

GRI Content Index 2022

Simple because it matters.

ERGO
A Munich Re company

GRI Content Index

Standard applied: GRI 1: Foundation 2021

ERGO Group has reported the information in this GRI content index for the period 1 January 2022 to 31 December 2022 with reference to the GRI Standards. The ERGO Sustainability Report and key sustainability figures can be found on our [website](#).

GRI Standard	Reference	Comments/omissions
GRI 2 General Disclosures 2021		
2-1 Organizational details	ERGO Sustainability Report 2022, pp. 3, 20	
2-3 Reporting period, frequency and contact point		
2-5 External assurance	ERGO Sustainability Report 2022, pp. 2, 20	Selected, externally quality-assured environmental figures for Munich Re (Group) including ERGO can be found within the non-financial statement in the Munich Re Group Annual Report 2022 , p. 55.
2-6 Activities, value chain and other business relationships	ERGO Sustainability Report 2022, p. 3	There were no significant changes in the organisation and its supply chain during the year under review.
2-7 Employees	ERGO Sustainability Report 2022, pp. 3, 18 ERGO Key Sustainability Figures 2022, pp. 4-5	
2-9 Governance structure and composition	ERGO Sustainability Report 2022, pp. 4-5	Management ERGO Group
2-22 Statement on sustainable development strategy		CEO Statement
2-23 Policy commitments	ERGO Key Sustainability Figures 2022, pp. 4-5, 7-9, 15-16	
2-24 Embedding policy commitments	ERGO Sustainability Report 2022, pp. 4-5, 7-9	
2-29 Approach to stakeholder engagement	ERGO Sustainability Report 2022, p. 6	
2-30 Collective bargaining agreements	ERGO Key Sustainability Figures 2022, pp. 4-5	

GRI Standard	Reference	Comments/omissions
GRI 3 Material Topics 2021		
3-1 Process to determine material topics	ERGO Sustainability Report 2022, p. 6	
3-2 List of material topics	ERGO Sustainability Report 2022, p. 6	
3-3 Management of material topics	ERGO Sustainability Report 2022, pp. 4–19	
GRI 201 Economic Performance 2016		
3-3 Management of material topics	ERGO Sustainability Report 2022, p. 12	
201-1 Direct economic value generated and distributed	ERGO Key Sustainability Figures 2022, p. 5	<ul style="list-style-type: none"> ↳ Our key financial figures ↳ Munich Re Group Annual Report 2022
201-2 Financial implications and other risks and opportunities due to climate change	ERGO Sustainability Report 2022, pp. 12–16	↳ Munich Re Sustainability Report 2022 (Climated-related disclosure, pp. 51–68)
GRI 203 Indirect Economic Impacts 2016		
3-3 Management of material topics	ERGO Sustainability Report 2022, pp. 12–14, 16	
203-1 Infrastructure investments and services supported	ERGO Sustainability Report 2022, pp. 12–14, 16	
GRI 205 Anti-corruption 2016		
3-3 Management of material topics	ERGO Sustainability Report 2022, p. 8	
205-3 Confirmed incidents of corruption and actions taken	ERGO Sustainability Report 2022, p. 8	
GRI 302 Energy 2016		
3-3 Management of material topics	ERGO Sustainability Report 2022, pp. 15–16	
302-1 Energy consumption within the organization	ERGO Key Sustainability Figures 2022, pp. 2–3	
302-4 Reduction of energy consumption	ERGO Key Sustainability Figures 2022, pp. 2–3	

GRI Standard	Reference	Comments/omissions
GRI 305 Emissions 2016		
3-3 Management of material topics	ERGO Sustainability Report 2022, pp. 15–16	
305-1 Direct (Scope 1) GHG emissions	ERGO Key Sustainability Figures 2022, pp. 2–3	
305-2 Energy indirect (Scope 2) GHG emissions	ERGO Key Sustainability Figures 2022, pp. 2–3	
305-3 Other indirect (Scope 3) GHG emissions	ERGO Key Sustainability Figures 2022, pp. 2–3	
305-5 Reduction of GHG emissions	ERGO Key Sustainability Figures 2022, pp. 2–3	
GRI 401 Employment 2016		
3-3 Management of material topics	ERGO Sustainability Report 2022, p. 17	
401-1 New employee hires and employee turnover	ERGO Key Sustainability Figures 2022, pp. 4–5	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	ERGO Key Sustainability Figures 2022, pp. 4–5	
GRI 404 Training and Education 2016		
3-3 Management of material topics	ERGO Sustainability Report 2022, pp. 17, 19	
404-1 Average hours of training per year per employee	ERGO Key Sustainability Figures 2022, pp. 4–5	In principle, advanced training offers are open to all employees in the respective Group companies. A breakdown by gender and employee category is not relevant for our management and is therefore not recorded.
404-2 Programs for upgrading employee skills and transition assistance programs	ERGO Sustainability Report 2022, p. 19 ERGO Key Sustainability Figures 2022, pp. 4–5	
404-3 Percentage of employees receiving regular performance and career development reviews		Annual appraisal interviews on personal development form a key element of our human resources policy. Since participation is voluntary, we do not record participation rates.

GRI Standard	Reference	Comments/omissions
GRI 405 Diversity and Equal Opportunity 2016		
3-3 Management of material topics	ERGO Sustainability Report 2022, p. 18	
405-1 Diversity of governance bodies and employees	ERGO Sustainability Report 2022, p. 18 ERGO Key Sustainability Figures 2022, pp. 4–5	
GRI 406 Non-discrimination 2016		
3-3 Management of material topics	ERGO Sustainability Report 2022, p. 18	
406-1 Incidents of discrimination and corrective actions taken		In 2022, no cases of discrimination were confirmed at ERGO.
GRI 407 Freedom of Association and Collective Bargaining 2016		
3-3 Management of material topics	ERGO Sustainability Report 2022, p. 9	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		To the best of our knowledge, no operating sites or suppliers were identified in 2022 at which the right to freedom of association and collective bargaining could be at risk.
GRI 408 Child Labor 2016		
3-3 Management of material topics	ERGO Sustainability Report 2022, p. 9	
408-1 Operations and suppliers at significant risk for incidents of child labor		To the best of our knowledge, in 2022 no operating sites or suppliers were identified as being at significant risk of incidents of child labour.
GRI 409 Forced or Compulsory Labor 2016		
3-3 Management of material topics	ERGO Sustainability Report 2022, p. 9	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		To the best of our knowledge, in 2022 no operating sites or suppliers were identified as being at significant risk of incidents of forced or compulsory labour.

GRI Standard	Reference	Comments/omissions
GRI 417 Marketing and Labeling 2016		
3-3 Management of material topics	ERGO Sustainability Report 2022, p. 11	
417-1 Requirements for product and service information and labeling	ERGO Sustainability Report 2022, p. 11	
GRI 418 Customer Privacy 2016		
3-3 Management of material topics	ERGO Sustainability Report 2022, p. 10	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	ERGO Sustainability Report 2022, p. 10	