



2021 GRI, SASB, and UN Global Compact Disclosures

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GRI STANDARD 2016: CORE OPTION

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102-10 Significant changes to the organization and its supply chain

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102-12 External initiatives	2021 Annual Report/Strategic Report/Sustainability/Social Responsibility/Community involvement and volunteering 2021 Environmental, Social, and Governance Data Overview/Social disclosures/Community contributions
102-13 Membership of associations	2021 Annual Report/Strategic Report/Stakeholders and Value Creation
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102-14 Statement from senior decision-maker	2021 Annual Report/Strategic Report/Q&A with Nancy McKinstry
102-15 Key impacts, risks, and opportunities	2021 Annual Report/Strategic Report/Sustainability/Materiality 2021 Annual Report/Governance/Risk Management
3. Ethics and integrity	
102-16 Values, principles, standards, and norms of behavior	2021 Annual Report/Strategic Report/Q&A with Nancy McKinstry 2021 Annual Report/Strategic Report/Sustainability/Ethics, Compliance, and Governance 2021 Annual Report/Strategic Report/Sustainability/Cybersecurity and data privacy 2021 Annual Report/Governance/Governance/Corporate Governance/Culture 2021 Environmental, Social, and Governance Data Overview/Governance Disclosures/Ethics and compliance
102-17 Mechanisms for advice and concerns about ethics	2021 Annual Report/Strategic Report/Sustainability/Ethics, Compliance, and Governance/Confidential channels for raising concerns 2021 Annual Report/Governance/Corporate Governance/Culture 2021 Environmental, Social, and Governance Data Overview/Governance Disclosures/Ethics and compliance
4. Governance	
102-18 Governance structure	2021 Annual Report/Strategic Report/Organizational Structure and Executive Team 2021 Annual Report/Governance/Governance/Corporate Governance/Executive Board 2021 Annual Report/Governance/Governance/Corporate Governance/Supervisory Board 2021 Annual Report/Governance/Report of the Supervisory Board
	 For more information, please refer to: www.wolterskluwer.com/en/about-us/management
102-19 Delegating authority	2021 Annual Report/Governance/Governance/Corporate Governance/Executive Board 2021 Annual Report/Governance/Corporate Governance/Supervisory Board 2021 Annual Report/Governance/Report of the Supervisory Board
102-20 Executive-level responsibility for economic, environmental and social topics	2021 Annual Report/Governance/Corporate Governance/Environmental, Social, and Governance matters 2021 Annual Report/Governance/Report of the Supervisory Board/Environmental, Social, and Governance matters 2021 Annual Report/Governance/Executive Board and Supervisory Board

