

APPENDIX 3 | GRI STANDARDS INDEX

Guideline	Information disclosed	Corresponding section/ Additional information	Page number
GRI 102: General Disclosure 2016			
Organizational profile			
102-1	Name of the organization	TPEX Introduction	8
102-2	Activities, brands, products, and services	TPEX Introduction	8
102-3	Location of headquarters	TPEX Introduction	8
102-4	Location of operations	TPEX Introduction	8
102-5	Ownership and legal form	TPEX Introduction	8
102-6	Markets served	TPEX Introduction	8
102-7	Scale of the organization	TPEX Introduction 2-1 Internal Operation	8 40
102-8	Information of employees and other workers	4-1 Employee care	68
102-9	Supply chain	TPEX Introduction	8
102-10	Significant changes to the organization and its supply chain	No significant changes in 2019.	-
102-11	Precautionary Principle or approach	2-1 Internal Operations	40
102-12	External initiatives	1-3 Partnership Sustainability Performance Highlights	34 10
102-13	Membership of associations	1-3 Partnership	34
Strategy			
102-14	Statement from senior decision-maker	Message from the Chairman and CEO	5
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	2-1 Internal Operations	40
Governance			
102-18	Governance structure	2-1 Internal Operations	40
Stakeholders			
102-40	List of stakeholder groups	Appendix– Stakeholders Engagement	83
102-41	Collective bargaining agreements	None	-
102-42	Identifying and selecting stakeholders	Appendix–Stakeholders Engagement	83
102-43	Approach to stakeholder engagement	Appendix– Stakeholders Engagement	83
102-44	Key topics and concerns raised	Appendix– Management of Material Topics	85
Reporting Practice			
102-45	Entities included in the consolidated financial statements	Entities included in the financial statement are already included herein	
102-46	Defining report content and topic Boundaries	Appendix– Management of Material Topics	85
102-47	List of material topics	Appendix– Management of Material Topics	85
102-48	Restatements of information	No such incidents occurred in 2019.	-
102-49	Changes in reporting	Appendix– Management of Material Topics	85
102-50	Reporting period	About the Report	4
102-51	Date of most recent report	About the Report	4
102-52	Reporting cycle	About the Report / Every year	4
102-53	Contact point for questions regarding the report	About the Report	4
102-54	Claims of reporting in accordance with the GRI Standards	About the Report	4
102-55	GRI content index	Appendix– GRI Standards Index	94

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102-56	External assurance	About the Report Appendix– Independent Auditors' Limited Assurance Report	4 96
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Appendix– Management of Material Topics	85
103-2	The management approach and its components	Appendix– Management of Material Topics	85
103-3	Evaluation of the management approach	Appendix– Management of Material Topics	85
Specific standard disclosures			
GRI 200: Economic			
GRI 202: Market Presence 2016			
202-2	Proportion of senior management hired from the local community	4-1 Employee care	68
GRI 205: Anti-corruption 2016			
205-3	Confirmed incidents of corruption and actions taken	2-1. Internal Operations	40
GRI 300: Environmental			
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	3-2 Green Office	60
302-3	Energy intensity	3-2 Green Office	60
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	3-2 Green Office	60
305-2	Energy Indirect (Scope 2) GHG emissions	3-2 Green Office	60
305-4	GHG emissions intensity	3-2 Green Office	60
GRI 307: Environmental compliance 2016			
307-1	Non-compliance with environmental laws and regulations	2-1. Internal Operations	40
GRI 400: Social			
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	4-1 Employee care	68
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4-1 Employee care	68
401-3	Parental leave	4-1 Employee care	68
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	4-1 Employee care	68
404-3	Percentage of employees receiving regular performance and career development reviews	4-1 Employee care	68
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	2-1. Internal Operations 4-1 Employee care	40 68
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2-1. Internal Operations	40
GRI 419: Socioeconomic Compliance 2016			
419-1	Non-compliance with laws and regulations in the social and economic area	2-1. Internal Operations	40