

Global Reporting Initiative (GRI) Index

The Global Reporting Initiative (GRI) provides a collection of standards to help measure and communicate performance on environmental, social and corporate governance (ESG) topics. AT&T has aligned its reporting to the GRI-recommended disclosures since 2008.

Our fiscal year 2021 reporting is prepared in accordance with the GRI Standards. The content index below provides AT&T's information for universal Standards and relevant topic-specific Standards, which align to topics identified in AT&T's most recent ESG material issues assessment.

More ESG Indexes

[Sustainability Accounting Standards Board \(SASB\)](#) →

[Task Force on Climate-related Financial Disclosures \(TCFD\)](#) → [U.N. Global Compact \(UNGC\)](#) →

[U.N. Sustainable Development Goals \(UNSDGs\)](#) →

General Disclosures

Standard Disclosure	Disclosure Title	Location
GRI 2-1	Organizational details	See our 10-K Form (cover page and part 1).

General Disclosures

Standard Disclosure	Disclosure Title	Location
GRI 2-2	Entities included in the organization's sustainability reporting	<p>AT&T reporting covers AT&T Inc., unless otherwise noted in the footnotes of our issue briefs. AT&T Inc. is referred to as "we," "our" or "AT&T" throughout this index.</p> <p>The entities included in our sustainability/ESG reporting align with those included in our annual 10-K and quarterly financial reports, which cover all company-owned or -controlled operations. Quantitative metrics include DIRECTV data through the divestiture of that unit in July 2021, as well as Vrio data through the divestiture of that unit in November 2021 – unless otherwise footnoted.</p>
GRI 2-3	Reporting period, frequency and contact point	<p>Period: Jan. 1–Dec. 31, 2021, aligned to our financial reporting</p> <p>Publication date: March 2022</p> <p>Frequency: Annual</p> <p>Contact: Ben Kruse, Director – Global ESG Reporting & Insights, ben.kruse@att.com</p>
GRI 2-4	Restatement of information	Relevant restatements are included in respective issue briefs. See the issue briefs listed in our Reporting Library for more information.
GRI 2-5	External assurance	External assurance was not sought for this GRI report as a whole. AT&T uses an external third-party organization to assure select environmental data. For FY2021, we are obtaining independent assurance for our Scope 1, 2 and 3 (select categories) greenhouse gas emissions as well as select categories for our Scope 2 and 3 energy use. We expect to complete this assurance process in Q2 2022.

General Disclosures

Standard Disclosure	Disclosure Title	Location
GRI 2-6	Activities, value chain and other business relationships	<p>In May 2021, we entered into an agreement to combine our WarnerMedia segment, subject to certain exceptions, with a subsidiary of Discovery, Inc. The transaction is subject to approval by Discovery shareholders and subject to customary closing conditions, including receipt of regulatory approvals. It is expected to close in Q2 2022. In July 2021, we completed a transaction with TPG Capital involving our North America video business – including DIRECTV, AT&T TV and U-verse – to form a new company called DIRECTV. In November 2021, we completed the sale of our Latin America video operations, Vrio, to Grupo Wertheim. In December 2021, we entered into an agreement with Microsoft to sell our programmatic advertising marketplace component of Xandr Inc. The transaction is subject to customary closing conditions, including regulatory reviews.</p> <p>For more information, see our 10-K Form (part 1).</p>
GRI 2-7	Employees	See the Our Workforce issue brief and Diversity, Equity & Inclusion website for employee data. Our data is reported in headcount as of the end of the year 2021.
GRI 2-8	Workers who are not employees	AT&T is not able to provide this data, as it is proprietary and confidential.
GRI 2-9	Governance structure and composition	See the Our Corporate Governance issue brief and our Proxy Statement .
GRI 2-10	Nomination and selection of the highest governance body	See the Our Corporate Governance issue brief and our Proxy Statement .
GRI 2-11	Chair of the highest governance body	See the Our Corporate Governance issue brief and our Proxy Statement .
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	See the ESG section of our Proxy Statement and the Our Corporate Governance issue brief, as well as other issue briefs in our Reporting Library for information on how the Board of Directors oversees company efforts relative to our most important ESG topics.
GRI 2-13	Delegation of responsibility for managing impacts	See the Our Corporate Governance issue brief and the ESG section of our Proxy Statement .

