



2021 GRI & WEF INDEXES

TRAFIGURA GROUP PTE. LTD.



About this index

This content index accompanies Trafigura's 2021 Sustainability Report which has been prepared in accordance with Global Reporting Initiative (GRI) Standards and the World Economic Forum's set of core and expanded 'Stakeholder Capitalism Metrics' and disclosures. It is designed to help stakeholders locate the relevant disclosures against each reporting standard.

The data in this report relate to the reporting period from 1 October 2020 to 30 September 2021, unless otherwise stated.

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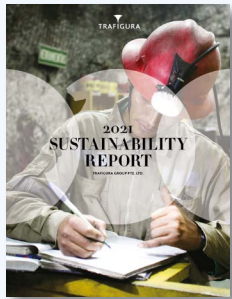
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www.trafigura.com/2021SR



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www.trafigura.com/financials/2021-the-year-in-review



2021 Human Rights Report

www.trafigura.com/brochure/2021-human-rights-report



HSEC Business Principles

www.trafigura.com/brochure/trafigura-hsec-business-principles



Corporate Responsibility Policy

www.trafigura.com/brochure/trafigura-corporate-responsibility-policy



Code of Business Conduct

www.trafigura.com/brochure/trafigura-code-of-business-conduct



The Way we Work

www.trafigura.com/careers/the-way-we-work



Responsible Sourcing and Supply Chain Expectations

www.trafigura.com/brochure/responsible-sourcing-and-supply-chain-expectations



2021 Payments to Governments Report

www.trafigura.com/brochure/2020-trafigura-payments-to-governments-report



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GRI Index

| Disclosure Number | Aspect | GRI Disclosure | Reference | Full/Partial |
|---|--|---|--|--------------|
| GRI – General disclosures | | | | |
| The organisation and its reporting practices | | | | |
| 2-1 | Organisational details | <p>The organisation shall:</p> <ol style="list-style-type: none"> Report its legal name; Report its nature of ownership and legal form; Report the location of its headquarters; Report its countries of operation. | <p>2021 Annual Report:</p> <ul style="list-style-type: none"> At a glance, page 2 What we do, page 3 Corporate governance, page 40 Financial statements, page 48 <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> About this report, page 5 Governance and approach, page 12 | Full |
| 2-2 | Entities included in the organisation's sustainability reporting | <p>The organisation shall:</p> <ol style="list-style-type: none"> List all its entities included in its sustainability reporting; If the organisation has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting; If the organisation consists of multiple entities, explain the approach used for consolidating the information, including: <ol style="list-style-type: none"> Whether the approach involves adjustments to information for minority interests; how the approach takes into account mergers, acquisitions and disposal of entities or parts of entities; Whether and how the approach differs across the disclosures in this Standard and across material topics. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> About this report, page 5 <p>2021 Annual Report:</p> <ul style="list-style-type: none"> Financial and business highlights | Full |
| 2-3 | Reporting period, frequency and contact point | <p>The organisation shall:</p> <ol style="list-style-type: none"> Specify the reporting period for, and the frequency of, its sustainability reporting; Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this; Report the publication date of the report or reported information; Specify the contact point for questions about the report or reported information. | <p>Reporting period runs from 1 October 2020 to 30 September 2021</p> <p>2021 Annual Report published in December 2021</p> <p>2021 Sustainability Report published in January 2022</p> <p>enquiries@trafigura.com</p> | Full |
| Activities and workers | | | | |
| 2-6 | Activities, value chain and other business relationships | <p>The organisation shall:</p> <ol style="list-style-type: none"> Report the sector(s) in which it is active; Describe its value chain, including: <ol style="list-style-type: none"> The organisation's activities, products, services, and markets served; The organisation's supply chain; The entities downstream from the organisation and their activities; Report other relevant business relationships; Describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period. | <p>2021 Annual Report:</p> <ul style="list-style-type: none"> At a glance, page 2 What we do, page 3 Performance review, page 18 Financial statements, page 48 <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> About this report, page 5 Transparency and engagement, page 32 <p>www.trafigura.com</p> | Partial |

