

GRI Index

thyssenkrupp provides continuous and fully integrated reporting on its sustainability performance in its annual report and on its corporate website. It is based a set of national and international standards like the Global Reporting Initiative (GRI), the UN Global Compact, Greenhouse Gas Protocol, Task Force on Climate-related Financial Disclosures (TCFD), International Integrated Reporting Council (IIRC), IFRS and others as well as applicable regulations like the German Commercial Code (HGB), the EU CSR Directive and the German Accounting Standards (DRS).



The following GRI Index includes references for the required information. Please note that the here presented index and referenced content is reviewed and updated on a regular basis.

Disclosure	Description	Reference / comments	tk response to GRI disclosure (based on internal assessment)
GRI 102: General disclosure			
1. Organizational Profile			
102-1	Name of the organization	Company	fully reported
102-2	Activities, brands, products, and services	Company Products	fully reported
102-3	Location of headquarters	Company Imprint	fully reported
102-4	Location of operations	Company	fully reported
102-5	Ownership and legal form	Shareholder structure	fully reported
102-6	Markets served	Company Products Key figures employees Annual Report	fully reported
102-7	Scale of the organization	Company Products Key figures employees Annual Report	fully reported
102-8	Information on employees and other workers	Key figures employees Annual Report - Employees	fully reported
102-9	Supply chain	As an international group of companies, thyssenkrupp has several hundreds of thousands of suppliers from all around the world in numerous sectors. Procurement	fully reported
102-10	Significant changes to the organization and its supply chain	Annual Report	fully reported
102-11	Precautionary principle or approach	Risk Report Sustainability strategy and targets	fully reported
102-12	External initiatives	Charter of Diversity Dialogue and Commitment Word Steel Sustainable Development Charter	fully reported
102-13	Membership of associations	Dialogue and Commitment Annual Report – Social responsibility	fully reported
2. Strategy			
102-14	Statement from senior decision-maker	Letter to shareholders Sustainability strategy and targets	fully reported
3. Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	Company structure What we stand for Corporate governance Code of Conduct	fully reported
4. Governance			
102-18	Governance structure	Company structure Sustainability strategy and targets Corporate governance	fully reported
5. Stakeholder engagement			
102-40	List of stakeholder groups	Dialogue and Commitment	fully reported
102-41	Collective bargaining agreements	Close to 100% of the total workforce in Germany is covered by collective agreements. In addition employees worldwide are covered by an international framework agreement on labor conditions. Responsible employer	fully reported
102-42	Identifying and selecting stakeholders	Dialogue and Commitment	fully reported
102-43	Approach to stakeholder engagement	Dialogue and Commitment	fully reported
102-44	Key topics and concerns raised	Sustainability strategy and targets Dialogue and Commitment	fully reported

