



Global Reporting Initiative (GRI) Content Index

Global Reporting Initiative (GRI) Content Index

Barclays has reported the information cited in this GRI content index for the period 1 January 2021 to 31 December 2021 with reference to the GRI Standards. This has been done based on the requirements laid out in GRI 1: Foundation 2021. Disclosures pertinent to the selected GRI Standards have been referenced in the Index below. In some instances, information requirements could not be provided due to limitation of data availability. Where this is the case, we have sought to provide qualitative information on our processes. We continue to work on improving data availability and enhance overall reporting transparency.

General Disclosures

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| GRI 2 – General Disclosures | 2-1 | Organisation details | <ul style="list-style-type: none"> a. Barclays PLC b. Public Limited Company (PLC) c. 1 Churchill Place, London E14 5HP, United Kingdom d. Details on the countries we operate in can be found in our Country Snapshot report https://home.barclays/investor-relations/reports-and-events/annual-reports |
| GRI 2 – General Disclosures | 2-2 | Entities included in the organisation's sustainability reporting | <p>Barclays PLC Annual Report 2021: Growing with customers and clients pages 22 - 28</p> <p>Online: https://home.barclays/who-we-are/structure-and-leadership/</p> |
| GRI 2 – General Disclosures | 2-3 | Reporting period, frequency and contact point | <p>On 23 February 2022 we have published our Annual Report relating to the period 01 January 2021 to 31 December 2021. This report covers both our ESG and financial disclosures. We report annually. We published our Climate Related Financial Disclosures separately at the same time and in respect of the same period.</p> |
| GRI 2 – General Disclosures | 2-4 | Restatements of information | <p>Barclays PLC Annual Report 2021: Operational footprint dashboard (note 3) on page 56</p> |
| GRI 2 – General Disclosures | 2-5 | External assurance | <p>We assure selected KPIs to a limited assurance standard. See our auditors report online: https://home.barclays/sustainability/esg-resource-hub/</p> |

General Disclosures continued

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| GRI 2 – General Disclosures | 2-6 | Activities, value chain and other business relationships | <p>Barclays PLC Annual Report 2021:</p> <p>Our business model on pages 12 and 13</p> <p>Growing with customers and clients on pages 22 - 28</p> <p>Growing with society on pages 35 - 39</p> <p>Our supply chain on pages 65 - 67</p> <p>Accessible retail products and services on pages 62 - 64</p> |
| GRI 2 – General Disclosures | 2-7 | Employees | <p>Barclays PLC Annual Report 2021:</p> <p>Our people and culture on pages 29 - 34</p> <p>Financial review: Analysis of results by business on pages 302 - 308</p> <p>Notes to the financial statements: Financial performance and returns on pages 342 - 343</p> <p>ESG Data pack: https://home.barclays/sustainability/esg-resource-hub/</p> <p>Barclays PLC Diversity and Inclusion Report 2021: https://home.barclays/investor-relations/reports-and-events/annual-reports</p> |
| GRI 2 – General Disclosures | 2-9 | Governance structure and composition | <p>Barclays PLC Annual Report 2021:</p> <p>Our Governance on pages 111 - 199</p> <p>Barclays PLC Climate-related Financial Disclosures 2021:</p> <p>Governance on pages 6 - 9</p> <p>Barclays PLC Diversity and Inclusion Report 2021:</p> <p>https://home.barclays/investor-relations/reports-and-events/annual-reports</p> <p>Online: https://home.barclays/who-we-are/our-governance/</p> |
| GRI 2 – General Disclosures | 2-10 | Nomination and selection of the highest governance body | <p>Barclays PLC Annual Report 2021:</p> <p>Board Nominations Committee report on pages 124 - 130</p> <p>Online: https://home.barclays/who-we-are/our-governance/</p> |

General Disclosures continued

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| GRI 2 – General Disclosures | 2-11 | Chair of the highest governance body | <p>Barclays PLC Annual Report 2021: Our Governance on pages 111 - 199</p> <p>Online: https://home.barclays/who-we-are/our-governance/</p> |
| GRI 2 – General Disclosures | 2-12 | Role of the highest governance body in overseeing the management of impacts | <p>Barclays PLC Annual Report 2021: Our Governance on pages 111 - 199 Sustainability and ESG (including Climate) on pages 122 - 123</p> <p>Barclays PLC Climate-related Financial Disclosures 2021: Governance on pages 6 - 9</p> <p>Online: https://home.barclays/who-we-are/our-governance/</p> |
| GRI 2 – General Disclosures | 2-13 | Delegation of responsibility for managing impacts | <p>Barclays PLC Annual Report 2021: Our Governance on pages 111 - 199 Sustainability and ESG (including Climate) on pages 122 - 123</p> <p>Barclays PLC Climate-related Financial Disclosures 2021: Governance on pages 6 - 9</p> <p>Online: https://home.barclays/who-we-are/our-governance/</p> |
| GRI 2 – General Disclosures | 2-14 | Role of the highest governing body in sustainability reporting | <p>Barclays PLC Annual Report 2021: Our Governance on pages 111 - 199 Sustainability and ESG (including Climate) on pages 122 - 123</p> <p>Barclays PLC Climate-related Financial Disclosures 2021: Governance on pages 6 - 9</p> <p>Online: https://home.barclays/who-we-are/our-governance/</p> |

