

GRI Content Index

February 2024



thyssenkrupp

GRI Content 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), Sustainability Accounting Standards Board (SASB), 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).



thyssenkrupp has reported the information cited in this GRI Content Index for the period from October 1, 2022 to September 30, 2023 with reference to the GRI Standards and using the GRI 1: Foundation 2021. The index and referenced content is reviewed and updated on a yearly basis.

Disclosure	Description	Reference	Comments/omissions
GRI 2: General Disclosures			
The organization and its reporting practices			
2-1	Organizational details	Company Annual Report - Shareholder structure Shareholder structure Imprint Annual Report - Information about the group Annual Report - Group review	
2-2	Entities included in the organization's sustainability reporting	Annual Report - Information about the group Annual Report - Segment review Independent Auditor's Report	
2-3	Reporting period, frequency and contact point	Annual Report - Contacts and 2024/2025 financial calendar Sustainability strategy and targets	This GRI reporting as well as our Annual Report cover the period from October 1, 2022 to September 30, 2023.
2-4	Restatements of information	Sustainability strategy and targets Environment and Energy Management	If we become aware of material deviations, prior year figures are corrected to promote the transparency and comparability of our reporting. This was not required in 2022 / 2023. Changes in methodology as well as portfolio adjustments according to the GHG protocol are marked as such.
2-5	External assurance	Independent Auditor's Report	For our sustainability reporting that is integrated in the Annual Report a reasonable assurance is performed by our auditor. Additional limited assurance has provided by an external auditor for selected environmental KPIs.
Activities and workers			
2-6	Activities, value chain and other business relationships	Company Products Annual Report - Group review Annual Report - Segment review Procurement Annual Report - Purchasing	
2-7	Employees	Company Annual Report - Employees Annual Report - Diversity & inclusion Employee figures Annual Report - Information about the group	
2-8	Workers who are not employees	Annual Report - Employees Annual Report - Diversity & inclusion Employee figures	
Governance			
2-9	Governance structure and composition	Annual Report - Corporate Governance statement Annual Report - Executive and Supervisory Board Annual Report - Executive Board Annual Report - Supervisory Board Annual Report - Report by the Supervisory Board Annual Report - Sustainability and Indirect Financial Targets Sustainability strategy and targets Company structure Corporate governance	
2-10	Nomination and selection of the highest governance body	Annual Report - Corporate Governance statement Annual Report - Executive and Supervisory Board Annual Report - Executive Board Annual Report - Supervisory Board Annual Report - Report by the Supervisory Board Corporate governance	

2-11	Chair of the highest governance body	Annual Report - Corporate Governance statement Annual Report - Executive and Supervisory Board Corporate governance	
2-12	Role of the highest governance body in overseeing the management of impacts	Annual Report - Report by the Supervisory Board Annual Report - Corporate Governance statement Annual Report - Sustainability and Indirect Financial Targets	
2-13	Delegation of responsibility for managing impacts	Annual Report - Corporate Governance statement Annual Report - Sustainability and Indirect Financial Targets Annual Report - Executive and Supervisory Board Company structure Corporate governance	
2-14	Role of the highest governance body in sustainability reporting	Annual Report - Report by the Supervisory Report Annual Report - Responsibility Statement	thyssenkrupp's sustainability reporting is fully integrated into the annual report and has been approved by the Executive Board as well as the Supervisory Board.
2-15	Conflicts of interest	Annual Report - thyssenkrupp stock Annual Report - Corporate Governance statement Annual Report - Report by the Supervisory Report Annual Report – Compensation Report Code of Conduct	
2-16	Communication of critical concerns	Annual Report - Corporate Governance statement Annual general meeting Mission Statement What we stand for Corporate Governance Responsibility for the Community Submitting a Report Code of Conduct Whistleblowing at thyssenkrupp Whistleblowing rules of procedure	
2-17	Collective knowledge of the highest governance body	Annual Report - thyssenkrupp stock Annual Report - Corporate Governance statement Annual Report - Sustainability and Indirect Financial Targets Annual Report - Report by the Supervisory Report	
2-18	Evaluation of the performance of the highest governance body	Annual Report - Corporate Governance statement Annual Report - Sustainability and Indirect Financial Targets Annual Report - Report by the Supervisory Report Sustainability strategy and targets Corporate governance	
2-19	Remuneration policies	Annual Report - Sustainability and Indirect Financial Targets Annual Report - Compensation report 2022/2023 Report of the independent auditor on the formal audit of the remuneration report Sustainability strategy and targets	
2-20	Process to determine remuneration	Annual Report - Sustainability and Indirect Financial Targets Annual Report - Compensation report 2022/2023 Report of the independent auditor on the formal audit of the remuneration report Sustainability strategy and targets	
2-21	Annual total compensation ratio	Annual Report - Compensation report 2022/2023	
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Annual Report - Sustainability and Indirect Financial Targets Sustainability strategy and targets Climate strategy and targets	

