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Employee Turnover Statistics of CAL Group in 2022

Category	Groups																		
		2020		2021		2022		2020		2021		2022		2020		2021		2022	
		Amount	Percentage (%)	Amount	Percentage (%)	Amount	Percentage (%)	Amount	Percentage (%)	Amount	Percentage (%)	Amount	Percentage (%)	Amount	Percentage (%)	Amount	Percentage (%)	Amount	Percentage (%)
Age	Under 30	317	40.75%	152	29.12%	106	20.11%	59	57.84%	44	40.37%	25	23.36%	43	63.24%	109	61.46%	107	39.77%
	31-50	189	24.29%	172	32.95%	227	42.67%	21	20.59%	47	43.12%	58	54.21%	20	29.41%	59	30.21%	35	53.41%
	Above 51	272	34.96%	198	37.93%	198	37.22%	22	21.57%	18	16.51%	24	22.43%	5	7.35%	29	8.33%	47	6.82%
Gender	Male	353	52.35%	310	59.39%	302	56.77%	59	57.84%	69	63.30%	67	62.62%	31	45.59%	8	45.83%	6	50.00%
	Female	425	45.37%	212	40.61%	230	43.23%	43	42.16%	40	36.70%	40	37.38%	37	54.41%	44	54.17%	44	50.00%
Region	Taiwan	501	64.40%	311	59.58%	310	58.27%	91	89.22%	106	97.25%	75	70.09%	68	10.00%	96	10.00%	88	10.00%
	China	22	2.83%	19	3.64%	58	10.90%	11	10.78%	3	2.75%	32	29.91%	-	-	-	-	-	-
	Asia	220	28.28%	125	23.95%	98	18.42%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	USA	221	2.70%	49	9.39%	40	7.52%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Europe	8	1.03%	10	1.92%	10	1.88%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Oceania	6	0.77%	8	1.53%	16	3.01%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Voluntary	-	416	3.65%	371	3.41%	393	3.66%	-	-	-	-	-	0.00%	-	-	-	-	-	-
Involuntary	-	362	3.18%	151	1.39%	139	1.30%	-	-	-	-	-	0.00%	-	-	-	-	-	-
Total		778	6.83%	522	4.80%	532	4.96%	102	10.73%	109	12.47%	107	13.44%	68	9.34%	96	14.86%	88	13.04%

Note: Voluntary termination includes resignation, retirement prior to retirement age, application for dismissal, and other factors; involuntary termination includes reaching retirement age and layoffs.

Unpaid Parental Leave Statistics of CAL Group in 2022

Unpaid Parental Leave Statistics									
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Numbers of employees eligible for parental leave in 2022 (A)	593	376	969	23	20	43	47	14	61
Actual Numbers of employees applying for parental leave in 2022 (B)	396	48	444	22	2	24	30	3	33
Rate for employees applying for parental leave in 2022 (B*100 / A)	66.78%	12.77%	45.82%	96%	10%	56%	63.83%	21.43%	54.10%
Numbers of employees expecting to return in 2021 after parental leave in 2022 (C)	223	15	238	20	1	21	16	2	18
Numbers of employees applying to return in 2022 (D)	177	33	210	3	1	4	10	1	11
Return rate in 2022 (D*100 / C)	79.37%	220.00%	88.24%	15.00%	100.00%	19.0%	62.50%	50.00%	61.11%
Total number of employees returning after parental leave in 2021 (E)	175	21	196	5	1	6	14	1	15
Number of employees completing one full year of service after returning from parental leave in 2021 (F)	172	21	193	5	1	6	14	1	15
Rate on return after parental leave in 2022 (F*100 / E)	98.29%	100.00%	98.47%	100.00%	100.00%	100%	100.00%	100.00%	100.00%

Note: (A): Number of employees whose children's date of birth is between January 1, 2019 and December 31, 2022

Gender Pay Gap Analysis of CAL in 2022

Indicator	Difference between Men and Women Employees (%)
Gender pay gap (mean)	17%
Gender pay gap (median)	18%
Bonus gap (mean)	15%
Bonus gap (median)	19%

Note: Due to the differences in salary structure, pilots are not included in the scope of calculation of the table.

