

MINOR SUSTAINABILITY REPORT 2024:

MATERIAL ASPECTS AND BOUNDARIES

Subsidiaries, Affiliates and Joint Venture Companies included in the Sustainability Report

Companies ⁽¹⁾	Material Aspects						
	1	2	3	4	5	6	7
Minor International Public Company Limited	●	●	●	●	●	●	●
Minor Supply Chain Solutions Limited	●	●	●	●	●	● ⁽²⁾	
Minor Hotels							
Minor Hotel Group Limited	●	●	●	●	●	●	●
Baan Boran Chiangrai Limited	●		●	●	●	●	●
Hua Hin Village Limited	●		●	●	●	●	
Maerim Terrace Resort Limited	●		●	●	●	● ⁽²⁾	●
MHG Phuket Limited	●		●	●	●	●	●
MI Squared Limited	●		●	●	●	●	●
MSpa International Limited	●		●	●	●	●	
Rajadamri Hotel Public Company Limited	●		●	●	●	●	
Royal Garden Plaza Limited	●		●	●	●	●	
Minor Sky Rider Limited	●		●	●	●	●	
Samui Resort and Spa Limited	●		●	●	●	●	
Siam Success Realty Ltd.	●		●	●	●	●	
Asian Institute of Hospitality Management Co., Ltd.	●		●	●	●	●	
Cardamom Tented Camp Co., Ltd.	●				●	● ⁽²⁾	●
Harbour View Corporation Limited	●		●	●	●	●	
Jada Resort and Spa (Private) Limited	●		●	●	●	●	●
Lodging Management (Mauritius) Limited	●		●	●	●	●	●
MHG Desaru Hotel Sdn. Bhd.	●		●	●	●	●	
Minor Hotel Group MEA DMCC	●		●	●	●	●	●
PH Resorts (Private) Ltd.	●		●	●	●	●	●
Plexus Maldives Private Limited	●		●	●	●	●	●
PT. Wika Realty Minor Development	●		●	●	●	●	
Vietnam Hotel Projekt B.V.	●		●	●	●	●	●
Bai Dai Tourism Company Limited	●		●	●	●	●	
Minor Hotels Europe and Americas S.A. ⁽³⁾	●	●	●	●	●	●	
Minor Hotels Australasia Limited	●		●	●	●	●	
MHG Lesotho (Proprietary) Limited	●		●	●	●	●	
Minor Hotel Group Gaborone (Proprietary) Limited	●		●	●	●	●	

Aspects

1. Corporate Governance and Risk Management
2. Sustainable Supply Chain
3. People Practices & Development
4. Health, Safety & Well-being
5. Corporate Social Responsibility
6. Climate Change, Water, Waste
7. Biodiversity & Conservation

Companies ⁽¹⁾	Material Aspects						
	1	2	3	4	5	6	7
Minor Hotels Zambia Limited	●		●	●	●	●	●
Rani Minor Holding Limited	●		●	●	●	●	●
Sands Hotels (Proprietary) Limited	●		●	●	●	●	
Tanzania Tourism and Hospitality Investment Limited	●		●	●	●	● ⁽²⁾	●
Zanzibar Tourism and Hospitality Investment Limited	●		●	●	●	● ⁽²⁾	●
Armin Systems Limited	●		●	●	●	●	
Minor Corporation Public Company Limited	●		●	●	●	●	
Minor Fashion Limited	●		●	●	●	●	
Minor Lifestyle Limited	●		●	●	●	●	
Minor Food							
The Minor Food Group Public Company Limited	●	●	●	●	●	●	
Burger (Thailand) Limited	●		●	●	●	●	
GAGA Beverage (Thailand) Co., Ltd.	●		●	●	●	●	
Minor DQ Limited	●		●	●	●	●	
Minor Food Holding Co., Ltd.	●		●	●	●	●	
Select Service Partner Limited	●		●		●	● ⁽²⁾	
MF Café and Restaurant Limited	●		●	●	●	●	
Swensen's (Thai) Limited	●		●	●	●	●	
Minor Dairy Limited	●	●	●	●	●	●	
Pecan Deluxe (Thailand) Limited	●		●		●	● ⁽²⁾	
NMT Limited	●		●	●	●	●	
Art of Baking Co., Ltd.	●		●		●	● ⁽²⁾	
Minor Food Group (Singapore) Pte. Ltd.	●		●		●	●	
MFG International Holding (Singapore) Pte Ltd	●		●	●	●	●	
Minor DKL Food Group Pty. Ltd.	●	●	●	●	●	●	
Minor Food (Seychelles) Limited	●		●	●	●	●	
Liwa Minor Food & Beverage LLC	●		●		●	●	
S&P Syndicate Public Company Limited						● ⁽²⁾	

⁽¹⁾ For ease of reporting purpose, subsidiaries of holding companies will be disclosed under the holding company

