

# Steelcase

## GRI Content Index

Steelcase Inc. has reported the information cited in this GRI content index for the period March 1, 2022 to February 28, 2023 in accordance with the GRI Standards. This report uses the most current GRI Sustainability Reporting Standards, effective January 1st 2023, as the format to ensure transparent disclosure of our impact on the environment, economy and society.

| GRI 1: Foundation 2021                       |   | Information Links   | Page(s) | Omissions |
|--|---|---|---------|-----------|
|  | Reporting principles applied, requirements, and use/referencing of GRI Standards. | <a href="#">Foundation 2021</a>   |         |           |
| GRI 2: General Disclosures 2021              |   |   |         |           |
| The organization and its reporting practices |   | Information Links   | Page(s) | Omissions |
| 2-1  | Organizational details  | <a href="#">Organizational Details 2023 Annual Report</a>   | 1-4     |           |
| 2-2  | Entities included in the organization's sustainability reporting                  | <a href="#">Entities Included in the Organization's Sustainability Reporting 2023 Annual Report</a> | 1       |           |
| 2-3  | Reporting period, frequency and contact point                                     | <a href="#">Reporting Period, Frequency and Contact Point 2023 Impact Report</a>                    |         |           |
| 2-4  | Restatements of information   | There are no restatements of information provided in previous reports.                              |         |           |
| 2-5  | External assurance  | <a href="#">External Assurance 2023 CDP S1S2S3 GHG Verification Statement</a>                       |         |           |
| Activities and workers                       |   | Information Links   | Page(s) | Omissions |
| 2-6  | Activities, value chain and other business relationships                          | <a href="#">Activities, Value Chain and Other Business Relationships 2023 Annual Report</a>         | 1-4     |           |
| 2-7  | Employees   | <a href="#">2023 Annual Report</a>  | 7       |           |
| 2-8  | Workers who are not employees   | <a href="#">2023 Annual Report</a>  | 7       |           |
| Governance                                   |   | Information Links   | Page(s) | Omissions |
| 2-9  | Governance structure and composition  | <a href="#">Governance Structure and Composition 2023 Proxy Statement</a>                           | 6-12    |           |
| 2-10   | Nomination and selection of the highest governance body                           | <a href="#">Nomination and Selection of the Highest Governance Body 2023 Proxy Statement</a>        | 20      |           |

|      |   |  |                                   |
|------|---|--|-----------------------------------|
| 2-11 | Chair of the highest governance body  | <a href="#">Chair of the Highest Governance Body</a><br><a href="#">2023 Proxy Statement</a>   | 17                                |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | <a href="#">Role of the Highest Governance Body in Overseeing the Management of Impacts</a><br><a href="#">Nominating and Corporate Governance Committee Charter rev 20...</a><br><a href="#">2023 Proxy Statement</a>   | 16, 18                            |
| 2-13 | Delegation of responsibility for managing impacts                           | <a href="#">Delegation of Responsibility for Managing Impacts</a><br><a href="#">2023 Proxy Statement</a>  | 16, 18                            |
| 2-14 | Role of the highest governance body in sustainability reporting             | <a href="#">Role of the Highest Governance Body in Sustainability Reporting</a><br><a href="#">Nominating and Corporate Governance Committee Charter rev 20...</a>   |                                   |
| 2-15 | Conflicts of interest   | <a href="#">Conflicts of Interest</a><br><a href="#">Code of Business Conduct rev 2021</a><br><a href="#">Code of Ethics Chief Executives and Senior Financial Officer...</a><br><a href="#">Related Person Transactions Policy rev 2007</a><br><a href="#">2023 Proxy Statement</a> | 22-23                             |
| 2-16 | Communication of critical concerns  | <a href="#">Communication of Critical Concerns</a>   |                                   |
| 2-17 | Collective knowledge of the highest governance body                         | <a href="#">Collective Knowledge of the Highest Governance Body</a><br><a href="#">Corporate Governance Overview</a><br><a href="#">Corporation Governing Principles rev 2018</a>  |                                   |
| 2-18 | Evaluation of the performance of the highest governance body                | <a href="#">Evaluation of the Performance of the Highest Governance Body</a>   |                                   |
| 2-19 | Remuneration policies   | <a href="#">Remuneration Policies</a><br><a href="#">2023 Proxy Statement</a>  | CD&A 32-51; Tables 52-69          |
| 2-20 | Process to determine remuneration   | <a href="#">Process to Determine Remuneration</a><br><a href="#">2023 Proxy Statement</a>  | CD&A p. 32-51; exec comp p. 52-69 |
| 2-21 | Annual total compensation ratio   | <a href="#">Annual Total Compensation Ratio</a><br><a href="#">2023 Proxy Statement</a>  | P 64                              |

