



# Global Reporting Initiative (GRI) Reference Index

This material references GRI Standards 2018. For more information about our reporting approach, [please click here](#).

GRI Standard	Disclosure	Page number(s) and/or URL(s)	SDGs
<b>GRI 101: Foundation 2019</b>			
General Disclosures			
<b>ORGANIZATIONAL PROFILE</b>			
	102-1 Name of the organization	<a href="#">Annual Report Cover</a>	
	102-2 Activities, brands, products, and services	Annual Report <a href="#">"Growing our Connections and Impact"</a>	
	102-3 Location of headquarters	Annual Report <a href="#">"Growing our Connections and Impact"</a>	
	102-4 Location of operations	<a href="#">Annual Report p. 6</a>	
	102-5 Ownership and legal form	<a href="#">20-F p. 83 Annual Report pp. 68-70</a>	
	102-6 Markets served	<a href="#">Annual Report p. 6</a>	
	102-7 Scale of the organization	<a href="#">Annual Report p. 15</a>	
	102-8 Information on employees and other workers	<a href="#">Annual Report p. 15</a>	
	102-9 Supply chain	<a href="#">Annual Report p. 43</a>	
	102-10 Significant changes to the organization and its supply chain	<a href="#">Annual Report pp. 2-3</a> <a href="#">Annual Report p.10</a>	
	102-12 External initiatives	<a href="#">Annual Report pp. 41-42</a> <a href="#">Law Enforcement Disclosure Report p. 1</a> <a href="#">Law Enforcement Disclosure Report p. 6</a>	
	102-13 Membership of associations	<a href="#">Law Enforcement Disclosure Report p. 6</a>	
	<b>STRATEGY</b>		
	102-14 Statement from senior decision-maker	<a href="#">Annual Report pp. 2-4</a>	
	102-15 Key impacts, risks, and opportunities	<a href="#">Annual Report pp. 28-32</a>	
	<b>ETHICS AND INTEGRITY</b>		
	102-16 Values, principles, standards, and norms of behavior	<a href="#">Annual Report p. 18</a> <a href="#">Code of Conduct</a>	
	102-17 Mechanisms for advice and concerns about ethics	<a href="#">Performance table</a>	
	<b>GOVERNANCE</b>		
	102-18 Governance structure	<a href="#">20-F p. 80</a>	
	102-20 Executive-level responsibility for economic, environmental, and social topics	<a href="#">Annual Report pp. 96-97</a>	
	102-22 Composition of the highest governance body and its committees	<a href="#">Annual Report pp. 71-76</a>	
	102-23 Chair of the highest governance body	<a href="#">Annual Report p. 72</a>	
	102-24 Nominating and selecting the highest governance body	<a href="#">Annual Report p. 72</a>	
	102-25 Conflicts of Interest	<a href="#">Performance table</a>	
	102-28 Evaluating the highest governance body's performance	<a href="#">Annual Report p. 79</a>	
	102-30 Effectiveness of risk management processes	<a href="#">Annual Report p. 82</a>	
	102-31 Review of economic, environmental, and social topics	<a href="#">Annual Report pp. 96-97</a>	
	102-35 Remuneration Policies	<a href="#">Performance table</a> <a href="#">Annual Report p. 87</a>	
	102-36 Process for determining remuneration	<a href="#">Annual Report p. 86</a>	
	102-37 Stakeholders' involvement in remuneration	<a href="#">Annual Report p. 86</a>	

GRI 102: General Disclosures 2019

## STAKEHOLDER ENGAGEMENT

102-40 List of stakeholder groups	<a href="#">Annual Report p. 1</a> <a href="#">Law Enforcement Disclosure Report p. 6</a>
102-41 Collective bargaining agreements	<a href="#">20-F p. 83</a>
102-42 Identifying and selecting stakeholders	<a href="#">About this Report, online</a>
102-43 Approach to stakeholder engagement	<a href="#">About this Report, online</a>
102-44 Key topics and concerns raised	<a href="#">About this Report, online</a>