| Disclosure Number | Aspect | GRI Disclosure | Reference | Full/Partial |
|---|-------------------------------|---|---|--------------|
| GRI – General disclosures | | | | |
| Activities and workers (Continued) | | | | |
| 2-7 | Employees | <p>The organisation shall:</p> <ol style="list-style-type: none"> Report the total number of employees and a breakdown of this total by gender and by region; Report the total number of: <ol style="list-style-type: none"> Permanent employees and a breakdown by gender and by region; Temporary employees and a breakdown by gender and by region; Non-guaranteed hours employees and a breakdown by gender and by region; Full-time employees, and a breakdown by gender and by region; Part-time employees, and a breakdown by gender and by region; Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: <ol style="list-style-type: none"> In head count, full-time equivalent (FTE), or using another methodology; At the end of the reporting period, as an average across the reporting period, or using another methodology; Report contextual information necessary to understand the data reported under 2-7-a and 2-7-b; Describe significant fluctuations in the number of employees during the reporting period and between reporting periods. | <p>2021 Annual Report:</p> <ul style="list-style-type: none"> Financial and business highlights, page 1 <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> Our people, page 46 | Partial |
| 2-8 | Workers who are not employees | <p>The organisation shall:</p> <ol style="list-style-type: none"> Report the total number of workers who are not employees and whose work is controlled by the organisation and describe: <ol style="list-style-type: none"> The most common types of worker and their contractual relationship with the organisation; The type of work they perform; Describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: <ol style="list-style-type: none"> In head count, full-time equivalent (FTE), or using another methodology; At the end of the reporting period, as an average across the reporting period, or using another methodology; Describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> Our people, page 48 | Partial |

| Disclosure Number | Aspect | GRI Disclosure | Reference | Full/Partial |
|----------------------------------|---|--|---|--------------|
| GRI – General disclosures | | | | |
| Governance | | | | |
| 2-9 | Governance structure and composition | <p>The organisation shall:</p> <ol style="list-style-type: none"> Describe its governance structure, including committees of the highest governance body; List the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organisation's impacts on the economy, environment, and people; Describe the composition of the highest governance body and its committees by: <ol style="list-style-type: none"> Executive and non-executive members; Independence; Tenure of members on the governance body; Number of other significant positions and commitments held by each member and the nature of the commitments; Gender; Under-represented social groups; Competencies relevant to the impacts of the organisation; Stakeholder representation. | <p>2021 Annual Report:</p> <ul style="list-style-type: none"> Corporate governance, page 40 <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> Compliance and conduct, page 12 | Partial |
| 2-11 | Chair of the highest governance body | <p>The organisation shall:</p> <ol style="list-style-type: none"> Report whether the chair of the highest governance body is also a senior executive in the organisation; If the chair is also a senior executive, explain their function within the organisation's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated. | <p>2021 Annual Report:</p> <ul style="list-style-type: none"> Corporate governance, page 40 <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> Compliance and conduct, page 12 | Partial |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | <p>The organisation shall:</p> <ol style="list-style-type: none"> Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organisation's purpose, value or mission statements, strategies, policies, and goals related to sustainable development; Describe the role of the highest governance body in overseeing the organisation's due diligence and other processes to identify and manage the organisation's impacts on the economy, environment, and people, including: <ol style="list-style-type: none"> Whether and how the highest governance body engages with stakeholders to support these processes; How the highest governance body considers the outcomes of these processes; Describe the role of the highest governance body in reviewing the effectiveness of the organisation's processes as described in 2-12-b, and report the frequency of this review. | <p>2021 Annual Report:</p> <ul style="list-style-type: none"> Corporate governance, page 40 <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> Compliance and conduct, page 12 | Partial |
| 2-13 | Delegation of responsibility for managing impacts | <p>The organisation shall:</p> <ol style="list-style-type: none"> Describe how the highest governance body delegates responsibility for managing the organisation's impacts on the economy, environment, and people, including: <ol style="list-style-type: none"> Whether it has appointed any senior executives with responsibility for the management of impacts; Whether it has delegated responsibility for the management of impacts to other employees; Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organisation's impacts on the economy, environment, and people. | <p>2021 Annual Report:</p> <ul style="list-style-type: none"> Corporate governance, page 40 Risk management and funding model, page 42 <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> Compliance and conduct, page 12 | Full |
| 2-16 | Communication of critical concerns | <p>The organisation shall:</p> <ol style="list-style-type: none"> Describe whether and how critical concerns are communicated to the highest governance body; Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> Compliance and conduct, page 12 Social performance, page 32 | Partial |