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102-21 Consulting stakeholders on economic, environmental and social topics	2021 Annual Report/Strategic Report/Stakeholders and Value Creation 2021 Annual Report/Strategic Report/Sustainability/Materiality 2021 Annual Report/Financial Statements and Other/Wolters Kluwer Shares and Bonds/Investor relations
102-22 Composition of the highest governance body and its committees	2021 Annual Report/Governance/Corporate Governance/Executive Board 2021 Annual Report/Governance/Corporate Governance/Supervisory Board 2021 Annual Report/Strategic Report/Organizational Structure and Executive Team
102-23 Chair of the highest governance body	2021 Annual Report/Governance/Corporate Governance/Executive Board 2021 Annual Report/Governance/Corporate Governance/Supervisory Board 2021 Annual Report/Governance/Executive Board and Supervisory Board
	 For more information, please refer to: www.wolterskluwer.com/en/about-us/management
102-24 Nominating and selecting the highest governance body	2021 Annual Report/Governance/Corporate Governance and Risk Management/Corporate Governance/Executive Board 2021 Annual Report/Governance/Report of the Supervisory Board/Supervisory board composition
102-25 Conflicts of interest	2021 Annual Report/ Governance/Statements by the Executive Board 2021 Annual Report/Governance/Corporate Governance/Supervisory Board
102-26 Role of highest governance body in setting purpose, values, and strategy	2021 Annual Report/Governance/Corporate Governance/Executive Board 2021 Annual Report/Governance/Corporate Governance/Culture 2021 Annual Report/Governance/Corporate Governance/Supervisory Board
102-27 Collective knowledge of highest governance body	2021 Annual Report/Strategic Report/Organizational Structure and Executive Team 2021 Annual Report/Governance/Executive Board and Supervisory Board
	 For more information, please refer to: www.wolterskluwer.com/en/about-us/management
102-28 Evaluating the highest governance body's performance	2021 Annual Report/Governance/Report of the Supervisory Board/Evaluations 2021 Annual Report/Governance/Corporate Governance
102-29 Identifying and managing economic, environmental, and social impacts	2021 Annual Report/Strategic Report/Sustainability/Materiality 2021 Annual Report/Governance/Risk Management 2021 Annual Report/Strategic Report/Sustainability/Non-Financial Information Statement
102-30 Effectiveness of risk management processes	2021 Annual Report/Governance/Risk Management
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102-34 Nature and total number of critical concerns	2021 Annual Report/Strategic Report/Sustainability/Ethical, Compliance, and Governance/Confidential channel for raising concerns 2021 Environmental, Social, and Governance Data Overview/Governance disclosures/Ethics and compliance
102-35 Remuneration policies	2021 Annual Report/Governance/Corporate Governance/Remuneration 2021 Annual Report/Governance/Remuneration Report
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102-40 List of stakeholder groups	2021 Annual Report/Strategic Report/Stakeholders and Value Creation 2021 Annual Report/Strategic Report/Sustainability/Materiality 2021 Annual Report/Financial Statements and Other/Wolters Kluwer Shares and Bonds/Investor Relations
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102-44 Key topics and concerns raised	2021 Annual Report/Strategic Report/Sustainability/Materiality 2021 Annual Report/Governance/Risk Management

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102-46 Defining report content and topic Boundaries	2021 Annual Report/Strategic Report/Sustainability/Materiality
102-47 List of material topics	2021 Annual Report/Strategic Report/Sustainability/Materiality
102-48 Restatements of information	2021 Environmental, Social, and Governance Data Overview/Social Disclosures/ Responsible supply chain
102-49 Changes in reporting	2021 Environmental, Social, and Governance Data Overview/Environmental, Social, and Governance Data Management
102-50 Reporting period	2021 Annual Report/Financial Statements and Other/Notes to the Consolidated Financial Statements 2021 Environmental, Social, and Governance Data Overview/Environmental, Social, and Governance Data Management
102-51 Date of most recent report	March 9, 2022  Wolters Kluwer website: www.wolterskluwer.com/en/investors/financials/annual-reports
102-52 Reporting cycle	2021 Annual Report/Financial Statements and Other/Notes to the Consolidated Financial Statements 2021 Environmental, Social, and Governance Data Overview/Environmental, Social, and Governance Data Management  Wolters Kluwer website: www.wolterskluwer.com/en/investors/financials/annual-reports
102-53 Contact point for questions regarding the report	2021 Annual Report/Financial Statements and Other/Contact information 2021 Environmental, Social, and Governance Data Overview/Contact information
102-54 Claims of reporting in accordance with the GRI Standards	2021 Annual Report/Strategic Report/Sustainability 2021 Environmental, Social, and Governance Data Overview/Introduction to the Environmental, Social, and Governance Data Overview
102-55 GRI content index	 Wolters Kluwer website: www.wolterskluwer.com/en/investors/financials/annual-reports
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GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	2021 Annual Report/Strategic Report/Sustainability/Materiality
103-2 The management approach and its components	2021 Annual Report/Governance/Corporate Governance 2021 Annual Report/Strategic Report/Business Model and Strategy
103-3 Evaluation of the management approach	2021 Annual Report/Governance/Corporate Governance 2021 Annual Report/Strategic Report/Business Model and Strategy

