

# Governance

<b>Board - Separation of Powers (G1   GRI 2-9   SDG 10)</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Total number of board members	no.	7	7	5	5	6
Women	no.	3	3	2	2	3
Men	no.	4	4	3	3	3
Gender ratio in the committees chaired by the board						
Women	%	50	20	60	60	60
Men	%	50	80	40	40	40

<b>Board Independence (G2   GRI 2-9)</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Does the company prohibit CEO from serving as board chair?	Yes/no	-	Yes	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?	%	100	100	100	100	100

<b>Remuneration Policy (G3   GRI 2-19)</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Performance-related incentives for management	Yes/no	Yes	No	No	Yes	Yes
In regards to finance and corporate governance	Yes/no	Yes	No	No	Yes	Yes
In regards to non-financial factors	Yes/no	-	-	-	-	Yes

<b>Collective Bargaining (G4   GRI 2-30   UNGC-P3   SDG 8)</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Employees in labour unions	%	99.6	99.4	98.7	97.4	95.7
Employees outside labour unions	%	0.4	0.6	1.3	2.6	4.3
Percentage of people working in accordance with labour market laws	%	100	100	100	100	100

<b>Suppliers (G5   GRI 308-1, GRI 414-1   UNGC-P2, P3, P4, P8   SDG 12)</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Supplier Code of Conduct	Yes/no	-	Yes	Yes	Yes	Yes
Environmental factors when evaluating suppliers	Yes/no	-	Yes	Yes	Yes	Yes
Equality factors when evaluating suppliers	Yes/no	-	Yes	Yes	Yes	Yes
Labor rights when evaluating suppliers	Yes/no	-	Yes	Yes	Yes	Yes

<b>Ethics &amp; Anti-Corruption (G6   GRI 205   UNGC-P10   SDG 16)</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
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

<b>Data Privacy (G7   GRI 418-1)</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Data privacy policy?	Yes/no	Yes	Yes	Yes	Yes	Yes
Implementation of the EU Privacy Regulation (GDPR)	Yes/no	Yes	Yes	Yes	Yes	Yes

<b>Sustainability Report (G8.1)</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Does the company publish a sustainability report?	Yes/no	Yes	Yes	Yes	Yes	Yes

<b>Disclosure Practices (G9)</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
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	Yes

<b>External Validation &amp; Assurance (G10   GRI 2-5)</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
ESG disclosures assured or validated by a third party	Yes/no	-	Yes	Yes	Yes	Yes