

# Global Reporting Initiative (GRI) Reference Index

This material references GRI Standards 2020. For more information about our reporting approach, [please click here](#). To download our 2020 annual report, [please click here](#).

GRI Standard	Disclosure	Page number(s) and/or URL(s)
<b>GRI 101: Foundation 2020</b>		
General Disclosures		
<b>ORGANIZATIONAL PROFILE</b>		
	102-1 Name of the organization	Annual Report p. 1
	102-2 Activities, brands, products, and services	Annual Report p. 1
	102-3 Location of headquarters	Annual Report p. 1
	102-4 Location of operations	Annual Report p. 1
	102-5 Ownership and legal form	Annual Report pp. 62, 63, 134
	102-6 Markets served	Annual Report pp. 1, 7
	102-7 Scale of the organization	Annual Report p. 6
	102-8 Information on employees and other workers	Annual Report p. 6
	102-9 Supply chain	Annual Report p. 38
	102-10 Significant changes to the organization and its supply chain	Annual Report p. 7
	102-12 External initiatives	Law Enforcement Disclosure Report p. 1
	102-13 Membership of associations	Law Enforcement Disclosure Report p. 6
<b>STRATEGY</b>		
	102-14 Statement from senior decision-makers	Annual Report pp. 3-5
	102-15 Key impacts, risks, and opportunities	Annual Report pp. 40-46
<b>ETHICS AND INTEGRITY</b>		
	102-16 Values, principles, standards, and norms of behavior	Annual Report pp. 24, 103 <a href="#">Employee Code of Conduct</a> <a href="#">Conflicts of Interest Policy</a>
GRI 102: General Disclosures 2020	102-17 Mechanisms for advice and concerns about ethics	Annual Report pp. 39, 48, 81, 103 <a href="#">Supplier Code of Conduct p. 8</a> <a href="#">Speak Up Policy</a>
<b>GOVERNANCE</b>		
	102-18 Governance structure	Annual Report pp. 64, 65
	102-19 Delegating authority	Annual Report pp. 72, 73, 104
	102-20 Executive-level responsibility for economic, environmental, and social topics	Annual Report pp. 72, 103-105 Law Enforcement Disclosure Report p. 5
	102-21 Consulting stakeholders on economic, environmental, and social topics	Annual Report p. 104
	102-22 Composition of the highest governance body and its committees	Annual Report pp. 66-70, 76-86
	102-23 Chair of the highest governance body	Annual Report pp. 68-70
	102-24 Nominating and selecting the highest governance body	Annual Report pp. 65-66 <a href="#">Nomination Committee</a>
	102-25 Conflicts of Interest	Annual Report pp. 39, 55 <a href="#">Employee Code of Conduct p. 5</a> <a href="#">Conflicts of Interest Policy</a>
	102-26 Role of the highest governance body in setting purpose, values, and strategy	Annual Report p. 67
	102-27 Collective knowledge of highest governance body	Annual Report pp. 73-74
	102-28 Evaluating the highest governance body's performance	Annual Report pp. 73-74
	102-29 Identifying and managing economic, environmental, and social impacts	Annual Report pp. 72-73
	102-30 Effectiveness of risk management processes	Annual Report pp. 41, 73, 79, 102
	102-31 Review of economic, environmental, and social topics	Annual Report pp. 73, 104

