			
GRI 103-3	Evaluation of the management approach	Corporate Governance	●		
		Operation			
		Financial Statement 2021			
GRI 201-1	Direct economic value generated and distributed	Scope of Operations	●		
		Financial Statement 2021			

<b>GRI 203: 2016 Indirect Economic Impacts</b>					
<b>GRI 103: Management approach</b>					
GRI 103-1	Explanation of the material topic and its boundary	Operation	●		
		Material Aspects			
		Scope of Operations			
GRI 103-2	The management approach and its components	Corporate Governance	●		
		Operation			
		Objectives and Improvements			
		Scope of Operations			
		Development			
GRI 103-3	Evaluation of the management approach	Corporate Governance	●		
		Operation			
GRI 203-1	Infrastructure investments and services supported. Additionally, for airports: Relevance to the airport sector because of high impact on local economies	Objectives and Improvements	●		
		Scope of Operations			
		Development			
		Financial Statement 2021			
GRI 203-2	Significant indirect economic impacts	Scope of Operations	●		
		Development			
		Financial Statement 2021			

Disclosure	Location	Comments	Status	UNGC	SDG
<b>GRI 204: 2016 Procurement Practices</b>					
<b>GRI 103: Management approach</b>					
GRI 103-1	Explanation of the material topic and its boundary	Operation	●		
		Material Aspects			
		Stakeholders			
GRI 103-2	The management approach and its components	Corporate Governance	●		
		Operation			
		Objectives and Improvements			
		Stakeholders			
GRI 103-3	Evaluation of the management approach	Corporate Governance	●		
		Operation			
		Stakeholders			
GRI 204-1	Proportion of spending on local suppliers	Stakeholders	●		
		Suppliers			

## ENVIRONMENT

<b>GRI 302: 2016 Energy</b>					
<b>GRI 103: Management approach</b>					
GRI 103-1	Explanation of the material topic and its boundary	Operation	●		
		Material Aspects			
		Stakeholders			
GRI 103-2	The management approach and its components	Operation	●		
		Material Aspects			
		Objectives and Improvements			
		Environmental Issues			
		Climate			
GRI 103-3	Evaluation of the management approach	Objectives and Improvements	●		
		Climate			
GRI 302-1	Energy consumption within the organization	Climate	●	7,8	 

Disclosure		Location	Comments	Status	UNGC	SDG
GRI 302-2	Energy consumption outside of the organization	Climate		●	8	 
GRI 302-4	Reduction of energy consumption. Additionally, for airports: Important for airports to share sectoral best practice	Climate		●	8, 9	

### GRI 303: 2016 Water






#### GRI 103: Management approach




GRI 103-1	Explanation of the material topic and its boundary	Operation		●		
		Material Aspects				
		Environmental Issues				
GRI 103-2	The management approach and its components	Operation		●		
		Objectives and Improvements				
		Environmental Issues				
GRI 103-3	Evaluation of the management approach	Operation		●		
		Environmental Issues				
GRI 303-1	Water withdrawal by source	Environmental Issues		○	8	


### GRI 304: 2016 Biodiversity





#### GRI 103: Management approach


GRI 103-1	Explanation of the material topic and its boundary	Operation		●		
		Material Aspects				
		Stakeholders				
GRI 103-2	The management approach and its components	Operation		●		
		Environmental Issues				
GRI 103-3	Evaluation of the management approach	Operation		●		
		Environmental Issues				
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental Issues		●	8	
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Environmental Issues		●		


Disclosure		Location	Comments	Status	UNGC	SDG
<b>GRI 305: 2016 Emissions</b>						
<b>GRI 103: Management approach</b>						
GRI 103-1	Explanation of the material topic and its boundary	Operation		●		
		Material Aspects				
		Environmental Issues				
GRI 103-2	The management approach and its components	Operation		●		
		Objectives and Improvements				
		Environmental Issue				
GRI 103-3	Evaluation of the management approach	Operation		●		
		Environmental Issue				
GRI 305-1	Direct (Scope 1) GHG emissions	Climate		●	7, 8	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Climate		●	7, 8	
GRI 305-3	Other indirect (Scope 3) GHG emissions	Climate		●	7, 8	
GRI 305-4	GHG emissions intensity	Climate		●	8	
GRI 305-5	Reduction of GHG emissions. Additionally, for airports: Reference to ACI-ACA Airport Carbon Accreditation Program	Climate		●	8, 9	
GRI 305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Climate		●	7, 8	13


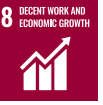
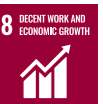


