Global Reporting Initiative Standards

Content Index
An organisation preparing a report in accordance with the GRI Standards, whether Core or Comprehensive, is required to include a GRI content index, which lists all GRI Standards used and disclosures reported.

This document acts as National Grid’s GRI content index and provides a ‘map’ by which the reader can trace which standards have been used, and the location of the relevant disclosures, either in the Responsible Business Report 2020/21 (RBR), the Annual Report and Accounts 2020/21 (ARA) or other relevant documents.

The content index itself also provides information on the boundaries established for each standard and / or metric, and provides additional information where relevant.

As not all of National Grid’s material issues correspond directly to a GRI standard, the Company has developed its own KPIs for reporting, as appropriate.

National Grid’s RBR has been shaped by the GRI standards, as well as the Company’s Responsible Business Charter, and the requirements of stakeholders, manifested through other reporting standards such as those prepared by the Sustainability Accounting Standards Board (SASB).

National Grid believes its RBR has been prepared in accordance with the GRI Standards: Core option.
# GRI 102: General disclosures

<table>
<thead>
<tr>
<th>GRI Ref. / NG KPI</th>
<th>Disclosure title</th>
<th>M / V</th>
<th>Cross-reference or answer</th>
<th>Boundary</th>
<th>Additional information</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-1</td>
<td>Name of the organisation</td>
<td>M</td>
<td>National Grid plc (National Grid)</td>
<td>Not applicable</td>
<td></td>
</tr>
<tr>
<td>102-2</td>
<td>Activities, brands, products, and services</td>
<td>M</td>
<td>ARA 2020/21 – Business Model, p.2-4</td>
<td>Relevant to Group as a whole, customers and others</td>
<td></td>
</tr>
<tr>
<td>102-4</td>
<td>Location of operations</td>
<td>M</td>
<td>ARA 2020/21 – Business Model, p.2-4, and page 227</td>
<td>Relevant to Group as a whole, governments of relevant countries, customers and local communities</td>
<td></td>
</tr>
<tr>
<td>102-5</td>
<td>Ownership and legal form</td>
<td>M</td>
<td>See &quot;Additional Information&quot;</td>
<td>Relevant to Group as a whole and investors</td>
<td>National Grid is an publicly traded company which is listed and traded on the London (LSE) and New York Stock Exchange (NYSE) under the ticker symbols &quot;NG&quot; and &quot;NGG&quot; respectively. It is also constituent of the FTSE 100 Index.</td>
</tr>
<tr>
<td>102-6</td>
<td>Markets served</td>
<td>M</td>
<td>ARA 2020/21 – Business Model, p.2-4</td>
<td>Relevant to Group as a whole, governments of relevant countries, customers and local communities</td>
<td></td>
</tr>
<tr>
<td>102-7</td>
<td>Scale of the organisation</td>
<td>M</td>
<td>ARA 2020/21 – Business Model p.2-4 / Summary consolidated financial information p.262, RBR 2020/21 p.43</td>
<td>Not applicable</td>
<td></td>
</tr>
<tr>
<td>102-8</td>
<td>Information on employees and other workers</td>
<td>M</td>
<td>RBR 2020/21 – People section p.43</td>
<td>Relevant to employees of the Group, and workers at contractors and suppliers</td>
<td></td>
</tr>
<tr>
<td>102-9</td>
<td>Supply chain</td>
<td>M</td>
<td>RBR 2020/21 – Economy section p.39</td>
<td>Relevant to employees of the Group, and workers at contractors and suppliers</td>
<td></td>
</tr>
<tr>
<td>102-10</td>
<td>Significant changes to the organisation and its supply chain</td>
<td>M</td>
<td>ARA 2020/21 – Our business environment p.15-17 / Principal operations – UK p.40 / Principal operations – US p.42 / National Grid ventures and other activities p.44</td>
<td>Relevant to Group as a whole and stakeholders impacted by those changes – largely employees</td>
<td>ARA 2020/21 – p.2 also describes changes to the operating model, and the announcement of agreement to buy Western Power Distribution(WPD) from PPL Corporation. At the same time, and conditional on the WPD Acquisition, agreement to sell our Rhode Island electricity and gas distribution business to PPL and announcement of initiating a sale process for our UK Gas Transmission business later in 2021.</td>
</tr>
</tbody>
</table>
### GRI 102: General disclosures continued

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</thead>
<tbody>
<tr>
<td>102-11</td>
<td>Precautionary Principle or approach</td>
<td>M</td>
<td>ARA 2020/21 – p.23 Innovation – the section describes the focus on public and employee safety running through our innovation and development strategy and projects. RBR Economy section p.40 describes supplier engagement and risk assessment approach</td>
<td>Relevant to services, research and development and supply chain assessment</td>
<td></td>
</tr>
<tr>
<td>102-12</td>
<td>External initiatives</td>
<td>M</td>
<td>Initiatives are referenced throughout the RBR and summarised in &quot;Additional Information&quot; (right)</td>
<td>Relevant to the Group and to stakeholders involved in the specific initiatives</td>
<td>We are signatory to the Principles of the UN Global Compact, and supportive of the UN Sustainable Development Goals, committed to Paris-aligned emissions targets to achieve Net Zero by 2050, as well as to setting Scope 1, 2 and 3 targets that have been verified by the Science Based Targets Initiative (SBTI), committed to respecting and protecting human rights which includes alignment to the International Labour Organization (ILO) minimum standards, the Ethical Trading Initiative (ETI) Base Code, the UK Modern Slavery Act 2015, the US Trafficking and Violence Protection Act 2000 and, for our UK operations, contractors and suppliers, the requirements of the Living Wage Foundation. Multiple other initiatives referenced throughout the RBR.</td>
</tr>
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</table>
GRI 102: General disclosures continued

