

## GRI Index

The following index identifies Global Reporting Initiative (GRI) Core Option standards that we find to be most important and relevant to all stakeholders and where those items are disclosed:

Indicator	Disclosure Number	Description	Disclosure Location
<b>General Disclosure</b>			
GRI 102	102-1	Name of the organization	2019 Sustainability Report (SR) Cover
GRI 102	102-2	Activities, brands, products and services	Annual Report pages 4-29
GRI 102	102-3	Location of headquarters	Annual Report page 1
GRI 102	102-4	Location operations	2019 SR page 3
GRI 102	102-5	Ownership and legal form	Annual Report
GRI 102	102-6	Markets served	2019 SR pages 3-4
GRI 102	102-7	Scale of the organization	2019 SR pages 3-4
GRI 102	102-8	Information on employees and other workers	2019 SR page 7, 44-47
GRI 102	102-9	Supply Chain	2019 SR pages 48-49
GRI 102	102-10	Significant changes to the organization and its supply chain	Annual Report
GRI 102	102-11	Precautionary Principle or approach	2019 SR pages 18-19, 79-81
GRI 102	102-12	External initiatives	2019 SR page 18
GRI 102	102-13	Membership of associations	2019 SR page 66
GRI 102	102-14	Statement from senior decision-maker	2019 SR pages 1-2
GRI 102	102-15	Key impacts, risks, and opportunities	2019 SR pages 79-81; also see Annual Report pages 38-51
GRI 102	102-16	Values, principles, standards, and norms of behavior	2019 SR page 6; also see Code of Business Conduct and Ethics
GRI 102	102-17	Mechanisms for advice and concerns about ethics	Code of Business Conduct and Ethics
GRI 102	102-18	Governance structure	2019 SR page 61; also see 2020 Proxy pages 17-19
GRI 102	102-19	Delegating Authority	2019 SR pages 61-63; also see 2020 Proxy
GRI 102	102-20	Executive-level responsibility for economic, environmental, and social topics	2019 SR pages 61-63; also see 2020 Proxy page 19
GRI 102	102-21	Consulting stakeholders on economic, environmental, and social topics	2019 SR pages 8-9, 61-63; also see 2020 Proxy page 23
GRI 102	102-22	Composition of the highest governance body and its committees	2020 Proxy pages 17-19
GRI 102	102-23	Chair of the highest governance body	2019 SR page 61; also see 2020 Proxy page 8
GRI 102	102-24	Nominating and selecting the highest governance body	2020 Proxy pages 15-16

Indicator	Disclosure Number	Description	Disclosure Location
GRI 102	102-25	Conflicts of interest	2020 Proxy pages 21-22
GRI 102	102-26	Role of highest governance body in setting purpose, values, and strategy	2020 Proxy pages 18-20
GRI 102	102-27	Collective knowledge of highest governance body	2019 SR page 62; also see 2020 Proxy page 7
GRI 102	102-28	Evaluating the highest governance body's performance	2019 SR page 62
GRI 102	102-29	Identifying and managing economic, environmental, and social impacts	2019 SR pages 8-9; also see 2020 Proxy pages 19 -20
GRI 102	102-30	Effectiveness of risk management processes	2020 Proxy page 20, 42-43, 55
GRI 102	102-31	Review of economic, environmental, and social topics	2020 Proxy page 19
GRI 102	102-32	Highest governance body's role in sustainability reporting	2019 SR pages 61-65, 8
GRI 102	102-33	Communicating critical concerns	2020 Proxy page 21
GRI 102	102-35	Remuneration policies	2020 Proxy pages 26-67
GRI 102	102-36	Process for determining remuneration	2020 Proxy pages 26-67
GRI 102	102-37	Stakeholders' involvement in remuneration	2019 SR page 8-9; also see 2020 Proxy page 33
GRI 102	102-38	Annual total compensation ratio	2020 Proxy page 63
GRI 102	102-40	List of stakeholder groups	2019 SR pages 8-9
GRI 102	102-42	Identifying and selecting stakeholders	2019 SR pages 8-9
GRI 102	102-43	Approach to stakeholder engagement	2019 SR pages 8-9
GRI 102	102-44	Key topics and concerns raised	2019 SR pages 8-9
GRI 102	102-45	Entities included in the consolidated financial statements	Annual Report page 7-8
GRI 102	102-46	Defining report content and topic Boundaries	2019 SR page 8, 68
GRI 102	102-47	List of material topics	2019 SR page 8, 79-81
GRI 102	102-48	Restatements of information	2019 SR page 68
GRI 102	102-49	Change in reporting	2019 SR page 68
GRI 102	102-50	Reporting period	2019 SR page 68
GRI 102	102-51	Date of most recent report	2019 SR page 68
GRI 102	102-52	Reporting cycle	2019 SR page 68
GRI 102	102-53	Contact point for questions regarding the report	2019 SR page 83
GRI 102	102-54	Claims of reporting in accordance with the GRI Standards	2019 SR page 8, 74-78
GRI 102	102-55	GRI content index	2019 SR pages 74-78
GRI 102	102-56	External assurance	2019 SR page 68