| <b>Strategy, policies and practices</b> |  | Information Links  | Page(s)         | Omissions       |
|---|--|--|-----------------|-----------------|
| 2-22                                    | Statement on sustainable development strategy      | <a href="#">Statement on Sustainable Development Strategy 2023 Impact Report</a>   | 2               |                 |
| 2-23                                    | Policy commitments                                 | <a href="#">Policy Commitments Corporate Compliance Policies</a>   |                 |                 |
| 2-24                                    | Embedding policy commitments                       | <a href="#">Embedding Policy Commitments</a>   |                 |                 |
| 2-25                                    | Processes to remediate negative impacts            | <a href="#">Processes to Remediate Negative Impacts Corporate Compliance Policies Supplier Code of Conduct rev Sep 2022 Anti-Bribery Anti-Corruption Policy rev June 2020 online Global Business Standards rev 2022 Global EHS Compliance Policy rev 2020 Code of Business Conduct rev 2023</a>  |                 |                 |
| 2-26                                    | Mechanisms for seeking advice and raising concerns | <a href="#">Mechanisms for Seeking Advice and Raising Concerns Impact Coaching Guide Harassment Prevention/Respect and Responsibility Anti-Bribery Anti-Corruption Policy rev June 2020 online Global Business Standards rev 2022 Anti-Slavery Anti-Human Trafficking Statement rev 2022 Code of Business Conduct rev 2023 Integrity Help Line Policy rev 2021</a> |                 |                 |
| 2-27                                    | Compliance with laws and regulations               | <a href="#">Compliance with Laws and Regulations</a>   |                 |                 |
| 2-28                                    | Membership associations                            | <a href="#">Membership Associations</a>  |                 |                 |
| <b>Stakeholder engagement</b>           |  | Information Links  | Page(s)         | Omissions       |
| 2-29                                    | Approach to stakeholder engagement                 | <a href="#">Approach to Stakeholder Engagement 2023 Impact Report Investor Relations website Suppliers website</a>   | 41;4;9;18;25;31 |                 |
| 2-30                                    | Collective bargaining agreements                   | <a href="#">Collective Bargaining Agreements</a>   |                 | Not Applicable. |

| <b>Disclosures on material topics</b>          |  | Information Links  | Page(s)    | Omissions  |
|--|--|--|------------|--|
| 3-1  | Process to determine material topics   | <a href="#">Process to Determine Material Topics</a>   |            |  |
| 3-2  | List of material topics  | <a href="#">List of Material Topics</a>  |            |  |
| <b>Economic</b>                                |  |  |            |  |
| <b>GRI 201: Economic Performance 2016</b>      |  | Information Links  | Page(s)    | Omissions  |
| 201-1  | Direct economic value generated and distributed                                | <a href="#">Direct Economic Value Generated And Distributed 2023 Annual Report</a>               |            |  |
| 201-2  | Financial implications and other risks and opportunities due to climate change | <a href="#">2023 CDP</a>   | Section C2 |  |
| 201-3  | Defined benefit plan obligations and other retirement plans                    | <a href="#">Defined Benefit Plan Obligations and Other Retirement Plans</a>                      |            |  |
| 201-4  | Financial assistance received from government                                  | <a href="#">Financial Assistance Received From Government</a>                                    |            |  |
| <b>GRI 202: Market Presence 2016</b>           |  | Information Links  | Page(s)    | Omissions  |
| 202-1  | Ratio of standard entry level wage by gender compared to local minimum wage    | <a href="#">Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage</a>      |            |  |
| 202-2  | Proportion of senior management hired from the local community                 | <a href="#">Proportion Of Senior Management Hired From The Local Community</a>                   |            |  |
| <b>GRI 203: Indirect Economic Impacts 2016</b> |  | Information Links  | Page(s)    | Omissions  |
| 203-1  | Infrastructure investments and services supported                              | No Information Available   |            | Not Applicable. We are not involved in "significant" infrastructure investments or services. |
| 203-2  | Significant indirect economic impacts  | No Information Available   |            | We are not involved in significant indirect economic impacts.                                |
| <b>GRI 204: Procurement Practices 2016</b>     |  | Information Links  | Page(s)    | Omissions  |
| 3-3  | Management of Material Topics (Procurement Practices)                          | <a href="#">Management of Material Topics: Procurement Practices 2023 Impact Report</a>          | 29-30      |  |
| 204-1  | Proportion of spending on local suppliers                                      | <a href="#">Proportion Of Spending On Local Suppliers Local Spend Spreadsheet for One Report</a> |            |  |
| <b>GRI 205: Anti-Corruption 2016</b>           |  | Information Links  | Page(s)    | Omissions  |
| 3-3  | Management of Material Topics (Anti-Corruption)                                | <a href="#">Management of Material Topics: Anti-Corruption</a>                                   |            |  |
| 205-1  | Operations assessed for risks related to corruption                            | <a href="#">Operations Assessed for Risks Related to Corruption</a>                              |            |  |