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<tbody>
<tr>
<td>102-13</td>
<td>Membership of associations</td>
<td>M</td>
<td>See Additional Information</td>
<td>Relevant to the Group and to other members of the relevant associations, and other stakeholders</td>
<td>We are members of multiple trade associations and other bodies. Some examples from the UK and US include: UK – EnergyUK, ENA, CBI and RenewableUK, US – American Gas Association, Business Council for Sustainable Energy, CEO Climate Dialogue, Edison Electric Institute and CERES.</td>
</tr>
</tbody>
</table>

**Strategy**

| 102-14 | Statement from senior decision-maker | M | RBR 2020/21 Chairman’s statement (p.6), CEO Statement (p.7) / ARA 2020/21 – Chairman’s statement (p.10), Chief Executive’s review (p.12) / Responsible Business Charter 2020 – section: Responsibility at National Grid p.2 | Not applicable |
| 102-15 | Key impacts, risks, and opportunities | V | ARA 2020/21 – Our Business Environment (p.15-17), Innovation (p.23), Internal control and risk management (p.24-27) / Task Force on Climate-related Financial Disclosures (p.61-66) | Relevant to the Group and all relevant stakeholders |

**Ethics and integrity**

| 102-16 | Values, principles, standards, and norms of behaviour | M | ARA 2020/21 – Business model p.5 (inc. Our Culture) / Delivering against our Strategy (p.18) / 2020/21 RBR, section Governance, describes approach to ethical conduct and values (p.52 - 53) | Relevant to the Group and all relevant stakeholders, particularly employees |
| 102-17 | Mechanisms for advice and concerns about ethics | V | ARA 2020/21 – Our commitment to being a responsible business p.60 / 2020/21 RBR: Governance section (page 53) – referencing the ‘Speak-up’ helpline and the Code of Ethics (and training) | Relevant to the Group and all relevant stakeholders, particularly employees |

**Governance**

| 102-18 | Governance structure | M | ARA 2020/21 – Corporate Governance overview p.74 (detailed description of approach to corporate governance from p.67 to p.91) | Relevant to the Group, and particularly to investors, and specialist investment analysts |
| 102-19 | Delegating authority | V | ARA 2020/21 – Corporate Governance overview p.74 describes committee structure covering social, economic and environmental issues (e.g. SEH Committee). RBR 2020/21 Governance and oversight section p.13 | Relevant to the Group, and particularly to investors, and specialist investment analysts |
### GRI 102: General disclosures continued

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<tbody>
<tr>
<td>102-20</td>
<td>Executive-level responsibility for economic, environmental, and social topics</td>
<td>V</td>
<td>ARA 2020/21 – Corporate Governance overview p.74 describes committee structure covering social, economic and environmental issues (e.g. SEH Committee). RBR 2020/21 Governance and oversight section (p.13)</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
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<tr>
<td>102-21</td>
<td>Consulting stakeholders on economic, environmental, and social topics</td>
<td>V</td>
<td>ARA 2020/21 – Our Stakeholders section (p.46-51), Corporate Governance overview p.74, and Board engagement with stakeholders p.79-80 and p.82</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
<td></td>
</tr>
<tr>
<td>102-22</td>
<td>Composition of the highest governance body and its committees</td>
<td>V</td>
<td>ARA 2020/21 – Our Board p.74-75</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
<td></td>
</tr>
<tr>
<td>102-23</td>
<td>Chair of the highest governance body</td>
<td>V</td>
<td>ARA 2020/21 – Our Board p.74-75</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
<td>The Chairman is not an executive officer in the organisation.</td>
</tr>
<tr>
<td>102-24</td>
<td>Nominating and selecting the highest governance body</td>
<td>V</td>
<td>ARA 2020/21 – Letter from the Chairman p.69 and Nominations Committee p.90.</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
<td></td>
</tr>
<tr>
<td>102-25</td>
<td>Conflicts of interest</td>
<td>V</td>
<td>ARA 2020/21 – Other disclosures p.245 / Statement of application of and compliance with the UK Corporate Governance Code 2018 (p.70)</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
<td></td>
</tr>
<tr>
<td>102-26</td>
<td>Role of highest governance body in setting purpose, values, and strategy</td>
<td>V</td>
<td>ARA 2020/21 – Corporate governance overview p.74</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
<td></td>
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<tr>
<td>102-27</td>
<td>Collective knowledge of highest governance body</td>
<td>V</td>
<td>ARA 2020/21 – Corporate governance overview p.74-75</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
<td></td>
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<tr>
<td>102-28</td>
<td>Evaluating the highest governance body’s performance</td>
<td>V</td>
<td>ARA 2020/21 – Corporate governance overview p.81</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
<td></td>
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<tr>
<td>102-29</td>
<td>Identifying and managing economic, environmental, and social impacts</td>
<td>V</td>
<td>ARA 2020/21 – Major Board decisions (p.68), Corporate governance overview – examples considered by the Board p.76 - 77, Our Stakeholders p.46 - 51</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
<td></td>
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<tr>
<td>102-30</td>
<td>Effectiveness of risk management processes</td>
<td>V</td>
<td>ARA 2020/21 – activities of the Audit committee p.83 - 87</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
<td></td>
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</table>
### GRI 102: General disclosures continued