## REPORTING PRACTICE

102-45 Entities included in the consolidated financial statements	<a href="#">20-F p. 5</a>
102-46 Defining report content and topic Boundaries	<a href="#">About this Report, online</a>
102-47 List of material topics	Material topics are listed in this index
102-48 Restatements of information	<a href="#">Performance table</a>
102-49 Changes in reporting	<a href="#">Performance table</a>
102-50 Reporting period	January 1, 2019 – December 31, 2019
102-51 Date of most recent report	February 2019
102-52 Reporting cycle	Annual
102-53 Contact point for questions regarding the report	investors@millicom.com
102-54 Claims of reporting in accordance with the GRI Standards	This report references GRI Standards, 2016
102-55 GRI content index	<a href="#">GRI content index</a>
102-56 External assurance	This report has not been externally assured, but data for performance tables have been assured by ERM CVS

GRI Standard	Disclosure	Page number(s) and/or URL(s)	SDGs
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### Material Topics

#### GRI 200 Economic Standard Series

## ECONOMIC PERFORMANCE

GRI 201: Economic Performance 2019	201-1 Direct economic value generated and distributed	201-1: <a href="#">Annual Report pp. 5</a>	
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">Annual Report pp. 10-14</a> 201-2: <a href="#">Performance table</a>	


## INDIRECT ECONOMIC IMPACTS

GRI 203: Indirect Economic Impacts 2019	203-1 Infrastructure investments and services supported	203-1: <a href="#">Performance table</a> <a href="#">Annual Report p. 37</a>	
	203-2 Significant indirect economic impacts	<a href="#">Annual Report pp. 47-48</a> 203-2: <a href="#">Millicom's economic footprint in Latin America</a>	

## ANTI-CORRUPTION


GRI 205: Anti-corruption 2019	205-1 Operations assessed for risks related to corruption	205-1: <a href="#">Performance table</a>	
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">Partnering Against Corruption Initiative (PACI)</a> 205-2: <a href="#">Performance table</a>	
	205-3 Confirmed incidents of corruption and actions take	<a href="#">Annual Report p. 33</a> <a href="#">Governance section p. 96</a> <a href="#">Anti-Corruption Policy</a> <a href="#">Conflicts of Interest Policy</a> 205-3: <a href="#">Performance table</a>	

ANTI-COMPETITIVE BEHAVIOR




GRI 206: Anti-competitive Behavior 2019	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	206-1: <a href="#">Antitrust and Competition Law Handbook</a> <a href="#">Employee Code of Conduct, p. 6</a>	
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GRI 300 Environmental Standard Series





MATERIALS

GRI 301: Materials 2019	301-3 Reclaimed products and their packaging materials	301-3: <a href="#">Annual Report p. 39</a> <a href="#">Performance table</a>	
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ENERGY

GRI 302: Energy 2019	302-1 Energy consumption within the organization 302-4 Reduction of energy consumption	302-1: <a href="#">Performance table</a> <a href="#">Annual Report p. 25</a> <a href="#">Annual Report p. 40</a> 302-4: <a href="#">Performance table</a> <a href="#">Annual Report p. 25</a> <a href="#">Annual Report p. 40</a>	  
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EMISSIONS

GRI 305: Emissions 2019	305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-4 GHG emissions intensity	305-1: <a href="#">Performance table</a> 305-2: <a href="#">Performance table</a> 305-4: <a href="#">Performance table</a>	   
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EFFLUENTS AND WASTE

GRI 306: Effluents and Waste 2019	306-2 Waste by type and disposal method	306-2: <a href="#">Annual Report p. 38</a> <a href="#">Performance table</a>	
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ENVIRONMENTAL COMPLIANCE


GRI 307: Environmental Compliance 2019	307-1 Non-compliance with environmental laws and regulations	We have not been subject to any fines or monetary sanctions due to non-compliance with environmental laws and regulations	
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SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI 308: Supplier Environmental Assessment 2019	308-1 New suppliers that were screened using environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken	308-1: <a href="#">Performance table</a> <a href="#">Annual Report p. 43</a> <a href="#">Millicom Third Party Management Policy</a>	
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## GRI 400 Social Standard Series



### EMPLOYMENT

GRI 401: Employment 2019	401-1 New employee hires and employee turnover	401-1: <a href="#">Performance table</a> <a href="#">Annual Report p. 15</a> <a href="#">Annual Report p. 17</a>	
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### OCCUPATIONAL HEALTH AND SAFETY