2-23	Policy commitments	Mission Statement What we stand for Corporate governance Policies and group wide standards in environmental, social responsibility as well as good corporate governance UN Global Compact - Communication on Progress Principles of compliance with human rights and environmental due diligence requirements Code of Conduct	
2-24	Embedding policy commitments	Mission Statement What we stand for Code of Conduct Corporate governance Annual Report - Sustainability and Indirect Financial Targets Principles of compliance with human rights and environmental due diligence requirements Supplier Code of Conduct	
2-25	Processes to remediate negative impacts	Code of Conduct Supplier Code of Conduct Principles of compliance with human rights and environmental due diligence requirements Corporate Governance Responsibility for the Community International Framework Agreement Compliance Submitting a report Whistleblowing at thyssenkrupp Whistleblowing rules of procedure	
2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct Supplier Code of Conduct Corporate Governance Responsibility for the Community International Framework Agreement Compliance Submitting a report Whistleblowing at thyssenkrupp Whistleblowing rules of procedure	
2-27	Compliance with laws and regulations	Annual Report - Notes to the financial statements	
2-28	Membership associations	Annual Report - Social responsibility Corporate Governance Responsibility for the Community UN Global Compact - Communication on Progress econsense World Steel Association	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Corporate Governance Responsibility for the Community	Throughout the year thyssenkrupp engages regularly with its stakeholders. Frequency of engagement is dependent on the materiality of the topic as well as the relevance of the stakeholder group. In case of relevant changes, engagement can take part specifically as part of the preparation of the report.
2-30	Collective bargaining agreements	International Framework Agreement Co-determination	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.
GRI 3: Material Topics			
3-1	Process to determine material topics	Corporate Governance Responsibility for the Community Annual Report - Overview of non-financial disclosures Sustainability strategy and targets	
3-2	List of material topics	Annual Report - Overview of non-financial disclosures Sustainability strategy and targets	A list of thyssenkrupp's material sustainability topics based on the materiality definition for non financial reporting according to German Commercial Code (HGB) can be found in the annual report. For its reporting according to the GRI Standards thyssenkrupp reports topic specific disclosures for these sustainability topics as well as further topics that are considered material according to the materiality definition of GRI.