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<th>Additional information</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-31</td>
<td>Review of economic, environmental, and social topics</td>
<td>V</td>
<td>ARA 2020/21 – Viability statement p.28 - 29, Safety, Environment and Health Committee p.89 and Task Force on Climate-related Financial Disclosures (TCFD) p.61 to 66</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
<td>Our Board meets formally 8 times per year but last year, met 12 times. Our Safety, Environment and Health Committee meets four times per year and important issues are referred up to the Board where necessary.</td>
</tr>
<tr>
<td>102-32</td>
<td>Highest governance body’s role in sustainability reporting</td>
<td>V</td>
<td>ARA 2020/21 Examples of Board focus in the year, Sustainability p.77</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
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</table>

**Governance continued**

<table>
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</thead>
<tbody>
<tr>
<td>102-33</td>
<td>Communicating critical concerns</td>
<td>V</td>
<td>ARA 2020/21 – Role of the Audit Committee p.83, and Colleague engagement p.79 - 80. RBR 2020/21 Governance section, “speak-up” helpline p.53</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
<td>Our Audit Committee handles our whistle blowing policy and procedure and is responsible for communicating issues of high importance to the Board where necessary. Our Board also attends regular meetings to hear from and communicate with colleagues directly regarding concerns, feedback and actions taken.</td>
</tr>
<tr>
<td>102-34</td>
<td>Nature and total number of critical concerns</td>
<td>V</td>
<td>RBR 2020/21, Governance section, issues reported through the “speak-up” helpline p.53</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
<td>This disclosure does not necessarily cover ALL critical concerns reported to the Board – just those relating to breaches of the Code of Ethics.</td>
</tr>
<tr>
<td>102-35</td>
<td>Remuneration policies</td>
<td>V</td>
<td>ARA 2020/21 – Directors’ Remuneration Report p.92 onwards</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
<td></td>
</tr>
<tr>
<td>102-36</td>
<td>Process for determining remuneration</td>
<td>V</td>
<td>ARA 2020/21 – Statement of application of and compliance with the UK Corporate Governance Code 2018 p.70, and Remuneration report p.92</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
<td></td>
</tr>
<tr>
<td>102-37</td>
<td>Stakeholders’ involvement in remuneration</td>
<td>V</td>
<td>ARA 2020/21 – Directors’ Remuneration Report p.92 onwards</td>
<td>Relevant to the Group, and particularly to investors, and specialist investment analysts</td>
<td></td>
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<tr>
<td>102-38</td>
<td>Annual total compensation ratio</td>
<td>V</td>
<td>RBR 2020/21 – People section p.47</td>
<td>All employees of the company</td>
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</table>

**Stakeholder engagement**

<table>
<thead>
<tr>
<th>GRI Ref. / NG KPI</th>
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<th>Cross-reference or answer</th>
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<th>Additional information</th>
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</thead>
<tbody>
<tr>
<td>102-40</td>
<td>List of stakeholder groups</td>
<td>M</td>
<td>ARA 2020/21 – Our Stakeholders section (p.46 - 51), Corporate Governance overview p.74, and Board engagement with stakeholders p.79-80 and p.92</td>
<td>Relevant to the Group as a whole, and all affected stakeholders</td>
<td></td>
</tr>
<tr>
<td>102-41</td>
<td>Collective bargaining agreements</td>
<td>M</td>
<td>RBR 2020/21: People Pillar p.44</td>
<td>Relevant to the Group, its employees and unions</td>
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</table>
### GRI 102: General disclosures continued

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>102-42</td>
<td>Identifying and selecting stakeholders</td>
<td>M</td>
<td>ARA 2020/21 – Corporate Governance overview p.76 - 77 / Section 172 disclosure on pages 46 - 51, RBR 2020/21 Stakeholders section p.9 - 10</td>
<td>Relevant to the Group as a whole, and all affected stakeholders</td>
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<tr>
<td>102-43</td>
<td>Approach to stakeholder engagement</td>
<td>M</td>
<td>ARA 2020/21 – Corporate Governance overview p.76 - 77 / Section 172 disclosure on pages 46 - 51, RBR 2020/21 Stakeholders section p.9 - 10</td>
<td>Relevant to the Group as a whole, and all affected stakeholders</td>
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</table>

**Stakeholder engagement continued**

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<tr>
<th>GRI Ref. / NG KPI</th>
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<th>Additional information</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-44</td>
<td>Key topics and concerns raised</td>
<td>ARA 2020/21 – Corporate Governance overview p.76 - 77 / Section 172 disclosure on pages 46 - 51, RBR 2020/21 Stakeholders section p.9 - 10</td>
<td>Relevant to the Group as a whole, and all affected stakeholders</td>
<td></td>
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</table>

