

# GRI Content Index – Core

D'leteren Group discloses its non-financial information for the second time according to the GRI Standards, option Core. As the Group has a number of business activities in different sectors, the general disclosures is focused on the D'leteren Group entity while the specific disclosures concern the material aspects of each business activity. D'leteren Group aims to apply the UN PRI for its own material aspects, which is more applicable for an investment company than the GRI Topic Specific Standards.

*Legend: IR = Integretad Report, NFDR = Non-financial Disclosure Report, FDR = Financial Disclosure Report.*

SRS	Disclosure
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## GRI 102: GENERAL DISCLOSURES 2016

### 1. ORGANIZATIONAL PROFILE

102-1	Name of the organization
102-2	Activities, brands, products, and services
102-3	Location of the organization's headquarters
102-4	Number of countries operating
102-5	Nature of ownership and legal form
102-6	Markets served
102-7	Scale of the reporting organization
102-8	Information on employees and other workers
102-9	Supply chain

102-10	Significant changes to the organization and its supply chain
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102-11	Precautionary Principle or approach
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102-12	External initiatives
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102-13	Memberships of associations
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### 2. STRATEGY

102-14	Statement from senior decision-maker
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Reference	Remark or omission
IR: Cover page	
IR: D'leteren Group at a glance, p. 2-3	Rue du Mail, 50 1050 Brussels Belgium
IR: D'leteren Group at a glance, p. 2-3	
IR: D'leteren Group at a glance, p. 2-3	
IR: D'leteren Group at a glance, p. 2-3	
IR: D'leteren Group at a glance, p. 2-3	
IR: D'leteren Group at a glance, p. 2-3 NFDR: ESG Statement, p. 187-189	At the Group level, the procurement consists mainly of office supplies, flights & accomodation and energy. For the supply chain of the business activities, please refer to the non-financial disclosures, p. 145, 157, 167 and 172.
IR: History, p. 10-11	Please refer to each activity report for specific changes in operations or supply chain.
IR: Our success story: Building resilience by balancing risks and opportunities, p. 37	
IR: Our investment approach, p. 31	D'leteren Group endorses the Corporate Governance Code and is a signatory of the UN Principles for Responsible Investment (PRI).
	Memberships to associations and organisations is specific for each sector of the D'leteren group's business activities.
IR: Message from the Chairman, p. 5	
IR: Message from the CEO, p. 6-9	

SRS	Disclosure
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### 3. ETHICS AND INTEGRITY

102-16	Values, principles, standards, and norms of behavior
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### 4. GOVERNANCE

102-18	Governance structure
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### 5. STAKEHOLDER ENGAGEMENT

102-40	List of stakeholder groups
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102-41	Collective bargaining agreements
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102-42	Identifying and selecting stakeholders
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102-43	Approach to stakeholder engagement
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102-44	Key topics and concerns raised
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### 6. REPORTING PRACTICE

102-45	Entities included in the consolidated financial statements
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102-46	Defining report content and topic Boundaries
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102-47	List of material topics
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102-48	Restatements of information
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102-49	Changes in reporting
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102-50	Reporting period
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102-51	Date of most recent report
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102-52	Reporting cycle
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102-53	Contact point for questions regarding the report
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102-54	Claims of reporting in accordance with the GRI Standards
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102-55	GRI content index
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102-56	External assurance
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Reference	Remark or omission
IR: Our purpose, p. 12 IR: Our values, p. 12 IR: Our value creation, p. 13	
IR: Governance, p. 38-41 FDR: p. 94	
IR: Dialogue with our stakeholders, p. 13 NFDR: Disclosure of non-financial information, The D'leteren Group, p. 139	
NFDR: ESG Statement, p. 189	
IR: Dialogue with our stakeholders, p. 13 NFDR: Disclosure of non-financial information, The D'leteren Group, p. 139	Our stakeholders are those stakeholder groups on whom D'leteren Group has an influence or who have an influence on D'leteren Group.
IR: Dialogue with our stakeholders, p. 13 NFDR: Disclosure of non-financial information, The D'leteren Group, p. 139	
NFDR: Disclosure of non-financial information, The D'leteren Group, p. 139	For confidentiality reasons, there is no disclosure of the specific topics raised per stakeholder group. However, the dialogue has led to identification of a selection of SDGs
FDR: Notes to the Consolidated Financial Statements	
IR: Dialogue with our stakeholders, p. 13 NFDR: Disclosure of non-financial information, The D'leteren Group, p. 137 NFDR: Disclosure of non-financial information - we refer to each section "Materiality" and "Description of topics" for each material aspect of the business activities.	
NFDR: Disclosure of non-financial information, The D'leteren Group, p. 137 NFDR: Disclosure of non-financial information - we refer to each section "Materiality" of each business activities.	There is no restatement of information unless otherwise specified in the appropriate section.
FDR: Disclosure of non-financial information, The D'leteren Group, p. 137	
	1/1/2020 - 31/12/2020
	4/28/2020
	Annual
	For questions related to the D'leteren Group's report, please contact the Corporate & Financial Communications team (email: <a href="mailto:financial.communication@dieteren.be">financial.communication@dieteren.be</a> )
IR: Our investment approach, p. 34 NFDR: Disclosure of non-financial information, The D'leteren Group, p. 137	
NFDR: GRI Content Index D'leteren - Core, p.192	
IR: Our investment approach, p. 31 NFDR: Independent Limited Assurance report, p.190	