Annual Total Compensation Ratio in 2022 (Other Employees is 1) (GRI 2-21)

Indicator	CAL	AE	IT
The annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	2.80	1.89	3.69
The percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	0.61	1.15	0.37

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Employee Training Statistics of CAL Group from 2020 to 2022

Company	Category		2020			2021			2022					
			Training Hours	Amount	Average Hours	Training Hours	Amount	Average Hours	Training Hours	Amount	Average Hours	Total expenses	Number of classes opened	Training completion rate
	The Job Category	Business	115,129	2,110	54.56	98,204	3,301	29.75	90,321	3,282	27.52	227,962,087	4,742	96.00%
		Air service	149,128	4,360	34.20	134,727	4,408	30.56	240,993	4,360	55.27			
		Maintenance	52,568	2,256	23.30	92,594	2,284	40.54	85,491	2,236	38.23			
		Others	31,669	1,381	22.93	28,970	1,631	17.76	34,504	1,767	19.53			
	Gender	Male	162,915	5,240	31.09	167,488	5,705	29.36	243,212	5,772	42.14			
		Female	185,578	4,867	38.13	187,007	5,919	31.59	208,097	5,873	35.43			
	The Job Category	Business	8,462	322	26.28	5,123	310	16.52	3,307	239	13.83	45,879,785	9,254	100.00%
		Air service	15,828	267	59.28	10,713	257	41.68	10,857	223	48.69			
		Maintenance	13,970	151	92.52	9,530	153	62.28	7,424	134	55.40			
		Others	1,548	70	22.11	886	39	22.71	1,796	65	27.63			
	Gender	Male	27,766	424	65.49	18,657	394	47.35	17,187	349	49.25			
		Female	12,044	386	31.20	7,939	365	21.75	6,196	312	19.86			
	The Job Category	Business	7,299	360	20.27	6,352	299	21.24	6,339	3,977	1.59	22,691,140	1,543	94.00%
		Air service	19,092	308	61.99	9,141	287	31.85	84,944	994	85.46			
		Maintenance	296	27	11.06	522	27	19.33	307	18	17.06			
		Others	365	33	45.80	282	33	8.55	2,206	1,247	1.77			
	Gender	Male	14,884	325	30.19	8,503	289	29.42	68,762	2,268	30.32			
		Female	12,168	403	10.96	7,794	357	21.83	23,020	2,735	8.42			

Note 1: Others include executives higher than the rank of vice president, auditors, accountants, information technology personnel, and other employees that are not within the aforesaid categories. For Tigerair Taiwan, others include the Chief Financial Officer, Chief Operating Officer, Chief Commercial Officer, Chief Executive Officer, and Chairman, as well as the Finance Department, Accounting Department, and Information Department.

Note 2: Training hours exclude those at outstations.

Note 3: Average training hours = Total training hours / total number of employees in the category. For CAL, completion rate of training = average completion rate of training. For Mandarin Airlines and Tigerair Taiwan, completion rate of training = completion rate of training in each unit / number of units.

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Comparing the Frequency-Severity Indicator (FSI) in the Past 3 Years

Year	Unit	CAL Park	EMO	Taipei	ohsiung Brar	Taichung Branch (Note 9)	Total
2020	Number of Annual Disabling Injuries	18	6	1	4	0	29
	Absence Days of Annual Disabling Injuries	376	177	6	15	0	574
	FR	134	1.28	1.32	3.65	0	1.45
	SR	28	37	7	13	0	28
	FSI	0.19	0.21	0.09	0.21	0.00	0.20
2021	Number of Annual Disabling injuries	11	7	0	1	Not applicable	19
	Absence Days of Annual Disabling injuries	318	99	0	0	Not applicable	417
	FR	0.84	1.48	0	0.92	Not applicable	0.97
	SR	24	21	0	0	Not applicable	21
	FSI	0.14	0.17	0.00	0.00	Not applicable	0.14
2022	Number of Annual Disabling injuries	7	5	2	0	Not applicable	14
	Absence Days of Annual Disabling Injuries	44	119	132	0	Not applicable	295
	FR	0.53	1.10	2.72	0	Not applicable	0.72
	SR	3	26	180	0	Not applicable	15
	FSI	0.03	0.16	0.69	0.00	Not applicable	0.10

Note 1: Calculated at 8 hours per day per person.

Note 2: Disabling injury frequency rate (FR) refers to the number of disabling injuries per million working hours. The calculation of the FR is as follows: (Number of annual disabling injuries ÷ annual working hours) × 1,000,000 The number of annual disabling injuries includes the number of annual fatalities, permanent total disabilities, permanent partial disabilities, and temporary total disabilities. Numerical approximation of calculation results: The calculation is rounded to two decimal places.

Note 3: Disabling injury severity rate (SR) refers to the total number of days of losses due to disability and injury per million working hours. The calculation of the SR is as follows: (Absence days of annual disabling injuries ÷ Annual working hours) × 1,000,000 The absence days of different types of disabling injuries are calculated based on the online Occupational Hazard System. Numerical approximation of calculation results: The calculation is rounded to the nearest integer.