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GRI 201: Economic Performance 2016	
201-1 Direct Economic value granted and distributed	2021 Annual Report/Financial Statements and Other/Consolidated Financial Statements 2021 Annual Report/Financial Statements and Other/Notes to the Consolidated Financial Statements
201-2 Financial implications and other risks and opportunities due to climate change	2021 Annual Report/Strategic Report/Sustainability/Environmental Responsibility 2021 Annual Report/Governance/Risk Management/Operational Risks/Operational resilience
201-3 Defined benefit plan obligations and other retirement plans	2021 Annual Report/Governance/Risk Management/Operational risks/People and organization 2021 Annual Report/Governance/Remuneration Report 2021 Annual Report/Governance/Risk Management/Financial & financial reporting risks/Post-employment benefits
201-4 Financial assistance received from government	2021 Annual Report/Financial Statements/Notes to the Consolidated Financial Statements/Note 3 – Accounting Estimates and Judgements/Impact of COVID-19
GRI 203: Indirect Economic Impacts 2016	
203-1 Infrastructure investments and services supported	2021 Annual Report/Strategic Report/Stakeholders and Value Creation 2021 Annual Report/Governance/Risk Management/Operational risks/Supply chain, technological developments, and projects 2021 Annual Report/Strategic Report/Sustainability/Social Responsibility/Community involvement and volunteering
203-2 Significant indirect economic impacts	2021 Annual Report/Strategic Report/Stakeholders and Value Creation Model 2021 Annual Report/Strategic Report/Sustainability/Social Responsibility/Community involvement and volunteering 2021 Annual Report/Strategic Report/Sustainability/Product Impact and Innovation
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	2021 Annual Report/Governance/Risk Management/Legal & Compliance Risks/corruption and bribery
205-2 Communications and training about anti-corruption and procedures	2021 Annual Report/Governance/Risk Management/Legal & Compliance Risks/Corruption and bribery 2021 Annual Report/Strategic Report/Sustainability/Ethics, Compliance, and Governance 2021 Environmental, Social, and Governance Data Overview/Governance Disclosures/Ethics and compliance
205-3 Confirmed incidents of corruption and actions taken	2021 Annual Report/Governance/Risk Management/Legal & Compliance Risks/Corruption and bribery 2021 Annual Report/Strategic Report/Sustainability/Ethics, Compliance, and Governance 2021 Environmental, Social and Governance Data Overview/Governance Disclosures/Ethics and compliance

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GRI 206: Anti-competitive Behavior 2016

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

2021 Annual Report/Governance/Risk Management/Strategic and operational risks
2021 Annual Report/Governance/Risk Management/Legal & compliance risks/Regulatory and compliance
For more information, please refer to the Wolters Kluwer Code of Business Ethics



Wolters Kluwer Code of Business Ethics:

www.wolterskluwer.com/en/investors/governance/policies-and-articles

GRI 207: Tax

207-1 Approach to Tax

2021 Annual Report/Governance/Risk Management/Financial & financial reporting risks/Taxes

207-2 Tax governance, control, risk management

2021 Annual Report/Governance/Risk Management/Financial & financial Reporting risks/Taxes

207-3 Stakeholder engagement and management concerns related to tax

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2021 Annual Report/Governance/Risk Management/Financial & financial reporting risks/Taxes
2021 Annual Report/Financial Statements and Other/Independent Auditor's Report/Scope of Group Audit

Environmental

GRI 103: Management Approach 2016

103-1 Explanation of the material topic and its boundary

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103-2 The management approach and its components

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2021 Annual Report/Governance/Risk Management
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2021 Environmental, Social, and Governance Data Overview/Environmental Disclosures

103-3 Evaluation of the management approach

2021 Annual Report/Governance/Corporate Governance/Executive Board
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GRI 302: Energy 2016

302-1 Energy consumption within the organization

2021 Environmental, Social and Governance Data Overview/Environmental Disclosures

302-2 Energy consumption outside of the organization

2021 Environmental, Social and Governance Data Overview/Environmental Disclosures

302-3 Energy Intensity

2021 Environmental, Social and Governance Data Overview/Environmental Disclosures

302-4 Reduction of energy consumption

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302-5 Reductions in energy requirements of products and services

