

GRI INDEX

Statement of Use	Vodafone Egypt has reported the information cited in this GRI content index for the period from April 2023 to March 2024 in accordance with the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organisational Details	About This Report
	2-2 Entities Included in the Organisation's Sustainability Reporting	About This Report
	2-3 Reporting Period, Frequency, and Contact Point	About This Report
	2-4 Restatements of Information	ESG Addendum (FY 2023 Environment Figures)
	2-5 External Assurance	KPMG Inc conducted limited assurance on select ESG metrics on behalf of Vodacom, which encompassed information relating to the scope, and conclusions are in the independent limited assurance report in Vodafone's ESG addendum that is available on the website at: www.vodafone.com .
	2-6 Activities, Value Chain, and Other Business Relationships	Vodafone Website, Responsible and Inclusive Procurement, Stakeholder Engagement
	2-7 Employees	ESG Addendum, Our People
	2-8 Workers Who Are Not Employees	ESG Addendum, Our People
	2-9 Governance Structure and Composition	Effective Governance and Controls
	2-10 Nomination and Selection of the Highest Governance Body	Effective Governance and Controls
	2-11 Chair of the Highest Governance Body	Effective Governance and Controls
	2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	Effective Governance and Controls
	2-13 Delegation of the Responsibility for Managing Impacts	Vodafone's Social Contract delegates ESG responsibilities and provides a framework for the responsibilities to be followed. Our Head of Strategy, Transformation, and Wholesale is responsible for the oversight on management of impacts. All senior executives and committees have an open channel communication process for communicating critical concerns and impacts.
	2-14 Role of the Highest Governance Body in Sustainability Reporting	The CEO reviews and approves all reported information.
	2-15 Conflicts of Interest	Conflicts of interest are handled internally based on internal policies related to individual matters. They are not disclosed to stakeholders
	2-16 Communication of Critical Concerns	All senior executives and committees have an open channel of communication and process for communicating critical concerns and impacts
	2-17 Collective Knowledge of the Highest Governance Body	Vodafone Group direction, vision and goals are constantly relayed along with analysis related to Egypt's Strategy 2030 and KPIs set over the years.

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-18 Evaluations of the Performance of the Highest Governance Body	Evaluations do not take place.
	2-19 Remuneration Policies	Fair Pay Principles
	2-20 Process to Determine Remuneration	Fair Pay Principles
	2-21 Annual Total Compensation Ratio	Vodacom ESG Addendum 2024
	2-22 Statement on Sustainable Development Strategy	A Message from Our CEO
	2-23 Policy Commitments	Effective Governance and Controls
	2-24 Embedding Policy Commitments	Effective Governance and Controls
	2-25 Processes to Remediate Negative Impacts	Effective Governance and Controls, Protecting the Planet
	2-26 Mechanisms for Seeking Advice and Raising Concerns	Protecting People, Effective Governance and Controls
	2-27 Compliance With Laws and Regulations	Effective Governance and Controls
	2-28 Membership Associations	About This Report
	2-29 Approach to Stakeholder Engagement	Stakeholder Engagement
	2-30 Collective Bargaining Agreements	Vodafone Egypt does not have collective bargaining agreements with employees.
GRI 3: Material Topics 2021	3-1 Process to Determine Material Topics	Materiality Assessment
	3-2 List of Material Topics	Materiality Assessment
	3-3 Management of Material Topics	Materiality Approach, Empowering People, Protecting the Planet, Maintaining Trust
GRI 201: Economic Performance 2016	201-1 Direct Economic Value Generated and Distributed	Tax Contribution, Vodacom Integrated Report
GRI 202: Market Presence 2016	202-1 Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	There is no differentiation in the entry level wage by gender. An annual fair pay exercise is conducted to make sure employees are paid above minimum wage.
	202-2 Proportion of Senior Management Hired from the Local Community	90% of senior management is hired from Egypt
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure Investments and Services Supported	Egypt Outlook, Empowering People, Protecting the Planet, Maintaining Trust, Effective Governance and Controls
	203-2 Significant Indirect Economic Impacts	Empowering People
GRI 204: Procurement Practices 2016	204-1 Proportion of Spending on Local Suppliers	Responsible and Inclusive Procurement
GRI 205: Anti-Corruption 2016	205-2 Communication and Training About Anti-Corruption Policies and Procedures	Effective Governance and Controls
GRI 207: Tax 2019	207-1 Approach to Tax	Tax Contribution
	207-2 Tax Governance, Control, and Risk Management	Tax Contribution, Effective Governance and Controls
	207-3 Stakeholder Engagement and Management of Concerns Related to Tax	Tax Contribution

