

GRI STANDARDS

REFERENCE	DISCLOSURE	PAGE REFERENCE IN ANNUAL REPORT 2016
GRI 102: GENERAL DISCLOSURES 2016		
ORGANISATIONAL PROFILE		
102-1	Name of the organisation	Front cover
102-2	Activities, brands, products, and services	10-11 (Umicore at a glance); 15-18 (Business model)
102-3	Location of headquarters	Inside back cover; back cover
102-4	Location of operations	10-11 (Umicore at a glance); 185 (Social statements: S2)
102-5	Ownership and legal form	Back cover
102-6	Markets served	10-11 (Umicore at a glance); 22-27 (Economic review)
102-7	Scale of the organisation	10-11 (Umicore at a glance); 183-185 (Social statements: S2); 92 (Economic and financial statements: consolidated balance sheet)
102-8	Information on employees and other workers	183-185 (Social statements: S2)
102-9	Supply chain	28-30 (Value chain and society review), 196-198 (Value chain statements: V2-V4)
102-10	Significant changes to the organisation and its supply chain	22-27 (Economic review), 198-199 (Value chain statements: V5)
102-11	Precautionary principle or approach	37-38 (Risk management and internal control); 40-44 (Key risks and opportunities)
102-12	External initiatives	COSO; OECD Guidelines; ILO Human Rights; SRI, FTSE; PACI; GRI; IIRC
102-13	Membership of associations	56 (Stakeholder engagement)
STRATEGY		
102-14	A statement from the most senior decision-maker of the organisation	6-9 (CEO and Chairman's review)
102-15	Key impacts, risks, and opportunities	40-44 (Key risks and opportunities)
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behaviour	<u>The Umicore Way; Code of Conduct</u> ; 37-38 (Risk management and internal control); 53-57 (Stakeholder engagement); 69 (Corporate governance statements: G1), 75 (Corporate governance statements: G9); 189 (Social statements: S5)
102-17	Mechanisms for advice and concerns about ethics	<u>Code of Conduct</u> ; 189 (Social statements: S5)
GOVERNANCE		
102-18	Governance structure	69-72 (Corporate governance statements: G2, G4, G5); 62-67 (Management approach)
102-19	Delegating authority	62-67 (Management approach)
102-20	Executive-level responsibility for economic, environmental, and social and societal topics	49-50 (Executive Committee); 62-67 (Management approach)
102-21	Consulting stakeholders on economic, environmental, and social and societal topics	53-57 (Stakeholder engagement); 58-61 (Materiality)
102-22	Composition of the highest governance body and its committees	45-48 (Board of Directors); 69 (Corporate governance statements: G2)
102-23	Chair of the highest governance body	45-48 (Board of Directors); 69 (Corporate governance statements: G2)
102-24	Nominating and selecting the highest governance body	70-72 (Corporate governance statements: G4)
102-25	Conflicts of interest	74-75 (Corporate governance statements: G7, G9-G11); <u>Corporate Governance Charter; Code of Conduct</u>
102-26	Role of highest governance body in setting purpose, values, and strategy	69 (Corporate governance statements: G2)
102-27	Collective knowledge of highest governance body	70-72 (Corporate governance statements: G4)

