

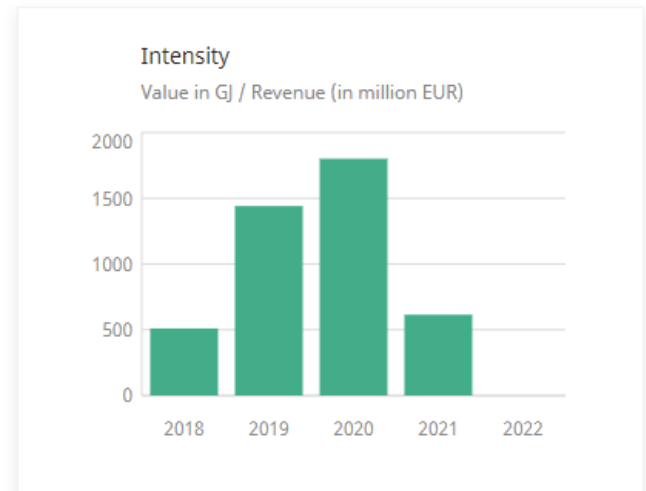
# Core Metrics

## Energy Consumption

- Total energy consumption

Total value per year

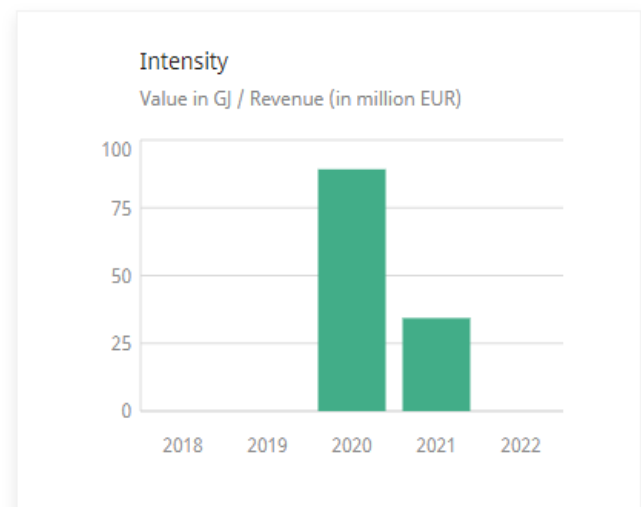
Year	Unit	Value
2021	GJ	28272
2020	GJ	81024
2019	GJ	63388
2018	GJ	23975



- Total renewable energy consumed

Total value per year

Year	Unit	Value
2021	GJ	1578.17
2020	GJ	4014.65

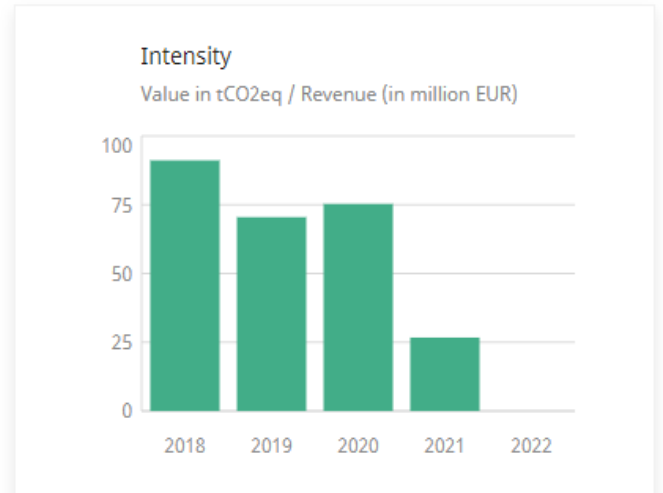


## GHG Emissions

- Total gross Scope 1 GHG emissions

Total value per year

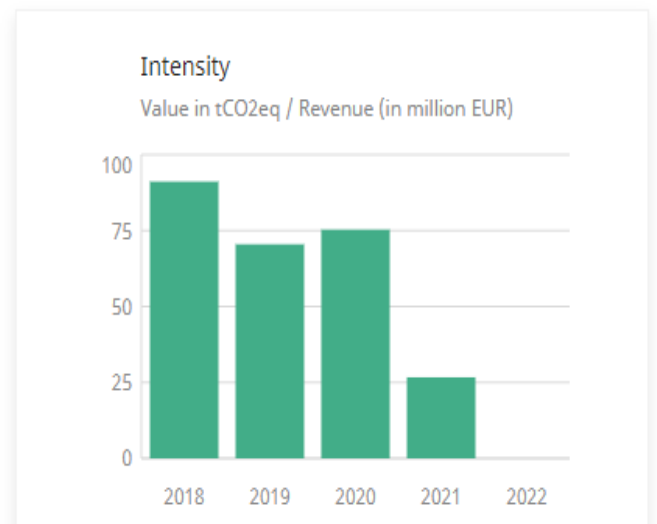
Year	Unit	Value
2021	tCO <sub>2</sub> eq	1228
2020	tCO <sub>2</sub> eq	3389
2019	tCO <sub>2</sub> eq	3101
2018	tCO <sub>2</sub> eq	4283.1