GRI 200: Economic		
201 Economic Performance		
3-3	Management of material topics	Annual Report - Report on the economic position Climate strategy and targets TCFD Reference Table Annual Report - Employees
201-1	Direct economic value generated and distributed	Annual Report - thyssenkrupp in figures Annual Report - Results of operations and financial position Annual Report - thyssenkrupp group - statement on income
201-2	Financial implications and other risks and opportunities due to climate change	Climate strategy and targets TCFD Reference Table Annual Report- Forecast, opportunity and risk report
More details can be found in our CDP reporting .		
201-3	Defined benefit plan obligations and other retirement plans	Annual Report - thyssenkrupp group - statement of financial position Annual Report - thyssenkrupp group - Notes to the financial statements
201-4	Financial assistance received from government	Annual Report - thyssenkrupp group - statement of financial position Annual Report - Technology and innovations Annual Report - Employees
203 Indirect economic impacts		
3-3	Management of material topics	Climate strategy and targets TCFD Reference Table Innovative technology solutions for the key challenges of the future Annual Report - Technology and innovations
203-2	Significant indirect economic impacts	Climate strategy and targets TCFD Reference Table Hydrogen: an energy carrier for the future 6 breakthrough technologies for our climate Annual Report - Technology and innovations Annual Report - Strategy
205 Anti-Corruption		
3-3	Management of material topics	Compliance Compliance Commitment Annual Report - Compliance Annual Report - Corporate governance statement External Reviews: Transparency International Principles of compliance with human rights and environmental due diligence requirement
205-1	Operations assessed for risks related to corruption	Compliance Code of Conduct Annual Report - Compliance Annual Report - Corporate governance statement Annual Report - Risk Report
205-2	Communication and training about anti-corruption policies and procedures	Compliance Compliance Commitment Code of Conduct Annual Report - Compliance Annual Report - Corporate governance statement
205-3	Confirmed incidents of corruption and actions taken	Compliance Annual Report - Compliance Annual Report - Corporate governance statement Annual Report - thyssenkrupp group - Notes to the financial statements
206 Anti-competitive Behavior		
3-3	Management of material topics	Compliance Compliance Commitment Annual Report - Compliance Annual Report - Corporate governance statement
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report - thyssenkrupp group - Notes to the financial statements

207 Tax			
3-3	Management of material topics	Tax Compliance Annual Report - Compliance	
207-1	Approach to tax	Tax Compliance Compliance Organization Annual Report - Compliance Annual Report - Corporate governance statement	
207-2	Tax governance, control, and risk management	Tax Compliance Compliance Organization Compliance Program Annual Report - Corporate governance statement Annual Report- Forecast, opportunity and risk report Annual Report - Independent Auditor's Report	
207-3	Stakeholder engagement and management of concerns related to tax	Tax Compliance Corporate Governance Responsibility for the Community	
207-4	Country-by-country reporting	Tax Compliance Annual Report - thyssenkrupp group - Notes to the financial statements	
GRI 300: Environmental			
301 Materials			
3-3	Management of material topics	Climate strategy and targets Innovation Annual Report - Technology and innovations Annual Report - Information about the Group	
301-2	Recycled input materials used	thyssenkrupp Steel Europe - Environmental protection Carbon2Chem bioplastic PLA	
302 Energy			
3-3	Management of material topics	Environment and Energy Management Environment and Energy policy of thyssenkrupp Group Annual Report - Climate, energy and environment Principles of compliance with human rights and environmental due diligence requirements	More details can be found in our CDP reporting .
302-1	Energy consumption within the organization	Environment and Energy Management Annual Report - Climate, energy and environment SASB Reference Table	More details can be found in our CDP reporting .
302-3	Energy intensity	Annual Report - Climate, energy and environment Annual Report - thyssenkrupp Group - statement of income	More details can be found in our CDP reporting .
302-4	Reduction of energy consumption	Environment and Energy Management Annual Report - Climate, energy and environment SASB Reference Table	More details can be found in our CDP reporting .
302-5	Reductions in energy requirements of products and services	Climate strategy and targets TCFD Reference Table Innovation Stories: Sustainability and climate protection Annual Report - Technology and innovations	
303 Water and Effluents			
3-3	Management of material topics	Environment and Energy Management Environment and Energy policy of thyssenkrupp Group Annual Report - Climate, energy and environment thyssenkrupp Steel Europe - Environmental Protection Principles of compliance with human rights and environmental due diligence requirements	<p>All environmentally relevant group companies are required to implement an environmental management system. The responsible use of water as a resource is embedded as part of this management system (e.g. ISO 14001). The requirements for our group companies are clear: They must continuously improve their environmental performance and at the same time meet legal and other requirements as well as concrete environmental targets at their individual sites.</p> <p>As thyssenkrupp's business segments are very diverse so are the individual strategies for the management of water and effluents. The references to our segment Steel Europe are exemplary for the implementation in our different segments.</p>