GRI STANDARDS		
REFERENCE	DISCLOSURE	PAGE REFERENCE IN ANNUAL REPORT 2016
GOVERNANCE (CONTINUED)		
102-28	Evaluating the highest governance body's performance	70-72 (Corporate governance statements: G4)
102-29	Identifying and managing economic, environmental, and social and societal impacts	37-38 (Risk management and internal control); 40-44 (Key risks and opportunities); 53-57 (Stakeholder engagement); 58-61 (Materiality); 62-67 (Management approach)
102-30	Effectiveness of risk management processes	37-38 (Risk management and internal control)
102-31	Review of economic, environmental, and Social and societal topics	39-44 (Risk management and internal control); 62-67 (Management approach); 70-72 (Corporate governance statements: G4)
102-32	Highest governance body's role in sustainability reporting	62-67 (Management approach)
102-33	Communicating critical concerns	53-57 (Stakeholder engagement); 69-75 (Corporate governance statements: G1, G3, G9, G10, G11); Corporate Governance Charter ; Code of Conduct
102-34	Nature and total number of critical concerns	not reported
102-35	Remuneration policies	76-83 (Remuneration report); Corporate Governance Charter ; Code of Conduct
102-36	Process for determining remuneration	76-83 (Remuneration report); Corporate Governance Charter ; Code of Conduct
102-37	Stakeholders' involvement in remuneration	76-83 (Remuneration report); Corporate Governance Charter ; Code of Conduct
102-38	Annual total compensation ratio	not reported
102-39	Percentage increase in annual total compensation ratio	not reported
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	53-57 (Stakeholder engagement)
102-41	Collective bargaining agreements	188 (Social statements: S4)
102-42	Identifying and selecting stakeholders	53-57 (Stakeholder engagement)
102-43	Approach to stakeholder engagement	53-57 (Stakeholder engagement)
102-44	Key topics and concerns raised	53-57 (Stakeholder engagement); 58-61 (Materiality)
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	10-11 (Umicore at a glance); 22-36 (Performance review); 69 (Corporate governance statements: G2); 110-111, 127-128 (Economic and financial statements: F5, F17)
102-46	Defining report content and topic boundaries	58-61 (Materiality); 62-67 (Management Approach)
102-47	List of material topics	58-61 (Materiality); 62-67 (Management Approach)
102-48	Restatements of information	62-67 (Management approach); 171 (Environmental statements: E1); 182, 189, 192 (Social statements: S1, S6, S7); 197 (Value chain statements: V4); 204 (About this report)
102-49	Changes in reporting	182,189,192 (Social statements: S1, S6, S7); 171-175 (Environmental statements: E1, E2, E3); 196, 197, 200 (Value chain statements: V1, V4, V6); 204 (About this report)
102-50	Reporting period	Front cover; Inside front cover; 204 (About this report)
102-51	Date of most recent report	Annual reports
102-52	Reporting cycle	Front cover; Inside front cover; Annual reports
102-53	Contact point for questions regarding the report	Inside back cover; General: stakeholder@umicore.com; Financial: evelien.goovaerts@umicore.com; Social: mark.dolfyn@umicore.com; Environmental: bert.swennen@umicore.com;
102-54	Claims of reporting in accordance with the GRI Standards	Inside front cover; 204 (About this report)
102-55	GRI content index	This page; 204 (About this report)
102-56	External assurance	202-203 (Assurance report)

GRI STANDARDS		
REFERENCE	DISCLOSURE	PAGE REFERENCE IN ANNUAL REPORT 2016
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundary	62-67 (Management Approach)
103-2	The management approach and its components	62-67 (Management Approach)
103-3	Evaluation of the management approach	62-67 (Management Approach)
GRI 201: ECONOMIC PERFORMANCE 2016		
201-1	Direct economic value generated and distributed	51 (Key figures); 10-11 (Umicore at a glance); 57 (Stakeholder engagement); 117-119,161-162 (Economic and financial statements: F8, F9, F39)
201-3	Defined benefit plan obligations and other retirement plans	139-145 (Economic and financial statements: F27)
201-4	Financial assistance received from government	55 (Stakeholder engagement)
GRI 202: MARKET PRESENCE 2016		
202-2	Proportion of senior management hired from the local community	Similar scope covered in 183-185 (Social statements: S2)
GRI 203: INDIRECT ECONOMIC IMPACTS 2016		
203-1	Infrastructure investments and services supported	51 (Key figures); 54-55 (Stakeholder engagement); 179 (Environmental statements: E7); 200-201 (Value chain statements: V6)
GRI 205: ANTI-CORRUPTION 2016		
205-1	Operations assessed for risks related to corruption	37-38 (Risk management and internal control); 55 (Stakeholder engagement); Umicore is signatory of Partnering Against Corruption Initiative
205-2	Communication and training about anti-corruption policies and procedures	All employees receive informal training on the Code of Conduct when joining the company
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	160 (Economic and financial statements: F36)
GRI 301: MATERIALS 2016		
301-2	Recycled input materials used	10-11 (Umicore at a glance); 198-199 (Value chain statements: V5)
GRI 302: ENERGY 2016		
302-1	Energy consumption within the organisation	175-177 (Environmental statements: E4)
302-3	Energy intensity	175-177 (Environmental statements: E4)
302-4	Reduction of energy consumption	175-177 (Environmental statements: E4)
GRI 305: EMISSIONS 2016		
305-1	Direct (Scope 1) GHG emissions	174-175 (Environmental statements: E3)
305-2	Energy indirect (Scope 2) GHG emissions	174-175 (Environmental statements: E3)
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	171-174 (Environmental statements: E2)
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
308-2	Negative environmental impacts in the supply chain and actions taken	28-30 (Value chain and society); 196-198 (Value chain statements: V2-V4)
GRI 401: EMPLOYMENT 2016		
401-1	New employee hires and employee turnover	10-11 (Umicore at a glance); 51 (Key figures); 33-36 (Great place to work review); 183-187 (Social statements: S2; S3)

