

9.2 GRI Performance Data 2021

GRI Standards	Indicator	Performance 2021	Performance 2020			
Environment						
Energy	302-1	Energy consumption within the organization				
		Scope 1 Emissions ¹⁾				
		Diesel [kWh]	216,934	100,695		
		Fuel oil [kWh]	45,660	68,988		
		Natural gas [kWh]	463,712	450,888		
		Scope 2 Emissions				
		Electricity (non-renewable energies) [kWh]	8,482,518	8,329,921 ²⁾		
		Electricity (renewable energies) [kWh]	27,932,158	26,956,388 ²⁾		
		District heating [kWh]	28,977,091	28,220,534 ²⁾		
		Water	303-5	Water consumption [m ³]	86,479	81,571
Emissions	305-1	Direct GHG-Emissions (Scope 1, market-based approach) [tCO ₂ e] ^{1,2)}	8,149	11,162		
	305-2	Direct GHG-Emissions (Scope 2, market-based approach) [tCO ₂ e] ^{1,2)}	10,016	11,610		
	305-6	Emissions of ozone-depleting substances (ODS) [kg]	414.7	382.4 ³⁾		
		Volatile organic compounds (VOC) [kg]	3,239	5,168		
Waste	306-2	Waste				
		Non-hazardous waste [metric tons]	1,119	1,135		
		Hazardous waste [metric tons]	79	113		
Perimeter: HENSOLDT, consolidated companies (sales representations excluded) incl. Cyber GmbH						
Social						
Employment	GRI 401-1	New employee hires and employee turnover				
		New hires	715	502		
		Voluntary turnover	222	147		
		Non-voluntary turnover ⁴⁾	125	152		
		Active workforce by contract type				
		Permanent	5,428	5,115		
		Temporary	193	112		
		Percentage of part-time employees	6%	6%		
		Employees by geographical area				
		Hensoldt total	5,621	5,227		
		Germany	4,073	3,842		
		France	576	578		
		South Africa	799	624		
		UK	173	183		
		GRI 401-3	Paternity/maternity leave taken in the reporting period	370	214	
			Total female paternity/maternity leave taken	144	87	
			Total male paternity/maternity leave taken	226	127	
		Occupational Health & Safety	GRI 403-9	Number of work-related injuries	74 ⁵⁾	34
				Lost Time Injury Frequency Rate (LTIFR)	0.86 ⁵⁾	0.49
				Fatalities	0	0
GRI 403-10	Number of reportable work-related ill health cases	2	1			
	GRI 404-3	Total number of training hours	97,387	47,868		
Training & Education		GRI 404-3	Training provided by Hensoldt Academy (compared to external providers)	91%	90%	
	Percentage of employees receiving regular performance and career development reviews		95%	94%		
Diversity & Equal Opportunity	GRI 405-1	Diversity in governance bodies and among employees				
		Percentage of women in the active workforce	23%	22%		
		Percentage of women in management positions (senior manager positions)	10%	10%		
		Percentage of women in management positions (executive positions)	10%	13%		
		Percentage of women in the Leadership Team ⁶⁾	15%	14%		
		Percentage of women in the Executive Committee (incl. Management Board)	8%	22%		

Perimeter: HENSOLDT, consolidated companies (sales representations excluded) incl. Cyber GmbH, excl. interns and working students

¹⁾ As of reporting period 2021: Adaption of allocation of scope 1 sub-indicators (also retrospectively for 2020 reporting period, incl. impact on GHG emissions)

²⁾ Corrected values after verification with landlord, incl. impact on GHG emissions

³⁾ Corrected value due to downstream consumption analysis

⁴⁾ Including pension, end of partial retirement, mutual agreement, early termination, end of fixed-term contract, death cases

⁵⁾ Increase due to Corona cases in the workforce (which are reported as work-related injuries)

⁶⁾ Definition (also retroactive 2020): entire HENSOLDT Group Leadership Team (incl. Leadership Team, Executive Leadership Team, Executive Committee, and Management Board)

Retroactive adjustments to consumption data are not part of KPMG's 2021 audit scope.