|  |   |   |         |  |
|--|---|---|---------|--|
| 205-2  | Communication and training about anti-corruption policies and procedures        | <a href="#">Communication and Training about Anti-Corruption Policies and Procedures</a><br><a href="#">Corporate Compliance Policies</a><br><a href="#">Harassment Prevention/Respect and Responsibility</a><br><a href="#">Supplier Code of Conduct rev Sep 2022</a><br><a href="#">Anti-Bribery Anti-Corruption Policy rev June 2020 online</a><br><a href="#">Global Business Standards rev 2022</a><br><a href="#">Anti-Slavery Anti-Human Trafficking Statement rev 2022</a><br><a href="#">Code of Ethics Chief Executives and Senior Financial Officer...</a><br><a href="#">Code of Business Conduct rev 2023</a><br><a href="#">Integrity Help Line Policy rev 2021</a> |         |  |
| 205-3  | Confirmed incidents of corruption and actions taken                             | <a href="#">Confirmed Incidents of Corruption and Actions Taken</a>   |         |  |
| <b>GRI 206: Anti-Competitive Behavior 2016</b> |   | Information Links   | Page(s) | Omissions  |
| 206-1  | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | <a href="#">Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices</a>   |         |  |
| Environmental                                  |   |   |         |  |
| <b>GRI 301: Materials 2016</b>                 |   | Information Links   | Page(s) | Omissions  |
| 3-3  | Management of Material Topics (Materials)                                       | <a href="#">Management of Material Topics: Materials</a><br><a href="#">Scrap Playbook 2022</a><br><a href="#">Scrap Training rev Oct 2020</a><br><a href="#">2023 Impact Report</a>  | 38-40   |  |
| 301-1  | Materials used by weight or volume  | <a href="#">Materials Used By Weight Or Volume</a>  |         | Unavailable. Data is not currently available to report total incoming material weights due to the complexity of the materials and incoming data being in many different units, most are not in the form of weight. |
| 301-2  | Recycled input materials used   | <a href="#">Recycled Input Materials Used</a>   |         |  |
| 301-3  | Reclaimed products and their packaging materials                                | <a href="#">Reclaimed Products and their Packaging Materials</a><br><a href="#">Packaging Supplier Engagement Letter</a>  |         |  |
| <b>GRI 302: Energy 2016</b>                    |   | Information Links   | Page(s) | Omissions  |

