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<th>GRI Standard Section / Category</th>
<th>GRI Aspect</th>
<th>GRI Standard Indicator or Disclosure</th>
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<th>Reason for Omission of Partial Disclosure Deemed Appropriate and to be in Accordance with GRI</th>
<th>Reason for Omission</th>
<th>Explanation of Omission</th>
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</table>
| Economic Market Presence      | GRI-201-1  | a. Direct economic value generated and distributed (EVG&D) on an accruals basis including the basic components for the organization’s global operations as listed below. If data is presented on a cash basis, report the justification for this decision and report the basic components as listed below:  
  - Direct economic value generated:  
    - Revenues  
  - Economic value distributed:  
    - Operating costs  
    - Employee wages and benefits  
    - Payments to providers of capital  
    - Payments to government (by country)  
    - Community investments  
ii. Economic value retained: ‘Direct economic value generated’ less ‘Economic value distributed’  
   b. Whereas significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance. | not disclosed | global data not available | | | |
| Economic Performance          | GRI-201-2  | a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure, including:  
  i. A description of the risk or opportunity and its classification as either physical, regulatory, or other  
  ii. A description of the impact associated with the risk or opportunity  
  iii. The financial implications of the risk or opportunity before action is taken  
  iv. The methods used to manage the risk or opportunity  
  v. The costs of actions taken to manage the risk or opportunity | | 22 | | |
| Economic Performance          | GRI-201-3  | a. If the plan’s liabilities are met by the organization’s general resources, report the estimated value of those liabilities.  
 b. If a separate fund exists to pay the plan’s pension liabilities, report:  
  i. The extent to which the scheme’s liabilities are estimated to be covered by the assets that have been set aside to meet them  
  ii. The basis on which that estimate has been arrived at  
  iii. When that estimate was made  
 b. If a fund set up to pay the plan’s pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.  
 d. Percentage of salary contributed by employee or employer.  
 e. Level of participation in retirement plans such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact. | not disclosed | global data not available | | | |
| Economic Performance          | GRI-201-4  | a. Total monetary value of financial assistance received by the organization from governments during the reporting period, including:  
 i. Tax relief and tax credits  
 ii. Subsidies  
 iii. Investment grants, research and development grants, and other relevant types of grants  
 iv. Awards  
 v. Royalty holidays  
 vi. Financial assistance from Export Credit Agencies (ECAs)  
 vii. Financial incentives  
 viii. Other financial benefits received or receivable from any government for any operation  
 b. The information in 201-4-a above by country.  
 c. Whether, and the extent to which, the government is present in the shareholding structure. | not disclosed | global data not available | | | |
| Economic Market Presence      | GRI-202-1  | a. When a significant proportion of the workforce is compensated based on wages subject to minimum wage rules, report the ratio of the entry level wage by gender at significant locations of operation to the minimum wage.  
 b. When a significant proportion of other workers (excluding employees) performing the organization’s activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.  
 c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums could be used as a reference, report which minimum wage.  
 d. Whether these investments and services are commercial, in-kind, or pro bono engagements. | not disclosed | global data not available | | | |
| Economic Market Presence      | GRI-202-2  | a. Percentage of senior management at significant locations of operation that are hired from the local community.  
 b. The definition of ‘senior management’ used.  
 c. The organization’s geographical definition of ‘local’.  
 d. The definition used for ‘significant locations of operation’. | | 22 | | |
| Economic Indirect Economic Impacts | GRI-203-1 | a. Extent of development of significant infrastructure investments and services supported.  
 b. Current or expected impacts on communities and local economies. Report positive and negative impacts where relevant.  
 c. Whether these investments and services are commercial, in-kind, or pro bono engagements. | not disclosed | data not yet available but strive to report 2017 data | | |
| Economic Indirect Economic Impacts | GRI-203-2 | a. Examples of the significant identified positive and negative indirect economic impacts of the organization, including positive and negative impacts.  