General Disclosures continued

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| GRI 2 – General Disclosures | 2-15 | Conflicts of interest | <p>Barclays PLC Annual Report 2021: Our Governance on pages 111 - 199</p> <p>The Barclays Way: How we do business: https://home.barclays/citizenship/the-way-we-do-business/code-of-conduct/</p> <p>Online: https://home.barclays/who-we-are/our-governance/</p> |
| GRI 2 – General Disclosures | 2-16 | Communication of critical concerns | <p>Barclays PLC Annual Report 2021: Our Governance on pages 111 - 199</p> <p>Online: https://home.barclays/who-we-are/our-governance/</p> |
| GRI 2 – General Disclosures | 2-17 | Collective knowledge of the highest governance body | <p>Barclays PLC Annual Report 2021: Our Governance on pages 111 - 199 Sustainability and ESG (including Climate) on pages 122 - 123 Director training and development on page 128</p> <p>Barclays PLC Climate-related Financial Disclosures 2021: Governance on pages 6 - 9</p> <p>Online: https://home.barclays/who-we-are/our-governance/</p> |
| GRI 2 – General Disclosures | 2-18 | Evaluation of the performance of the highest governance body | <p>Barclays PLC Annual Report 2021: Our Governance on pages 111 - 199</p> <p>Online: https://home.barclays/who-we-are/our-governance/</p> |

General Disclosures continued

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| GRI 2 – General Disclosures | 2-19 | Remuneration policies | <p>Barclays PLC Annual Report 2021: Our Governance on pages 111 - 199 Remuneration report on pages 162 - 199</p> <p>Barclays PLC Fair Pay Report 2021: https://home.barclays/investor-relations/reports-and-events/annual-reports</p> <p>Online: https://home.barclays/who-we-are/our-governance/</p> |
| GRI 2 – General Disclosures | 2-20 | Process to determine remuneration | <p>Barclays PLC Annual Report 2021: Remuneration report on pages 162 - 199</p> <p>Barclays PLC Fair Pay Report 2021: https://home.barclays/investor-relations/reports-and-events/annual-reports</p> |
| GRI 2 – General Disclosures | 2-21 | Annual total compensation ratio | Barclays PLC Fair Pay Report 2021: https://home.barclays/investor-relations/reports-and-events/annual-reports |
| GRI 2 – General Disclosures | 2-22 | Statement on sustainable development strategy | <p>Barclays PLC Annual Report 2021: Chairman's introduction on pages 4 - 5 Chief Executive's introduction and market overview on pages 6 - 9 Our strategy on pages 10 - 11 Section 172(1) statement on page 19 Growing with society on pages 35 - 39</p> <p>Barclays PLC Climate-related Financial Disclosures 2021: Introduction on page 2</p> |
| GRI 2 – General Disclosures | 2-23 | Policy commitments | All of our policy commitments including environmental, human rights, governance, financial crime and codes of conduct can be found online: https://home.barclays/sustainability/esg-resource-hub/statements-and-policy-positions/ |

General Disclosures continued

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| GRI 2 – General Disclosures | 2-24 | Embedding policy commitments | <p>All of our policy commitments including environmental, human rights, governance, financial crime and codes of conduct can be found online: https://home.barclays/sustainability/esg-resource-hub/statements-and-policy-positions/</p> <p>Our approach to managing risks is set out in the Barclays PLC Annual Report 2021: Managing risk on pages 44 - 46 Non-financial information statement on pages 49 - 50 Our supply chain on pages 65 - 67 Risk review on pages 200 - 223</p> |
| GRI 2 – General Disclosures | 2-25 | Processes to remediate negative impacts | <p>Complaints data online: https://home.barclays/sustainability/esg-resource-hub/reporting-and-disclosures/uk-complaints-data/</p> <p>Barclays PLC Annual Report 2021: Complaints on page 90 Remediation and redress on page 82 Whistleblowing on page 93</p> <p>Raising concerns: https://home.barclays/who-we-are/our-governance/our-framework-code-and-rules</p> |
| GRI 2 – General Disclosures | 2-26 | Mechanisms for seeking advice and raising concerns | <p>The Barclays Way: How we do business: https://home.barclays/citizenship/the-way-we-do-business/code-of-conduct/</p> <p>Barclays PLC Annual Report 2021: Whistleblowing on page 93 Raising concerns on page 137</p> |

