

| GRI 102: GENERAL DISCLOSURES 2016 |   |  | Reference   | Direct disclosure/reason for omission                          |
|-----------------------------------|---|--|---|--|
| 1. Organizational profile         |   |  |   |  |
| 102-1                             | Name of the organization                    | a. Report the name of the organization.  | About TenneT (p. 6)   |  |
| 102-2                             | Activities, brands, products, and services  | a. A description of the organization's activities.<br>b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets   | About TenneT (p. 6)   | TenneT does not sell any products or services that are banned. |
| 102-3                             | Location of the organization's headquarters | a. Report the location of the organization's headquarters.   | Contact, colophon and disclaimer (p. 180)   |  |
| 102-4                             | Number of countries operating               | a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.   | About TenneT (p. 6)   |  |
| 102-5                             | Nature of ownership and legal form          | a. Report the nature of ownership and legal form.  | Financial Statements - 1.1 General (p.96)<br>Financial Statements - 7.3 Related parties and 7.4 Consolidated subsidiaries (p. 145 - 146)  |  |
| 102-6                             | Markets served                              | a. Markets served, including:<br>i. geographic locations where products and services are offered;<br>ii. sectors served; and<br>iii. types of customers and beneficiaries.   | About TenneT (p. 6 -7)  |  |
| 102-7                             | Scale of the reporting organization         | a. Scale of the reporting organization, including:<br>i. total number of employees;<br>ii. total number of operations;<br>iii. net sales (for a private sector organization) or net revenues (for a public sector organization);<br>iv. total capitalization (for a private sector organization), with a breakdown in terms of debt and equity; and<br>v. quantity of products or services provided. | Key figures<br>About TenneT - Profile (p. 6 - 7)<br>Our performance in 2019 - Secure a solid financial performance and investor rating (p. 44-46)<br>Our performance in 2019 - Deliver a high security of supply (p. 16 - 19)<br>Financial statements (p.87 -152)<br><br>See additional CSR data, definitions and data compilation methods on |  |

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| 102-8  | Information on employees and other workers                   | The reporting organization shall report the following information:<br>a. Total number of employees by employment contract (permanent and temporary), by gender.<br>b. Total number of employees by employment contract (permanent and temporary), by region.<br>c. Total number of employees by employment type (full-time and part-time), by gender.<br>d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.<br>e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).<br>f. An explanation of how the data have been compiled, including any assumptions made. | Our performance in 2019 - Create a sustainable workplace (p.30-33)<br>Reporting Principles - Data collection process (p. 166)<br><br>See additional CSR data, definitions and data compilation methods on <a href="https://www.tennet.eu/company/ourresponsibility/download-reports/">https://www.tennet.eu/company/ourresponsibility/download-reports/</a>  |  |
| 102-9  | Supply chain   | a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.   | About TenneT (p. 6 -8)   |  |
| 102-10 | Significant changes to the organization and its supply chain | a. Significant changes to the organization's size, structure, ownership, or supply chain, including:<br>i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions;<br>ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations);<br>iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.   | Our performance in 2019 - Create a sustainable workplace (p.30-33)   |  |
| 102-11 | Precautionary Principle or approach                          | a. Whether and how the reporting organization applies the Precautionary Principle or approach.  | Risk management and internal control (p. 76-79)<br>Our performance in 2019 - Create value to transition to a low carbon economy (p. 36-40)   |  |
| 102-12 | External initiatives   | a. List of externally-developed economic, environmental and social charters, principles, or other initiatives to which the reporting organization subscribes or which it endorses.  | Our performance in 2019 - Ensure critical infrastructure for society (p.22 - 27)<br>Our performance in 2019 - Create value to transition to a low carbon economy (p.36 - 40)<br>About this report - Reporting principles (p.165)<br><br>See additional CSR data, definitions and data compilation methods on <a href="https://www.tennet.eu/company/ourresponsibility/download-reports/">https://www.tennet.eu/company/ourresponsibility/download-reports/</a> |  |
| 102-13 | Memberships of associations                                  | a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.  | Our performance in 2019 - Create value to transition to a low carbon economy (p.36 - 40)<br><br>See additional CSR data, definitions and data compilation methods on <a href="https://www.tennet.eu/company/ourresponsibility/download-reports/">https://www.tennet.eu/company/ourresponsibility/download-reports/</a>   |  |

