

ESG Statement

D'leteren Group is working closely together with its activities to collect ESG data with the aim to gain deeper insights in ESG and to promote transparency to all stakeholders. Building on the non-financial reporting exercise that has been performed since 2017, the Group started this new data collection in 2020, enabling all entities to identify potential gaps and improvement areas. D'leteren Group has the ambition to increase completeness in the years to come as well as to extend external verification on the non-financial data.

Below you can find an overview of our 2020 data collection for our Holding activities as well as for our business activities: D'leteren Automotive, Moleskine, Belron and D'leteren Immo. Please note that the data is not meant to compare the business activities with each other as they have significantly different businesses and contexts.

The scope applied for the ESG Statement is as follows:

- Holding: activities from the Head Office and investment team activities
- D'leteren Automotive: activities from D'leteren SA/NV, D'leteren Car Centers, PC Antwerp and PC Brussels. Sopadis, D'leteren Sport, LabBox and Wondercar are excluded from the scope in 2020 and will be included as from 2021.
- D'leteren Immo: 100% of D'leteren Immo offices
- Moleskine: 100% of Moleskine except for employee turnover rate which applies only for the office employees.
- Belron: 100% of wholly owned business and central office

ENVIRONMENTAL DATA D'ETEREN GROUP 2020		Holding 2020	Moleskine 2020	Automotive 2020	Belron 2020	Immo 2020
› GREENHOUSE GAS EMISSIONS¹						
Greenhouse gas emissions scope 1	Tonnes CO ₂	118	73 ✓	6,760 ✓	117,001	143
GhG emissions from cars	Tonnes CO ₂	68	28	2,576	93,838	79
GhG emissions from natural gas	Tonnes CO ₂	48	44	4,041	22,008	65
GhG emissions from heating fuel oil	Tonnes CO ₂	-	-	-	715	-
GhG emissions from heating Propane/LPG	Tonnes CO ₂	-	-	-	277	-
GhG emissions from refrigerant leakage	Tonnes CO ₂	2	-	111	160	1
GhG emissions from owned logistics	Tonnes CO ₂	-	-	31	3	-
Greenhouse gas emissions scope 2	Tonnes CO ₂	20	415 ✓	1,004 ✓	19,479	17
GhG emissions market based	Tonnes CO ₂	20	415	1,004	19,479	17
GhG emissions location based	Tonnes CO ₂	26	436	1,737	28,199	24
› GREENHOUSE GAS EMISSIONS INTENSITY						
GhG emissions scope 1 per FTE	Tonnes CO ₂	3.70	0.21	4.90	4.61	3.40
GhG emissions scope 2 per FTE	Tonnes CO ₂	0.63	1.16	0.73	0.77	0.39
GhG emissions scope 1 & 2 per FTE	Tonnes CO ₂	4.32	1.37	5.63	5.38	3.78
› ENERGY CONSUMPTION						
Total car fuel consumption	Liter	29,915	-	944,928	34,163,640	8,635
Total car diesel consumption	Liter	144	11,265	180,690	7,351,582	22,127
Total car fuel consumption (hybrid cars)	Liter	-	-	-	-	1,027
Heating natural gas consumption	MWh	260	239	21,845	112,819	351
Heating fuel oil consumption	MWh	-	-	-	2,660	-
Heating propane / LPG consumption	MWh	-	-	-	12,020	-
Grey electricity consumption	MWh	118	1,000	5,939	73,662	98
Renewable electricity consumption	MWh	33	67	4,340	23,256	42
Renewable electricity production	MWh	5	13	2,714	-	14
Cogeneration electricity production	MWh	28	-	2,831	-	32

