

# GRI index and Global Compact correspondence

## GRI INDEX

The following tables present the EADS sustainability report according to the Global Reporting Initiative (GRI) principles. The following GRI index indicates to what extent we take the GRI indicators into account. At the same time, it shows where in the report the indicators are dealt with. For some indicators, we also refer to the Annual Report of EADS.

This report follows the GRI guidelines and should allow to meet GRI Application Level B+.

CR ISSUE (GRI INDICATOR)	GRI DESCRIPTION	PAGE
<b>1 Strategy and Analysis Profile</b>		
Disclosure 1.1	Statement from the most senior decision-maker of the organisation (eg., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and its strategy	p. 3 - 5
Disclosure 1.2	Description of key impacts, risks, and opportunities	p. 3 - 7
<b>2 Organisational Profile</b>		
Disclosure 2.1	Name of the organisation	Inside front cover (leaflet EADS at a Glance)
Disclosure 2.2	Primary brands, products, and/or services	
Disclosure 2.3	Operational structure of the organisation, including main Divisions, operating companies, subsidiaries, and joint ventures	
Disclosure 2.4	Location of organisation's headquarters	
Disclosure 2.5	Number of countries where the organisation operates, and names of countries with either major operations or specifically relevant to sustainability issues including the report	
Disclosure 2.6	Nature of ownership and legal form	
Disclosure 2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	
Disclosure 2.8	Scale of the reporting organisation	p. 62 - 63
Disclosure 2.9	Significant changes during the reporting period regarding size, structure or ownership	Inside front cover (leaflet EADS at a Glance) and p. 62 - 63
<b>3 Report Parameters</b>		
Profile Disclosure 3.1	Reporting period (eg., fiscal/calendar year) for information provided	p. 62 - 63
Profile Disclosure 3.2	Date of most recent previous report (if any)	p. 2
Profile Disclosure 3.3	Reporting cycle (annual, biennial, etc.)	p. 62 - 63
Profile Disclosure 3.4	Contact point for questions regarding the report or its contents	Inside back cover
Profile Disclosure 3.5	Process for defining report content	p. 2
Profile Disclosure 3.6	Boundary of the report (eg, countries, Divisions, subsidiaries, leased facilities, joint ventures, suppliers)	Inside front cover (leaflet EADS at a Glance) and p. 62 - 63
Profile Disclosure 3.7	State any specific limitations on the scope or boundary of the report	
Profile Disclosure 3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations and other entities that can significantly affect comparability from period to period and/or between organisations significantly affect comparability from period to period and/or between organisations	
Profile Disclosure 3.9	Data measurement techniques and the basis of calculations, including assumptions and techniques underlying estimations applied to the compilation of the indicators and other information in the report	
Profile Disclosure 3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement	p. 62 - 63
Profile Disclosure 3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	Inside front cover (leaflet EADS at a Glance) and p. 62 - 63
Profile Disclosure 3.12	Table identifying the location of the Standard Disclosures in the report	p. 66 - 69

CR ISSUE (GRI INDICATOR)	GRI DESCRIPTION	PAGE
Profile Disclosure 3.13	Policy and current practice with regard to seeking external assurance for the report	p. 70 - 71
4 Governance, Commitments and Engagement		
Profile Disclosure 4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight	Annual report and p. 16
Profile Disclosure 4.2	Indicate whether the chair of the highest governance body is also an executive officer	p. 3 - 5
Profile Disclosure 4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members independent and/or non-executive members	Annual Report
Profile Disclosure 4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	Annual Report and p. 3 - 5, 8, 47
Profile Disclosure 4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisation's performance (including social and environmental performance)	Annual Report
Profile Disclosure 4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	Annual Report
Profile Disclosure 4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental, and social topics	Annual Report
Profile Disclosure 4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation	p. 8 - 9, 17 - 19, 37 - 38, 43 - 51
Profile Disclosure 4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance, including relevant risks and opportunities and adherence or compliance with internationally agreed standards, codes of conduct, and principles	Annual Report and p. 3 - 5, 8, 12 - 13, 16 - 21, 41, 46 - 49, 55
Profile Disclosure 4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	Annual Report and p. 16
Profile Disclosure 4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	p. 19 - 20, 27 - 29, 37 - 39, 41, 46 - 49
Profile Disclosure 4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses	p. 20, 49
Profile Disclosure 4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations actions taken to implement principles	p. 16, 19 + p. 39
Profile Disclosure 4.14	List of stakeholder groups engaged by the organisation	Stakeholders are treated throughout the report
Profile Disclosure 4.15	Basis for identification and selection of stakeholders with whom to engage	
Profile Disclosure 4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	
Profile Disclosure 4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting	p. 2, 6 - 7, 47

