

GRI Content Index



Statement of use	Leadedec Holding BV & Co. KG has reported the information cited in this GRI content index for the period 01.01.2022 - 31.12.2022 with reference to the GRI Standards.
GRI 1: Used	This index forms an integral part of Leadedec's Sustainability Report 2022. Statements and references in the index are based on the fiscal year 2022.
GRI 1: Foundation	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION in Sustainability Report 2022*	LOCATION available online**	Keywords	
GRI 2: General Disclosures 2021	2.1 Organizational details	Leadedec at a glance, page 6-7 Governance structure, page 36-37	Leadedec Investor relations (leadedec-services.com) Leadedec Locations (leadedec-services.com)	Legal Name: Leadedec Holding BV & Co. KG Leadedec Holding SA r.l., Luxembourg Ownership: Triton Investment Management Ltd. Legal form: BV & Co. KG Headquarters: Stuttgart, Germany Operatives: Over 200 locations worldwide	
	2.2 Entities included in the organization's sustainability reporting	Legal entities of Leadedec, page 42		All entities in the organization's financial reporting are included in the sustainability reporting, the entities can be found on page 42, sustainability report.	
	2.3 Reporting period, frequency and contact point	About this report, page 43		Sustainability Report: - Period: 01.01.2022 - 31.12.2022 - Frequency: annual - Publication date: 29.06.2023 Annual Report: - Period: 01.01.2022 - 31.12.2022 - Frequency: annual - Publication date: 26.04.2023 Contact: Global Sustainability, Leadedec Phone: +49 711 7841 122 Mail: info@leadedec-services.com	
	2.4 Restatements of information			No significant changes or errors in previously reported information.	
	2.5 External assurance			The Sustainability Report has not been subject to an external audit. However, Leadedec's annual financial report includes relevant sustainability topics, among others, ESG Goals and ESG KPIs, and is subject to an external audit.	
	2.6 Activities, value chain and other business relationships	Leadedec at a glance, page 6-7 Supplier sustainability, page 27-29		Leadedec Our services (leadedec-services.com) Leadedec Factory of the Future (leadedec-services.com) Leadedec Industries (leadedec-services.com) Leadedec Locations (leadedec-services.com) Leadedec Investor relations (leadedec-services.com)	Sector: Industrial services; Automotive industry, consumer goods, white goods, aerospace customer
	2.7 Employees	Leadedec at a glance, page 6-7 Reporting on what matters, page 8-9		Leadedec Our People (leadedec-services.com) Leadedec The Company (leadedec-services.com)	
	2.8 Workers who are not employees	Leadedec at a glance, page 6-7 Reporting on what matters, page 8-9 Supplier sustainability, page 27-29		Leadedec Our People (leadedec-services.com) Leadedec The Company (leadedec-services.com) Leadedec Sustainability (leadedec-services.com)	
	2.9 Governance structure and composition	Governance structure, page 36-37 Sustainability governance structure, page 38		Leadedec Board of Management (leadedec-services.com) Leadedec Sustainability (leadedec-services.com)	
	2.10 Nomination and selection of the highest governance body	Governance structure, page 36-37 Sustainability governance structure, page 38		Leadedec Board of Management (leadedec-services.com) Leadedec Sustainability (leadedec-services.com)	
	2.11 Chair of the highest governance body	Governance structure, page 36-37 Sustainability governance structure, page 38		Leadedec Board of Management (leadedec-services.com) Leadedec Sustainability (leadedec-services.com)	
	2.12 Role of the highest governance body in overseeing the management of impacts	Governance structure, page 36-37 Sustainability governance structure, page 38		Leadedec Board of Management (leadedec-services.com) Leadedec Sustainability (leadedec-services.com)	
	2.13 Delegation of responsibility for managing impacts	Governance structure, page 36-37 Sustainability governance structure, page 38		Leadedec Board of Management (leadedec-services.com) Leadedec Sustainability (leadedec-services.com)	
	2.14 Role of the highest governance body in sustainability reporting	About this report, page 43		Leadedec Sustainability (leadedec-services.com)	
	2.15 Conflicts of interest	Maintaining integrity, page 34			
	2.16 Communication of critical concerns	Maintaining integrity, page 34			
	2.17 Collective knowledge of the highest governance body	Governance structure, page 36-37 Sustainability governance structure, page 38		Leadedec Board of Management (leadedec-services.com) Leadedec Sustainability (leadedec-services.com)	
	2.18 Evaluation of the performance of the highest governance body	Governance structure, page 36-37 Sustainability governance structure, page 38			
	2.19 Remuneration policies				Omission for disclosure: Confidentiality constraints due to Leadedec's legal form
	2.20 Process to determine remuneration				Omission for disclosure: Confidentiality constraints due to Leadedec's legal form
	2.21 Annual total compensation ratio				Omission for disclosure: Confidentiality constraints due to Leadedec's legal form
	2.22 Statement on sustainable development strategy	Our approach to sustainability, page 12 Sustainability governance structure, page 38 About this report, page 43		Leadedec Sustainability (leadedec-services.com)	
	2.23 Policy commitments	Our approach to sustainability, page 12 Supplier sustainability, page 27-29 Maintaining integrity, page 34 Sustainability governance structure, page 38 Ethics and compliance, page 39		Leadedec Compliance (leadedec-services.com) Leadedec Sustainability (leadedec-services.com)	
	2.24 Embedding policy commitments	Governance structure, page 36-37 Sustainability governance structure, page 38		Leadedec Compliance (leadedec-services.com) Leadedec Sustainability (leadedec-services.com)	
	2.25 Processes to remediate negative impacts	Maintaining integrity, page 34 Sustainability governance structure, page 38 Ethics and compliance, page 39		Leadedec Compliance (leadedec-services.com) Leadedec Sustainability (leadedec-services.com)	
	2.26 Mechanisms for seeking advice and raising concerns	Maintaining integrity, page 34 Sustainability governance structure, page 38 Ethics and compliance, page 39			
	2.27 Compliance with laws and regulations	Maintaining integrity, page 34 Sustainability governance structure, page 38 Ethics and compliance, page 39		Leadedec Compliance (leadedec-services.com) Leadedec Sustainability (leadedec-services.com)	
	2.28 Membership associations	Membership in associations, page 10			Industry associations
	2.29 Approach to stakeholder engagement	Our stakeholders, page 11 Our approach to sustainability, page 12			
	2.30 Collective bargaining arrangements				Omission for disclosure: Confidentiality constraints due to Leadedec's legal form
3.1 Process to determine material topics	Our approach to sustainability, page 12-15		Leadedec Sustainability (leadedec-services.com)		
3.2 List of material topics	Our approach to sustainability, page 12-15		Leadedec Sustainability (leadedec-services.com)	Materiality matrix	
3.3 Management of material topics	Our approach to sustainability, page 12-15		Leadedec Sustainability (leadedec-services.com)		

*The references indicate the pages on which the respective GRI content is mentioned within the Sustainability Report 2022.
**The references indicate the content pages on which the respective GRI content is mentioned on the Leadedec website.