SRS

Disclosure

Reported by

## GRI 103: MANAGEMENT APPROACH 2016

Topic Specific Standards

Business activities

### ENVIRONMENTAL

GRI 305: EMISSIONS 2016

305	Management approach disclosures	D'leteren Automotive D'leteren Immo Belron Moleskine
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	D'leteren Automotive D'leteren Immo Belron Moleskine
305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	D'leteren Automotive D'leteren Immo Belron Moleskine
305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Belron D'leteren Immo
305-4	Greenhouse gas (GHG) emissions intensity	D'leteren Automotive D'leteren Immo Belron Moleskine
305-5	Reduction of GHG emissions	D'leteren Automotive Belron Moleskine

Reference	Remark or omission
<p>NFDR: Disclosure of non-financial information, D’leteren Automotive, Managing environmental impact of our operations, p. 145                      NFDR: Disclosure of non-financial information, D’leteren Immo, Towards CO2-neutrality, p. 182                      NFDR: Disclosure of non-financial information, Belron, Carbon emissions, p. 156                      NFDR: Disclosure of non-financial information, Moleskine, Reducing our carbon emissions, p. 167</p>	
<p>NFDR: ESG Statement, p. 185                      FDR: Disclosure of non-financial information, D’leteren Automotive, Managing environmental impact of our operations, p. 145                      NFDR: Disclosure of non-financial information, D’leteren Immo, Towards CO2-neutrality, p. 182                      NFDR: Disclosure of non-financial information, Belron, Carbon emissions, p. 156                      NFDR: Disclosure of non-financial information, Moleskine, Reducing our carbon emissions, p. 167</p>	
<p>NFDR: ESG Statement, p. 185                      NFDR: Disclosure of non-financial information, D’leteren Automotive, Managing environmental impact of our operations, p. 145                      NFDR: Disclosure of non-financial information, D’leteren Immo, Towards CO2-neutrality, p. 182                      NFDR: Disclosure of non-financial information, Belron, Carbon emissions, p. 156                      NFDR: Disclosure of non-financial information, Moleskine, Reducing our carbon emissions, p. 167</p>	
<p>NFDR: Disclosure of non-financial information, Belron, Carbon emissions, p. 156                      NFDR: Disclosure of non-financial information, D’leteren Immo, Towards CO<sub>2</sub>-neutrality, p. 182</p>	
<p>NFDR: ESG Statement, p. 185                      FDR: Disclosure of non-financial information, D’leteren Automotive, Managing environmental impact of our operations, p.145</p>	
<p>NFDR: Disclosure of non-financial information, D’leteren Automotive, Managing environmental impact of our operations, p. 145                      NFDR: Disclosure of non-financial information, Belron, Carbon emissions, p. 156                      NFDR: Disclosure of non-financial information, Moleskine, Reducing our carbon emissions, p. 167</p>	