⁽²⁾ Included in GHG Emission Scope 3

⁽³⁾ Information available either in Minor Sustainability Report 2024, or in Minor Hotels Europe & Americas Consolidated Management Report 2024

MINOR SUSTAINABILITY REPORT 2024: GRI CONTENT INDEX

All GRI Disclosures in the table refer to GRI Standards 2021

Refer to: 2024 Annual Report (Form 56-1 One Report), 2024 Sustainability Report, 2024 Sustainability Performance Data

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		2024 Annual Report	2024 Sustainability Report	2024 Sustainability Performance Data	Website	Requirement(s) Omitted	Reason	Explanation	
General Disclosures									
GRI 2: General Disclosures 2021	2-1 Organizational details	1, 4 - 9, 66	7 - 9, 69	-	https://www.minor.com/en/our-business/business-overview				
	2-2 Entities included in the organization's sustainability reporting	4 - 9	7 - 9	-					
	2-3 Reporting period, frequency and contact point	-	69	-					
	2-4 Restatements of information	-	-	7, 12 - 13					
	2-5 External assurance	-	70 - 73	-					
	2-6 Activities, value chain and other business relationships	-	10 - 11	-					
	2-7 Employees	170 - 171, 189	20 - 29	5 - 8					
	2-8 Workers who are not employees	-	-	5, 10					
	2-9 Governance structure and composition	18 - 19, 177 - 187	16	-	https://www.minor.com/en/management/board-of-directors https://www.minor.com/en/about/management-structure				
	2-10 Nomination and selection of the highest governance body	156 - 157, 195	-	-	https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf 5. Size of Board and Selection Process				
	2-11 Chair of the highest governance body	18 - 19, 177 - 187	-	-	https://www.minor.com/en/management/board-of-directors, https://www.minor.com/en/about/management-structure				
	2-12 Role of the highest governance body in overseeing the management of impacts	177 - 187	-	-	https://www.minor.com/en/about-us/board-and-management/group-organization-chart				
	2-13 Delegation of responsibility for managing impacts	186 - 187	16 - 17	-	https://www.minor.com/storage/download/charters/20230117-mint-sustainability-and-risk-management-en.pdf				
	2-14 Role of the highest governance body in sustainability reporting	186 - 187	16 - 17	-	https://www.minor.com/storage/download/charters/20230117-mint-sustainability-and-risk-management-en.pdf				
	2-15 Conflicts of interest	167, 200 - 201	-	-	https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf 9. Ethics and Conflicts of Interest				

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		2024 Annual Report	2024 Sustainability Report	2024 Sustainability Performance Data	Website	Requirement(s) Omitted	Reason	Explanation	
	2-16 Communication of critical concerns	174	58	-	https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf 10. Reporting of Concerns and Whistle-Blower Service				
	2-17 Collective knowledge of the highest governance body	194 - 197	-	-					
	2-18 Evaluation of the performance of the highest governance body	198	-	-					
	2-19 Remuneration policies	188 - 190	-	-	https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf 11. Compensation of the Board 13. Annual Compensation Review of Senior Management				
	2-20 Process to determine remuneration	188 - 190	15	-	https://www.minor.com/en/management/nominating-and-corporate-governance-committee https://www.minor.com/en/management/compensation-committee				
	2-21 Annual total compensation ratio	199	-	-					
	2-22 Statement on sustainable development strategy	125 - 130	14	-	https://www.minor.com/storage/download/corporate-policies/20230523-mint-sustainability-development-policy-en.pdf				
	2-23 Policy commitments	76 - 77, 81 - 83, 125, 174 - 175, 188, 190, 277	33, 53, 68	-	https://www.minor.com/en/corporate-governance/corporate-policies				
	2-24 Embedding policy commitments	-	33, 53, 68	-					
	2-25 Processes to remediate negative impacts	174, 203	58	-	https://www.minor.com/en/corporate-governance/whistleblowing				
	2-26 Mechanisms for seeking advice and raising concerns	174, 203	58	-	https://www.minor.com/en/corporate-governance/whistleblowing				
	2-27 Compliance with laws and regulations	-	20, 34, 54	-					
	2-28 Membership associations	57 - 61	57	20 - 23					
	2-29 Approach to stakeholder engagement	125 - 126, 168 - 171	12 - 13	-	https://www.minor.com/en/sustainability/stakeholder-engagement				
	2-30 Collective bargaining agreements	-	24	-	https://www.minor.com/storage/download/corporate-policies/20220407-human-rights-policy-en.pdf				

