

GRI Content Index 2024

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Page indications in this Index refer to the 2024 Avolta Annual Report unless otherwise noted.

Avolta's 2024 Sustainability Report applies Global Reporting Initiative (GRI) Universal Standards: 2016*, 2018* and 2021* which refer to the Standards' issue date, not the date of the information presented in this report.

Statement of use	Avolta has reported "in accordance with GRI Standards" for the period from 1 January 2024 to 31 December 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A: The GRI Sector Standards for the F&B and retail industries have not yet been published.

GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission		GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason	

General Disclosures

GRI 2: General Disclosures 2021	2-1 Organizational details		21; 24-27; 58-77; 274-278			
	2-2 Entities included in the organization's sustainability reporting		261-262			
	2-3 Reporting period, frequency and contact point		Pg. 2/28 Sustainability Report 2024 Annex			
	2-4 Restatements of information		Any restatement made to 2023 data is clearly highlighted in the Sustainability Report 2024 Annex.			
	2-5 External assurance		No			
	2-6 Activities, value chain and other business relationships		58-77; 103-104; 116-117			
	2-7 Employees	10.3	Pg. 10 Sustainability Report 2024 Annex			
	2-8 Workers who are not employees	8.5	Pg. 12 Sustainability Report 2024 Annex			
	2-9 Governance structure and composition		281-292			
	2-10 Nomination and selection of the highest governance body	5.5; 16.7	274-302			
	2-11 Chair of the highest governance body	16.6	281-285			
	2-12 Role of the highest governance body in overseeing the management of impacts	5.5; 16.7	273-302; 290-291			

GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission			GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason	Explanation	
	2-13 Delegation of responsibility for managing impacts		290				
	2-14 Role of the highest governance body in sustainability reporting		Avolta’s Sustainability Report, as well as the Sustainability Report Annex, GRI Index, and TCFD report are revised and approved by the BoD				
	2-15 Conflicts of interest	16.6	287				
	2-16 Communication of critical concerns		114-116; 292 No critical issues raised.				
	2-17 Collective knowledge of the highest governance body		292 Avolta’s Board is regularly updated on new issues and concerns that may have an impact over the sustainable development of the business.				
	2-18 Evaluation of the performance of the highest governance body		303-326				
	2-19 Remuneration policies		303-326				
	2-20 Process to determine remuneration		303-326				
	2-21 Annual total compensation ratio			Headquartered in Switzerland, Avolta operates in 70 countries with different economic development levels and with very varied labor markets. The compensation we offer is based on regular market analyses of the respective positions as well as the employee’s skill set and performance. As far as possible, we strive to offer all our employees comparable compensation structures and monitor compliance with minimum standards. The ratio of the annual compensation of the highest-paid employee and any median can vary greatly depending on the market spread between countries and other external influences, such as exchange rates etc. For this reason, we do not consider the requested information to be relevant to assessing the fairness of our compensation structures.			

GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission			GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason	Explanation	
	2-22 Statement on sustainable development strategy		pages 28-33, 106-109 Sustainability Strategy at: www.avoltaworld.com				
	2-23 Policy commitments		102; 112-113, 114-118; Sustainability Strategy, Code of Conduct, Supplier Code of Conduct, HR Policy at: www.avoltaworld.com				
	2-24 Embedding policy commitments		114-118				
	2-25 Processes to remediate negative impacts		Sustainability Strategy, Code of Conduct, Supplier Code of Conduct, HR Policy at: www.avoltaworld.com				
	2-26 Mechanisms for seeking advice and raising concerns		146 Code of Conduct and HR Policy at: www.avoltaworld.com				
	2-27 Compliance with laws and regulations		In 2024 there were no significant incidents of non-compliance with laws and regulations				
	2-28 Membership associations		116-118				
	2-29 Approach to stakeholder engagement		103-104; 116-118				
	2-30 Collective bargaining agreements	8.8	146; Pg. 12 Sustainability Report 2024 Annex				

Material Topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	104
	3-2 List of material topics	105

Material matter: Water and Biodiversity

GRI 3: Material Topics 2021	3-3 Management of material topics	140-141
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GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission		GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason	
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	6.4	140			
	303-3 Water withdrawals		140, Pg. 28 Sustainability Report 2024 Annex	Starting from 2024, Avolta publishes data of water withdrawn by region referred to 2024 and 2023. Currently, data is not available with the level of detail required by GRI 303-3. However, Avolta is committed to further improve its management and monitoring practices related to water, aiming at deepening the extensiveness of quantitative performance indicators in future reporting years.		

Material matter: Supporting communities

GRI 3: Material Topics 2021	3-3 Management of material topics		154-161			
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	8.5	Pg. 13 Sustainability Report 2024 Annex			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	8.3	Pg. 13 Sustainability Report 2024 Annex			

Material matter: Climate change, energy and emissions

GRI 3: Material Topics 2021	3-3 Management of material topics		131-136			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	7.2	134			
		7.3				
8.4						
	302-3 Energy intensity	13.1		Energy intensity will be displayed together with the other energy/emissions data in the Sustainability Report		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	12.4	134			
		13.1				
		14.3				
		15.2				

GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission		GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason	
	305-2 Energy indirect (Scope 2) GHG emissions		134			
	305-3 Other indirect (Scope 3) GHG emissions		134			
	305-4 GHG emissions Intensity		134			
	305-5 Reduction of GHG emissions		134			

Material matter: Waste and packaging

GRI 3: Material Topics 2021	3-3 Management of material topics		136-139			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	6.6 11.6 12.4 12.5	136			
	306-2 Management of significant waste-related impacts		136-139			
	306-3 Waste generated	15.1	136			
	306-4 Waste diverted from disposal		136		Starting from 2024, Avolta has expanded the perimeter of waste related data, also through the use of estimates. Currently, data is not available with the level of detail required by GRI-306-4 related to the different recovery operations. The data is displayed in aggregate under "of which recovered".	
	306-5 Waste directed to disposal		136		Starting from 2024, Avolta has expanded the perimeter of waste related data, also through the use of estimates. Currently, data is not available with the level of detail required by GRI-306-5 related to the split among incineration with or without energy recovery. The data is displayed in aggregate under "of which disposed: incineration".	

GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission		GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason	
Material matter: Supply chain management						
GRI 3: Material Topics 2021	3-3 Management of material topics		122-123			
GRI 308: Supplier Environ- mental Assess- ment 2016	308-1 New suppliers that were screened using environmental criteria		122-123			
GRI 414: Supplier Social Assess- ment 2016	414-1 New suppliers that were screened using social criteria		122-123			
Material matter: Talent recruitment, engagement and retention						
GRI 3: Material Topics 2021	3-3 Management of material topics		147-149			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	5.1 8.5 8.6 10.3	Pg. 14-17 Sustainability Report 2024 Annex			
Material matter: Health and well-being						
GRI 3: Material Topics 2021	3-3 Management of material topics		151-152			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	3.3 3.4 3.9 8.8	151-152			
	403-2 Hazard identification, risk assessment, and incident investigation	8.8	151-152			
	403-3 Occupational health services	8.8	151-152			
	403-4 Worker participation, consultation, and communication on occupational health and safety	8.8 16.7	151-152			

GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission		GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason	
Material matter: Health and well-being						
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	8.8	151-152			
	403-6 Promotion of worker health	3.3 3.5 3.7 3.8	151-152			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	8.8	151-152			
	403-8 Workers covered by an occupational health and safety management system	8.8	Pg. 18-19 Sustainability Report 2024 Annex Data for workers who are not employees is currently unavailable.			
	403-9 Work-related injuries	3.6 3.9 8.8 16.1	Pg. 19 Sustainability Report 2024 Annex Data for workers who are not employees is currently unavailable.			

Material matter: Employee training and development

GRI 3: Material Topics 2021	3-3 Management of material topics		149-151			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	4.3	Pg. 20-21 Sustainability Report 2024 Annex			
		4.4				
		4.5				
		5.1				
		8.2 8.5 10.3				

Material matter: Diversity, Equity & Inclusion

GRI 3: Material Topics 2021	3-3 Management of material topics		144-147			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	5.1	Pg. 22-25 Sustainability Report 2024 Annex			
		5.5				
		8.5				

GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission		GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	5.1 8.8	In 2024, 148 complaints related to incidents of discrimination have been received through formal reporting channels and reviewed from the Group. Apart from 25 complaints for which the investigations were still ongoing at the end of the reporting period, only 19 complaints emerged as confirmed incidents of discrimination, which the Group has promptly managed by designing and implementing the most appropriate remediation plan - when needed. On the basis of the severity of the reported episode, different disciplinary actions have been implemented ranging from verbal or written warning to termination. All remediation plans implemented during 2024 were successfully completed by the end of the reporting period.			

Material matter: Human rights

GRI 3: Material Topics 2021	3-3 Management of material topics		153			
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	8.8	Pg. 18 Sustainability Report 2024 Annex			
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	8.8	Pg. 26 Sustainability Report 2024 Annex			

Material matter: Product quality and safety

GRI 3: Material Topics 2021	3-3 Management of material topics		127-129			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		Pg. 27 Sustainability Report 2024 Annex			
	416-2 Incidents of non-compliance concerning H&S impacts of products and services	16.3	Pg. 27 Sustainability Report 2024 Annex			

GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission		GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason	

Material matter: Sustainable sourcing & traceability

GRI 3: Material Topics 2021	3-3 Management of material topics		120-122			
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Material matter: Healthy and sustainable choice

GRI 3: Material Topics 2021	3-3 Management of material topics		123-126			
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Other GRI indicators beyond material matters

GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	8.1 8.2 9.1 9.4 9.5	155			
	201-2 Financial implications and other risks and opportunit es due to climate change			TCFD Report (Pg.5)		
	201-3 Defined benefit plan obligations and other retirement plans			181; 214-215; 226-232		
	201-4 Financial assistance received from governments			None		
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts		120-121			
GRI 205: Anti- corruption 2016	205-3 Confirmed incidents of corruption and actions taken			During 2024, Avolta didn't have any confirmed incidents of corruption		
GRI 206: Anti- competitive Behavior 2016	206-1 Legal actions for anticompetitive behavior, antitrust, and monopoly practices			During 2024, Avolta didn't have any legal action for anti- competitive behaviour, anti- trust or monopoly practices		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		152; Pg. 26 Sustainability Report 2024 Annex			

GRI Standard/ other source	Disclosure	SDG	Page Number and/or URL	Omission		GRI Sector Standard Ref. No.
				Requirement(s) Omitted	Reason	
GRI 411: Rights of Indigenous People 2016	411-1 Incidents of violations involving rights of indigenous peoples		During 2024, Avolta has not been notified through the available channels of any signi- ficant incidents of violations involving rights of indigenous peoples.			
GRI 415: Public Policy 2016	415-1 Political contributions		Pg. 27 Sustainability Report 2024 Annex			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	12.8	82-83; 120-126			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data.	16.3 16.10	In 2024, 8 incidents occurred that resulted in a data breach. In all cases, the impact on individuals was minimal due to the prompt resolution of the incidents.			