

GRI CONTENT INDEX

GRI Index	Profile disclosure	Reference CSR Report	External assurance
Strategy and analysis			
G4-1	Message from the CEO	2	No
G4-2	Key impacts, risks and opportunities	5 – 7	No
Organizational profile			
G4-3	Name of the organization	3	No
G4-4	Primary brands	3	No
G4-5	Location of organizations headquarters	3	No
G4-6	Number of countries where the organization operates	3 – 4	No
G4-7	Nature of ownership and legal form	3	No
G4-8	Markets served	4, 10	No
G4-9	Scale of the reporting organization	4, 20	No
G4-10	Employment	20	No
G4-11	Coverage collective bargaining agreements	20	No
G4-12	Organization's supply chain	4	No
G4-13	Significant changes during the reporting period	4	No
G4-14	Precautionary approach or principle	2, 14, 18, 26	No
G4-15	External charters, principles, and initiatives	16, 26	No
G4-16	Membership of organizations	4	No
Identified material aspects and boundaries			
G4-17	Entities included	31	No
G4-18	Process for defining the report content and aspect boundaries	8 – 9	No
G4-19 – 21	Aspects identified, boundaries inside and outside the organization	9	No
G4-22 – 23	Restatements and significant changes	31	No
Stakeholder engagement			
G4-24 – 26	List of stakeholder groups, identification, engagement approach	10	No
G4-27	Key topics and concerns	8	No
Report profile			
G4-28 – 31	Report profile	31	No
GRI content index			
G4-32	GRI content index	32 – 33	No
Assurance			
G4-33	Assurance	31	No
Governance structure and composition			
G4-34 – 41	Governance structure and composition	13	No
Highest governance body's role in setting purpose, value, and strategy			
G4-42	Highest governance body's and senior executives' roles	14	No
G4-43 – 47	Competencies and performance evaluation / risk management	14	No
Highest governance body's role in sustainability reporting			
G4-48	Highest committee or position	9	No
Remuneration and incentives			
G4-51 – 53	Remuneration and incentives	14	Yes (AR 73)
Ethics and integrity			
G4-56 – 58	Ethics and integrity	15 – 17	No

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GRI Index	Performance indicators	Reference	External assurance
Economic			
G4-EC1, 3	Economic performance	7	Yes (AR 127)
G4-EC8	Indirect economic impacts	5	No
G4-EC9	Procurement practices	4, 15 – 17	No
Environmental			
G4-EN3 – 4, 6 – 7	Energy	28 – 29	No
G4-EN8 – 9	Water	30	No
G4-EN15 – 19, 20 – 21	Emissions	28 – 30	No
G4-EN23 – 24	Effluents and waste	29	No
G4-EN29	Compliance	26	No
G4-EN30	Transport	28 – 29	No
G4-EN32 – 33	Supplier environmental assessment	16 – 17	No
Social – Labor Practices and Decent Work			
G4-LA1	Employment	20 – 22	No
G4-LA4	Labor / management relations	20	No
G4-LA6	Occupational health and safety	23	No
G4-LA10 – 11	Training and education	22 – 23	No
G4-LA12	Diversity and equal opportunities	22	No
G4-LA14 – 15	Supplier assessment for labor practices	16 – 17	No
Social – Human Rights			
G4-HR4	Freedom of association and collective bargaining	15 – 16, 20	No
G4-HR5 – 6	Child labor / forced or compulsory labor	15 – 16	No
G4-HR10 – 11	Supplier human rights assessment	16 – 17	No
Social – Society			
G4-SO1	Local communities	24	No
G4-SO3 – 4	Anti-corruption	15 – 16	No
G4-SO6	Public policy	16	No
G4-SO7	Anti-competitive behavior	16	No
G4-SO8	Compliance	15	No
G4-SO9	Supplier assessment for impacts on society	16 – 17	No
Product Responsibility			
G4-PR1	Customer health and safety	18	No
G4-PR3, 5	Product and service labeling	18	No
G4-PR8	Customer privacy	16	No

AR = Annual Report