

GRI content index

Statement of use	Lenovo has reported the information cited in this GRI content index for the period April 1, 2025 to March 31, 2026 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Page number(s)	Other reference material(s)
GRI 2: General Disclosures 2021	Organizational profile		
	2-1 Organizational details	13	
	2-2 Entities included in the organization's sustainability reporting	12, 114	
	2-3 Reporting period, frequency and contact point	12	
	2-4 Restatements of information	No restated information	
	2-5 External assurance	12	
	2-6 Activities, value chain and other business relationships	13, 114	
	2-7 Employees	85-87	
	2-22 Statement on sustainable development strategy	6-9	
	2-27 Compliance with laws and regulations	101	
	2-28 Membership associations	FY 2025/26 memberships and associations	
	2-29 Approach to stakeholder engagement	13-15	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	13-15	
	3-2 List of material topics	14	
Economic topics			
Economic Performance			
GRI 3: Material Topics 2021	3-3 Management of material topic	57-60	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	22, 115-118	FY 2025/26 Annual Report's Management's discussion & analysis
Procurement Practices			
GRI 3: Material Topics 2021	3-3 Management of material topic	72-81	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	102	
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topic	60-61, 64-65	

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GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	60-61, 65, 101	
Anti-competitive Behavior			
GRI 3: Material Topics 2021	3-3 Management of material topic	60-61, 64-65	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	60-61, 101	
Environmental topics			
Materials			
GRI 3: Material Topics 2021	3-3 Management of material topic	19, 26-28, 33-35	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	100	
	301-2 Recycled input materials used	28, 35, 100	
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topic	19-24	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	95-96	
	302-3 Energy intensity	96	
	302-4 Reduction of energy consumption	19-24	
	302-5 Reductions in energy requirements of products and services	29-32	
Water and Effluents			
GRI 3: Material Topics 2021	3-3 Management of material topic	19, 25-26	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	25-26	
	303-3 Water withdrawal	98	
	303-4 Water discharge	98	
	303-5 Water consumption	98	
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GRI 3: Material Topics 2021	3-3 Management of material topic	19-24	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	92	
	305-2 Energy indirect (Scope 2) GHG emissions	92	
	305-3 Other indirect (Scope 3) GHG emissions	92-94	
	305-4 GHG emissions intensity	92	
	305-5 Reduction of GHG emissions	20-21, 92	
	305-6 Emissions of ozone-depleting substances (ODS)	22	

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Waste			
GRI 3: Material Topics 2021	3-3 Management of material topic	19, 24-25, 33-35	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	24-25, 26-28, 33-35	
	306-2 Management of significant waste-related impacts	24-25, 26-28, 33-35	
	306-3 Waste generated	97	
	306-4 Waste diverted from disposal	97	
	306-5 Waste directed to disposal	97	
Supplier Environmental Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topic	72-81, 102-103	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	72-81, 102-103	
	308-2 Negative environmental impacts in the supply chain and actions taken	72-81, 102-103	
Social topics			
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topic	38-47, 51-54	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	87-88	
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topic	39-42	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	39-42	
	403-2 Hazard identification, risk assessment, and incident investigation	39-42	
	403-4 Worker participation, consultation, and communication on occupational health and safety	39-42	
	403-5 Worker training on occupational health and safety	39-42, 90	
	403-6 Promotion of worker health	39-42	
	403-9 Work-related injuries	90	
	403-10 Work-related ill health	90	

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Training and Education			
GRI 3: Material Topics 2021	3-3 Management of material topic	44-45	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	89	
	404-2 Programs for upgrading employee skills and transition assistance programs	44-45	
Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topic	51-54	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	85-87	
Forced or Compulsory Labor			
GRI 3: Material Topics 2021	3-3 Management of material topic	38, 72-79	Supplier Code of Conduct RBA Code of Conduct Human Rights Policy
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	38, 72-79	Supplier Code of Conduct RBA Code of Conduct Human Rights Policy
Local Communities			
GRI 3: Material Topics 2021	3-3 Management of material topic	48-50, 91	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	48-50, 91	
Supplier Social Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topic	72-77, 78-79, 102-103	
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	72-77, 78-79, 102-103	
Customer Privacy			
GRI 3: Material Topics 2021	3-3 Management of material topic	61-62	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	61-62	