

## GRI Content Index

This Content Index provides an overview of the GRI Standard (in Accordance Core) Disclosures made in this report, the Axiata Integrated Annual Report (IAR) 2021, and the Governance and Audited Financial Statements (GAFS) 2021.

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<b>GRI Standards 102: General Disclosures</b>		
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General Standard Disclosures		Page Number
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GRI Disclosure Number	GRI Disclosure Title	Page Number	External Assurance
<b>GRI Topic-Specific Standards 200: Economic</b>			
<b>201: Economic Performance</b>			
103	Management Approach	IAR Pg. 13-26, 62-79	
201-1	Direct economic value generated and distributed	Pg. 96-118, IAR Pg. 51-61, 62-79	
201-3	Defined benefit plan obligations and other retirement plans	GAFS Pg. 91	
<b>202: Market Presence</b>			
103	Management Approach	Pg. 5, 96	
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Pg. 126	
202-2	Proportion of senior management hired from the local community	Pg. 126	✓
<b>203: Indirect Economic Impacts</b>			
103	Management Approach	IAR Pg. 13-26, 62-79	
203-1	Infrastructure investments and services supported	IAR Pg. 62-81	
203-2	Significant indirect economic impacts	IAR Pg. 62-81	
<b>204: Procurement Practices</b>			
103	Management Approach	Pg. 72-76	
204-1	Proportion of spending on local suppliers	Pg. 126	✓
<b>205: Anti-Corruption</b>			
103	Management Approach	Pg. 88-90	
205-1	Operations assessed for risks related to corruption	Pg. 88-90	
205-2	Communication and training about anti-corruption policies and procedures	Pg. 88-90	
205-3	Confirmed incidents of corruption and actions taken	See notes	

GRI Disclosure Number	GRI Disclosure Title	Page Number	External Assurance
<b>206: Anti-Competitive Behaviour</b>			
103	Management Approach	Pg. 88-90	
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	None reported	
<b>GRI Topic-Specific Standards 300: Environmental</b>			
<b>302: Energy</b>			
103	Management Approach	Pg. 47-56	
302-1	Energy consumption within the organisation	Pg. 50	
302-3	Energy intensity	Pg. 50	
302-4	Reduction of energy consumption	Pg. 50-53	
<b>305: Emissions</b>			
103	Management Approach	Pg. 47-56	
305-1	Direct (Scope 1) GHG emissions	Pg. 50, 126	✓
305-2	Energy indirect (Scope 2) GHG emissions	Pg. 50, 126	✓
305-4	GHG emissions intensity	Pg. 50	
305-5	Reduction of GHG emissions	Pg. 50-53	
<b>307: Environmental Compliance</b>			
103	Management Approach	Pg. 47-56	
307-1	Non-compliance with environmental laws and regulations	None reported	

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GRI Disclosure Number	GRI Disclosure Title	Page Number	External Assurance
<b>GRI Topic-Specific Standards 400: Social</b>			
<b>401: Employment</b>			
103	Management Approach	Pg. 59-68	
401-1	New employee hires and employee turnover	Pg. 126	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg. 61, GAFS Pg. 90	
<b>402: Labour/Management Relations</b>			
103	Management Approach	Pg. 59	
402-1	Minimum notice periods regarding operational changes	See notes	
<b>403: Occupational Health and Safety</b>			
103	Management Approach	Pg. 67	
403-1	Workers representation in formal joint management-worker health and safety committees	Pg. 67, 126	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Pg. 67, 126	
<b>404: Training and Education</b>			
103	Management Approach	Pg. 65-66	
404-1	Average hours of training per year per employee	Pg. 126	✓
404-2	Programmes for upgrading employee skills and transition assistance programmes	Pg. 65-66	
404-3	Percentage of employees receiving regular performance and career development reviews	Pg. 126	✓
<b>405: Diversity and Equal Opportunity</b>			
103	Management Approach	Pg. 62-63	
405-1	Diversity of governance bodies and employees	Pg. 62-63, 126, IAR Pg. 82-83	
405-2	Ratio of basic salary and remuneration of women to men	Pg. 126	
<b>406: Non-discrimination</b>			
103	Management Approach	Pg. 60	
406-1	Incidents of discrimination and corrective actions taken	None reported	

GRI Disclosure Number	GRI Disclosure Title	Page Number	External Assurance
<b>407: Freedom of Association and Collective Bargaining</b>			
103	Management Approach	Pg. 60	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Pg. 60	
<b>408: Child Labour</b>			
103	Management Approach	Pg. 60	
408-1	Operations and suppliers at significant risk for incidents of child labour	Pg. 60	
<b>409: Forced or Compulsory Labour</b>			
103	Management Approach	Pg. 60	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Pg. 60	
<b>413: Local Communities</b>			
103	Management Approach	Pg. 29-41, 77-84	
413-1	Operations with local community engagement, impact assessments, and development programmes	Pg. 29-41, 77-84	
<b>418: Customer Privacy</b>			
103	Management Approach	Pg. 69, 91-93	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None reported	
<b>419: Socioeconomic Compliance</b>			
103	Management Approach	GAFS Pg. 25-26	
419-1	Non-compliance with laws and regulations in the social and economic area	None reported	

**Notes:**

Disclosure 205-3: We have chosen not to disclose at this time

Disclosure 402-1: Minimum notice period according to local laws