 b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas. | not disclosed | | | |
<table>
<thead>
<tr>
<th>Category</th>
<th>Subcategory</th>
<th>GRI Code</th>
<th>Description</th>
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<tbody>
<tr>
<td>Society</td>
<td>Anti-corruption</td>
<td>GRI-205-2</td>
<td>a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organization’s anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</td>
</tr>
<tr>
<td>Society</td>
<td>Anti-corruption</td>
<td>GRI-205-3</td>
<td>a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents with business partners that have received training on anti-corruption, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. d. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</td>
</tr>
<tr>
<td>Society</td>
<td>Anti-competitive Behavior</td>
<td>GRI-206-1</td>
<td>a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgments.</td>
</tr>
<tr>
<td>Environment</td>
<td>Energy</td>
<td>GRI-302-1</td>
<td>a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. b. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Base year for the calculation, if applicable, including: i. the rationale for choosing the base year; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors used and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Standards, methodologies, and assumptions used.</td>
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<tr>
<td>Environment</td>
<td>Energy</td>
<td>GRI-302-3</td>
<td>a. Energy intensity ratio. b. Organization-specific metric (the ratio denominator) chose to calculate the ratio. c. Types of energy included in the intensity ratio: fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumed within the organization, outside of it or both.</td>
</tr>
<tr>
<td>Environment</td>
<td>Energy</td>
<td>GRI-302-4</td>
<td>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Types of energy included in reductions: fuel, electricity, heating, cooling, steam, or all. c. Basis for calculating reductions in energy consumption such as base year or baseline, including the rationale for choosing it. d. Standards, methodologies, and assumptions used.</td>
</tr>
<tr>
<td>Environment</td>
<td>Energy</td>
<td>GRI-302-5</td>
<td>a. Reductions in the energy requirements of sold products and services achieved during the reporting period, in joules or multiples. b. Basis for calculating reductions in energy consumption such as base year or baseline, including the rationale for choosing it. c. Standards, methodologies, assumptions, and/or calculation tools used.</td>
</tr>
<tr>
<td>Environment</td>
<td>Emissions</td>
<td>GRI-305-1</td>
<td>a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. d. Base year for the calculation, if applicable, including: i. the rationale for choosing the base year; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors used and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.</td>
</tr>
<tr>
<td>Environment</td>
<td>Emissions</td>
<td>GRI-305-2</td>
<td>a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Base year for the calculation, if applicable, including: i. the rationale for choosing the base year; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. d. Source of the emission factors used and the global warming potential (GWP) rates used, or a reference to the GWP source. e. Consolidation approach for emissions (equity share, financial control, operational control). f. Standards, methodologies, assumptions, and/or calculation tools used.</td>
</tr>
</tbody>
</table>
| Environment Emissions | GRI-305-3 | a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.  
|                       |           | b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.  
|                       |           | c. Biogenic CO2 emissions in metric tons of CO2 equivalent separately from the  
|                       |           | d. Other indirect (Scope 3) emissions categories and activities included in the calculation.  
|                       |           | e. Base year for the calculation, if applicable, including:  
|                       |           | i. The rationale for choosing the base year;  
|                       |           | ii. The context for any significant changes in emissions that triggered recalculations of base year emissions.  
|                       |           | f. Source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available.  
|                       |           | g. Standards, methodologies, assumptions, and/or calculation tools used.  
| Environment Emissions | GRI-305-4 | a. GHG emissions intensity ratio for the organization.  
|                       |           | b. Organization-specific metric (the ratio denominator) chosen to calculate the ratio.  
|                       |           | c. Types of GHG emissions included in the intensity ratio: direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3).  
|                       |           | d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.  
| Environment Emissions | GRI-305-5 | a. GHG emissions reductions achieved as a direct result of initiatives to reduce emissions, in metric tons of CO2 equivalent.  
|                       |           | b. Gases included in the calculation (whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all).  
|                       |           | c. Base year or baseline and the rationale for choosing it.  
|                       |           | d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3) emissions.  
|                       |           | e. Standards, methodologies, assumptions, and/or calculation tools used.  
| Environment Emissions | GRI-305-6 | a. Production, imports, and exports of ODS in metric tons of CFC-11 equivalent.  
|                       |           | b. Substances included in the calculation.  
|                       |           | c. Source of the emissions factor used.  
|                       |           | d. Standards, methodologies, assumptions, and/or calculation tools used.  
| Environment Emissions | GRI-305-7 | a. Significant air emissions, in kilograms or multiples for each of the following:  
|                       |           | i. NOx  
|                       |           | ii. SOx  
|                       |           | iii. Persistent organic pollutants (POP)  
|                       |           | iv. Volatile organic compounds (VOC)  
|                       |           | v. Hazardous air pollutants (HAP)  
|                       |           | vi. Particulate matter (PM)  
|                       |           | vii. Other standard categories of air emissions identified in relevant regulations  
|                       |           | a. Minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them.  
|                       |           | b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.  
|                       |           | c. Standards, methodologies, assumptions, and/or calculation tools used.  
