

Appendix: GRI content index

| GRI | Disclosure | page | Supplement | |
|--|--------------------|--|------------------------------------|---|
| General Disclosures | | | | |
| GRI 102 : General Disclosures 2016 | 102-1 | Name of the organization | 5 | |
| | 102-2 | Activities, brands, products, and services | 5 | |
| | 102-3 | Location of headquarters | 5 | |
| | 102-4 | Location of operations | 9 | |
| | 102-5 | Ownership and legal form | 5 | |
| | 102-6 | Markets served | 9 | |
| | 102-7 | Scale of the organization | 5 | |
| | 102-8 | Information on employees and other workers | 72 | |
| | 102-9 | Supply chain | 39 | |
| | 102-10 | Significant changes to the organization and its supply chain | -- | No major changes |
| | 102-11 | Precautionary Principle or approach | 25 | |
| | 102-12 | External initiatives | -- | No such incident during the reporting period |
| | 102-13 | Membership of associations | 12 | |
| | 102-14 | Statement from senior decision-maker | 3 | |
| | 102-16 | Values, principles, standards, and norms of behavior | 11 | |
| | 102-18 | Governance structure | 19 | |
| | 102-40 | List of stakeholder groups | 13 | |
| | 102-41 | Collective bargaining agreements | 75 | |
| | 102-42 | Identifying and selecting stakeholders | 13 | |
| | 102-43 | Approach to stakeholder engagement | 13 | |
| | 102-44 | Key topics and concerns raised | 13 | |
| | 102-45 | Entities included in the consolidated financial statements | 8 | Please refer to the consolidated financial statements |
| | 102-46 | Defining report content and topic Boundaries | 16 | |
| | 102-47 | List of material topics | 16 | |
| | 102-48 | Restatements of information | -- | No such incident during the reporting period |
| | 102-49 | Changes in reporting | -- | No such incident during the reporting period |
| | 102-50 | Reporting period | 4 | |
| | 102-51 | Date of most recent report | -- | 2020/06 |
| | 102-52 | Reporting cycle | 4 | |
| | 102-53 | Contact point for questions regarding the report | 4 | |
| | 102-54 | Claims of reporting in accordance with the GRI Standards | 4 | |
| | 102-55 | GRI content index | 108 | |
| 102-56 | External assurance | -- | No external assurance in this year | |

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| material topic | | | |
| Economic performance | | | |
| GRI 103 : Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 8 |
| | 103-2 | The management approach and its components | 8 |
| | 103-3 | Evaluation of the management approach | 8 |
| GRI 201 : ECONOMIC PERFORMANCE 2016 | 201-1 | Direct economic value generated and distributed | 10 |
| | 201-3 | Defined benefit plan obligations and other retirement plans | 94 |
| | 201-4 | Financial assistance received from government | 10 |
| ANTI-CORRUPTION | | | |
| GRI 103 : Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 23 |
| | 103-2 | The management approach and its components | 23 |
| | 103-3 | Evaluation of the management approach | 23 |
| GRI 205 : Anti-corruption 2016 | 205-1 | Operations assessed for risks related to corruption | 23 |
| | 205-2 | Communication and training about anti-corruption policies and procedures | 23 |
| | 205-3 | Confirmed incidents of corruption and actions taken | 23 |
| Compliance with environmental protection | | | |
| GRI 103 : Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 70 |
| | 103-2 | The management approach and its components | 70 |
| | 103-3 | Evaluation of the management approach | 70 |
| GRI 307: ENVIRONMENTAL COMPLIANCE 2016 | 307-1 | Non-compliance with environmental laws and regulations | 70 |
| Sewage and waste | | | |
| GRI 103 : Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 64 |
| | 103-2 | The management approach and its components | 64 |
| | 103-3 | Evaluation of the management approach | 64 |
| GRI 306: EFFLUENTS AND WASTE 2020 | 306-1 | Water discharge by quality and destination | 66 |
| | 306-2 | Waste by type and disposal method | 68 |
| Customer privacy | | | |
| GRI 103 : Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 45 |
| | 103-2 | The management approach and its components | 45 |
| | 103-3 | Evaluation of the management approach | 45 |
| GRI 418 : CUSTOMER PRIVACY 2016 | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | 46 |

