## Matrix linking material topics and related GRI aspects
## GRI 103-1

| AREA | TOPIC | GRI DISCLOSURE | APPLIES TO | |
|---|---|---|---|---|
| Economic & Governance | Efficiency and transparency of decision making processes[31] | N/A | Autogrill Group | |
| | Creation of economic value | Economic performance | Autogrill Group | |
| | Competitive practices | Anti-competitive behaviour, Socioeconomic compliance | Autogrill Group | |
| People | Quality of employee relations | Employment | Autogrill Group | |
| | Occupational health and safety | Occupational health and safety | Autogrill Group | |
| | Human resource development and appraisal | Training and education | Autogrill Group | |
| | Labor union relations | Labor/management relations | Autogrill Group | |
| | Diversity and equal opportunity | Diversity and equal opportunity, Non-discrimination | Autogrill Group | |
| Product | Product labeling and marketing | Marketing and product labeling | Autogrill Group | Consumers |
| | Supply chain management | Supplier environmental assessment, Supplier social assessment | Autogrill Group | Supply chain |
| | Accessibility and quality of services[32] | N/A | Autogrill Group | Supply chain, consumers |
| | Product quality and safety | Customer health and safety | Autogrill Group | Supply chain, consumers |
| Planet | Energy efficiency and emissions | Energy, Emissions, Environmental compliance | Autogrill Group | Supply chain |
| | Waste management | Effluents and waste | Autogrill Group | Consumers, community |

[31] For the material topic Efficiency and transparency of decision making processes, where there is no directly corresponding GRI standard, Autogrill describes its management approach in the non-financial statement.
[32] For the material topic Accessibility and quality of services, where there is no directly corresponding GRI standard, Autogrill describes its management approach in the non-financial statement.

GRI Content Index
Service organizational mark

# GRI Content Index
# GRI 102-54, 102-55

The Autogrill Group's non-financial statement has been prepared in accordance with the GRI Standards: Core option. The table below shows Group disclosures based on the GRI Standards published in 2016 by the Global Reporting Initiative, with reference to Autogrill's materiality analysis and pertaining to 2017. Due to the expansion of the reporting boundary, it was not possible to provide data for previous years.

| Universal Standards | | |
|---|---|---|
| **GRI Standard** | **Document and page** | **Disclosure** |
| **GRI 102: General Disclosures** | | |
| **Organizational profile** | | |
| 102-1 | DR, Simplified Group structure, p. 7 | Name of the organization. |
| 102-2 | DR, The Autogrill Group, p. 5 | Activities, brands, products, and services |
| 102-3 | Centro Direzionale Milanofiori. Palazzo Z, Strada 5, 20089 Rozzano (MI) – Italy | Location of headquarters. |
| 102-4 | DR, Autogrill around the world, p.5; Drafting criteria, pp. 66-67 | Location of operations |
| 102-5 | DR, Simplified Group structure, p. 7; DR, Organizational structure as at 28 February 2018, p.8 | Ownership and legal form |
| 102-6 | DR, Autogrill around the world, p.6; DR, Group performance p. 9; DR, Business segments p. 23 | Markets served |
| 102-7 | DR, The Autogrill Group, p. 5; DR, Condensed consolidated income statement p. 13; DR, Revenue p. 16; Reclassified consolidated statement of financial position, pag.20 | Scale of the organization. |
| 102-8 | The people of the Autogrill Group, p. 42; Autogrill Group's social and environmental data, pp. 62 | Information on employees and other workers. |
| 102-9 | Responsible supply chain management, p. 60 | Supply chain |
| 102-10 | Drafting criteria, pp.66-67; DR, Change in scope of consolidation and other corporate actions pp. 10-11 | Significant changes to the organization and its supply chain |
| 102-11 | Sustainability for the Autogrill Group p. 39; Materiality analysis, p. 40; DR, Financial and non-financial risk management, pp. 80-89 | Precautionary Principle or approach |
| 102-12 | Responsible supply chain management, p. 60 | External initiatives |
| 102-13 | Diversity and equal opportunity, p. 46; Community development and engagement, p. 49-50; Drafting criteria, pp. 66-67 | Membership of associations |
| **Strategy** | | |
| 102-14 | DR - Letter to the shareholders | Statement from senior decision-maker. |
| 102-15 | DR, Financial and non-financial risk management, pp. 80-89 | Key impacts, risks, and opportunities |
| **Ethics and integrity** | | |
| 102-16 | Diversity and equal opportunity, p. 46; Code of Ethics, http://www.autogrill.com/it/governance/modello-organizzativo-e-codice-etico | Values, principles, standards, and norms of behavior |
| **Governance** | | |
| 102-18 | CGR, pp. 25, 65,68,71,81 | Governance structure |
| **Stakeholder engagement** | | |
| 102-40 | Stakeholder engagement, p. 39 | List of stakeholder groups |
| 102-41 | Labor relations, p. 47 | Collective bargaining agreements |
| 102-42 | Stakeholder engagement, p. 39 | Identifying and selecting stakeholders |
| 102-43 | Creating and distributing economic value, p. | Approach to stakeholder engagement |