102-32 Highest governance body's role in sustainability reporting	Annual Report pp. 72, 76
102-35 Remuneration policies	Annual Report pp. 83-95
102-36 Process for determining remuneration	Annual Report pp. 83-95
102-37 Stakeholders' involvement in remuneration	Annual Report pp. 64, 83, 85-86, 97
<b>STAKEHOLDER ENGAGEMENT</b>	
102-40 List of stakeholder groups	Annual Report p. 9, Materiality Assessment
102-41 Collective bargaining agreements	Law Enforcement Disclosure Report pp. 5-6, Materiality Assessment
102-42 Identifying and selecting stakeholders	20-F pp. 102-41, CSR Reporting Approach
102-43 Approach to stakeholder engagement	Annual Report p. 104, CSR Reporting Approach
102-44 Key topics and concerns raised	Annual Report pp. 102-41, Materiality Assessment, <a href="#">About Our CR Reporting</a>
<b>REPORTING PRACTICE</b>	
102-45 Entities included in the consolidated financial statements	20-F p. 6, Annual Report p. 134, Materiality Assessment
102-46 Defining report content and topic boundaries	Annual Report p. 2
102-47 List of material topics	Annual Report p. 28, Materiality Assessment
102-48 Restatements of information	Annual Report pp. 47-58, 110, 111, 159
102-49 Changes in reporting	Annual Report pp. 47, 143, 147
102-50 Reporting period	January 1, 2020 - December 31, 2020
102-51 Date of most recent report	March 2020
102-52 Reporting cycle	Annual
102-53 Contact point for questions regarding the report	investors@millicom.com
102-54 Claims of reporting in accordance with the GRI Standards	This report references GRI Standards, 2020
102-55 GRI content index	<a href="#">GRI Index</a>
102-56 External assurance	Annual Report pp. 59-60

GRI Standard	Disclosure	Page number(s) and/or URL(s)
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### Material Topics

#### GRI 200 Economic Standard Series

#### ECONOMIC PERFORMANCE

GRI 201: Economic Performance 2020	201-1 Direct economic value generated and distributed	201-1: Annual Report pp. 6, 13-18
	201-2 Financial implications and other risks and opportunities due to climate change	201-2: Annual Report p. 50 <a href="#">2020 CDP Report</a>

#### INDIRECT ECONOMIC IMPACTS

GRI 203: Indirect Economic Impacts 2020	203-1 Infrastructure investments and services supported	203-1: Annual Report pp. 10, 19-21, 29, 33-34, 54, 58
	203-2 Significant indirect economic impacts	203-2: Annual Report pp. 19-21

#### ANTI-CORRUPTION

GRI 205: Anti-corruption 2020	205-1 Operations assessed for risks related to corruption	205-1: Annual Report p. 55; Partnering Against Corruption Initiative (PACI)
	205-2 Communication and training about anti-corruption policies and procedures	205-2: Annual Report p. 55
	205-3 Confirmed incidents of corruption and actions taken	<a href="#">Anti-Corruption Policy</a>

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## ANTI-COMPETITIVE BEHAVIOR

GRI 206: Anti-competitive Behavior 2020	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">206-1: Antitrust and Competition Law Handbook</a> <a href="#">SASB Index</a> <a href="#">Employee Code of Conduct, p. 6</a>
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### GRI 300 Environmental Standard Series

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## MATERIALS

GRI 301: Materials 2020	301-3 Reclaimed products and their packaging materials	301-2: Annual Report p. 56
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## ENERGY

GRI 302: Energy 2020	302-1 Energy consumption within the organization 302-4 Reduction of energy consumption"	302-1: Annual Report pp. 50, 56-57 302-4: Annual Report pp. 36, 50, 56-57
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## EMISSIONS

GRI 305: Emissions 2020	305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity	305-1: Annual Report pp. 50, 57 305-2: Annual Report pp. 50, 57 305-3: Annual Report p. 57 305-4: Annual Report p. 57
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## EFFLUENTS AND WASTE

GRI 306: Effluents and Waste 2020	306-2 Management of significant waste-related impacts 306-4 Waste diverted from disposal	306-2: Annual Report p. 35 306-4: Annual Report pp. 50, 56
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## ENVIRONMENTAL COMPLIANCE

GRI 307: Environmental Compliance 2020	307-1 Non-compliance with environmental laws and regulations	We have not been subject to fines or monetary sanctions due to non-compliance with environmental laws and regulations
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## SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI 308: Supplier Environmental Assessment 2020	308-1 New suppliers that were screened using environmental criteria	308-1: Annual Report pp. 49, 57
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### GRI 400 Social Standard Series

