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X-FAB reviewed the disclosures in this report relative to the GRI guidelines (3.1). Based on this review, we self-declare this report as meeting “Application Level C”. Please refer to the Index table below which indicates how our disclosures address the GRI guidelines.




















Status Legend  **Fully Fulfilled**  **Partly Fulfilled**  **Not Fulfilled**  **Not Relevant**



















ID	Description	Status	Reference
1.1	Statement from the most senior decision-maker of the organization.		1. Letter to our stakeholders
1.2	Description of key impacts, risks, and opportunities.		10. Risk factors
2.1	Name of the organization.		2. X-FAB at a glance
2.2	Primary brands, products, and/or services.		4. Our business
2.3.	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.		2. X-FAB at a glance 5. X-FAB consolidated financial statements
2.4.	Location of organization’s headquarters.		5. X-FAB consolidated financial statements
2.5.	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.		2. X-FAB at a glance 5. X-FAB consolidated financial statements
2.6.	Nature of ownership and legal form.		7. Corporate governance statement 8. Shareholder Information
2.7.	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).		2. X-FAB at a glance 4. Our business
2.8.	Scale of the reporting organization (including Number of employees, Number of operations, Net sales; Total capitalization broken down in terms of debt and equity; and Quantity of products or services provided.)		2. X-FAB at a glance 4. Our business 5. X-FAB consolidated financial statements 6. Corporate social responsibility at X-FAB
2.9.	Significant changes during the reporting period regarding size, structure, or ownership (including The location of, or changes in operations, including facility openings, closings, and expansions; and Changes in the share capital structure and other capital formation, maintenance, and alteration operations).		1. Letter to our stakeholders 5. X-FAB consolidated financial statements
2.10.	Awards received in the reporting period.		1. Letter to our stakeholders 6. Corporate social responsibility at X-FAB

3.1	CSR related reporting period (e.g., fiscal/calendar year) for information provided.		6. Corporate social responsibility at X-FAB
3.2	Date of most recent previous CSR report (if any).		6. Corporate social responsibility at X-FAB
3.3	CSR Reporting cycle (annual, biennial, etc.)		6. Corporate social responsibility at X-FAB
3.4	Contact point for questions regarding the report or its contents.		8. Shareholder Information
3.5	Process for defining CSR related report content.		6. Corporate social responsibility at X-FAB
3.6	Boundary of the CSR related report content.		6. Corporate social responsibility at X-FAB
3.7	Specific limitations on the scope or boundary of the CSR related report content.		6. Corporate social responsibility at X-FAB
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 organizations.		6. Corporate social responsibility at X-FAB
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.		6. Corporate social responsibility at X-FAB
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).		<i>no changes from last report</i>
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.		<i>no changes from last report</i>
3.12	Table identifying the location of the Standard Disclosures in the report.		<i>this GRI index table</i>
3.13	Policy and current practice with regard to seeking external assurance for the report.		6. Corporate social responsibility at X-FAB
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.		7. Corporate governance statement
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).		7. Corporate governance statement

4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.		7. Corporate governance statement
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.		7. Corporate governance statement
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).		7. Corporate governance statement
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.		7. Corporate governance statement
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.		7. Corporate governance statement
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.		3. Our culture 6. Corporate social responsibility at X-FAB
4.9	Procedures of the highest governance body for overseeing the organization'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.		7. Corporate governance statement
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.		7. Corporate governance statement
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.		6. Corporate social responsibility at X-FAB
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.		5. X-FAB consolidated financial statements 6. Corporate social responsibility at X-FAB 7. Corporate governance statement
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: Has positions in governance bodies; Participates in projects or committees; Provides substantive funding beyond routine membership dues; or Views membership as strategic.		6. Corporate social responsibility at X-FAB
4.14	List of stakeholder groups engaged by the organization.		6. Corporate social responsibility at X-FAB
4.15	Basis for identification and selection of stakeholders with whom to engage.		6. Corporate social responsibility at X-FAB
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.		6. Corporate social responsibility at X-FAB 8. Shareholder information
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.		<i>no concerns raised in 2018</i>

EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.		5. X-FAB consolidated financial statements
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.		<i>X-FAB's management takes a forward-looking approach to assess all risks and opportunities within the material risk analysis.</i>
EC3	Coverage of the organization's defined benefit plan obligations.		5. X-FAB consolidated financial statements 6. Corporate social responsibility at X-FAB
EC4	Significant financial assistance received from government.		5. X-FAB consolidated financial statements
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.		<i>not relevant due to X-FAB's business strategy</i>
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.		<i>not relevant to X-FAB's business strategy</i>
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.		5. X-FAB consolidated financial statements 6.3 Social commitment
EN1	Materials used by weight or volume.		6.5 Environmental responsibility <i>X-FAB lists used materials according to industrial standards. Exact weights and volumes cannot be tracked with reasonable effort due to the wide range of materials used.</i>
EN2	Percentage of materials used that are recycled input materials.		<i>not relevant, based on quality requirements all material is assumed to be 100% new</i>
EN3	Direct energy consumption by primary energy source.		6.5 Environmental responsibility
EN4	Indirect energy consumption by primary source.		6.5 Environmental responsibility
EN8	Total water withdrawal by source.		6.5 Environmental responsibility
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.		6.5 Environmental responsibility
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.		6.5 Environmental responsibility
EN16	Total direct and indirect greenhouse gas emissions by weight.		6.5 Environmental responsibility
EN17	Other relevant indirect greenhouse gas emissions by weight.		6.5 Environmental responsibility
EN19	Emissions of ozone-depleting substances by weight.		<i>no ozone depleting substances in use</i>
EN20	NOx, SOx, and other significant air emissions by type and weight.		<i>data not available</i>

EN21	Total water discharge by quality and destination.		6.5 Environmental responsibility
EN22	Total weight of waste by type and disposal method.		6.5 Environmental responsibility
EN23	Total number and volume of significant spills.		<i>no significant spills in 2018</i>
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.		6.5 Environmental responsibility
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.		<i>not disclosed</i>
EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.		6.1 Company ethics
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.		6.2 Human rights and human resources
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.		6.2 Human rights and human resources
LA15	Return to work and retention rates after parental leave, by gender.		6.2 Human rights and human resources
LA4	Percentage of employees covered by collective bargaining agreements.		6.2 Human rights and human resources
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.		6.2 Human rights and human resources
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.		6.4 Healthy work environment
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.		6.4 Healthy work environment
LA10	Average hours of training per year per employee, by gender, and by employee category.		6.2 Human rights and human resources
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.		7. Corporate governance statement
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.		6.2 Human rights and human resources
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.		6.2 Human rights and human resources
HR2	Percentage of significant suppliers, contractors, and other business partners that have undergone human rights screening, and actions taken.		6.6 Supply chain
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.		6.2 Human rights and human resources

HR4	Total number of incidents of discrimination and corrective actions taken.		6.2 Human rights and human resources
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.		6.2 Human rights and human resources 6.6 Supply chain
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.		6.2 Human rights and human resources 6.6 Supply chain
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.		6.2 Human rights and human resources 6.6 Supply chain
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.		6.2 Human rights and human resources
HR11	Number of grievances related to human rights filed, addressed, and resolved through formal grievance mechanisms.		6.2 Human rights and human resources
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.		6.3 Social commitment
SO9	Operations with significant potential or actual negative impacts on local communities.		<i>no adverse effects found during fiscal year 2018</i>
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.		<i>not relevant, no operations with significant potential or actual negative impacts on local communities found</i>
SO2	Percentage and total number of business units analyzed for risks related to corruption.		6.1 Company ethics <i>X-FAB's risk analysis contains anti-corruption for all business units.</i>
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.		6.1 Company ethics
SO4	Actions taken in response to incidents of corruption.		6.1 Company ethics
SO5	Public policy positions and participation in public policy development and lobbying.		6.1 Company ethics
SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.		6.1 Company ethics
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.		6.6 Supply chain
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.		6.6 Supply chain
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.		6.1 Company ethics
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		6.1 Company ethics 6.6 Supply chain