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| | 37; Stakeholder engagement, p. 39; People: the people of the Autogrill Group, p. 42; Community development and engagement, p. 49-50; Focus on the customer, pp. 56. | |
| 102-44 | Stakeholder engagement, p. 39; People: the people of the Autogrill Group, pp. 42-43; Focus on the customer, pp. 56. | Key topics and concerns raised |
| **Reporting practice** | | |
| 102-45 | Consolidated financial statements, List of consolidated companies and other investments, pagg.157-159 | Entities included in the consolidated financial statements |
| 102-46 | Drafting criteria, pp. 66-67 | Defining report content and topic Boundaries |
| 102-47 | Materiality analysis, p. 40 | List of material topics |
| 102-48 | Drafting criteria, pp. 66-67 | Restatements of information |
| 102-49 | Drafting criteria, pp. 66-67 | Changes in reporting |
| 102-50 | Drafting criteria, pp. 66. | Reporting period |
| 102-51 | Drafting criteria, pp 66. | Date of most recent report |
| 102-52 | Drafting criteria, pp. 66. | Reporting cycle |
| 102-53 | IA&CSR department.<br>Tel. (+39) 0248263490 | Contact point for questions regarding the report. |
| 102-54 | Drafting criteria, pp. 66; GRI content index, pp. 69-76 | Claims of reporting in accordance with the GRI Standards |
| 102-55 | GRI content index, pp. 69-76 | GRI content index |
| 102-56 | Independent Auditors' Report , p. 77-79. | External assurance |

| Topic-specific standards | | | |
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| **GRI standard** | **Document and page** | **Reason for omission** | **Disclosure** |
| **GRI 200: ECONOMIC SERIES** | | | |
| **Economic performance** | | | |
| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary. |
| 103-2 | Creating and distributing economic value, p. 37 | | The management approach and its components. |
| 103-3 | Creating and distributing economic value, p. 37; Community development and engagement, p. 49-50 | | Evaluation of the management approach. |
| **GRI 201: Economic Performance** | | | |
| 201-1 | Creating and distributing economic value, p. 37; Community development and engagement, p. 49-50 | | Direct economic value generated and distributed. |
| **Anti-corruption** | | | |
| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary. |
| 103-2 | Policies and guidelines of the Autogrill Group, p. 35-36; Anti-corruption, p. 38 | | The management approach and its components. |
| 103-3 | Policies and guidelines of the Autogrill Group, p. 35-36; Anti-corruption, p.38 | | Evaluation of the management approach. |
| **GRI 205: Anti-corruption** | | | |
| 205-3 | In 2017 there were no definitive measures against employees concerning active or passive corruption. | | Confirmed incidents of corruption and actions taken. |
| **Anti-competitive behavior** | | | |
| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary. |
| 103-2 | Governance and compliance, p. 38; DR, Financial and non-financial risk management, p. 80-89 | | The management approach and its components. |
| 103-3 | Governance and compliance, p. 38; DR, Financial and non-financial risk management, p. 80-89 | | Evaluation of the management approach. |
| **GRI 206: Anti-competitive behavior** | | | |
| 206-1 | In 2017 no legal action was taken against the Group for anti-competitive behavior, anti-trust, and monopoly issues. | | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices. |
| **GRI 300: ENVIRONMENTAL SERIES** | | | |
| **Energy** | | | |
| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary. |
| 103-2 | Policies and guidelines of the Autogrill Group, p. 35-36; Energy and emissions management, pp. 51-52; Drafting criteria, pp. 66-67 | | The management approach and its components. |
| 103-3 | Policies and guidelines of the Autogrill Group, p. 35-36; Energy and emissions management, pp. 51-52; Autogrill Group's social and environmental data, pp.65; Drafting criteria, pp. 66-67. | | Evaluation of the management approach. |
| **GRI 302: Energy** | | | |
| 302-1 | Energy and emissions management, p. 52; Autogrill Group's social and environmental data, p. 65. | | Energy consumption within the organization. |
| **Emissions** | | | |
| **GRI 103: Management Approach** | | | |