Disclosure	Description	Reference / comments	tk response to GRI disclosure (based on internal assessment)
6. Reporting Practice			
102-45	Entities included in the consolidated financial statements	Sustainability strategy and targets List of the Group's equity interests	fully reported
102-46	Defining report content and topic Boundaries	Sustainability strategy and targets	fully reported
102-47	List of material topics	Sustainability strategy and targets Dialogue and Commitment	fully reported
102-48	Restatements of information	Sustainability strategy and targets	fully reported
102-49	Changes in reporting	Sustainability strategy and targets	fully reported
102-50	Reporting period	Sustainability strategy and targets	fully reported
102-51	Date of most recent report	Sustainability strategy and targets	fully reported
102-52	Reporting cycle	Sustainability strategy and targets	fully reported
102-53	Contact point for questions regarding the report	Sustainability strategy and targets	fully reported
102-54	Claims of reporting in accordance with de GRI Standards	Sustainability strategy and targets	fully reported
102-55	GRI content index	Sustainability strategy and targets	fully reported
102-56	External assurance	Independent Auditors' Report Environment, climate and energy - Audit statement For viewing the audit statement, click on the respective document to download on this webpage. The integrated reporting of thyssenkrupp references to the GRI guidelines. Orientation for referencing are the GRI standards (option "core").	fully reported
102-45	Entities included in the consolidated financial statements	Sustainability strategy and targets List of the Group's equity interests	fully reported
102-46	Defining report content and topic Boundaries	Sustainability strategy and targets	fully reported
102-47	List of material topics	Sustainability strategy and targets Dialogue and Commitment	fully reported
102-48	Restatements of information	Sustainability strategy and targets	fully reported
102-49	Changes in reporting	Sustainability strategy and targets	fully reported
102-50	Reporting period	Sustainability strategy and targets	fully reported
102-51	Date of most recent report	Sustainability strategy and targets	fully reported
102-52	Reporting cycle	Sustainability strategy and targets	fully reported
102-53	Contact point for questions regarding the report	Sustainability strategy and targets	fully reported
102-54	Claims of reporting in accordance with de GRI Standards	Sustainability strategy and targets	fully reported
102-55	GRI content index	Sustainability strategy and targets For viewing the GRI Index, click on the respective document to download on this page.	fully reported
102-56	External assurance	Independent Auditors' Report Environment, climate and energy - Audit statement For viewing the audit statement, click on the respective document to download on this webpage. The integrated reporting of thyssenkrupp references to the GRI guidelines. Orientation for referencing are the GRI standards (option "core").	fully reported
GRI 200: Economic			
201 Economic Performance			
103	Management approach	thyssenkrupp at a glance Combined management report Sustainability strategy and targets	fully reported
201-1	Direct economic value generated and distributed	Annual Report	fully reported
201-2	Financial implications and other risks and opportunities due to climate change	Environment, climate and energy Risk Report	fully reported

Disclosure	Description	Reference / comments	tk response to GRI disclosure (based on internal assessment)
201-3	Defined benefit plan obligations and other retirement plans	Consolidated financial statements	fully reported
201-4	Financial assistance received from government	Annual Report thyssenkrupp Carbon2Chem Project Carbon2Chem	fully reported
202 Market Presence			
103	Management approach	International Framework Agreement	partially reported
202-1	Ratios of standard entry level wage by gender compared to local minimum wage		not reported
202-2	Proportion of senior management hired from the local community		not reported
203 Indirect Economic Performance			
103	Management approach	Annual Report – Social responsibility	partially reported
203-1	Infrastructure investments and services supported	Annual Report – Social responsibility	partially reported
203-2	Significant indirect economic impacts		not reported
204 Procurement Practices			
103	Management approach	Responsible Procurement Sustainability strategy and targets	fully reported
204-1	Proportion of spending on local suppliers		not reported
205 Anti-Corruption			
103	Management approach	Compliance Code of Conduct	fully reported
205-1	Operations assessed for risks related to corruption	Compliance Compliance program External Reviews	fully reported
205-2	Communication and training about anti-corruption policies and procedures	Compliance program Annual Report - Compliance	fully reported
205-3	Confirmed incidents of corruption and actions taken	Compliance Submitting a report	partially reported
206 Anti-competitive Behavior			
103	Management approach	Compliance	fully reported
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance program Annual Report - Contingency	fully reported
207 Tax			
103	Management approach	Tax Compliance Annual Report - Compliance	fully reported
207-1	Approach to tax	Tax Compliance	fully reported
207-2	Tax governance, control, and risk management	Risk report	partially reported
207-3	Stakeholder engagement and management of concerns related to tax	Tax Compliance	partially reported
207-4	Country-by-country reporting	Tax Compliance	partially reported
GRI 300: Environmental			
301 Materials			
103	Management approach	thyssenkrupp at a glance Combined management report Sustainability strategy and targets	fully reported
301-1	Materials used by weight or volume	Annual report	partially reported
301-2	Recycled input materials used		not reported
301-3	Reclaimed products and their packaging materials		not reported
302 Energy			
103	Management approach	Environment, climate and energy Sustainability strategy and targets	fully reported
302-1	Energy consumption within the organization	Environment, climate and energy	fully reported
302-2	Energy consumption outside of the organization		not reported
302-3	Energy intensity		not reported
302-4	Reduction of energy consumption	Environment, climate and energy Annual Report	partially reported

