GLOBAL REPORTING INITIATIVE INDEX







The following GRI index presents the GRI standard disclosures covered in our report and other resources available on our website.

GENERAL STANDARD DISCLOSURES

GRI DI	SCLOSURE	LOCATION	PAGE / URL
GRI 102	2: GENERAL DISCLOSURES		
ORGAN	NIZATIONAL PROFILE		
102-1	Name of the organization	Sustainability Report - footer	3-40
102-2	Activities, brands, products, and services	Sustainability Report - Who We Are	2
102-3	Location of headquarters	Website - Contacts	<u>Link</u>
102-4	Location of operations	Sustainability Report - Who We Are	2
102-5	Ownership and legal form	Website - AIF	<u>Link</u>
102-6	Markets served	Sustainability Report - Who We Are	2
102-7	Scale of the organization	Sustainability Report - Who We Are	2
102-8	Information on employees and other workers	Sustainability Report - Who We Are and Data Table	2, 38-39
102-9	Supply chain	Sustainability Report - Who We Are and Governance	2, 33
102-10	Significant changes to the organization and its supply chain	Annual Report	<u>10-25</u>
102-11	Precautionary principle or approach	Sustainability Report - Planet	12-19
102-12	External initiatives	Sustainability Report - Planet and Prosperity	13-14, 34-36
102-13	Membership of associations	Select Industry Association Memberships	<u>Link</u>
STRAT	EGY		
102-14	Statement from senior decision-maker	Sustainability Report - Message from the Executive Chairman of the Board and the President and CEO	4-5
102-15	Key impacts, risks, and opportunities	Sustainability Report - Our Sustainability Framework, People and Prosperity	11, 21-26, 36
ETHICS	AND INTEGRITY		
102-16	Mechanisms for reporting concerns about unethical or unlawful behavior	Sustainability Report - Prosperity Code of Conduct	28-29, <u>6-8</u>
102-17	Mechanisms for advice and concerns about ethics	Sustainability Report - Prosperity Code of Conduct	28-29, <u>6-8</u>
Govern	ance		
102-18	Governance structure	Sustainability Report - Prosperity Website - Governance	30, <u>Link</u>
102-19	Delegating authority	Sustainability Report - Prosperity Website - Governance	30, <u>Link</u>
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability Report - Prosperity Website - Governance	30, <u>Link</u>
102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability Report - Prosperity	31

GRI DIS	SCLOSURE	LOCATION	PAGE / UR
GOVERI	NANCE		
102-22	Composition of the highest governance body and its committees	Sustainability Report - Data Table	39
102-23	Chair of the highest governance body	Management Proxy Circular	<u>28-29, 35</u>
02-24	Nominating and selecting the highest governance body	Management Proxy Circular	<u>10-13, 28-29</u>
02-25	Conflicts of interest	Code of Conduct	<u>17</u>
02-26	Role of the highest body in setting purpose, values, and strategy	Sustainability Report - Prosperity	28-30
02-27	Collective knowledge of the highest governance body	Sustainability Report - Prosperity	28-30
02-28	Evaluating the highest governance body's performance	Sustainability Report - Prosperity	30
02-29	Identifying and managing economic, environmental, and social impacts	Sustainability Report - Message from the Executive Chairman of the Board and the President and CEO and Governance	4-5, 30
02-30	Effectiveness of risk management processes	Sustainability Report - Prosperity	30
02-31	Review of economic, environmental, and social topics	Sustainability Report - Prosperity	30, 31
02-32	Highest governance body's role in sustainability reporting	Sustainability Report - Prosperity	30
02-33	Communicating critical concerns	Ethics Code of Conduct	<u>7, 29</u>
02-35	Remuneration policies	Management Proxy Circular	30-32, 55-5
02-36	Process for determining remuneration	Management Proxy Circular	<u>55-58</u>
02-37	Stakeholders' involvement in remuneration	Management Proxy Circular	<u>10-11</u>
TAKEH	IOLDER ENGAGEMENT		
02-40	List of stakeholder groups	Sustainability Report - Prosperity	31
02-42	Identifying and selecting stakeholders	Sustainability Report - Prosperity	31
02-43	Approach to stakeholder engagement	Sustainability Report - Prosperity	31
02-44	Key topics and concerns raised	Sustainability Report - Prosperity	31
REPORT	PROFILE		
02-45	Entities included in the consolidated financial statements	Annual Report	28-31
02-46	Defining report content and topic boundaries	Sustainability Report – Our Sustainability Framework, Scope of the Report	11, 37
02-47	List of material topics	Sustainability Report - Our Sustainability Framework, Prosperity	11, 32
02-48	The effect of any restatements of information given in previous reports	Sustainability Report - Data Table	39
02-49	Significant changes from previous reporting periods in the list of material topics and topic boundaries	Sustainability Report - Data Table	38-39
02-50	Reporting period	Sustainability Report - Scope of the Report	37, 39
02-51	Date of most recent report	Sustainability Report - Scope of the Report	37, 39
02-52	Reporting cycle	Sustainability Report - Scope of the Report	37, 39
02-53	Contact point for questions regarding the report	Sustainability Report - Scope of the Report	37