|  |   |   |               |           |
|--|---|---|---------------|-----------|
| 3-3                                      | Management of Material Topics (Energy)  | <a href="#">Management of Material Topics: Energy</a><br><a href="#">2023 Impact Report</a>   | 26-30         |           |
| 302-1                                    | Energy consumption within the organization  | <a href="#">Energy Consumption Within the Organization</a><br><a href="#">2023 CDP</a>  | Section C8.2c |           |
| 302-2                                    | Energy consumption outside of the organization  | <a href="#">Energy Consumption Outside of the Organization</a><br><a href="#">2023 CDP</a>  | Section C6.5  |           |
| 302-3                                    | Energy intensity  | <a href="#">Energy Intensity</a><br><a href="#">2023 CDP</a>  | Section C6.10 |           |
| 302-4                                    | Reduction of energy consumption   | <a href="#">Reduction of Energy Consumption</a><br><a href="#">2023 CDP</a>   | Section C4.3b |           |
| 302-5                                    | Reductions in energy requirements of products and services  | <a href="#">Reductions in Energy Requirements of Products and Services</a><br><a href="#">2023 CDP</a>  | Section C4.5a |           |
| <b>GRI 303: Water and Effluents 2018</b> |   | Information Links   | Page(s)       | Omissions |
| 3-3                                      | Management of Material Topics (Water and Effluents)   | <a href="#">Management of Material Topics: Water and Effluents</a><br><a href="#">2023 Impact Report</a>  | 35            |           |
| 303-1                                    | Interactions with water as a shared resource  | <a href="#">Interactions With Water as a Shared Resource</a><br><a href="#">2023 Impact Report</a>  | 35            |           |
| 303-2                                    | Management of water discharge-related impacts   | <a href="#">Management of Water Discharge-Related Impacts</a>   |               |           |
| 303-3                                    | Water withdrawal  | <a href="#">Water Withdrawal</a>  |               |           |
| 303-4                                    | Water discharge   | <a href="#">Water Discharge</a>   |               |           |
| 303-5                                    | Water consumption   | <a href="#">Water Consumption</a>   |               |           |
| <b>GRI 304: Biodiversity 2016</b>        |   | Information Links   | Page(s)       | Omissions |
| 3-3                                      | Management of Material Topics (Biodiversity)  | <a href="#">Management of Material Topics: Biodiversity</a>   |               |           |
| 304-1                                    | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | <a href="#">Operational Sites Owned, Leased, Managed In, or Adjacent To, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas</a><br><a href="#">2023 CDP</a> | C15.4a        |           |
| 304-2                                    | Significant impacts of activities, products and services on biodiversity  | <a href="#">Significant Impacts of Activities, Products, and Services on Biodiversity</a><br><a href="#">2023 CDP</a><br><a href="#">2023 Impact Report</a>                           | Section C15.5 |           |
| 304-3                                    | Habitats protected or restored  | <a href="#">Habitats Protected Or Restored</a>  |               |           |

|                                |  |  |                    |  |
|--------------------------------|--|--|--------------------|--|
| 304-4                          | IUCN Red List species and national conservation list species with habitats in areas affected by operations | <a href="#">IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations</a> |                    |  |
| <b>GRI 305: Emissions 2016</b> |  | Information Links  | Page(s)            | Omissions  |
| 3-3                            | Management of Material Topics (Emissions)  | <a href="#">2023 Impact Report</a>   | 26-30              |  |
| 305-1                          | Direct (Scope 1) GHG emissions   | <a href="#">Direct (Scope 1) GHG Emissions 2023 CDP</a>  | Section C6.1       |  |
| 305-2                          | Energy indirect (Scope 2) GHG emissions  | <a href="#">Energy Indirect (Scope 2) GHG Emissions 2023 CDP</a>   | Section C6.2, C6.3 |  |
| 305-3                          | Other indirect (Scope 3) GHG emissions   | <a href="#">Other Indirect (Scope 3) GHG Emissions 2023 CDP</a>  | Section C6.5       |  |
| 305-4                          | GHG Emissions Intensity  | <a href="#">GHG Emissions Intensity 2023 CDP</a>   | Section C6.10      |  |
| 305-5                          | Reduction of GHG emissions   | <a href="#">Reduction Of GHG Emissions 2023 CDP</a>  | Section C4.1a      |  |
| 305-6                          | Emissions of ozone-depleting substances (ODS)  | No Information Available   |                    | Unavailable. We do not track use of ozone-depleting substances for all of our manufacturing facilities.  |
| 305-7                          | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions                            | No Information Available   |                    | Unavailable. For NOx, SOx, VOCs, HAPs and PM10 are calculated for some of our plants that have permit restrictions for these criteria pollutants. However, we do not track these emissions for all 20 of our manufacturing facilities. |
| <b>GRI 306: Waste 2020</b>     |  | Information Links  | Page(s)            | Omissions  |
| 3-3                            | Management of Material Topics (Waste)  | <a href="#">2023 Impact Report</a>   | 31-36              |  |
| 306-1                          | Waste generation and significant waste-related impacts   | <a href="#">Waste Generation and Significant Waste-related Impacts</a>   |                    |  |
| 306-2                          | Management of significant waste-related impacts  | <a href="#">Management of Significant Waste-related Impacts</a>  |                    |  |
| 306-3                          | Waste generated  | <a href="#">Waste Generated Waste and Emissions Data FY23</a>  |                    |  |
| 306-4                          | Waste diverted from disposal   | <a href="#">Waste Diverted from Disposal Waste and Emissions Data</a>  |                    |  |

