

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021		
	2-1 Organizational details	2022 ESG Report Pg. 6-9, 2022 Annual Report Pg. 20-24
	2-2 Entities included in the organization’s sustainability reporting	2022 Annual Report Pg. 20-24
	2-3 Reporting period, frequency and contact point	2022 ESG Report Pg. 3
	2-4 Restatements of information	2022 ESG Report Pg. 107
	2-5 External assurance	2022 ESG Report Pg. 107
	2-6 Activities, value chain and other business relationships	2022 Annual Report Pg. 20-24
	2-7 Employees	2022 ESG Report Pg. 104
	2-9 Governance structure and composition	2022 ESG Report Pg. 77-79
	2-10 Nomination and selection of the highest governance body	2023 Proxy Pg. 34
	2-11 Chair of the highest governance body	2022 ESG Report Pg. 77-79
	2-12 Role of the highest governance body in overseeing the management of impacts	2022 ESG Report Pg. 77-79
	2-13 Delegation of responsibility for managing impacts	2022 ESG Report Pg. 77-79
	2-14 Role of the highest governance body in sustainability reporting	2022 ESG Report Pg. 77-79
	2-15 Conflicts of interest	2023 Proxy Pg. 29-30
	2-16 Communication of critical concerns	2022 ESG Report Pg. 84-87
	2-17 Collective knowledge of the highest governance body	2023 Proxy Pg. 12-13
	2-18 Evaluation of the performance of the highest governance body	2023 Proxy Pg. 12-13
	2-19 Remuneration policies	2023 Proxy Pg. 38-66
	2-20 Process to determine remuneration	2023 Proxy Pg. 38-66
	2-21 Annual total compensation ratio	2023 Proxy Pg. 38-66
	2-22 Statement on sustainable development strategy	2022 ESG Report Pg. 4
	2-23 Policy commitments	2022 ESG Report Pg. 84-87, 2022 Annual Report Pg.
	2-24 Embedding policy commitments	2022 ESG Report Pg. 84-87
	2-25 Processes to remediate negative impacts	2022 ESG Report Pg. 84-87
	2-26 Mechanisms for seeking advice and raising concerns	2022 ESG Report Pg. 84-87
	2-27 Compliance with laws and regulations	2022 ESG Report Pg. 87
	2-28 Membership associations	2022 ESG Report Pg. 94

	2-29 Approach to stakeholder engagement	2022 ESG Report Pg.80-81
	2-30 Collective bargaining agreements	2022 ESG Report Pg. 104
GRI 3: Material Topics 2021		
	3-1 Process to determine material topics	2022 ESG Report Pg. 82-83
	3-2 List of material topics	2022 ESG Report Pg. 82-83
	3-3 Management of material topics	2022 ESG Report Pg. 16, 30, 36, 43, 52, 58, 68, 88
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	2022 Annual Report Pg. 42
201-2	Financial implications and other risks and opportunities due to climate change	2022 TCFD Content Index Pg. 2-3
GRI 205: Anti-corruption 2016		
205-3	Confirmed incidents of corruption and actions taken	2022 ESG Report Pg. 85
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	2022 ESG Report Pg. 16-29, 96-102
302-2	Energy consumption outside of the organization	2022 ESG Report Pg. 16-29, 96-102
302-3	Energy intensity	2022 ESG Report Pg. 98-99
302-4	Reduction of energy consumption	2022 ESG Report Pg. 16-29
GRI 303 Water and Effluents 2018		
303-1	Interactions with water as a shared resource	2022 ESG Report Pg. 34
303-3	Water withdrawal	2022 ESG Report Pg. 30, 102
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	2022 ESG Report Pg. 17-26, 96-98
305-2	Energy indirect (Scope 2) GHG emissions	2022 ESG Report Pg. 16-29, 96-98
305-3	Other indirect (Scope 3) GHG emissions	2022 ESG Report Pg. 27-28, 99
305-4	GHG emissions intensity	2022 ESG Report Pg. 16-29, 98
305-5	Reduction of GHG emissions	2022 ESG Report Pg. 98-99
GRI 306: Waste 2020		
306-2	Management of significant waste-related impacts	2022 ESG Report Pg. 30-33, 100-101
306-3	Waste generated	2022 ESG Report Pg. 30, 32-33, 100-101
306-4	Waste diverted to disposal	2022 ESG Report Pg. 30, 100-101
306-5	Waste directed to disposal	2022 ESG Report Pg. 30, 100-101
GRI 307: Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	2022 ESG Report Pg. 87
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	2022 ESG Report Pg. 88-93, 106
308-2	Negative environmental impacts in the supply chain and actions taken	2022 ESG Report Pg. 88-93

GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	2022 ESG Report Pg. 52-56
403-2	Hazard identification, risk assessment, and incident investigation	2022 ESG Report Pg. 54-55
403-5	Worker training on occupational health and safety	2022 ESG Report Pg. 54-56
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2022 ESG Report Pg. 52-53
403-9	Work-related injuries	2022 ESG Report Pg. 52-56, 103
GRI 405 Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	2023 Proxy Pg. 12
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	2022 ESG Report Pg. 88-93, 106
414-2	Negative social impacts in the supply chain and actions taken	2022 ESG Report Pg. 88-93
GRI 415: Public Policy 2016		
415-1	Political Contributions	2022 ESG Report Pg.85