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| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary. |
| 103-2 | Policies and guidelines of the Autogrill Group, p. 35-36; Energy and emissions management, pp. 51-52; Drafting criteria, pp. 66-67. | | The management approach and its components. |
| 103-3 | Policies and guidelines of the Autogrill Group, p. 35-36; Energy and emissions management, pp. 51-52; Autogrill Group's social and environmental data, pp.65; Drafting criteria, pp. 66-67. | | Evaluation of the management approach. |
| **GRI 305: Emissions** | | | |
| 305-1 | Autogrill Group's social and environmental data, p. 65 | | Direct (Scope 1) GHG emissions |
| 305-2 | Autogrill Group's social and environmental data, p. 65 | | Energy indirect (Scope 2) GHG emissions* |
| **Waste** | | | |
| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary. |
| 103-2 | Policies and guidelines of the Autogrill Group, p.35-36; Waste management, pp. 54-55; Drafting criteria, pp. 66-67 | | The management approach and its components. |
| 103-3 | Policies and guidelines of the Autogrill Group, p. 35-36; Waste management, pp. 54-55; Autogrill Group's social and environmental data, p.65; Drafting criteria, pp. 66-67 | | Evaluation of the management approach. |
| **GRI 306: Effluents and waste** | | | |
| 306-2 | Waste management, 54; Autogrill Group's social and environmental data, p. 65. | | Waste by type and disposal method |
| **Environmental compliance** | | | |
| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary. |
| 103-2 | Policies and guidelines of the Autogrill Group, p. 35-36; Planet: environmental protection, pp. 51-53. | | The management approach and its components. |
| 103-3 | Policies and guidelines of the Autogrill Group, p. 35-36; Planet: environmental protection, pp. 51-53. | | Evaluation of the management approach. |
| **GRI 307: Environmental compliance** | | | |
| 307-1 | No significant fines or non-monetary sanctions were received in 2017. | | Non-compliance with environmental laws and regulations |
| **Supplier environmental assessment** | | | |
| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary. |
| 103-2 | Planet: environmental protection, pp. 51-52; Responsible supply chain management, p. 60 | | The management approach and its components. |
| 103-3 | Planet: environmental protection, pp. 51-52; Responsible supply chain management, p. 60 | | Evaluation of the management approach. |
| **GRI 308: Supplier environmental assessment** | | | |
| 308-1 | Responsible supply chain management, p. 60 | Supplier selection and assessment are based on specific policies applied at the regional level; all suppliers must strictly comply with local laws and regulations as well as established quality control procedures. In most European countries the Group requires suppliers to sign onto its Code of Ethics and General Purchasing Conditions or, in North | New suppliers that were screened using environmental criteria |