**Reporting practice**

<table>
<thead>
<tr>
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<th>Additional information</th>
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</thead>
<tbody>
<tr>
<td>102-45</td>
<td>Entities included in the consolidated financial statements</td>
<td>M</td>
<td>ARA 2020/21 – Note 34 to the consolidated financial statements, (Subsidiary undertakings, joint ventures and associates) p.204 - 208</td>
<td>Relevant to the Group and parties interested in our responsible business performance</td>
<td></td>
</tr>
<tr>
<td>102-46</td>
<td>Defining report content and topic Boundaries</td>
<td>M</td>
<td>RBR 2020/21: Materiality section p.11, and this GRI Index</td>
<td>Relevant to the Group and parties interested in our responsible business performance</td>
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</tr>
<tr>
<td>102-47</td>
<td>List of material topics</td>
<td>M</td>
<td>RBR 2020/21: Materiality section p.11, and this GRI Index</td>
<td>Relevant to the Group and parties interested in our responsible business performance</td>
<td></td>
</tr>
<tr>
<td>102-48</td>
<td>Restatements of information</td>
<td>M</td>
<td>n/a</td>
<td>Relevant to the Group and parties interested in our responsible business performance</td>
<td>This is National Grid’s first Responsible Business Report. Our responsible business accounting policy aims to include new acquisitions within the RBR as soon as practically possible, and ideally, no later than the reporting period after the first full financial year of ownership. National Grid Renewables (formerly Geronimo Energy) is excluded from the 2020/21 RBR and will be included for the first time in the 2021/22 document.</td>
</tr>
<tr>
<td>102-49</td>
<td>Changes in reporting</td>
<td>M</td>
<td>n/a</td>
<td>Relevant to the Group and parties interested in our responsible business performance</td>
<td>This is National Grid’s first Responsible Business Report – see 102-48 above.</td>
</tr>
<tr>
<td>102-50</td>
<td>Reporting period</td>
<td>M</td>
<td>RBR: About this Report section (p.1)</td>
<td>Relevant to the Group and parties interested in our responsible business performance</td>
<td>Data is reported for the year to 31 March 2021, unless otherwise stated. Please see accompanying document “Reporting Methodology” for more information.</td>
</tr>
<tr>
<td>GRI Ref./NG KPI</td>
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<tr>
<td>102-51</td>
<td>Date of most recent report</td>
<td>M</td>
<td>See ‘Additional Information’</td>
<td>Relevant to the Group and parties interested in our responsible business performance</td>
<td>2020/21 RBR published on 8 June 2021</td>
</tr>
<tr>
<td>102-52</td>
<td>Reporting cycle</td>
<td>M</td>
<td>See ‘Additional Information’</td>
<td>Relevant to the Group and parties interested in our responsible business performance</td>
<td>The 2020/21 RBR represents the first report in an annual cycle</td>
</tr>
<tr>
<td>102-53</td>
<td>Contact point for questions regarding the report</td>
<td>M</td>
<td>RBR: Rear Cover</td>
<td>Relevant to the Group and parties interested in our responsible business performance</td>
<td></td>
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**Reporting practice continued**

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<tr>
<td>102-54</td>
<td>Claims of reporting in accordance with the GRI Standards</td>
<td>M</td>
<td>RBR 2020/21: About this Report (p.1) and Reporting Principles sections (p.57)</td>
<td>Relevant to the Group and parties interested in our responsible business performance</td>
<td>This report has been prepared in accordance with the GRI Standards: Core option.</td>
</tr>
<tr>
<td>102-55</td>
<td>GRI content index</td>
<td>M</td>
<td>See ‘Additional Information’</td>
<td>Relevant to the Group and parties interested in our responsible business performance</td>
<td>This is the GRI content index</td>
</tr>
<tr>
<td>102-56</td>
<td>External assurance</td>
<td>M</td>
<td>An external assurance statement relating to the RBR 2020/21 can be found at the following link: <a href="https://www.nationalgrid.com/responsibility/responsible-business-report">https://www.nationalgrid.com/responsibility/responsible-business-report</a></td>
<td>Relevant to the Group and parties interested in our responsible business performance</td>
<td></td>
</tr>
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</table>

1. Reference to the GRI Standards metrics or those developed by National Grid for its material issues not directly covered by GRI.
2. M = mandatory GRI metric (for Core option), V = voluntary for GRI Core option.
3. Indicates the location of the disclosure in the Responsible Business Report, the Annual Report and Accounts, other documents or websites of National Grid, or that the information is provided under “Additional Information”.
4. “Boundary” is a description of where the impacts occur for a material topic, and the organisation’s involvement with those impacts. Topic boundaries vary based on the topics reported.
## GRI 200: Economic standards

