

GRI Content Index

Statement of use	GULF has reported in accordance with the GRI Standards for the period 1 January 2024 - 31 December 2024
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	-

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
GRI 2: General Disclosures 2021	2-1 Organizational details	Annual Report 2024 (p. 8-9): General Information Sustainability Report 2024 (p. 12-13): Business Overview	
	2-2 Entities included in the organization's sustainability reporting	Annual Report 2024 (p. 244-261): Investments in Subsidiaries, Associates and Joint Ventures (as of December 31, 2024) Sustainability Report 2024 (p. 5): About this report	
	2-3 Reporting period: frequency and contact point	Sustainability Report 2024 (p. 5): About this report	
	2-4 Restatements of information	Sustainability Report 2024 (p. 5): About this report	
	2-5 External assurance	Assurance statement (click here)	
	2-6 Activities: value chain and other business relationships	Annual Report 2024 (p. 44-88): The Company's Businesses	
	2-7 Employees	Quantitative ESG data (click here)	
	2-8 Workers who are not employees	Quantitative ESG data (click here)	
	2-9 Governance structure and composition	Annual Report 2024 (p. 150-177): Organization Chart; Board of Directors and Management Profiles; Corporate Governance Structure Sustainability Report 2024 (p. 116): G2.2.2 Sustainability governance	
	2-10 Nomination and selection of the highest governance body	Annual Report 2024 (p. 216-221): Nomination and Appointment of Directors, Subcommittees, and CEO	
	2-11 Chair of the highest governance body	Annual Report 2024 (p. 151-174): Board of Directors and Management Profiles	
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report 2024 (p. 116): G2.2.2 Sustainability governance	
	2-13 Delegation of responsibility for managing impacts	Sustainability Report 2024 (p. 116): G2.2.2 Sustainability governance	
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report 2024 (p. 25; 116): Materiality assessment process; G2.2.2 Sustainability governance	
	2-15 Conflicts of interest	Annual Report 2024 (p. 190-191; 211-212; 232-234): Policy on Prevention of Conflict of Interest; (e) Conflict of interest; Related Party Transactions	
	2-16 Communication of critical concerns	Sustainability Report 2024 (p. 114-119): Corporate Governance and Anti-corruption	
	2-17 Collective knowledge of the highest governance body	Annual Report 2024 (p. 186-187): Development Guidelines for Directors	
	2-18 Evaluation of the performance of the highest governance body	Annual Report 2024 (p. 222-223): Performance Assessment	

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	2-19 Remuneration policies	Annual Report 2024 (p. 182-183): Remuneration of the Directors and the Executives	
	2-20 Process to determine remuneration	Annual Report 2024 (p. 182-183): Remuneration of the Directors and the Executives	
	2-22 Statement on sustainable development strategy	Sustainability Report 2024 (p. 6-7): Message from the CEO	
	2-23 Policy commitments	Sustainability Report 2024 (p. 66-67): 5.2.1 Human rights policies Sustainability Policy (click here) Supplier Code of Conduct (click here)	
	2-24 Embedding policy commitments	Annual Report 2024 (p. 187-189): Development Guidelines for Employees	
	2-25 Processes to remediate negative impacts	Sustainability Report 2024 (p. 62-65; 66-71): 5.1 Stakeholder engagement; 5.2 Human rights	
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report 2024 (p. 114-119): Corporate Governance and Anti-corruption	
	2-27 Compliance with laws and regulations	Annual Report 2024 (p. 310): Legal Dispute	
	2-28 Membership associations	Sustainability Report 2024 (p. 19): GULF's participation in sustainability networks	
	2-29 Approach to stakeholder engagement	Sustainability Report 2024 (p. 62-65): 5.1 Stakeholder engagement	
	2-30 Collective bargaining agreements	Quantitative ESG data (click here)	
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report 2024 (p. 25): Materiality assessment process	
	3-2 List of material topics	Sustainability Report 2024 (p. 26; 27-29): Materiality matrix; Material topics	
Procurement practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024 (p. 107-113): G1: Supply Chain Management	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Quantitative ESG data (click here)	
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024 (p. 114-119): Corporate Governance and Anti-corruption	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Sustainability Report 2024 (p. 117): G2.2.3 Anti-corruption	
	205-2 Communication and training about anti-corruption policies and procedures	Annual Report 2024 (p. 187-189): Development Guidelines for Employees	
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report 2024 (p. 114): G2.1 Targets and performance	
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024 (p. 32; 33-36; 37-43): 4.1 Climate governance; 4.2 Strategy and risk management; E1: GHG Emissions	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Quantitative ESG data (click here)	