2. Strategy

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|-------------------------|--|--|--|--|
| 102-14                  | Statement from senior decision-maker                 | a. A statement from the most senior decision-maker of the reporting organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability. | Letter from the Board (p.4 - 5)  |  |
| 3. Ethics and integrity |  |  |  |  |
| 102-16                  | Values, principles, standards, and norms of behavior | a. A description of the reporting organization's values, principles, standards, and norms of behavior.   | About TenneT (p. 6 -8)<br>About TenneT - Our strategy and value creation (p. 9 - 13)<br>Governance and risk management - Compliance and integrity (p. 80-81) |  |

| 4. Governance             |  |  |   |  |
|---------------------------|--|--|---|--|
| 102-18                    | Governance structure                                       | a. Governance structure of the reporting organization, including committees of the highest governance body.<br>b. Committees responsible for decision-making on economic, environmental, and social topics.  | Corporate Governance (p. 74-75)<br>About this report - Governance of CSR (p. 167)   |  |
| 5. Stakeholder Engagement |  |  |   |  |
| 102-40                    | List of stakeholder groups                                 | a. A list of stakeholder groups engaged by the reporting organization.   | About TenneT - Our strategy and value creation (p. 9 - 13)  |  |
| 102-41                    | Collective bargaining agreements                           | a. Percentage of total employees covered by collective bargaining agreements.  | Additional CSR Data:<br><a href="https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/">https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/</a>   |  |
| 102-42                    | Identifying and selecting stakeholders                     | a. The basis for identifying and selecting stakeholders with whom to engage.   | About TenneT - Our strategy and value creation (p. 9 - 13)  |  |
| 102-43                    | Approach to stakeholder engagement                         | a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.  | About TenneT – Materiality analysis (p. 14 - 15)  |  |
| 102-44                    | Key topics and concerns raised                             | a. Key topics and concerns that have been raised through stakeholder engagement, including:<br>i. how the organization has responded to those key topics and concerns, including through its report; and<br>ii. the stakeholder groups that raised each of the key topics and concerns.  | About TenneT – Materiality analysis (p. 14 - 15)<br>Additional CSR Data: <a href="https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/">https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/</a>  |  |
| 6. Reporting practice     |  |  |   |  |
| 102-45                    | Entities included in the consolidated financial statements | a. A list of all entities included in the reporting organization's consolidated financial statements or equivalent documents.<br>b. Whether any entity included in the reporting organization's consolidated financial statements or equivalent documents is not covered by the report.  | Financial Statements - 7.3 Related parties and 7.4 Consolidated subsidiaries (p. 145 - 146)   |  |
| 102-46                    | Defining report content and topic Boundaries               | a. An explanation of the process for defining the report content and the topic Boundaries.<br>b. An explanation of how the reporting organization has implemented the Reporting Principles for defining report content.<br><br>Clause 6.1 When compiling the information specified in Disclosure 102-46, the reporting organization shall include an explanation of how the Materiality principle was applied to identify material topics, including any assumptions made. | About TenneT, Materiality analysis (p. 14 -15)<br>Other information - About this report (p.163-167)   |  |
| 102-47                    | List of material topics                                    | a. A list of material topics identified in the process for defining report content.  | About TenneT - Materiality analysis (p.14 -15)  |  |
| 102-48                    | Restatements of information                                | a. The effect of any restatements of information provided in previous reports, and the reasons for such restatements.  | Our performance in 2019 - Deliver a high security of supply (p. 16 - 19)<br>Our performance in 2019 - Create a sustainable workplace (p.30 - 33)<br><br>Additional CSR Data:<br><a href="https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/">https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/</a> |  |