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| | | America, its Supplier Code of Conduct. Also, in 2017, the Autogrill Group Supply Chain Sustainability Guidelines were published that set general standards for supplier assessment. Once the guidelines are implemented locally, it will be possible to report the exact number of suppliers assessed. | |
| **GRI 400: SOCIAL SERIES** | | | |
| **Employment** | | | |
| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68. | | Explanation of the material topic and its boundary. |
| 103-2 | Policies and guidelines of the Autogrill Group, p. 35-36; People: the people of the Autogrill Group, pp. 42-43; Human resource development and appraisal, p.44; Diversity and equal opportunity, p. 46; Remuneration, p. 46. | | The management approach and its components. |
| 103-3 | Policies and guidelines of the Autogrill Group, p. 35-36; People: the people of the Autogrill Group, pp. 42-43; Human resource development and appraisal, p.44; Diversity and equal opportunity, p. 46; Remuneration, p. 46; Autogrill Group's social and environmental data, pp.64. | | Evaluation of the management approach. |
| **GRI 401: Employment** | | | |
| 401-1 | Autogrill Group's social and environmental data, p. 63. | | New employee hires and employee turnover. |
| 401-2 | Remuneration, p. 46. | | Benefits provided to full-time employees that are not provided to temporary or part-time employees |
| **Labor/management relations** | | | |
| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary. |
| 103-2 | People: the people of the Autogrill Group, pp. 42-43; Labor relations, p. 47. | | The management approach and its components. |
| 103-3 | People: the people of the Autogrill Group, pp. 42-43; Labor relations, p. 47. | | Evaluation of the management approach. |
| **GRI 402: Labor/management relations** | | | |
| 402-1 | Labor relations, p. 47. | | Minimum notice periods regarding operational changes. |
| **Health and safety** | | | |
| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary. |
| 103-2 | Policies and guidelines of the Autogrill Group, p. 35-36; People: the people of the Autogrill Group, pp. 42-43; Occupational health and safety, p. 47-48. | | The management approach and its components. |
| 103-3 | Policies and guidelines of the Autogrill Group, p. 35-36; People: the people of the Autogrill Group, pp. 42-43; Occupational health and safety, p. 47-48; Autogrill Group's social and environmental data, pp.64. | | Evaluation of the management approach. |
| **GRI 403: Occupational health and safety** | | | |
| 403-2 | Occupational health and safety, p. 47; Autogrill Group's social and environmental data, p. 64. | Absentee rates are not reported because workable hours are not available. The Group will set up a system for gathering that information by reporting year 2020.<br>Data for external personnel is currently unavailable. | Workers with high incidence or high risk of diseases related to their occupation |
| **Training and education** | | | |

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| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary |
| 103-2 | Policies and guidelines of the Autogrill Group, p. 35-36; People: the people of the Autogrill Group, pp. 42-43; Human resource development and appraisal, pp. 44-45. | | The management approach and its components. |
| 103-3 | Policies and guidelines of the Autogrill Group, p. 35-36; People: the people of the Autogrill Group, pp. 42-43; Human resource development and appraisal, pp. 44-45; Autogrill Group's social and environmental data, pp.62-63. | | Evaluation of the management approach. |
| **GRI 404: Training and education** | | | |
| 404-1 | Human resource development and appraisal, pp. 45; Autogrill Group's social and environmental data, p. 62 | | Average hours of training per year per employee |
| 404-2 | Human resource development and appraisal, pp. 44-45. | | Programs for upgrading employee skills and transition assistance programs |
| 404-3 | Autogrill Group's social and environmental data, p. 63. | | Percentage of employees receiving regular performance and career development reviews |
| **Diversity and equal opportunity** | | | |
| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary. |
| 103-2 | Policies and guidelines of the Autogrill Group, p. 35-36; People: the people of the Autogrill Group, pp. 42-43; Diversity and equal opportunity, pp. 46 | | The management approach and its components. |
| 103-3 | Policies and guidelines of the Autogrill Group, p. 35-36; People: the people of the Autogrill Group, pp. 42-43; Diversity and equal opportunity, pp. 46 | | Evaluation of the management approach. |
| **GRI 405: Diversity and equal opportunity** | | | |
| 405-1 | People: the people of the Autogrill Group, pp. 42-43; Autogrill Group social and environmental data, pp. 61; CGR, p. 39-42,112-114. | | Diversity of governance bodies and employees. |
| **Non-discrimination** | | | |
| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary. |
| 103-2 | Policies and guidelines of the Autogrill Group, p. 35-36; People: the people of the Autogrill Group, pp.42-43; Diversity and equal opportunity, p. 46; Protection of human rights, p. 49. | | The management approach and its components. |
| 103-3 | Policies and guidelines of the Autogrill Group, p. 35-36; People: the people of the Autogrill Group, pp. 42-43; Diversity and equal opportunity, p. 46; Protection of human rights, p. 49. | | Evaluation of the management approach. |
| **GRI 406: Non-discrimination** | | | |
| 406-1 | In 2017 there were no significant incidents of discrimination. Any complaints received through the dedicated channels were handled promptly by the units in charge. | | Incidents of discrimination and corrective actions taken |
| **Supplier social assessment** | | | |