Disclosure		Location	Comments	Status	UNGC	SDG
<b>GRI 306: 2016 Effluents and waste</b>						
<b>GRI 103: Management approach</b>						
GRI 103-1	Explanation of the material topic and its boundary	Operation		●		
		Material Aspects				
		Environmental Issues				
		Recycling				
GRI 103-2	The management approach and its components	Operation		●		
		Objectives and Improvements				
		Environmental Issues				
		Recycling				
GRI 103-3	Evaluation of the management approach	Operation		●		
		Environmental Issues				
		Recycling				
GRI 306-1	Water discharge by quality and destination	Loftslagsmál		○	7.8	
		Auðlindanýting				
GRI 306-2	Waste by type and disposal method. Additionally, for airports: Report on the weight of waste from international flights	Environmental Issues		●	8	
GRI 306-3	Significant spills	Environmental Issues		●	8	

<b>GRI 307: 2016 Environmental Compliance</b>						
<b>GRI 103: Management approach</b>						
GRI 103-1	Explanation of the material topic and its boundary	Operation		●		
		Material Aspects				
GRI 103-2	The management approach and its components	Operation		●		
		Environmental Issues				
GRI 103-3	Evaluation of the management approach	Operation		●		
		Environmental Issues				
GRI 307-1	Non-compliance with environmental laws and regulations	Environmental Issues		●	8	

Disclosure		Location	Comments	Status	UNGC	SDG
<b>SOCIAL</b>						
<b>GRI 401: 2016 Employment</b>						
<b>GRI 103: Management approach</b>						
GRI 103-1	Explanation of the material topic and its boundary	Operation		●		
		Stakeholders				
GRI 103-2	The management approach and its components	Operation		●		
		Human Resources				
GRI 103-3	Evaluation of the management approach	Operation		●		
		Human Resources				
GRI 401-1	New employee hires and employee turnover	Human Resources		●	6	 
GRI 401-3	Parental leave	Human Resources		●	6	 

<b>GRI 402: 2016 Labor Management Relations</b>						
<b>GRI 103: Management approach</b>						
GRI 103-1	Explanation of the material topic and its boundary	Operation		●		
		Human Resources				
GRI 103-2	The management approach and its components	Operation		●		
		Human Resources				
GRI 103-3	Evaluation of the management approach	Operation		●		
		Human Resources				
GRI 402-1	Minimum notice periods regarding operational changes	Human Resources		●	3	

Disclosure	Location	Comments	Status	UNGC	SDG
<b>GRI 403: 2018 Occupational Health and Safety</b>					
<b>GRI 103: Management approach</b>					
GRI 103-1	Explanation of the material topic and its boundary		●		
	Operation				
	Material Aspects				
GRI 103-2	The management approach and its components		●		
	Operation				
	Objectives and Improvements				
	Human Resources				
GRI 103-3	Evaluation of the management approach	Occupational Safety and Health			
		Social Participation			
		Operation	●		
GRI 403-1	Occupational health and safety management system	Human Resources	●		
		Occupational Safety and Health			
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Human Resources	●		
		Occupational Safety and Health			
GRI 403-3	Occupational health services	Human Resources	●		
		Occupational Safety and Health			
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Safety and Health	●		
GRI 403-5	Worker training on occupational health and safety	Human Resources	●		
		Occupational Safety and Health			
GRI 403-6	Promotion of worker health	Human Resources	●		
		Occupational Safety and Health			
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Safety and Health	●		
GRI 403-8	Workers covered by an occupational health and safety management system	Occupational Safety and Health	●		
GRI 403-9	Work-related injuries	Occupational Safety and Health	●		

Disclosure	Location	Comments	Status	UNGC	SDG
<b>GRI 103: Management approach</b>					
GRI 103-1	Explanation of the material topic and its boundary		●		
	Operation				
	Material Aspects				
GRI 103-2	The management approach and its components	Operation	●		
		Human Resources			
GRI 103-3	Evaluation of the management approach	Operation	●		
		Human Resources			
GRI 404-1	Average hours of training per year per employee	Human Resources	●	6	 
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Human Resources	●		
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Human Resources	○	6	 
<b>GRI 405: 2016 Diversity and Equal Opportunity</b>					
<b>GRI 103: Management approach</b>					
GRI 103-1	Explanation of the material topic and its boundary		●		
	Operation				
	Material Aspects				
GRI 103-2	The management approach and its components	Operation	●		
		Objectives and Improvements			
		Human Resources			
		Social Participation			
GRI 103-3	Evaluation of the management approach	Operation	●		
		Human Resources			

Disclosure		Location	Comments	Status	UNGC	SDG
GRI 405-1	Diversity of governance bodies and employees	Human Resources			6	 
GRI 405-2	Ratio of basic salary and remuneration of women to men	Human Resources			6	 