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## EMPLOYMENT

GRI 401: Employment 2020	401-1 New employee hires and employee turnover	401-1: Annual Report pp. 27, 55
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## OCCUPATIONAL HEALTH AND SAFETY

GRI 403: Occupational Health and Safety 2020	403-1 Occupational health and safety management system 403-5 Worker training on occupational health and safety 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationship 403-9 Work-related injuries	403-1: Annual Report pp. 25, 104 403-5: Annual Report p. 25 403-7: Annual Report p. 25 403-9: Annual Report p. 58
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## DIVERSITY AND EQUAL OPPORTUNITY

GRI 405: Diversity and Equal Opportunity 2020	405-1 Diversity of governance bodies and employees	405-1: Annual Report pp. 26-27, 52, 57, 66-67
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#### FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

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GRI 407: Freedom of Association and Collective Bargaining 2020	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">407-1: Supplier Code of Conduct p. 4</a>
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#### CHILD LABOR

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GRI 408: Child Labor 2020	408-1 Operations and suppliers at significant risk for incidents of child labor	<a href="#">408-1: Supplier Code of Conduct p. 4</a>
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#### FORCED OR COMPULSORY LABOR

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GRI 409: Forced or Compulsory Labor 2020	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">409-1: Supplier Code of Conduct p. 4</a>
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#### HUMAN RIGHTS ASSESSMENT

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GRI 412: Human Rights Assessment 2020	412-1 Operations that have been subject to human rights reviews or impact assessments 412-2 Employee training on human rights policies or procedures	412-1: Annual Report pp. 37, 51; Law Enforcement Disclosure Report pp. 8-10 412-2: Annual Report p. 51
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#### LOCAL COMMUNITIES

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GRI 413: Local Communities 2020	413-1 Operations with local community engagement, impact assessments, and development programs	413-1: Annual Report p. 54
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#### SUPPLIER SOCIAL ASSESSMENT

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GRI 414: Supplier Social Assessment 2020	414-1 New suppliers that were screened using social criteria	414-1: Annual Report pp. 49, 57
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#### PUBLIC POLICY

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GRI 415: Public Policy 2020	415-1 Political contributions	Millicom does not make political contributions as per our policies <a href="#">415-1: Code of Conduct, p. 8;</a> <a href="#">Sponsorships and Donations Policy, pp. 5, 7</a>
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#### CUSTOMER HEALTH AND SAFETY

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GRI 416: Customer Health and Safety 2020	416-1 Assessment of the health and safety impacts of product and service categories	416-1: Annual Report pp. 30, 53, 58
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#### CUSTOMER PRIVACY

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<b>GRI 418: Customer Privacy 2020</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1: Annual Report pp. 37, 105 <a href="#">Privacy policy</a> Law Enforcement Disclosure Report pp. 6-7 <a href="#">SASB Index</a>
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#### FREEDOM OF EXPRESSION

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<b>Freedom of Expression 2020</b>	Adherence to Global Network Initiative (GNI) principles	Annual Report pp. 37, 51 Law Enforcement Disclosure Report pp. 6-7
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#### EMPLOYEE RECRUITMENT, GROWTH AND DEVELOPMENT

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<b>Recruitment, Growth and Development 2020</b>	Employee participation in positive work environment trainings and program	Annual Report pp. 23, 26-27, 52
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#### CHILD RIGHTS

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<b>Child Rights 2020</b>	Operations with child risk impact assessments conducted Volunteering hours from COP-related programs Children reached by COP training Operations in LatAm blocking child sexual abuse content	Annual Report pp. 30, 53, 58 <a href="#">Child Labor and Young Workers Policy</a>
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#### WOMEN'S EMPOWERMENT

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<b>Women's Empowerment 2020</b>	Enrollment in digital inclusion programs	Annual Report pp. 31-32, 53, 58
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