ENVIRONMENTAL DATA D'IETEREN GROUP 2020		D'Ieteren Group	Moleskine	D'Ieteren Automotive	Belron	Immo
WASTE						
Total waste generated	Tonnes	n/a	n/a	1,122 ✓	165,561 ✓	n/a
Total hazardous waste generated	Tonnes	n/a	n/a	148 ✓	1,675 ✓	n/a
Total hazardous waste directed to landfill	Tonnes	n/a	n/a	0 ✓	1,407 ✓	n/a
Total hazardous waste directed to incineration (without energy recovery)	Tonnes	n/a	n/a	0 ✓	0 ✓	n/a
Total hazardous waste directed to incineration (with energy recovery)	Tonnes	n/a	n/a	16 ✓	268 ✓	n/a
Total hazardous waste diverted from disposal to re-use	Tonnes	n/a	n/a	3 ✓	0 ✓	n/a
Total hazardous waste diverted from disposal to recycling	Tonnes	n/a	n/a	130 ✓	0 ✓	n/a
Total non-hazardous waste generated	Tonnes	n/a	n/a	973 ✓	163,886 ✓	n/a
Total non-hazardous waste directed to landfill	Tonnes	n/a	n/a	0 ✓	68,411 ✓	n/a
Total non-hazardous waste directed to incineration (without energy recovery)	Tonnes	n/a	n/a	0 ✓	594 ✓	n/a
Total non-hazardous waste directed to incineration (with energy recovery)	Tonnes	n/a	n/a	229 ✓	3,616 ✓	n/a
Total non-hazardous waste diverted from disposal to re-use	Tonnes	n/a	4.6	12 ✓	0 ✓	n/a
Total non-hazardous waste diverted from disposal to recycling	Tonnes	n/a	n/a	732 ✓	91,265 ✓	n/a

All data with a marked with ✓ is in the scope of the independent limited assurance performed by PwC.

- Greenhouse gas emissions: The emission factors mainly come from the Bilan Carbone, the International Energy Agency as well as from direct supplier information
 - Moleskine: For the head office and 5 regional offices, 5% of the total office spaces related energy consumption had to be extrapolated. For the shops, in the USA and Europe 35% of the total shop spaces related energy consumption had to be extrapolated, while in Asia-Pacific this extrapolation rate represents 92%.
 - D'Ieteren Automotive: D'Ieteren Anderlecht is excluded from the scope as this entity was not owned for the full year 2020.
- Waste:
 - Moleskine has recently started monitoring its waste information and will be able to report on this for the year 2021.
 - D'Ieteren Immo is looking into possibilities to monitor the waste information.
 - D'Ieteren Automotive: D'Ieteren Anderlecht is excluded 187 from the scope as this entity was not owned for the full year 2020. Moreover, the site D'Ieteren Braine l'Alleud is out of scope as it is a rented office building with several tenants.
 - Belron: 71% of waste consists of glass waste, of which 64% is recycled and 36% is landfilled. The majority of the glass volume sent to landfill is an estimation based on the total volume of windshields and curved tempered units sold and broken. Other volumes of waste contains some estimations and extrapolations.

SOCIAL DATA D'ITEREN GROUP 2020		D'Ieteren Group	Moleskine	D'Ieteren Automotive	Belron ³	Immo
› FULL TIME EQUIVALENTS OWN EMPLOYEES						
Total full time equivalents (FTEs) of own employees on December 31	FTE	31.9	348.8	1,380.06	25,370.0	42.6
Share of male FTEs of own employees on December 31	%	66%	33%	80%	n/a	70%
Share of female FTEs of own employees on December 31	%	34%	67%	20%	n/a	30%
› FULL TIME EQUIVALENTS OWN EMPLOYEES BY REGION						
Share of FTEs of own employees in the Eurozone	%	100.0%	57.3%	100.0%	33.5%	100.0%
Share of FTEs of own employees in North America	%	Not relevant	14.3%	Not relevant	50.5%	Not relevant
Share of FTEs of own employees in the Rest of the World	%		28.4%		16.0%	
› WORKED HOURS SUBCONTRACTORS STAFF						
Total number of worked hours by subcontractor staff during the reporting period	Hours	0	1,440	278	n/a	13,376
› HEADCOUNT OWN EMPLOYEES						
Total headcount of own employees on December 31	Number	32	390	1,388	n/a	43
Share of male headcount of own employees on December 31	%	66%	33%	80%	n/a	70%
Share of female headcount of own employees on December 31	%	34%	67%	20%	n/a	30%
› HEADCOUNT BY CONTRACT (FIXED-TERM/OPEN-ENDED)						
Total headcount of own employees with fixed term contracts on December 31	Number	0	9	25	n/a	0
Share of male headcount of own employees with fixed term contracts	%	0	22%	80%	n/a	0
Share of female headcount of own employees with fixed term contracts	%	0	78%	20%	n/a	0
Total headcount of own employees with open-ended contracts on December 31	Number	32	381	1,363	n/a	43
Share of male headcount of own employees with open-ended contracts	%	66%	33%	80%	n/a	70%
Share of female headcount of own employees with open-ended contracts	%	34%	67%	20%	n/a	30%