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303-5 Water consumption	2021 Environmental, Social, and Governance Data Overview/Environmental Disclosures
GRI 305: Emissions 2016	
305-1 Direct (scope 1) GHG emissions	2021 Environmental, Social, and Governance Data Overview/Environmental Disclosures
305-2 Energy indirect (Scope 2) GHG emissions	2021 Environmental, Social, and Governance Data Overview/Environmental Disclosures
305-4 GHG emissions intensity	2021 Environmental, Social, and Governance Data Overview/Environmental Disclosures
305-5 Reduction of GHG emissions	2021 Annual Report/Strategic Report/Sustainability/Environmental Responsibility 2021 Environmental, Social, and Governance Data Overview/Environmental disclosures
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	2021 Environmental, Social, and Governance Data Overview/Environmental Disclosures
306-2 Management of significant waste-related impacts	2021 Annual Report/Strategic Report/Sustainability/Environmental Responsibility 2021 Environmental, Social, and Governance Data Overview/Environmental Disclosures
306-3 Waste generated	2021 Environmental, Social, and Governance Data Overview/Environmental Disclosures
306-4 Waste diverted from disposal	2021 Environmental, Social, and Governance Data Overview/Environmental Disclosures
306-5 Waste directed to disposal	2021 Environmental, Social, and Governance Data Overview/Environmental Disclosures
GRI 307: Environmental Compliance 2016	
307-1 Non-compliance with environmental laws and regulations	2021 Annual Report/Strategic Report/Sustainability/Ethics, Compliance, and Governance 2021 Annual Report/Governance/Risk Management/Regulatory and compliance
GRI 308: Supplier Environmental Assessment 2016	
308-1 New suppliers that were screened using environmental criteria	2021 Annual Report/Strategic Report/Sustainability/Social Responsibility/ Responsible supply chain 2021 Annual Report/Governance/Risk Management/Operational risks/Supply chain, technological developments, and projects 2021 Environmental, Social, and Governance Data Overview/Social Disclosures/ Responsible supply chain
Social	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its boundary	2021 Annual Report/Strategic Report/Sustainability/Materiality
103-2 The management approach and its components	2021 Annual Report/Governance/Corporate Governance 2021 Annual Report/Governance/Risk Management 2021 Environmental, Social, and Governance Data Overview/Social Disclosures
103-3 Evaluation of the management approach	2021 Annual Report/Governance/Corporate Governance/Executive Board 2021 Annual Report/Governance/Corporate Governance/Supervisory Board

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401-1 New employees hires and employee turnover	2021 Annual Report/Strategic Report/Stakeholders and Value Creation 2021 Annual Report/Financial Statements and Other/Notes to the Consolidated Financial Statements/Note 13 – Personnel Expenses 2021 Annual Report/Strategic Report/Sustainability/Employee Engagement and Talent Management 2021 Environmental, Social, and Governance Data Overview/Social Disclosures/ Employees
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2021 Annual Report/Governance/Risk Management/Financial & financial reporting risks/Post-employment benefits 2021 Annual Report/Financial Statements and Other/Notes to the Consolidated Financial Statements/Note 31 – Employee Benefits
GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	2021 Annual Report/Strategic Report/Sustainability/Employee Engagement and Talent Management/Employee health, safety, and well-being 2021 Annual Report/Strategic Report/Sustainability/Social Responsibility/Protecting human rights 2021 Environmental, Social, and Governance Data Overview/Social Disclosures
403-6 Promotion of worker health	2021 Annual Report/Strategic Report/Sustainability/Employee Engagement and Talent Management 2021 Annual Report/Strategic Report/Sustainability/Social Responsibility/Protecting human rights 2021 Annual Report/Financial Statements and Other/Notes to the Consolidated Financial Statements/Note 31 – Employee Benefits
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	2021 Annual Report/Strategic Report/Sustainability/Employee Engagement and Talent Management 2021 Annual Report/Strategic Report/Sustainability/Ethics, Compliance, and Governance 2021 Environmental, Social, and Governance Data Overview/Governance Disclosures/Ethics and compliance
404-2 Programs for upgrading employee skills and transition assistance programs	2021 Annual Report/Strategic Report/Sustainability/Employee Engagement and Talent Management 2021 Environmental, Social, and Governance Data Overview/Social Disclosures/ Employees 2021 Environmental, Social, and Governance Data Overview/Governance Disclosures/Ethics and compliance
404-3 Percentage of employees receiving regular performance and career development reviews	2021 Annual Report/Strategic Report/Sustainability/Employee Engagement and Talent Management 2021 Environmental, Social, and Governance Data Overview/Social disclosures/ Employees