|  |  |  |         |   |
|--|--|--|---------|---|
| 306-5  | Waste directed to disposal   | <a href="#">Waste Directed to Disposal</a><br><a href="#">Waste and Emissions Data</a><br>FY23   |         |   |
| <b>GRI 308: Supplier Environmental Assessment 2016</b> |  | Information Links  | Page(s) | Omissions   |
| 3-3  | Management of Material Topics (Supplier Environmental Assessment)                                  | <a href="#">Management of Material Topics: Supplier Environmental Assessment</a><br><a href="#">Supplier Diversity Initiatives</a><br><a href="#">Supplier Code of Conduct rev Sep 2022</a><br><a href="#">Suppliers website</a>                           |         |   |
| 308-1  | New suppliers that were screened using environmental criteria                                      | <a href="#">New Suppliers that were Screened Using Environmental Criteria</a>  |         |   |
| 308-2  | Negative environmental impacts in the supply chain and actions taken                               | <a href="#">Negative Environmental Impacts in the Supply Chain and Actions Taken</a><br><a href="#">Sustainable Wood Policy</a><br><a href="#">Ecovadis Gold Rating Certificate 2022</a><br><a href="#">2023 Impact Report</a><br><a href="#">2023 CDP</a> |         |   |
| Social   |  |  |         |   |
| <b>GRI 401: Employment 2016</b>                        |  | Information Links  | Page(s) | Omissions   |
| 3-3  | Management of Material Topics (Employment)   | <a href="#">2023 Impact Report</a>   | 9-17    |   |
| 401-1  | New employee hires and employee turnover   | <a href="#">New Employee Hires and Employee Turnover</a>   |         |   |
| 401-2  | Benefits provided to full-time employees that are not provided to temporary or part-time employees | <a href="#">Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees</a>   |         |   |
| 401-3  | Parental leave   | No Information Available   |         | Unavailable. Steelcase's significant locations of operation are all around the Globe (Americas, EMEA, and APAC). Due to being located in different countries, we are not able to provide the requested information, as each geographic region may have its own set of laws and payroll systems, resulting in significant differences. |
| <b>GRI 402: Labor Management Relations 2016</b>        |  | Information Links  | Page(s) | Omissions   |
| 3-3  | Management of Material Topics (Labor/Management)   | <a href="#">2023 Impact Report</a>   | 9-17    |   |



Relations)

|   |   |  |           |           |
|---|---|--|-----------|-----------|
| 402-1   | Minimum notice periods regarding operational changes  | <a href="#">Minimum Notice Periods Regarding Operational Changes WARN Act Compliance Assistance</a>  |           |           |
| <b>GRI 403: Occupational Health and Safety 2018</b> |   | Information Links  | Page(s)   | Omissions |
| 3-3   | Management of Material Topics (Occupational Health and Safety)  | <a href="#">2023 Impact Report</a>   | 15-16     |           |
| 403-1   | Occupational health and safety management system  | <a href="#">Occupational Health and Safety Management System 2023 Impact Report</a>  | 15-16; 22 |           |
| 403-2   | Hazard identification, risk assessment, and incident investigation  | <a href="#">Hazard Identification, Risk Assessment, and Incident Investigation Incident Flow chart</a>   |           |           |
| 403-3   | Occupational health services  | <a href="#">Occupational Health Services 2023 Impact Report</a>  | 15-16     |           |
| 403-4   | Worker participation, consultation, and communication on occupational health and safety                       | <a href="#">Worker Participation, Consultation, and Communication on Occupational Health and Safety 2023 Impact Report</a>                       | 15-16     |           |
| 403-5   | Worker training on occupational health and safety   | <a href="#">Worker Training on Occupational Health and Safety 2023 Impact Report</a>   | 15-16     |           |
| 403-6   | Promotion of worker health  | <a href="#">Promotion of Worker Health 2023 Impact Report</a>  | 15-16     |           |
| 403-7   | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | <a href="#">Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships 2023 Impact Report</a> | 15-16     |           |
| 403-8   | Workers covered by an occupational health and safety management system  | <a href="#">Workers Covered by an Occupational Health and Safety Management System</a>   |           |           |
| 403-9   | Work-related injuries   | <a href="#">Work-Related Injuries</a>  |           |           |
| 403-10  | Work-related ill health   | <a href="#">Work-Related Ill Health</a>  |           |           |
| <b>GRI 404: Training and Education 2016</b>         |   | Information Links  | Page(s)   | Omissions |
| 3-3   | Management of Material Topics (Training and Education)  | <a href="#">2023 Impact Report</a>   | 11-13     |           |
| 404-1   | Average hours of training per year per employee   | <a href="#">Average Hours of Training Per Year Per Employee</a>  |           |           |
| 404-2   | Programs for upgrading employee skills and transition assistance programs                                     | <a href="#">Programs for Upgrading Employee Skills and Transition Assistance Programs</a>  |           |           |
| 404-3   | Percentage of employees receiving regular performance and career development reviews                          | <a href="#">Percentage of Employees Receiving Regular Performance and Career Development Reviews</a>   |           |           |

