

## Annex 8. Sustainable Finance

Indicator	Description	Base year (2020)	Status 2022	Performance vs Base Year	Target 2025	Target 2030
		Value (Unit)	Value (Unit)	(%)	Value (Unit)	Value (Unit)
KPI 1a <sup>58</sup>	Reduction in Scope 1, 2 and 3 from fuel and energy-related activities GHG emissions	525,037 t CO2e	108,620 t CO2e	(79)%	(45)%	(70)%
KPI 1b	Reduction of absolute Scope 3 GHG emissions from purchased goods and services, and from capital goods	80,957 t CO2e	73,532 t CO2e	(9)%	(21)%	-
KPI 2	Annual sourcing of renewable electricity	10%	77%	670%	100%	-
KPI 3 <sup>59,60</sup>	Percentage of women in directors and senior management/manager roles	24%	27%	13%	30%	-

<sup>58</sup> KPI included in the Facilities Agreement

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<sup>60</sup> According to FY20 perimeter, excluding Edzcom. Intake due to M&A will be included after 3 years after the integration's year.