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| 102-49 | Changes in reporting                                     | a. Significant changes from previous reporting periods in the list of material topics and topic boundaries.   | About TenneT - Materiality analysis (p.14 -15)<br>Our performance in 2019 - Deliver a high security of supply (p. 16 - 19)<br>Our performance in 2019 - Create a sustainable workplace (p.30 - 33)<br><br>Additional CSR Data:<br><a href="https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/">https://www.tennet.eu/nl/bedrijf/mvo-en-duurzaamheid/download-reports/</a> |  |
| 102-50 | Reporting period   | a. Reporting period for information provided.   | About this report - Scope of this report (p. 163)   |  |
| 102-51 | Date of most recent report                               | a. If applicable, the date of the most recent previous report.  | About this report - Scope of this report (p. 163)   |  |
| 102-52 | Reporting cycle  | a. Reporting cycle.   | About this report - Scope of this report (p. 163)   |  |
| 102-53 | Contact point for questions regarding the report         | a. The contact point for questions regarding the report or its contents.  | Contact, colophon and disclaimer (p. 180)   |  |
| 102-54 | Claims of reporting in accordance with the GRI Standards | a. The claim made by the organization if it has prepared a report in accordance with the GRI Standards, either:<br>i. 'This report has been prepared in accordance with the GRI Standards: core option'; or<br>ii. 'This report has been prepared in accordance with the GRI Standards: comprehensive option'.  | About this report - Reporting principles (p. 163)   |  |
| 102-55 | GRI content index  | a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.<br>b. For each disclosure, the content index shall include:<br>i. the number of the disclosure (disclosures covered by the GRI standards);<br>ii. the page number(s) or URL(s) where the information can be found, either within the report or in another published material; and<br>iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.<br><br>Clause 6.3 When reporting the GRI content index as specified in Disclosure 102-55, the reporting organization shall:<br>6.3.1 include the words 'GRI Content Index' in the title;<br>6.3.2 present the complete GRI content index in one location;<br>6.3.3 include in the report a link or reference to the GRI content index, if it is not provided in the report itself;<br>6.3.4 for each GRI Standard used, include the title and publication year (e.g., GRI 102: General Disclosures 2016);<br>6.3.5 include any additional material topics reported on which are not covered by the GRI Standards, including page number(s) or URL(s) where the information can be found. | This is included in this GRI Content Index. Also refer to About this report (p.163-167)   |  |

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| 102-56 | External assurance | <p>a. A description of the organization's policy and current practice with regard to seeking external assurance for the report.</p> <p>b. If the report has been externally assured:</p> <p>i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;</p> <p>ii. The relationship between the organization and the assurance provider;</p> <p>iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.</p> | <p>Assurance report of the independent auditor</p> <p>Reporting principles - External assurance (p. 167)</p> <p>Supervisory Board report (p. 60 -67)</p> |
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| GRI 103: MANAGEMENT APPROACH 2016 |  |   |   |  |
|-----------------------------------|--|---|---|--|
| 103-1                             | Explanation of the material topic and its Boundary | <p>For each material topic, the reporting organization shall report the following information:</p> <ul style="list-style-type: none"> <li>a. An explanation of why the topic is material.</li> <li>b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> <li>i. where the impacts occur;</li> <li>ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.</li> </ul> </li> <li>c. Any specific limitation regarding the topic Boundary.</li> </ul> <p>Clause 1.1 If management approach disclosures are combined for a group of material topics, the reporting organization shall state which topics are covered by each disclosure.<br/> Clause 1.2 If there is no management approach for a material topic, the reporting organization shall describe:<br/> 1.2.1 any plans to implement a management approach; or<br/> 1.2.2 the reasons for not having a management approach.</p> | References included below per material aspect |  |
| 103-2                             | The management approach and its components         | <p>For each material topic, the reporting organization shall report the following information:</p> <ul style="list-style-type: none"> <li>a. An explanation of how the organization manages the topic.</li> <li>b. A statement of the purpose of the management approach.</li> <li>c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul> </li> </ul> <p>Clause 1.1 see description 103-1<br/> Clause 1.2 see description 103-1</p>  | References included below per material aspect |  |
| 103-3                             | Evaluation of the management approach              | <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach; and</li> <li>iii. any related adjustments to the management approach.</li> </ul> <p>Clause 1.1 see description 103-1<br/> Clause 1.2 see description 103-1</p>  | References included below per material aspect |  |