Disclosure	Description	Reference / comments	tk response to GRI disclosure (based on internal assessment)
302-5	Reductions in energy requirements of products and services	Environment, climate and energy Innovation Engineered Blog: High efficiency, big savings Engineered Blog: 20 million tons less CO2	partially reported
303 Water and Effluents			
103	Management approach	Environment, climate and energy Environment and Energy policy of thyssenkrupp Group	fully reported
303-1	Interactions with water as a shared resource	Environment, climate and energy	partially reported
303-2	Management of water discharge-related impacts		not reported
303-3	Water withdrawal	Environment, climate and energy	partially reported
303-4	Water discharge	Environment, climate and energy	partially reported
303-5	Water consumption	Environment, climate and energy	partially reported
305 Emissions			
103	Management approach	Environment, climate and energy Sustainability strategy and targets	fully reported
305-1	Direct (Scope 1) GHG emissions	Environment, climate and energy	fully reported
305-2	Energy indirect (Scope 2) GHG emissions	Environment, climate and energy For further information see Carbon Disclosure Project (CDP) answer.	fully reported
305-3	Other indirect (Scope 3) GHG emissions	Environment, climate and energy For further information see Carbon Disclosure Project (CDP) answer.	fully reported
305-4	GHG emissions intensity	Environment, climate and energy For further information see Carbon Disclosure Project (CDP) answer.	fully reported
305-5	Reduction of GHG emissions	Annual Report Environment, climate and energy	fully reported
305-6	Emissions of ozone-depleting substances (ODS)		not reported
305-7	Nitrogen oxides (Nox), sulfur oxides (Sox), and other significant air emissions	Environment, climate and energy	fully reported
306 Waste			
103	Management approach	Environment, climate and energy Environment and Energy policy of thyssenkrupp Group	fully reported
306-1	Waste generation and significant waste-related impacts		not reported
306-2	Management of significant waste-related impacts	Environment and Energy policy of thyssenkrupp Group	partially reported
306-3	Waste generated	Environment, climate and energy	partially reported
306-4	Waste diverted from disposal		not reported
306-5	Waste directed to disposal	Environment, climate and energy	partially reported
307 Environmental Compliance			
103	Management approach	Environment and Energy policy of thyssenkrupp Group Code of Conduct	fully reported
307-1	Non-compliance with environmental laws and regulations	Environment and Energy policy of thyssenkrupp Group Code of Conduct	fully reported
308 Supplier Environmental Assessment			
103	Management approach	Sustainability strategy and targets Responsible Procurement	fully reported
308-1	New suppliers that were screened using environmental criteria	Responsible Procurement	partially reported
308-2	Negative environmental impacts in the supply chain and actions taken	Responsible Procurement	partially reported
GRI 400: Social			
401 Employment			
103	Management approach	Responsible employer Sustainability strategy and targets	fully reported
401-1	New employee hires and employee turnover	Responsible employer Employee figures	fully reported
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Career – Who we are Wages schedules	fully reported