GRI DIS	SCLOSURE	LOCATION	PAGE / URL		
REPORT	REPORT PROFILE				
102-54	Claims of reporting in accordance with the GRI Standards	Sustainability Report - Scope of the Report	37		
102-55	GRI content index	This document	N/A		
102-56	External assurance	Sustainability Report - Scope of the Report	37		

MATERIAL DISCLOSURES

GRI DI	SCLOSURE	LOCATION	PAGE / URL
GRI 103	: MANAGEMENT APPROACH		
103-1	Explanation of the material topic and its boundary	Sustainability Report - Our Sustainability Framework, Planet, People, and Prosperity	11, 12, 20, 28
103-2	The management approach and its components	Sustainability Report - Our Sustainability Framework, Planet, People, and Prosperity	11, 12, 20, 28, 30
103-3	Evaluation of the management approach	Sustainability Report - Our Sustainability Framework and Prosperity	11, 30
GRI 200	D: ECONOMIC STANDARD		
ECONO	MIC PERFORMANCE		
201-1	Direct economic value generated and distributed	Sustainability Report - Data Table	38
201-4	Financial assistance received from government	Sustainability Report - Data Table	38
INDIRE	CT ECONOMIC IMPACT		
203-1	Infrastructure investments and services supported	Sustainability Report - Performance Highlights and Prosperity	8-10, 34-35
203-2	Significant indirect economic impacts	Sustainability Report - Performance Highlights and Prosperity	8-10, 34-35
204-1	Proportion of spending on local suppliers	Sustainability Report - Prosperity	33
ANTI-C	ORRUPTION		
205-1	Operations assessed for risks related to corruption	Ethics Code of Conduct	<u>21-25</u>
205-2	Communication and training on anti-corruption policies and procedures	Ethics Code of Conduct	<u>21-25</u>
205-3	Confirmed incidents of corruption and actions taken	Ethics Code of Conduct	<u>21-25</u>
ANTI-C	OMPETITIVE BEHAVIOUR		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Ethics Code of Conduct	<u>21-25</u>
GRI 300	D: ENVIRONMENTAL		
MANAG	SEMENT APPROACH		
DMA	Environmental	Sustainability Report - Planet	12-19
MATER	IALS		
301-2	Recycled input materials used	Sustainability Report - Planet	12-19
301-3	Reclaimed products and their packaging materials	Sustainability Report - Planet	12-19
ENERG	Υ		
302-1	Energy consumption within the organization	Sustainability Report - Planet and Data Table	19, 38
302-2	Energy consumption outside the organization	Sustainability Report - Data Table	38

