

# 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 2021 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 pp. 1, 8, 17
	102–3 Location of headquarters	Annual Report p. 218
	102–4 Location of operations	Annual Report p. 17
	102–5 Ownership and legal form	Annual Report p. 65
	102–6 Markets served	Annual Report pp. 1, 8, 17
	102–7 Scale of the organization	Annual Report p. 5-7, 14
	102–8 Information on employees and other workers	Annual Report p. 51
	102–9 Supply chain	Annual Report pp. 36, 40, 61
	102–10 Significant changes to the organization and its supply chain	Annual Report pp. 6, 8, 14
	102–12 External initiatives	Annual Report pp. 32, 47; <a href="#">Law Enforcement Disclosure Report pp. 1, 6</a>
	102–13 Membership of associations	Annual Report p. 35; <a href="#">Law Enforcement Disclosure Report pp. 1, 6</a>
<b>STRATEGY</b>		
	102–14 Statement from senior decision-makers	Annual Report pp. 4-5, 14
	102–15 Key impacts, risks, and opportunities	Annual Report pp. 11, 23
<b>ETHICS AND INTEGRITY</b>		
	102–16 Values, principles, standards, and norms of behavior	Annual Report pp. 9, 52; <a href="#">Employee Code of Conduct, Conflicts of Interest Policy</a>
	102–17 Mechanisms for advice and concerns about ethics	Annual Report pp. 38, 86, 109; <a href="#">Supplier Code of Conduct p. 8</a>
<b>GOVERNANCE</b>		
	102–18 Governance structure	Annual Report p. 65
	102–19 Delegating authority	Annual Report p. 109
	102–20 Executive-level responsibility for economic, environmental, and social topics	Annual Report pp. 77, 109; <a href="#">Law Enforcement Disclosure Report p. 6</a>
	102–21 Consulting stakeholders on economic, environmental, and social topics	Annual Report pp. 31, 109
	102–22 Composition of the highest governance body and its committees	Annual Report pp. 72, 79
	102–23 Chair of the highest governance body	Annual Report p. 4
	102–24 Nominating and selecting the highest governance body	Annual Report pp. 66, 67; <a href="#">Nomination Committee</a>
	102–25 Conflicts of interest	Annual Report p. 68; <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. 68
	102–27 Collective knowledge of highest governance body	Annual Report pp. 71, 72, 79
	102–28 Evaluating the highest governance body's performance	Annual Report p. 79
	102–29 Identifying and managing economic, environmental, and social impacts	Annual Report pp. 78, 108, 109
	102–30 Effectiveness of risk management processes	Annual Report pp. 23, 108
	102–31 Review of economic, environmental, and social topics	Annual Report p. 77-78, 108-109
	102–32 Highest governance body's role in sustainability reporting	Annual Report pp. 77-78, 108-109
	102–35 Remuneration policies	Annual Report p. 88
	102–36 Process for determining remuneration	Annual Report pp. 38, 88
	102–37 Stakeholders' involvement in remuneration	Annual Report pp. 65, 100

GRI 102: General Disclosures 2020

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## STAKEHOLDER ENGAGEMENT

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102-40 List of stakeholder groups	Annual Report p. 9, <a href="#">ESG Reporting Approach/Materiality Assessment</a>
102-41 Collective bargaining agreements	On average during 2021, approximately 17% of our employees (including 38% of our direct workforce in Colombia and 77% of our direct workforce in Panama) participated in collective employment agreements.
102-42 Identifying and selecting stakeholders	<a href="#">ESG Reporting Center</a>
102-43 Approach to stakeholder engagement	Annual Report pp. 10, 109; <a href="#">ESG Reporting Center</a>
102-44 Key topics and concerns raised	Annual Report p. 31, <a href="#">ESG Reporting Center</a>

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## REPORTING PRACTICE

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102-45 Entities included in the consolidated financial statements	Annual Report p. 15
102-46 Defining report content and topic Boundaries	Annual Report pp. 2, 31; <a href="#">ESG Reporting Center</a>
102-47 List of material topics	Annual Report p. 31, <a href="#">ESG Reporting Center</a>
102-48 Restatements of information	Annual Report pp. 33, 39-40
102-49 Changes in reporting	Annual Report p. 31
102-50 Reporting period	January 1, 2021 – December 31, 2021
102-51 Date of most recent report	44256
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 p. 42

