

GRI Standard	Disclosure Number	Disclosure Title	Reporting Location
			a. Bang & Olufsen A/S
GRI 2: General	2-1	Organization	b. Bang & Olufsen A/S is a publicly listed company. At the end of 2022/23, the company had around 31,000 shareholders; 67% of which are based in Denmark. For more information, please see pages 50 and 51 of the Annual Report 2022/23.
Disclosures 2021	2-1	Details	c. Bang & Olufsen Allé 1, DK-7600 Struer, Denmark
2021			d. Bang & Olufsen is a global brand with operations in several European and Asia Pacific countries, as well as North America. We have 8 focus markets, including Denmark, USA, China, UK, Switzerland, Germany, Spain, and France and we sell to 70 markets. Please see page 3 of our Annual report 2022/23.
GRI 2: General Disclosures 2021	2-2	Entities included in the organization's sustainability reporting	The metrics included in the Annual report 2022/23 cover the global operational footprint of Bang & Olufsen A/S, unless otherwise stated. Please refer to our ESG & Sustainability data accounting principles on page 73 of the Annual report 2022/23 for further details.
GRI 2: General Disclosures 2021	2-3	Reporting period, frequency and contact point	 a. Our ESG & Sustainability performance is published annually and covers the period from June 2022 to May 2023. For more details refer to the ESG and Sustainability data accounting principles on page 73 of the Annual report 2022/23. b. The period of financial reporting aligns with the sustainability reporting period. Financial and ESG and Sustainability data are published together on the Annual report 2022/23 C. July 6th, 2023
			C. July 0t11, 2023

			d. Contact details for the report and further information is on our website here: https://corporate.bang- olufsen.com/en/sustainability, or available by email here: sustainability@bang-olufsen.dk
			In 2021/22, our Scope 3 emissions assessment only included logistics-related footprint. During 2022/23, we assessed our full value chain climate impact (both for 2021/22 and 2022/23 financial years) and built our first GHG inventory, including all applicable Scope 3 categories.
GRI 2: General Disclosures 2021	2-4	Restatements of information	As the Scope 3 emissions reported in 2021/22 reflected our footprint partially, this year we updated this result with our new inventory results which better reflect our real climate footprint during that period. Both results, 2021/22 and 2022/23, received limited assurance from an external independent auditor. Please find more details on this on page 161 of our Annual report 2022/23.
			A detailed breakdown of our Scope 3 Emissions for both 2021/22 and 2022/23 is available on the Environmental data tables on page 67 of the Annual report 2022/23.
GRI 2: General Disclosures 2021	2-5	External assurance	Our Bang & Olufsen ESG & Sustainability data accounting principles are available on pages 73 - 76 of our Annual report 2022/23. Our energy and greenhouse gas emissions data collection and reporting processes are reviewed by an external third party for robustness and correctness. They were assured by Deloitte prior to publication. Please refer to page161 and 162 of our Annual report 2022/23 to see the independent auditor's assurance report.
			a. Bang and Olufsen A/S is a publicly listed company in the Consumer Durables - Consumer electronics' sector (GICS)
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	b. i. Bang & Olufsen is a luxury audio brand founded in 1925 in Struer, Denmark, by Peter Bang and Svend Olufsen whose devotion and vision remain the foundation for the company. For nearly a century, Bang & Olufsen has been pushing the boundaries of audio technology and the company continues to sit at the forefront of acoustic innovation. Please see pages 3, 4 and 5, and the Strategy & Outlook chapter on page 9 of our Annual report 2022/23 for more information.