General Disclosures continued

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| GRI 2 – General Disclosures | 2-28 | Membership associations | <p>All public policy engagements and trade associations are listed online: https://home.barclays/sustainability/esg-resource-hub/reporting-and-disclosures/public-policy-engagement/</p> <p>Barclays PLC Annual Report 2021: Contributions, associations and memberships on page 96</p> <p>Barclays PLC Climate-related Financial Disclosures 2021: Government/public policy engagement on page 19</p> |
| GRI 2 – General Disclosures | 2-29 | Approach to stakeholder engagement | <p>Barclays PLC Annual Report 2021: Engaging with our stakeholders on pages 14 - 15</p> |
| GRI 2 – General Disclosures | 2-30 | Collective bargaining agreements | <p>Barclays PLC Annual Report 2021: Listening to colleagues and keeping them informed on page 34</p> |

Materiality Disclosures

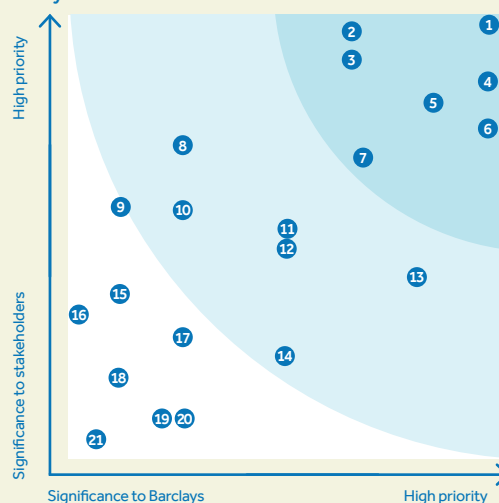
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| GRI 3 – Material Topics | 3-1 | Process to determine material topics | Our definition of materiality for use in sustainability and ESG reporting differs from the definition of materiality used in financial reporting. This materiality analysis does not relate to the process used for determining which information should be included in our financial reporting. Rather, it takes account of a broader range of matters relevant to climate and ESG disclosures, including the published views of non-governmental organisations, and non-financial ESG frameworks and reporting guidelines. |
| GRI 3 – Material Topics | 3-2 | List of material topics | Our materiality process includes three phases: |
| GRI 3 – Material Topics | 3-3 | Management of material topics | <ol style="list-style-type: none"> 1. Research: We start by gathering data and information from a broad range of sources including customer and client questionnaires, NGO reports, investor research papers, ESG ratings agencies, relevant banking industry frameworks, colleague engagement surveys and market research. This research allows us to define which topics might be material to our business and develop a proxy ranking across external stakeholders. 2. Engage: We then engage internal stakeholders from across the business to provide a real world view of external stakeholder priorities and to gauge the importance of topics across all of our lines of business. 3. Prioritise: We then take these inputs and score them against a range of criteria. This data is then input into an external software provider to help produce our materiality matrix on page 9. <p>The table on pages 9 - 13 gives an indication of the factors considered within both the research and engagement stages of our materiality analysis.</p> <p>We assess the strategic relevance of ESG factors based on two criteria: their relative importance to external stakeholders, (as defined in the Engaging our stakeholders section on pages 14 and 15 of the Barclays PLC Annual Report 2021) and their influence on our business success. This helps us to prioritise and govern our activity, ensuring that we are closely aligned with our stakeholders' expectations.</p> <p>We have also looked at how the COVID-19 pandemic has impacted our business and used this as a factor across multiple material topics.</p> |

Materiality Disclosures continued

Barclays PLC
Annual Report
page

Material Topic Factors included in the materiality assessment

Analysis Matrix



Key

- 1 Climate change
- 2 Cyber security & data protection
- 3 Diversity and inclusion
- 4 Conduct
- 5 Social & environmental impacts of financing and sustainable financing products
- 6 Business model resilience
- 7 Human capital
- 8 Operational environmental footprint
- 9 Transparency
- 10 Corporate governance
- 11 Customer & client experience
- 12 Accessible retail products & services
- 13 Regulatory environment
- 14 Supply chain management
- 15 Corporate citizenship programmes
- 16 Sustainable innovation
- 17 Human rights & modern slavery
- 18 Nature & biodiversity
- 19 Remuneration
- 20 Taxation
- 21 Responsible sales & marketing

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| Business model resilience | Management of risks to economic stability, reputation, and business resilience. This includes aligning strategy and business models to long-term value creation; consideration of business continuity, capital ratios, solvency, and financial management. | pg. 10 - 13, 19 - 21 |
| Conduct | Includes factors such as how the company manages conduct and compliance risk. This includes codes of conduct, anti-corruption, anti-bribery, anti-money laundering and terrorism financing, fraud management, whistleblowing procedures and remediation, anti-competitive practices, financial crime, business ethics, open & fair competition, intellectual property protection, infringement, misappropriation and enforcement, market access, corporate criminal liability, corporate reputation risk management, grievance/complaint management mechanisms and remediation. | pg. 81 - 87 |

