

GRI CONTENT INDEX

GRI Standard	Code	Disclosure	Location	Page
GRI 2: General Disclosures 2021	2-1	Organisational details	Corporate Information	1,2 IAR 10,11
	2-2	Entities included in the organisation's sustainability reporting	Corporate Structure Scope, Boundary and Exclusions	3
	2-3	Reporting period, frequency and contact point	About This Report	3-4
	2-4	Restatements of information	N/A	
	2-5	External assurance	Reporting Reliability	4
	2-6	Activities, value chain and other business relationships	Sustainability Lenses	9, 63-67
	2-7	Employees	Workforce Diversity Data	51
	2-8	Workers who are not employees	Workforce Diversity Data	N/A
	2-9	Governance structure and composition	Corporate Governance Overview Statement	IAR 154-173
	2-10	Nomination and selection of the highest governance body		
	2-11	Chair of the highest governance body		
	2-12	Role of the highest governance body in overseeing the management of impacts		
	2-13	Delegation of responsibility for managing impacts		
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance at Veledo Governing Sustainability	13-14
	2-15	Conflicts of interest	Assessment of Independence Additional Compliance Information Statistics on Shareholding	58, IAR 164,188
	2-16	Communication of critical concerns	Grievance Mechanism	43, 44, 56, 57
	2-17	Collective knowledge of the highest governance body	Board Skills Matrix	56,57 IAR 163
	2-18	Evaluation of the performance of the highest governance body	Board Effectiveness Evaluation	IAR 164
	2-19	Remuneration policies	Remuneration Policy and Procedures & TOR BNRC at www.velesto.com	
	2-20	Process to determine remuneration		
	2-21	Annual total compensation ratio	Directors' Benefits	IAR 171
	2-22	Statement on sustainable development strategy	SS2022 Message from the Group President	5-6, 10-11
	2-23	Policy commitments	Diverse Policies for Good Governance	14-15
	2-24	Embedding policy commitments		
	2-25	Processes to remediate negative impacts	Grievance Mechanism	4, 15, 56-59
	2-26	Mechanisms for seeking advice and raising concerns	Feedback Channel	4, 14-15, 58-59
	2-27	Compliance with laws and regulations	Regulatory Compliance	60-61
	2-28	Membership associations	Industry Association Membership and External Initiatives	21
	2-29	Approach to stakeholder engagement	Stakeholder Engagement	17-20
	2-30	Collective bargaining agreements	Labour Practices and Human Rights Supply Chain Management	47-48, 61

GRI CONTENT INDEX

GRI Standard	Code	Disclosure	Location	Page
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Determining Materiality	22-27
	3-2	List of material topics		
	3-3	Management of material topics	Throughout the Report	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Local Community Impact	46, 54-55, IAR 191-264
	201-2	Financial implications and other risks and opportunities due to climate change	Addressing Weather Conditions and the Effects of Climate Change Energy Consumption and Emissions	67-70
	201-3	Defined benefit plan obligations and other retirement plans	Competitive Remuneration and Benefits	43-46
	201-4	Financial assistance received from government	N/A	
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	N/A	
	202-2	Proportion of Senior Management hired from the local community	Key Leaders	IAR 150-153
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Local Community Impact	52-53
	203-2	Significant indirect economic impacts		
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Prioritising Local Procurement Supply Chain Management Data	63, 74
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Corporate Governance & Anti-Corruption Anti-Corruption Performance Data	59, 81-82
	205-2	Communication and training about anti-corruption policies and procedures		
	205-3	Confirmed incidents of corruption and actions taken		
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Energy Consumption and Emissions	33, 73
	302-2	Energy consumption outside of the organisation		
	302-3	Energy intensity	Energy and GHG Emissions Data	
	302-4	Reduction of energy consumption		
	302-5	Reductions in energy requirements of products and services		
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Pollution and Waste Management	35-36, 73
	303-2	Management of water discharge-related impacts		
	303-3	Water withdrawal	Water Consumption and Waste and Effluent Data	
	303-4	Water discharge		
	303-5	Water consumption		
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Marine Biodiversity Biodiversity Data	36-37, 74
	304-2	Significant impacts of activities, products and services on biodiversity		
	304-3	Habitats protected or restored		
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		

GRI CONTENT INDEX

GRI Standard	Code	Disclosure	Location	Page
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Energy Consumption and Emissions	33-34, 73
	305-2	Energy indirect (Scope 2) GHG emissions		
	305-3	Other indirect (Scope 3) GHG emissions		
	305-4	GHG emissions intensity	Energy, GHG Emissions and Air Quality Data	
	305-5	Reduction of GHG emissions		
	305-6	Emissions of ozone-depleting substances (ODS)		
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions		
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Pollution and Waste Management	34-35
	306-2	Management of significant waste-related impacts	Waste and Effluent Data	37
	306-3	Waste generated		
	306-4	Waste diverted from disposal		
	306-5	Waste directed to disposal		
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Supply Chain Management	
	308-2	Negative environmental impacts in the supply chain and actions taken		
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Talent Retention and Development Hiring and Attrition and Employee Benefits and Remuneration Data	43-48, 77
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		
	401-3	Parental leave		
GRI 403: Occupational Health and Safety 2018	402-1	Minimum notice periods regarding operational changes	Occupational Safety and Health HSE Performance Data	38-42, 79
	403-1	Occupational health and safety management system		
	403-2	Hazard identification, risk assessment, and incident investigation		
	403-3	Occupational health services		
	403-4	Worker participation, consultation, and communication on occupational health and safety		
	403-5	Worker training on occupational health and safety		
	403-6	Promotion of worker health		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
	403-8	Workers covered by an occupational health and safety management system		
	403-9	Work-related injuries		
	403-10	Work-related ill health		
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Talent Retention and Development	43-46, 77-78
	404-2	Programmes for upgrading employee skills and transition assistance programmes	Staff Training Data	
	404-3	Percentage of employees receiving regular performance and career development reviews		

GRI CONTENT INDEX

GRI Standard	Code	Disclosure	Location	Page
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Commitment to Diversity and Equal Opportunity	50-51, 75-76, 80
	405-2	Ratio of basic salary and remuneration of women to men	Governance Body Composition and Workforce Diversity Data	N/A
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Labour Practices and Human Rights	47-50
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Labour Practices and Human Rights	61
GRI 408: Child Labour 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	Labour Practices and Human Rights	47-48
GRI 409: Forced or Compulsory Labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Labour Practices and Human Rights	47-48
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programmes	Local Community Impact	52-53, 79
	413-2	Operations with significant actual and potential negative impacts on local communities	Community Engagement Data	36-37
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Labour Practices and Human Rights Supply Chain Management Data	61-63, 74
	414-2	Negative social impacts in the supply chain and actions taken		
GRI 415: Public Policy 2016	415-1	Political contributions	Political Views and Contributions	56-58
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Data Privacy and Protection Data Privacy and Security Data	64