SRS	Disclosure	Reported by
<b>GRI 306: EFFLUENTS AND WASTE 2020</b>		
306-1	Waste generation and significant waste-related impacts	D'leteren Automotive D'leteren Immo Belron Moleskine
306-2	Management of significant waste-related impacts	D'leteren Automotive D'leteren Immo Belron Moleskine
306-3	Waste generated	D'leteren Automotive Belron
306-4	Waste diverted from disposal	D'leteren Automotive Belron
306-5	Waste directed to disposal	D'leteren Automotive Belron
<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016</b>		
308	Management approach disclosures	Moleskine Belron
Own indicator	FSC Certification	Moleskine

Reference	Remark or omission
<p>NFDR: Disclosure of non-financial information, D'leteren Automotive, Managing environmental impact of our operations, p. 145</p> <p>NFDR: Disclosure of non-financial information, D'leteren Immo, Improve the environmental and operational performance of our properties, p. 179</p> <p>NFDR: Disclosure of non-financial information, Belron, Waste management, p. 155</p> <p>NFDR: Disclosure of non-financial information, Moleskine, Proposing eco-friendly solutions to our clients, p. 166</p>	
<p>NFDR: Disclosure of non-financial information, D'leteren Automotive, Managing environmental impact of our operations, p. 145</p> <p>NFDR: Disclosure of non-financial information, D'leteren Immo, Improve the environmental and operational performance of our properties, p. 179</p> <p>NFDR: Disclosure of non-financial information, Belron, Waste management, p. 155</p> <p>NFDR: Disclosure of non-financial information, Moleskine, Proposing eco-friendly solutions to our clients, p. 166</p>	
NFDR: ESG Statement, p. 185	Moleskine has recently started monitoring its waste information and will be able to report on this for the year 2021.
NFDR: ESG Statement, p. 185	D'leteren Immo is looking into possibilities to monitor the waste information.
<p>NFDR: Disclosure of non-financial information, Belron, Sustainable procurement, p. 157</p> <p>NFDR: Disclosure of non-financial information, Moleskine, Limiting environmental footprint of our supply chain, p. 167</p>	
NFDR: Disclosure of non-financial information, Moleskine, Limiting environmental footprint of our supply chain, p. 167	Belron is developing a set of detailed supplier Sustainability KPI's, which will give a mechanism for all suppliers to be fully assessed, scored and rated against the Belron standards.



SRS	Disclosure	Reported by
<b>SOCIAL</b>		
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-1	Occupational health and safety management system	D'leteren Automotive Belron
403-2	Hazard identification, risk assessment and incident investigation	D'leteren Automotive Belron
403-3	Occupational health services	D'leteren Automotive Belron
403-4	Worker participation, consultation and communication on occupational health and safety	D'leteren Automotive Belron
403-5	Worker training on occupational health and safety	D'leteren Automotive Belron
403-6	Promotion of worker health	D'leteren Automotive Belron
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	D'leteren Automotive Belron
403-9	Work-related injuries	D'leteren Automotive

Reference	Remark or omission
<p>NFDR: Disclosure of non-financial information, D’leteren Automotive, Playing an determining role in the well-being of our employees, p. 147                      NFDR: Disclosure of non-financial information, Belron, Employee health &amp; safety, p. 159</p>	
<p>NFDR: Disclosure of non-financial information, D’leteren Automotive, Playing an determining role in the well-being of our employees, p. 147                      NFDR: Disclosure of non-financial information, Belron, Employee health &amp; safety, p 159</p>	
<p>NFDR: Disclosure of non-financial information, D’leteren Automotive, Playing an determining role in the well-being of our employees, p. 147                      NFDR: Disclosure of non-financial information, Belron, Employee health &amp; safety, p. 159</p>	
<p>NFDR: Disclosure of non-financial information, D’leteren Automotive, Playing an determining role in the well-being of our employees, p. 147                      NFDR: Disclosure of non-financial information, Belron, Employee health &amp; safety, p. 159</p>	
<p>NFDR: Disclosure of non-financial information, D’leteren Automotive, Playing an determining role in the well-being of our employees, p. 147                      NFDR: Disclosure of non-financial information, Belron, Employee health &amp; safety, p. 159</p>	
<p>NFDR: Disclosure of non-financial information, D’leteren Automotive, Playing an determining role in the well-being of our employees, p.147                      NFDR: Disclosure of non-financial information, Belron, Employee health &amp; safety, p. 158-159</p>	
<p>NFDR: Disclosure of non-financial information, D’leteren Automotive, Playing an determining role in the well-being of our employees, p. 146-147                      NFDR: Disclosure of non-financial information, Belron, Employee health &amp; safety, p. 158-159</p>	
<p>NFDR: ESG Statement</p>	<p>The data do not provide the information for the subcontractors and do not make the distinction between work-related injury and high-consequence work-related injury.                      D’leteren Automotive: The total hours worked for D’leteren Automotive is 1,961,625. There were a total of 1,290 hours of training on health and safety provided in 2020.                      Belron: The majority of the information for Belron is currently not available on a Belron Group level, but is monitored on a local (country) level</p>

