

GRI content index

Statement of use	bilstein group has reported the information cited in this GRI content index for the period January 1st - December 31st 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION (pages in sustainability report)
GRI 2: General Disclosures 2021	2-1 Organizational details	pg. 5
	2-2 Entities included in the organization’s sustainability reporting	pg. 5
	2-3 Reporting period, frequency and contact point	pg. 5, pg. 30
	2-5 External assurance	No external assurance was done for this sustainability report.
	2-6 Activities, value chain and other business relationships	pg. 5
	2-7 Employees	pg. 16-19
	2-8 Workers who are not employees	pg. 18
	2-9 Governance structure and composition	pg. 23
	2-10 Nomination and selection of the highest governance body	n/a
	2-11 Chair of the highest governance body	pg. 23
	2-12 Role of the highest governance body in overseeing the management of impacts	pg. 23
	2-13 Delegation of responsibility for managing impacts	pg. 23
	2-14 Role of the highest governance body in sustainability reporting	Our Sustainability Report was reviewed by company's CEOs.
	2-15 Conflicts of interest	pg. 27
	2-19 Remuneration policies	pg. 16
	2-22 Statement on sustainable development strategy	pg. 2-3
2-23 Policy commitments	pg. 27	
2-26 Mechanisms for seeking advice and raising concerns	pg. 27	
2-27 Compliance with laws and regulations	pg. 27	
2-28 Membership associations	pg. 23	
2-29 Approach to stakeholder engagement	pg. 25-26	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	pg. 6
	3-2 List of material topics	pg. 6
	3-3 Management of material topics	pg. 6, pg. 23
GRI 301: Materials 2016	301-1 Materials used by weight or volume	pg. 14-15
	301-2 Recycled input materials used	pg. 15
	301-3 Reclaimed products and their packaging materials	pg. 15
GRI 302: Energy 2016	302-1 Energy consumption within the organization	pg. 9-10
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	pg. 7
	305-2 Energy indirect (Scope 2) GHG emissions	pg. 7
	305-3 Other indirect (Scope 3) GHG emissions	pg. 7
	305-4 GHG emissions intensity	pg. 7
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	pg. 15
	306-3 Waste generated	pg. 15
	306-4 Waste diverted from disposal	pg. 15
	306-5 Waste directed to disposal	pg. 15
	306-2 Waste sent to landfill	pg. 15
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	pg. 20
	403-6 Promotion of worker health	pg. 17
	403-8 Workers covered by an occupational health and safety management system	pg. 20
	403-9 Work-related injuries	pg. 20
	403-10 Work-related ill health	pg. 20
	403-7 Absence due to occupational health and safety	pg. 20
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	pg. 18
	404-2 Programs for upgrading employee skills and transition assistance programs	pg. 16-18
	404-3 Percentage of employees receiving regular performance and career development reviews	pg. 18
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	pg. 18