Disclosure	Description	Reference / comments	tk response to GRI disclosure (based on internal assessment)
401-3	Parental leave		not reported
402 Labor / Management Relations			
103	Management approach	Responsible employer Code of Conduct	fully reported
402-1	Minimum notice periods regarding operational changes	Regarding minimum notice periods for significant operational changes, our group companies apply the local regulations. In addition, principles of EWC (European Works Council) agreement to inform the EWC about significant trans-international operational changes should also be applied. Responsible employer	fully reported
403 Occupational Health and Safety			
103	Management approach	Occupational safety and health Sustainability strategy and targets	fully reported
403-1	Occupational health and safety management system	Occupational Safety & Health Policy	fully reported
403-2	Hazard identification, risk assessment, and incident investigation	Annual Report - Safety and Health Occupational safety and health	fully reported
403-3	Occupational health services	Occupational safety and health	partially reported
403-4	Worker participation, consultation, and communication on occupational health and safety	Responsible employer Career – Who we are	partially reported
403-5	Worker training on occupational health and safety	Occupational Safety & Health Policy	partially reported
403-6	Promotion of worker health		not reported
403-7	Prevention mitigation of occupational health and safety impacts directly linked by business relationships		not reported
403-8	Workers covered by an occupational health and safety management system	OHSAS 18001 is implemented on group company level (where relevant).	partially reported
403-9	Work-related injuries	Occupational safety and health	partially reported
403-10	Work-related ill health		not reported
404 Training and Education			
103	Management approach	Training, development & talent management	fully reported
404-1	Average hours of training per year per employee		not reported
404-2	Programs for upgrading employee skills and transition assistance programs	Training, development & talent management	partially reported
404-3	Percentage of employees receiving regular performance and career development reviews		not reported
405 Diversity and Equal Opportunity			
103	Management approach	Sustainability strategy and targets Diversity and Inclusion	fully reported
405-1	Diversity of governance bodies and employees	Key figures employees Corporate governance	partially reported
405-2	Ratio of basic salary and remuneration of women to men		not reported
406 Non-discrimination			
103	Management approach	Responsible employer	fully reported
406-1	Incidents of discrimination and corrective actions taken		not reported
407 Freedom of Association and Collective Bargaining			
103	Management approach	Responsible employer Code of Conduct	fully reported
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Responsible employer Responsible Procurement	partially reported
408 Child Labor			
103	Management approach	Code of Conduct Supplier Code of Conduct Sustainability Responsible employer	fully reported
408-1	operations and suppliers at significant risk for incidents of child labor	Code of Conduct Supplier Code of Conduct Sustainability Responsible employer	partially reported

Disclosure	Description	Reference / comments	tk response to GRI disclosure (based on internal assessment)
409 Forced of Compulsory Labor			
103	Management approach	Code of Conduct Supplier Code of Conduct Sustainability Responsible employer	fully reported
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Code of Conduct Supplier Code of Conduct Sustainability Responsible employer	partially reported
412 Human Rights Assessment			
103	Management approach	Human Rights Responsible Procurement	partially reported
412-1	Operations that have been subject to human rights reviews or impact assessments	Human Rights Responsible Procurement	partially reported
412-2	Employee training on human rights policies or procedures	Human Rights Responsible Procurement	partially reported
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Human Rights Responsible Procurement	partially reported
413 Local Communities			
103	Management approach	Corporate Citizenship	partially reported
413-1	Operations with local community engagement, impact assessment, and development programs	Corporate Citizenship	partially reported
413-2	Operations with significant actual and potential negative impacts on local communities		not reported
415 Public Policy			
103	Management approach	In our local community activities, we consistently follow our high compliance standards. Therefore in Germany and worldwide, donations to political parties, to party-affiliated or party comparable organizations, to independently elected representatives and candidates for political mandates are generally inconsistent and inadmissible according to our values. Code of Conduct Dialogue and Commitment Annual Report – Social Responsibility	fully reported
415-1	Political contributions	In our local community activities, we consistently follow our high compliance standards. Therefore in Germany and worldwide, donations to political parties, to party-affiliated or party comparable organizations, to independently elected representatives and candidates for political mandates are generally inconsistent and inadmissible according to our values. Code of Conduct Dialogue and Commitment	fully reported
419 Socioeconomic Compliance			
103	Management approach	Compliance	partially reported
419-1	Non-compliance with laws and regulations in the social and economic area	Compliance program	partially reported