

## GRI Content Index

This index forms an integral part of Leadec's Sustainability Report 2021.  
Statements and references in the index are based on the fiscal year 2021.



GRI Standard	Disclosure	Reference* in Sustainability Report 2021	Reference** available online	Keywords
<b>GRI 101: Foundation (2016)</b>				
<b>GRI 102: General Disclosures (2016)</b>				
<b>Organizational profile</b>				
102-1	Name of the organization	Governance structure, page 8 About this report, page 27		Leadec Holding BV & Co. KG Leadec Holding S.à r.l., Luxembourg
102-2	Activities, brands, products, and services	Leadec at a glance, page 4 – 5	<a href="#">Leadec: Our Services (leadec-services.com)</a> <a href="#">Leadec: Factory of the Future (leadec-services.com)</a>	Engineer, Install, Maintain, Support Manufacturing industries
102-3	Location of headquarters	Leadec at a glance, page 4		Stuttgart, Germany
102-4	Location of operations	Leadec at a glance, page 4 – 5 Governance structure, page 8 Legal entities of Leadec, page 9	<a href="#">Leadec: Locations (leadec-services.com)</a>	Over 300 locations worldwide
102-5	Ownership and legal form	Services along the factory lifecycle, page 4 Governance structure, page 8 Legal entities of Leadec, page 9	<a href="#">Leadec: Investor relations (leadec-services.com)</a>	Ownership: Triton Investment Management Ltd. Legal form: BV & Co. KG
102-6	Markets served	Leadec at a glance, page 4 – 5	<a href="#">Leadec: Industries (leadec-services.com)</a> <a href="#">Leadec: Locations (leadec-services.com)</a> <a href="#">Leadec: Factory of the Future (leadec-services.com)</a>	Automotive industry, consumer goods, white goods, aerospace customer
102-7	Scale of the organization	Leadec at a glance, page 4 – 5 Reporting on what matters, page 26 – 27	<a href="#">Leadec: Investor relations (leadec-services.com)</a> <a href="#">Leadec: The company (leadec-services.com)</a> <a href="#">Leadec: Our Services (leadec-services.com)</a>	Operations: in 14 countries and more than 300 sites Employees: about 20,000 Sales: around 940 million Euro
102-8	Information on employees and other workers	Leadec at a glance, page 4 Reporting on what matters, page 26 – 27	<a href="#">Leadec: Our people (leadec-services.com)</a> <a href="#">Leadec: The company (leadec-services.com)</a>	
102-9	Supply chain	Supplier sustainability, page 16		
102-10	Significant changes to the organization and its supply chain	Milestones in our history, page 4 – 5 Our stakeholders, page 7	<a href="#">Leadec: Investor relations (leadec-services.com)</a>	
102-11	Precautionary Principle or approach	Our approach to sustainability, page 10		
102-12	External initiatives	Sustainability goals, page 12 – 13		Sustainable Development Goals
102-13	Membership of associations	Member of associations, page 6		Industry associations
<b>Strategy</b>				
102-14	Statement from senior decision-maker	Sustainable services in the ecosystem of the factory 2 – 3		
<b>Ethics and integrity</b>				
102-16	Values, principles, standards, and norms of behavior	Sustainable services in the ecosystem of the factory 2 – 3 Our corporate culture, page 6 Our approach to sustainability, page 10 – 11 Sustainability goals, page 12 – 13	<a href="#">Leadec: Compliance and Code of Conduct (leadec-services.com)</a> <a href="#">Leadec: Sustainability (leadec-services.com)</a>	Strategic commitments, Leadec's Code of Conduct
<b>Governance</b>				
102-18	Governance structure	Governance structure, page 8 Sustainability governance structure, page 10	<a href="#">Leadec: Board of Management (leadec-services.com)</a>	
<b>Stakeholder engagement</b>				
102-40	List of stakeholder groups	Our stakeholders, page 7		
102-41	Collective bargaining agreements	Leadec at a glance, page 4 – 5 Reporting on what matters, page 26 – 27	<a href="#">Leadec: Our people (leadec-services.com)</a> <a href="#">Leadec: The company (leadec-services.com)</a>	
102-42	Identifying and selecting stakeholders	Our stakeholders, page 7 Supplier sustainability, page 16	<a href="#">Leadec: The company (leadec-services.com)</a>	Leadec's Code of Conduct, Business Partner Code of Conduct, Materiality matrix
102-43	Approach to stakeholder engagement	Our stakeholders, page 7 Our approach to sustainability, page 10 – 11		
102-44	Key topics and concerns raised	Leadec's sustainability priorities, page 11 Sustainability goals, page 12 – 13 Maintaining integrity, page 20	<a href="#">Leadec: Compliance and Code of Conduct (leadec-services.com)</a>	Leadec's Code of Conduct, Business Partner Code of Conduct, Materiality matrix
<b>Reporting practice</b>				
102-45	Entities included in the consolidated financial statements	Legal entities of Leadec, page 9		
102-46	Defining report content and topic Boundaries	About this report, page 27		
102-47	List of material topics	Leadec's sustainability priorities, page 11		Materiality matrix
102-48	Restatements of information	About this report, page 27		
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102-50	Reporting period	About this report, page 27		
102-51	Date of most recent report	About this report, page 27		
102-52	Reporting cycle	About this report, page 27		Annual
102-53	Contact point for questions regarding the report	Contact, page 27		
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\*The references indicate the pages on which the respective GRI content is mentioned within the Sustainability Report 2021.

\*\*The references indicate the content pages on which the respective GRI content is mentioned on the Leadec website.