

Global Reporting Initiative (GRI) Reference Index

This material references GRI Standards 2021. For more information about our reporting approach, please click [here](#). To download our 2022 annual report, please click [here](#).

GRI Standard	Disclosure	Page number(s) and/or URL(s)
General Disclosures		
	2-1 Organizational details	Annual Report pp. Cover, 8, 70, 217
	2-2 Entities included in the organization's sustainability reporting	Annual Report pp. 58, 63
	2-3 Reporting period, frequency and contact point	Reporting period for sustainability reporting: January 1, 2022 – December 31, 2022 Frequency of reporting: Annual Reporting period for financial reporting: January 1, 2022 – December 31, 2022 Publication date: March 2023 Contact: investors@millicom.com
	2-4 Restatements of information	Annual Report p. 63
	2-5 External assurance	Annual Report pp. 02, 64
	2-6 Activities, value chain and other business relationships	Annual Report pp. 01, 5, 8, 14, 16, 52, 61, 64
	2-7 Employees	Annual Report pp. 40, 42
	2-8 Workers who are not employees	Annual Report pp. 40
	2-9 Governance structure and composition	Annual Report pp. 29, 70, 73, 74, 75, 77, 78
	2-10 Nomination and selection of the highest governance body	Annual Report p. 72 Nomination Committee Nomination Committee Motivated Statement
	2-11 Chair of the highest governance body	Annual Report p. 78
	2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report pp. 4, 29, 74, 83-84, 86
	2-13 Delegation of responsibility for managing impacts	Annual Report pp. 29, 70-56
	2-14 Role of the highest governance body in sustainability reporting	Annual Report p. 86
GRI 102: General Disclosures 2020	2-15 Conflicts of interest	Employee Code of Conduct p. 5 ; Conflicts of Interest Policy ; 20-F p. 109 There were no conflicts of interest to report in 2022.
	2-16 Communication of critical concerns	Annual Report pp. 29, 64, 94 LED Report p. 5
	2-17 Collective knowledge of the highest governance body	Annual Report p. 85
	2-18 Evaluation of the performance of the highest governance body	Annual Report p. 85
	2-19 Remuneration policies	Annual Report p. 99
	2-20 Process to determine remuneration	Annual Report pp. 62, 70, 95, 99, 108
	2-22 Statement on sustainable development strategy	Annual Report pp. 4, 5
	2-23 Policy commitments	Policies and Guiding Principles Annual Report p. 61
	2-24 Embedding policy commitments	Annual Report pp. 50, 61 LED Report p. 5
	2-25 Processes to remediate negative impacts	Annual Report pp. 56, 60, 62 Speak Up Policy
	2-26 Mechanisms for seeking advice and raising concerns	Annual Report pp. 56, 62, 94 Supplier Code of Conduct p. 8 Code of Conduct p. 4 Speak Up Policy
	2-27 Compliance with laws and regulations	We have not been subject to fines or monetary sanctions due to non-compliance with environmental laws and regulations
	2-28 Membership associations	Annual Report p. 10 LED Report p. 6

2-29 Approach to stakeholder engagement	Annual Report p. 10 ESG Reporting Approach/Materiality Assessment ESG Reporting Center
2-30 Collective bargaining agreements	Approximately 17% of our employees participated in collective agreements on average during 2022.

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics		
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics 3-2 List of material topics	ESG Reporting Center-Materiality Assessment ESG Reporting Center-Materiality Assessment
ECONOMIC PERFORMANCE		
GRI 201: Economic Performance 2020	Management approach 201-1 Direct economic value generated and distributed 201-2 Financial implications and other risks and opportunities due to climate change	Annual Report p. 14 201-1: Annual Report pp. 7, 14, 115 201-2: Annual Report pp. 32, 59 CDP Report
INDIRECT ECONOMIC IMPACTS		
GRI 203: Indirect Economic Impacts 2020	Management approach 203-1 Infrastructure investments and services supported 203-2 Significant indirect economic impacts	Annual Report pp. 10, 19 203-1: Annual Report pp. 11, 19, 30, 45 203-2: Annual Report pp. 30, 45, 64
ANTI-CORRUPTION		
GRI 205: Anti-corruption 2020	Management approach 205-2 Communication and training about anti-corruption policies and procedures	Annual Report pp. 94; Anti-Corruption Policy: Partnering Against Corruption Initiative (PACI) 205-2: Annual Report pp. 61, 62, 65
ANTI-COMPETITIVE BEHAVIOR		
GRI 206: Anti-competitive Behavior 2020	Management approach 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Antitrust and Competition Law Handbook, Employee Code of Conduct, p. 6 206-1: SASB Index
MATERIALS		
GRI 301: Materials 2020	Management approach 301-3 Reclaimed products and their packaging materials	Annual Report p. 37 301-3: Annual Report pp. 37, 63
ENERGY		
GRI 302: Energy 2020	Management approach 302-1 Energy consumption within the organization 302-4 Reduction of energy consumption	Annual Report pp. 34, 59 302-1: Annual Report pp. 34, 63 302-4: Annual Report p. 36
EMISSIONS		
GRI 305: Emissions 2020	Management approach 305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions	Annual Report: pp. 32, 45, 59 305-1: Annual Report p. 63 305-2: Annual Report p. 63 305-3: Annual Report p. 63
WASTE		
GRI 306: Waste 2020	Management approach 306-2 Management of significant waste-related impacts 306-4 Waste diverted from disposal	Annual Report p. 59 306-2: Annual Report p. 59 306-4: Annual Report pp. 63, 37
SUPPLIER ENVIRONMENTAL ASSESSMENT		
GRI 308: Supplier Environmental Assessment 2020	Management approach 308-1 New suppliers that were screened using environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken	Annual Report pp. 52, 64 308-1: Annual Report p. 52 308-2: Annual Report p. 52
OCCUPATIONAL HEALTH AND SAFETY		
GRI 403: Occupational Health and Safety 2020	Management approach 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	Annual Report p. 45 403-1: Annual Report p. 45 403-5: Annual Report p. 45 403-7: Annual Report p. 45 403-9: Annual Report pp. 45, 64

DIVERSITY AND EQUAL OPPORTUNITY		
	Management approach	Annual Report p. 61
GRI 405: Diversity and Equal Opportunity 2020	405-1 Diversity of governance bodies and employees	405-1: Annual Report pp. 42, 61, 64, 73-74
LOCAL COMMUNITIES		
	Management approach	LED Report p. 5
GRI 413: Local Communities 2020	413-1 Operations with local community engagement, impact assessments, and development programs	413-1: Annual Report p. 60
SUPPLIER SOCIAL ASSESSMENT		
	Management approach	Annual Report pp. 52, 64
GRI 414: Supplier Social Assessment 2020	414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken	414-1: Annual Report p. 52 414-2: Annual Report p. 52
PUBLIC POLICY		
	Management approach	Code of Conduct, p. 9; Sponsorships and Donations Policy, p. 7
GRI 415: Public Policy 2020	415-1 Political contributions	415-1: Millicom does not make political contributions as per our policies
CUSTOMER PRIVACY		
	Management approach	Privacy Statement Annual Report pp. 49, 61
GRI 418: Customer Privacy 2020	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1: SASB Index
DIGITAL EDUCATION		
	Management approach	Annual Report p. 45 Child Labor and Young Workers Policy
Child On-Line Protection 2022	Volunteering hours from COP-related programs Children reached by COP training Operations in LatAm blocking child sexual abuse content	Annual Report pp. 60, 64
Gender Equity 2022	Assessments of capabilities of women and girls	Annual Report pp. 45, 60, 64