

GRI (Global Reporting Initiative) Standards Content Index

This CSR report is created in accordance with the “core” level of the GRI standards.

<Universal disclosures>

★: Material topic

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GRI102: Universal disclosures 2016	102-1	Name of the organization	7
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	102-8	Information on employees and other workers	45,46,50
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	102-16 ★	Values, principles, standards, and norms of behavior	5,21
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	102-22	Compensation of the highest governance body and its committees	17,18,19 <u>Annual Securities Report</u>
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	102-25	Conflicts of interest	<u>Corporate Governance Report</u> <u>Annual Securities Report</u>
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	102-33	Communicating critical concerns	18,19
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GRI102: Universal disclosures 2016	102-37	Stakeholders' involvement in remuneration	-
	102-38	Annual total compensation ratio	<u>Annual Securities Report</u>
	102-39	Percentage increase in annual total compensation ratio	<u>Annual Securities Report</u>
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<Topic-specific disclosures> ★: Material topic

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	201-2	Financial implications and other risks and opportunities due to climate change	<u>Annual Securities Report</u>
	201-3	Defined benefit plan obligations and other retirement plans	<u>Annual Securities Report</u>
	201-4	Financial assistance received from government	Not applicable
GRI202: Market presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-
	202-2	Reporting of senior management hired from the local community	-
GRI203: Indirect economic impacts 2016	203-1	Infrastructure investments and services supported	-
	203-2	Significant indirect economic impacts	-
GRI204: Procurement practices 2016	204-1	Proportion of spending on local suppliers	-

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GRI206: Anti-competitive behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not applicable
GRI207: Tax 2019	207-1	Approach to tax	-
	207-2	Tax governance, control, and risk management	-
	207-3	Stakeholder engagement and management of concerns related to tax	-
	207-4	Country-by-country reporting	-
GRI301: Materials 2016	301-1	Materials used by weight or volume	-
	301-2	Recycled input materials used	-
	301-3	Reclaimed products and their packaging materials	-
GRI302: Energy 2016 ★	302-1	Energy consumption within the organization	29,30
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	302-3	Energy intensity	29,30,31
	302-4	Reduction of energy consumption	29,30,31
	302-5	Reduction in energy requirements of products and services	29,30,31
GRI303: Water and effluents 2018	303-1	Interactions with water as a shared resource	33
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	303-3	Water withdrawal	33
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	303-5	Water consumption	33
GRI304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	25
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	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-
GRI305: Emissions 2016 ★	305-1	Direct (Scope 1) GHG emissions	29,30
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	305-6	Emissions of ozone-depleting substances (ODS)	-
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GRI306: Effluents and waste 2018 ★	306-1	Water discharge by quality and destination	25
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GRI307: Environmental compliance 2016	307-1	Non-compliance with environmental laws and regulations	24
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	308-2	Negative environmental impacts in the supply chain and actions taken	-
GRI401: Employment 2016 ★	401-1	New employee hires and employee turnover	50
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GRI402 Labor/Management relations 2016	402-1	Minimum notice periods regarding operational changes	47
GRI403: Occupational health and safety 2018 ★	403-1	Occupational health and safety management system	41,42
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GRI404: Training and education 2016	404-1	Average hours of training per year per employee	46
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GRI405: Diversity and equal opportunity 2016 ★	405-1	Diversity of governance bodies and employees	45,46
	405-2	Ratio of basic salary and remuneration of women to men	45,50
GRI406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Not applicable
GRI407: Freedom of association and collective bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
GRI408: Child labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	-
GRI409: Forced or compulsory labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-
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Item	Disclosure item		Reference page no. or document
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GRI411: Rights of indigenous peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	-
GRI412: Human rights assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	43
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	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-
GRI413: Local communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	49
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GRI414: Supplier social assessment 2016	414-1	New suppliers that were screened using social criteria	39
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GRI415: Public policy 2016	415-1	Political contributions	Not applicable
GRI416: Customer health and safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	-
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-
GRI417: Marketing and labeling 2016	417-1	Requirements for product and service information and labeling	-
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GRI418: Customer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	20
GRI419: Socioeconomic compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	Not applicable