| Environment Emissions | GRI-305-8 | a. Number of suppliers subject to environmental impact assessments.  
|                       |           | b. Number of suppliers identified as having significant actual and potential negative environmental impacts.  
|                       |           | c. Significant actual and potential negative environmental impacts identified in the supply chain.  
|                       |           | d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.  
|                       |           | e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.  
| Environment Supplier | GRI-308-1 | a. Percentage of new suppliers that were screened using environmental criteria.  
| Environmental Assessment |           | b. Percentage of suppliers identified as having significant actual and potential negative environmental impacts.  
|                       |           | c. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.  
|                       |           | d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.  
| Labor Practices and Decent Work Employment | GRI-401-1 | a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.  
|                       |           | b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.  
|                       |           | c. The definition used for ‘significant locations of operation’.  
| Labor Practices and Decent Work Employment | GRI-401-2 | a. Total number of employees who returned to work after parental leave ended, by gender.  
|                       |           | b. Total number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender.  
|                       |           | c. Return to work and retention rates of employees who took parental leave, by gender.  
| Labor Practices and Decent Work Labor/Management Relations | GRI-402-1 | a. Minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them.  
|                       |           | b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.  
| Labor Practices and Decent Work Occupational Health and Safety | GRI-403-1 | a. The level at which each formal joint management-worker health and safety committee typically operates within the organization.  
|                       |           | b. Percentage of workers whose work, or workplace, is controlled by the organization, that are represented in formal joint management-worker health and safety committees.
| GRI-403-2 | Occupational Health and Safety | a. Types of injury, injury rate (IR) occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for all employees, with a breakdown by:  
  i. Region  
  ii. Gender  
  b. Types of injury, injury rate (IR), and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by:  
  i. Region  
  ii. Gender  
  c. The system of rules applied in recording and reporting accident statistics. |
| GRI-403-3 | Occupational Health and Safety | a. Whether there are workers who are involved in occupational activities who have a high incidence or high risk of specific diseases. |
| GRI-403-4 | Occupational Health and Safety | a. Whether formal agreements (either local or global) with trade unions cover health and safety,  
  b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements. |
| GRI-404-1 | Training and Education | a. Average hours of training that the organization's employees have undertaken during the reporting period, by:  
  i. Gender  
  ii. Employee category  
  b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements. |
| GRI-404-2 | Training and Education | a. Type and scope of programs implemented and assistance provided to upgrade employee skills.  
  b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. |
| GRI-404-3 | Training and Education | a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period. |
| GRI-405-1 | Diversity and Equal Opportunity | a. Percentage of individual within the organization's governance bodies in each of the following diversity categories:  
  i. Gender  
  ii. Age group: under 30 years old, 30-50 years old, over 50 years old  
  iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)  
  b. Percentage of employees per employee category in each of the following diversity categories:  
  i. Gender  
  ii. Age group: under 30 years old, 30-50 years old, over 50 years old  
  iii. Other indicators of diversity where relevant (such as minority or vulnerable groups) |
| GRI-405-2 | Diversity and Equal Opportunity | a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.  
  b. The definition used for 'significant locations of operation'. |
| GRI-407-1 | Freedom of Association and Collective Bargaining | a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:  
  i. Type of operation (such as manufacturing plant) and supplier  
  ii. Countries or geographical areas with operations and suppliers considered at risk  
  b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining. |
| GRI-414-1 | Supplier Social Assessment | a. Report the percentage of new suppliers that were screened using social criteria. |
| GRI-414-2 | Supplier Human Rights Assessment | a. Report the number of suppliers subject to human rights impact assessments.  
  b. Report the number of suppliers identified as having significant actual and potential negative human rights impacts.  
  c. Report the significant actual and potential negative human rights impacts identified in the supply chain.  
  d. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which improvements were agreed upon as a result of assessment.  
  e. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which relationships were terminated as a result of assessment, and why. |
| GRI-418-1 | Customer Privacy | a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:  
  i. Complaints received from outside parties and substantiated by the organization  
  ii. Complaints from regulatory bodies  
  b. Total number of identified leaks, thefts, or losses of customer data.  
  c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient. |
| GRI-419-1 | Socioeconomic Compliance | a. Significant fines and non-monetary sanctions in terms of:  
  i. Total monetary value of significant fines  
  ii. Total number of non-monetary sanctions  
  iii. Cases brought through dispute resolution mechanisms  
  b. If the organization has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.  
  c. The context against which significant fines and non-monetary sanctions were incurred. |