| Disclosure Number | Aspect | GRI Disclosure | Reference | Full/Partial |
|---|--|---|---|--------------|
| GRI – General disclosures | | | | |
| Strategy, policies and practices | | | | |
| 2-22 | Statement on sustainable development strategy | The organisation shall: a. Report a statement from the highest governance body or most senior executive of the organisation about the relevance of sustainable development to the organisation and its strategy for contributing to sustainable development. | 2021 Sustainability Report: • Statement from the Executive Chairman and Chief Executive Officer, page 2 | Full |
| 2-23 | Policy commitments | The organisation shall: a. Describe its policy commitments for responsible business conduct, including: i. The authoritative intergovernmental instruments that the commitments reference; ii. Whether the commitments stipulate conducting due diligence; iii. Whether the commitments stipulate applying the precautionary principle; iv. Whether the commitments stipulate respecting human rights; b. Describe its specific policy commitment to respect human rights, including: i. The internationally recognised human rights that the commitment covers; ii. The categories of stakeholders, including at-risk or vulnerable groups, that the organisation gives particular attention to in the commitment; c. Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this; d. Report the level at which each of the policy commitments was approved within the organisation, including whether this is the most senior level; e. Report the extent to which the policy commitments apply to the organisation's activities and to its business relationships; f. Describe how the policy commitments are communicated to workers, business partners, and other relevant parties. | 2021 Sustainability Report: • Governance and approach, page 9 2021 Human Rights Report Corporate Responsibility Policy HSEC Business Principles | Full |
| 2-25 | Processes to remediate negative impacts | The organisation shall: a. Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organisation identifies it has caused or contributed to; b. Describe its approach to identify and address grievances, including the grievance mechanisms that the organisation has established or participates in; c. Describe other processes by which the organisation provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to; d. Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms; e. Describe how the organisation tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback. | 2021 Sustainability Report: • Statement from the Executive Chairman and Chief Executive Officer, page 2 | Partial |
| 2-26 | Mechanisms for seeking advice and raising concerns | The organisation shall: a. Describe the mechanisms for individuals to: i. Seek advice on implementing the organisation's policies and practices for responsible business conduct; ii. Raise concerns about the organisation's business conduct. | 2021 Sustainability Report: • Compliance and conduct, page 13 • Social performance, page 36 | Full |
| 2-28 | Membership associations | The organisation shall: a. Report industry associations, other membership associations and national or international advocacy organisations in which it participates in a significant role. | 2021 Sustainability Report: • Social performance, Transparency and engagement, page 32-33 | Full |

| Disclosure Number | Aspect | GRI Disclosure | Reference | Full/Partial |
|----------------------------------|------------------------------------|---|--|--------------|
| GRI – General disclosures | | | | |
| Stakeholder engagement | | | | |
| 2-29 | Approach to stakeholder engagement | <p>The organisation shall:</p> <p>a. Describe its approach to engaging with stakeholders, including:</p> <ul style="list-style-type: none"> i. The categories of stakeholders it engages with and how they are identified; ii. The purpose of the stakeholder engagement; iii. How the organisation seeks to ensure meaningful engagement with stakeholders. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Social performance, Transparency and engagement, page 32-35 | Full |
| 2-30 | Collective bargaining agreements | <p>The organisation shall:</p> <p>a. Report the percentage of total employees covered by collective bargaining agreements;</p> <p>b. For employees not covered by collective bargaining agreements, report whether the organisation determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organisations.</p> | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Our people, page 48 | Partial |

| Disclosure Number | Aspect | GRI Disclosure | Reference | Full/Partial |
|---------------------------------------|--------------------------------------|---|---|--------------|
| GRI – Economic indicators | | | | |
| Disclosures on material topics | | | | |
| 3-1 | Process to determine material topics | <p>The organisation shall:</p> <ol style="list-style-type: none"> a. Describe the process it has followed to determine its material topics, including: <ol style="list-style-type: none"> i. How it has identified actual and potential, negative and positive impacts on the economy, environment and people, including impacts on their human rights, across its activities and business relationships; ii. How it has prioritised the impacts for reporting based on their significance; b. Specify the stakeholders and experts whose views have informed the process of determining its material topics. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Materiality – Mapping what matters, page 10 | Full |
| 3-2 | List of material topics | <p>The organisation shall:</p> <ol style="list-style-type: none"> a. List its material topics; b. Report changes to the list of material topics compared to the previous reporting period. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Materiality – Mapping what matters, page 11 | Partial |
| 3-3 | Management of material topics | <p>For each material topic reported under Disclosure 3-2, the organisation shall:</p> <ol style="list-style-type: none"> a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships and describe the activities or business relationships; c. Describe its policies or commitments regarding the material topic; d. Describe actions taken to manage the topic and related impacts, including: <ol style="list-style-type: none"> i. Actions to prevent or mitigate potential negative impacts; ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. Actions to manage actual and potential positive impacts; e. Report the following information about tracking the effectiveness of the actions taken: <ol style="list-style-type: none"> i. Processes used to track the effectiveness of the actions; ii. Goals, targets and indicators used to evaluate progress; iii. The effectiveness of the actions, including progress toward the goals and targets; iv. Lessons learned and how these have been incorporated into the organisation’s operational policies and procedures; f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Compliance and conduct, page 12 • Workplace safety, page 14 • Climate change and environmental management, page 18 • Social performance, page 32 • Responsible supply chains, page 38 • Our people, page 46 | Full |