303-1	Interactions with water as a shared resource	Environment and Energy Management thyssenkrupp Steel Europe - Environmental Protection	<p>All environmentally relevant group companies are required to implement an environmental management system. The responsible use of water as a resource is embedded as part of this management system (e.g. ISO 14001). The requirements for our group companies are clear: They must continuously improve their environmental performance and at the same time meet legal and other requirements as well as concrete environmental targets at their individual sites.</p> <p>As thyssenkrupp's business segments are very diverse so are the individual strategies for the management of water and effluents. The references to our segment Steel Europe are exemplary for the implementation in our different segments.</p>
303-2	Management of water discharge-related impacts	Environment and Energy Management thyssenkrupp Steel Europe - Environmental Protection	<p>All environmentally relevant group companies are required to implement an environmental management system. The responsible use of water as a resource is embedded as part of this management system (e.g. ISO 14001). The requirements for our group companies are clear: They must continuously improve their environmental performance and at the same time meet legal and other requirements as well as concrete environmental targets at their individual sites.</p> <p>As thyssenkrupp's business segments are very diverse so are the individual strategies for the management of water and effluents. The references to our segment Steel Europe are exemplary for the implementation in our different segments.</p>
303-3	Water withdrawal	Environment and Energy Management SASB Reference Table thyssenkrupp Steel Europe - Environmental Protection	
303-4	Water discharge	Environment and Energy Management thyssenkrupp Steel Europe - Environmental Protection	
303-5	Water consumption	Environment and Energy Management thyssenkrupp Steel Europe - Environmental Protection	
305 Emissions			
3-3	Management of material topics	Climate strategy and targets TCFD Reference Table Environment and Energy Management Sustainability strategy and targets Principles of compliance with human rights and environmental due diligence requirements	
305-1	Direct (Scope 1) GHG emissions	TCFD Reference Table Environment and Energy Management Annual Report - Climate, energy and environment	More details can be found in our CDP reporting .
305-2	Energy indirect (Scope 2) GHG emissions	TCFD Reference Table Environment and Energy Management Annual Report - Climate, energy and environment	
305-3	Other indirect (Scope 3) GHG emissions	TCFD Reference Table Environment and Energy Management	More details can be found in our CDP reporting .
305-4	GHG emissions intensity	Annual Report - Sustainability and Indirect Financial targets Annual Report - Climate, energy and environment Annual Report - thyssenkrupp Group - statement of income	<p>To reflect our climate targets, since fiscal year 2021/2022, emissions intensity excluding the steel business and, with reference to the steel business, the volume of net CO₂-reduced steel has been integrated into the long-term compensation of the executive board and top-level management.</p> <p>More details can be found in our CDP reporting.</p>
305-5	Reduction of GHG emissions	Climate strategy and targets TCFD Reference Table Environment and Energy Management Annual Report - Climate, energy and environment	<p>Figures include all CO₂ equivalents.</p> <p>More details can be found in our CDP reporting.</p>
305-7	Nitrogen oxides (NOx), sulfur oxides (Sox), and other significant air emissions	Environment and Energy Management SASB Reference Table thyssenkrupp Steel Europe - Environmental Protection	