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<i>GRI Standard/Disclosure</i>	<i>Reference</i>
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	2021 Annual Report/Strategic Report/Wolters Kluwer at a Glance 2021 Annual Report/Governance/Executive Board and Supervisory Board 2021 Annual Report/Governance/Corporate Governance/Diversity 2021 Annual Report/Strategic Report/Sustainability/Diversity, Equity, Inclusion, and Belonging 2021 Environmental, Social, and Governance Data Overview/Governance Disclosures/Board and Division CEO diversity 2021 Environmental, Social, and Governance Data Overview/Social Disclosures/Employees/Diversity, equity, inclusion, and belonging
405-2 Ratio of basic salary and remuneration of women to men	2021 Annual Report/Governance/Remuneration Report
GRI 406: Non-discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	2021 Annual Report/Strategic Report/Sustainability/Ethics, Compliance, and Governance/Confidential channels for raising concerns 2021 Environmental, Social, and Governance Data Overview/Governance Disclosures/Ethics and compliance
GRI 407: Freedom of association and collective bargaining 2016	
407-1 Operations and suppliers in which the right of freedom of association and collective bargaining may be at risk	2021 Annual Report/Strategic Report/Sustainability/Social responsibility/Protecting human rights 2021 Annual Report/Strategic Report/Sustainability/Social Responsibility/Responsible supply chain 2021 Environmental, Social, and Governance Data Overview/Social Disclosures/Responsible supply chain
GRI 408: Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	2021 Annual Report/Strategic Report/Sustainability/Social responsibility/Protecting human rights 2021 Annual Report/Strategic Report/Sustainability/Social Responsibility/Responsible supply chain 2021 Environmental, Social, and Governance Data Overview/Social Disclosures/Responsible supply chain
GRI 409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2021 Annual Report/Strategic Report/Sustainability/Social responsibility/Protecting human rights 2021 Annual Report/Strategic Report/Sustainability/Social Responsibility/Responsible supply chain 2021 Environmental, Social, and Governance Data Overview/Social Disclosures/Responsible supply chain

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GRI 410: Security Practices 2016

410-1 Security personnel trained in human rights policies or procedures

2021 Annual Report/Strategic Report/Sustainability/Employee Engagement and Talent Management
2021 Environmental, Social, and Governance Data Overview/ Governance Disclosures/ Ethics and compliance

GRI 414: Supplier Social Assessment 2016

414-1 New suppliers that were screened using social criteria

2021 Annual Report/Strategic Report/Sustainability/Social Responsibility/Responsible supply chain
2021 Environmental, Social and Governance Data Overview/Social Disclosures/Responsible supply chain

414-2 Negative social impacts in the supply chain and actions taken

2021 Annual Report/Strategic Report/Sustainability/Social Responsibility/Responsible supply chain
2021 Environmental, Social, and Governance Data Overview/Social Disclosures/Responsible supply chain

GRI 418: Customer Privacy 2016

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

2021 Annual Report/Strategic Report/Sustainability/Cybersecurity and Data Privacy
2021 Annual Report/Governance/Risk Management/Legal and compliance risks/Regulatory and compliance

GRI 419: Socioeconomic Compliance 2016

419-1 Non-compliance with laws and regulations in the social and economic area

2021 Annual Report/Strategic Report/Sustainability/Ethics, Compliance, and Governance
2021 Annual Report/Governance/Risk Management/Regulatory and compliance

Sustainability Accounting Standards Board (SASB) Index

PROFESSIONAL & COMMERCIAL SERVICES

Data Security

<i>Accounting metric</i>	<i>Report reference</i>	<i>SASB Code</i>
Description of approach to identifying and addressing data security risks	2021 Annual Report/Governance/Risk Management/IT and Cybersecurity 2021 Annual Report/Strategic Report/Sustainability/Cybersecurity and Data Privacy	SV-PS-230a.1
Description of policies and practices relating to collection, usage, and retention of customer information	2021 Annual Report/Strategic Report/Sustainability/Cybersecurity and Data Privacy	SV-PS-230a.2
(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	As a matter of policy, we do not disclose information about data breaches except as required by law.	SV-PS-230a.3

