

<b>Environmental</b>		<b>2021</b>	<b>2020</b>
<b>E1</b>	<b>Direct &amp; Indirect GHG emissions (Tonnes CO2e)</b>	<b>18,629</b>	<b>19,129*</b>
E1.1	Scope 1: Direct GHG emissions	7,563	6,041*
E1.2	Scope 2: Indirect GHG emissions (market-based)	7,328	9,371*
E1.2	<i>Scope 2: Indirect GHG emissions (location-based)</i>	8,755	8,887*
E1.3	Scope 3: Other indirect GHG emissions	3,738	3,717*
<b>E2</b>	<b>Emission intensity</b> (Kg CO2e per EUR 1,000 of revenues)	<b>13.8</b>	<b>15.7*</b>
<b>E2</b>	<b>Emission intensity</b> (Kg CO2e per m2)	<b>54.7</b>	<b>61.3*</b>
<b>E2</b>	<b>Emission intensity</b> (Kg CO2e per average FTE)	<b>2,636</b>	<b>3,007*</b>
<b>E3</b>	<b>Energy usage</b> (GWH)	<b>73.2</b>	<b>69.1*</b>
E3.1	Directly consumed (GWH)	36.0	29.2*
E3.2	Indirectly consumed (GWH)	37.2	39.9*
<b>E4</b>	<b>Energy intensity</b> (MWH per FTE)	<b>10.4</b>	<b>10.9*</b>
<b>E5</b>	<b>Energy mix</b> - renewable electricity	<b>55.4%</b>	<b>45.9%*</b>
<b>E6</b>	<b>Water usage</b>	-	-
<b>E7</b>	<b>Environmental operations</b>	<b>Yes</b>	<b>Yes</b>
E7.1	Formal environmental policy	Yes	Yes
E7.2	Specific waste, water, energy, and/or recycling policies	Yes	Yes
E7.3	Recognized energy management system	Yes	Yes
<b>E8</b>	<b>Climate related risk oversight by the Board/Management</b>	<b>Yes</b>	<b>Yes</b>
<b>E9</b>	<b>Sustainability issue oversight by the Board/Management</b>	<b>Yes</b>	<b>Yes</b>
<b>E10</b>	<b>Climate oversight/management</b>	<b>Yes</b>	-
<b>Social</b>		<b>2021</b>	<b>2020</b>
<b>S1</b>	<b>CEO pay ratio</b>	<b>18.2:1</b>	<b>19.3:1</b>
S1.2	Reported in regulatory filings	Yes	Yes
<b>S2</b>	<b>Gender pay ratio</b> (men/women)	<b>4.5%</b>	<b>3.4%</b>
<b>S3</b>	<b>Employee turnover ratio</b>	<b>11.4%</b>	<b>9.0%*</b>
<b>S4</b>	<b>Overall female ratio</b>	<b>17.4%</b>	<b>16.4%</b>
<b>S5</b>	<b>Contingent worker ratio</b>	<b>7.9%</b>	<b>6.8%</b>
<b>S6</b>	<b>Non-discrimination policy</b>	<b>Yes</b>	<b>Yes</b>
<b>S7</b>	<b>Injury rate</b>	<b>0.78</b>	<b>0.91</b>
<b>S8</b>	<b>Global health &amp; safety policy</b>	<b>Yes</b>	<b>Yes</b>
<b>S9</b>	<b>Child &amp; forced labor policy</b>	<b>Yes</b>	<b>Yes</b>
S9.2	Policy covers suppliers and vendors	Yes	Yes
<b>S10</b>	<b>Human rights policy</b>	<b>Yes</b>	<b>Yes</b>
S10.2	Policy covers suppliers and vendors	Yes	Yes
<b>Governance</b>		<b>2021</b>	<b>2020</b>
<b>G1</b>	<b>Board diversity</b> (women/men ratio)	<b>43/57</b>	<b>43/57</b>
G1.2	Board committee chairs (women/men ratio)	67/33	33/67
<b>G2</b>	<b>Independent board directors</b>	<b>Yes 100%</b>	<b>Yes 100%</b>
G2.1	CEO prohibited from serving as board chair	Yes	Yes
<b>G3</b>	<b>ESG incentivized pay</b>	<b>Yes</b>	<b>No</b>
<b>G4</b>	<b>Collective bargaining</b>	<b>Yes</b>	<b>Yes</b>
<b>G5</b>	<b>Supplier code of conduct</b>	<b>Yes</b>	<b>Yes</b>
<b>G6</b>	<b>Ethics &amp; anti-corruption</b>	<b>Yes</b>	<b>Yes</b>
<b>G7</b>	<b>Data privacy</b>	<b>Yes</b>	<b>Yes</b>
G7.2	Compliance with GDPR	Yes	Yes
<b>G8</b>	<b>ESG reporting</b> (published and filed)	<b>Yes</b>	<b>Yes</b>
<b>G9</b>	<b>Disclosure practices</b>	<b>Yes</b>	<b>Yes</b>
G9.2	Specific focus on UN Sustainable Development Goals	2, 9, 12	2, 9, 12
<b>G10</b>	<b>External validation assurance</b>	<b>Partial<sup>1</sup></b>	<b>Partial<sup>1</sup></b>

<sup>1</sup> Environmental KPIs are determined with the support of Sustainalize, an ERM Group company.