Corporate Social Responsibility — GRI INDEX TABLE

Status Legend   ● **Fully Fullfilled**   ◖ **Partly Fulfilled**

GRI standard		Status	Reference
GRI 101	Foundation	●	6.1 CSR introduction
GRI 102	General Disclosures	●	2. X-FAB at a glance 3. Our culture 4. Our business 6.1 CSR introduction 7. Corporate governance statement
GRI 103	Management Approach	●	1. Letter to our stakeholders 6.1 CSR introduction
GRI 201	Economic Performance	●	5. X-FAB consolidated financial statements
GRI 202	Market Presence	●	4. Our business
GRI 203	Indirect Economic Impacts	●	6.1 CSR introduction 6.3 Social commitment 6.5 Environmental responsibility
GRI 204	Procurement Practices	●	6.6 Supply chain
GRI 205	Anti-corruption	●	6.1 CSR introduction
GRI 206	Anti-competitive Behavior	◖	6.1 CSR introduction
GRI 301	Materials	●	6.5 Environmental responsibility 6.6 Supply chain
GRI 302	Energy	●	6.1 CSR introduction
GRI 303	Water and Effluents	●	6.5 Environmental responsibility
GRI 304	Biodiversity	◖	6.5 Environmental responsibility
GRI 305	Emissions	●	6.5 Environmental responsibility
GRI 306	Effluents and Waste	●	6.5 Environmental responsibility
GRI 307	Environmental Compliance	●	6.1 CSR introduction 6.5 Environmental responsibility 6.6 Supply chain
GRI 308	Supplier Environmental Assessment	●	6.6 Supply chain

GRI 401	Employment	●	6.2 Human rights and human resources
GRI 402	Labor/Management Relations	●	6.2 Human rights and human resources
GRI 403	Occupational Health & Safety	●	6.4 Healthy work environment
GRI 404	Training and Education	●	6.2 Human rights and human resources 6.3 Social commitment
GRI 405	Diversity and Equal Opportunity	●	3 Our culture 6.2 Human rights and human resource 7.6 Diversity policy
GRI 406	Non-discrimination	●	6.1 CSR introduction 6.2 Human rights and human resources
GRI 407	Freedom of Association and Collective Bargaining	●	6.2 Human rights and human resources
GRI 408	Child Labor	●	6.2 Human rights and human resources
GRI 409	Forced and Compulsory Labor	●	6.2 Human rights and human resources
GRI 410	Security Practices	●	6.2 Human rights and human resources 6.4 Healthy work environment
GRI 411	Rights of Indigenous Peoples	●	6.2 Human rights and human resources
GRI 412	Human Rights Assessment	●	6.1 CSR introduction 6.2 Human rights and human resources 6.6 Supply chain
GRI 413	Local Communities	●	6.3 Social commitment
GRI 414	Supplier Social Assessment	●	6.6 Supply chain
GRI 415	Public Policy	●	6.1 CSR introduction
GRI 416	Customer Health and Safety	◖	6.6 Supply chain
GRI 417	Marketing and Labeling	●	6.1 CSR introduction
GRI 418	Customer Privacy	●	6.6 Supply chain
GRI 419	Socioeconomic Compliance	●	6.1 CSR introduction 6.2 Human rights and human resources 6.5 Environmental responsibility