Workforce Diversity & Engagement

<i>Accounting metric</i>	<i>Report reference</i>	<i>SASB Code</i>
Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	2021 Annual Report/Strategic Report/Sustainability/Diversity, Equity, Inclusion, and Belonging 2021 Environmental, Social, and Governance Data Overview/Social Disclosures	SV-PS-330a.1
(1) Voluntary and (2) involuntary turnover rate for employees	2021 Annual Report/Strategic Report/Sustainability/Employee Engagement and Talent Management 2021 Environmental, Social, and Governance Data Overview/Social Disclosures	SV-PS-330a.2
Employee engagement as a percentage	2021 Annual Report/Strategic Report/Sustainability/Employee Engagement and Talent Management 2021 Environmental, Social, and Governance Data Overview/Social disclosures	SV-PS-330a.3

Professional Integrity

<i>Accounting metric</i>	<i>Disclosure</i>	<i>SASB Code</i>
Description of approach to ensuring professional integrity	2021 Annual Report/Strategic Report/Sustainability/Ethics, Compliance and Governance	SV-PS-510a.1
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	We currently do not disclose this information.	SV-PS-510a.2

Sustainability Accounting Standards Board (SASB) Index continued

Activity metric

<i>Metric</i>	<i>Report reference</i>	<i>SASB Code</i>
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	2021 Annual Report/Financial Statements and Other/Notes to the Consolidated Financial Statements/Note 13 – Personnel Expenses	SV-PS-000.A
Employee hours worked, percentage billable	We currently do not disclose this information.	SV-PS-000.B

SOFTWARE & IT SERVICES

Environmental Footprint of Hardware Infrastructure

<i>Accounting metric</i>	<i>Report reference</i>	<i>SASB Code</i>
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	2021 Environmental, Social, and Governance Data Overview/Environmental Disclosures	TC-SI-130a.1
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Waters Stress	2021 Environmental, Social, and Governance Data Overview/Environmental Disclosures	TC-SI-130a.2
Discussion of the integration of environmental considerations into strategic planning for data center needs	2021 Annual Report/Strategic Report/Sustainability/Environmental Responsibility	TC-SI-130a.3

Data Privacy & Freedom of Expression

<i>Accounting metric</i>	<i>Report reference</i>	<i>SASB Code</i>
Description of policies and practices relating to behavioral advertising and user privacy	2021 Annual Report/Strategic Report/Sustainability/Cybersecurity and Data Privacy	TC-SI-220a.1
Number of users whose information is used for secondary purposes	2021 Annual Report/Strategic Report/Sustainability/Cybersecurity and Data Privacy	TC-SI-220a.2
Total amount of monetary losses as a result of legal proceedings associated with user privacy	We currently do not disclose this information.	TC-SI-220a.3
(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	As a matter of policy, we do not disclose information about data breaches except as required by law.	TC-SI-220a.4
List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	We currently do not disclose this information.	TC-SI-220a.5

Sustainability Accounting Standards Board (SASB) Index continued

Data Security

<i>Accounting metric</i>	<i>Report reference</i>	<i>SASB Code</i>
(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	As a matter of policy, we do not disclose information about data breaches except as required by law.	TC-SI-230a.1
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	2021 Annual Report/Governance/Risk Management/IT and Cybersecurity 2021 Annual Report/Strategic Report/Sustainability/Cybersecurity and Data Privacy	TC-SI-230a.2

Recruiting & Managing a Global, Diverse & Skilled Workforce

<i>Accounting metric</i>	<i>Report reference</i>	<i>SASB Code</i>
Percentage of employees that are (1) foreign nationals and (2) located offshore	We currently do not disclose these data.	TC-SI-330a.1
Employee engagement as a percentage	2021 Annual Report/Strategic Report/Sustainability/Employee Engagement and Talent Management 2021 Environmental, Social, and Governance Data Overview/Social Disclosures	TC-SI-330a.2
Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	2021 Annual Report/Strategic Report/Sustainability/Diversity, Equity, Inclusion, and Belonging 2021 Environmental, Social, and Governance Data Overview/Social Disclosures	TC-SI-330a.3