GRI DIS	SCLOSURE	LOCATION	PAGE / URL
ENERGY	/		
302-3	Energy intensity	Sustainability Report - Data Table	38
302-4	Reduction of energy consumption	Sustainability Report - Planet	19
302-5	Reductions in energy requirements of products and services	Sustainability Report - Planet	15-18
WATER	AND EFFLUENTS		
303-1	Interactions with water as a shared resource	Sustainability Report - Planet and Data Table	12-18, 38
303-2	Management of water discharge-related impacts	Sustainability Report - Planet	18
303-3	Water withdrawal	Sustainability Report - Planet and Data Table	18, 38
303-4	Water discharge	Sustainability Report - Planet	18
303-5	Water consumption	Sustainability Report - Planet	18
BIODIV	ERSITY		
304-2	Significant impacts of activities, products, and services on biodiversity	Sustainability Report - Planet	15-17
EMISSIC	DNS		
305-1	Direct (Scope 1) Greenhouse Gas (GHG) emissions	Sustainability Report - Data Table	38
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report - Data Table	38
305-4	GHG emissions intensity	Sustainability Report - Planet and Data Table	19, 38
305-5	Reduction of GHG emissions	Sustainability Report - Performance Highlight and Planet	8, 12-19
WASTE			
305-1	Waste generation and significant waste-related impacts	Sustainability Report - Our Sustainability Framework and Planet	11, 15-18
305-2	Management of significant waste-related impacts	Sustainability Report - Our Sustainability Framework and Planet	11, 15-18
305-4	Waste diverted from disposal	Sustainability Report - Our Sustainability Framework and Planet	11, 15-18
ENVIRO	NMENTAL COMPLIANCE		
307-1	Non-compliance with environmental laws and regulations	Sustainability Report - Prosperity	31-33
SUPPLII	ER ENVIRONMENTAL ASSESSMENT		
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainability Report - Prosperity	31-33
GRI 400): SOCIAL STANDARD		
EMPLO	YMENT		
401-1	New employee hires and employee turnover	Sustainability Report - Data Table	38-39
OCCUP	ATIONAL HEALTH AND SAFETY		
403-1	Occupational health and safety management system	Sustainability Report - People	21-22
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report - People	21-22
403-3	Occupational health services	Sustainability Report - People	22

GRI DI	SCLOSURE	LOCATION	PAGE / URL
OCCUP	ATIONAL HEALTH AND SAFETY		
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report - People	25
403-5	Worker training on occupational health and safety	Sustainability Report - People	26
403-6	Promotion of worker health	Sustainability Report - People	25
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report - People	20-22
403-9	Work-related injuries	Sustainability Report - Data Table	38-39
TRAINI	NG AND EDUCATION		
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report - People	26
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report - People	25
DIVERS	SITY AND EQUAL OPPORTUNITY		
405-1	Diversity of governance bodies and employees	Sustainability Report - People and Data Table	23-24, 39
406-1	Incidents of discrimination and corrective actions taken	Sustainability Report - People Ethics Code of Conduct	23-24, <u>6, 12</u>
SECURI	ITY PRACTICES		
410-1	Security personnel trained in human rights policies or procedures	Ethics Code of Conduct	<u>6, 12</u>
HUMAN	I RIGHTS ASSESSMENT		
412-1	Operations that have been subject to human rights reviews or impact assessments	Sustainability Report - Prosperity	33
412-2	Employee training on human rights policies or procedures	Ethics Code of Conduct	<u>6, 12</u>
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Sustainability Report - Prosperity	33
LOCAL	COMMUNITIES		
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report - Data Table	39
413-2	Operations with significant actual and potential negative impacts on local communities	Sustainability Report - Prosperity	30-33
SUPPLI	ER SOCIAL ASSESSMENT		
414-2	Negative social impacts in the supply chain and actions taken	Sustainability Report - Prosperity	30-33
SECURI	ITY PRACTICES		
415-1	Political contributions	Ethics Code of Conduct	<u>12, 25, 28</u>
CUSTO	MER HEALTH AND SAFETY		
416-1	Assessment of the health and safety impacts of product and services categories	Sustainability Report - Planet Our Offering	14-18
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Report - Planet Our Offering	14-18

GRI DI	SCLOSURE	LOCATION	PAGE / URL		
MARKETING AND LABELING					
417-1	Requirements for product and service information and labeling	Sustainability Report Planet Our Offering	14-18		
SECURI	SECURITY PRACTICES				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ethics Code of Conduct	<u>16</u>		
SOCIO	SOCIOECONOMIC COMPLIANCE				
419-1	Non-compliance with laws and regulations in the social and economic area	Ethics Code of Conduct	<u>Link</u>		