**GRI 406: 2016 Non Discrimination**

**GRI 103: Management approach**

GRI 103-1	Explanation of the material topic and its boundary	Operation				
		Material Aspects				
		Stakeholders				
GRI 103-2	The management approach and its components	Operation				
		Objectives and Improvements				
		Human Resources				
		Social Participation				
GRI 103-3	Evaluation of the management approach	Operation				
		Human Resources				
GRI 406-1	Incidents of discrimination and corrective actions taken	Human Resources			6	 

**GRI 408: 2016 Child Labor**

**GRI 103: Management approach**

GRI 103-1	Explanation of the material topic and its boundary	Operation				
		Material Aspects				
		Stakeholders				
GRI 103-2	The management approach and its components	Operation				
		Objectives and Improvements				
		Human Resources				
		Social Participation				

Disclosure		Location	Comments	Status	UNGC	SDG
GRI 103-3	Evaluation of the management approach	Operation				
		Stakeholders				
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Stakeholders			5	8
		Code of Conduct for Isavia's Suppliers				

**GRI 409: 2016 Forced or Compulsory Labor**

**GRI 103: Management approach**


GRI 103-1	Explanation of the material topic and its boundary	Operation				
		Material Aspects				
		Stakeholders				
GRI 103-2	The management approach and its components	Operation				
		Objectives and Improvements				
		Social Participation				
GRI 103-3	Evaluation of the management approach	Operation				
		Stakeholders				
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Stakeholders			4	 
		Code of Conduct for Isavia's Suppliers				

**GRI 412: 2016 Human Rights Assessment**

**GRI 103: Management approach**




GRI 103-1	Explanation of the material topic and its boundary	Operation				
		Material Aspects				
		Stakeholders				
GRI 103-2	The management approach and its components	Operation				
		Objectives and Improvements				
		Social Participation				
GRI 103-3	Evaluation of the management approach	Operation				
		Objectives and Improvements				
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Stakeholders			2	
		Code of Conduct for Isavia's Suppliers				



Disclosure		Location	Comments	Status	UNGC	SDG
<b>GRI 413: 2016 Local Communities</b>						
<b>GRI 103: Management approach</b>						
GRI 103-1	Explanation of the material topic and its boundary	Operation		●		
		Material Aspects				
		Development				
GRI 103-2	The management approach and its components	Operation		●		
		Social Participation				
		Development				
GRI 103-3	Evaluation of the management approach	Operation		●		
		Development				
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Development		●	1	
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Development		●	1	
<b>GRI 418: 2016 Customer Privacy</b>						
<b>GRI 103: Management approach</b>						
GRI 103-1	Explanation of the material topic and its boundary	Operation		●		
		Material Aspects				
		Occupational Safety and Health				
GRI 103-2	The management approach and its components	Operation		●		
		Occupational Safety and Health				
GRI 103-3	Evaluation of the management approach	Operation		●		
		Occupational Safety and Health				
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Occupational Safety and Health		●		
<b>GRI 419: 2016 Socioeconomic Compliance</b>						
<b>GRI 103: Management approach</b>						
GRI 103-1	Explanation of the material topic and its boundary	Corporate Governance		●		
		Material Aspects				
GRI 103-2	The management approach and its components	Corporate Governance		●		
		Operation				

Disclosure		Location	Comments	Status	UNGC	SDG
GRI 103-3	Evaluation of the management approach	Corporate Governance		●		
		Operation				
GRI 419-1	Non-compliance with laws and regulations in the social and economic area		There have been no fines imposed on the company	●	7, 8, 9	

### AIRPORT'S SPECIAL PROVISIONS

GRI A01	Total number of passengers annually, broken down by passengers on international and domestic flights and broken down by origin and destination and transfer, including transit passengers	Scope of Operations		●		
		Flight Statistics				
GRI A02	Annual total number of aircraft movements by day and by night, broken down by commercial cargo, general aviation and state aviation flights	Scope of Operations		●		
		Flight Statistics				
GRI A03	Total amount of cargo tonnage	Scope of Operations		●		
		Flight Statistics				
GRI A04	Quality of storm water by applicable regulatory standards	Environmental Issues		●		
GRI A05	Ambient air quality levels according to pollutant concentrations in microgram per m3 or parts per million (ppm) by regulatory regime	Climate		●		
GRI A06	Aircraft and pavement de-icing/anti-icing fluid used and treated by m3 and/or tonnes	Environmental Issues		●		
GRI A07	Number of persons physically or economically displaced, either voluntarily or involuntarily, by the airport operator or on its behalf by governmental or other entity, and compensation provided	Acoustics		●		
GRI A08	Total annual number of wildlife strikes per 10,000 aircraft movements		No such incidents reported	●		
GRI A09	Total annual number of wildlife strikes per 10,000 aircraft movements	Environmental Issues		●		