General Disclosures

Standard Disclosure	Disclosure Title	Location
GRI 2-14	Role of the highest governance body in sustainability reporting	The Public Policy and Corporate Reputation Committee (PPCRC) assists the AT&T Board of Directors (the Board) in oversight of environmental, social and governance (ESG) strategy, including policies and ESG reporting. The Audit Committee of the Board oversees our enterprise risk assessment activities and audit functions, which incorporate ESG risks and disclosures. For more information, see the ESG section of our Proxy Statement .
GRI 2-15	Conflicts of interest	See our Code of Ethics , Code of Business Conduct and the Our Corporate Governance issue brief.
GRI 2-16	Communication of critical concerns	See the Our Corporate Governance issue brief and the ESG section of our Proxy Statement .
GRI 2-17	Collective knowledge of the highest governance body	See our Proxy Statement and the Our Corporate Governance issue brief.
GRI 2-18	Evaluation of the performance of the highest governance body	See our Proxy Statement and Corporate Governance Guidelines .
GRI 2-19	Remuneration policies	See our Proxy Statement .
GRI 2-20	Process to determine remuneration	See our Proxy Statement .
GRI 2-21	Annual total compensation ratio	See our Proxy Statement and Annual Report .
GRI 2-22	Statement on sustainable development strategy	See the CEO letter in our annual ESG Summary .
GRI 2-23	Policy commitments	See our Policies page.
GRI 2-24	Embedding policy commitments	See our Policies page and the issue briefs in our Reporting Library for more information on how we embed policy commitments for responsible business conduct in our business activities addressing our most important ESG issues.
GRI 2-25	Processes to remediate negative impacts	See the issue briefs in our Reporting Library for more information on our managerial and programmatic approach to addressing our most important ESG issues.

General Disclosures

Standard Disclosure	Disclosure Title	Location
GRI 2-26	Mechanisms for seeking advice and raising concerns	See the Our Corporate Governance and Environment, Health & Safety Compliance issue briefs as well as the AT&T Code of Business Conduct .
GRI 2-27	Compliance with laws and regulations	See the AT&T Code of Business Conduct as well as the Our Corporate Governance and Environment, Health & Safety Compliance issue briefs. You may also reference additional issue briefs in our Reporting Library for information on responsible business conduct in our business activities addressing our most important ESG issues.
GRI 2-28	Membership associations	<p>AT&T contributes to industry associations and coalitions, such as the Motion Picture Association of America, United States Telecom Association and NCTA – The Internet & Television Association, and other associations that advocate on matters of importance to the industry on behalf of their members.</p> <p>For more information on the memberships and coalitions we support, see our Political Engagement Report and see the Issue Briefs listed on our Reporting Library web page.</p>
GRI 2-29	Approach to stakeholder engagement	See our ESG Material Issues .
GRI 2-30	Collective bargaining agreements	AT&T Communications has approximately 37% union-represented employees – one of the largest full-time union-represented workforces in America. See the Our Workforce issue brief for more information.

Material Topics

Standard Disclosure	Disclosure Title	Location
GRI 3-1	Process to determine material topics	See our ESG Material Issues .
GRI 3-2	List of material topics	In 2021, we conducted an ESG material issues assessment that included feedback from external stakeholders and AT&T employees. We updated our material topics as reflected in this GRI index and in the Issue Briefs listed on our Reporting Library web page. See our ESG Material Issues for more details.

AT&T Material Topic: Network Quality & Reliability

GRI 201: Economic Performance

Standard Disclosure	Disclosure Title	Location
GRI 3-3	Management of material topics	See our Network Quality & Reliability issue brief.
GRI 201-1	Direct economic value generated and distributed	See our Network Quality & Reliability and Community Engagement issue briefs as well as our 10-K Form .

AT&T Material Topic: Digital Divide & Affordability

GRI 203: Indirect Economic Impacts

Standard Disclosure	Disclosure Title	Location
GRI 3-3	Management of material topics	See our Digital Divide issue brief.
GRI 203-1	Infrastructure investments and services supported	See our Network Quality & Reliability and Community Engagement and Digital Divide issue briefs.
GRI 203-2	Significant indirect economic impacts	See our Network Quality & Reliability , Community Engagement and Digital Divide issue briefs.

AT&T Material Topics: Regulatory Compliance; Business Ethics/Ethical Culture

GRI 205: Anti-Corruption; GRI 206: Anti-Competitive Behavior

Standard Disclosure	Disclosure Title	Location
GRI 3-3	Management of material topics	See the Our Corporate Governance issue brief and Code of Business Conduct .
GRI 205-3	Confirmed incidents of corruption and actions taken	See the Our Corporate Governance issue brief.
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	See the Our Corporate Governance issue brief.

