### GRI Index for Annual Report 2021

#### GRI 103: Management Approach
- Management of significant waste
- Waste generated
- Waste handling
- Not applicable

#### GRI 102: General Management
- Precautionary Principle or approach
- Values, principles, standards, and norms of management
- Scale of the organization
- Location of headquarters
- Contact point for questions regarding the report

#### GRI 304: Human Rights
- Human rights and labor rights
- Employment
- Equal Opportunities and Diversity
- Work-related ill health

#### GRI 306: Waste
- Direct (Scope 1) GHG emissions (CO2e)
- Measured using UNFCCC’s method for Scope 1
- Ratio of basic salary and remuneration of employees

#### GRI 308: Environment
- Management of significant waste
- Waste generated
- Waste handling
- Not applicable

#### GRI 309: Information Security
- Incidents concerning data breaches
- Customer data
- Losses of customer privacy
- Employee training on occupational health
- Prevention of data breaches
- Omission

#### GRI 312: Management of Information and Communication Technologies
- Substantiated complaints concerning breaches of information and communication technologies
- Managing confidentiality of information
- Employee training on occupational health
- Work-related ill health
- Customer data
- Losses of customer privacy

#### GRI 313: Management of Information Systems
- Systems that have been subject to human rights impacts
- Systems that have been subject to business relationship
- Data breaches
- Supply chain assessment for human rights
- Omission

#### GRI 314: Enterprise Integration
- Substantiated complaints concerning breaches of business relationship
- Issues concerning business relationship
- Safeguarding of business relationship
- Omission

#### GRI 319: Value Chain
- Work-related ill health
- Customer data
- Incidents concerning data breaches
- Losses of customer privacy
- Omission

#### GRI 320: Entities included in the consolidated financial statements
- Entities included in the consolidated financial statements
- Not applicable

#### GRI 324: Product Compliance
- Product compliance
- Not applicable

#### GRI 335: Product Data
- Product data
- Not applicable

#### GRI 401: Human Rights and Labour Rights
- Human rights and labour rights
- Transition assistance programs
- Work-related ill health
- Customer data
- Incidents concerning data breaches
- Omission

#### GRI 404: Human Rights and Labour Rights
- Human rights and labour rights
- Transition assistance programs
- Work-related ill health
- Customer data
- Incidents concerning data breaches
- Omission

#### GRI 405: Human Rights and Labour Rights
- Human rights and labour rights
- Transition assistance programs
- Work-related ill health
- Customer data
- Incidents concerning data breaches
- Omission

#### GRI 406: Human Rights and Labour Rights
- Human rights and labour rights
- Transition assistance programs
- Work-related ill health
- Customer data
- Incidents concerning data breaches
- Omission

#### GRI 412: Human Rights and Labour Rights
- Human rights and labour rights
- Transition assistance programs
- Work-related ill health
- Customer data
- Incidents concerning data breaches
- Omission

#### GRI 413: Human Rights and Labour Rights
- Human rights and labour rights
- Transition assistance programs
- Work-related ill health
- Customer data
- Incidents concerning data breaches
- Omission

#### GRI 414: Human Rights and Labour Rights
- Human rights and labour rights
- Transition assistance programs
- Work-related ill health
- Customer data
- Incidents concerning data breaches
- Omission

#### GRI 415: Human Rights and Labour Rights
- Human rights and labour rights
- Transition assistance programs
- Work-related ill health
- Customer data
- Incidents concerning data breaches
- Omission