

GRI CONTENT INDEX

Indicator		Page	External assurance*
General standard disclosure			
Strategy and analysis			
G4 - 1	Statement from the Chairman and the CEO	4-5	✓
G4-2	Key impacts, risks, and opportunities	10	-
Profile of the Organisation			
G4 - 3	Name of the organisation	16	✓
G4 - 4	Primary brands, products, and/or services	16-19	✓
G4 - 5	Location of the organization's headquarters	128	✓
G4 - 6	Countries where the organization operates	16; 22-23	✓
G4 - 7	Nature of ownership and legal form	16	✓
G4 - 8	Markets served	16-19	✓
G4 - 9	Scale of the reporting organization	16-19; 22-23; 70-71	✓
G4 - 10	Workforce characteristic	70-71; 114-115	✓
G4 - 11	Employees covered by collective bargaining agreements	More than 80%	✓
G4 - 12	Organization's supply chain	60-61	✓
G4 - 13	Changes in organization's size, structure, ownership or its supply chain	8	✓
G4 - 14	Precautionary approach to risk management	34-35	✓
G4 - 15	Externally developed charters, principles or initiatives to which the organization subscribes	28-29; 61	✓
G4 - 16	Membership in associations or organizations	27	✓
Materiality and scope of the report			
G4 - 17	Entities included in the organization reports	8	✓
G4 - 18	Reporting principles for defining report content	12	✓
G4 - 19	Material aspects identified in defining report content	12-13; 112	✓
G4 - 20	Material aspects within the organization	12-13; 112	✓
G4 - 21	Material aspects outside the organisation	12-13; 112	✓
G4 - 22	Restatements of information provided in earlier reports	8	✓
G4 - 23	Significant changes from previous reporting periods in scope and aspect boundaries	8	✓
Stakeholder engagement			
G4 - 24	Stakeholder groups engaged by the organization	11	✓
G4 - 25	Identification and selection of stakeholders to engage	11	✓
G4 - 26	Organization's approach to stakeholder engagement	11; 33	✓
G4 - 27	Key topics collected through stakeholder engagement	11	✓

* External assurance refers to the Auditors' Report published on page 120 of this document.

Indicator	Page	External assurance*
General standard disclosure		
Report profile		
G4 - 28 Reporting period covered	8	✓
G4 - 29 Date of the last report	8	✓
G4 - 30 Reporting cycle	8	✓
G4 - 31 Contact point for questions regarding the report	8	✓
G4 - 32 GRI Content Index	122-127	✓
G4 - 33 External assurance	120-121	✓
Governance		
G4 - 34 Governance structure	30-31	✓
G4 - 35 Delegating authority for economic, environmental and social topics	94	-
G4 - 38 Composition of highest governance bodies and its committees	Report on corporate governance and the ownership structure	-
G4 - 39 Executive powers of the Chairman	Report on corporate governance and the ownership structure	-
G4 - 40 Qualification and expertise of highest governance bodies	Report on corporate governance and the ownership structure	-
G4 - 41 Processes to avoid conflicts of interest	Report on corporate governance and the ownership structure	-
G4 - 44 Evaluation of the Board of Directors' performance	Report on corporate governance and the ownership structure	-
G4 - 51 Remuneration policies for highest governance bodies and senior executives	Report on corporate governance and the ownership structure	-
G4 - 52 Determining remuneration	Report on corporate governance and the ownership structure 78-79	-
G4 - 53 How stakeholders' views are sought and taken into account regarding remuneration	Report on corporate governance and the ownership structure 79	-
Ethics		
G4 - 56 Organization's values, principles, standards and norms of behavior	20; 28-29	✓

* External assurance refers to the Auditors' Report published on page 120 of this document.

GRI CONTENT INDEX

Indicator	Page	Omission	External assurance*
Specific standard disclosure			
Economic category			
Economic performance			
G4 - DMA	General information about methods of management	16-17; 40-41	-
G4 - EC1	Direct Economic Value Generated And Distributed	37; 113	✓
G4 - EC2	Financial Implications And Other Risks And Opportunities For The Organization's Activities Due To Climate Change	10; 34-35	-
Market presence			
G4 - DMA	General information about methods of management	16-19; 40-41; 78-79	-
G4 - EC5	Ratios Of Standard Entry Level Wage By Gender Compared To Local Minimum Wage At Significant Locations Of Operation	81	✓
G4 - EC6	Proportion Of Senior Management Hired From The Local Community At Significant Locations Of Operation	76	✓
Indirect economic impact			
G4 - DMA	General information about methods of management	16-19; 88-91	-
G4 - EC7	Development And Impact Of Infrastructure Investments And Services Supported	88-91	-
G4 - EC8	Significant Indirect Economic Impacts, Including The Extent Of Impacts	16-19; 88-91	-
Procurement practices			
G4 - DMA	General information about methods of management	60-61	-
G4 - EC9	Proportion Of Spending On Local Suppliers At Significant Locations Of Operation	60-61; 64	✓
Environmental category			
Materials			
G4 - DMA	General information about methods of management	60-61	-
G4 - EN1	Materials Used By Weight Or Volume	60-61; 65	✓
G4 - EN2	Percentage Of Materials Used That Are Recycled Input Materials	60-61; 65; 114	✓
Energy			
G4 - DMA	General information about methods of management	60-61	-
G4 - EN3	Energy Consumption Within The Organization	99; 117	✓
G4 - EN5	Energy intensity	99	✓
G4 - EN6	Reduction of energy consumption	94; 96	The process of data collection is under development.
G4 - EN7	Reductions In Energy Requirements Of Products And Services	50; 52; 54	-
Water			
G4 - DMA	General information about methods of management	94; 97; 106-107	-
G4 - EN8	Total Water Withdrawal By Source	106-107; 119	✓
G4 - EN10	Percentage And Total Volume Of Water Recycled And Reused	107	Information is not available for all Group factories. The process of data collection is under development.