GRI Standard	Disclosure	Location
GRI 301: Materials 2016	301-2 Recycled Input Materials Used	A Complete Lifecycle: Driving Circularity
GRI 302: Energy 2016	302-1 Energy Consumption Within the Organisation	Protecting the Planet, ESG Addendum
	302-2 Energy Consumption Outside of the Organisation	Protecting the Planet, ESG Addendum
	302-3 Energy Intensity	Protecting the Planet, ESG Addendum
	302-4 Reduction of Energy Consumption	Protecting the Planet, ESG Addendum
GRI 303: Water and Effluents 2018	303-1 Interactions With Water as a Shared Resource	Managing and Reducing Waste, ESG Addendum
	303-2 Management of Water Discharge-Related Impacts	Managing and Reducing Waste, ESG Addendum
	303-3 Water Withdrawal	Managing and Reducing Waste, ESG Addendum
	303-4 Water Discharge	Managing and Reducing Waste, ESG Addendum
	303-5 Water Consumption	Managing and Reducing Waste, ESG Addendum
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	Protecting the Planet, ESG Addendum
	305-2 Energy Indirect (Scope 2) GHG Emissions	Protecting the Planet, ESG Addendum
	305-3 Other Indirect (Scope 3) GHG Emissions	Protecting the Planet, ESG Addendum
	305-4 GHG Emissions Intensity	Protecting the Planet, ESG Addendum
	305-5 Reduction of GHG Emissions	Protecting the Planet, ESG Addendum
GRI 306: Waste 2020	306-1 Waste Generation and Significant Waste-Related Impacts	Managing and Reducing Waste, ESG Addendum
	306-2 Management of Significant Waste-Related Impacts	Managing and Reducing Waste, ESG Addendum
	306-3 Waste Generated	Managing and Reducing Waste, ESG Addendum
	306-4 Waste Diverted from Disposal	Managing and Reducing Waste, ESG Addendum
	306-5 Waste Directed to Disposal	Managing and Reducing Waste, ESG Addendum
GRI 308: Supplier Environmental Assessment 2016	308-1 New Suppliers That Were Screened Using Environmental Criteria	All suppliers are screened using environmental criteria, more information in Responsible and Inclusive Procurement
GRI 401: Employment 2016	401-1 New Employee Hires and Employee Turnover	Our People, ESG Addendum
	401-2 Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees	Our People, ESG Addendum
	401-3 Parental Leave	Our People
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	Protecting People, ESG Addendum
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	Protecting People, Effective Governance and Controls
	403-3 Occupational Health Services	Protecting People

OVERVIEW

EMPOWERING PEOPLE

PROTECTING THE PLANET

MAINTAINING TRUST

APPENDIX

GRI Standard	Disclosure	Location
GRI 403: Occupational Health and Safety 2018	403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety	Protecting People, Stakeholder Engagement
	403-5 Worker Training on Occupational Health and Safety	Protecting People, Effective Governance and Controls
	403-6 Promotion of Worker Health	Protecting People
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	Protecting People
	403-8 Workers Covered by an Occupational Health and Safety Management System	Protecting People
	403-9 Work-Related Injuries	Protecting People, ESG Addendum
	403-10 Work-Related Ill Health	Protecting People, ESG Addendum
GRI 404: Training and Education 2016	404-1 Average Hours of Training Per Year Per Employee	Our People, ESG Addendum
	404-2 Programmes for Upgrading Employee Skills and Transition Assistance Programmes	Our People, ESG Addendum
	404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	Our People, ESG Addendum
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of Governance Bodies and Employees	Effective Governance and Controls, ESG Addendum
	405-2 Ratio of Basic Salary and Remuneration of Women to Men	Our pay is based on performance and free from any form of discrimination.
GRI 413: Local Communities 2016	413-1 Operations With Local Community Engagement, Impact Assessments, and Development Programmes	Empowering People
GRI 414: Supplier Social Assessment 2016	414-1 New Suppliers That Were Screened Using Social Criteria	All suppliers are screened using social criteria.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the Health and Safety Impacts of Product and Service Categories	All products and services are screened for HSE risks before release.