| Topic Specific Standards                             |                     |  |  |  |
|--|---------------------|--|--|--|
| Security of supply                                   |                     |  |  |  |
| Sector disclosure Electric Utilities Sector - Access |                     |  |  |  |
|  | Management approach | The reporting organization shall report its management approach for this topic using GRI 103: Management Approach. | <p>GRI 103-1<br/>About this report - Scope and boundaries (p. 166-167)</p> <p>GRI 103-2<br/>Letter from the board (p. 4 - 5)<br/>Statements of the Executive Board (p. 57 - 59)<br/>Our performance in 2019 -Deliver a high security of supply (p. 16 - 19)<br/>Supervisory board - Board remuneration (p. 68-71)<br/>Governance and risk management (p. 72 -73)<br/>About this report - Governance of CSR (p. 169)</p> <p>GRI 103-3<br/>Variable remuneration (p.66 )<br/>Our performance in 2019 -Deliver a high security of supply (p. 16 - 19)<br/>Supervisory Board report (p. 60 -67)<br/>About this report - Governance of CSR (p. 169)</p> |  |
| EU 29  | Power outage        | Grid availability (%)  | <p>Our performance in 2019 -Deliver a high security of supply (p. 16 - 19)</p> <p>See Additional CSR data 2018 for SAIDI and ASIDI data at <a href="https://www.tennet.eu/company/our-responsibility/download-reports/">https://www.tennet.eu/company/our-responsibility/download-reports/</a></p>   |  |



| Stakeholder engagement (Solve societal challenges with stakeholders and in partnerships) |                                 |  |   |  |
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| GRI SRS - Local Communities - EU sector supplement                                       |                                 |  |   |  |
| Former EU19  | Management approach disclosures | The reporting organization shall report its management approach for this topic using GRI 103: Management Approach. | <p>GRI 103-1<br/>About this report - Scope and boundaries (p. 164-167)</p> <p>GRI 103-2<br/>Our performance in 2019 - Solve societal challenges with stakeholders and through partnerships (p. 50 - 53)<br/>Governance and risk management (p. 74 -75)<br/>About this report - Governance of CSR (p. 167)</p> <p>GRI 103-3<br/>Variable remuneration (p.66 )<br/>Our performance in 2019 - Solve societal challenges with stakeholders and through partnerships (p. 50 - 53)<br/>About this report - Governance of CSR (p. 167)</p> |  |
| Former EU19  |                                 | KPI is currently being developed   | Not applicable  |  |
| Driving the energy transition.   |                                 |  |   |  |
| Sector disclosure Electric Utilities Sector - Organizational profile                     |                                 |  |   |  |
|  | Management approach disclosures | The reporting organization shall report its management approach for this topic using GRI 103: Management Approach. | <p>GRI 103-1<br/>About this report - Scope and boundaries ( p.164 - 167)</p> <p>GRI 103-2<br/>Our performance in 2019 - Ensure critical infrastructure for society (p. 23 - 27)<br/>Governance and risk management (p. 74 -75)<br/>About this report - Governance of CSR (p. 167)</p> <p>GRI 103-3<br/>Variable remuneration (p. 66)<br/>Our performance in 2019 - Ensure critical infrastructure for society (p. 23 -27)<br/>About this report - Governance of CSR (p. 167)</p>  |  |
| Own indicator  | Offshore connections            | Total offshore connections realised<br>Total annual investments  | Our performance in 2019 - Ensure critical infrastructure for society (p. 23-27)   |  |
| Financial health   |                                 |  |   |  |

|               |                                 |  |   |  |
|---------------|---------------------------------|--|---|--|
|               | Management approach disclosures | The reporting organization shall report its management approach for this topic using GRI 103: Management Approach. | <p>GRI 103-1<br/>About this report - Scope and boundaries ( p. 164 - 167)</p> <p>GRI 103-2<br/>Our performance in 2019 - Secure a solid financial performance and investor rating (p. 44 - 46)<br/>Governance and risk management (p. 74 - 75)<br/>About this report - Governance of CSR (p. 167)</p> <p>GRI 103-3<br/>Variable remuneration (p. 66)<br/>Our performance in 2019 - Secure a solid financial performance and investor rating (p. 44 - 46)<br/>About this report - Governance of CSR (p. 167)</p> |  |
| Own indicator | Financial health                | ROIC   | <p>Variable remuneration (p. 66)<br/>Our performance in 2019 - Secure a solid financial performance and investor rating (p. 44 - 46)</p>  |  |