

Governance

Board - Separation of Powers (G1 GRI 2-9 SDG 10)	Unit	2018	2019	2020	2021	2022
Total number of board members	no.	7	7	7	5	5
Women	no.	3	3	3	2	2
Men	no.	4	4	4	3	3
Gender ratio in the committees chaired by the board						
Women	%	-	50	20	60	60
Men	%	-	50	80	40	40

Board Independence (G2 GRI 2-9)	Unit	2018	2019	2020	2021	2022
Does the company prohibit CEO from serving as board chair?	Yes/no	-	-	Yes	Yes	Yes
The CEO is a board member	Yes/no	No	No	No	No	No
The CEO manages committees on behalf of the Board	Yes/no	No	No	No	No	No
The CEO is the Chairman of the Board	Yes/no	No	No	No	No	No
Total board seats occupied by independents?	%	85.7	100	100	100	100

Incentivized Pay (G3 GRI 2-19)	Unit	2018	2019	2020	2021	2022
Are company executives formally incentivised to act on ESG	Yes/no	Yes	Yes	No	No	Yes
In regards to finance and corporate governance	Yes/no	Yes	Yes	No	No	Yes

Collective Bargaining (G4 GRI 2-30 UNGC-P3 SDG 8)	Unit	2018	2019	2020	2021	2022
Employees in labour unions	%	99.8	99.6	99.4	98.7	97.4
Employees outside labour unions	%	0.2	0.4	0.6	1.3	2.6
Percentage of people working in accordance with labour market laws	%	100	100	100	100	100

Suppliers (G5 GRI 308-1, GRI 414-1 UNGC-P2, P3, P4, P8 SDG 12)	Unit	2018	2019	2020	2021	2022
Supplier Code of Conduct	Yes/no	-	-	Yes	Yes	Yes
Environmental factors when evaluating suppliers	Yes/no	-	-	Yes	Yes	Yes
Equality factors when evaluating suppliers	Yes/no	-	-	Yes	Yes	Yes
Labor rights when evaluating suppliers	Yes/no	-	-	Yes	Yes	Yes

Ethics & Anti-Corruption (G6 GRI 205 UNGC-P10 SDG 16)	Unit	2018	2019	2020	2021	2022
Does the company publish and follow an EC?	Yes/no	Yes	Yes	Yes	Yes	Yes
EC has been approved by the board of directors	Yes/no	Yes	Yes	Yes	Yes	Yes
Anti-corruption and bribery policy	Yes/no	Yes	Yes	Yes	Yes	Yes

Data Privacy (G7 GRI 418-1)	Unit	2018	2019	2020	2021	2022
Data privacy policy?	Yes/no	Yes	Yes	Yes	Yes	Yes
Implementation of the EU Privacy Regulation (GDPR)	Yes/no	Yes	Yes	Yes	Yes	Yes

Sustainability Report (G8.1)	Unit	2018	2019	2020	2021	2022
Does the company publish a sustainability report?	Yes/no	Yes	Yes	Yes	Yes	Yes

Disclosure Practices (G9)	Unit	2018	2019	2020	2021	2022
Sustainability data to sustainability reporting frameworks	Yes/no	Yes	Yes	Yes	Yes	Yes
Focus on specific UN Sustainable Development Goals (SDGs)	Yes/no	Yes	Yes	Yes	Yes	Yes
Does your company set targets and report progress on the UN SDGs?	Yes/no	-	Yes	Yes	Yes	Yes

External Validation & Assurance (G10 GRI 2-5)	Unit	2018	2019	2020	2021	2022
ESG disclosures assured or validated by a third party	Yes/no	-	-	Yes	Yes	Yes