

GRI Content Index

| GRI Standards | Disclosure Title | Annual Report 2020 page | Sustainability Report 2020 page | Contribution to Relevant SDGs | Omission |
|-------------------------------------|---|-------------------------|---------------------------------|-------------------------------|----------|
| GRI Foundation 2016 | | | | | |
| GRI 102: General Disclosures | | | | | |
| Organisation Profile | | | | | |
| 102-1 | Name of Organization | 5, 97,108 | 4 | | |
| 102-2 | Activities, brands, products, services | 5-12 | 4,15,31-33 | | |
| 102-3 | Location of Headquarters | 97,108 | 4 | | |
| 102-4 | Location of Operations | 97 | 4 | | |
| 102-5 | Ownership and Legal Form | 97 | 4 | | |
| 102-6 | Market Served | 5-12 | 4-5,7 | | |
| 102-7 | Scale of Organization | 16-18 | 8 | | |
| 102-8 | Information on employee and other workers | 75-81 | 37,40-46,49 | SDG 8 | |
| 102-9 | Supply Chain | 85-88 | 27,33 | SDG 9 | |
| 102-10 | Significant changes to that organization and its supply chain | 25-31, 88-94 | 7-8 | | |
| 102-11 | Precautionary principles or approach | 53-74 | 10-12 | | |
| 102-12 | External Initiatives | 15 | 7 | | |
| 102-13 | Membership of Associations | 21-50 | 50 | | |
| Strategy | | | | | |
| 102-14 | Statement from senior decision maker | 21-31 | 3 | | |
| 102-15 | Key Impacts, risks, and opportunities | 63-74 | 10-13 | | |

| GRI Standards | Disclosure Title | Annual Report 2020 page | Sustainability Report 2020 page | Contribution to Relevant SDGs | Omission |
|-------------------------------|---|--------------------------------|--|--------------------------------------|-----------------|
| Ethics & Integrity | | | | | |
| 102-16 | Values, principles, standards, and norms of behavior | 9 | 5 | | |
| 102-17 | Mechanism for advice and concerns about ethics | 71-72 | 39,40 | | |
| Governance | | | | | |
| 102-18 | Governance Structure | 51-62 | 11-13 | | |
| 102-19 | Delegation authority | 51-62 | 11-13 | | |
| 102-20 | Executive Level responsibility for economic, environmental, and social topics | 51-62 | 11-13 | | |
| 102-21 | Consulting stakeholders on economic, environmental, and social topics | 83-85 | 16-20 | | |
| 102-22 | Composition of the highest governance body and its committees | 51-62 | 11-12 | | |
| 102-23 | Chair of the highest governance body | 55,57 | 4 | | |
| 102-24 | Nominating and selecting the highest governance body | 59 | 12 | | |
| 102-25 | Conflict of Interest | 60 | 11 | | |
| 102-26 | Role of highest governance body in setting purpose, values, and strategy | 53-54 | 4,11-12 | | |
| 102-27 | Collective knowledge of highest governance body | 53-54 | 11-13 | | |
| 102-28 | Evaluating the highest governance body's performance | 59 | 12 | | |
| 102-29 | Identifying and managing economic, environmental, and social impacts | 83-84 | 16-19,34 | | |

| GRI Standards | Disclosure Title | Annual Report 2020 page | Sustainability Report 2020 page | Contribution to Relevant SDGs | Omission |
|-------------------------------|--|--------------------------------|--|--------------------------------------|-----------------|
| 102-30 | Review of economic, environmental, and social topics | 83-87 | 16-19,34 | | |
| 102-32 | Highest governance body's role in sustainability reporting | 58 | 3 | | |
| 102-33 | Communicating critical concerns | 83-87 | 16-20 | | |
| 102-34 | Nature and total number of critical concerns | 83-87 | 16-20 | | |
| 102-35 | Remuneration policies | 59,62,80 | 45-46 | | |
| 102-36 | Process for determining remuneration | 59,62,80 | 45-46 | | |
| 102-37 | Stakeholders' involvement in remuneration | 59,62,80 | 12 | | |
| 102-38 | Annual total compensation ratio | 59,62,80 | 45-46 | | |
| Stakeholder Engagement | | | | | |
| 102-40 | List of stakeholder's groups | 83-85 | 16 | | |
| 102-42 | Identifying and selecting stakeholders | 83-85 | 16-19 | | |
| 102-43 | Approach to Stakeholder Engagement | 83-85 | 17-19 | | |
| 102-44 | Key topics and concerns raised | 83-85 | 16-20 | | |
| Reporting Practice | | | | | |
| 102-45 | Entities included in the Consolidated Financial Statement | 12,99,131 | 8 | | |
| 102-46 | Defining report content and topic Boundaries | | 1-3 | | |
| 102-47 | List of material topics | | 1-3 | | |
| 102-48 | Restatement of information | | 27-28 | | |