SOCIAL DATA D'IETEREN GROUP 2020		D'Ieteren Group	Moleskine	D'Ieteren Automotive	Belron ³	Immo
› HEADCOUNT FULL-TIME/PART-TIME						
Total headcount of own employees contracted on a full-time base on December 31	Number	31	281	1,258	n/a	37
Share of male headcount of own employees contracted on a full-time base	%	68%	35%	83%	n/a	78%
Share of female headcount of own employees contracted on a full-time base	%	32%	65%	17%	n/a	22%
Total headcount contracted of own employees on a part-time base on December 31	Number	1	109	130	n/a	6
Share of male headcount of own employees contracted on a part-time base	%	0%	26%	54%	n/a	17%
Share of female headcount of own employees contracted on a part-time base	%	100%	74%	46%	n/a	83%
› OWN EMPLOYEE TURNOVER						
Turnover rate	%	9.68%	23.77% ⁴	6.38%	n/a	4.6%
› LOST TIME INJURY (LTI) AT THE WORKPLACE						
Total number of lost time injury of own employees	Number	1	1	32 ✓	n/a	1
Frequency rate own employees	LTI/1,000,000 Hours worked	23.15	1.53	16.68	n/a	15.27
› WORK-RELATED FATALITIES						
Total number of work-related fatalities of own employees	Number	0	0	0	0	0
› LOST TIME DAYS AT THE WORKPLACE						
Lost time days due to work accidents of own employees	Days	4	35	901	n/a	2
Severity rate own employees	LTD/1,000 Hours worked	0.09	0.05	0.47	n/a	0.03
› ABSENTEEISM (ILLNESS AND LOST TIME INJURIES)						
Total days absent of own employees because of illness, lost time injuries or unknown reasons	Number	106.92	8,037	21,493.28	n/a	367.9
Absenteeism rate own employees	%	1.32%	9.07%	6.13%	n/a	3.40%
› HEALTH AND SAFETY TRAINING						
Total health and safety training hours of own employees	Hours	8	794	1,281.63	n/a	171

All data with a marked with ✓ is in the scope of the independent limited assurance performed by PwC.

3) HR data: the information for Belron is currently not available on a Belron Group level, but is monitored on a local (country) level.

4) Moleskine's turnover rate for 2020 only concerns office employees.

5) Health and safety data: the majority of the information for Belron is currently not available on a Belron Group level, but is monitored on a local (country) level.

GOVERNANCE DATA D'ITEREN GROUP 2020		D'leteren Group	Moleskine	D'leteren Automotive	Belron ³	Immo
› DIVERSITY IN MANAGEMENT						
Total headcounts in executive level positions on December 31	Number	5	9	19	133	5
Share of male headcount in executive level positions on December 31	%	60%	67%	84%	75%	60%
Share of female headcount in executive level positions on December 31	%	40%	33%	16%	25%	40%
› ANTI-CORRUPTION AND ETHICAL BREACHES						
Monetary amount of legal and regulatory fines and settlements (over 10.000 EUR) associated with:						
- violations of bribery, corruption, or anti-competitive standards	EUR	0	0	0	0	0
- environmental, ecological or social issues;						
- data security breaches						
› COLLECTIVE BARGAINING AGREEMENT⁶						
Share of headcount bound by a collective bargaining agreement (CBA) (excl. executive level)	%	84.38%	0%	98.63%	n/a	100%

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6) Collective bargaining agreement : the information for Belron is currently not available on a Belron Group level, but is monitored on a local (country) level.



