

CORPORATE SOCIAL RESPONSIBILITY – GRI INDEX TABLE

Status Legend



Fully Fulfilled



Partly Fulfilled

GRI standard		Status	Reference
GRI 101	Foundation		6. Sustainability at X-FAB
GRI 102	General Disclosures		2. X-FAB at a glance 3. Our culture 4. Our business 6. Sustainability at X-FAB 7. Corporate governance statement
GRI 103	Management Approach		1. Letter to our stakeholders 4. Our business 6. Sustainability at X-FAB
GRI 201	Economic Performance		5. X-FAB consolidated financial statements
GRI 202	Market Presence		4. Our business
GRI 203	Indirect Economic Impacts		6.1 Implementing sustainability at X-FAB 6.2 Environment 6.3 Social 6.4 Governance 6.5 EU taxonomy
GRI 204	Procurement Practices		6.4.2 Supplier relationship management
GRI 205	Anti-corruption		6.4.1 Anti-corruption and bribery 6.5 EU taxonomy
GRI 206	Anti-competitive Behavior		6.4.1 Anti-corruption and bribery 6.5 EU taxonomy
GRI 301	Materials		6.2.3 Pollution of air, materials and waste management 6.4.2 Supplier relationship management
GRI 302	Energy		6.2.1 Climate change 6.2.3 Pollution of air, materials and waste management
GRI 303	Water and Effluents		6.2.2 Water
GRI 304	Biodiversity		not applicable
GRI 305	Emissions		6. Sustainability at X-FAB 6.2.1 Climate change
GRI 306	Effluents and Waste		6.2.3 Pollution of air, materials and waste management 6.4.2 Supplier relationship management 6.4.3 Handling of minerals from conflict regions
GRI 307	Environmental Compliance		6. Sustainability at X-FAB 6.2 Environment 6.4 Governance
GRI 308	Supplier Environmental Assessment		6.4.2 Supplier relationship management

GRI 401	Employment	●	6.3 Social
GRI 402	Labor/Management Relations	●	6.3 Social 7.5 Executive Management
GRI 403	Occupational Health & Safety	●	6. Sustainability at X-FAB 6.2 Environment 6.3 Social
GRI 404	Training and Education	●	6.3 Social
GRI 405	Diversity and Equal Opportunity	●	6. Sustainability at X-FAB 6.3 Social 7.6 Diversity policy
GRI 406	Non-discrimination	●	6.1.4 Sustainability goals 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
GRI 411	Rights of Indigenous Peoples	●	6.3 Social
GRI 412	Human Rights Assessment	●	6.3 Social
GRI 413	Local Communities	●	6.3.2 Social commitment
GRI 414	Supplier Social Assessment	●	6.4 Governance
GRI 415	Public Policy	●	6. Sustainability at X-FAB 6.3 Social
GRI 416	Customer Health and Safety	●	6.4 Governance
GRI 417	Marketing and Labeling	●	6.4 Governance
GRI 418	Customer Privacy	●	6.4 Governance 6.4.4 Data security
GRI 419	Socioeconomic Compliance	●	6.4 Governance