

GRI Guideline Comparison Table

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GRI Standard 2016		
GRI Standard	Requirements	Page References
General Disclosures		
1. Organizational profile		
102-1	Name of the organization	> Corporate Outline > Annual Report 2019 C3 > Value Report 2019 P51
102-2	Activities, brands, products, and services	> Our Businesses > Annual Report 2019 P36-40, 53-58 > Value Report 2019 P22-23
102-3	Location of headquarters	> Annual Report 2019 C3
102-4	Location of operations	> Annual Report 2019 C3
102-5	Ownership and legal form	> Corporate Outline > Annual Report 2019 C3
102-6	Markets served	> Sustainability Report 2019 P4-6, 67 > Annual Report 2019 P53-62
102-7	Scale of the organization	> Annual Report 2019 P4, 63, C3
102-8	Information on employees and other workers	—
102-9	Supply chain	> Value Report 2019 P22-23
102-10	Significant changes to the organization and its supply chain	> Annual Report 2019 P59-62, 70-71

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102-11	Precautionary Principle or approach	<ul style="list-style-type: none"> > Sustainability Report 2019 P39-42, 46 > Annual Report 2019 P8, 36
102-12	External initiatives	<ul style="list-style-type: none"> > Sustainability Report 2019 P8-9 > Annual Report 2019 P8
102-13	Membership of associations	<ul style="list-style-type: none"> > Sustainability Report 2019 P8-9 > Annual Report 2019 P8
2. Strategy		
102-14	Statement from senior decision-maker	<ul style="list-style-type: none"> > Message from the Management > Sustainability Report 2019 P3 > Annual Report 2019 P2-9
102-15	Key impacts, risks, and opportunities	<ul style="list-style-type: none"> > Sustainability Report 2019 P47-48 > Annual Report 2019 P2-9, 44-52
3. Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	<ul style="list-style-type: none"> > Code of Ethics > Sustainability Report 2019 P63 > Annual Report 2019 P32
102-17	Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> > Sustainability Report 2019 P63 > Annual Report 2019 P33-35
4. Governance		
102-18	Governance structure	<ul style="list-style-type: none"> > Sustainability Report 2019 P60-62 > Annual Report 2019 P23-31

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102-19	Delegating authority	<ul style="list-style-type: none"> > Sustainability Report 2019 P60-62 > Annual Report 2019 P23-31
102-20	Executive-level responsibility for economic, environmental, and social topics	<ul style="list-style-type: none"> > Sustainability Report 2019 P7, 60 > Annual Report 2019 P8-9, 23
102-21	Consulting stakeholders on economic, environmental, and social topics	<ul style="list-style-type: none"> > Sustainability Report 2019 P7, 60, 67 > Annual Report 2019 P8-9, 23
102-22	Composition of the highest governance body and its committees	<ul style="list-style-type: none"> > Sustainability Report 2019 P60-62 > Annual Report 2019 P23-31
102-23	Chair of the highest governance body	<ul style="list-style-type: none"> > Sustainability Report 2019 P60-62 > Annual Report 2019 P23-31
102-24	Nominating and selecting the highest governance body	<ul style="list-style-type: none"> > Directors and Auditors > Sustainability Report 2019 P60-62 > Annual Report 2019 P23-31
102-25	Conflicts of interest	<ul style="list-style-type: none"> > Sustainability Report 2019 P60-62
102-26	Role of highest governance body in setting purpose, values, and strategy	<ul style="list-style-type: none"> > Sustainability Report 2019 P60-62 > Annual Report 2019 P23-31
102-27	Collective knowledge of highest governance body	<ul style="list-style-type: none"> > Sustainability Report 2019 P60-62 > Annual Report 2019 P23-31
102-28	Evaluating the highest governance body's performance	<ul style="list-style-type: none"> > Sustainability Report 2019 P60-62 > Annual Report 2019 P23-31

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102-29	Identifying and managing economic, environmental, and social impacts	> Sustainability Report 2019 P7, 62 > Annual Report 2019 P8, 23, 44-52
102-30	Effectiveness of risk management processes	> Sustainability Report 2019 P7, 62 > Annual Report 2019 P8, 23, 44-52
102-31	Review of economic, environmental, and social topics	> Sustainability Report 2019 P7 > Annual Report 2019 P8
102-32	Highest governance body's role in sustainability reporting	> Sustainability Report 2019 P7 > Annual Report 2019 P23
102-33	Communicating critical concerns	> Sustainability Report 2019 P7, 60-61 > Annual Report 2019 P8, 23-31
102-34	Nature and total number of critical concerns	—
102-35	Remuneration policies	> Annual Report 2019 P203-208
102-36	Process for determining remuneration	> Annual Report 2019 P203-208
102-37	Stakeholders' involvement in remuneration	> Annual Report 2019 P203-208
102-38	Annual total compensation ratio	—
102-39	Percentage increase in annual total compensation ratio	—
5. Stakeholder engagement		
102-40	List of stakeholder groups	> Sustainability Report 2019 P4, 67
102-41	Collective bargaining agreements	—
102-42	Identifying and selecting stakeholders	—
102-43	Approach to stakeholder engagement	> Sustainability Report 2019 P5-6

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102-44	Key topics and concerns raised	> Sustainability Report 2019 P5-6 > Value Report 2019 P49
6. Reporting practice		
102-45	Entities included in the consolidated financial statements	> Annual Report 2019 P70-71, 213
102-46	Defining report content and topic Boundaries	> Sustainability Report 2019 P5-6
102-47	List of material topics	> Sustainability Report 2019 P5-6
102-48	Restatements of information	—
102-49	Changes in reporting	—
102-50	Reporting period	—
102-51	Date of most recent report	—
102-52	Reporting cycle	—
102-53	Contact point for questions regarding the report	> Sustainability Report 2019 P2
102-54	Claims of reporting in accordance with the GRI Standards	—
102-55	GRI content index	> Sustainability Report 2019 P68-73
102-56	External assurance	—
Management Approach		
103-1	Explanation of the material topic and its Boundary	> Sustainability Report 2019 P4-6
103-2	The management approach and its components	> Sustainability Report 2019 P3-9 > Annual Report 2019 P8-9, 23-35
Economic		
Economic Performance		
201-1	Direct economic value generated and distributed	> IR Library > Annual Report 2019 P63, 65-105

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201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> > Sustainability Report 2019 P9, 46 > Annual Report 2019 P8, 36
201-3	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> > Annual Report 2019 P73-74, 78-81
Indirect Economic Impacts		
203-2	Significant indirect economic impacts	<ul style="list-style-type: none"> > Annual Report 2019 P36-39 > Value Report 2019 P30-37
Environmental		
Energy		
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> > Sustainability Report 2019 P46
Social		
Training and Education		
404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> > Sustainability Report 2019 P55-58 > Annual Report 2019 P41-43