<table>
<thead>
<tr>
<th>Material Issue</th>
<th>KPI</th>
<th>GRI ref / NG KPI</th>
<th>Location Reference</th>
<th>Boundary</th>
<th>Measured / Estimated</th>
<th>Additional Information</th>
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<tbody>
<tr>
<td><strong>201 – Economic performance</strong></td>
<td></td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>Economic contribution</td>
<td>Direct economic value generated and distributed</td>
<td>201-1</td>
<td>RBR 2020/21: Economy Pillar (p.38)</td>
<td>All operations and activities of the business</td>
<td>M</td>
<td></td>
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<tr>
<td></td>
<td>Financial implications and other risks and opportunities due to climate change</td>
<td>201-2</td>
<td>ARA 2020/21: TCFD disclosure (p.61 - 66)</td>
<td>All operations and activities of the business</td>
<td>NA</td>
<td></td>
</tr>
<tr>
<td><strong>203 – Indirect economic impacts</strong></td>
<td>Infrastructure investments and services supported</td>
<td>203-1</td>
<td>RBR: Economy Pillar p.39 / ARA: Multiple references: Business model p.2 - 4, 6 - 7</td>
<td>All operations and activities of the business – relevant to customers and communities served, governments and regulators</td>
<td>M</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Annual investment into energy infrastructure (£).</td>
<td>NG 2.1</td>
<td>RBR: Economy pillar p.39 / ARA: Multiple references: Business model p.2 - 4, 6 - 7</td>
<td>See 'Basis of Reporting' document</td>
<td>M</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Network Reliability</td>
<td>NG1.4</td>
<td>RBR: Communities Pillar p.31, Data tables p.62 / ARA p.21, and various references through the document</td>
<td>All relevant operations</td>
<td>M</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Energy Affordability</td>
<td>NG1.1</td>
<td>RBR: Communities Pillar p.30 - 32, data tables p.62 / ARA p.16</td>
<td>US distribution business</td>
<td>M</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Cost of Transmission contribution to UK household bills (UK)</td>
<td>NG1.2</td>
<td>RBR: Communities Pillar p.31 - 33, data tables p.63 / ARA p.16</td>
<td>UK transmission business</td>
<td>M</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Customer satisfaction</td>
<td>NG1.5 RBR: Communities section p.33, ARA p.22</td>
<td>RBR: Communities section p.33, ARA p.22</td>
<td>US distribution business only – but see &quot;Additional Information&quot;</td>
<td>M</td>
<td>We also report satisfaction scores for UK (non-residential) customers on page 22 of the ARA.</td>
</tr>
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<tr>
<td><strong>Supply chain</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Proportion of spending on local suppliers</td>
<td>204-1</td>
<td>RBR: Economy pillar p.39</td>
<td>Suppliers in the country of operation (by billing office location) i.e. not global supplier base</td>
<td>M</td>
<td>We also report on supplier diversity on p.41</td>
</tr>
<tr>
<td></td>
<td>% of supplier payments paid to contractual term</td>
<td></td>
<td>RBR: Economy Pillar p.40, data tables p.63</td>
<td>All suppliers to National Grid M</td>
<td>M</td>
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</tr>
</tbody>
</table>
## GRI 200: Economic standards continued

<table>
<thead>
<tr>
<th>Material Issue</th>
<th>KPI</th>
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<th>Measured / Estimated</th>
<th>Additional Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ethical behaviour</strong></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Anti-bribery &amp; corruption</td>
<td>Operations assessed for risks related to corruption</td>
<td>205-1</td>
<td>RBR: Governance Pillar p.53 - 54</td>
<td>All operations and activities of the business</td>
<td>NA</td>
<td>All business units and operations consider risks of breaches to the Code of Ethics and provide certification over the adequacy of controls. The range of policies described on p.54 and p.55 indicate the areas of heightened risk.</td>
</tr>
<tr>
<td></td>
<td>Communication and training about anti-corruption policies and procedures</td>
<td>205-2</td>
<td>RBR: Governance Pillar p.53 - 54</td>
<td>All employees with access to online training</td>
<td>M</td>
<td>We report the overall percentage of colleagues receiving training on the Code of Ethics but do not break this down by employee category. The Code applies equally to Board members.</td>
</tr>
<tr>
<td>Anti-bribery &amp; corruption</td>
<td>Confirmed incidents of corruption and actions taken</td>
<td>205-3</td>
<td>RBR: Governance Pillar p.53</td>
<td>All operations and activities of the business</td>
<td>M</td>
<td>We report on all confirmed breaches of the Code of Ethics, including bribery &amp; corruption.</td>
</tr>
<tr>
<td><strong>Privacy</strong></td>
<td></td>
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<tr>
<td></td>
<td>Substantiated complaints concerning breaches of customer privacy and losses of customer data</td>
<td>418-1</td>
<td>RBR: Governance Pillar p.54</td>
<td>All operations and activities of the business</td>
<td>M</td>
<td>Privacy is not a specific material issue but is a component of our more general human rights category</td>
</tr>
<tr>
<td><strong>207 – Tax</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Approach to tax</td>
<td></td>
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<tr>
<td></td>
<td>ARA: Financial Review p.36 and published tax strategy on National Grid website</td>
<td>All non-dormant businesses</td>
<td>NA</td>
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</tr>
<tr>
<td>Tax governance, control, and risk management</td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>ARA: Financial Review p.36, Finance Committee p.88 and published tax strategy on National Grid website</td>
<td>All non-dormant businesses</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stakeholder engagement and management of concerns related to tax</td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>ARA: Financial Review p.36 (approach to working with tax authorities), see also Additional Information</td>
<td>All non-dormant businesses</td>
<td>NA</td>
<td>We have described above our processes for engaging with multiple stakeholders at the Board level, and across the business. All of these channels are open to consideration of concerns relating to taxation strategy.</td>
<td></td>
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</tr>
</tbody>
</table>
GRI 200: Economic standards continued

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<thead>
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<tbody>
<tr>
<td>207 – Tax continued</td>
<td>Country-by-country reporting</td>
<td>207-4</td>
<td>ARA: Financial Review p.37</td>
<td>All non-dormant businesses</td>
<td>M</td>
<td>Whilst we do not meet every aspect of the GRI reporting requirements for this indicator we believe the disclosure on p.37 is substantially compliant.</td>
</tr>
</tbody>
</table>
## GRI 300: Environmental standards