* External assurance refers to the Auditors' Report published on page 120 of this document.

Indicator	Page	Omission	External assurance*
Specific standard disclosure			
Emissions			
G4 - DMA	General information about methods of management	94-95; 100	-
G4 - EN15	Direct Greenhouse Gas (Ghg) Emissions (Scope 1)	100-101; 118	✓
G4 - EN16	Energy Indirect Greenhouse Gas (Ghg) Emissions (Scope 2)	100-101; 118	✓
G4 - EN19	Reduction Of Greenhouse Gas (Ghg) Emissions	100-101	-
G4 - EN20	Emissions Of Ozone-depleting Substances (Ods)	108	✓
Effluents and waste			
G4 - DMA	General information about methods of management	94; 97	-
G4 - EN23	Total Weight Of Waste By Type And Disposal Method	102-105; 119	✓
G4 - EN25	Hazardous waste	102-103; 119	✓
Products and services			
G4 - DMA	General information about methods of management	50; 54-55	-
G4 - EN27	Extent Of Impact Mitigation Of Environmental Impacts Of Products And Services	50; 52-5	-
G4 - EN28	Percentage Of Products Sold And Their Packaging Materials That Are Reclaimed By Category	65	-
Compliance			
G4 - DMA	General information about methods of management	94	-
G4 - EN29	Monetary Value Of Significant Fines And Total Number Of Non-monetary Sanctions For Non-compliance With Environmental Laws And Regulations	No significant fines or penalties for failure to comply with environmental regulations and laws were received during the year.	-
Transport			
G4 - DMA	General information about methods of management	62	-
G4 - EN30	Significant Environmental Impacts Of Transporting Products And Other Goods And Materials For The Organization's Operations, And Transporting Members Of The Workforce	62	-
Expenditure and investment to protect the environment			
G4 - DMA	General information about methods of management	94	-
G4 - EN31	Total Environmental Protection Expenditures And Investments By Type	94	✓

* External assurance refers to the Auditors' Report published on page 120 of this document.

GRI CONTENT INDEX

Indicator	Page	Omission	External assurance*
Specific standard disclosure			
Social category			
Sub-category: working practices and suitable working conditions			
Employment			
G4 - DMA	General information about methods of management	68-69	-
G4 - LA1	Total Number And Rates Of New Employee Hires And Employee Turnover By Age Group, Gender And Region	71; 115	Information is not available in a structured form for all the sub-divisions requested or for blue-collar workers. The process of data collection is under development. ✓
G4 - LA2	Benefits Provided To Full-time Employees That Are Not Provided To Temporary Or Part-time Employees, By Significant Locations Of Operation	78	✓
Industrial relations			
G4 - DMA	General information about methods of management	82	-
G4 - LA4	Minimum Notice Periods Regarding Operational Changes, Including Whether These Are Specified In Collective Agreements	In compliance with local legislation and the contractual forms agreed with local trade union representatives	
Health and safety at work			
G4 - DMA	General information about methods of management	84-85	-
G4 - LA6	Type Of Injury And Rates Of Injury, Occupational Diseases, Lost Days, And Absenteeism, And Total Number Of Work-related Fatalities, By Region And By Gender	84; 115	Information is not available in a structured form for all the sub-divisions requested. The process of data collection is under development.
Training and education			
G4 - DMA	General information about methods of management	72-75	-
G4 - LA9	Average Hours Of Training Per Year Per Employee By Gender, And By Employee Category	77	Information is not available in a structured form for all parts of the Group. The process of data collections under development. ✓
G4 - LA10	Programs For Skills Management And Lifelong Learning That Support The Continued Employability Of Employees And Assist Them In Managing Career Endings	72-76	-
G4 - LA11	Percentage Of Employees Receiving Regular Performance And Career Development Reviews, By Gender And By Employee Category	74	✓
Diversity and equal opportunity			
G4 - DMA	General information about methods of management	68	-
G4 - LA12	Composition Of Governance Bodies And Breakdown Of Employees Per Employee Category According To Gender, Age Group, Minority Group Membership, And Other Indicators Of Diversity	31; 70-71; 114-115	✓

* External assurance refers to the Auditors' Report published on page 120 of this document.

Indicator	Page	Omission	External assurance*
Specific standard disclosure			
Equal remuneration for men and women			
G4 - DMA	General information about methods of management	68; 78	-
G4 - LA13	Ratio Of Basic Salary And Remuneration Of Women To Men By Employee Category, By Significant Locations Of Operation	80-81	✓
Sub-category: Society			
Local communities			
G4 - DMA	General information about methods of management	88-91	-
G4 - S01	Percentage Of Operations With Implemented Local Community Engagement, Impact Assessments, And Development Programs	89-91	-
Anti-corruption			
G4 - DMA	General information about methods of management	31	-
G4 - S04	Communication And Training On Anti-corruption Policies And Procedures	36	Information about training is not available in a structured form for all parts of the Group. The process of data collection is under development.
Unfair Competition			
G4 - DMA	General information about methods of management	30-31	-
G4 - S07	Total Number Of Legal Actions For Anti-competitive Behavior, Anti-trust, And Monopoly Practices And Their Outcomes	30-31	✓
Compliance			
G4 - DMA	General information about methods of management	28-31	-
G4 - S08	Monetary Value Of Significant Fines And Total Number Of Non-monetary Sanctions For Non-compliance With Laws And Regulations	30-31	-
Sub-category: product responsibility			
Product and service labeling			
G4 - PR5	Results of Surveys Measuring Customer Satisfaction	43-44	-

* External assurance refers to the Auditors' Report published on page 120 of this document.