AT&T Material Topic: Energy Efficiency & Renewables

GRI 302: Energy

Standard Disclosure	Disclosure Title	Location
GRI 3-3	Management of material topics	See our Energy Management issue brief.
GRI 302-1	Energy consumption within the organization	FY2021 data will be available in Q2 2022.
GRI 302-3	Energy intensity	FY2021 data will be available in Q2 2022.
GRI 302-4	Reduction of energy consumption	FY2021 data will be available in Q2 2022.

AT&T Material Topic: Climate Change & GHG Emissions

GRI 201: Economic Performance; GRI 305: Emissions

Standard Disclosure	Disclosure Title	Location
GRI 3-3	Management of material topics	See our Climate Change and Greenhouse Gas Emissions issue briefs.
GRI 201-2	Financial implications and other risks and opportunities due to climate change	See our CDP Climate Change survey response .
GRI 305-1	Direct (Scope 1) GHG emissions	FY2021 data will be available in Q2 2022.
GRI 305-2	Energy indirect (Scope 2) GHG emissions	FY2021 data will be available in Q2 2022.
GRI 305-3	Other indirect (Scope 3) GHG emissions	FY2021 data will be available in Q2 2022.
GRI 305-4	GHG emissions intensity	FY2021 data will be available in Q2 2022.
GRI 305-5	Reduction of GHG emissions	FY2021 data will be available in Q2 2022.

AT&T Material Topic: Talent Attraction, Engagement & Retention

GRI 404: Training and Education

Standard Disclosure	Disclosure Title	Location
---------------------	------------------	----------

AT&T Material Topic: Talent Attraction, Engagement & Retention

GRI 404: Training and Education

Standard Disclosure	Disclosure Title	Location
GRI 3-3	Management of material topics	See the Our Workforce issue brief.
GRI 404-1	Average hours of training per year per employee	See the Our Workforce issue brief.
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	See the Our Workforce issue brief.
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	See the Our Workforce issue brief.

AT&T Material Topic: Employee Diversity, Equality & Inclusion

GRI 405: Diversity and Equal Opportunity

Standard Disclosure	Disclosure Title	Location
GRI 3-3	Management of material topics	See the Our Workforce issue brief and our AT&T Diversity, Equity & Inclusion website.
GRI 405-1	Diversity of governance bodies and employees	See the Our Workforce issue brief, our AT&T Diversity, Equity & Inclusion website and our Proxy Statement .

AT&T Material Topic: Privacy

GRI 418: Customer Privacy

Standard Disclosure	Disclosure Title	Location
GRI 3-3	Management of material topics	See our Privacy issue brief.

AT&T Material Topic: Privacy

GRI 418: Customer Privacy

Standard Disclosure	Disclosure Title	Location
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	AT&T works hard to safeguard the privacy of customer and employee information. Despite our best efforts, there are occasions when unauthorized parties attempt to gain access to this information. The details associated with any such events are confidential. For more information on data protection and security, see our Privacy Center and Privacy issue brief.

AT&T Material Topic: Network & Data Security

N/A

Standard Disclosure	Disclosure Title	Location
GRI 3-3	Management of material topics	See our Network & Data Security issue brief.
N/A	Network & data security	See our Network & Data Security and Network Quality & Reliability issue briefs as well as AT&T Business: Cybersecurity .

AT&T Material Topic: Technological Innovation

N/A

Standard Disclosure	Disclosure Title	Location
GRI 3-3	Management of material topics	See our Business Continuity, Longevity & Innovation issue brief.
N/A	Technology innovation	See our Business Continuity, Longevity & Innovation issue brief.

AT&T Material Topic: Disaster Response & Relief

N/A

Standard Disclosure	Disclosure Title	Location
GRI 3-3	Management of material topics	See our Network Quality & Reliability , Community Engagement and Business Continuity, Longevity & Innovation issue briefs.

AT&T Material Topic: Disaster Response & Relief

N/A

Standard
Disclosure

Disclosure Title

Location

N/A

Disaster response &
relief

See our [Network Quality & Reliability](#), [Community Engagement](#) and [Business Continuity, Longevity & Innovation](#) issue briefs.

Join the conversation using #ATTimpact



We want to hear from you!

Contact Us

*Sign up for
our Latest Top
News*

Email Address

First Name

Last Name

Subscribe

[Privacy Policy](#)

[Terms of Use](#)

[Accessibility](#)

[Contact Us](#)

[Shop](#)

[Subscribe to AT&T
News](#)

[Do Not Sell My Personal
Information](#)

© 2022 AT&T Intellectual Property. All rights reserved.