GRI STANDARDS		
REFERENCE	DISCLOSURE	PAGE REFERENCE IN ANNUAL REPORT 2016
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016		
403-1	Workers representation in formal joint management-worker health and safety committees	188 (Social statements: S4)
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	51 (Key figures); 33-36 (Great place to work review); 189-194 (Social statements: S6, S7)
403-4	Health and safety topics covered in formal agreements with trade unions	188 (Social statements: S4); Global framework Agreement on Sustainable Development
GRI 404: TRAINING AND EDUCATION 2016		
404-1	Average hours of training per year per employee	51 (Key figures); 33-36 (Great place to work review); 186-187 (Social statements: S3)
404-2	Programmes for upgrading employee skills and transition assistance programmes	33-36 (Great place to work review); 186-187 (Social statements: S3); JUMPing across borders online case study
404-3	Percentage of employees receiving regular performance and career development reviews	186-187 (Social statements: S3)
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1	Diversity of governance bodies and employees	33-36 (Great place to work review); 70-72 (Corporate governance statements: G4); 183-185 (Social statements: S2)
GRI 408: CHILD LABOR 2016		
408-1	Operations and suppliers at significant risk for incidents of child labour	This element is taken into account as part of the objective on "sustainable supply"; see 28-30 (Value and society review); 196-198 (Value chain statements: V2-V4); Ensuring sustainable cobalt sourcing online case study
GRI 409: FORCED OR COMPULSORY LABOR 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	This element is taken into account as part of the objective on "sustainable supply"; see 28-30 (Value and society review); 196-198 (Value chain statements: V2-V4); Ensuring sustainable cobalt sourcing online case study
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
414-2	Negative Social and societal impacts in the supply chain and actions taken	28-30 (Value and society review); 196-198 (Value chain statements V2-V4)
GRI 416: CUSTOMER HEALTH AND SAFETY 2016		
416-1	Assessment of the health and safety impacts of product and service categories	199 (Value chain statements: V5)
GRI 417: MARKETING AND LABELING 2016		
417-1	Requirements for product and service information and labelling	199 (Value chain statements: V5)
OTHER MATERIAL TOPICS REPORTED		
	Criticality of raw materials	To complement the reporting on GRI 308: Supplier Environmental Assessment and GRI 414: Supplier Social Assessment. See 28-30 (Value and society review); 196-198 (Value chain statements: V2-V4)
	Sustainable products and services	To complement reporting on GRI 301: Materials See 28-30 (Value chain and society); 198-199 (Value chain statements: V5)
	Process safety	To complement reporting on GRI 403: Occupational Health and Safety See 194 (Social statements: S8)
	Metal emissions to air and water	To complement reporting on GRI 305: Emissions See 171-174 (Environmental statements: E2)

The page numbers mentioned in this document refer to the English version of the report and differ from the French and Dutch versions.