| Disclosure Number | Aspect | GRI Disclosure | Reference | Full/Partial |
|---|--|--|---|--------------|
| GRI – Economic indicators | | | | |
| Disclosures on material topics (Continued) | | | | |
| 3-4 | Management of material topics | <p>For each material topic reported under Disclosure 3-2, the organisation shall:</p> <ol style="list-style-type: none"> a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships and describe the activities or business relationships; c. Describe its policies or commitments regarding the material topic; d. Describe actions taken to manage the topic and related impacts, including: <ol style="list-style-type: none"> i. Actions to prevent or mitigate potential negative impacts; ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. Actions to manage actual and potential positive impacts; e. Report the following information about tracking the effectiveness of the actions taken: <ol style="list-style-type: none"> i. Processes used to track the effectiveness of the actions; ii. Goals, targets and indicators used to evaluate progress; iii. The effectiveness of the actions, including progress towards the goals and targets; lessons learned and how these have been incorporated into the organisation's operational policies and procedures; iv. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Compliance and conduct, page 12 • Workplace safety, page 14 • Climate change and environmental management, page 18 • Social performance, page 32 • Responsible supply chains, page 38 • Our people, page 46 | Partial |
| GRI 205: Anti-corruption 2016 | | | | |
| 205-2 | Communication and training about anti-corruption policies and procedures | <p>The reporting organisation shall report the following information:</p> <ol style="list-style-type: none"> a. Total number and percentage of governance body members that the organisation's anti-corruption policies and procedures have been communicated to, broken down by region; b. Total number and percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to, broken down by employee category and region; c. Total number and percentage of business partners that the organisation's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organisation's anti-corruption policies and procedures have been communicated to any other persons or organisations; d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region; e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Compliance and conduct, page 13 | Partial |

| Disclosure Number | Aspect | GRI Disclosure | Reference | Full/Partial |
|--|--|---|---|--------------|
| GRI – Ecology indicators | | | | |
| GRI 302: Energy 2016 | | | | |
| 302-4 | Reduction of energy consumption | <p>The reporting organisation shall report the following information:</p> <ul style="list-style-type: none"> a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples; b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all; c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it; d. Standards, methodologies, assumptions and/or calculation tools used. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Climate change and environmental management, page 22 | Partial |
| GRI 303: Water and effluents 2018 | | | | |
| 303-1 | Interactions with water as a shared resource | <p>The reporting organisation shall report the following information:</p> <ul style="list-style-type: none"> a. A description of how the organisation interacts with water, including how and where water is withdrawn, consumed and discharged and the water-related impacts the organisation has caused or contributed to, or that are directly linked to its operations, products, or services by its business relationships (e.g., impacts caused by runoff); b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used; c. A description of how water-related impacts are addressed, including how the organisation works with stakeholders to steward water as a shared resource and how it engages with suppliers or customers with significant water-related impacts; d. An explanation of the process for setting any water-related goals and targets that are part of the organisation's approach to managing water and effluents and how they relate to public policy and the local context of each area with water stress. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Climate change and environmental management, page 30 | Partial |
| 303-3 | Water withdrawal | <p>The reporting organisation shall report the following information:</p> <ul style="list-style-type: none"> a. Total water withdrawal from all areas in megalitres, and a breakdown of this total by the following sources, if applicable: <ul style="list-style-type: none"> i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water; b. Total water withdrawal from all areas with water stress in megalitres and a breakdown of this total by the following sources, if applicable: <ul style="list-style-type: none"> i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water and a breakdown of this total by the withdrawal sources listed in i-iv; c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megalitres by the following categories: <ul style="list-style-type: none"> i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($> 1,000$ mg/L Total Dissolved Solids); d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Climate change and environmental management, page 30 | |

