

GRI content index

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| Organization Profile | Corporate Overview | |
| 102-1 Name of the organization | | 1: Cover page |
| 102-2 Activities, brands, products, and services | | 2: 4-5 |
| 102-3 Location of headquarters | | 3: 6-7 |
| 102-4 Location of operations | | 4: 7 |
| 102-5 Ownership and legal form | | 5: 5 |
| 102-6 Markets served | | 6: 7 |
| 102-7 Scale of the organization | | 7: 4-5 |
| 102-8 Information on employees and other workers | Refer People Chapter and Performance Table | 34-40, 50-51 |
| 102-9 Supply chain | Refer People Chapter, Business Partners sub-section, | 44 |
| 102-10 Significant changes to the organization and its supply chain | No significant changes took place during the reporting period | |
| 102-11 Precautionary Principle or approach | Refer Approach to Sustainability and Planet, People, Chapters | 10-11, 24, 28, 34 |
| 102-12 External initiatives | Corporate overview | 4-7 |
| 102-13 Membership of associations | | |
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| 102-14 Statement from senior decision-maker | Refer Leadership Message | 14: 8-9 |
| 102-15 Key impacts, risks, and opportunities | Refer Governance Chapter, Risk Management sub-section | 15: 16-17 |
| Ethics and integrity | Refer Governance Chapter | 24-27 |
| 102-16 Values, principles, standards, and norms of behaviour | | |
| 102-17 Mechanisms for advice and concerns about ethics | | |
| Governance | Refer Governance Chapter | 24-27 |
| 102-18 Governance | | |
| Stakeholder Engagement | Refer Stakeholder Engagement | 18-19 |
| 102-40 List of stakeholder groups | | |
| 102- 41 Collective bargaining agreements | | |
| 102- 42 Identifying and selecting stakeholders | | |
| 102- 43 Approach to stakeholder engagement | | |
| 102- 44 Key topics and concerns raised | | |
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| 102-45 Entities included in the consolidated financial statements | | |
| 102-46 Defining report content and topic boundaries | | |
| 102- 47 List of material topics | | for point 102-47, pages 20-21 |
| 102- 48 Restatements of information & Changes in reporting | | |
| 102- 49 Reporting period | | |
| 102- 50 Date of most recent report | | |
| 102- 51 Reporting cycle | | |
| 102- 52 Contact point for questions regarding the report | | |
| 102- 53 Claims of reporting in accordance with the GRI Standards | | |
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| 102- 55 External Assurance | | 55: 54-57 |
| 103, 201-1 Direct economic value generated and distributed | Refer Performance Table | 50-51 |

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| 103, 201-2 Financial implications and other risks and opportunities due to climate change | Refer Planet, Climate change section | 31 |
| | We are in the process of identifying financial implications of climate change risk and opportunities | 32 |
| 103, 203-2 Significant indirect economic impacts | Refer People Chapter, Communities sub-section | 45-47 |
| Anti-corruption and responsible business practices | Refer Governance section | 27 |
| 103, 205-2 Communication and training about anti-corruption policies and procedures | | |
| 103, 302-1 Energy consumption within the organization | Refer Planet Chapter | 30 |
| 302-3 Energy intensity | | |
| 103, 303-1 Interactions with water as a shared resource | Refer Planet Chapter | 30 |
| 303-2 Management of water discharge-related impacts | | |
| 303-5 Water consumption | | |
| 103, 305-1 Direct (Scope 1) GHG emissions | Refer Planet Chapter | 31 |
| 305-2 Energy indirect (Scope 2) GHG emissions | | |
| 305-4 GHG emissions intensity | | |
| 103, 307 Environmental Compliance | During the reporting period there were no instances of noncompliance with environmental laws and regulations leading to penalty and monetary sanctions | |
| 103, 401-1 New employee hires and employee turnover | Refer People Chapter, Performance Table | 39, 50-51 |
| 103, 403-1 Occupational health and safety management system | Refer People Chapter | 35-37 |
| 403-2 Hazard identification, risk assessment and incident investigation | | |
| 403-3 Occupational health services | | |
| 403-4 Worker participation, consultation, and communication on occupational health and safety | | |
| 403-5 Worker training on occupational health and safety | | |
| 403-6 Promotion of worker health | | |
| 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | | |
| 403-9 Work-related injuries | | |
| 103 | Refer People Chapter, Performance Table | 35-37 |
| 103, 404-1 Average hours of training per year per employee | Refer People Chapter, Performance Table | 1: 39, 50-51 |
| 404-2 Programs for upgrading employee skills and transition assistance programs | | 2: 39, 40, 50-51 |
| 404-3 Percentage of employees receiving regular performance and career development reviews | | 3: 40, 50-51 |
| 103, 405-1 Diversity of governance bodies and employees | Refer Performance Table | 50-51 |
| 103, 413-1 Operations with local community engagement, impact assessments, and development programs | Refer People Chapter, Communities sub-section | 45-47 |
| 103, 415-1 Political contributions | Refer Governance Chapter | 27 |