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GRI Standard	Disclosure	Page number(s) and/or URL(s)
<b>Material Topics</b>		
GRI 200 Economic Standard Series		
<b>ECONOMIC PERFORMANCE</b>		
GRI 201: Economic Performance 2020	201–1 Direct economic value generated and distributed 201–2 Financial implications and other risks and opportunities due to climate change	201–1: Annual Report pp. 5, 7, 14, 111 201–2: Annual Report p. 34, 46, 47; <a href="#">2021 CDP Report</a>
<b>INDIRECT ECONOMIC IMPACTS</b>		
GRI 203: Indirect Economic Impacts 2020	203–1 Infrastructure investments and services supported 203–2 Significant indirect economic impacts	203–1: Annual Report pp. 19, 20, 37, 56 203–2: Annual Report pp. 19, 20, 48, 56
<b>ANTI-CORRUPTION</b>		
GRI 205: Anti-corruption 2020	205–1 Operations assessed for risks related to corruption 205–2 Communication and training about anti-corruption policies and procedures	205–1: Annual Report p. 41; <a href="#">Partnering Against Corruption Initiative (PACI)</a> 205–2: Annual Report pp. 41, 86 <a href="#">Anti-Corruption Policy</a>
<b>ANTI-COMPETITIVE BEHAVIOR</b>		
GRI 206: Anti-competitive Behavior 2020	206–1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	206–1: <a href="#">Antitrust and Competition Law Handbook</a> , <a href="#">SASB Index</a> , <a href="#">Employee Code of Conduct</a> , p. 6
GRI 300 Environmental Standard Series		
<b>MATERIALS</b>		
GRI 301: Materials 2020	301–3 Reclaimed products and their packaging materials	301–2: Annual Report p. 34, 39, 48
<b>ENERGY</b>		
GRI 302: Energy 2020	302–1 Energy consumption within the organization 302–4 Reduction of energy consumption	302–1: Annual Report pp. 34, 39, 47 302–4: Annual Report p. 34
<b>EMISSIONS</b>		
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. 34, 39, 45-47 305–2: Annual Report pp. 34, 39, 45-47 305–3: Annual Report pp. 39, 45-47 305–4: Annual Report p. 39
<b>EFFLUENTS AND WASTE</b>		
GRI 306: Effluents and Waste 2020	306–2 Management of significant waste-related impacts 306–4 Waste diverted from disposal	306–2: Annual Report pp. 34, 39, 48 306–4: Annual Report pp. 34, 39
<b>ENVIRONMENTAL COMPLIANCE</b>		
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
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		
GRI 308: Supplier Environmental Assessment 2020	308–1 New suppliers that were screened using environmental criteria	308–1: Annual Report pp. 36, 40

## GRI 400 Social Standard Series

### 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	403-1: Annual Report pp. 55, 109 403-5: Annual Report pp. 55,109 403-7: Annual Report pp. 55,109
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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. 4, 36, 40, 53, 67
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### FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

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	407-1: <a href="#">Supplier Code of Conduct p. 5</a>
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### CHILD LABOR

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

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

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, 40, 41; <a href="#">Law Enforcement Disclosure Report p. 6</a> 412-2: Annual Report pp. 37, 40
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### LOCAL COMMUNITIES

GRI 413: Local Communities 2020	413-1 Operations with local community engagement, impact assessments, and development programs	413-1: Annual Report pp. 35,37, 55-56
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### SUPPLIER SOCIAL ASSESSMENT

GRI 414: Supplier Social Assessment 2020	414-1 New suppliers that were screened using social criteria	414-1: Annual Report p. 36
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### PUBLIC POLICY

GRI 415: Public Policy 2020	415-1 Political contributions	Millicom does not make political contributions as per our policies 415-1: <a href="#">Code of Conduct p. 9</a> ; <a href="#">Sponsorships and Donations Policy pp. 5, 7</a>
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### CUSTOMER PRIVACY

GRI 418: Customer Privacy 2020	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1: Annual Report pp. 37, 60, 110 <a href="#">Privacy Statement</a> <a href="#">Law Enforcement Disclosure Report</a> <a href="#">SASB Index</a>
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### DIGITAL EDUCATION

Child On-Line Protection 2021	Volunteering hours from COP-related programs Children reached by COP training Operations in LatAm blocking child sexual abuse content	Annual Report pp. 35, 40 <a href="#">Child Labor and Young Workers Policy</a>
Gender Equity 2021	Assessments of capabilities of women and girls	Annual Report pp. 7, 35, 56