

MATERIAL TOPIC	2021	2022	2023	2024	2025	Context	SASB
GOVERNANCE							
Ratio of annual total compensation of highest-paid individual to median annual total compensation all permanent employees	29	19	23	25	26	Compensation includes base salary, short & long term incentive plans & allowances (e.g., holiday pay); not broken down by highest paid individual per country due to privacy regulations	
ETHICS							
Requests for advice on ethical behaviour via corporate secretary	0	0	0	2	2		
Concerns expressed via whistleblower line	1	4	15	6	8	All concerns reviewed; 8 investigated; 4 found to be unsubstantiated; 4 were substantiated	
Violations of rights, including those of Indigenous peoples	0	0	0	0	0		
Legal actions regarding anti-competitive behaviour	0	0	0	0	0		
Fines for non-compliance with laws & regulations (\$)	0	0	0	0	0		
Political donations, financial or in-kind (\$)	0	0	0	0	0		
ANTI-CORRUPTION							
% of operations assessed for risks related to corruption	100	100	100	100	100	Using Transparency International Corruption Perception Index	
% proved + probable reserves: countries with 20 lowest rankings		0	0	0	0	Using Transparency International Corruption Perception Index	EM-EP-510.1
% of governance body communicated to on anti-corruption	100	100	100	100	100	Annual conduct policy acknowledgement	
% of employees communicated to on anti-corruption	100	100	100	100	100	Regional breakdown not required due to high coverage	
% of contractors communicated to on anti-corruption	100	100	100	100	100	Regional breakdown not required due to high coverage	
% of business partners communicated to on anti-corruption	100	100	100	100	100	Business partners defined as joint venture partners	
% of governance body trained on anti-corruption	100	100	100	100	100		
% of employees and contractors trained on anti-corruption	7	9	8	8	61	New hires and specialist employees; in 2025 includes new-insider trading rollout	
Confirmed incidents of corruption	0	0	0	0	0		