

Annex 8. Sustainable Finance

Indicator	Description	Base year (2020)	Status 2023	Performance vs Base Year	Target 2025	Target 2030
		Value (Unit)	Value (Unit)	(%)	Value (Unit)	Value (Unit)
KPI 1a ⁵⁵	Reduction in Scope 1, 2 and 3 from fuel and energy-related activities GHG emissions	525,037 t CO2e	91,207.29	(83)%	(45)%	(70)%
KPI 1b	Reduction of absolute Scope 3 GHG emissions from purchased goods and services, and from capital goods	80,957 t CO2e	69,718.11	(14)%	(21)%	-
KPI 2	Annual sourcing of renewable electricity	10%	77%	77%	100%	-
KPI 3 ^{56,57}	Percentage of women in directors and senior management/manager roles	24%	30%	30%	30%	-

⁵⁵ KPI included in the Facilities Agreement

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⁵⁷ According to FY20 perimeter. Intake due to M&A will be included after 3 years after the integration's year.