306 Waste			
3-3	Management of material topics	Environment and Energy Management Environment and Energy policy of thyssenkrupp Group Annual Report - Climate, energy and environment thyssenkrupp Steel Europe - Environmental Protection Principles of compliance with human rights and environmental due diligence requirements	<p>All environmentally relevant group companies are required to implement an environmental management system. Waste management is embedded as part of this management system (e.g. ISO 14001). The requirements for our group companies are clear: They must continuously improve their environmental performance and at the same time meet legal and other requirements as well as concrete environmental targets at their individual sites.</p> <p>As thyssenkrupp's business segments are very diverse so are the individual strategies for the management of water and effluents. The references to our segment Steel Europe are exemplary for the implementation in our different segments.</p>
306-1	Waste generation and significant waste-related impacts	Environment and Energy Management Environment and Energy policy of thyssenkrupp Group thyssenkrupp Steel Europe - Environmental Protection	<p>All environmentally relevant group companies are required to implement an environmental management system. Waste management is embedded as part of this management system (e.g. ISO 14001). The requirements for our group companies are clear: They must continuously improve their environmental performance and at the same time meet legal and other requirements as well as concrete environmental targets at their individual sites.</p> <p>As thyssenkrupp's business segments are very diverse so are the individual strategies for the management of water and effluents. The references to our segment Steel Europe are exemplary for the implementation in our different segments.</p>
306-2	Management of significant waste-related impacts	Environment and Energy Management Annual Report - Climate, energy and environment thyssenkrupp Steel Europe - Environmental Protection	<p>All environmentally relevant group companies are required to implement an environmental management system. Waste management is embedded as part of this management system (e.g. ISO 14001). The requirements for our group companies are clear: They must continuously improve their environmental performance and at the same time meet legal and other requirements as well as concrete environmental targets at their individual sites.</p> <p>As thyssenkrupp's business segments are very diverse so are the individual strategies for the management of water and effluents. The references to our segment Steel Europe are exemplary for the implementation in our different segments.</p>
306-3	Waste generated	Environment and Energy Management	
308 Supplier Environmental Assessment			
3-3	Management of material topics	Annual Report - Purchasing Responsible Procurement Principles of compliance with human rights and environmental due diligence requirements SASB Reference Table Sustainability strategy and targets	
308-1	New suppliers that were screened using environmental criteria	Annual Report - Purchasing Responsible Procurement Principles of compliance with human rights and environmental due diligence requirements Sustainability strategy and targets	<p>To meet the requirements of the Supply Chain Act in January 2023 thyssenkrupp has developed a group-wide digital risk based approach as part of a due diligence process aimed at identifying, reducing and preventing supply chain risks and comprises specific human rights and environmental-related risks as well as the establishment of a catalog of effective preventive measures. To monitor compliance with the code's principles and requirements, audits are carried out on selected suppliers. The suppliers to be audited are normally selected on the basis of country or risk criteria or on an events-driven basis, for example, if we become aware of potential risk issues. Where necessary, improvement measures are agreed with suppliers during the audit and their implementation and effectiveness are monitored. In this way, we support supplier development while reducing potential sustainability-related risks and possible negative impacts along our supply chain. In the past ten years, more than 1150 sustainability audits have been carried out to check compliance with the principles and continuous fulfillment of requirements that are written down in our Supplier Code of Conduct.</p>
308-2	Negative environmental impacts in the supply chain and actions taken	Annual Report - Purchasing Responsible Procurement Principles of compliance with human rights and environmental due diligence requirements	