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
	302-2 Energy consumption outside of the organization	Quantitative ESG data (click here)	
	302-3 Energy intensity	Quantitative ESG data (click here)	
	302-4 Reduction of energy consumption	Quantitative ESG data (click here)	
	302-5 Reductions in energy requirements of products and services	Quantitative ESG data (click here)	
Water and effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024 (p. 51-55): E4: Water Management	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainability Report 2024 (p. 51-55): E4: Water Management	
	303-2 Management of water discharge-related impacts	Sustainability Report 2024 (p. 54): Four-step approach to water management – 3. Treat	
	303-3 Water withdrawal	Sustainability Report 2024 (p. 55): Four-step approach to water management – 4. Reduce Quantitative ESG data (click here)	
	303-4 Water discharge	Sustainability Report 2024 (p. 55): Four-step approach to water management – 4. Reduce Quantitative ESG data (click here)	
	303-5 Water consumption	Sustainability Report 2024 (p. 55): Four-step approach to water management – 4. Reduce Quantitative ESG data (click here)	
Biodiversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024 (p. 56-59): E5: Biodiversity	
GRI 304: Biodiversity 2016	304-1 Operational sites owned: leased: managed in: or adjacent to: protected areas and areas of high biodiversity value outside protected areas	Sustainability Report 2024 (p. 56-59): E5: Biodiversity Quantitative ESG data (click here)	
	304-2 Significant impacts of activities: products and services on biodiversity	Sustainability Report 2024 (p. 56-59): E5: Biodiversity Quantitative ESG data (click here)	
	304-3 Habitats protected or restored	Sustainability Report 2024 (p. 56-59): E5: Biodiversity Quantitative ESG data (click here)	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainability Report 2024 (p. 56-59): E5: Biodiversity Quantitative ESG data (click here)	
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024 (p. 32; 33-36; 37-43; 45-47): 4.1 Climate governance; 4.2 Strategy and risk management; E1: GHG Emissions; E2: Air Emissions	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report 2024 (p. 43): Emissions intensity Quantitative ESG data (click here)	
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report 2024 (p. 43): Emissions intensity Quantitative ESG data (click here)	
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report 2024 (p. 43): Emissions intensity Quantitative ESG data (click here)	

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
	305-4 GHG emissions intensity	Sustainability Report 2024 (p. 43): Emissions intensity Quantitative ESG data (click here)	
	305-5 Reduction of GHG emissions	Sustainability Report 2024 (p. 43): Emissions intensity Quantitative ESG data (click here)	
	305-6 Emissions of ozone-depleting substances (ODS)	-	Not applicable – The Company does not produce, import, or export ozone-depleting substances.
	305-7 Nitrogen oxides (NOx): sulfur oxides (SOx): and other significant air emissions	Sustainability Report 2024 (p. 45): Performance Quantitative ESG data (click here)	
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024 (p. 48-50): E3: Waste Management	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability Report 2024 (p. 48-50): E3: Waste Management	
	306-2 Management of significant wasterelated impacts	Sustainability Report 2024 (p. 48-50): E3: Waste Management	
	306-3 Waste generated	Sustainability Report 2024 (p. 49-50): Waste management Quantitative ESG data (click here)	
	306-4 Waste diverted from disposal	Sustainability Report 2024 (p. 49-50): Waste management Quantitative ESG data (click here)	
	306-5 Waste directed to disposal	Sustainability Report 2024 (p. 49-50): Waste management Quantitative ESG data (click here)	
Supplier environmental assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024 (p. 107-113): G1: Supply Chain Management	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainability Report 2024 (p. 112): Supplier ESG assessment	
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Report 2024 (p. 112): Supplier ESG assessment	
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024 (p. 73-82): S1: Human Capital Management	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Quantitative ESG data (click here)	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report 2024 (p. 81-82): Rewards; Performance management and compensation	
	401-3 Parental leave	Sustainability Report 2024 (p. 81): Rewards	
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024 (p. 83-89): S2: Occupational Health and Safety	
GRI 403: Occupational	403-1 Occupational health and safety management system	Sustainability Report 2024 (p. 84-88): S2.2 Management approach	

