

# GRI INDEX TABLE

GRI 102-55

GRI number	Disclosure of information in the Report	Page number or link to a Section in the Report
GRI 102-1	Name of the organization	About the Report
GRI 102-2	Activities, brands, products, and services	Business model, p.18 in the Annual Report Brands, p.13 in the Annual Report
GRI 102-3	Location of headquarters .	Contact information, p.88
GRI 102-4	Location of operations	Geographic footprint, p.20 in the Annual Report
GRI 102-5	Ownership and legal form	Legal structure, p.28 in the Annual Report
GRI 102-6	Markets served	Sales geography, p.22 in the Annual Report
GRI 102-7	Scale of the organization	Key results, p.12 in the Annual Report
GRI 102-8	Information on employees and other workers	Human resources management, p.23
GRI 102-9	Supply chain	Supply chain, p.69
GRI 102-10	Significant changes to the organization and its supply chain	Supply chain, p.69
GRI 102-12	External initiatives	Contribution to the UN SDGs, p.55
GRI 102-13	Membership of associations	Membership of associations, p.62
GRI 102-14	Statement from senior decision-maker	Statement by the CEO, p.3
GRI 102-15	Key impacts, risks, and opportunities	ESG risk management, p.78

GRI number	Disclosure of information in the Report	Page number or link to a Section in the Report
GRI 102-16	Values, principles, standards, and norms of behavior	Mission, vision, values and strategy, p.53 Business ethics and compliance, p. 67
GRI 102-17	Mechanisms for advice and concerns about	Feedback channels, p.68
GRI 102-18	Governance structure	Structure of management and control bodies, p.126 in the Annual Report
GRI 102-19	Delegating authority	Structure of management and control bodies, p.126 in the Annual Report
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	ESG risk management, p.78
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	Stakeholder relations, p.60
GRI 102-22	Composition of the highest governance body and its committees	Diversity in the composition of governing bodies, p.64
GRI 102-23	Chair of the highest governance body	Structure of management and control bodies, p.126 in the Annual Report
GRI 102-24	Nominating and selecting the highest governance body	Nomination of new Board members, p.65
GRI 102-25	Conflicts of interest	Business ethics and compliance, p.67
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	Mission, vision, values and strategy, p.53
GRI 102-29	Identifying and managing economic, environmental, and social impacts	Mission, vision, values and strategy, p.53

# GRI INDEX TABLE

GRI number	Disclosure of information in the Report	Page number or link to a Section in the Report
GRI 102-32	Highest governance body's role in sustainability reporting	About the Report
GRI 102-35	Remuneration policies	Remuneration to the members of the Board of Directors, p.65
GRI 102-40	List of stakeholder groups	Stakeholder relations, p.60
GRI 102-41	Collective bargaining agreements	There were no collective bargaining agreements in force in 2021
GRI 102-42	Identifying and selecting stakeholders	Stakeholder relations, p.60
GRI 102-43	Approach to stakeholder engagement	Local community relations, p.47 Stakeholder relations, p.60
GRI 102-44	Key topics and concerns raised	Stakeholder relations, p.60
GRI 102-45	Entities included in the consolidated financial statements	Appendices, p.156 in the Annual Report
GRI 102-46	Defining report content and topic Boundaries	About the Report
GRI 102-47	List of material topics	Judgement of materiality
GRI 102-48	Restatements of information	The ESG Report is published under the GRI reporting system for the first time.
GRI 102-49	Changes in reporting	The ESG Report is published under the GRI reporting system for the first time.
GRI 102-50	Reporting period	About the Report
GRI 102-51	Date of most recent report	About the Report
GRI 102-52	Reporting cycle	About the Report

GRI number	Disclosure of information in the Report	Page number or link to a Section in the Report
GRI 102-53	Contact point for questions regarding the report	Contact information, p.88
GRI 102-54	Claims of reporting in accordance with the GRI Standards	About the Report
GRI 102-55	GRI content index	GRI index table, p.84
GRI 102-56	External assurance	About the Report
<b>GRI 103. Management approach</b>		
GRI 103-1	Explanation of the material topic and its Boundary	About the Report Judgement of materiality
GRI 103-2	The management approach and its components	Sustainable development approach, p.56 The management approach is also presented in the ESG Report before each material topic is disclosed.
<b>Material topics</b>		
<b>GRI 200. Economic topics</b>		
<b>GRI 201. Economic performance</b>		
GRI 201-1	Direct economic value generated and distributed	Financial review, p.112 in the Annual Report
GRI 201-2	Financial implications and other risks and opportunities due to climate change	ESG risk management, p.78
<b>GRI 202. Market presence</b>		
GRI 202-2	Proportion of senior management hired from the local community	Human rights, p.37