Materiality Disclosures continued

| Material Topic | Factors included in the materiality assessment | Barclays PLC Annual Report page |
|--|---|---------------------------------|
| Climate change | <p>Refers to the physical and transition impacts, risks and opportunities presented by climate change and the transition to a low-carbon economy, as well as adaptation and resilience measures adopted by companies. References to governance systems to manage climate-related risks and opportunities are also included in this topic.</p> <p>Includes factors such as climate and net zero strategy, climate change risks, including physical and transition climate risks and opportunities, governance of climate related risks & opportunities, scenario analysis, climate change adaptation and resilience, climate targets, approach to transition to a low carbon economy, transition impacts and opportunities, and scope 3 emissions management.</p> | pg. 53 - 60, 68 - 78, 216 - 217 |
| Remuneration | Fair & equitable compensation at all levels. This includes board compensation, CEO and executive remuneration and consideration of CEO to employee pay ratio, ESG-linked remuneration and employee incentives. | pg. 162 - 199 |
| Cyber security & data protection | Includes factors such as cyber security and strategy; cyber threats, IT risks and disruption, data security, data information security, handling personal data fairly and keeping it accurate, upholding customers' privacy rights, privacy by design, and meeting data privacy legal and regulatory requirements (e.g. privacy breach management and reporting). | pg. 94 - 95 |
| Regulatory environment | Includes the factors such as changes in the legal, policy and regulatory environment, regulatory compliance management, regulatory gaps, inconsistencies and self-regulation, mechanisms to ensure awareness of and compliance with relevant policies, laws and regulations, litigation and regulatory action identification, prevention and management, and dispute prevention and settlements management. | pg. 215, 223, 228 |
| Social & environmental impacts of financing and sustainable financing products | <p>Includes factors such as managing the potential adverse impacts on society and the environment from our financing of clients, including awareness of and alignment to industry principles (PRI, PRB & NZBA, and the Equator Principles), responsible investment policies or programmes, integration of ESG criteria into financing, brown financing, impact management of fossil fuel financing, impact management of financing deforestation, withdrawal of financing.</p> <p>The approach taken to support positive social and environmental outcomes associated with our financing, including ESG labelled products and services, social impact of products and services, environmental impacts of products and services, green financing, low carbon investments, sustainable financing, financing the transition to a low carbon economy.</p> | pg. 68 - 78 |

Materiality Disclosures continued

| Material Topic | Factors included in the materiality assessment | Barclays PLC Annual Report page |
|---------------------------------------|---|---------------------------------------|
| Accessible retail products & services | Includes factors such as financial inclusion, financial health and inclusion, access to and affordability of finance, retail branch presence, financial access, literacy & advice, including youth financial education, empowerment and external & innovative sources of finance, inclusive products & services, including energy inclusion, water affordability and accessibility, and home access and availability, and digital transformation, including access to digital services, data intelligence, business process automation, network quality & reliability, and internet governance & censorship. | pg. 62 - 64 |
| Transparency | Includes factors such as political involvement, lobbying and political contributions, audit and reporting, stakeholder dialogue, reputation and trust, stakeholder engagement, including investor relations and business partner relationship management, use of data and availability of data, public policy practices, which includes government relations and public affairs, policy positions and values alignment, non-financial reporting including sustainability metrics, and the provision of data to ESG rating agencies. It also includes (integrated) reporting and accounting based on broader non-financial standards and frameworks. | pg. 96 - 98 |
| Diversity and inclusion | Includes factors such as diversity (at Barclays, we focus on six intersectional diversity and inclusion agendas – Disability, Gender, LGBT+, Multicultural, Multigenerational and Socioeconomic), social inclusion, fairness and inclusivity in the workplace, board gender diversity, board ethnicity, discrimination and harassment, gender pay, equal opportunities, equality, equity, racial justice, inequality and pay gaps. | pg. 29 - 34 |
| Human rights & modern slavery | Includes factors such as the approach taken to managing the company's potential adverse impacts on human rights, including in relation to issues such as modern slavery, forced labour, human trafficking, sexual exploitation & abuse, labour rights in the supply chain, indigenous people's rights, land rights and resettlement activities, financial inclusion, and children's rights. | pg. 78 |
| Corporate citizenship programmes | Includes factors such as corporate citizenship, philanthropy, charitable contributions, community investment, community engagement, rapport and feedback mechanisms, community support and development, and local economy support, partnerships to advance sustainable development, volunteering, and employment and employability. | pg. 35 - 39 |
| Taxation | Includes factors such as responsible tax practices such as tax policies, planning, transparency and disclosures, cross border taxation, tax evasion, and tax relief, tax strategy, tax governance, effective tax rate, and tax transparency. | pg. 97 - 98 |

