

# ESG Development

| SDG Area                                  | Targets  | 2020   | 2021   | 2022   | 2023   | 2024   | 2025                     | Target 2030       |
|---|--|--------|--------|--------|--------|--------|--------------------------|-------------------|
| 13 Climate Action                         | CO2 emissions (tCO2e)  | 16 853 | 16 144 | 10 246 | 8 845  | 8 099  | 6 193                    | 8 000             |
| 13 Climate Action                         | Increase the share of fossil-free energy to >60%                                 | 28 %   | 33 %   | 52 %   | 52,4%  | 53,5%  | 60%<br>(Electricity 75%) | 70 %              |
| 3 Good Health                             | Workplace accidents rate<br>(no. of accidents vs actual worked hours *1,000,000) | -      | -      | 3,7    | 4,0    | 4,5    | 3,3                      | -10% p.a.         |
| 5 Gender Equality                         | % of women in the senior management  | 23%    | 25%    | 23%    | 26%    | 27%    | 27%                      | 2026: 35%         |
| 8 Good Jobs/<br>10 Reduce Inequalities    | Employee satisfaction and motivation survey score                                | 68     | 70     | 71     | 73     | 70     | 72                       | 2026: ≥75         |
| 16 Peace, justice and strong institutions | Improve sustainable procurement:<br>EcoVadis rating                              | -      | Silver | Silver | Silver | Silver | Gold                     | 2028:<br>Platinum |
| 16 Peace, justice and strong institutions | Supplier Code of Conduct signed by new suppliers                                 | -      | -      | 100%   | 100%   | 100%   | 100%                     | 100%              |



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



[EcoVadis Rating](#)

