



# GRI INDEX | 2021

A supplement to the 2021 ESG Report

# GRI General Disclosures 2021

*If not otherwise stated, page references are pointing to our 2021 ESG report*

2-1	Organizational details	Page 2. The Company's headquarter is in Bermuda.																																										
2-2	Entities included in the organization's sustainability reporting	Page 2. Please also see <a href="#">2021 Annual report</a> , Exhibit 8.1																																										
2-3	Reporting period, frequency and contact point	Page 3. The Annual ESG report published on 10 May 2022.																																										
2-4	Restatements of information	There were no restatements of information made in the reporting period.																																										
2-5	External assurance	Partial assurance – Scope 1 CO2 emissions verified by DNV.																																										
2-6	Activities, value chain and other business relationships	Page 2 and p.p. 16-17.																																										
2-7	Employees	<p>P.p. 20-21, and:</p> <table border="1"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Under 30 yrs</th> <th>30-50 yrs</th> <th>Over 50 yrs</th> </tr> </thead> <tbody> <tr> <td><b>Temporary</b></td> <td>2</td> <td>2</td> <td>1</td> <td>1</td> <td></td> </tr> <tr> <td><b>Permanent</b></td> <td>53</td> <td>18</td> <td>2</td> <td>50</td> <td>19</td> </tr> <tr> <td><b>Full time</b></td> <td>53</td> <td>18</td> <td>2</td> <td>50</td> <td>19</td> </tr> <tr> <td><b>Part-time</b></td> <td></td> <td>2</td> <td>1</td> <td>1</td> <td></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Location</th> <th>Headcount</th> </tr> </thead> <tbody> <tr> <td>Glasgow</td> <td>15</td> </tr> <tr> <td>London</td> <td>8</td> </tr> <tr> <td>Oslo</td> <td>34</td> </tr> <tr> <td>Singapore</td> <td>16</td> </tr> <tr> <td><b>Total</b></td> <td><b>73</b></td> </tr> </tbody> </table>		Male	Female	Under 30 yrs	30-50 yrs	Over 50 yrs	<b>Temporary</b>	2	2	1	1		<b>Permanent</b>	53	18	2	50	19	<b>Full time</b>	53	18	2	50	19	<b>Part-time</b>		2	1	1		Location	Headcount	Glasgow	15	London	8	Oslo	34	Singapore	16	<b>Total</b>	<b>73</b>
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2-8	Workers who are not employees	P.p. 14 and 16.																																										
2-9	Governance structure and composition	In section sustainability governance at Frontline – our approach to ESG <a href="#">Directors and Executive Officers - Frontline</a>																																										
2-10	Nomination and selection of the highest governance body	<a href="#">Corporate Governance - Frontline</a>																																										
2-11	Chair of the highest governance body	<a href="#">Company website: Directors and Executive Officers - Frontline</a>																																										
2-12	Role of the highest governance body in overseeing the management of impacts	P.p. 6-7.																																										
2-13	Delegation of responsibility for managing impacts	P.p. 6-7.																																										
2-14	Role of the highest governance body in sustainability reporting	P.p. 6-7.																																										
2-15	Conflicts of interest	P.p. 18-19 and <a href="#">Company website: Corporate code of business ethics and conduct</a>																																										
2-16	Communication of critical concerns	P.p. 18-19																																										
2-17	Collective knowledge of the highest governance body	<a href="#">Company website: Directors and Executive Officers</a>																																										
2-18	Evaluation of the performance of the highest governance body	Not reported.																																										

2-19	Remuneration policies	<a href="#">Annual report 2021</a> , page 66.
2-20	Process to determine remuneration	<a href="#">Annual report 2021</a> , page 66.
2-21	Annual total compensation ratio	Not Reported.
2-22	Statement on sustainable development strategy	Page 5.
2-23	Policy commitments	P.p. 6-7 and 16-17, and <a href="#">Company website: CORPORATE CODE OF BUSINESS ETHICS AND CONDUCT</a>
2-24	Embedding policy commitments	P.p. 16-17 and <a href="#">Company website: CORPORATE CODE OF BUSINESS ETHICS AND CONDUCT</a>
2-25	Processes to remediate negative impacts	P.p. 6-7.
2-26	Mechanisms for seeking advice and raising concerns	P.p. 6-7 and 18-19.
2-27	Compliance with laws and regulations	P.p. 6-7 and 18-19.
2-28	Membership associations	P.p. 6-7.
2-29	Approach to stakeholder engagement	Page 8.
2-30	Collective bargaining agreements	P.p. 16-17.

## GRI Topic Specific Disclosures

### GRI 3 Material topics 2021

3-1	Process to determine material topics	Page 8, p.p. 20-21.
3-2	List of material topics	Page 8, p.p. 20-21.

### Material topic: Direct emissions

3-3	Management of material topics	P.p. 10-13.
305-1	Direct (Scope 1) GHG emissions	P.p. 10-13, p.p. 20-21.
305-2	Indirect (Scope 2) GHG emissions	P.p. 20-21.
305-3	Indirect (Scope 3) GHG emissions	P.p. 20-21.
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	P.p. 20-21.

### Material topic: Energy mix

3-3	Management of material topics	P.p. 10-13.
302-1	Energy consumption within the organization	P.p. 20-21.

### Material topic: Corruption risk

3-3	Management of material topics	P.p. 6-9 and 18-19.
205-2	Communication and training about our anti-corruption policies and procedures	P.p. 6-9.
205-3	Confirmed incidents of corruption and actions taken	P.p. 18-19.

**Material topic: Spills and releases**

3-3	Management of material topics	P.p. 6-9 and 10-13.
306-3	Significant spills	Page 12, p.p. 20-21.

**Material topic: Occupational Health and safety**

3-3	Management of material topics	Page 8, p.p. 14-17.
403-1	Occupational health and safety management system	Page 14.
403-6	Promotion of worker health	P.p. 14-15.
403-9	Work-related injuries	P.p. 14-17, and p.p. 20-21.

**Material topic: Diversity and equal opportunity**

3-3	Management of material topics	P.p. 8 and 17.
405-1	Diversity of governance bodies and employees	Page 17, and:  Board composition by gender: Male: 4   Female: 0  Board composition by age: <30 years: 0   30-50 years:   0 >50 years: 4

**Material topic: Supplier Social Assessment**

3-3	Management of material topics	Page 8, p.p. 16-17.
414-1	New suppliers that were screened using social criteria	P.p. 16-17.

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