Materiality Disclosures continued

| Material Topic | Factors included in the materiality assessment | Barclays PLC Annual Report page |
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| Customer & client experience | Includes factors such as strategies and mechanisms to manage and enhance customer relations, customer support, customer behaviour, customer satisfaction including customer centricity, acquisition, retention, satisfaction measurements & metrics, service, complaints & disputes, customer advice, and consumer rights, including customer financial protection and fair and equitable treatment of customers. | pg. 22 - 28 |
| Supply chain management | Includes factors such as: supply chain management, including screening, auditing, and corrective actions, engagement, transparency, supplier diversity, contractor training and screening, green, responsible and sustainable procurement and sourcing, resource efficiency, and circular economy. | pg. 63 - 67 |
| Innovation through an ESG lens | Includes factors such as innovation and digitisation, digital transformation, advanced technologies & innovations including internet of things, advanced and next generation cellular networks, remote sensing, nanotechnologies, robotics, block chain and additive manufacturing, business model innovation including cloud computing, sharing economy and fintech, artificial intelligence, Innovation management including open innovation, crowdsourcing & co-creation, R&D in products & services, product competitive edge & intellectual property strategy, product market penetration & adoption. | pg. 23, 64, 73 |
| Operational environmental footprint | Includes factors that comprise Barclays footprint of operations such as greenhouse gas (GHGs) Scope 1, 2 & 3 emissions & reductions, use of offsets, energy use, efficiency, conservation & reductions, air emissions & reductions, water use and efficiency, hazardous and non-hazardous waste production and reduction, recycling, waste recovery & reduction, business travel and employee transportation, environmental management system, carbon intensity, waste intensity, climate mitigation – operational emissions, renewable energy use, and sustainable building management. | pg. 54 - 56 |
| Responsible sales & marketing | Includes factors such as credit and loan standards, responsible product offering, responsible marketing, information to customers, selling practices, transparent information and fair advice to customers, lending practices, discriminatory lending, reputation including sales & pricing, responsible lending, product responsibility, responsible pricing through corporate policies, and practices to ensure pricing of products is fair, transparent and non-discriminatory. | pg. 82 |

Materiality Disclosures continued

| Material Topic | Factors included in the materiality assessment | Barclays PLC Annual Report page |
|-----------------------|---|---------------------------------------|
| Human capital | Includes factors such as freedom of association, collective bargaining, employee training,; employee turnover, employee development, health and safety, workforce planning, performance appraisal, employee engagement, pay and benefits, job security, just transition, talent development, talent attraction, employee wellbeing, occupational health & safety, employee incentives & benefits, labour rights, unionization, employee acquisition, talent management & retention, employee development, employee engagement & satisfaction, future of work, and workforce & organizational change management. | pg. 29 - 34 |
| Corporate governance | Includes factors such as board independence, composition, tenure and structure, shareholder democracy, board ESG expertise, executive ESG representation, investor activism, due diligence, board effectiveness, and overall ESG governance structure. | pg. 111 - 199 |
| Nature & biodiversity | Includes factors such as biodiversity impacts and protection of biodiversity, ecosystem services, ecosystem diversity and sensitive areas. Included in this is managing land use, contamination remediation & reducing deforestation, natural capital, protection of natural land cover including wetlands protection and sustainable agriculture and responsible fishing, animal welfare, transition to a circular economy, pollution management, and plastics management. | pg. 59 - 60 |

Economic Disclosures

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| <p>GRI 201 – Economic Performance</p> | <p>201-1</p> | <p>Direct economic value generated and distributed</p> | <p>Barclays PLC Annual Report 2021: Our value proposition on pages 2 - 3 Key Performance Indicators on pages 20 - 21 Financial review on pages 40 - 43 Financial review on pages 295 - 312 Financial statements on pages 331 - 427</p> <p>We publish a summary of turnover, profits, employees, taxes paid and subsidies received by country in the Country Snapshot Report 2021 available online: https://home.barclays/sustainability/esg-resource-hub/reporting-and-disclosures/country-snapshot/</p> |
| <p>GRI 201 – Economic Performance</p> | <p>201-2</p> | <p>Financial implications and other risks and opportunities due to climate change</p> | <p>Barclays PLC Annual report 2021: Managing climate related risks on page 37 Managing risk on pages 44 - 46 Non-financial information statement – Environmental matters on page 49 Sustainability and ESG (including Climate) on pages 122 - 123 Climate risk on page 140 Primary activities on pages 143 - 147 Regulatory change agenda and impact on business model on page 206 Climate risk on pages 208 - 209 Legal risks and legal, competition and regulatory matters on page 215 Risk Review: Climate change risk management on pages 216 - 217</p> <p>Barclays PLC Climate-related Financial Disclosures 2021: https://home.barclays/investor-relations/reports-and-events/annual-reports/</p> |