Note 4: Frequency-Severity Indicator (FSI) is calculated as the square root of (FR) multiplied by (SR) and divided by one thousand. $FSI = \sqrt{((FR \times SR) / 1000)}$ Numerical approximation of calculation results: The calculation is rounded to two decimal places.

Note 5: 2020-2022 averages in the air transport industry published by the Ministry of Labor, Executive Yuan: FR=1.37, SR=28, FSI=0.19. COVID-19 cases were excluded.

Note 6: Continue to review the FSI to understand the operational performance of each unit's occupational disaster prevention and implement improvements.

Note 7: TPE has established an occupational safety unit since 2013.

Note 8: This statistic does not include commuter traffic accidents.

Note 9: The organization of Taichung branch has been deleted since 2021.

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Occupational Hazards Statistics of CAL Group in 2022

Item							
	Male	Female	Total	CAL Park	EMO	Taipei Branch	aohsiung Branc
The Number of Recordable Occupational Injuries	6	8	14	7	5	2	0
Disabling Injury Frequency Rate	0.59	0.87	0.72	0.53	1.10	2.72	0
Disabling Injury Severity Rate	12	19	15	3	26	180	0
Incidents Resulting in Work-Related Fatalities	0	0	0	0	0	0	0
The Rate of Fatalities as a Result of Occupational Injury	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational Disease Rate	0.00	0.00	0.00	0.00	0.00	0.00	0.00
The Number of High-consequence Occupational Injuries	0	0	0	0	0	0	0
The Rate of High-consequence Occupational Injuries	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Absence Rate	0.86%	1.26%	1.05%	0.85%	1.35%	3.39%	0.87%
The Total Working Hours	10,147,248	9,163,200	19,310,448	13,139,232	4,507,896	733,056	930,264

Item						
	Male	Female	Total	Male	Female	Total
The Number of Recordable Occupational Injuries	2	0	2	0	1	1
Disabling Injury Frequency Rate	2.69	0.00	1.23	0.00	1.29	0.73
Disabling Injury Severity Rate	110	0	50	0	29	16
Incidents Resulting in Work-Related Fatalities	0	0	0	0	0	0
The Rate of Fatalities as a Result of Occupational Injury	0.00	0.00	0.00	0.00	0.00	0.00
Occupational Disease Rate	0.00	0.00	0.00	0.00	0.00	0.00
The Number of High-consequence Occupational Injuries	0	0	0	0	0	0
The Rate of High-consequence Occupational Injuries	0.00	0.00	0.00	0.00	0.00	0.00
Absence Rate	1.16%	1.73%	1.46%	0.89%	0.83%	0.86%
The Total Working Hours	742,344	873,984	1,616,328	591,712	770,352	1,362,064

Note 1: Frequency of recordable occupational injuries (i.e., disabling injury frequency rate):
(Number of annual disabling injuries ÷ Annual working hours) × 1,000,000.

Note 2: Disabling Injury Severity Rate:
(Absence days of annual disabling injuries ÷ Annual working hours) × 1,000,000.

Note 3: Absence Rate: (Absence days ÷ Annual working days) × 100%. The absence rate target in 2022 is 1.8%. Due to the different labor laws and regulations across countries, the data coverage is based on all employees of China Airlines in Taiwan.

Note 4: Mandarin Airlines/Tigerair Taiwan only have one business location in Taiwan.

Note 5: Disabling Injury Frequency Rate is equivalent to the definition of Recordable Occupational Injuries Rate in the GRI Standards.

Note 6: High-consequence Occupational Injuries: Occupational injuries that lead to fatalities or that are barely possible / difficult to completely recover within six months. Rate of high-consequence occupational injuries (excluding fatalities)=(Number of high-consequence occupational injuries (excluding fatalities) / Number of hours worked)x1,000,000.

Note 7: The most common type of occupational injuries is falling.

Note 8: The organization of Taichung branch has been deleted since 2021.

Note 9: This statistic does not include commuter traffic accidents.