SRS	Disclosure	Reported by
<b>GRI 404 TRAINING AND EDUCATION 2016</b>		
404	Management approach disclosures	D'leteren Automotive D'leteren Immo Belron Moleskine
404-1	Average hours of training per year per employee	D'leteren Automotive D'leteren Immo
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>		
405	Management approach disclosures	D'leteren Automotive Belron Moleskine
405-1	Diversity of governance bodies and employees	D'leteren Automotive Belron Moleskine

Reference	Remark or omission
<p>NFDR: Disclosure of non-financial information, D'leteren Automotive, Employee development and well-being, p. 146</p> <p>NFDR: Disclosure of non-financial information, D'leteren Immo, Be a Top Employer, p. 183</p> <p>NFDR: Disclosure of non-financial information, Belron, Employee Development &amp; Well-being, p. 160-161</p> <p>NFDR: Disclosure of non-financial information, Moleskine, Employee development, p. 171</p>	<p>D'leteren Automotive: The hours training per employees in 2020 is 7,6 but it is not representative due to the Covid-crisis, where face-to-face training possibilities were significantly limited.</p> <p>Belron: the information for Belron is currently not available on a Belron Group level, but is monitored on a local (country) level.</p> <p>Moleskine: there was a total of 576 hours of training given in 2020 for office employees.</p>
<p>NFDR: Disclosure of non-financial information, D'leteren Automotive, Diversity and inclusion, p. 148</p> <p>NFDR: Disclosure of non-financial information, Belron, Diversity &amp; inclusion, p. 161</p> <p>NFDR: Disclosure of non-financial information, Moleskine, Diversity and inclusion, p. 173</p> <p>NFDR: ESG Statement, p. 185</p>	<p>The breakdown by age is not deemed relevant for the activities.</p> <p>Belron: the information for Belron is currently not available on a Belron Group level, but is monitored on a local (country) level.</p>

SRS	Disclosure	Reported by
<b>GRI 413: LOCAL COMMUNITIES 2016</b>		
413	Management approach disclosures	D'leteren Automotive Belron Moleskine
Own indicator	Total donations	D'leteren Automotive Belron Moleskine
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016</b>		
414	Management approach disclosures	Moleskine Belron
414-1	New suppliers that were screened using social criteria	Moleskine

Reference	Remark or omission
<p>FDR: Disclosure of non-financial information, D’leteren Automotive, Commitment to the community, p. 149</p> <p>FDR: Disclosure of non-financial information, Belron, Making a difference for our communities, p. 162</p> <p>FDR: Disclosure of non-financial information, Moleskine, Fostering people’s creativity and critical mindset, p. 169</p>	
<p>FDR: Disclosure of non-financial information, D’leteren Automotive, Commitment to the community, p. 149</p> <p>FDR: Disclosure of non-financial information, Belron, Making a difference for our communities , p. 162</p> <p>FDR: Disclosure of non-financial information, Moleskine, Through our social action, p. 169</p>	
<p>NFDR: Disclosure of non-financial information, Belron, Sustainable procurement, p. 157</p> <p>NFDR: Disclosure of non-financial information, Moleskine, Respect for human rights throughout the value chain, p. 172</p>	
<p>NFDR: Disclosure of non-financial information, Moleskine, Respect for human rights throughout the value chain, p. 172</p>	<p>Moleskine is not screening the new suppliers but rather the significant suppliers in terms of procurement spent.</p> <p>Belron is developing a set of detailed supplier Sustainability KPI’s, which will give a mechanism for all suppliers to be fully assessed, scored and rated against the Belron standards.</p>