

Disclosure of non-financial information

1. The D'Ieteren Group

As the parent company, the impact of the D'Ieteren Group is most visible in its investment decisions and the support it provides to its different activities. The Group currently has four activities: D'Ieteren Auto (100%-owned), Belron (54.85% of voting rights), Moleskine (100% owned) and D'Ieteren Immo (100% owned). It has a long-term strategy for growth and value creation in its businesses, which it actively supports to strengthen their positions in their specific industries or regions. The overall objective is to create value for all stakeholders.

In 2019, D'Ieteren Group formalized its mission to increase its impact on the wider society with which it engages. In particular, the Group aims to build a family of businesses that reinvent their respective industries in search of excellence and a meaningful impact. Accordingly, the Group decided in 2019 to take additional steps to support its activities by further embedding sustainability within their organisations. As in 2018, communications professionals and sustainability experts of D'Ieteren Group, D'Ieteren Auto, Belron, Moleskine and D'Ieteren Immo gathered in Brussels at the end of 2019 to discuss how best to align their sustainability reporting methods and share best practices. It helped to pinpoint the Group's ambitions: to assist the activities in defining a clear sustainability strategy and in enhancing the reliability, accuracy and comparability of their non-financial data.

1.1. D'IETEREN GROUP'S 2019 NON-FINANCIAL REPORTING: STRUCTURE AND METHODOLOGY

For this reporting, the Group has decided to follow the same structure as for last year - based on the material themes identified in 2018. However, this year both D'Ieteren Auto and D'Ieteren Immo are releasing separate disclosures while the two activities were previously combined.

The main themes identified in 2018 arose from the materiality analysis that was conducted for each activity based among others on the standards of the Sustainability Accounting Standards Board (SASB). The SASB has defined a set of 77 standards that identify a range of material sustainability themes for specific industries. Close examination of these standards has made it possible to select material themes that are more relevant to the industries in which D'Ieteren Group operates. External sustainability experts supported D'Ieteren and its activities in this task and helped to ensure that the materiality assessment was consistent and accurate.

Moreover, D'Ieteren has aligned its material themes with the UN Sustainable Development Goals (SDGs). The 2030 Agenda for Sustainable Development, which consists of 17 Goals covering 169 targets, was adopted by all United Nations Member States in 2015. For each of the identified material themes, D'Ieteren identified the related SDG and SDG targets and looked at how its activities were contributing to meeting the UN goals.

This year, for the first time, D'Ieteren Group aligned itself with the Global Reporting Initiative (GRI) Standards (core option). The GRI Standards (SRS) have been developed over the last 20 years and represent global best practice for reporting on economic, environmental and social issues. The GRI Content Index is available on [p.XX](#).

1.2. THE WAY FORWARD

Building on its mission statement, the Group has defined clear ambitions with regard to sustainability. It acknowledges its role in society by investing in meaningful companies and by supporting its activities to further embed sustainability within their organisations.

To this end, in early-2020 D'Ieteren Group helped its activities to re-assess their materiality analysis. The aim was to extend stakeholder engagement with a view to really meeting the expectations of external stakeholders.

All four activities received support from external sustainability experts to conduct this exercise. A list of priorities was then defined to highlight the most material themes (or themes that should be given priority in order to optimize activities' impact on their stakeholders – internal and external – and ultimately on the environment and society as a whole). As definitions of sustainability are constantly evolving, the definition of material themes will also be subject to modification.

The results of the new materiality analysis will be used as a starting point to formulate a sustainability strategy for each of the activities, with clear priorities for the coming 5 years. It will also form the basis for the Group's next non-financial reporting.

In parallel, D'leteren Group aims to improve the quality and reliability of its non-financial information. With this in mind, the Group asked PwC to conduct a readiness assessment in 2019. Implementation of the resulting recommendations should pave the way for some assurance of the 2020 reporting.

- 1) Climate impact/CO₂ emissions
- 2) Waste management
- 3) Innovation
- 4) Sustainable procurement
- 5) Customer satisfaction
- 6) Employee development and well-being
- 7) Employee safety
- 8) Community engagement
- 9) Ethical principles
 - a. Respect for Human Rights
 - b. Zero tolerance for fraud and corruption
 - c. Inclusion and diversity