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<tbody>
<tr>
<td><strong>Clean energy system (non-GRI material issue)</strong></td>
<td></td>
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<tr>
<td>Renewable energy connections – MW connected to US Distribution grid</td>
<td>NG 3.1</td>
<td>RBR: Environment Pillar (pages 19-21) and Data Tables (page 59)</td>
<td>US distribution business</td>
<td>M</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Renewable energy connections – MW connected to US Transmission grid</td>
<td>NG 3.2</td>
<td>RBR: Environment Pillar (pages 19-21) and Data Tables (page 59)</td>
<td>US transmission business</td>
<td>M</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Renewable energy connections – MW connected to UK Distribution grid</td>
<td>NG 3.3</td>
<td>RBR: Environment Pillar (pages 19-21) and Data Tables (page 59)</td>
<td>UK transmission business</td>
<td>M</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interconnector capacity</td>
<td>NG 3.4</td>
<td>RBR: Environment Pillar (pages 19-21) and Data Tables (page 59)</td>
<td>National Grid Ventures – operational interconnectors</td>
<td>E</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Renewables enabled by direct investment – MW new renewables built through National Grid’s direct investment (MW total renewables)</td>
<td>NG 3.5</td>
<td>RBR: Environment Pillar (pages 19-21) and Data Tables (page 59)</td>
<td>National grid Ventures – NG Renewables operations</td>
<td>E</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>302 – Energy</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Energy consumption within the organisation</td>
<td>302-1</td>
<td>RBR: Environment Pillar (p.26) and Data Tables (page 59)</td>
<td>All operations and activities of the business</td>
<td>M</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Energy intensity</td>
<td>302-3</td>
<td>RBR: Environment Pillar (p.27)</td>
<td>All operations and activities of the business</td>
<td>M</td>
<td></td>
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<tr>
<td><strong>303 – Water</strong></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Water withdrawal by source</td>
<td>303-1</td>
<td>RBR: Environment Pillar (p.28)</td>
<td>All operations and activities of the business</td>
<td>E</td>
<td></td>
<td>99% of all water abstracted by the company is seawater for use in cooling generation assets on Long Island, US. The seawater is slightly warmed but not contaminated or altered in any way before return to the sea.</td>
</tr>
<tr>
<td>Water withdrawal</td>
<td>303-3</td>
<td>RBR: Environment Pillar (p.28)</td>
<td>All operations and activities of the business</td>
<td>E</td>
<td></td>
<td>See above</td>
</tr>
<tr>
<td>Water discharge</td>
<td>303-4</td>
<td>RBR: Environment Pillar (p.28)</td>
<td>All operations and activities of the business</td>
<td>E</td>
<td></td>
<td>See above</td>
</tr>
<tr>
<td>Water consumption</td>
<td>303-5</td>
<td>RBR: Environment Pillar (p.28)</td>
<td>All operations and activities of the business</td>
<td>E</td>
<td></td>
<td>See above</td>
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</tbody>
</table>
### GRI 300: Environmental standards continued

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</tr>
</thead>
<tbody>
<tr>
<td><strong>304 – Biodiversity / habitat protection and land use</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Land Use – protected or restored</td>
<td>Habitats protected or restored – Proportion of National Grid owned land that has been improved through National Grid activities and initiatives (% of total acres).</td>
<td>304-3 / NG3.6</td>
<td>RBR: Environment Pillar (p.27 - 28), and Data Tables (page 59)</td>
<td>In 2020/21 this metric relates solely to US land held. UK land will be included from 2021/22 onwards.</td>
<td>E</td>
<td></td>
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<tr>
<td></td>
<td>Previously contaminated land – provision for remediation (E)</td>
<td>NG 3.7</td>
<td>RBR: Environment Pillar (p.27 - 28)</td>
<td>All owned or relevant historically owned land</td>
<td>M</td>
<td></td>
</tr>
<tr>
<td><strong>305 – Emissions</strong></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Our Own Emissions</td>
<td>Direct (Scope 1) GHG emissions</td>
<td>305-1</td>
<td>RBR: Environment Pillar (pages 23 - 26) and Data Tables (page 58)</td>
<td>All operations and activities of the business</td>
<td>M</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Energy indirect (Scope 2) GHG emissions</td>
<td>305-2</td>
<td>RBR: Environment Pillar (pages 23 - 26) and Data Tables (page 58)</td>
<td>All operations and activities of the business</td>
<td>M</td>
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</tr>
<tr>
<td></td>
<td>Other indirect (Scope 3) GHG emissions</td>
<td>305-3</td>
<td>RBR: Environment Pillar (pages 23 - 26) and Data Tables (page 58)</td>
<td>Boundary indicated in RBR i.e. inclusion of six Scope 3 elements</td>
<td>E</td>
<td></td>
</tr>
<tr>
<td></td>
<td>GHG emissions intensity</td>
<td>305-4</td>
<td>RBR: Environment Pillar (page 25)</td>
<td>Scope 1 and 2 emissions only</td>
<td>M</td>
<td></td>
</tr>
<tr>
<td>Air Quality</td>
<td>Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions</td>
<td>305-7</td>
<td>RBR: Environment Pillar (p.27) and Data Tables (page 59)</td>
<td>Limited to NOx, SOx and PM</td>
<td>M</td>
<td></td>
</tr>
<tr>
<td><strong>306 – Waste / (circular economy)</strong></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Waste generation and significant waste-related impacts</td>
<td>306-1</td>
<td>RBR: Environment Pillar (p.28)</td>
<td>Some construction / contractor-generated wastes excluded. Disclosure relates to waste generated by company’s own activities only</td>
<td>M/E</td>
<td>We aim to improve reporting of our waste management and disposal in the coming periods.</td>
<td></td>
</tr>
<tr>
<td>Waste generated</td>
<td>306-3</td>
<td>RBR: Environment Pillar (p.28)</td>
<td>Some construction / contractor-generated wastes excluded. Disclosure relates to waste generated by company’s own activities only</td>
<td>M/E</td>
<td>See above</td>
<td></td>
</tr>
<tr>
<td>Waste diverted from disposal</td>
<td>306-4</td>
<td>RBR: Environment Pillar (p.28)</td>
<td>Some construction / contractor-generated wastes excluded. Disclosure relates to waste generated by company’s own activities only</td>
<td>M/E</td>
<td>See above</td>
<td></td>
</tr>
</tbody>
</table>
## GRI 300: Environmental standards continued

