

Annex 3

GRI Index

| Indicator index | Indicator name | Section Report/Commentary |
|---|--|--|
| GRI 101. Reporting principles and approaches | | |
| GRI 102. General Disclosures | | |
| Profile of the organization | | |
| 102-1 | Name of the organisation | About the Company; Annexes. Contact details |
| 102-2 | Activities, brands, products, and services | On the Company. Business portfolio |
| 102-3 | Location of the headquarters | Annexes. Contact details |
| 102-4 | Location of operations | About the Company |
| 102-5 | Ownership and legal form | About the Company |
| 102-6 | Markets served | About the Company |
| 102-7 | Scale of the organization | On the Company. Organizational structure of the Company; Company in numbers |
| 102-8 | Information on employees and other workers | Social responsibility. Human resources management |
| 102-9 | Supply chain | About the Company |
| 102-10 | Significant changes in the organization and its supply chain | About the Company; Key events |
| 102-11 | Precautionary Principle or approach | Risk management system |
| 102-12 | External initiatives | Social responsibility. Membership of associations |
| 102-13 | Membership of associations | Social responsibility. Membership of associations |
| Strategy and analysis | | |
| 102-14 | Statement of the most senior decision-maker | Address of the Chairman of the Board of Directors; Message from the Chairman of the Management Board |
| Ethics and Integrity | | |
| 102-16 | Values, principles, standards and norms of behavior | Corporate Ethics |
| Governance | | |
| 102-18 | Governance structure | Corporate governance system; Board of Directors. |
| Stakeholder engagement | | |
| 102-40 | List of stakeholder groups | Sustainability management. Stakeholder engagement |
| 102-41 | Collective bargaining agreement | Social responsibility. Human resources management |
| 102-42 | Identifying and selecting stakeholders | Sustainability management. Stakeholder engagement |
| 102-43 | Approach to stakeholder engagement | Sustainability management. Stakeholder engagement |
| 102-44 | Key topics and concerns raised | Sustainability management. Stakeholder engagement |
| Reporting practices | | |
| 102-45 | Entities included in the consolidated financial statements | Annexes. About the report |
| 102-46 | Defining report content and topic Boundaries | Sustainability management. Materiality analysis; Appendices. About the report |
| 102-47 | List of material topics | Sustainability management. Materiality analysis; |

| | | |
|--|--|--|
| 102-48 | Restatements of information | Annexes. About the report |
| 102-49 | Changes in reporting | Annexes. About the report |
| General information on the report | | |
| 102-50 | Reporting period | Annexes. About the report |
| 102-51 | Date of most recent report | Annexes. About the report |
| 102-52 | Reporting cycle | Annexes. About the report |
| 102-53 | Contact point for questions regarding the report | Annexes. Contact details |
| 102-54 | Claims of reporting in accordance with the GRI Standards | Annexes. About the report |
| 102-55 | GRI content index | Annexes. GRI Index |
| 102-56 | External assurance | Annexes. About the report |
| GRI 103. Management approaches | | |
| 103-1 | Explanation of the material topic and its Boundary | Sustainability management. Materiality analysis; |
| 103-2 | The management approach and its components | Information on the approach to managing a particular material topic is available throughout the report |
| 103-3 | Evaluation of the management approach | Information on the approach to managing a particular material topic is available throughout the report |
| Material topics | | |
| Category: Economic | | |
| 201 — Economic performance | | |
| 201-1 | Direct economic value generated and distributed | Socio-economic contribution; Consolidated financial statements. |
| 203 — Indirect economic impact | | |
| 203-1 | Infrastructure investments and services supported | Socio-economic contribution. Economic impact in the regions of presence — Charity and sponsorship activities. Socially important investment projects |
| 203-2 | Significant indirect economic impacts | Key events for 2021. Socio-economic contribution |
| 204 — Procurement practices | | |
| 204-1 | Proportion of spending on local suppliers | Socio-economic contribution. Procurement practices |
| 205 — Anti-Corruption | | |
| 205-1 | Operations assessed for risks related to corruption | Compliance |
| 205-2 | Communication and training about anti-corruption policies and procedures | Compliance |
| 205-3 | Confirmed incidents of corruption and actions taken | Compliance |
| Category: Environmental | | |
| 302 — Energy | | |
| 302-1 | Energy consumption within the organization | Environmental protection |
| 302-4 | Reduction of energy consumption | Environmental protection. Energy efficiency |
| 303 — Water and effluents | | |
| 303-1 | Interactions with water as a shared resource | Environmental protection. Water resources |
| 303-3 | Water withdrawal | Environmental protection. Water resources |
| 303-5 | Water consumption | Environmental protection. Water resources |

| | | |
|--|---|---|
| 304 — Biodiversity | | |
| 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Environmental protection. Biodiversity impacts |
| 305 — Emissions | | |
| 305-1 | Direct (Scope 1) GHG emissions | Environmental protection. GHGs |
| 305-2 | Energy indirect (Scope 2) GHG emissions | Environmental protection. GHGs |
| 305-7 | Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | Environmental protection. Air emissions |
| 306 — Waste | | |
| 306-1 | Waste generation and significant waste-related impacts | Environmental protection. Waste management |
| 306-2 | Management of significant waste-related impacts | Environmental protection. Waste management |
| 306-3 | Waste generated | Environmental protection. Waste management |
| 306-5 | Waste directed to disposal | Environmental protection. Waste management |
| 307 — Environmental Compliance | | |
| 307-1 | Non-compliance with environmental laws and regulations | Environmental protection |
| Category: Social | | |
| 401 — Employment | | |
| 401-1 | New employee hires and employee turnover | Social responsibility. Human resources management |
| 401-3 | Parental leave | Social responsibility. Human resources management |
| 402 — Labor/Management Relations | | |
| 402-1 | Minimum notice periods regarding operational changes | Social responsibility. Human resources management |
| 403 — Occupational Health and Safety | | |
| 403-1 | Occupational health and safety management system | Social responsibility. Occupational and occupational safety |
| 403-2 | Hazard identification, risk assessment, and incident investigation | Social responsibility. Occupational and occupational safety |
| 403-3 | Occupational health services | Social responsibility. Occupational and occupational safety |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | Social responsibility. Occupational and occupational safety |
| 403-5 | Worker training on occupational health and safety | Social responsibility. Occupational and occupational safety |
| 403-6 | Promotion of worker health | Social responsibility. Occupational and occupational safety |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Social responsibility. Occupational and occupational safety |
| 403-8 | Workers covered by an occupational health and safety management system | Social responsibility. Occupational and occupational safety |
| 403-9 | Work-related injuries | Social responsibility. Occupational and occupational safety |
| 404 — Education and Education | | |
| 404-1 | Average hours of training per year per employee | Social responsibility. Human resources management |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Social responsibility. Human resources management |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | Social responsibility. Human resources management |
| 405 — Diversity and Equal Opportunity | | |
| 405-1 | Diversity of governance bodies and employees | Social responsibility. Human resources management |
| 405-2 | Ratio of basic salary and remuneration of women to men | Social responsibility. Human resources management |
| 413 — Local communities | | |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | Socio-economic contribution |