- Total gross Scope 2 GHG emissions (market and location based)

Total value per year

Year	Unit	Value
2021	tCO <sub>2</sub> eq	1228
2020	tCO <sub>2</sub> eq	3389
2019	tCO <sub>2</sub> eq	3101
2018	tCO <sub>2</sub> eq	4283.1



## Water

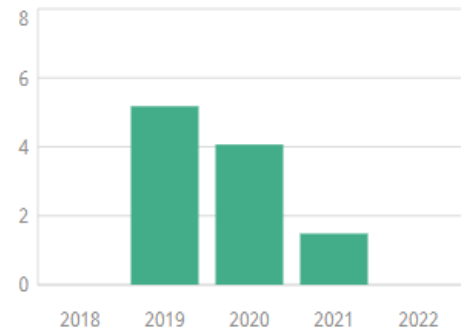
- Total water withdrawal

Total value per year

Year	Unit	Value
2021	ML	68.288
2020	ML	182.951
2019	ML	227.746

### Intensity

Value in ML / Revenue (in million EUR)



## Waste

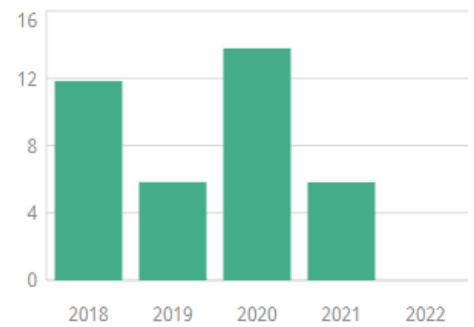
- Total weight of waste

Total value per year

Year	Unit	Value
2021	T	267.863
2020	T	620
2021	T	256.689
2018	T	556.279

### Intensity

Value in T / Revenue (in million EUR)

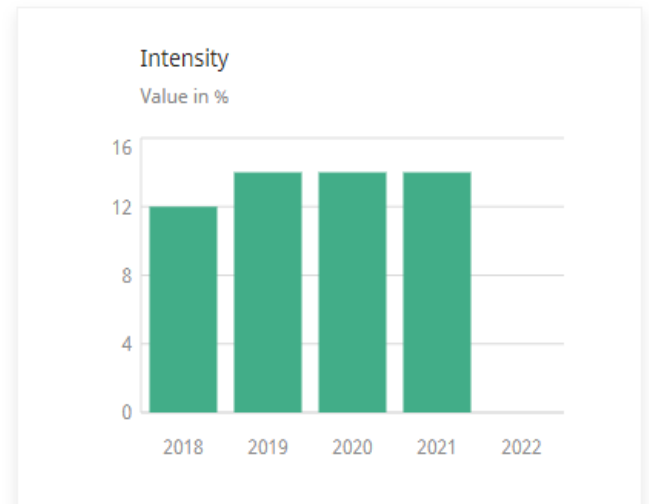


## Diversity

- Percentage of women employed in relation to the whole organization

Total value per year

Year	Unit	Value
2021	%	14
2020	%	14
2019	%	14
2018	%	12



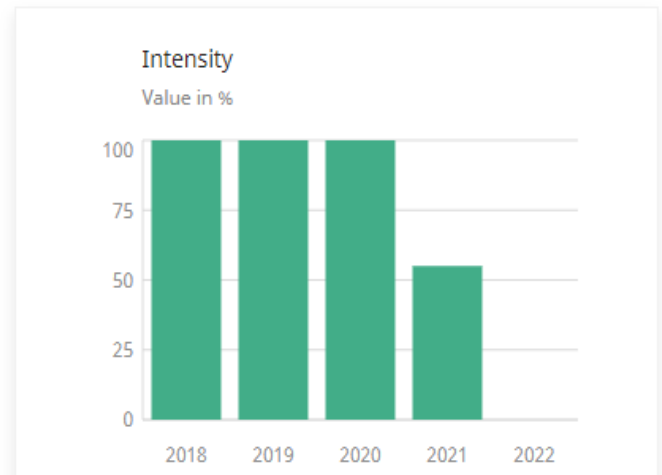
# Sector-specific Metrics

## Diversity

- Percentage of women in top executive positions (excluding boards of directors)