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| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary. |
| 103-2 | Responsible supply chain management, p. 60; Protection of human rights, p. 49. | | The management approach and its components. |
| 103-3 | Responsible supply chain management, p. 60; Protection of human rights, p. 49. | | Evaluation of the management approach. |
| **GRI 414: Supplier social assessment** | | | |
| 414-1 | Responsible supply chain management, p. 60. | Supplier selection and assessment are based on specific policies applied at the regional level; all suppliers must strictly comply with local laws and regulations as well as established quality control procedures. In most European countries the Group requires suppliers to sign onto its Code of Ethics and General Purchasing Conditions or, in North America, its Supplier Code of Conduct. Also, in 2017, the Autogrill Group Supply Chain Sustainability Guidelines were published that set general standards for supplier assessment. Once the guidelines are implemented locally, it will be possible to report the exact number of suppliers assessed. | New suppliers that were screened using social criteria. |
| **Customer health and safety** | | | |
| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary |
| 103-2 | Policies and guidelines of the Autogrill Group, p. 35-36; Product quality and safety, p. 57-58. | | The management approach and its components. |
| 103-3 | Policies and guidelines of the Autogrill Group, p. 35-36; Product quality and safety, p. 57-58. | | Evaluation of the management approach. |
| **GRI 416: Customer health and safety** | | | |
| 416-1 | Product quality and safety, p. 57-58; | | Assessment of the health and safety impacts of product and service categories |
| **Marketing and labelling** | | | |
| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary. |
| 103-2 | Policies and guidelines of the Autogrill Group, p. 35-36; Product labeling and marketing, p. 59. | | The management approach and its components. |
| 103-3 | Policies and guidelines of the Autogrill Group, p. 35-36; Product labeling and marketing, p. 59. | | Evaluation of the management approach. |
| **GRI 417: Marketing and labelling** | | | |
| 417-3 | In 2017 there were no incidents of non-compliance concerning product and service marketing and communications. | | Incidents of non-compliance concerning marketing communications. |
| **Socioeconomic compliance** | | | |
| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary. |
| 103-2 | Policies and guidelines of the Autogrill Group, p. 35-36; Governance and compliance, p. 38; DR, Financial and non-financial risk management, p. 80-89 | | The management approach and its components. |
| 103-3 | Policies and guidelines of the Autogrill Group, p. 36; Governance and compliance, p. 38; DR, Financial and non-financial risk management, p. 80-89 | | Evaluation of the management approach. |
| **GRI 419: Socioeconomic compliance** | | | |
| 419-1 | In 2017 there were no fines or non-monetary sanctions for non-compliance with laws and regulations in the social and economic area. | | Non-compliance with laws and regulations in the social |

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| | | | and economic area |
| **Efficiency and transparency of decision making processes** | | | |
| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary |
| 103-2 | Policies and guidelines of the Autogrill Group, p. 35-36; Governance and compliance, p. 38; CGR Internal control and risk management system, p. 86-103 | | The management approach and its components. |
| 103-3 | Policies and guidelines of the Autogrill Group, p. 35-36; Governance and compliance, p. 38; CGR Internal control and risk management system, p. 86-103 | | Evaluation of the management approach. |
| **Accessibility and quality of services** | | | |
| **GRI 103: Management Approach** | | | |
| 103-1 | Materiality analysis, p. 40-41; Matrix linking material topics and related GRI aspects, p. 68 | | Explanation of the material topic and its boundary |
| 103-2 | Policies and guidelines of the Autogrill Group, p. 35-36; Accessibility and quality of services, p. 57; Product labelling and marketing, p. 59. | | The management approach and its components. |
| 103-3 | Policies and guidelines of the Autogrill Group, p. 35-36; Accessibility and quality of services, p.57; Product labelling and marketing, p. 59. | | Evaluation of the management approach. |

*The indirect emissions (scope 2) in accordance with the GHG Protocol are measured with the “location based” methodology. The factors used for the emissions’ calculation are published from the Department for Business, Energy & Industrial Strategy (BEIS) in 2015. The calculation with the “market based” methodology is not considered applicable since the energy suppliers’ contracts are managed at country level, the Group only refers to the associated market mix.