

GRI index

To facilitate access to information for our stakeholders, the following table indexes the information relevant to the GRI Standards' General Disclosures, with which the Group aims to align its activities. Further disclosures, including Group policies and standards referenced below, can be located on our website at www.keller.com.

General Disclosures

GRI 2: General Disclosures

| Disclosure | Page | Comments |
|------------|---|---|
| 2-1 | Organisational details | Note 1 on page 143, 22–27 |
| 2-2 | Entities included in sustainability reporting | Note 9 on page 199, 58 |
| 2-3 | Reporting periods, frequency and contact point | 76 |
| 2-4 | Restatement of information | 76 |
| 2-5 | External assurance | 58 |
| 2-6 | Activities, products, services and markets served | 2–3, 10–12, 22, 24, 26 |
| 2-9 | Governance structure and composition | 80–93 |
| 2-10 | Nomination and selection of highest governance body | 91, Nomination and Governance Committee terms of reference, Board Diversity Policy |
| 2-11 | Chair of highest governance body | 80 |
| 2-12 | Role of highest governance body in overseeing management of impacts | 44, 85, 88–91 |
| 2-13 | Delegation of responsibility for managing impacts | 44, Environment and Social and Community Committees terms of reference |
| 2-14 | Role of the highest governance body in sustainability reporting | 34–35, 44, 52, 90 |
| 2-15 | Conflicts of interest | 80–81, 85 |
| 2-17 | Collective knowledge of the highest governance body | 93 |
| 2-19 | Remuneration policies | 112, 114, 120, 60 and 115 (for Scope 2 reduction objective), Remuneration Policy (Keller website) |
| 2-20 | Process to determine remuneration | 110–112 |
| 2-21 | Annual total compensation ratio | 118–119 |
| 2-22 | Statement of sustainable development strategy | 52–55 |
| 2-23 | Policy commitments | 72, 74–76, supporting policies on Keller website |
| 2-26 | Mechanisms for seeking advice and raising concerns | 72, 74–75 |
| 2-27 | Compliance with laws and regulations | 93 |
| 2-28 | Membership associations | 73 |
| 2-29 | Approach to stakeholder engagement | 79, 86–87, 96–97 |

1 Some policies, processes and standards shown are not published externally.