



GRI Content Index report

2024

GRI Content Index

Statement of use Danfoss A/S has reported the information cited in this GRI content index for the period 01-01-2024-12-31-2024 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 2024 pg. 159-160 Group accounts and notes, Note 28 Group companies
	2-2 Entities included in the organization's sustainability reporting	AR 2024 pg. 94 General basis for preparation of the sustainability statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement
	2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> a. Reporting period: 01-01-2024-12-31-2024 b. Frequency: annually c. Publication date: 02-28-2025 d. Contact point: danfoss@danfoss.com
	2-4 Restatements of information	AR 2024 pg. 94 General basis for preparation of the sustainability statement
	2-5 External assurance	AR 2024 pg. 94 General basis for preparation of the sustainability statement AR 2024 pg. 183-184 Independent limited assurance report on the ESG data points included in the consolidated ESG statement
	2-6 Activities, value chain and other business relationships	AR 2024 pg. 24-35 Our business model and strategy AR 2024 pg. 51-52 Danfoss value chain

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GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021 (continued)	2-7 Employees	AR 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement
	2-9 Governance structure and composition	AR 2024 pg. 37-41 Corporate governance AR 2024 pg. 42-44 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 2024 pg. 37-41 Corporate governance
	2-11 Chair of the highest governance body	AR 2024 pg. 42-44 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 2024 pg. 37-41 Corporate governance
	2-13 Delegation of responsibility for managing impacts	AR 2024 pg. 37-41 Corporate governance
	2-14 Role of the highest governance body in sustainability reporting	AR 2024 pg. 37-41 Corporate governance
	2-17 Collective knowledge of the highest governance body	AR 2024 pg. 37-41 Corporate governance AR 2024 pg. 42-43 Board of Directors See further descriptions on Danfoss website: https://www.danfoss.com/en/about-danfoss/company/management/the-danfoss-board/
	2-18 Evaluation of the performance of the highest governance body	AR 2024 pg. 37-41 Corporate governance
	2-19 Remuneration policies	AR 2024 pg. 40 Corporate governance — Executive remuneration and incentives

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GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021 (continued)	2-20 Process to determine remuneration	AR 2024 pg. 37-41 Corporate governance
	2-21 Annual total compensation ratio	AR 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement
	2-22 Statement on sustainable development strategy	AR 2024 pg. 3-4 Letter from the CEO
	2-23 Policy commitments	AR 2024 pg. 87-88 Human and labor rights AR 2024 pg. 90-91 Business conduct AR 2024 pg. 95-97 Disclosure requirements and incorporation by reference See further descriptions on Danfoss website: https://assets.danfoss.com/documents/latest/458621/AH493134951691en-000201.pdf https://www.danfoss.com/en/about-danfoss/company/sustainability/ethics-and-human-rights/ https://www.danfoss.com/en/about-danfoss/company/sustainability/ethics-and-human-rights/human-rights-statements-and-policies/
	2-25 Processes to remediate negative impacts	AR 2024 pg. 81 Our people — Safety First! AR 2024 pg. 87-88 Human and labor rights AR 2024 pg. 90-91 Business conduct AR 2024 pg. 92 Responsible supplier management
	2-26 Mechanisms for seeking advice and raising concerns	AR 2024 pg. 80-86 Our people AR 2024 pg. 87-88 Human and labor rights AR 2024 pg. 90-91 Business conduct
	2-28 Membership associations	See our CDP Climate Change report paragraph 4.11 on pg. 105-121: https://assets.danfoss.com/documents/latest/465602/AH516147201199en-000101.pdf
	2-29 Approach to stakeholder engagement	AR 2024 pg. 56-57 Stakeholder engagement and sustainability due diligence

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GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-1 Process to determine material topics	AR 2024 pg. 53-55 Double materiality assessment AR 2024 pg. 37-41 Corporate governance AR 2024 pg. 94 General basis for preparation of the sustainability statement
	3-2 List of material topics	AR 2024 pg. 53-55 Double materiality assessment AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement
	3-3 Management of material topics	AR 2024 pg. 53-55 Double materiality assessment AR 2024 pg. 37-41 Corporate governance
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	AR 2024 pg. 108-160 Financial Statements — Group
	201-2 Financial implications and other risks and opportunities due to climate change	AR 2024 pg. 53-55 Double materiality assessment See our CDP Climate Change report paragraph C3 pg. 37-77: https://assets.danfoss.com/documents/latest/465602/AH516147201199en-000101.pdf
	201-3 Defined benefit plan obligations and other retirement plans	AR 2024 pg. 108-160 Financial Statements — Group
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	AR 2024 pg. 27-35 Our green growth strategy
GRI 207: Tax 2019	207-1 Approach to tax	AR 2024 pg. 90-91 Business Conduct

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GRI Standard	Disclosure	Location
GRI 302: Energy 2016	302-1 Energy consumption within the organization	AR 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement
	302-3 Energy intensity	AR 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement
	302-4 Reduction of energy consumption	AR 2024 pg. 64-72 Climate Change AR 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	AR 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	AR 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement
	305-2 Energy indirect (Scope 2) GHG emissions	AR 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement
	305-3 Other indirect (Scope 3) GHG emissions	AR 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement
	305-4 GHG emissions intensity	AR 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement
	305-5 Reduction of GHG emissions	AR 2024 pg. 64-72 Climate Change AR 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement

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GRI Standard	Disclosure	Location
GRI 306: Waste 2020	306-3 Waste generated	AR 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement
	306-4 Waste diverted from disposal	AR 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement
	306-5 Waste directed to disposal	AR 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	AR 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	AR 2024 pg. 81-82 Safety First! https://www.danfoss.com/en/about-danfoss/company/sustainability/health-and-safety/
	403-4 Worker participation, consultation, and communication on occupational health and safety	AR 2024 pg. 81-82 Safety First! See further descriptions on Danfoss website: https://www.danfoss.com/en/about-danfoss/company/sustainability/health-and-safety/
	403-5 Worker training on occupational health and safety	AR 2024 pg. 81-82 Safety First! See further descriptions on Danfoss website: https://www.danfoss.com/en/about-danfoss/company/sustainability/health-and-safety/
	403-9 Work-related injuries	AR 2024 pg. 81-82 Safety First! AR 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement

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GRI Standard	Disclosure	Location
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	AR 2024 pg. 37-41 Corporate governance AR 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement 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 2024 pg. 101 Consolidated ESG statement AR 2024 pg. 102-107 Accounting policies to the consolidated ESG statement
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	AR 2024 pg. 92 Responsible supplier management
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	AR 2024 pg. 77 Product safety and compliance
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	AR 2024 pg. 77 Product safety and compliance



Further information available
on Danfoss' website: danfoss.com

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Contact address:

Danfoss A/S
Nordborgvej 81
6430 Nordborg
Denmark
Tel.: +45 7488 2222
CVR no. 20165715 (registration number with the Danish Business Authority)
Email: danfoss@danfoss.com