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Non-Employee Occupational Hazards Statistics of CAL Group in 2022

Company	Item	Contracted employees	Contractors
Non-employees of CAL	The Number of Recordable Occupational Injuries	1	2
	Disabling Injury Frequency Rate	4.29	6.05
	Incidents Resulting in Work-Related Fatalities	0	0
	The Rate of Fatalities as a result of Occupational Injury	0.00	0.00
	The Number of High-consequence Occupational Injuries	0	0
	The Rate of High-consequence Occupational Injuries	0.00	0.00
	The Total Working Hours	233,064	330,672

Note: There were no non-employee occupational hazards in Mandarin Airlines / Tigerair Taiwan



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GRI Content Index (GRI 2-4,2-6)

GRI 1, GRI 2, and GRI 3 are based on the GRI Universal Standards 2021, GRI 306 updated to 2020 version, GRI 303 and GRI 403 updated to 2018 version, and others remained 2016 versions)

Usage Statement	CAL discloses information from January 1, 2022 to December 31, 2022 in accordance with the GRI Standards			
GRI 1 in use	GRI 1: Foundation 2021			
GRI Standards / Other Sources	Disclosure Item		Location (Page Number)	Supplementary Description (Including omissions, requests, reasons, and explanation)
General Disclosures				
GRI 2: General Disclosures 2021	2-1	Organizational details	3, 8	
	2-2	Entities included in the organization's sustainability reporting	3	
	2-3	Reporting period, frequency and contact point	3	
	2-4	Restatements of information	-	No restatements of information
	2-5	External assurance	3	
	2-6	Activities, value chain and other business relationships	8, 87, 203	
	2-7	Employees	135	
	2-8	Workers who are not employees	135	
	2-9	Governance structure and composition	22, 172	Refer to the section on the Board of Directors in the Annual Report
	2-10	Nomination and selection of the highest governance body	172	
	2-11	Chair of the highest governance body	172	Refer to the section on the Board of Directors in the Annual Report
	2-12	Role of the highest governance body in overseeing the management of impacts	22	
	2-13	Delegation of responsibility for managing impacts	22	
	2-14	Role of the highest governance body in sustainability reporting	22	Refer to the section on independence in the Annual Report
	2-15	Conflicts of interest	172	Refer to the section on independence in the Annual Report
	2-16	Communication of critical concerns	22	
	2-17	Collective knowledge of the highest governance body	172	
	2-18	Evaluation of the performance of the highest governance body	22	
	2-19	Remuneration policies	172	Refer to Article 5 of the CAL Remuneration Committee Charter
	2-20	Process to determine remuneration	172	Refer to Article 4 of the CAL Remuneration Committee Charter
	2-21	Annual total compensation ratio	142, 196, 198	
	2-22	Statement on sustainable development strategy	6	
	2-23	Policy commitments	131, 186	
	2-24	Embedding policy commitments	186	
	2-25	Processes to remediate negative impacts	131, 186	
	2-26	Mechanisms for seeking advice and raising concerns	29, 35	
	2-27	Compliance with laws and regulations	186	
	2-28	Membership associations	35	
	2-29	Approach to stakeholder engagement	29	
	2-30	Collective bargaining agreements	142	
Material Topics				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	38	
	3-2	List of material topics	38	
	3-3	Management of material topics	38	

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General Disclosures				
Material Topics				
Economic				
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	177	
	201-2	Financial implications and other risks and opportunities due to climate change	102	
	201-3	Defined benefit plan obligations and other retirement plans	142	
	201-4	Financial assistance received from government	-	No such occurrences
GRI 202: Market Presence	202-2	Proportion of senior management hired from the local community	135	
GRI 204: Procurement Practice	204-1	Proportion of spending on local suppliers	89	
GRI 205: Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	186	
	205-3	Confirmed incidents of corruption and actions taken	-	No such occurrences
GRI 206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	186	
Environmental				
GRI 301: Materials	301-1	Materials used by weight or volume	112	
GRI 302: Energy	302-1	Energy consumption within the organization	112	
	302-2	Energy consumption outside of the organization	112	
GRI 2: General Disclosures 2021	302-3	Energy intensity	114	
	302-4	Reduction of energy consumption	112	
	302-5	Reductions in the energy requirements of products and services	112	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	117	
	303-2	Management of water discharge-related impacts	117	
	303-3	Water withdrawal	117	
	303-4	Water discharge	117	
	303-5	Water consumption	117	
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	112	
	305-2	Energy indirect (Scope 2) GHG emissions	112	
	305-3	Other indirect (Scope 3) GHG emissions	112	
	305-4	GHG emissions intensity	114	
	305-5	Reduction of GHG emissions	112	
GRI 306: Waste 2020	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	118	
	306-2	Management of significant waste-related impacts	119	
	306-3	Waste generated	119	
GRI 307: Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	-	There were no cases of penalties
GRI 308: Supplier Environment Assessment	308-2	Negative environmental impacts in the supply chain and actions taken	89	