# GRI INDEX TABLE

GRI number	Disclosure of information in the Report	Page number or link to a Section in the Report
<b>GRI 203. Indirect economic impacts</b>		
GRI 203-1	Infrastructure investments and services supported	Social investment and charitable projects, p.45
GRI 203-2	Significant indirect economic impacts	Social investment and charitable projects, p.45
<b>GRI 205. Anti-corruption</b>		
GRI 205-2	Communication and training about anti-corruption policies and procedures	Anti-corruption, p.68 Code of Business Conduct and Ethics, p.127 in the Annual Report
GRI 205-3	Confirmed incidents of corruption and actions taken	Anti-corruption, p.66
<b>GRI 300. Environmental topics</b>		
<b>GRI 302. Energy</b>		
GRI 302-1	Energy consumption within the organization	Energy management and energy efficiency, p.15
GRI 302-3	Energy intensity	Energy management and energy efficiency, p.15
<b>GRI 303. Water and effluents</b>		
GRI 303-3	Water withdrawal	Impacts on water resources, p.7
GRI 303-4	Water discharge	Impacts on water resources, p.17
GRI 303-5	Water consumption	Impacts on water resources, p.17
<b>GRI 305. Emissions</b>		
GRI 305-1	Direct (Scope 1) GHG emissions	Climate change and impacts on the atmosphere, p.13
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Climate change and impacts on the atmosphere, p.13

GRI number	Disclosure of information in the Report	Page number or link to a Section in the Report
GRI 305-4	GHG emissions intensity	Climate change and impacts on the atmosphere, p.13
GRI 305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Climate change and impacts on the atmosphere, p.13
<b>GRI 306. Waste</b>		
GRI 306-3	Waste generated	Waste management, p.19
GRI 306-4	Total weight of waste diverted from disposal, and a breakdown of this total by composition of the waste, by recovery operations (separately for hazardous and non-hazardous waste), by place of disposal (onsite and offsite)	Waste management, p.19
GRI 306-5	Total weight of waste directed to treatment and landfilling, and a breakdown of this total by composition of the waste, by handling type (separately for hazardous and non-hazardous waste), by place of disposal (onsite and offsite)	Waste management, p.19
<b>GRI 307. Environmental compliance</b>		
GRI 307-1	Total amount of fines imposed for non-compliance with laws and regulations and number of environmental improvement notices	Environmental management system, p.10
<b>GRI 400. Social topics</b>		
<b>GRI 401. Employment</b>		
GRI 401-1	New employee hires and employee turnover	Recruitment process, p.29
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Retention and motivation, p.33

# GRI INDEX TABLE

GRI number	Disclosure of information in the Report	Page number or link to a Section in the Report
<b>GRI 402. Labour/management relations</b>		
GRI 402-1	Minimum notice periods regarding operational changes	Human rights, p.37
<b>GRI 403. Occupational health and safety</b>		
GRI 403-1	Occupational health and safety management system	Occupational health and safety, p.38 Risk assessment and injury prevention, p.39
GRI 403-3	Occupational health services	Employee health, p.42
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Risk assessment and injury prevention, p.39 Safety culture, p.41
GRI 403-5	Worker training on occupational health and safety	Safety culture, p.41
GRI 403-6	Promotion of worker health	Retention and motivation, p.32 Employee health, p.42
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee health, p.42
GRI 403-8	Workers covered by an occupational health and safety management system	Occupational health and safety, p.38
GRI 403-9	Work-related injuries	Accident frequency rates, p.41 Managing major occupational injury risks by business, p.42
GRI 403-10	Work-related ill health	Employee health, p.42

GRI number	Disclosure of information in the Report	Page number or link to a Section in the Report
<b>GRI 404. Training and development</b>		
GRI 404-1	Average hours of training per year per employee	Training and development, p.35
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Training and development, p.35
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Retention and motivation, p.33
<b>GRI 405. Diversity and equal opportunity</b>		
GRI 405-1	Diversity of governance bodies and employees	Human resources management, p.23 Diversity in the composition of governing bodies, p.64
GRI 405-2	Ratio of basic salary and remuneration of women to men	Human resources management, p.23
<b>GRI 413. Local communities</b>		
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Support of local communities, p.44