CORPORATE SOCIAL RESPONSIBILITY – GRI INDEX TABLE

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

GRI standard		Status	Reference
GRI 101	Foundation	●	6.1 Scope (CSR)
GRI 102	General Disclosures	●	2. X-FAB at a glance 3. Our culture 4. Our business 6.1 Scope (CSR) 7. Corporate governance statement
GRI 103	Management Approach	●	1. Letter to our stakeholders 4. Our business 6.1 Scope (CSR)
GRI 201	Economic Performance	●	5. X-FAB consolidated financial statements
GRI 202	Market Presence	●	4. Our business
GRI 203	Indirect Economic Impacts	●	6.1 Scope (CSR) 6.2 Environment 6.3 Social 6.4 Governance 6.5 EU taxonomy
GRI 204	Procurement Practices	●	6.4.2 X-FAB's supply chain
GRI 205	Anti-corruption	●	6.1 Scope (CSR) 6.4.1 Anti-corruption and bribery
GRI 206	Anti-competitive Behavior	●	6.1 Scope (CSR)
GRI 301	Materials	●	6.2.2 Materials and waste management 6.4.2 X-FAB's supply chain 6.4.4 X-FAB's responsibility towards its customers and society
GRI 302	Energy	●	6.2.2 Materials and waste management
GRI 303	Water and Effluents	●	6.2.2 Materials and waste management
GRI 304	Biodiversity	◗	6.2.1 Environmental awareness and responsibility
GRI 305	Emissions	●	6.1 Scope (CSR) 6.2.2 Materials and waste management
GRI 306	Effluents and Waste	●	6.2.1 Environmental awareness and responsibility 6.2.2 Materials and waste management 6.4.2 X-FAB's supply chain
GRI 307	Environmental Compliance	●	6.1 Scope (CSR) 6.2 Environment 6.4 Governance
GRI 308	Supplier Environmental Assessment	●	6.4.2 X-FAB's supply chain

GRI 401	Employment		6.3 Social
GRI 402	Labor/Management Relations		6.3 Social 7.5 Executive Management
GRI 403	Occupational Health & Safety		6.1 Scope (CSR) 6.2 Environment 6.3 Social
GRI 404	Training and Education		6.3 Social
GRI 405	Diversity and Equal Opportunity		3. Our culture 6.1 Scope (CSR) 6.3 Social 7.6 Diversity policy
GRI 406	Non-discrimination		6.1 Scope (CSR) 6.3 Social
GRI 407	Freedom of Association and Collective Bargaining		6.3 Social
GRI 408	Child Labor		6.3 Social
GRI 409	Forced and Compulsory Labor		6.3 Social
GRI 410	Security Practices		6.3 Social 6.4 Governance
GRI 411	Rights of Indigenous Peoples		6.1 Scope (CSR) 6.3 Social
GRI 412	Human Rights Assessment		6.1 Scope (CSR) 6.3 Social 6.4 Governance
GRI 413	Local Communities		6.1 Scope (CSR) 6.3.2 Social commitment
GRI 414	Supplier Social Assessment		6.4 Governance 6.4.2.1 Selection and categorization of X-FAB suppliers 6.4.2.2 Audits and continual improvement of suppliers
GRI 415	Public Policy		6.1 Scope (CSR) 6.3 Social
GRI 416	Customer Health and Safety		6.4 Governance 6.4.4 X-FAB's responsibility towards its customers and society
GRI 417	Marketing and Labeling		6.4 Governance 6.4.1 Anti-corruption and bribery 6.5 EU taxonomy
GRI 418	Customer Privacy		6.4 Governance 6.4.3 Data security
GRI 419	Socioeconomic Compliance		6.1 Scope (CSR) 6.4 Governance