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		2024 Annual Report	2024 Sustainability Report	2024 Sustainability Performance Data	Website	Requirement(s) Omitted	Reason	Explanation	
Material Topics									
GRI 3: Material Topics 2021	3-1 Process to determine material topics	-	12 - 13	-	https://www.minor.com/en/sustainability/stakeholder-engagement				
	3-2 List of material topics	-	12 - 13	-	https://www.minor.com/en/sustainability/materiality-assessment				
Economic Performance									
GRI 3: Material Topics 2021	3-3 Management of material topics	10 - 17, 21 - 25, 141 - 142	13 - 14	-					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	10 - 11, 20 - 25	-	1					
	201-2 Financial implications and other risks and opportunities due to climate change	121 - 123	36 - 37	-					
	201-3 Defined benefit plan obligations and other retirement plans	334, 414 - 416	-	-					
	201-4 Financial assistance received from government	-	-	-					
Market Presence									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	-	-	-					
	202-2 Proportion of senior management hired from the local community	-	-	-					
Indirect Economic Impacts									
GRI 3: Material Topics 2021	3-3 Management of material topics	118 - 119	-	-					
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	63 - 65	20 - 33, 34 - 53, 54 - 68	-					
	203-2 Significant indirect economic impacts	174	30 - 32	-					

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		2024 Annual Report	2024 Sustainability Report	2024 Sustainability Performance Data	Website	Requirement(s) Omitted	Reason	Explanation	
Procurement Practices									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	-	-	-					
Anti-corruption									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13, 54	-					
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	-	56	-					
	205-2 Communication and training about anti-corruption policies and procedures	155, 170 - 173, 202 - 203	57	-	https://www.minor.com/storage/download/corporate-policies/20250107-anti-fraud-corruption-policy-en.pdf				
	205-3 Confirmed incidents of corruption and actions taken	-	56	-					
Anti-competitive Behavior									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	56 - 57	-	https://www.minor.com/storage/download/corporate-policies/20250107-anti-fraud-corruption-policy-en.pdf				
Tax									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 207: Tax 2019	207-1 Approach to tax	-	-	-	https://www.minor.com/storage/download/corporate-policies/tax-governance-framework-policy.pdf				
	207-2 Tax Governance, control, and risk management	-	-	-	https://www.minor.com/storage/download/corporate-policies/tax-governance-framework-policy.pdf				
	207-3 Stakeholder engagement and management of concerns related to tax	-	-	-					
	207-4 Country-by-country reporting	-	-	-	https://www.minor.com/storage/download/sustainability-reports/2024/profits-and-income-tax-paid-by-country-en.pdf				

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		2024 Annual Report	2024 Sustainability Report	2024 Sustainability Performance Data	Website	Requirement(s) Omitted	Reason	Explanation	
Materials									
GRI 3: Material Topics 2021	3-3 Management of material topics	125 - 130	34, 45	-					
GRI 301: Materials 2016	301-1 Materials used by weight or volume	127	45	-					●
	301-2 Recycled input materials used	-	-	-					
	301-3 Reclaimed products and their packaging materials	-	-	-					
Energy									
GRI 3: Material Topics 2021	3-3 Management of material topics	126 - 127	34, 41	11					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	-	41	12, 16					●
	302-2 Energy consumption outside of the organization	-	41	13					
	302-3 Energy intensity	-	41	12, 16					
	302-4 Reduction of energy consumption	-	40 - 42	12, 16					
	302-5 Reduction in energy requirements of products and services	-	40 - 42	13					
Water and Effluents									
GRI 3: Material Topics 2021	3-3 Management of material topics	126 - 127	34, 43	11					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	-	43 - 44	-					
	303-2 Management of water discharge-related impacts	-	43 - 44	16 - 17					
	303-3 Water withdrawal	127	43	14, 16					●
	303-4 Water discharge	-	-	16					
	303-5 Water consumption	-	-	14, 16					●
Biodiversity									
GRI 3: Material Topics 2021	3-3 Management of material topics	126 - 127	34, 47	-					
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	-	-	18					
	304-2 Significant impacts of activities, products, and services on biodiversity	-	47 - 52	18					
	304-3 Habitats protected or restored	-	47 - 52	19					

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		2024 Annual Report	2024 Sustainability Report	2024 Sustainability Performance Data	Website	Requirement(s) Omitted	Reason	Explanation	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	50	19					
Emissions									
GRI 3: Material Topics 2021	3-3 Management of material topics	125 - 130	34	11					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	-	38 - 41	12, 16					●
	305-2 Energy indirect (Scope 2) GHG emissions	-	38 - 41	12, 16					●
	305-3 Other indirect (Scope 3) GHG emissions	-	38 - 41	12 - 13					
	305-4 GHG emissions intensity	127	38 - 41	16					●
	305-5 Reduction of GHG emissions	127	38 - 41	12 - 13, 16					
	305-6 Emissions of ozone-depleting substances (ODS)	-	-	-					
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	-	-	17					
Waste									
GRI 3: Material Topics 2021	3-3 Management of material topics	126 - 127	34	11					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	-	45 - 46	-					
	306-2 Management of significant waste-related impacts	-	45 - 46	-					
	306-3 Waste generated	-	45 - 46	15					●
	306-4 Waste diverted from disposal	127 - 128	45 - 46	15					●
	306-5 Waste directed to disposal	-	45 - 46	15					●
Supplier Environmental Assessment									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	54	-					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	-	61	4					●
	308-2 Negative environmental impacts in the supply chain and actions taken	-	61	-					●