			We serve 70 markets worldwide. Bang & Olufsen's business model can be seen on page 15 of the Annual report 2022/23.
			b.ii. Information on our approach to Sustainable Procurement and Supply Chain is available on pages 63 - 64 of our Annual report 2022/23.
GRI 2: General Disclosures 2021	2-7	Employees	Please see <i>Bang & Olufsen at a glance</i> on page 3 of the Annual report 2022/23. In terms of the count of employees as a measure of scale, please see page the Social Data tables on page 68 and the ESG and Sustainability data accounting principles on page 73 of the Annual report 2022/23.
GRI 2: General Disclosures	2-9	Governance structure and composition	Please see information on corporate governance on pages 39 and 40, our Board of Directors on pages 43 to 45, our executive management board on page 46 of our Annual report 2022/23. And, of our ESG and sustainability governance structures on page 54 of our Annual report 2022/23.
2021		Composition	Please see more insights on our highest governance body on pages 43 to 45 of our Annual report 2022/23.
GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body	Please see page 43 of our Annual report 2022/23
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	Please see the Letter from our CEO and Chair 'A clear direction for the future' on pages 6 to 7 of our Annual report 2022/23.
GRI 2:			Please see our Stakeholder and Sustainability Policy on our website here https://corporate.bangolufsen.com/en/sustainability/policy
General Disclosures	2-23	Policy commitments	Also, find our Core Values on page 8 and our approach on Governance and Integrity on page 62 of our Annual Report 2022/23.
2021			Please see page 1 of our Supplier Code of Conduct available on our website here: https://corporate.bang-olufsen.com/en/sustainability/policy

GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	Please see our Whistle-blower programme, <i>BeoShare</i> , on page 63 of our Annual report 2022/23.
GRI 2: General Disclosures 2021	2-28	Membership of associations	Bang & Olufsen is a member of UN Global Compact and Dansk Industri. Please see page 62 of our Annual report 2022/23. We became a signatory of the UN Global Compact in 2022 and are members of the UN Global Business Ambition for 1.5°C Pledge group of companies due to our commitment to set a Science Based Target (SBTi). In addition, during 2022/23, we joined the World Economic Forum's First Movers Coalition (FMC) to mitigate our contribution from our value chain. Please see pages 57 and 62 of our Annual report 2022/23.
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	Our most recent materiality assessment was conducted in the second half of 2021. The assessment process followed the seven-step, where we first identified our key stakeholders, subject matter experts, and resources, to be engaged with during the process through discussion with the business and a review of our business activities, impacts, benchmarking with peers, global standards and best practice. Our main stakeholder groups include: 1. Regulators & authorities 2. Civil Society & Interest Organisations 3. Customers & Consumers 4. Risk Management 5. Employees 6. Management 7. Partners & Suppliers 8. Investors & financial backers 9. Board of Directors

			Through desk research on global trends, benchmarking, and initial stakeholder outreach, we were able to assess and prioritise the challenges and opportunities both for and from our business and built an issue inventory. The issues list was validated, and the issues prioritised in order of importance and impact, through quantitative and qualitative stakeholder consultation, including interviews, surveys, and other methods. All the stakeholders were allocated a weighting to give their voices proportional representation in the final outcome. The stakeholder weighting was validated with key internal stakeholde. All feedback was incorporated into the assessment. The assessment was visualised in a matrix. For more information and the outcome of the assessment, please see our Materiality Assessment on page 54 of our Annual report 2022/23, and our Stakeholder and sustainability policy on our website here: https://corporate.bang-olufsen.com/en/sustainability/policy
GRI 2: General Disclosures 2021	2-30	Collective bargaining agreements	45% of Bang & Olufsen employees are covered by collective bargaining agreements. Please see the Social data tables on page 69 of our Annual report 2022/23.
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Our material topics were identified as those that are of the highest importance to both our stakeholders and the business. Please see our Materiality Assessment on page 54 of our Annual report 2022/23 and refer to our Stakeholder & Sustainability Policy for more details.
GRI 3: Material Topics 2021	3-2	List of material topics	 i. Our material topics were identified as those that are of the highest importance to both our stakeholders and the business. Please see our Materiality Assessment on page 54 of our Annual report 2022/23. ii. Our materiality assessment was conducted in 2021/22 and no changes are reported in our Annual report 2022/23. For more information on the reporting boundaries and the calculation methodologies, please refer to our ESG & Sustainability data accounting principles on page 73.
Economic Per	formance	1	