GRI 403: Occupational Health and Safety 2019	403-1 Occupational health and safety management system	403-1: <a href="#">Performance table</a> <a href="#">Annual Report p. 21</a> <a href="#">Governance section p. 97</a>	
	403-6 Promotion of worker health		
	403-9 Work-related injuries	403-6: <a href="#">Performance table</a> <a href="#">Annual Report p. 21</a>	
		403-9: <a href="#">Performance table</a>	


### DIVERSITY AND EQUAL OPPORTUNITY

GRI 405: Diversity and Equal Opportunity 2019	405-1 Diversity of governance bodies and employees	405-1: <a href="#">Performance table</a> <a href="#">Annual Report p. 73</a>	 
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### NON-DISCRIMINATION

GRI 406: Non-discrimination 2019	406-1 Incidents of discrimination and corrective actions taken	406-1: <a href="#">Performance table</a>	
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### FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

GRI 407: Freedom of Association and Collective Bargaining 2019	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	407-1: <a href="#">Code of Conduct, p. 10</a>	
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### CHILD LABOR

GRI 408: Child Labor 2019	408-1 Operations and suppliers at significant risk for incidents of child labor	408-1: <a href="#">Child Labor and Young Worker Policy</a>	
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### FORCED OR COMPULSORY LABOR

GRI 409: Forced or Compulsory Labor 2019	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1: <a href="#">Code of Conduct, p. 10</a> <a href="#">Supplier Code of Conduct, p. 6</a>	
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### HUMAN RIGHTS ASSESSMENT






GRI 412: Human Rights Assessment 2019	412-1 Operations that have been subject to human rights reviews or impact assessments	412-1: <a href="#">Performance table</a> <a href="#">Annual Report p. 41</a>	
	412-2 Employee training on human rights policies or procedures	412-2: <a href="#">Performance table</a> <a href="#">Annual Report p. 41</a>	

### LOCAL COMMUNITIES

GRI 413: Local Communities 2019	413-1 Operations with local community engagement, impact assessments, and development programs	413-1: <a href="#">Performance table</a> <a href="#">Annual Report p. 34</a> <a href="#">Annual Report p. 36</a> <a href="#">Annual Report p. 45</a>	   
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### SUPPLIER SOCIAL ASSESSMENT

GRI 414: Supplier Social Assessment 2019	414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken	414-1: <a href="#">Performance table</a> <a href="#">Annual Report p. 43</a>	 
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PUBLIC POLICY			
GRI 415: Public Policy 2019	415-1 Political contributions	Millicom does not make political contributions as per our policies 415-1: <a href="#">Code of Conduct, p. 8</a> <a href="#">Sponsorship and Donation Policy, p. 5</a> <a href="#">Sponsorship and Donation Policy, p. 7</a>	
CUSTOMER PRIVACY			
GRI 418: Customer Privacy 2019	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1: <a href="#">Annual Report p. 41</a> <a href="#">Guiding Principles for Telecommunications Industry Dialogue on Freedom of Expression and Privacy</a>	
FREEDOM OF EXPRESSION			
Freedom of Expression 2019	Adherence to Global Network Initiative (GNI) principles	<a href="#">Performance table</a> <a href="#">Annual Report p. 41</a>	
EMPLOYEE RECRUITMENT, GROWTH AND DEVELOPMENT			
Recruitment, Growth and Development 2019	Employee participation in positive work environment trainings and program	<a href="#">Performance table</a> <a href="#">Annual Report p. 17</a> <a href="#">Annual Report pp. 21</a>	
CHILD RIGHTS			
Child Rights 2019	Operations with controls systematically applied in line with minimum age policy Operations with child risk impact assessments conducted Operations that have hosted a multi-stakeholder COP workshop Operations with child online protection portal Volunteering hours from COP-related programs Children reached by COP training Operations in LatAm blocking child sexual abuse content	<a href="#">Child Labor and Young Workers Policy</a> <a href="#">Performance table</a> <a href="#">Annual Report pp. 45-46</a>	
WOMEN'S EMPOWERMENT			
Women's Empowerment 2019	Enrollment in digital inclusion programs Enrollment in financial programs	<a href="#">Performance table</a> <a href="#">Annual Report pp. 47-48</a>	