Total value per year

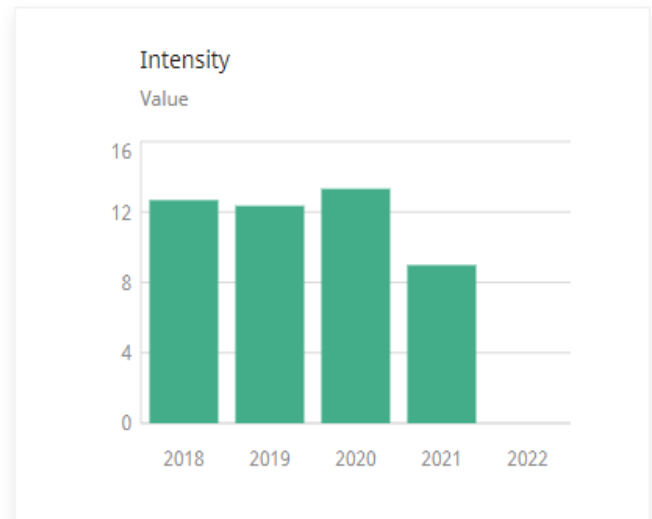
Year	Unit	Value
2021	%	55
2020	%	100
2019	%	100
2018	%	100



- Average unadjusted gender pay gap

Total value per year

Year	Value
2021	8.98
2020	13.32
2019	12.35
2018	12.67



## Materials, Chemicals & Waste

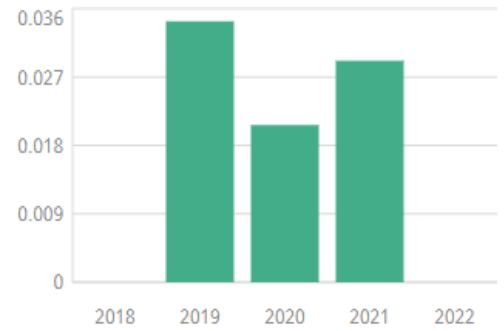
- Total weight of hazardous waste emitted

Total value per year

Year	Unit	Value
2021	T	1.34
2020	T	0.93
2019	T	1.51

### Intensity

Value in T / Revenue (in million EUR)



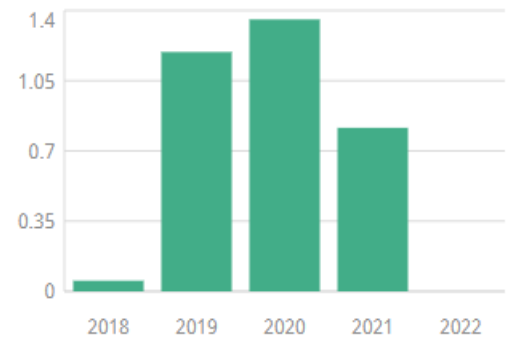
- Total weight of non-hazardous waste emitted

Total value per year

Year	Unit	Value
2021	T	37.5
2020	T	61
2019	T	52.5
2018	T	2.5

### Intensity

Value in T / Revenue (in million EUR)

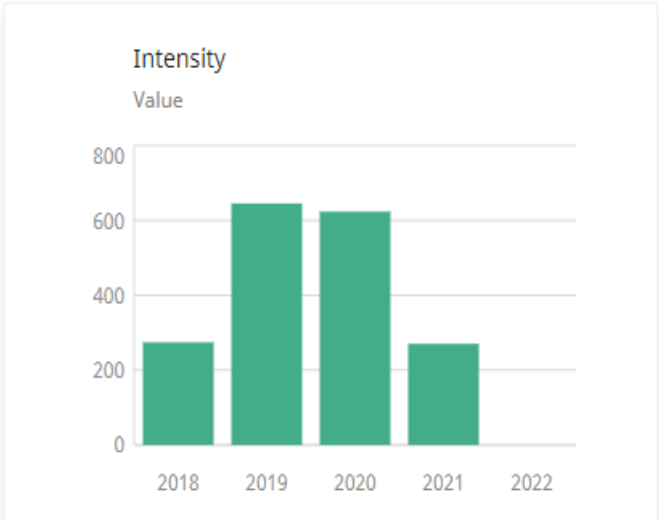


# Health & Safety

- Lost time injury (LTI) severity rate for direct workforce

Total value per year

Year	Value
2021	270.43
2020	623.53
2019	645.49
2018	274.41



- Lost time injury (LTI) frequency rate for direct workforce

Total value per year

Year	Value
2021	13.35
2020	42.32
2019	11.13
2018	10.98

