

INDEX ACCORDING TO GRI (GLOBAL REPORTING INITIATIVE)

GRI	Report content (key indicators)	Page
1.1	Vision and strategy	7–11, 31
1.2	Statement by the CEO	2
Organizational profile		
2.1	Name of the company	4
2.2	Major products and services	4, 35–47
2.3	Operational structure	35
2.4	Major business areas	35–47
2.5	Countries in which the company has operations	5, 35–47
2.6	Ownership structure	4
2.7	Markets served	5, 29
2.8	Scale of the company	4, 5
2.9	List of stakeholders*	14
2.10	Contact person for the report	65
2.11	Reporting period	52, 53
2.12	Date of most recent report	1st Group Sustainability Report
2.13	Boundaries of the report	front flap
2.14	Significant changes	none
2.15	Joint ventures, subsidiaries, etc. in the report	4
2.16	Restatements of information	none
2.17	Decisions not to apply GRI principles	n. r.
2.18	Criteria/definitions for costs and benefits*	54
2.19	Changes in measurement methods	52, 53
2.20	Accuracy and completeness of the report	52
2.21	Independent assurance of the report	front flap, 63
2.22	Access to additional information	entire document
Governance structure and management system		
3.1	Governance structure*	8, 12, 13
3.2	Independence of the Supervisory Board	8, 9
3.3	Expertise of the Executive Board in terms of sustainability issues	n. r.
3.4	Board-level processes for monitoring environmental, economic and social risks and opportunities	n. r.
3.5	Linkage between executive compensation and achievement of the company's sustainability goals	none
3.6	Organizational structure for sustainability policy	12, 13
3.7	Corporate mission and values	7–12
3.8	Shareholder recommendations to the Executive Board	n. r.
3.9	Identification of stakeholders	n. r.
3.10	Consideration of stakeholder interests*	14, 19
3.11	Stakeholder feedback*	14, 19
3.12	Use of feedback from stakeholders*	14, 19
3.13	Consideration of the precautionary principle*	19
3.14	Participation in external initiatives	7, 14, 21
3.15	Memberships in industry and business associations*	14
3.16	Management of upstream and downstream impacts	13, 19, 28
3.17	Management of indirect impacts	8, 9, 19–23
3.18	Changes involving locations of operations or activities	none
3.19	Sustainability programs and procedures	10, 11, 33, 60–61
3.20	Certification status pert. to sustainability management systems*	33
Economic performance indicators		
EC1	Net revenue	5
EC2	Geographic breakdown of markets*	5, 29
EC3	Costs of all goods, materials and services purchased	59
EC4	Contracts paid on-time in percent	n. r.
EC5	Employee compensation (wages, social benefits)*	59
EC6	Distributions to providers of capital	59

GRI	Report content (key indicators)	Page
EC7	Changes in retained earnings	59
EC8	Total sum of all tax payments by country*	59
EC9	State subsidies/grants by country	n. r.
EC10	Donations to community and civil associations*	25
Environmental performance indicators		
EN1	Total materials use other than water, by type	n. r.
EN2	Utilization of waste materials	n. r.
EN3	Direct energy use (broken down by primary source)	55
EN4	Indirect energy use	n. r.
EN5	Water use	55
EN6	Land areas used in biodiversity-rich habitats	n. r.
EN7	Major impacts on biodiversity	n. r.
EN8	Greenhouse gas emissions*	55
EN9	Ozone-depleting substances	n. r.
EN10	NO _x , SO _x and other significant air emissions*	55
EN11	Waste volume by type and method of disposal	56
EN12	Significant discharges to water by type*	56
EN13	Significant spills of chemicals, oils, etc.	n. r.
EN14	Environmental impact of services supplied	30–32
EN15	Recycling of products	n. r.
EN16	Fines for non-compliance with legal environmental regulations	Lowlights, 15
Social performance indicators: Working conditions		
LA1	Breakdown of workforce by region*	5
LA2	Workforce fluctuation and job creation by region*	5, 57
LA3	Percentage of employees represented by trade unions or covered by collective bargaining agreements*	26
LA4	Consultation with employees in operational decisions	front flap, 64
LA5	Documentation of occupational accidents and diseases*	58
LA6	Formal committees on health and safety issues	n. r.
LA7	Injuries, absentee rates and work-related fatalities	58
LA8	Principles and policies on HIV/AIDS*	27
LA9	Training hours by employee category	n. r.
LA10	Principles and policies on equal opportunity*	12, 26, 27
LA11	Composition of Senior Management and the Executive Board (gender/culture)	n. r.
Social performance indicators: Human rights		
HR1	Principles and policies on monitoring human rights*	12, 13, 15
HR2	Consideration pertaining to investments/procurement	n. r.
HR3	Principles/policies in respect of the supply chain*	13, 23
HR4	Principles and policies for preventing discrimination*	13, 26
HR5	Assurance of freedom of association within the company*	15, 26
HR6	Principles/measures related to the prevention of child labor*	13, 15, 26
HR7	Principles/measures related to the prevention of forced labor*	13, 15, 26
Social performance indicators: Society		
SO1	Policy on managing impacts on areas affected by activities*	23
SO2	Principles/measures related to the prevention of corruption*	15, 16, 17
SO3	Principles/measures rel. to political lobbying & contributions*	15
Social performance indicators: Responsibility for products and services		
PR1	Principles related to health and safety of customers	20
PR2	Principles/measures related to product information and labeling	n. r.
PR3	Principles/measures related to consumer privacy	n. r.

n. r. = not reported

* No complete presentation as per GRI criteria or only examples.

This GRI Index relates exclusively to the present report. An extended GRI Index on the Internet includes additional information only available on the Internet, as well as the special indicators for the automobile industry. See: www.volkswagen-sustainability.com