Economic Disclosures continued

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| GRI 201 – Economic Performance | 201-3 | Defined benefit plan obligations and other retirement plans | <p>Barclays PLC Annual report 2021: Pension risk review on pages 282 - 283 Employee remuneration policy on page 170 Valuation of the defined benefit pension obligation in respect of the UK Retirement Fund ('UKRF') on page 322 Consolidated cash flow statement on page 335 Significant accounting policies on page 341 Staff costs on page 399 to be read with: Note 32 Shared-based payments and Note 33 Pension and post-retirement benefits on pages 400 - 406 Related party transactions and Directors' remuneration on pages 415 - 416</p> <p>Barclays PLC Pillar 3 Report 2021, Pension risk review: https://home.barclays/investor-relations/reports-and-events/annual-reports/</p> <p>Barclays PLC Fair Pay Report 2021: https://home.barclays/investor-relations/reports-and-events/annual-reports</p> |
| GRI 201 – Economic Performance | 201-4 | Financial assistance received from government | <p>We commit to tax transparency and report any material assistance received in the Barclays PLC Country Snapshot Report 2021: https://home.barclays/sustainability/esg-resource-hub/</p> |
| GRI 202 – Market Presence | 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage | <p>Barclays PLC Fair Pay Report 2021: Barclays PLC UK Pay Gaps Report 2021: https://home.barclays/investor-relations/reports-and-events/annual-reports</p> <p>Barclays PLC Annual Report 2021 Fair pay on page 169</p> |

Economic Disclosures continued

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| GRI 203 – Indirect Economic Impacts | 203-1 | Infrastructure investments and services supported | <p>Barclays PLC Annual Report 2021:</p> <p>Growing with our customers and clients on pages 22 - 28</p> <p>Growing with society on pages 35 - 39</p> <p>Social and environmental financing on pages 69 - 72</p> <p>Managing impacts in lending and financing on pages 76 - 78</p> <p>Accessible retail products and services on pages 62 - 64</p> <p>Responsible and inclusive banking on pages 88 - 90</p> <p>Tax on pages 97 - 98</p> |
| GRI 203 – Indirect Economic Impacts | 203-2 | Significant indirect economic impacts | <p>Barclays PLC Annual Report 2021:</p> <p>Managing impacts in lending and financing on pages 76 - 78</p> <p>Engaging with our stakeholders on pages 14 - 15</p> <p>Section 172(1) statement on pages 16 - 19</p> <p>Continuing our support through the COVID-19 pandemic on page 121</p> <p>Return to Distributions for 2021 on page 123</p> <p>Impairment of Financial Instruments on page 135</p> <p>Responsible risk management on pages 140 - 147</p> <p>Barclays PLC Climate-related Financial Disclosures 2021: https://home.barclays/investor-relations/reports-and-events/annual-reports/</p> |
| GRI 204 – Procurement Practices | 204-1 | Proportion of spending on local suppliers | <p>Barclays PLC Annual Report 2021:</p> <p>Managing our supply chain on pages 65 - 67</p> |

Economic Disclosures continued

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| GRI 205 – Anti-corruption | 205-1 | Operations assessed for risks related to corruption | <p>Barclays PLC Annual Report 2021: Financial crime on pages 91 - 92 Risk Review: Operational risk on pages 286 - 287 Risk review: Conduct risk on page 288</p> <p>Barclays' Financial Crime Compliance Statement: https://home.barclays/content/dam/home-barclays/documents/citizenship/our-reporting-and-policy-positions/Policy-Position-Statement-on-Financial-Crime-Oct-2020.pdf</p> |
| GRI 205 – Anti-corruption | 205-2 | Communication and training about anti-corruption policies and procedures | <p>Our Financial Crime Policy is supported by the Barclays Board of Directors and applicable to all Barclays' legal entities and business dealings globally. It is designed to ensure that all Barclays employees, businesses and legal entities comply with all UK, extra-territorial and locally applicable legal and regulatory obligations.</p> <p>Barclays' Financial Crime Compliance Statement https://home.barclays/content/dam/home-barclays/documents/citizenship/our-reporting-and-policy-positions/Policy-Position-Statement-on-Financial-Crime-Oct-2020.pdf</p> <p>Barclays PLC Annual Report 2021: Anti-bribery and corruption on page 50 Whistleblowing on page 93 Board Nominations Committee report - Committee responsibilities on page 125 Director training and development on page 128 Political contributions on page 96 Political donations on page 157</p> |