GRI 400: Social		
401 Employment		
3-3	Management of material topics	Annual Report - Employees Co-determination Principles of compliance with human rights and environmental due diligence requirements
401-1	New employee hires and employee turnover	Key figures Employees
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annual Report - Employees Co-determination Diversity & Inclusion Career - this is thyssenkrupp
402 Labor/Management Relations		
3-3	Management of material topics	Annual Report - Employees Co-determination Code of Conduct Principles of compliance with human rights and environmental due diligence requirements
402-1	Minimum notice periods regarding operational changes	Annual Report - Employees Co-determination Code of Conduct
		Regarding minimum notice periods for significant operational changes, our group companies apply the local regulation. In addition, principles of EWC (European Works Council) agreement to inform the EWC about significant trans-international operational changes should also be applied.
403 Occupational Health and Safety		
3-3	Management of material topics	Occupational Safety & Health Occupational Safety and Health Management Manual Annual Report - Employees Code of Conduct International Framework Agreement Sustainability strategy and targets
403-1	Occupational health and safety management system	Occupational Safety & Health Policy Annual Report - Employees Code of Conduct International Framework Agreement
		<p>It is our vested interest to continually improve our Occupational Safety and Health management in order to provide safe and healthy working conditions to all people working directly or indirectly for thyssenkrupp, no matter if they are own employees or contractors or belong to other external parties. Compliance with and implementation of legal requirements is for us a basic prerequisite.</p> <p>thyssenkrupp has implemented a Group Regulation on Occupational Safety and Health as well as a corresponding Group Operating Instruction comprising the thyssenkrupp Occupational Safety and Health management manual. Both instruments set out the binding framework for all Group Companies on how Occupational Safety and Health management shall be systematically incorporated in our daily processes. Compliance of the manual with ISO 45001 requirements has been externally certified. Exemplary topics covered include risk assessment, training and instruction, communication, machine safety, control of hazardous substances, human factors engineering, emergency preparedness including first aid, inspections, audits, incident investigation, and corrective action.</p> <p>Contractors confirm the Occupational Safety and Health requirements contractually and suitable protective measures are agreed upon on site level to ensure that all third-party companies are aware of the thyssenkrupp Occupational Safety and Health standards and measures.</p>
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Safety & Health Policy Occupational Safety and Health Management Manual Annual Report - Employees
		Please refer to the chapters 3 and 15 of the thyssenkrupp Occupational Safety and Health Management Manual.

403-3	Occupational health services	Occupational Safety & Health Policy Occupational Safety and Health Management Manual Annual Report - Employees	<p>Our extensive range of occupational health care services and access to company physicians are an important pillar of our occupational health program. Psychosocial counseling and support services (Employee Assistance Program) are widely included in our offerings for individual health promotion and occupational health care. Qualified experts such as psychotherapists, educators and coaches are on hand to help those affected with their professional and private concerns.</p> <p>Please refer to the chapter 6 (particularly sections 6.1.4 and 6.1.5) and the section 10.13.5 of the thyssenkrupp Occupational Safety and Health Management Manual for more detailed information.</p>
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Safety & Health Policy Occupational Safety and Health Management Manual Annual Report - Employees Career - this is thyssenkrupp	<p>For thyssenkrupp, close and trustful cooperation with employee representatives has a long tradition. Strong codetermination is a cornerstone of our corporate culture. For this reason, it is understood that representatives of the Group Works Council and the European Works Council are members of our Group Occupational Safety and Health Committee. Equally, dedicated employee representatives are continually involved in the further development of our Occupational Safety & Health management system and have actively supported the preparation of our Occupational Safety and Health Manual, among other things.</p> <p>The appendix A0 of the manual gives an overview of all topics on which consultation and participation should take place. Please also refer to the section 6.1.9 for more information.</p>
403-5	Worker training on occupational health and safety	Occupational Safety & Health Policy Occupational Safety and Health Management Manual Annual Report - Employees International Framework Agreement	<p>Please refer to the chapter 7 of the thyssenkrupp Occupational Safety and Health Management Manual.</p>
403-6	Promotion of worker health	Occupational Safety and Health Management Manual Annual Report - Employees Career - this is thyssenkrupp	<p>Please refer to the section 10.13.4 of the thyssenkrupp Occupational Safety and Health Management Manual.</p>
403-7	Prevention mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Safety & Health Policy Annual Report - Forecast, opportunity and risk report Risk Report	
403-8	Workers covered by an occupational health and safety management system	Occupational Safety & Health Annual Report - Employees	<p>All thyssenkrupp, companies operate under an Occupational Safety and Health Group Regulation that requires the implementation of an Occupational Safety and Health management system. An internal manual, that is certified to be compliant with ISO 45001 requirements, provides guidelines for the implementation of an Occupational Safety & Health management system while at the same time considering the specific needs of each individual group company.</p> <p>At thyssenkrupp, Occupational Safety and Health Management systems according to ISO 45001 are implemented and externally certified at group company level where relevant.</p>
403-9	Work-related injuries	Occupational Safety & Health Occupational Safety and Health Management Manual Annual Report - Employees SASB Reference Table	<p>At thyssenkrupp, all Group companies are required to implement adequate procedures for the reporting and investigation of incidents, statistical evaluation of accidents patterns and trends, and the implementation of corrective action. This refers to both incidents of own employees and contracted employees, where relevant. On Group level, the Accident Frequency Rate (= Lost Time Injury Frequency Rate, LTIFR) is used as the central key performance indicator. Clear targets have been set for top management as part of the thyssenkrupp sustainability program.</p> <p>For more information about incident investigation, please refer to the chapter 15 of the thyssenkrupp Occupational Safety and Health Management Manual.</p>
404 Training and Education			
3-3	Management of material topics	Annual Report - Employees Employees at thyssenkrupp	