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GRI Standards / Other Sources	Disclosure Item		Location (Page Number)	Supplementary description (Including omissions, requests, reasons, and explanation)
General Disclosures				
Material Topics				
Society				
GRI 401: Employment	401-1	New employee hires and employee turnover	135	
	401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	142	
	401-3	Parental leave	142	
GRI 402: Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	142	
GRI 403: Occupational Health and Safety -2018	403-1	Occupational health and safety management system	147	
	403-2	Hazard identification, risk assessment, and incident investigation	147	
	403-8	Workers covered by an occupational health and safety management system	147	
	403-9	Work-related injuries	147	
	403-10	Work-related ill health	147	
GRI 404: Training and Education	404-1	Average hours of training per year per employee	139	
	404-2	Programs for upgrading employee skills and transition assistance programs	61	
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	135	
	405-2	Ratio of basic salary and remuneration of women to men	142	
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	131	
GRI 407: Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	89, 131	
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	-	No such occurrences
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	No such occurrences
GRI 412: Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	131, 195	
	412-2	Employee training on human rights policies or procedures	186	
GRI 412: Human Rights Assessment	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-	No such occurrences
GRI 414: Supplier Social Assessment	414-2	Negative social impacts in the supply chain and actions taken	89	
GRI 415: Public Policy	415-1	Political contributions	-	No such occurrences
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	76, 79	

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Topic	Accounting Metric	Unit of Measure	Category	Code	Data	Corresponding Section	Page Number
Greenhouse Gas Emissions	Gross global Scope 1 emissions	Tons of CO2e	Quantitative	TR-AL-110a.1	5,439,091	ESG Data and Appendix Environmental Performance	194
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	NA	Qualitative	TR-AL-110a.2	NA	2-3 Environment	112-116
	1) Total fuel consumed (2) percentage alternative (3) percentage sustainable	Gigajoule Percentage (%)	Quantitative	TR-AL-110a.3	(1) 76 (2) 0 (%) (2)8.6E-4 (%)	2-3 Environment ESG Data and Appendix Environmental Performance	115 206 194
Labor Practices	Percentage of active workforce covered under collective bargaining agreements	Percentage (%)	Quantitative	TR-AL-310a.1	98.41%	2-4-4 Employee Rights	146
	(1) Number of work stoppages (2) Total days idle	Number of people Number of days	Quantitative	TR-AL-310a.2	0	2-4-4 Employee Rights	145
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Currency	Quantitative	TR-AL-520a.1	0	3-4 Regulatory Compliance	186
Accident & Safety Management	Description of implementation and outcomes of a Safety Management System	NA	Qualitative	TR-AL-540a.1	NA	2-1-1 Flight Safety	55-65
	Number of aviation accidents	Case	Quantitative	TR-AL-540a.2	0	2-1 Trust	55
	Number of governmental enforcement actions of aviation safety regulations	Case	Quantitative	TR-AL-540a.3	2	2-1 Trust	57
Activity Metrics	Available seat kilometers (ASK)	ASK	Quantitative	TR-AL-000.A	16,460,241,928	3-2 Operational Achievements	178
	Passenger load factor	Percentage	Quantitative	TR-AL-000.B	46.4%	3-2 Operational Achievements	178
	Revenue passenger kilometers (RPK)	RPK	Quantitative	TR-AL-000.C	7,631,700,581	3-2 Operational Achievements	178
	Revenue ton kilometers (RTK)	RTK	Quantitative	TR-AL-000.D	6,280,314,666	3-2 Operational Achievements	178
	Number of departures	Number	Quantitative	TR-AL-000.E	72,275	3-2 Operational Achievements	178
	Average age of fleet	Years	Quantitative	TR-AL-000.F	Average age of aircrafts: 9.97 years Passenger aircrafts: Average age of aircrafts is 8.52 years Cargo aircrafts: Average age of aircrafts is 14.32 years	Preface Business Overview	8

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Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	2-4-1 Human Rights Management Framework	131-132
	Principle 2: Make sure that they are not complicit in human rights abuses	3-4 Regulatory Compliance 2-2-2 Sustainable Supply Chain Management	186 89
Labor	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	2-4-1 Human Rights Management Framework	131-132
	Principle 4: The elimination of all forms of forced and compulsory labor	2-4-1 Human Rights Management Framework	131-132
	Principle 5: The effective abolition of child labor	2-4-1 Human Rights Management Framework	131-132
	Principle 6: The elimination of discrimination in respect of employment and occupation	2-4-1 Human Rights Management Framework	131-132
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges	2-3-2 Climate Change Mitigation and Adaptation	108-112
	Principle 8: Undertake initiatives to promote greater environmental responsibility	2-3-1 Governance of Environmental Sustainability	102-107
	Principle 9: Encourage the development and diffusion of environmentally friendly technologies	2-3-3 Achievements in Environmental Sustainability	112-127
Anti-corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	3-4 Regulatory Compliance	186

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