| Disclosure Number | Aspect | GRI Disclosure | Reference | Full/Partial |
|--|-------------------|---|---|--------------|
| GRI – Ecology indicators | | | | |
| GRI 303: Water and effluents 2018 (Continued) | | | | |
| 303-4 | Water discharge | <p>The reporting organisation shall report the following information:</p> <ul style="list-style-type: none"> a. Total water discharge to all areas in megalitres, and a breakdown of this total by the following types of destination, if applicable: <ul style="list-style-type: none"> i. Surface water; ii. Groundwater; iii. Seawater; iv. Third-party water, and the volume of this total sent for use to other organisations, if applicable; b. A breakdown of total water discharge to all areas in megalitres by the following categories: <ul style="list-style-type: none"> i. Freshwater ($\leq 1,000$mg/L Total Dissolved Solids); ii. Other water ($> 1,000$mg/L Total Dissolved Solids); c. Total water discharge to all areas with water stress in megalitres, and a breakdown of this total by the following categories: <ul style="list-style-type: none"> i. Freshwater ($\leq 1,000$mg/L Total Dissolved Solids); ii. Other water ($> 1,000$mg/L Total Dissolved Solids). d. Priority substances of concern for which discharges are treated, including: <ul style="list-style-type: none"> i. How priority substances of concern were defined and any international standard, authoritative list, or criteria used; ii. The approach for setting discharge limits for priority substances of concern; iii. Number of incidents of non-compliance with discharge limits; e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Climate change and environmental management, page 30 | |
| 303-5 | Water consumption | <p>The reporting organisation shall report the following information:</p> <ul style="list-style-type: none"> a. Total water consumption from all areas in megalitres; b. Total water consumption from all areas with water stress in megalitres; c. Change in water storage in megalitres, if water storage has been identified as having significant water-related impact; d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used, including whether the information is calculated, estimated, modelled, or sourced from direct measurements and the approach taken for this, such as the use of any sector-specific factors. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Climate change and environmental management, page 30 | Full |

| Disclosure Number | Aspect | GRI Disclosure | Reference | Full/Partial |
|-----------------------------------|---|--|---|--------------|
| GRI – Ecology indicators | | | | |
| 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 | <p>The reporting organisation shall report the following information:</p> <ol style="list-style-type: none"> a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: <ol style="list-style-type: none"> i. Geographic location; ii. Subsurface and underground land that may be owned, leased, or managed by the organisation; iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas; iv. Type of operation (office, manufacturing or production, or extractive); v. Size of operational site in km² (or another unit, if appropriate); vi. Biodiversity value characterised by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem); vii. Biodiversity value characterised by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation). | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Climate change and environmental management, page 28 | Partial |
| GRI 305: Emissions 2016 | | | | |
| 305-1 | Direct (Scope 1) GHG emissions | <p>The reporting organisation shall report the following information:</p> <ol style="list-style-type: none"> a. Gross direct (Scope 1) GHG emissions in metric tonnes of CO₂ equivalent. b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all; c. Biogenic CO₂ emissions in metric tonnes of CO₂ equivalent; d. Base year for the calculation, if applicable, including: <ol style="list-style-type: none"> i. The rationale for choosing it; ii. Emissions in the base year; iii. The context for any significant changes in emissions that triggered recalculations of base year emissions; e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source; f. Consolidation approach for emissions; whether equity share, financial control, or operational control; g. Standards, methodologies, assumptions and/or calculation tools used. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Climate change and environmental management, page 20 | Full |
| 305-2 | Energy indirect (Scope 2) GHG emissions | <p>The reporting organisation shall report the following information:</p> <ol style="list-style-type: none"> a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tonnes of CO₂ equivalent; b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tonnes of CO₂ equivalent. c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all; d. Base year for the calculation, if applicable, including: <ol style="list-style-type: none"> i. The rationale for choosing it; ii. Emissions in the base year; iii. The context for any significant changes in emissions that triggered recalculations of base year emissions; e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source; f. Consolidation approach for emissions; whether equity share, financial control, or operational control; g. Standards, methodologies, assumptions, and/or calculation tools used. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Climate change and environmental management, page 20 | Full |

