

# GRI Content Index

Bystronic has reported the information cited in this GRI content index for the period from January 1, to December 31, 2021, with reference to the GRI Standards.

## GRI 1 used

## GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
<b>General disclosures</b>		
	The organization and its reporting practices	
GRI 2: General Disclosures 2021	2-1 Organizational details	Sustainability Report, p. 6-7 Annual Report, p. 41
	2-2 Entities included in the organization's sustainability reporting	Sustainability Report, p. 7
	2-3 Reporting period, frequency, and contact point	Sustainability Report, p. 56
	2-4 Restatements of information	Sustainability Report, p. 56
	2-5 External assurance	Sustainability Report, p. 56
<b>Activities and workers</b>		
GRI 2: General Disclosures 2021	2-6 Activities, value chain, and other business relationships	Sustainability Report, p. 8-10
	2-7 Employees	Sustainability Report, p. 49

## GRI Standard

## Disclosure

## Location

## Governance

GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Sustainability Report, p. 14 Annual Report, p. 41 ff.
	2-10 Nomination and selection of the highest governance body	Sustainability Report, p. 14 Annual Report, p. 46
	2-11 Chair of the highest governance body	Sustainability Report, p. 14 Annual Report, p. 43, 46
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report, p. 14
	2-13 Delegation of responsibility for managing impacts	Sustainability Report, p. 14
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report, p. 14
	2-15 Conflicts of interest	Sustainability Report, p. 15 Annual Report, p. 46
	2-17 Collective knowledge of the highest governance body	Sustainability Report, p. 14
	2-18 Evaluation of the performance of the highest governance body	Annual Report, p. 70
	2-19 Remuneration policies	Annual Report, p. 69 ff.
	2-20 Process to determine remuneration	Annual Report, p. 69 ff.
	2-21 Annual total compensation ratio	Sustainability Report, p. 49

GRI Standard	Disclosure	Location
<b>Strategy, policies, and practices</b>		
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Sustainability Report, p. 4
	2-23 Policy commitments	Sustainability Report, p. 11, 14-15
	2-24 Embedding policy commitments	Sustainability Report, p. 11, 14-15
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report, p. 15
	2-28 Membership associations	Sustainability Report, p. 18
<b>Stakeholder engagement</b>		
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Sustainability Report, p. 18
	2-30: Collective bargaining agreements	Sustainability Report, p. 49
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report, p. 17
	3-2 List of material topics	Sustainability Report, p. 17
<b>Diversity, inclusion &amp; human rights</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, p. 20-23, 44-45
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report, p. 23, 50

GRI Standard	Disclosure	Location
<b>Occupational health &amp; safety</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, p. 20-22, 24-25
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report, p. 24-25
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report, p. 24-25
	403-3 Occupational health services	Sustainability Report, p. 24-25
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report, p. 24-25
	403-5 Worker training on occupational health and safety	Sustainability Report, p. 24-25
	403-6 Promotion of worker health	
Own disclosure	Number of recordable injuries	Sustainability Report, p. 25
Own disclosure	Rate of recordable injuries	Sustainability Report, p. 25
Own disclosure	Fatalities	Sustainability Report, p. 25
<b>Talent attraction &amp; development</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, p. 26-28
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Report, p. 28, 50-51
Own disclosure	Employee NPS	Sustainability Report, p. 27, 51
Own disclosure	Voluntary employee turnover rate	Sustainability Report, p. 28, 51
Own disclosure	Employee Engagement Score	Sustainability Report, p. 27, 51

GRI Standard	Disclosure	Location
<b>Energy &amp; climate change</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, p. 32-34
GRI 302: Energy	302-1 Energy consumption within the organization	Sustainability Report, p. 52
	302-3 Energy intensity	Sustainability Report, p. 52
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report, p. 34, 52
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report, p. 34, 52
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report, p. 34, 52
	305-4 GHG emissions intensity	Sustainability Report, p. 52
<b>Resource efficiency &amp; circular economy</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, p. 21-22, 35
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability Report, p. 35-36
	306-2 Management of significant waste-related impacts	Sustainability Report, p. 35-36
	306-3 Waste generated	Sustainability Report, p. 36, 52
Own disclosure	Number of refurbished machines	Sustainability Report, p. 36, 52
<b>Innovation &amp; digitalization</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report, p. 21-22, 40-43
Own disclosure	Share of innovations co-created with customers/partners	Sustainability Report, p. 53
Own disclosure	Share of cooperation with sustainable development startups	Sustainability Report, p. 53
Own disclosure	Percentage of R&D expenses dedicated to sustainability	Sustainability Report, p. 53