GRI 3: Material Topics 2021	3-3	Management of material topics	Please see pages 6 to 7, 16, and 24 to 27 of our Annual report 2022/23 for information on our management approach to economic performance.
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Please see the 5-year overview and financial performance in Key Figures on page 23 of our Annual report 2022/23.
Energy	1		
GRI 3: Material Topics 2021	3-3	Management of material topics	Please see pages 53, 54, 57 and 58 of our Annual report 2022/23 and page 3 of our Stakeholder and sustainability policy.
GRI 302: Energy 2016	302-1	Energy consumption	Please see the Environmental Data Tables on page 67 of our Annual report 2022/23 and refer to the ESG and Sustainability data accounting principles on pages 73 and 74 for further reference.
GRI 302: Energy 2016	302-4	Reduction of energy consumption	Please see the Environmental Data Tables on page 67 of our Annual report 2022/23 and refer to the ESG and Sustainability data accounting principles on pages 73 and 74 for further reference.
Water and et	ffluents	1	
GRI 3: Material Topics 2021	3-3	Management of material topics	Please see pages 53, 54, 57 and 58 of our Annual report 2022/23 and page 3 of our Stakeholder and sustainability policy.
GRI 303: Water and Effluents 2018	303-5	Water Consumption	Total water consumption is reported in m³ for our production site in Struer. Please see the Environmental Data Table on page 68 of our Annual report 2022/23
Emissions	I		

GRI 3: Material Topics 2021	3-3	Management of material topics	The climate emergency is one of the defining environmental challenges facing humanity currently. At Bang & Olufsen, we are aware that our operations, products, and value chain have an impact on the natural environment and climate, and we take responsibility for addressing these. The significance of this was also recognised in our materiality assessment where the reduction of greenhouse gas emissions was identified as a material issue by our stakeholders. In our operations, the key driver of greenhouse gas emissions is energy consumption in our fleet, manufacturing sites and office and store locations. Please see pages 53, 54, 57 and 58 of our Annual report 2022/23 and page 3
			of our Stakeholder and sustainability policy for further information.
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Please see the Environmental Data Tables on page 67 of our Annual report 2022/23 and refer to the ESG and Sustainability data accounting principles on pages 73 and 74 for further reference.
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	Please see the Environmental Data Tables on page 67 of our Annual report 2022/23 and refer to the ESG and Sustainability data accounting principles on pages 73 and 74 for further reference.
GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	Please see the Environmental Data Tables on page 67 of our Annual report 2022/23 and refer to the ESG and Sustainability data accounting principles on pages 73 and 74 for further reference.
GRI 305: Emissions 2016	305-4	GHG emissions intensity	Please see the Environmental Data Tables on page 67 of our Annual report 2022/23 and refer to the ESG and Sustainability data accounting principles on pages 73 and 74 for further reference.
Waste	•		
GRI 3: Material Topics 2021	3-3	Management of material topics	The climate emergency and biodiversity loss are the defining environmental challenges facing humanity. At Bang & Olufsen, we are aware that our operations, products, and value chain have an impact on the natural environment and climate, and we take responsibility for addressing these. The significance of this issue around resource use and the need for circular economy business models to close material loops and stop waste generation

			was also recognised in our materiality assessment where longevity and circularity was identified as a material issue by our stakeholders; and resource use was also identified as important though not material. In our operations, a key lagging indicator of circularity is waste generated and waste to landfill or incineration. These metrics show the size of our consumption and our success at achieving circular material flows in our organisation. Please see pages 53 to 57 of our Annual report 2022/23 and page 3 of our Stakeholder and sustainability policy for further information.
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Please see the Environmental Data Tables on page 68 of our Annual report 2022/23 and refer to the ESG and Sustainability data accounting principles on page 73 for further reference.
GRI 306: Waste 2020	306-2	Management of significant wasterelated impacts	Please see pages 53 to 57 of our Annual report 2022/23 and page 3 of our Stakeholder and sustainability policy.
GRI 306: Waste 2020	306-3	Waste generated	Please see pages 55 to 57 and the Environmental data table on page 67 of our Annual report 2022/23, and the ESG and Sustainability data accounting principles 2022/23 on page 73. Total waste generation by composition at our manufacturing site and office HQ in Struer, Denmark is shown in the table below: 306-3
GRI 306: Waste 2020	306-4	Waste diverted from disposal	The table below includes the waste produced at our manufacturing site and office HQ in Struer, Denmark only: 306-4