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| Marketing and labeling | | | |
| GRI 103 : Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 31 |
| | 103-2 | The management approach and its components | 31 |
| | 103-3 | Evaluation of the management approach | 31 |
| GRI 417: MARKETING AND LABELING 2016 | 417-1 | Requirements for product and service information and labeling | 33 |
| | 417-2 | Incidents of non-compliance concerning product and service information and labeling | 47 |
| Customer health and safety | | | |
| GRI 103 : Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 31 |
| | 103-2 | The management approach and its components | 32 |
| | 103-3 | Evaluation of the management approach | 47 |
| GRI 416: CUSTOMER HEALTH AND SAFETY 2016 | 416-1 | Assessment of the health and safety impacts of product and service categories | 31 |
| | 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | 47 |
| Occupational health and safety | | | |
| GRI 103 : Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 77 |
| | 103-2 | The management approach and its components | 77 |
| | 103-3 | Evaluation of the management approach | 77 |
| GRI 403 : Occupational Health and Safety 2016 | 403-1 | Workers representation in formal joint management - worker health and safety committees | 77 |
| | 403-2 | Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | 78 |
| | 403-3 | Workers with high incidence or high risk of diseases related to their occupation | 83 |
| Labor-management relations | | | |
| GRI 103 : Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 74 |
| | 103-2 | The management approach and its components | 74 |
| | 103-3 | Evaluation of the management approach | 74 |
| GRI 401 : Employment 2016 | 401-1 | New employee hires and employee turnover | 73 |
| | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 83 |
| | 401-3 | Parental leave | 86 |

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| Training and education | | | |
| GRI 103 : Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 89 |
| | 103-2 | The management approach and its components | 89 |
| | 103-3 | Evaluation of the management approach | 89 |
| GRI 404 : Training and Education 2016 | 404-1 | Average hours of training per year per employee | 89 |
| | 404-2 | Programs for upgrading employee skills and transition assistance programs | 94 |
| | 404-3 | Percentage of employees receiving regular performance and career development reviews | 94 |
| Other topics | | | |
| GRI 200 : Economic Disclosures | | | |
| GRI 204 : Procurement Practices 2016 | 204-1 | Proportion of spending on local suppliers | 39 |
| GRI 300 : Environmental Disclosures | | | |
| GRI 301: Materials 2016 | 301-1 | Materials used by weight or volume | 39 |
| GRI 302 : Energy 2016 | 302-1 | Energy consumption within the organization | 57 |
| | 302-3 | Energy intensity | 56 |
| | 302-4 | Reduction of energy consumption | 58 |
| | 302-5 | Reduction in energy requirements of products and services | 36 |
| GRI 303: Water 2016 | 303-1 | Water withdrawal by source | 65 |
| GRI 305 : Emissions 2016 | 305-1 | Direct (Scope 1) GHG emissions | 63 |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | 63 |
| | 305-4 | GHG emissions intensity | 63 |
| | 305-5 | Reduction of GHG emissions | 58 |
| | 305-7 | Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | 69 |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 | New suppliers that were screened using environmental criteria | 41 |
| | 308-2 | Negative environmental impacts in the supply chain and actions taken | 41 |

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| GRI 400: Social Disclosures-employee | | | |
| GRI 402: Labor/Management Relations 2016 | 402-1 402-1 Minimum notice periods regarding operational changes | 75 | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 405-1 Diversity of governance bodies and employees | 72 | |
| GRI 406: Non-discrimination 2016 | 406-1 406-1 Incidents of discrimination and corrective actions taken | 72 | |
| GRI 408: Child Labor 2016 | 408-1 408-1 Operations and suppliers at significant risk for incidents of child labor | 74 | During the reporting period, no major risk operation locations or distributors were found |
| GRI 409: Forced or Compulsory Labor 2016 | 409-1 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | 74 | During the reporting period, no major risk operation locations or distributors were found |
| GRI 400: Social Disclosures-Communities | | | |
| GRI 413: Local Communities 2016 | 413-1 413-1 Operations with local community engagement, impact assessments, and development programs | 95 | |