

## ■ 5.2

## GRI Table

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	OMISSIONS	SECTION
102-1	Name of the organization		1.1
102-2	Activities, brands, products and services.		1.1
102-3	Location of headquarters		1.1
102-4	Location of operations		1.1
102-5	Ownership and legal form		1.1; 1.5
102-6	Markets served		1.1
102-7	Scale of the organization		1.1
102-8	Information on employees and other workers		2.4
102-9	Supply chain		2.5; 4.2
102-10	Significant changes to the organization and its supply chain	<i>There were no significant changes</i>	
102-11	Precautionary principle or approach	<i>illycaffè adopts the precautionary approach to reduce the environmental impact of its production processes and products, according to principle no. 15 of the 1992 UN Rio Declaration on Environment and Development</i>	1.3; 3.1; 4.1
102-12	External initiatives		2.6
102-13	Membership of associations		2.6
102-14	Statement from senior decision-maker		Chairman's Letter
102-16	Values, principles, standards and norms of behavior		1.2.1
102-18	Governance structure		1.5
102-40	List of stakeholder groups		1.8.1
102-41	Collective bargaining agreements	<i>All employees fall within the scope of the national bargaining agreements and the rules and regulations in force in the different countries in which the group operates</i>	
102-42	Identifying and selecting stakeholders		1.8.1
102-43	Approach to stakeholder engagement		1.8.1
102-44	Key topics and concerns raised		1.8.1

102-45	Entities included in the consolidated financial statements		5.1
102-46	Defining report content and topic boundaries		5.1
102-47	List of material topics		1.8.2
102-48	Restatement of information		5.1
102-49	Changes in reporting		5.1
102-50	Reporting period		5.1
102-51	Date of most recent report		5.1
102-52	Reporting cycle		5.1
102-53	Contact point for questions regarding the report		5.1
102-54	Claims of reporting in accordance with GRI standards		5.1
102-55	GRI content index		5.2
102-56	External assurance		5.3
103-1	Explanation of the material topic and its boundary		1.8.2
201-1	Direct economic value generated and distributed		4.3
202-2	Proportion of senior management hired from the local community		2.4.2
203-1	Infrastructure investments and services supported		2.6.1; 4.2.3
204-1	Proportion of spending on local suppliers		2.5
205-2	Communication and training about anti-corruption policies and procedures	<i>The company has adopted a Compliance Program (pursuant to Legislative Decree 231/2001) which is intended to prevent or combat the perpetration of various offenses, including corruption</i>	
206-1	Legal actions for anti-competitive behavior, antitrust and monopoly practices	<i>Issue not material</i>	
301-1	Materials used by weight and volume	<i>Confidential information reported in percentage terms</i>	3.4
302-1	Energy consumption within the organization		3.5
303-1	Water withdrawal by source		3.6
304-2	Significant impacts of activities, products and services on biodiversity		3.10
305-1	Direct GHG emissions (scope 1)		3.3

305-2	Energy indirect GHG emissions (scope 2)		3.3
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		3.3
306-2	Waste by type and disposal method		3.7
307-1	Non-compliance with environmental laws and regulations	<i>No occurrence</i>	
308-1	New suppliers that were screened using environmental criteria		2.5
401-1	New employee hires and employee turnover		2.4.2
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		2.4.5
402-1	Minimum notice periods regarding operational changes	<i>None</i>	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<i>Confidential information reported only in part</i>	2.4.4
403-3	Workers with high incidence or high risk of diseases related to their occupation		2.4.4
404-1	Average hours of training per year per employee		2.4.3
405-1	Diversity of governance bodies and employees		2.4.2
405-2	Ratio of basic salary and remuneration of women to men		2.4.2
406-1	Incidents of discrimination and corrective actions taken	<i>No occurrence</i>	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<i>The risk is very low, so no action was taken</i>	
408-1	Operations and suppliers at significant risk for incidents of child labor		4.2.1
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<i>The risk is very low, so no action was taken</i>	
410-1	Percentage of security personnel trained in human rights policies or procedures	<i>None</i>	
411-1	Incidents of violations involving rights of indigenous peoples	<i>No occurrence</i>	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		2.7

<b>413-1</b>	Operations with local community engagement, impact assessments, and development programs		2.6; 4.2.3
<b>414-1</b>	New suppliers that were screened using social criteria		2.5
<b>415-1</b>	Political contributions	<i>No political contribution made to political parties and related institutions. illycaffè is a member of trade associations and pays the relevant membership fees</i>	
<b>416-2</b>	Incidents of non-compliance concerning the health and safety impacts of products and services	<i>No occurrence</i>	
<b>417-3</b>	Incidents of non-compliance concerning marketing communications	<i>No occurrence</i>	
<b>418-1</b>	Substantiated complaints concerning breaches of customer privacy	<i>No occurrence</i>	
<b>419-1</b>	Non-compliance with laws and regulations in the social and economic area	<i>No occurrence</i>	