CR ISSUE (GRI INDICATOR)	GRI DESCRIPTION	PAGE
<b>Economic</b>		
Disclosure on Management Approach – Economic		Annual Report and p. 4 - 5, and throughout the report
Aspect: Market Presence		
EC6	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation	p. 52 - 55
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	p. 43 - 45, 59
Aspect: Indirect Economic Impacts		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	p. 56 - 60
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	p. 41, 59
<b>Environment</b>		
Disclosure on Management Approach – Environment		p. 24 - 41
Aspect: Energy		
EN3	Direct energy consumption by primary energy source	p. 39 - 40, 65
EN4	Indirect energy consumption by primary source	p. 39 - 40, 65
EN5	Energy saved due to conservation and efficiency improvements	p. 39 - 40, 65
EN6	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives	p. 37 - 40
Aspect: Water		
EN8	Total water withdrawal by source	p. 65
Aspect: Emissions, Effluents, and Waste		
EN16	Total direct and indirect greenhouse gas emissions by weight	p. 39 - 40, 65
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	p. 39 - 40, 65
EN19	Emissions of ozone-depleting substances by weight	p. 65
EN20	NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions by type and weight	p. 65
EN21	Total water discharge by quality and destination	p. 65
EN22	Total weight of waste by type and disposal method	p. 65
Aspect: Products and Services		
EN26		p. 24 - 31, 34 - 35
<b>Labor Practices &amp; Decent Work</b>		
Disclosure on Management Approach – Labor		Practices and Decent Work
Aspect: Employment		p. 42 - 51
LA1	Total workforce by employment type, employment contract, and region	p. 42, 64
LA2	Total number and rate of employee turnover by age group, gender, and region	p. 64
Aspect: Labor/Management Relations		
Aspect: Occupational Health and Safety		
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region	p. 51
Aspect: Training and Education		
LA10	Average hours of training per year per employee by employee category	p. 45, 64
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	p. 43 - 45

CR ISSUE (GRI INDICATOR)	GRI DESCRIPTION	PAGE
Aspect: Diversity and Equal Opportunity		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	Annual report and p. 3, 64
<b>Human Rights</b>		
Disclosure on Management Approach – Human Rights		p. 42 - 60
<b>Society</b>		
Disclosure on Management Approach – Society		p. 16 - 21, 56 - 60
Aspect: Community		
SO1	Nature, scope, and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting	p. 56 - 60
Aspect: Corruption		
SO2	Percentage and total number of business units analysed for risks related to corruption	p. 21
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures	p. 21
Aspect: Public Policy		
SO5	Public policy positions and participation in public policy development and lobbying	p. 18 - 21, 41
<b>Product Responsibility</b>		
Disclosure on Management Approach – Product Responsibility		p. 24 - 35
Aspect: Customer Health and Safety		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	p. 28 - 31
Aspect: Product and Service Labeling		
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	p. 30 - 31

This Report also serves as a COP (Communication on Progress) The table below the GRI index shows the correspondence between report for EADS in line with the United Nations Global Compact. the ten principles of the Global Compact and the GRI index.

#### GLOBAL COMPACT PRINCIPLES - GRI INDICATORS CROSS REFERENCE TABLE

Human Rights	Principle 1 – Businesses should support and respect the protection of internationally proclaimed human rights	EC5, LA4, LA6 – 9; LA13 – 14, HR1 – 9, SO5, PR1 – 2, PR8
Labor	Principle 2 – Businesses should make sure that they are not complicit in human rights abuses	HR1 – 9, SO5
	Principle 3 – Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	LA4 – 5, HR1 – 3, HR5, SO5
	Principle 4 – Businesses should uphold the elimination of all forms of forced and compulsory labor	HR1 – 3, HR7, SO5
	Principle 5 – Businesses should uphold the effective abolition of child labor	HR1 – 3, HR6, SO5
	Principle 6 – Businesses should uphold the elimination of discrimination in respect of employment and occupation	EC7, LA2, LA13 – 14, HR1 – 4, SO5
Environment	Principle 7 – Businesses should support a precautionary approach to environmental challenges	EC2, EN18, EN26, EN30, SO5
	Principle 8 – Businesses should undertake initiatives to promote greater environmental responsibility	EN1 – 30, SO5, PR3 – 4
	Principle 9 – Businesses should encourage the development and diffusion of environmentally friendly technologies	EN2, EN 5 – 7, EN 10, EN 18, EN 26 – 27, EN30, SO5
Anti-corruption	Principle 10 – Businesses should work against corruption in all its forms, including extortion and bribery	SO2 - 6