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| GRI – Ecology indicators | | | | |
| GRI 305: Emissions 2016 (Continued) | | | | |
| 305-3 | Other indirect (Scope 3) GHG emissions | <p>The reporting organisation shall report the following information:</p> <ol style="list-style-type: none"> Gross other indirect (Scope 3) GHG emissions in metric tonnes of CO₂ equivalent. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all; Biogenic CO₂ emissions in metric tons of CO₂ equivalent. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. Base year for the calculation, if applicable, including: <ol style="list-style-type: none"> The rationale for choosing it; Emissions in the base year; The context for any significant changes in emissions that triggered recalculations of base year emissions; Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source; Standards, methodologies, assumptions, and/or calculation tools used. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> Climate change and environmental management, page 20 | Partial |
| 305-5 | Reduction of GHG emissions | <p>The reporting organisation shall report the following information:</p> <ol style="list-style-type: none"> GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent; Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all; Base year or baseline, including the rationale for choosing it; Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3); Standards, methodologies, assumptions, and/or calculation tools used. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> Climate change and environmental management, page 20 | Full |
| GRI 306: Waste 2020 | | | | |
| 306-3 | Waste generated | <p>The reporting organisation shall report the following information:</p> <ol style="list-style-type: none"> Total weight of waste generated in metric tonnes, and a breakdown of this total by composition of the waste. Contextual information necessary to understand the data and how the data has been compiled. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> Climate change and environmental management, page 31 | Full |
| GRI 308: Supplier environmental assessment | | | | |
| 308-1 | New suppliers that were screened using environmental criteria | <ol style="list-style-type: none"> Percentage of new suppliers that were screened using environmental criteria. | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> Climate change and environmental management, page 31 <p>Human Rights Report:</p> <ul style="list-style-type: none"> Environmental Impacts, page 30 | Partial |

| Disclosure Number | Aspect | GRI Disclosure | Reference | Full/Partial |
|---|--|--|---|--------------|
| GRI – Social indicators | | | | |
| GRI 401: Employment 2016 | | | | |
| 401-1 | New employee hires and employee turnover | The reporting organisation shall report the following information: a. Total number and rate of new employee hires during the reporting period, by age group, gender and region; b. Total number and rate of employee turnover during the reporting period, by age group, gender and region. | 2021 Sustainability Report: • Our people, page 47 | Partial |
| GRI 403: Occupational health and safety 2016 | | | | |
| 403-1 | Occupational health and safety management system | a. A statement of whether an occupational health and safety management system has been implemented, including whether: i. The system has been implemented because of legal requirements and, if so, a list of the requirements; ii. The system has been implemented based on recognised risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines; b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered. | 2021 Sustainability Report: • Workplace safety, page 14-17 Human Rights Report • Worker health and safety, page 24 | Partial |
| 403-2 | Hazard identification, risk assessment, and incident investigation | The reporting organisation shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organisation: a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis and to apply the hierarchy of controls in order to eliminate hazards and minimise risks, including: i. how the organisation ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system; b. A description of the processes for workers to report work-related hazards and hazardous situations and an explanation of how workers are protected against reprisals; c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health and an explanation of how workers are protected against reprisals; d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls and to determine improvements needed in the occupational health and safety management system. | 2021 Sustainability Report: • Workplace safety, page 14 | Partial |
| 403-5 | Worker training on occupational health and safety | The reporting organisation shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organisation: a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations. | 2021 Sustainability Report: • Workplace safety, page 17 Human Rights Report: • Worker health and safety, page 24 | Full |
| 403-6 | Promotion of worker health | The reporting organisation shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organisation: a. An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided; b. A description of any voluntary health promotion services and programmes offered to workers to address major non-work-related health risks, including the specific health risks addressed and how the organisation facilitates workers' access to these services and programmes. | 2021 Sustainability Report: • Our people, page 47 | Partial |

| Disclosure Number | Aspect | GRI Disclosure | Reference | Full/Partial |
|---|---|---|--|--------------|
| GRI – Social indicators | | | | |
| GRI 403: Occupational health and safety 2016 (Continued) | | | | |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | <p>The reporting organisation shall report the following information:</p> <p>a. A description of the organisation’s approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships and the related hazards and risks.</p> | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Workplace safety, page 14 | Full |
| 403-8 | Workers covered by an occupational health and safety management system | <p>The reporting organisation shall report the following information:</p> <p>a. If the organisation has implemented an occupational health and safety management system based on legal requirements and/or recognised standards/guidelines:</p> <ul style="list-style-type: none"> i. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system; ii. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been internally audited; iii. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been audited or certified by an external party; <p>b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded;</p> <p>c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p> | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Workplace safety, page 14 | Partial |
| 403-9 | Work-related injuries | <p>The reporting organisation shall report the following information:</p> <p>a. For all employees:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked; <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organisation:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked; <p>c. The work-related hazards that pose a risk of high-consequence injury, including:</p> <ul style="list-style-type: none"> i. How these hazards have been determined; ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. Actions taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls; <p>d. Any actions taken or underway to eliminate other work-related hazards and minimise risks using the hierarchy of controls;</p> <p>e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked;</p> <p>f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded;</p> <p>g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p> | <p>2021 Sustainability Report:</p> <ul style="list-style-type: none"> • Workplace safety, page 14 | Partial |