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		2024 Annual Report	2024 Sustainability Report	2024 Sustainability Performance Data	Website	Requirement(s) Omitted	Reason	Explanation	
Employment									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13, 20, 22, 24, 30	-					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	-	21, 24	5 - 7					●
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	170 - 171, 189, 334, 414 - 415	-	8					
	401-3 Parental leave	-	-	-					
Labor/Management Relations									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13	-					
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	-	-	-					
Occupational Health and Safety									
GRI 3: Material Topics 2021	3-3 Management of material topics	129	13, 20, 26 - 28	-					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	-	26	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-2 Hazard identification, risk assessment, and incident investigation	-	27 - 28	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-3 Occupational health services	-	27	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-4 Worker participation, consultation, and communication on occupational health and safety	-	26 - 27	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-5 Worker training on occupational health and safety	-	27	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-6 Promotion of worker health	-	29	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-	26 - 28	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-8 Workers covered by an occupational health and safety management system	-	28	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		2024 Annual Report	2024 Sustainability Report	2024 Sustainability Performance Data	Website	Requirement(s) Omitted	Reason	Explanation	
	403-9 Work-related injuries	129	28	9 - 10	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				●
	403-10 Work-related ill health	129	28	9 - 10	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				●
Training and Education									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13 - 14, 20, 22 - 23	-					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	-	22	8					
	404-2 Programs for upgrading employee skills and transition assistance programs	170	23	-					
	404-3 Percentage of employees receiving regular performance and career development reviews	-	22	-					●
Diversity and Equal Opportunity									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	14	-					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	177 - 178, 189	21, 24	5 - 6	Diversity is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/20220407-human-rights-policy-en.pdf				
	405-2 Ratio of basic salary and remuneration of women to men	-	-	-	Gender is not a factor in determining basic salary, instead the type of business, nature of job, and location are main factors.				
Non-discrimination									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13 - 14, 58 - 60	-					
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	60	-	Discrimination is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/20220407-human-rights-policy-en.pdf				
Freedom of Association and Collective Bargaining									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13 - 14, 58 - 60	-					
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	-	-	Freedom of Association and Collective Bargaining is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/20220407-human-rights-policy-en.pdf				

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		2024 Annual Report	2024 Sustainability Report	2024 Sustainability Performance Data	Website	Requirement(s) Omitted	Reason	Explanation	
Child Labor									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13 - 14, 58 - 60	-					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	-	54 (no material non- compliance)	-	Child Labor is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/20220407-human-rights-policy-en.pdf				
Forced or Compulsary Labor									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13 - 14, 58 - 60	-					
GRI 409: Forced or Compulsary Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	54 (no material non- compliance)	-	Forced Labor is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/20220407-human-rights-policy-en.pdf				
Security Practices									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-					
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	-	-	-					
Rights of Indigenous Peoples									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-					
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	-	-	-					
Local Communities									
GRI 3: Material Topics 2021	3-3 Management of material topics	125, 128 - 130	13 - 14, 20, 30 - 32	-					
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	-	30 - 32	-					
	413-2 Operations with significant actual and potential negative impacts on local communities	-	54 (no material non- compliance), 60	-					

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		2024 Annual Report	2024 Sustainability Report	2024 Sustainability Performance Data	Website	Requirement(s) Omitted	Reason	Explanation	
Supplier Social Assessment									
GRI 3: Material Topics 2021	3-3 Management of material topics	125, 128 - 130	13 - 14, 54, 60 - 62	-					
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	-	61	4					●
	414-2 Negative social impacts in the supply chain and actions taken	-	60, 62	-					●
Public Policy									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	54, 57	-					
GRI 415: Public Policy 2016	415-1 Political contributions	-	57	-	https://www.minor.com/storage/download/corporate-policies/20250107-anti-fraud-corruption-policy-en.pdf				
Customer Health and Safety									
GRI 3: Material Topics 2021	3-3 Management of material topics	125, 128 - 130	13 - 14, 54, 64 - 67	-					
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	-	65	-					
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	54 (no material non- compliance)	-					
Marketing and Labeling									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	54, 63, 66 - 67	-					
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	-	63	-					
	417-2 Incidents of non-compliance concerning product and service information and labeling	-	-	-					
	417-3 Incidents of non-compliance concerning marketing communications	-	54 (no material non- compliance)	-					
Customer Privacy									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13, 54, 57	-					
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	57	-					