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</tr>
</thead>
<tbody>
<tr>
<td>306 – Waste / (circular economy) continued</td>
<td>Waste directed to disposal</td>
<td>306-5</td>
<td>RBR: Environment Pillar (p.28)</td>
<td>Some construction / contractor-generated wastes excluded. Disclosure relates to waste generated by company’s own activities only</td>
<td>M/E</td>
<td>See above</td>
</tr>
<tr>
<td>307 – Environmental compliance</td>
<td>Non-compliance with environmental laws and regulations</td>
<td>307-1</td>
<td>RBR: Environment Pillar (pages 28)</td>
<td>All operations and activities of the business</td>
<td>M</td>
<td></td>
</tr>
<tr>
<td>308 – Supplier environmental assessment</td>
<td>New suppliers that were screened using environmental criteria</td>
<td>308-1</td>
<td>RBR: Economy Pillar (page 40)</td>
<td>All suppliers</td>
<td>M</td>
<td></td>
</tr>
<tr>
<td></td>
<td>% of top 250 suppliers with active carbon reduction targets</td>
<td>NG3.7</td>
<td>RBR: Economy Pillar (page 41)</td>
<td>Top 250 suppliers by spend</td>
<td>M</td>
<td></td>
</tr>
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</table>
## GRI 400: Social standards

<table>
<thead>
<tr>
<th>Material Issue</th>
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<tbody>
<tr>
<td><strong>401 – Employment</strong></td>
<td></td>
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</tr>
<tr>
<td>New employee hires and employee turnover</td>
<td>401-1 RBR: People Pillar (p.50), turnover (p.43)</td>
<td>Does not include age or regional category breakdown in 2020/21</td>
<td>M</td>
<td>Further breakdown should be reported in future years</td>
<td></td>
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</tr>
<tr>
<td><strong>403 – Occupational health and safety (and wellness)</strong></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Occupational health and safety management system</td>
<td>403-1 RBR: People Pillar (pages 44 - 46)</td>
<td>Includes all employees and contractors, but not the staff of contracted businesses</td>
<td>NA</td>
<td>We operate a range of business management system standards</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hazard identification, risk assessment, and incident investigation</td>
<td>403-2 RBR: People Pillar (pages 44 - 46)</td>
<td>Includes all employees and contractors, but not the staff of contracted businesses</td>
<td>NA</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Worker participation, consultation, and communication on occupational health and safety</td>
<td>403-4 RBR: People Pillar (pages 44 - 46)</td>
<td>Includes all employees and contractors, but not the staff of contracted businesses</td>
<td>NA</td>
<td></td>
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</tr>
<tr>
<td>Worker training on occupational health and safety</td>
<td>403-5 RBR: People Pillar (page 44)</td>
<td>Includes all employees and contractors, but not the staff of contracted businesses</td>
<td>NA</td>
<td></td>
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</tr>
<tr>
<td>Promotion of worker health</td>
<td>403-6 RBR: People Pillar (pages 45 and 46)</td>
<td>Includes all employees and contractors, but not the staff of contracted businesses</td>
<td>NA</td>
<td></td>
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</tr>
<tr>
<td>Workers covered by an occupational health and safety management system</td>
<td>403-8 RBR: People Pillar (pages 44 - 46)</td>
<td>Includes all employees and contractors, but not the staff of contracted businesses</td>
<td>NA</td>
<td>All employees and contractors are covered by the system and no workers are excluded (other than the staff of contracted organisations).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work-related injuries – LTIFR and fatalities only</td>
<td>403-9 RBR: People Pillar (page 45 - 46)</td>
<td>Includes all employees and contractors, but not the staff of contracted businesses</td>
<td>M</td>
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<tr>
<td><strong>404 – Training and education / skills development</strong></td>
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<tr>
<td>Average hours of training per year per employee</td>
<td>404-1 RBR: People Pillar (page 46)</td>
<td>Includes all employees</td>
<td>M</td>
<td>We report average training days per employee split by region</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Percentage of employees receiving regular performance and career development reviews</td>
<td>404-3 RBR: People Pillar (page 46)</td>
<td>Includes all employees</td>
<td>E</td>
<td>All employees are intended to receive some form of development review although this is a segmented approach as described on p.46</td>
<td></td>
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</tbody>
</table>
### GRI 400: Social standards continued