| Disclosure Number | Aspect | GRI Disclosure | Reference | Full/Partial |
|--|---|--|--|--------------|
| GRI – Social indicators | | | | |
| GRI 404: Training and education 2016 | | | | |
| 404-1 | Average hours of training per year per employee | The reporting organisation shall report the following information: a. Average hours of training that the organisation's employees have undertaken during the reporting period, by: i. gender; ii. employee category. | 2021 Sustainability Report: • Workplace safety, page 17 • Compliance and conduct, page 13 • Our People, page 48 | Partial |
| GRI 405: Diversity and equal opportunity 2016 | | | | |
| 405-1 | Diversity of governance bodies and employees | The reporting organisation shall report the following information: a. Percentage of individuals within the organisation's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). | 2021 Sustainability Report: • Our people, page 47 | Partial |
| GRI 408: Child labour | | | | |
| 408-1 | Operations and suppliers at significant risk for incidents of child labour | a. Operations and suppliers considered to have significant risk for incidents of: i. Child labour; ii. Young workers exposed to hazardous work; b. Operations and suppliers considered to have significant risk for incidents of child labour either in terms of: i. Type of operation (such as manufacturing plant) and supplier; ii. Countries or geographic areas with operations and suppliers considered at risk; c. Measures taken by the organisation in the reporting period intended to contribute to the effective abolition of child labour. | 2021 Human Rights Report: • Labour rights, page 22 2021 Sustainability Report: • Responsible supply chains, page 38 | Partial |
| GRI 409: Forced or compulsory labour | | | | |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labour | a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour either in terms of: i. Type of operation (such as manufacturing plant) and supplier; ii. Countries or geographic areas with operations and suppliers considered at risk; b. Measures taken by the organisation in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour. | 2021 Human Rights Report: • Labour rights, page 22 2021 Sustainability Report: • Responsible supply chains, page 38 | Partial |

| Disclosure Number | Aspect | GRI Disclosure | Reference | Full/Partial |
|--|---|---|--|--------------|
| GRI – Social indicators | | | | |
| GRI 413: Local communities 2016 | | | | |
| 413-1 | Operations with local community engagement, impact assessments and development programmes | The reporting organisation shall report the following information: <ul style="list-style-type: none"> a. Percentage of operations with implemented local community engagement, impact assessments and/or development programs, including the use of: <ul style="list-style-type: none"> i. Social impact assessments, including gender impact assessments, based on participatory processes; ii. Environmental impact assessments and ongoing monitoring; iii. Public disclosure of results of environmental and social impact assessments; iv. Local community development programmes based on local communities’ needs; v. Stakeholder engagement plans based on stakeholder mapping; vi. Broad based local community consultation committees and processes that include vulnerable groups; vii. Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. Formal local community grievance processes. | 2021 Sustainability Report: <ul style="list-style-type: none"> • Community engagement, page 35 2021 Human Rights Report: <ul style="list-style-type: none"> • Community consent, page 29 | Partial |
| GRI 414: Supplier social assessment | | | | |
| 414-1 | New suppliers that were screened using social criteria | <ul style="list-style-type: none"> a. Percentage of new suppliers that were screened using social criteria. | 2021 Sustainability Report: <ul style="list-style-type: none"> • Workplace safety, page 14 | Partial |