404-1	Average hours of training per year per employee	Annual Report - Employees Employees at thyssenkrupp Career - this is thyssenkrupp	At thyssenkrupp, employee development is recognized as an opportunity for continuous improvement. Lifelong learning across all hierarchical levels increases the opportunities for professional success and satisfaction of our employees and contributes to the future viability of the entire company. We support our employees with a variety of training and development programs. For example, thyssenkrupp offers seminars on technical training and other key topics to promote talent. We train our employees in courses on occupational safety and health management. 17.4% of our employees were qualified in first aid in the fiscal year 2022/2023. To continuously develop our leadership culture, our managers are supported with a wide range of exchange and training opportunities especially from our tk Academy and encouraged to meet new challenges. We offer young talents and trainees extensive development opportunities to tap into their unimagined potential and train them for future tasks in the company.
404-2	Programs for upgrading employee skills and transition assistance programs	Annual Report - Employees Employees at thyssenkrupp Career - this is thyssenkrupp	To ensure knowledge transfer across generations of employees, our elderly workforce is encouraged to share their expertise not only on the job but are also offered more and more reverse mentoring opportunities. With our New Ways of Working initiative, we are actively supporting the current transformation.
404-3	Percentage of employees receiving regular performance and career development reviews	Annual Report - Employees Employees at thyssenkrupp Career - this is thyssenkrupp	
405 Diversity and Equal Opportunity			
3-3	Management of material topics	Sustainability strategy and targets Diversity & Inclusion Annual Report - Employees Annual Report - Corporate governance statement	
405-1	Diversity of governance bodies and employees	Diversity & Inclusion Sustainability strategy and targets Key figures Employees Annual Report - Employees Annual Report - Corporate governance statement	
406 Non-discrimination			
3-3	Management of material topics	Human Rights Diversity & Inclusion Code of Conduct International Framework Agreement Co-determination Principles of compliance with human rights and environmental due diligence requirements	
406-1	Incidents of discrimination and corrective actions taken	Human Rights Diversity & Inclusion Code of Conduct International Framework Agreement Co-determination	
407 Freedom of Association and Collective Bargaining			
3-3	Management of material topics	Human Rights Responsible Procurement Code of Conduct Supplier Code of Conduct International Framework Agreement Co-determination Principles of compliance with human rights and environmental due diligence requirements	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights Responsible Procurement Code of Conduct Supplier Code of Conduct International Framework Agreement Co-determination Principles of compliance with human rights and environmental due diligence requirements	

