

9. GRI Content Index and GRI Performance Data



9.1 GRI Content Index

GRI Indicator	GRI Standard	Page Number/URL/Explanation
GRI 101 (2016): Foundation		
GRI 102 (2016): General Disclosures		
Organizational Profile		
GRI 102-1	Name of the organization	Hensoldt AG
GRI 102-2	Activities, brands, products, and services	Combinded management report (2021) I.1.
GRI 102-3	Location of headquarters	Hensoldt AG, which is entered in the Commercial Register of the Munich Local Court (HRB 258711), has its registered office in Taufkirchen, Germany.
GRI 102-4	Location of operations	Combinded management report (2021) I. 2.1-2.2, and Notes to the consolidated financial statements (2021) II.6.
GRI 102-5	Ownership and legal form	Combinded management report (2021) I.2.1, and Notes to the consolidated financial statements (2021) II.6.
GRI 102-6	Markets served	Combinded management report (2021) I. 3.2
GRI 102-7	Scale of the organization	Combinded management report (2021) I.2.3 Details of the results of operations and financial position can be found in the Combinded management report (2021) II.3.
GRI 102-8	Information on employees and other workers	Sustainability Report (2021) pp. 39 and Combinded management report (2021) I.2.2
GRI 102-9	Supply chain	Sustainability Report (2021) pp.34
GRI 102-10	Significant changes to the organization and its supply chain	Information on business performance can be found in the Combined management report (2021) II. 3. Information on the legal structure: Combined management report (2021) I. 2.1
GRI 102-11	Precautionary principle or approach	The management of opportunities and risks is integrated into all business processes, see Combinded management report (2021) IV.
GRI 102-12	External initiatives	Sustainability Report (2021) pp. 56
GRI 102-13	Membership of associations	HENSOLDT is active in the CSR groups of the BDSV (Bund deutscher Sicherheits- und Verteidigungsindustrie) and ASD (Aerospace and Defense), as well as being involved in other associations and interest groups.
Strategy		
GRI 102-14	Statement from senior decision-maker	Sustainability Report (2021) pp. 8
GRI 102-15	Key impacts, risks and opportunities	Sustainability Report (2021) pp. 16. The risk and opportunity report can be found in the Combined management report (2021) IV.
Ethics and Integrity		
GRI 102-16	Values, principles, standards, and norms of behavior	Sustainability Report (2021) pp. 12
Governance		
GRI 102-18	Governance structure	Annual Report (2021) VIII.
GRI 102-19 - GRI 102-39	Corporate governance disclosures	Information on corporate governance is provided in the Sustainability Report (2021) p 12
Stakeholder Engagement		
GRI 102-40	List of stakeholder groups	Sustainability Report (2021) p. 11 and pp. 17
GRI 102-41	Collective bargaining agreements	In most countries (where applicable), we have joined collective bargaining agreements or similar arrangements.
GRI 102-42	Identifying and selecting stakeholders	Sustainability Report (2021) pp. 16
GRI 102-43	Approach to stakeholder engagement	Sustainability Report (2021) pp. 16
GRI 102-44	Key topics and concerns raised	Sustainability Report (2021) pp. 16

GRI Indicator	GRI Standard	Page Number/URL/Explanation
Reporting Practice		
GRI 102-45	Entities included in the consolidated financial statements	Combined management report (2021) I. 2.1, and Notes to the consolidated financial statements (2021) II.6.
GRI 102-46	Defining report content and topic boundaries	Sustainability Report (2021) pp. 16
GRI 102-47	List of material topics	Sustainability Report (2021) p. 18
GRI 102-48	Restatements of information	n/a
GRI 102-49	Changes in reporting	n/a
GRI 102-50	Reporting period	Sustainability Report (2021) p. 11
GRI 102-51	Date of most recent report	01 April 2021
GRI 102-52	Reporting cycle	Sustainability Report (2021) p. 11
GRI 102-53	Contact point for questions regarding the report	Sarah Sterzl (sarah.sterzl@hensoldt.net)
GRI 102-54	Claims of reporting in accordance with the GRI Standards	Sustainability Report (2021) p. 11
GRI 102-55	GRI content index	Sustainability Report (2021), Annex
GRI 102-56	External assurance	Sustainability Report (2021) p. 11 and pp. 82

MATERIAL TOPICS

Anti-Corruption

GRI 103: Management Approach		
GRI 103-1	Explanation of the material topic and its boundary	
GRI 103-2	The management approach and its components	Procedures and processes regarding compliance and anti-corruption are described in the Sustainability Report (2021) pp. 27
GRI 103-3	Evaluation of the management approach	
GRI 205 (2016): Fighting corruption		
GRI 205-1	Operations assessed for risks related to corruption	Sustainability Report (2021) pp. 27 We include our operating sites in our compliance and anti-corruption approach.
GRI 205-2	Communication and training about anti-corruption policies and procedures	Sustainability Report (2021) pp. 27
GRI 205-3	Confirmed incidents of corruption and actions taken	Sustainability Report (2021) p. 29. In the reporting period, no major cases were identified.

