

| G3 | Indicator | Description | Page/s |
|---------------------------|-----------|--|---|
| STRATEGY | 1. | Statement from senior decision-maker about the relevance and importance of sustainability to Altron, the overall vision and strategy for the short-term, medium-term and long-term particularly with regard to managing the key challenges associated with economic, environmental and social performance. | 32 50 – 55 |
| ORGANISATIONAL PROFILE | 2.1 | Name of the organisation | IFC |
| | 2.2 | Primary products, brands, and/or services | 34 – 45, 56 – 57 |
| | 2.3 | Operational structure of the organisation | 2 – 3 |
| | 2.4 | Head office location | IBC |
| | 2.5 | Number of countries where Altron operates, and names of countries with major operations relevant to the sustainability issues covered in this report | 12 – 13, 34 – 45 |
| | 2.6 | Nature of ownership and legal form | 110 – 113 |
| | 2.7 | Markets served | 56 – 57 |
| | 2.8 | Scale of reporting organisation including: <ul style="list-style-type: none"> ➤ number of employees ➤ net sales ➤ total capitalisation broken down in terms of debt and equity ➤ quantity of products or services provided | 58 58, 10 – 11 10 – 11 56 – 57 |
| | 2.9 | Significant changes in the reporting organisation during period under review | n/a |
| | 2.10 | Awards received during the reporting period | 25, 116 |
| REPORT SCOPE AND BOUNDARY | 3.1 | Reporting period | 1 |
| | 3.2 | Date of most recent previous report | IBC |
| | 3.3 | Reporting cycle | 1, IBC |
| | 3.4 | Contact details for further information about this report | 109 |
| | 3.5 | Process for: <ul style="list-style-type: none"> ➤ determining materiality ➤ process for prioritising topics in the report ➤ identifying stakeholders expected to use this report | 50 – 51 63 – 71 |
| | 3.6 | Report boundary | 50 – 51 |
| | 3.7 | Limitations on the scope or boundary of the report | 50 |
| | 3.8 | Basis for reporting on joint ventures, subsidiaries, leased facilities and outsourced operations | 50 |
| | 3.10 | Explanation of the effect of any re-statements of information in earlier reports, and reasons for such restatement | n/a |
| | 3.12 | GRI table | 203 – 204 |

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| GOVERNANCE | 4.1 | Governance structure of the organisation | 116 – 128 |
| | 4.2 | Indicate whether the chairman is also an executive officer, and if so, reasons for this arrangement | 118 |
| | 4.3 | Number of independent and/or non-executive members | 117 |
| | 4.4 | Mechanisms for shareholders and employees to provide recommendations or direction to the Board | 69, 127 |
| | 4.14 | List of stakeholder groups engaged by the organisation | 63 – 70 |
| | 4.15 | Basis for identification and selection of stakeholders with whom to engage | 63 – 70, 127 |
| PERFORMANCE INDICATORS | EC1 | Direct economic value generated and distribution, including revenue, operating cost, employee compensation, donation and other community investments, retained earnings and payments to capital providers and governments | 58 |
| | EC 7 | Procedures for local hiring and proportion of senior management hired from the local community | 76, 79 |
| | EN 10 | Percentage and total volume of water recycled and reused | 102 – 103 |
| | EN23 | Total number and volume of significant spills | 104 |
| | EN 26 | Initiatives to mitigate environmental impacts of products and services and extent of impact mitigation | 104 – 108 |
| | EN30 | Total environmental protection expenditures and investments by type | 107 |
| | LA3 | Benefits provided to full-time employees that are not provided to part-time or temporary employees | 80 – 81 |
| | LA7 | Rates of injury, occupational diseases, lost days, absenteeism and fatalities | 96 |
| | LA8 | Education, training, counselling, prevention and risk-control programmes in place to assist workforce members, their families or community members, regarding serious diseases | 97 – 99 |
| | LA11 | Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings | 77 – 81 |
| | LA12 | Percentage of employees receiving regular performance and career development reviews | 79 |
| | LA13 | Composition of governance bodies in terms of diversity and breakdown of employees per category according to gender and other relevant indicators of diversity | 76 |