

SUSTAINABILITY REPORTING INDICES

Economic

Framework	Code	Description	Location
Economic performance			
GRI	201-1	Direct economic value generated and distributed	2024 Integrated Report, page 100
Power generation			
SASB	IF-EU-000.D 302-1	Total electricity generated, percentage by major energy source, percentage in regulated markets	2024 Integrated Report, page 18

Environment

Framework		Description	
Climate strategy			
GRI	302-1	Energy consumption within the organization	2024 Integrated Report, page 100
TCFD	Governance: Disclosure A	Describe the board’s oversight of climate-related risks and opportunities	2024 Integrated Report, page 69
	Governance: Disclosure B	Describe management’s role in assessing and managing climate-related risks and opportunities	2024 Integrated Report, page 69
	Strategy: Disclosure A	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term	2024 Integrated Report, page 70
	Strategy: Disclosure B	Describe the impact of climate related risks and opportunities on the organization’s businesses, strategy and financial planning	2024 Integrated Report, page 70
	Risk Management: Disclosure A	Describe the organization’s processes for identifying and assessing climate-related risks	2024 Integrated Report, page 71
	Risk Management: Disclosure B	Describe the organizations’s processes for managing climate-related risks	2024 Integrated Report, page 71
	Risk Management: Disclosure C	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management	2024 Integrated Report, page 71
	Metrics and Targets: Disclosure C	Describe the targets used by the organization to manage climate-related risks, opportunities and performance against targets	2024 Integrated Report, page 71

SUSTAINABILITY REPORTING INDICES

GHG emissions			
GRI	305-1	Direct (Scope 1) GHG emissions	2024 Integrated Report, page 101
	305-2	Energy indirect (Scope 2) GHG emissions	2024 Integrated Report, page 101
	305-3	Other indirect (Scope 3) GHG emissions, limited to Category 3 Fuel- and Energy-related Activities Not Included in Scope 1 or Scope 2	2024 Integrated Report, page 101
	305-4	GHG emissions intensity	2024 Integrated Report, page 101
TCFD	Metrics and Targets: Disclosure B	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2024 Integrated Report, pages 24 to 25, 101
SASB	IF-EU-110a.3	Discussion of long-term or short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	2024 Integrated Report, pages 24 to 25
Water management			
GRI	303-3	Water withdrawal	2024 Integrated Report, page 102
	303-5	Water consumption	2024 Integrated Report, page 102
SASB	IF-EU-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	2024 Integrated Report, page 102
	IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	2024 Integrated Report, page 102
Waste management			
GRI	306-3	Waste generated	2024 Integrated Report, page 102
	306-5	Waste directed to disposal	2024 Integrated Report, page 102
Biodiversity			
GRI	304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	2024 Integrated Report, pages 28 to 31
	304-3	Habitats protected or restored	2024 Integrated Report, pages 28 to 31

SUSTAINABILITY REPORTING INDICES

Social

Framework	Code	Description	Location
Human capital management			
GRI	2-7	Employees	2024 Integrated Report, page 103
	401-1	New employee hires and employee turnover	2024 Integrated Report, page 104
	404-1	Average hours of training per year per employee	2024 Integrated Report, page 105
	404-2	Programs for upgrading employee skills and transition assistance programs	2024 Integrated Report, pages 46 to 49
	404-3	Percentage of employees receiving regular performance and career development reviews	2024 Integrated Report, pages 52 to 53
Health and safety			
GRI	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Integrated Report, pages 55 to 57
	403-8	Workers covered by an occupational health and safety management system	2024 Integrated Report, page 56
	403-9	Work-related injuries	2024 Integrated Report, pages 57, 106
SASB	IF-EU-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees”	2024 Integrated Report, pages 57, 106
Community engagement			
GRI	413-1	Operations with local community engagement, impact assessments, and development programs	2024 Integrated Report, pages 38 to 45

Governance

Framework	Code	Description	Location
Anti-corruption and business ethics			
GRI	205-2	Communication and training about anti-corruption policies and procedures	2024 Integrated Report, page 60
Diversity in leadership			
GRI	405-1	Diversity of governance bodies and employees	2024 Integrated Report, page 104