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<tbody>
<tr>
<td>405 – Diversity and equal opportunity / inclusion and diversity / fair pay</td>
<td>Diversity of governance bodies and employees</td>
<td>405-1</td>
<td>RBR: People Pillar (pages 47 - 50), ARA: page 59, and 72 - 73</td>
<td>Includes the Board and Senior Management as defined in the RBR</td>
<td>M</td>
<td>We report multiple diversity KPIs relating to the Board, senior management, and our employees, including gender and ethnic diversity in hires, promotions and leavers.</td>
</tr>
<tr>
<td></td>
<td>Ratio of basic salary and remuneration of women to men</td>
<td>405-2</td>
<td>RBR: People Pillar (page 47).</td>
<td>All employees – reported as Gender Pay Gap separately for UK and US employees. Ethnicity pay gap also reported</td>
<td>M</td>
<td>See our statutory UK disclosure here</td>
</tr>
</tbody>
</table>

### 407 – Freedom of association and collective bargaining (employee rights)

<table>
<thead>
<tr>
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<tr>
<td>407-1</td>
<td>Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</td>
<td>RBR: People Pillar (page 43) and Economy Pillar (re suppliers) (page 40)</td>
<td>Includes all operations and first tier suppliers</td>
<td>NA</td>
<td>We operate in the UK and US and our approach to collective bargaining is reported on p.43. There are no areas where we believe these rights are at risk. Equally, at least 98% of our spend with first tier suppliers is with US and Western Europe-HQ’d businesses, where we see these risks as low. We recognise risks may exist beyond the first tier.</td>
<td></td>
</tr>
</tbody>
</table>

### 408 – Child labour / (employee rights)

<table>
<thead>
<tr>
<th>Material Issue</th>
<th>KPI</th>
<th>GRI ref / NG KPI</th>
<th>Location Reference</th>
<th>Boundary</th>
<th>Measured / Estimated</th>
<th>Additional Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>408-1</td>
<td>Operations and suppliers at significant risk for incidents of child labour</td>
<td>RBR: People Pillar (page 43) and Economy Pillar (re suppliers) (page 40)</td>
<td>Includes all operations and first tier suppliers</td>
<td>NA</td>
<td>We operate in the UK and US and there are no areas where we believe these rights are at risk. Equally, at least 98% of our spend with first tier suppliers is within the US and Western Europe where we see these risks as low. We recognise risks may exist beyond the first tier.</td>
<td></td>
</tr>
</tbody>
</table>
### GRI 400: Social standards continued

<table>
<thead>
<tr>
<th>Material Issue</th>
<th>KPI</th>
<th>GRI ref / NG KPI</th>
<th>Location Reference</th>
<th>Boundary</th>
<th>Measured / Estimated</th>
<th>Additional Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>409 – Forced or compulsory labour / (employee rights)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>We operate in the UK and US and there are no areas where we believe these rights are at risk. Equally, at least 98% of our spend with first tier suppliers is within the US and Western Europe where we see these risks as low. We recognise risks may exist beyond the first tier.</td>
</tr>
<tr>
<td>413 – Local communities / (STEM skills and social mobility / employee volunteering)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>includes all operations and first tier suppliers</td>
</tr>
<tr>
<td>414 – Supplier social assessment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>415 – Public policy</td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>416 – Customer health and safety / (public safety)</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>We have reported a prosecution in the UK by the Health and Safety Executive.</td>
</tr>
<tr>
<td>419 – Socio-economic compliance</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>See 416-2 above.</td>
</tr>
</tbody>
</table>

**409 – Forced or compulsory labour / (employee rights)**

Operations and suppliers at significant risk for incidents of forced or compulsory labour

<table>
<thead>
<tr>
<th>GRI ref / NG KPI</th>
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<th>Measured / Estimated</th>
<th>Additional Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>409-1 RBR: People Pillar (page 43) and Economy Pillar (re suppliers) (page 40)</td>
<td>Includes all operations and first tier suppliers</td>
<td>NA</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**413 – Local communities / (STEM skills and social mobility / employee volunteering)**

Young people provided access to skills development

| NG4.1 | RBR: Communities pillar (pages 33 to 36) | Includes all operations | NA |

Number of volunteering hours on skills development programmes

| NG4.2 | RBR: Communities pillar (page 34) | Includes all operations | M/E |

**414 – Supplier social assessment**

New suppliers that were screened using social criteria

| 414-1 RBR: Economy Pillar (page 40 - risk assessments) | All suppliers | NA |

Negative social impacts in the supply chain and actions taken

| 414-2 RBR: Economy Pillar (pages 40 - 41) | All suppliers | M |

**415 – Public policy**

Political contributions

| 415-1 RBR: Governance Pillar (page 54) and ARA (page 246) | Relates to the Group as a whole | M |

**416 – Customer health and safety / (public safety)**

Assessment of the health and safety impacts of product and service categories

| 416-1 RBR: Community Pillar (page 30) | Relates to all operations and activities | NA |

Incidents of non-compliance concerning the health and safety impacts of products and services

| 416-2 RBR: Community pillar (page 30) and Governance Pillar (page 54) | Relates to all operations and activities | M |

**419 – Socio-economic compliance**

Non-compliance with laws and regulations in the social and economic area

| 419-1 RBR: Governance Pillar (page 54) | Relates to all operations and activities | M |

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**National Grid GRI Report 2020/21**