

# ESG development

SDG Area	Targets	2020	2021	2022	2023	2024	Target 2030
13 Climate Action	CO2 emissions (tCO2e)	16,853	16,144	10,246	8,845	8,774	8,500
13 Climate Action	Reduce CO2 / value-add by more than 60%	n/a	-10 %	-42 %	-62%	-55.8%	-60%
13 Climate Action	Increase the share of fossil-free energy to >60%	28 %	33 %	52 %	52%	54%	60%
16 Peace, justice and strong institutions	Improve sustainable procurement: EcoVadis rating	-	Silver	Silver	Silver	Silver	Platinum
16 Peace, justice and strong institutions	Supplier Code of Conduct signed by new suppliers	-	-	100%	100%	100%	100%
3 Good Health	Workplace accidents, % of active workforce	-		3.7%	4.0%	4.5%	-10% p.a.
5 Gender Equality	% of women in the senior management	23%	25%	23%	20%	27%	2026: 35%
8 Good Jobs/ 10 Reduce Inequalities	Employee satisfaction and motivation survey score	68	70	71	73	70	2025: ≥75