GRI 306: Waste 2020	306-5	Waste directed to disposal	The table below only includes the waste produced at our manufacturing site and office HQ in Struer, Denmark: 306-5	
Occupational	Health and Safe	ety		
GRI 3: Material Topics 2021	3-3	Management of material topics	Health, safety, and the well-being of our employees are of the utmost importance for us. We are committed to creating a workplace in which employees can perform, develop, and grow while at work, and to achieve that we work with both psychological and physical safety. As an organisation with both global operations and an industrial manufacturing site, the importance of health and safety is paramount, and we see this as an element of our good business conduct and therefore is identified as a material issue. Please see page 60 of our Annual report 2022/23 for further information.	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Our Occupational health and safety approach covers the global organisation. Please see page 60 of our Annual report 2022/23.	
GRI 403: Occupational Health and Safety 2018	403-6	Promotion of worker health	Please refer to page 60 of our Annual report 2022/23.	
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	Please see page 60 and page 69 of our Annual report 2022/23, and the ESG and Sustainability data accounting principles 2022/23 on page 73	
Training and	Training and education			

GRI 3: Material Topics 2021	3-3	Management of material topics	Our aim is to have a culture in which people can realise their full potential and where everyone feels empowered to nurture their own development. We believe that for Bang & Olufsen to be even more successful we need people who feel they can meet their personal aspirations, grow their capabilities, and feel motivated and engaged in their job. As a result, we have a focus on people development and knowledge sharing and education. This was also identified by our stakeholders as a material issue for our company. Please see pages 60 and 61 of our Annual report 2022/23 for further information.
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Please see pages 60 and 61 of our Annual report 2022/23, and the ESG and Sustainability data accounting principles 2022/23 on page 75.
GRI 404: Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	Please see pages 60 and 61 of our Annual report 2022/23, and the ESG and Sustainability data accounting principles 2022/23 on page 75.
Diversity and	Equal Opportur	nity	
GRI 3: Material Topics 2021	3-3	Management of material topics	We want to be representative of the society in which we operate; the markets in which we sell and the pool of talents we hire from. Being a company that supports diversity of thought and can select from the widest talent pool possible is business-critical and enables us to stay innovative and competitive. This important agenda was also identified by our stakeholders as a material issue for our company. Please see pages 59 and 60 of our Annual report 2022/23 and our People and diversity policy for more information.

GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Please see pages 59 and 60 of our Annual report 2022/23, the social data tables on page 69 and the ESG and Sustainability data accounting principles 2022/23 on page 75.
---	-------	---	--

Other Material Issues	Reporting Location
Education and knowledge sharing	Please see pages 53 and 61 of our Annual report 2022/23.
Longevity and circularity	Please see pages 6 to 7, 53 to 56, and 68 of our Annual report 2022/23.
Innovation	Please see pages 59 to 61 of our Annual report 2022/23.
Collaboration	Please see pages 59 to 61 of our Annual report 2022/23.

Document	Link
Annual report 2022/23	https://investor.bang-olufsen.com/financial-reports
Stakeholder and sustainability policy	Stakeholder and Sustainability Policy – July 2022 (bang-olufsen.com)
Supplier code of conduct	Supplier Code of Conduct - March 2021 (ctfassets.net)
Business conduct and ethics policy	https://investor.bang-olufsen.com/static-files/eabdb433-b66a-459f-b4fd-29a844ef3244
Slavery and human trafficking statement (2021/22)	https://corporate.bang-olufsen.com/en/sustainability/policy
People and diversity policy (2021/22)	People and Diversity Policy – July 2022 (bang-olufsen.com)
Anti-corruption policy (2021/22)	Anti-corruption Policy – July 2022 (bang-olufsen.com)