Economic Disclosures continued

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| GRI 205 – Anti-corruption | 205-3 | Confirmed incidents of corruption and actions taken | Barclays PLC Annual Report 2021: Notes to the financial statements: 26 Legal, competition and regulatory matters on pages 388 - 392 |
| GRI 206 – Anti-competitive behaviour | 206-1 | Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices | Barclays PLC Annual Report 2021: Notes to the financial statements: 26 Legal, competition and regulatory matters on pages 388 - 392 |
| GRI 207 – Tax | 207-1 | Approach to tax | We share our approach to tax, our tax principles, tax code of conduct, governance of tax and our commitment to tax transparency in the Barclays PLC Country Snapshot Report 2021: https://home.barclays/sustainability/esg-resource-hub/reporting-and-disclosures/country-snapshot/ Barclays PLC Annual Report 2021: Tax on pages 97-98 Directors' report: Board Audit Committee Report on page 136 (part 2) Material risk review, tax risk on page 213 Notes to the financial statements, Note 9 Tax on pages 352 – 355 |
| GRI 207 – Tax | 207-2 | Tax governance, control, and risk management | We share our approach to tax, our tax principles, tax code of conduct, governance of tax and our commitment to tax transparency in the Barclays PLC Country Snapshot Report 2021: https://home.barclays/sustainability/esg-resource-hub/reporting-and-disclosures/country-snapshot/ |
| GRI 207 – Tax | 207-3 | Stakeholder engagement and management of concerns related to tax | We share our approach to tax, our tax principles, tax code of conduct, governance of tax and our commitment to tax transparency in the Barclays PLC Country Snapshot Report 2021: https://home.barclays/sustainability/esg-resource-hub/reporting-and-disclosures/country-snapshot/ |

Environmental Disclosures

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| GRI 302 – Energy | 302-1 | Energy consumption within the organisation | <p>Barclays PLC Annual Report 2021: Our operational footprint on pages 54 - 56</p> <p>ESG Data Pack: https://home.barclays/sustainability/esg-resource-hub/</p> <p>Barclays PLC Climate-related Financial Disclosures 2021 Metrics and targets on pages 42-48</p> <p>See our ESG reporting framework for our reporting methodology online at https://home.barclays/sustainability/esg-resource-hub/</p> |
| GRI 302 – Energy | 302-3 | Energy intensity | <p>Barclays PLC Annual Report 2021: Our operational footprint on pages 54 - 56</p> <p>ESG Data Pack: https://home.barclays/sustainability/esg-resource-hub/</p> |
| GRI 302 – Energy | 302-4 | Reduction of energy consumption | <p>Barclays PLC Annual Report 2021: Our operational footprint on pages 54 - 56</p> <p>ESG Data Pack: https://home.barclays/sustainability/esg-resource-hub/</p> |
| GRI 304 – Biodiversity | 304-2 | Significant impacts of activities, products, and services on biodiversity | <p>Barclays PLC Annual Report 2021: Our approach to nature and biodiversity on pages 59 - 60</p> |

Environmental Disclosures continued

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| GRI 304 – Biodiversity | 304-3 | Habitats protected or restored | <p>Barclays PLC Climate-related Financial Disclosures 2021: Our approach to nature and biodiversity on pages 20 - 21 Managing impacts in lending and financing on pages 76 - 78</p> <p>Barclays PLC TCFD Report 2021: Reputation risk on pages 40 - 41 Carbon offsetting on page 46 Carbon-related assets on page 51</p> <p>See also relevant policy statements online: https://home.barclays/sustainability/esg-resource-hub/statements-and-policy-positions/</p> |
| GRI 305 – Emissions | 305-1 | Direct (Scope 1) GHG emissions | <p>Barclays PLC Annual Report 2021: Operational footprint dashboard on page 56</p> <p>Barclays PLC Climate-related Financial Disclosures 2021: Metrics and targets on pages 42 - 52</p> <p>ESG Data Pack: https://home.barclays/sustainability/esg-resource-hub/</p> |
| GRI 305 – Emissions | 305-2 | Energy indirect (Scope 2) GHG emissions | <p>Barclays PLC Annual Report 2021: Operational footprint dashboard on page 56</p> <p>Barclays PLC Climate-related Financial Disclosures 2021: Metrics and targets on pages 42 - 52</p> <p>ESG Data Pack: https://home.barclays/sustainability/esg-resource-hub/</p> |
| GRI 305 – Emissions | 305-3 | Other indirect (Scope 3) GHG emissions | <p>Barclays PLC Annual Report 2021: Operational footprint dashboard on page 56</p> <p>ESG Data Pack: https://home.barclays/sustainability/esg-resource-hub/</p> |