Energy

GRI 103: Management Approach		
GRI 103-1	Explanation of the material topic and its boundary	
GRI 103-2	The management approach and its components	The management approach - resources and environmental protection is described in the Sustainability Report (2021) pp. 61
GRI 103-3	Evaluation of the management approach	
GRI 302 (2016): Energy		
GRI 302-1	Energy consumption within the organization	Sustainability Report (2021) pp. 64, GRI performance data
GRI 302-4	Reduction of energy consumption	GRI performance data

GRI Indicator	GRI Standard	Page Number/URL/Explanation
Emissions		
GRI 103: Management Approach		
GRI 103-1	Explanation of the material topic and its boundary	The management approach - resources and environmental protection is described in the Sustainability Report (2021) pp. 61. A comprehensive analysis of Scope 1 and Scope 2 emissions was conducted in the reporting year. Prospect: An analysis of Scope 3 emissions and fields of action will be initiated and reported accordingly.
GRI 103-2	The management approach and its components	
GRI 103-3	Evaluation of the management approach	
GRI 305 (2016): Emissions		
GRI 305-1	Direct (Scope 1) GHG emissions	Sustainability Report (2021) pp. 66, GRI performance data
GRI 305-2	Energy indirect (Scope 2) GHG emissions	GRI performance data
GRI 305-6	Emissions of ozone-depleting substances (ODS)	GRI performance data

Employment

GRI 103: Management Approach		
GRI 103-1	Explanation of the material topic and its boundary	
GRI 103-2	The management approach and its components	Sustainability Report (2021) pp. 39
GRI 103-3	Evaluation of the management approach	
GRI 401 (2016): Employment		
GRI 401-1	New employee hires and employee turnover	Sustainability Report (2021) pp. 39, GRI performance data
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We stick to collective bargain agreements and have no distinction identified between benefits for full-time, temporary, or part-time employees.
GRI 401-3	Parental leave	GRI performance data

GRI Indicator	GRI Standard	Page Number/URL/Explanation
Occupational Health and Safety		
GRI 103: Management Approach		
GRI 103-1	Explanation of the material topic and its boundary	
GRI 103-2	The management approach and its components	Sustainability Report (2021) pp. 51
GRI 103-3	Evaluation of the management approach	
GRI 403 (2018): Occupational Health and Safety		
GRI 403-1	Occupational health and management system	Sustainability Report (2021) pp. 51
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report (2021) pp. 52
GRI 403-3	Occupational health services	Sustainability Report (2021) p. 55
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report (2021) pp. 51
GRI 403-5	Worker training on occupational health and safety	Sustainability Report (2021) pp. 52
GRI 403-6	Promotion of worker health	Sustainability Report (2021) pp. 52
GRI 403-7	Avoidance and mitigation of occupational health and safety impacts directly related to business relationships	Sustainability Report (2021), pp. 35 and pp. 51
GRI 403-8	Workers covered by a management system for occupational health and safety	Sustainability Report (2021), p. 51
GRI 403-9	Work-related injuries	Sustainability Report (2021), p. 54, GRI performance data
GRI 403-10	Work-related ill health	Sustainability Report (2021), p. 54, GRI performance data
Training and Education		
GRI 103: Management Approach		
GRI 103-1	Explanation of the material topic and its boundary	
GRI 103-2	The management approach and its components	Sustainability Report (2021) pp. 41
GRI 103-3	Evaluation of the management approach	
GRI 404 (2016): Training and Education		
GRI 404-1	Average hours of training per year per employee	Sustainability Report (2021) pp. 41, GRI performance data
GRI 404-2	Programs to improve the competences of employees and to provide transitional assistance	Sustainability Report (2021), pp. 42
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	GRI performance data

GRI Indicator	GRI Standard	Page Number/URL/Explanation
Diversity and Equal Opportunities		
GRI 103: Management Approach		
GRI 103-1	Explanation of the material topic and its boundary	
GRI 103-2	The management approach and its components	Sustainability Report (2021) pp. 45
GRI 103-3	Evaluation of the management approach	
GRI 405 (2016): Diversity and Equal Opportunity		
GRI 405-1	Diversity of governance bodies and employees	Sustainability Report (2021) pp. 45, GRI performance data
GRI 405-2	Ratio of basic salary and remuneration of women to men	For us, it is a matter of fact, that the provisions of collective agreements, just like the remuneration principles, are independent of gender and that there are no systematic differences. In the companies covered by collective agreements, respective collective compensation agreements are applied. The compensation systems are company-specific, so a ratio analysis can only be made for selected individual companies of employee groups and not for the Group as a whole. Total compensation can also be made up of other additional components in addition to the monthly salary, which is why it is not comparable as an overall figure. An analysis of compensation is carried out both at company level and holistically.
Further Topics		
	Community Relations	Sustainability Report (2021) pp. 56
	Product Responsibility	Sustainability Report (2021) pp. 68
	Responsible Procurement	Sustainability Report (2021) pp. 34