INDEPENDENT LIMITED ASSURANCE REPORT ON THE SELECTED SUSTAINABILITY INDICATORS IN THE INTEGRATED REPORT 2020 OF D'LETEREN GROUP

This report has been prepared in accordance with the terms of our contract dated 9 October 2020 (the "Agreement"), whereby we have been engaged to issue an independent limited assurance report in connection with selected sustainability data, indicated with a checkmark (✓), of the Integrated Report of D'leteren Group as of and for the year ended 31 December 2020 (the "Report").

The Directors' Responsibility

The Directors of D'leteren Group ("the Company") are responsible for the preparation and presentation of the selected sustainability indicators for the year 2020 indicated with a checkmark (✓) in the Report of D'leteren Group, (the "Subject Matter Information"), in accordance with the criteria disclosed in the Report (the "Criteria").

This responsibility includes the selection and application of appropriate methods for the preparation of the Subject Matter Information, for ensuring the reliability of the underlying information and for the use of assumptions and estimates for individual sustainability disclosures which are reasonable in the circumstances. Furthermore, the responsibility of the Directors includes the design, implementation and maintenance of systems and processes relevant for the preparation of the Subject Matter Information that is free from material misstatement, whether due to fraud or error.

Our Independence and Quality Control

We have complied with the legal requirements in respect of auditor independence, particularly in accordance with the rules set down in articles 12, 13, 14, 16, 20, 28 and 29 of the Belgian Act of 7 December 2016 organizing the audit profession and its public oversight of registered auditors, and with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditor's Responsibility

Our responsibility is to express an independent conclusion about the Subject Matter Information based on the procedures we have performed and the evidence we have obtained. Our assurance report has been prepared in accordance with the terms of our engagement contract.

We conducted our work in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) "Assurance Engagements other than Audits or Reviews of Historical Financial Information". This standard requires that we comply with ethical requirements and that we plan and perform the engagement to obtain limited assurance as to whether any matters have come to our attention that cause us to believe that the Subject Matter Information does not comply, in all material respects, with the Criteria.



In a limited-assurance engagement the evidence-gathering procedures are more limited than for a reasonable assurance engagement, and therefore less assurance is obtained than in a reasonable- assurance engagement. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Subject Matter Information in respect of the Criteria. The scope of our work comprised the following procedures:

- assessing and testing the design and functioning of the systems and processes used for data-gathering, collation, consolidation and validation, including the methods used for calculating and estimating the Subject Matter Information as of and for the year ended 31 December 2020 presented in the Report;
- conducting interviews with responsible officers;
- inspecting internal and external documents.

The scope of our work is limited to assurance over the selected sustainability indicators for the year 2020 indicated with a checkmark (✓) in the Report of D'leteren Group. Our assurance does not extend to information in respect of earlier periods or to any other information included in the Report.

Conclusion

Based on our limited assurance engagement, nothing has come to our attention that causes us to believe that the selected sustainability indicators for the year 2020 indicated with a checkmark (✓) in the Report of D'leteren Group, do not comply, in all material respects, with the Criteria.

Restriction on Use and Distribution of our Report

Our report is intended solely for the use of the Company, in connection with their Report as of and for the year ended 31 December 2020 and should not be used for any other purpose. We do not accept or assume and deny any liability or duty of care to any other party to whom this report may be shown or into whose hands it may come.

Sint-Stevens-Woluwe, 06/04/2021

PwC Bedrijfsrevisoren BV/Reviseurs d'Entreprises SRL
represented by

Marc Daelman¹
Registered auditor

¹ Marc Daelman bv, member of the Board of Directors, represented by its permanent representative Marc Daelman