408 Child Labor		
3-3	Management of material topics	Human Rights Responsible Procurement Principles of compliance with human rights and environmental due diligence requirements Code of Conduct Supplier Code of Conduct International Framework Agreement Co-determination
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights Responsible Procurement Code of Conduct Supplier Code of Conduct Principles of compliance with human rights and environmental due diligence requirements International Framework Agreement Co-determination
409 Forced or Compulsory Labor		
3-3	Management of material topics	Human Rights Responsible Procurement Code of Conduct Supplier Code of Conduct Principles of compliance with human rights and environmental due diligence requirements International Framework Agreement Co-determination
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Responsible Procurement Code of Conduct Supplier Code of Conduct Principles of compliance with human rights and environmental due diligence requirements International Framework Agreement Co-determination
413 Local Communities		
3-3	Management of material topics	Annual Report - Social responsibility Corporate Citizenship
413-1	Operations with local community engagement, impact assessment, and development programs	Annual Report - Social responsibility Corporate Citizenship
414 Supplier Social Assessment		
3-3	Management of material topics	Annual Report - Purchasing Responsible Procurement SASB Reference Table Sustainability strategy and targets Principles of compliance with human rights and environmental due diligence requirements
414-1	New suppliers that were screened using social criteria	Annual Report - Purchasing Responsible Procurement Sustainability strategy and targets Principles of compliance with human rights and environmental due diligence requirements
		<p>To meet the requirements of the Supply Chain Act in January 2023 thyssenkrupp has developed a group-wide digital risk based approach as part of a due diligence process aimed at identifying, reducing and preventing supply chain risks and comprises specific human rights and environmental-related risks as well as the establishment of a catalog of effective preventive measures. To monitor compliance with the code's principles and requirements, audits are carried out on selected suppliers. The suppliers to be audited are normally selected on the basis of country or risk criteria or on an events-driven basis, for example, if we become aware of potential risk issues. Where necessary, improvement measures are agreed with suppliers during the audit and their implementation and effectiveness are monitored. In this way, we support supplier development while reducing potential sustainability-related risks and possible negative impacts along our supply chain. In the past ten years, more than 1150 sustainability audits have been carried out to check compliance with the principles and continuous fulfillment of requirements that are written down in our Supplier Code of Conduct.</p>
414-2	Negative social impacts in the supply chain and actions taken	Annual Report - Purchasing Responsible Procurement Principles of compliance with human rights and environmental due diligence requirements

415 Public Policy			
3-3	Management of material topics	Code of Conduct Conflicts of interest Lobby and transparency report	
415-1	Political contributions	Code of Conduct Lobby and transparency report	<p>Our advocacy is centralized, open and transparent. We comply with the legal requirements on lobbying and avoid at all costs unfairly influencing regarding government policy and legislation. We have joined the European Union Transparency Register and the Lobbyregister of the Bundestag (German parliament) and comply with the European Union Code of Conduct. We regard ourselves as an active corporate citizen and demonstrate our commitment in a variety of ways. Donations and other forms of corporate citizenship are carried out solely in the interests of the company. We make no donations or sponsorships, to political parties in our home country or abroad, organizations related or similar to parties, individual office incumbents or candidates for political offices.</p>
416 Customer Health and Safety			
3-3	Management of material topics	thyssenkrupp Steel Europe - Quality management	<p>To ensure product quality and product safety thyssenkrupp has several policies in place that cover quality management as well as product lifecycle management. Our goal is to fulfill customer and regulatory requirements as well as constantly improve customer satisfaction and product quality. Thus, we distinguish between strategic and operational quality management. Management systems are then developed at group company level so that the specific needs of each business can be adequately considered. thyssenkrupp has defined a product risk management approach that ensures product-related risks, e.g. related manufacturing or technical, are preemptively identified. Product lifecycle management of course covers the entire product life and identifies potential support that can be offered to the customer during product life.</p>
416-1	Assessment of the health and safety impacts of product and services categories	thyssenkrupp Steel Europe - Quality management thyssenkrupp Materials Trading – Quality Management thyssenkrupp Materials Processing – Quality Management	<p>100% of thyssenkrupp operational group companies are required to have a quality management system in place. The quality management systems according to ISO 9001 or IATF 16949 include risk analysis as well as quality assurance in terms of product safety.</p>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		<p>The management and avoidance of incidents of non-compliance concerning the health and safety impacts of products and services is covered in segment specific regulations.</p>