| GRI Standards | Disclosure Title | Annual Report 2020 page | Sustainability Report 2020 page | Contribution to Relevant SDGs | Omission |
|---|--|--------------------------------|--|--------------------------------------|---|
| 102-49 | Changes in Reporting | | 27-28 | | |
| 102-50 | Reporting period | | 3 | | |
| 102-51 | Date of most recent report | | 3 | | |
| 102-52 | Reporting Cycle | | 3 | | |
| 102-53 | Contact point for questions regarding the report | | 50 | | |
| 102-54 | Claims of reporting in accordance with the GRI Standards | | 3,17 | SDG 3 | |
| 102-55 | GRI Content Index | | 51-57 | SDG 3 | |
| 102-56 | External Assurance | | 50 | | Sustainability Report 2020 has not been externally assured. |
| GRI 201 ECONOMIC | | | | | |
| 103-1 | Explanation of the material topic and its boundary | | 6-15 | | |
| 103-2 | The Management Approach and its components | | 6-15 | | |
| 103-3 | Evaluation of Management Approach | | 6-15 | | |
| 201-1 | Direct economic value generated and distributed | | 8-9 | SDG 8 | |
| 201-2 | Financial implications and other risks and opportunities due to climate change | | 38 | SDG 3 | |
| GRI 203: INDIRECT ECONOMIC IMPACTS | | | | | |
| 103-1 | Explanation of the material topic and its boundary | | 16-28 | | |
| 103-2 | The Management Approach and its components | | 10,16-28 | | |
| 103-3 | Evaluation of Management Approach | | 16-28 | | |

| GRI Standards | Disclosure Title | Annual Report 2020 page | Sustainability Report 2020 page | Contribution to Relevant SDGs | Omission |
|--------------------------------------|--|--------------------------------|--|--------------------------------------|-----------------|
| 203-1 | Infrastructure investment and services supported | | 7-9,21-28 | | |
| 203-2 | Significant indirect economic impacts | | 7-9,21-28 | | |
| GRI 207: TAX | | | | | |
| 103-1 | Explanation of the material topic and its boundary | | 38-39 | SDG 8 | |
| 103-2 | The Management Approach and its components | | 38-39 | SDG 8 | |
| 103-3 | Evaluation of Management Approach | | 38-39 | SDG 8 | |
| 207-1 | Approach to tax | | 38-39 | SDG 8 | |
| 207-2 | Tax governance, control, and risk management | | 38-39,50 | SDG 8 | |
| GRI 300: ENVIRONMENTAL TOPICS | | | | | |
| 103-1 | Explanation of the material topic and its boundary | | 34,38 | SDG 3 | |
| 103-2 | The Management Approach and its components | | 34,38 | SDG 3 | |
| 103-3 | Evaluation of Management Approach | | 34,38 | SDG 3 | |
| GRI 302: ENERGY | | | | | |
| 103-1 | Explanation of the material topic and its boundary | | 38,50 | SDG 3 | |
| 103-2 | The Management Approach and its components | | 38,50 | SDG 3 | |
| 103-3 | Evaluation of Management Approach | | 38,50 | SDG 3 | |
| 302-1 | Energy consumption within the organization | | 38,50 | SDG 3 | |
| GRI 400: SOCIAL TOPICS | | | | | |

| GRI Standards | Disclosure Title | Annual Report 2020 page | Sustainability Report 2020 page | Contribution to Relevant SDGs | Omission |
|---|--|-------------------------|---------------------------------|-------------------------------|----------|
| GRI 401: EMPLOYMENT | | | | | |
| 103-1 | Explanation of the material topic and its boundaries | | 35-37,44-46 | SDG 8 | |
| 103-2 | The management approach and its components | | 35-37,44-46 | SDG 8 | |
| 103-3 | Evaluation of the management approach | | 35-37,44-46 | SDG 8 | |
| 401-1 | New Employee hires and employee turnover | | 42-43,49 | SDG 8 | |
| 404: TRAINING AND EDUCATION | | | | | |
| 103-1 | Explanation of the material topic and its boundaries | | 35-37,45 | SDG 4 | |
| 103-2 | The management approach and its components | | 35-37,45 | SDG 4 | |
| 103-3 | Evaluation of the management approach | | 35-37,45 | SDG 4 | |
| 404-1 | Average hours of training per year per employee | | 43-50 | SDG 4 | |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | | 45 | SDG 4 | |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | | 46,49 | SDG 4 | |
| GRI 405: DIVERSITY AND EQUAL OPPORTUNITY | | | | | |
| 103-1 | Explanation of the material topic and its boundaries | | 20,35-36 | | |
| 103-2 | The management approach and its components | | 20,35-36 | | |
| 103-3 | Evaluation of the management approach | | 20,35-36 | | |
| 405-1 | Diversity of governance bodies and employees | | 20,35-36 | | |

| GRI Standards | Disclosure Title | Annual Report 2020 page | Sustainability Report 2020 page | Contribution to Relevant SDGs | Omission |
|---------------|--|-------------------------|---------------------------------|-------------------------------|----------|
| 405-2 | Ratio of basic salary and remuneration of women to men | | 35,45 | | |