| <b>GRI 405: Diversity and Equal Opportunity 2016</b>                  |  | Information Links   | Page(s) | Omissions |
|---|--|---|---------|-----------|
| 3-3   | Management of Material Topics (Diversity and Equal Opportunity)  | <a href="#">Diversity, Equity, and Inclusion Website</a><br><a href="#">2023 Impact Report</a>  | 9-14    |           |
| 405-1   | Diversity of governance bodies and employees   | <a href="#">Diversity of Governance Bodies and Employees</a><br><a href="#">2023 Proxy Statement</a>  | 6-12    |           |
| 405-2   | Ratio of basic salary and remuneration of women to men   | <a href="#">Ratio of Basic Salary and Remuneration of Women to Men</a>  |         |           |
| <b>GRI 406: Non-Discrimination 2016</b>                               |  | Information Links   | Page(s) | Omissions |
| 3-3   | Management of Material Topics (Non-Discrimination)   | <a href="#">2023 Impact Report</a>  | 9-14    |           |
| 406-1   | Incidents of discrimination and corrective actions taken   | <a href="#">Incidents of Discrimination and Corrective Actions Taken</a><br><a href="#">Global Business Standards rev 2022</a>  |         |           |
| <b>GRI 407: Freedom of Association and Collective Bargaining 2016</b> |  | Information Links   | Page(s) | Omissions |
| 3-3   | Management of Material Topics (Freedom of Association and Collective Bargaining)                               | <a href="#">Management of Material Topics: Freedom of Association and Collective Bargaining</a>   |         |           |
| 407-1   | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | <a href="#">Operations and Suppliers in which the Right To Freedom of Association and Collective Bargaining May Be At Risk</a><br><a href="#">Supplier Code of Conduct rev Sep 2022</a>   |         |           |
| <b>GRI 408: Child Labor 2016</b>                                      |  | Information Links   | Page(s) | Omissions |
| 3-3   | Management of Material Topics (Child Labor)  | <a href="#">Management of Material Topics: Child Labor</a>  |         |           |
| 408-1   | Operations and suppliers at significant risk for incidents of child labor                                      | <a href="#">Operations and Suppliers at Significant Risk for Incidents of Child Labor</a><br><a href="#">Supplier Code of Conduct rev Sep 2022</a>  |         |           |
| <b>GRI 409: Forced or Compulsory Labor 2016</b>                       |  | Information Links   | Page(s) | Omissions |
| 3-3   | Management of Material Topics (Forced or Compulsory Labor)   | <a href="#">Management of Material Topics: Forced or Compulsory Labor</a><br><a href="#">Global Human and Labor Rights Policy</a><br><a href="#">Supplier Code of Conduct rev Sep 2022</a><br><a href="#">Global Business Standards rev 2022</a><br><a href="#">Suppliers website</a> |         |           |
| 409-1   | Operations and suppliers at significant risk for incidents of forced or compulsory labor                       | <a href="#">Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor</a><br><a href="#">Supplier Code of Conduct rev Sep 2022</a>   |         |           |