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| GRI 305 – Emissions | 305-4 | GHG emissions intensity | <p>Barclays PLC Annual Report 2021: Operational footprint dashboard on page 56</p> <p>ESG Data Pack: https://home.barclays/sustainability/esg-resource-hub/</p> |
| GRI 305 – Emissions | 305-5 | Reduction of GHG emissions | <p>Barclays PLC Annual Report 2021: Our operational footprint on pages 54 - 56</p> <p>Barclays PLC Climate-related Financial Disclosures 2021: Metrics and targets on pages 42 - 52</p> <p>ESG Data Pack: https://home.barclays/sustainability/esg-resource-hub/</p> |
| GRI 306 – Waste | 306-1 | Waste generation and significant waste-related impacts | <p>Barclays PLC Annual Report 2021: Our operational footprint on pages 54 - 56</p> <p>Barclays PLC Climate-related Financial Disclosures 2021: Metrics and targets on pages 42 - 52</p> <p>ESG Data Pack: https://home.barclays/sustainability/esg-resource-hub/</p> |
| GRI 306 – Waste | 306-2 | Management of significant waste related impacts | <p>Barclays PLC Annual Report 2021: Our operational footprint on pages 54 - 56</p> <p>Barclays PLC Climate-related Financial Disclosures 2021: Metrics and targets on pages 42 - 52</p> <p>Data Pack: https://home.barclays/sustainability/esg-resource-hub/</p> |

Environmental Disclosures continued

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| GRI 306 – Waste | 306-3 | Waste generated | <p>Barclays PLC Annual Report 2021: Our operational footprint on pages 54 - 56</p> <p>Barclays PLC Climate-related Financial Disclosures 2021: Metrics and targets on pages 42 - 52</p> <p>Data Pack: https://home.barclays/society/esg-resource-hub/</p> |
| GRI 308 – Supplier Environmental Assessment | 308-1 | New suppliers that were screened using environmental criteria | <p>Barclays PLC Annual Report 2021: Non-financial information statement – Human rights on page 50 Our supply chain on pages 65 - 67</p> |
| GRI 308 – Supplier Environmental Assessment | 308-2 | Negative environmental impacts in the supply chain and actions taken | <p>Barclays PLC Annual Report 2021: Non-financial information statement – Human rights on page 50 Our supply chain on pages 65 - 67</p> |

Social Disclosures

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| GRI 401 – Employment | 401-1 | New employee hires and employee turnover | <p>Barclays PLC Annual Report 2021: Our people & culture on pages 29 - 34</p> <p>ESG Data Pack: https://home.barclays/sustainability/esg-resource-hub/</p> |
| GRI 404 – Training and Education | 404-1 | Average hours of training per year per employee | <p>ESG Data Pack: https://home.barclays/sustainability/esg-resource-hub/</p> |
| GRI 405 – Diversity and Equal Opportunity | 405-1 | Diversity of governance bodies and employees | <p>ESG Data Pack https://home.barclays/sustainability/esg-resource-hub/</p> <p>Barclays PLC Annual Report 2021: Our people & culture on pages 29 - 34 Directors Report on page 119</p> <p>Barclays PLC Diversity and Inclusion Report 2021: https://home.barclays/investor-relations/reports-and-events/annual-reports</p> |
| GRI 405 – Diversity and Equal Opportunity | 405-2 | Ratio of basic salary and remuneration of women to men | <p>Barclays PLC Pay Gaps Report 2021: https://home.barclays/investor-relations/reports-and-events/annual-reports/</p> <p>Barclays PLC Annual Report 2021: Our people & culture on pages 29 - 34</p> |
| GRI 407 – Freedom of Association and Collective Bargaining | 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | <p>Barclays PLC Annual Report 2021: Our people & culture on pages 29-34 Growing with society on pages 35-39 Our supply chain on pages 65-67</p> <p>Barclays Third Party Code of Conduct: https://home.barclays/who-we-are/our-suppliers/</p> |

Social Disclosures continued

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| GRI 408 – Child Labor | 408-1 | Operations and suppliers at significant risk for incidents of child labor | <p>Barclays Third Party Code of Conduct: https://home.barclays/who-we-are/our-suppliers/</p> <p>Barclays Group Statement on Modern Slavery https://home.barclays/sustainability/esg-resource-hub/</p> <p>Barclays PLC Annual Report 2021: Modern slavery in our supply chain on page 67 Reputation risk on page 214</p> |
| GRI 409 – Forced or Compulsory Labor | 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | <p>Barclays Group Statement on Modern Slavery https://home.barclays/sustainability/esg-resource-hub/</p> <p>Barclays Third Party Code of Conduct: https://home.barclays/who-we-are/our-suppliers/</p> <p>Barclays PLC Annual Report 2021: Modern slavery in our supply chain on page 67 Reputation risk on page 214</p> |
| GRI 415 – Public Policy | 415-1 | Political contributions | <p>Barclays PLC Annual Report 2021: Contributions, associations and memberships – Political contributions on page 96 Directors' report, Other statutory information – Political donations on page 157</p> <p>Barclays' lobbying expenditure in the EU and US can be accessed on the EU Transparency Register at ec.europa.eu/transparencyregister/public/consultation/displaylobbyist.do, and the US Lobbying Disclosure Act Database at soprweb.senate.gov/index.cfm</p> |
| GRI 417 – Marketing and Labelling | 417-1 | Requirements for product and service information and labelling | <p>Barclays PLC Annual Report 2021: Customer communications on page 82 Market infrastructure regulation on pages 292 - 293</p> |