Intellectual Property Protection & Competitive Behavior

<i>Accounting metric</i>	<i>Report reference</i>	<i>SASB Code</i>
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	We currently do not disclose this information.	TC-SI-520a.1

Managing Systemic Risks from Technology Disruptions

<i>Accounting metric</i>	<i>Report reference</i>	<i>SASB Code</i>
Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	We currently do not disclose this information.	TC-SI-550a.1
Description of business continuity risks related to disruptions of operations	2021 Annual Report/Governance/Risk Management/Operational resilience	TC-SI-550a.2

Sustainability Accounting Standards Board (SASB) Index continued

Activity metric

<i>Metric</i>	<i>Report reference</i>	<i>SASB Code</i>
(1) Number of licenses or subscriptions, (2) percentage cloud-based	We currently do not disclose this information.	TC-SI-000.A
(1) Data processing capacity, (2) percentage outsourced	We currently do not disclose this information.	TC-SI-000.B
(1) Amount of data storage, (2) percentage outsourced	We currently do not disclose this information.	TC-SI-000.C

United Nations Global Compact Principles

Principle

Human rights

Principle 1 – Businesses should support and respect the protection of internationally proclaimed human rights

References

2021 Annual Report/Strategic Report/Sustainability/Social Responsibility/Protecting human rights
2021 Environmental, Social, and Governance Data Overview/Social Disclosures/Responsible supply chain

Principle 2 – Businesses should make sure they are not complicit in human rights abuses

2021 Annual Report/Strategic Report/Sustainability/Social Responsibility/Protecting human rights
2021 Environmental, Social, and Governance Data Overview/Social Disclosures/Responsible supply chain

Labor

Principle 3 – Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

2021 Annual Report/Strategic Report/Sustainability/Social Responsibility
2021 Environmental, Social, and Governance Data Overview/Social Disclosures/Responsible supply chain

Principle 4 – Businesses should uphold the elimination of all forms of forced and compulsory labor

2021 Annual Report/Strategic Report/Sustainability/Social Responsibility
2021 Environmental, Social, and Governance Data Overview/Social Disclosures/Responsible supply chain

Principle 5 – Businesses should uphold the effective abolition of child labor

2021 Annual Report/Strategic Report/Sustainability/Social Responsibility
2021 Environmental, Social, and Governance Data Overview/Social Disclosures/Responsible supply chain

Principle 6 – Businesses should uphold the elimination of discrimination in respect of employment and occupation

2021 Annual Report/Governance/Corporate Governance/Culture
2021 Annual Report/Strategic Report/Sustainability/Diversity, Equity, Inclusion, and Belonging
2021 Annual Report/Strategic Report/Sustainability/Social Responsibility
2021 Environmental, Social, and Governance Data Overview/Governance Disclosures
2021 Environmental, Social, and Governance Data Overview/Social Disclosures

Environment

Principle 7 – Businesses should support a precautionary approach to environmental challenges

2021 Annual Report/Strategic Report/Sustainability/Environmental Responsibility
2021 Environmental, Social, and Governance Data Overview/Environmental Disclosures

Principle 8 – Businesses should undertake initiatives to promote greater environmental responsibility

2021 Annual Report/Strategic Report/Sustainability/Environmental Responsibility
2021 Annual Report/Strategic Report/Sustainability/Social Responsibility/Responsible supply chain
2021 Environmental, Social, and Governance Data Overview/Environmental Disclosures

Principle 9 – Businesses should encourage the development and diffusion of environmentally friendly technologies

2021 Annual Report/Strategic Report/Sustainability/Environmental Responsibility
2021 Environmental, Social and Governance Data Overview/Social Disclosures/Product impact and innovation

Anti-corruption

Principle 10 – Businesses should work against corruption in all its forms, including extortion and bribery

2021 Annual Report/Governance/Risk Management/Legal & Compliance Risks/Corruption and bribery
2021 Annual Report/Strategic Report/Sustainability/Ethics, Compliance, and Governance
2021 Environmental, Social, and Governance Data Overview/Governance Disclosures/Ethics and compliance