| <b>GRI 411: Rights of Indigenous Peoples 2016</b> |  | Information Links   | Page(s)            | Omissions |
|---|--|---|--------------------|-----------|
| 3-3   | Management of Material Topics (Rights of Indigenous Peoples)                             | <a href="#">Management of Material Topics: Rights of Indigenous Peoples</a>   |                    |           |
| 411-1   | Incidents of violations involving rights of indigenous peoples                           | <a href="#">Incidents of Violations Involving Rights of Indigenous Peoples</a>  |                    |           |
| <b>GRI 413: Local Communities 2016</b>            |  | Information Links   | Page(s)            | Omissions |
| 3-3   | Management of Material Topics (Local Communities)  | <a href="#">2023 Impact Report</a>  | 4-6                |           |
| 413-1   | Operations with local community engagement, impact assessments, and development programs | <a href="#">2023 Impact Report</a>  | 6-7                |           |
| 413-2   | Operations with significant actual and potential negative impacts on local communities   | <a href="#">Operations with Significant Actual and Potential Negative Impacts on Local Communities</a><br><a href="#">2023 Impact Report</a>  | 22, 23; 14, 15, 16 |           |
| <b>GRI 414: Supplier Social Assessment 2016</b>   |  | Information Links   | Page(s)            | Omissions |
| 3-3   | Management of Material Topics (Supplier Social Assessment)                               | <a href="#">Management of Material Topics: Supplier Social Assessment</a><br><a href="#">2023 Impact Report</a>   | 29-30              |           |
| 414-1   | New suppliers that were screened using social criteria                                   | <a href="#">New Suppliers that were Screened Using Social Criteria</a><br><a href="#">Supplier Diversity Initiatives</a><br><a href="#">Supplier Code of Conduct rev Sep 2022</a><br><a href="#">Anti-Bribery Anti-Corruption Policy rev June 2020 online</a><br><a href="#">Supply Chain Transparency</a><br><a href="#">California Act of 2010 Disclosure</a><br><a href="#">Anti-Slavery Anti-Human Trafficking Statement rev 2022</a><br><a href="#">Global Human and Labor Rights Policy</a> |                    |           |
| 414-2   | Negative social impacts in the supply chain and actions taken                            | <a href="#">Negative Social Impacts in the Supply Chain and Actions Taken</a><br><a href="#">2022 CONFLICT MINERALS SUPPLIER DIVERSITY DATA</a>   |                    |           |
| <b>GRI 415: Public Policy 2016</b>                |  | Information Links   | Page(s)            | Omissions |
| 415-1   | Political contributions  | <a href="#">Political Contribution</a><br><a href="#">Anti-Bribery Anti-Corruption Policy rev June 2020 online</a>  |                    |           |
| <b>GRI 416: Customer Health and Safety 2016</b>   |  | Information Links   | Page(s)            | Omissions |
| 3-3   | Management of Material Topics (Customer Health and Safety)                               | <a href="#">Management of Material Topics: Customer Health and Safety</a><br><a href="#">2023 Impact Report</a>   | 38-40              |           |

|   |   |   |         |           |
|---|---|---|---------|-----------|
| 416-1                                       | Assessment of the health and safety impacts of product and service categories                 | <a href="#">Assessment of the Health and Safety Impacts of Product and Service Categories</a>                 |         |           |
| 416-2                                       | Incidents of non-compliance concerning the health and safety impacts of products and services | <a href="#">Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services</a> |         |           |
| <b>GRI 417: Marketing and Labeling 2016</b> |   | Information Links   | Page(s) | Omissions |
| 3-3   | Management of Material Topics (Marketing and Labeling)  | <a href="#">Management of Material Topics: Marketing and Labeling</a>   |         |           |
| 417-1                                       | Requirements for product and service information and labeling                                 | <a href="#">Requirements for Product and Service Information and Labeling</a>                                 |         |           |
| 417-2                                       | Incidents of non-compliance concerning product and service information and labeling           | <a href="#">Incidents of Non-Compliance Concerning Product and Service Information and Labeling</a>           |         |           |
| 417-3                                       | Incidents of non-compliance concerning marketing communications                               | <a href="#">Incidents of Non-Compliance Concerning Marketing Communications</a>                               |         |           |
| <b>GRI 418: Customer Privacy 2016</b>       |   | Information Links   | Page(s) | Omissions |
| 3-3   | Management of Material Topics (Customer Privacy)  | <a href="#">2023 Impact Report</a>  | 23      |           |
| 418-1                                       | Substantiated complaints concerning breaches of customer privacy and losses of customer data  | <a href="#">Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data</a>  |         |           |