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Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report 2024 (p. 85-88): Health and safety management	
	403-3 Occupational health services	Sustainability Report 2024 (p. 85-88): Health and safety management	
	403-4 Worker participation: consultation, and communication on occupational health and safety	Sustainability Report 2024 (p. 85-88): Health and safety management	
	403-5 Worker training on occupational health and safety	Annual Report 2024 (p. 199-201): Training Courses / Activities in Environmental, Health and Safety Sustainability Report 2024 (p. 89): Highlighted projects and training sessions for OHS	
	403-6 Promotion of worker health	Sustainability Report 2024 (p. 88): Health and safety management	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report 2024 (p. 87): Health and safety management	
	403-8 Workers covered by an occupational health and safety management system	Quantitative ESG data (click here)	
	403-9 Work-related injuries	Sustainability Report 2024 (p. 83): S2.1 Targets and performance Quantitative ESG data (click here)	
	403-10 Work-related ill health	Quantitative ESG data (click here)	
Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024 (p. 186): Employee Development Policy Sustainability Report 2024 (p. 78-79): Learning	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability Report 2024 (p. 75): S1.1 Targets and performance Quantitative ESG data (click here)	
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report 2024 (p. 78-79): Learning	
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report 2024 (p. 81): Performance management and compensation Quantitative ESG data (click here)	
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024 (p. 178): Members of the Board of Directors Sustainability Report 2024 (p. 73-82): S1: Human Capital Development Diversity Policy (click here)	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report 2024 (p. 75): S1.1 Targets and performance Quantitative ESG data (click here)	
	405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report 2024 (p. 75): S1.1 Targets and performance Quantitative ESG data (click here)	
Non-discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024 (p. 66-71): 5.2 Human rights	

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GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sustainability Report 2024 (p. 71; 75): Selected human rights performance indicators; S1.1 Targets and performance Quantitative ESG data (click here)	
Freedom of association and collective bargaining			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024 (p. 66-71): 5.2 Human rights	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Report 2024 (p. 71): Selected human rights performance indicators	
Child labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024 (p. 66-71; 107-113): 5.2 Human rights; G1: Supply Chain Management	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability Report 2024 (p. 71; 112): Selected human rights performance indicators; Supplier ESG assessment	
Rights of indigenous peoples			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024 (p. 66-71): 5.2 Human rights	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Sustainability Report 2024 (p. 71): Selected human rights performance indicators	
Local communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024 (p. 45-47; 90-95): E2: Air Emissions; S3: Community and Social Development	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement: impact assessments: and development programs	Sustainability Report 2024 (p. 45-47; 90-95): E2: Air Emissions; S3: Community and Social Development	
	413-2 Operations with significant actual and potential negative impacts on local communities	Sustainability Report 2024 (p. 45-47): E2: Air Emissions	
Supplier social assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024 (p. 107-113): G1: Supply Chain Management	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainability Report 2024 (p. 112): Supplier ESG assessment	
	414-2 Negative social impacts in the supply chain and actions taken	Sustainability Report 2024 (p. 112): Supplier ESG assessment	
Public policy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Code of Conduct (click here)	
GRI 415: Public Policy 2016	415-1 Political contributions	Quantitative ESG data (click here)	
Customer privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024 (p. 120-123): G3: Information Security and Cybersecurity Privacy Policy (click here)	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report 2024 (p. 120): G3.1 Targets and performance	