WEF Stakeholder Capitalism Metrics Index

| WEF Core Pillar | Material Topic | WEF Themes | WEF Metrics | Core/ Expanded | Descriptions | Reference | Full/Partial |
|---|---|-------------------------|--|----------------|--|---|--------------|
| WEF Stakeholder Capitalism Metrics | | | | | | | |
| Principles of Governance | Compliance and conduct | Stakeholder engagement | Material issues impacting stakeholders | Core | A list of the topics that are material to key stakeholders and the company, how the topics were identified, and how the stakeholders were engaged. | 2021 Sustainability Report: • Materiality – Mapping what matters, page 10 | Full |
| | | Ethical behaviour | Protected ethics advice and reporting mechanisms | Core | A description of internal and external mechanisms for: 1. Seeking advice about ethical and lawful behaviour and organisational integrity; 2. Reporting concerns about unethical or lawful behaviour and organisational integrity. | 2021 Sustainability Report: • Compliance and conduct, page 13 • Social performance, page 36 | Full |
| Planet | Climate change | Climate change | Greenhouse gas (GHG) emissions | Core | For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO ₂ e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate. | 2021 Sustainability Report: • Climate change and environmental management, page 20 | Full |
| | Climate change | Climate change | TCFD implementation | Core | Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well-below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050. | 2021 Sustainability Report: • About this Report, page 5 • Climate change, page 18 | Partial |
| | Climate change and environmental management | Nature loss | Land use and ecological sensitivity | Core | Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas. | 2021 Sustainability Report: • Climate change and environmental management, page 29 | Partial |
| | Climate change and environmental management | Freshwater availability | Water consumption and withdrawal in water-stressed areas | Core | Report for operations where material, mega litres of water withdrawn, mega litres of water consumed and the percentage of each in regions with high or extremely high baseline water stress according to WRI Aqueduct Water Risk Atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate. | 2021 Sustainability Report: • Climate change and environmental management, page 30 | Partial |

| WEF Core Pillar | Material Topic | WEF Themes | WEF Metrics | Core/Expanded | Descriptions | Reference | Full/Partial |
|---|-----------------------------------|----------------------------------|---|---------------|---|--|--------------|
| WEF Stakeholder Capitalism Metrics | | | | | | | |
| People | Social performance and our people | Dignity and equality | Diversity and inclusion (%) | Core | Percentage of employees per employee category, per age group, gender and other indicators of diversity (e.g. ethnicity). | 2021 Sustainability Report: • Our people, page 48 | Full |
| | Workplace safety | Health and well-being | Health and safety (%) | Core | 1. The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries, main types of work-related injury; and the number of hours worked GRI:2018 403 – 6 (a); 2. An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers. | 2021 Sustainability Report: • Statement from the Executive Chairman and Chief Executive Officer, page 2 • Workplace safety, page 14 | Partial |
| | Our people | Skills for the future | Training provided (#) | Core | 1. Average hours of training per person that the organisation's employees have undertaken during the reporting period, by gender and employee category (total number of trainings provided to employees divided by the number of employees); 2. Average training and development expenditure per full time employee. | 2021 Sustainability Report: • Compliance and conduct, page 13 • Work safety, page 17 • Our people, page 48 | Partial |
| Prosperity | Our people | Employment and wealth generation | Absolute number and rate of employment | Core | 1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region; 2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region. | 2021 Sustainability Report: • Our People, page 47 | Partial |
| | Our people | Employment and wealth generation | Economic contribution | Core | 1. Direct economic value generated and distributed (EVG&D) – on an accrual basis, covering the basic components for the organisation's global operations, ideally split out by: (EVG&D can provide a valuable snapshot of the direct monetary value added to local economies through generation of products and services, servicing of capital, payment of wages, taxes and community investment, while the significant financial assistance received from government, when compared with separate disclosures on taxes, can be useful for developing a more balanced and transparent snapshot of the balance of transactions between the company and government): a. Revenue; b. Operating costs; c. Employee wages and benefits; d. Payments to providers of capital; e. Payments to governments; f. Community investment. 2. Financial assistance received from the government – total monetary value of financial assistance received by the organisation from any government during the reporting period. | 2021 Sustainability Report: • Social Performance, page 34 • Social performance (community engagement), page 35 2021 Payment to Governments Report 2021 Annual Report: • Pages 57 to 121 | Partial |
| | Social performance | Community and social vitality | Total social investment | Expanded | Total Social Investment (TSI) sums up a company's resources used for "S" in ESG efforts defined by CECP Valuation Guidance. | 2021 Sustainability Report: • Social performance, page 34 • Trafigura Foundation, page 44 | Partial |
| | Social performance | Employment and wealth generation | Infrastructure investments and services supported | Expanded | 1. Extent of development of significant infrastructure investments and services supported; 2. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant; 3. Whether these investments and services are commercial, in-kind, or pro bono engagements. | 2021 Sustainability Report: • Social Performance, page 34 • Trafigura Foundation, page 45 | Full |



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