Indicator	Disclosure Number	Description	Disclosure Location
<b>Management Approach</b>			
GRI 103	103-1	Explanation of the material topic and its Boundary	Identified throughout SR for each major metric
GRI 103	103-2	The management approach and its components	Identified throughout SR for each major metric
GRI 103	103-3	Evaluation of the management approach	Identified throughout SR for each major metric
<b>Economic Performance</b>			
GRI 201	201-1	Direct economic value generated and distributed	2019 SR pages 3-4, 11; also see Annual Report page 89
GRI 201	201-2	Financial implications and other risks and opportunities due to climate change	2019 SR page 11, 79-81
GRI 201	201-3	Defined benefit plan obligations and other retirement plans	2019 SR page 46; also see 2020 Proxy pages 48-49
<b>Indirect Economic Impacts</b>			
GRI 203	203-1	Infrastructure investments and services supported	2019 SR page 36-37, 55
GRI 203	203-2	Significant indirect economic impacts	2019 SR page 36, 41, 50-52, 55
<b>Anti-Corruption</b>			
GRI 206	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Code of Business Conduct and Ethics
<b>Anti-Competitive Behavior</b>			
GRI 206	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Code of Business Conduct and Ethics
<b>Tax</b>			
GRI 207	207-1	Approach to Tax	Annual Report page 62; also see 2020 Proxy page 55
GRI 207	207-2	Tax governance, control and risk management	Annual Report page 62; also see 2020 Proxy page 55
GRI 207	207-3	Stakeholder engagement and management of concerns related to tax	Annual Report page 62; also see 2020 Proxy page 55
<b>Energy</b>			
GRI 302	302-1	Energy consumption within the organization	2019 SR pages 70-71

Indicator	Disclosure Number	Description	Disclosure Location
GRI 302	302-3	Energy intensity	2019 SR pages 70-71
GRI 302	302-4	Reduction of energy consumption	2019 SR page 37, 41
<b>Water (2018 Standards)</b>			
GRI 303	303-1	Interactions with water as a shared resource	2019 SR pages 28-30, 55
GRI 303	303-3	Water withdrawal	2019 SR pages 28-30, 71
GRI 303	303-5	Water consumption	2019 SR pages 28-30, 71
<b>Biodiversity</b>			
GRI 304	304-3	Habitats protected or restored	2019 SR pages 26-28
<b>Emissions</b>			
GRI 305	305-1	Direct (Scope 1) GHG emissions	2019 SR pages 70-71
GRI 305	305-2	Energy indirect (Scope 2) GHG emissions	2019 SR pages 70-71
GRI 305	305-4	GHG emissions intensity	2019 SR pages 70-71
GRI 305	305-5	Reduction of GHG emissions	2019 SR pages 34-36
GRI 305	305-7	Nitrogen oxides (NOx), sulfur oxides (Sox), and other significant air emissions	2019 SR pages 70-71
<b>Environmental Compliance</b>			
GRI 307	307-1	Noncompliance with environmental laws and regulations	2019 SR page 71
<b>Employment</b>			
GRI 401	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2019 SR page 45; also see 2020 Proxy pages 48-49
<b>Occupational Health and Safety (2018 Standard)</b>			
GRI 403	403-1	Occupational health and safety management system	2019 SR page 7, 43-44
GRI 403	403-2	Hazard identification, risk assessment and incident investigation	2019 SR page 7, 31-32, 43-44
GRI 403	403-5	Worker training on occupational health and safety	2019 SR page 7, 43-44
GRI 403	403-6	Promotion of worker health	2019 SR page 7, 43-44

Indicator	Disclosure Number	Description	Disclosure Location
GRI 403	403-8	Workers covered by an occupational health and safety management system	2019 SR page 7, 43-44
GRI 403	403-9	Work-related injuries	2019 SR page 44, 69
<b>Training and Education</b>			
GRI 404	404-1	Average hours of training per year per employee	2019 SR page 47
GRI 404	404-2	Programs for upgrading employee skills and transition assistance programs	2019 SR page 47
<b>Diversity and Equal Opportunity</b>			
GRI 405	405-1	Diversity of governance bodies and employees	2019 SR pages 45-46, 61
<b>Child Labor</b>			
GRI 408	408-1	Operations and suppliers at significant risk for incidents of child labor	2019 SR pages 48-49
<b>Forced or Compulsory Labor</b>			
GRI 409	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2019 SR pages 48-49
<b>Public Policy</b>			
GRI 415	415-1	Political contributions	2019 SR page 66

