

# Our performance dashboard

We track our progress towards our 2030 Sustainability Goals.

Stream	Material Topics	Our 2030 Goals	Unit	Base year <sup>1</sup>	2021	2022	Progress towards target (base year to 2030)
What. Products	Sustainable product portfolio	Net sustainable sales >50% of revenue from BSI Achiever class	%	34	-	34	Baseline set in 2022
		Zero products from BSI Concern class	%	7	-	7	Baseline set in 2022
	Breakthrough innovation	Net-sustainable innovation: 100% of all new products from BSI Achiever class	%	-	-	-	Baseline to be set



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We. People	Diverse, motivated and empowered employees	Female employees >31 %	%	26	26	26	0%
		Female executives >40%	%	19	21	26	34%
							<div></div>
		Female new hires >40%	%	37	32	36	0%
		Employee engagement survey indexes in line with top performing companies <sup>4</sup>	-	-	-	-	49%
							<div></div>
	Safety and well-being	Zero accidents	No.	7	17	15	0%
	Social engagement	Total number of children and youth impacted positively	-	-	-	-	Goal to be set



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Do. Operations	Climate action	>55% CO <sub>2</sub> e reduction (absolute) of scope 1 & 2 <sup>2</sup>	%	0	33	42	78%
		>50% CO <sub>2</sub> e reduction (intensity) from third-party logistics <sup>2</sup>	%	0	18	+5 <sup>4</sup>	0%
	Resource efficiency	Renewable energy use >70%	%	36	44	56	58%
		Zero landfill waste	ton	301	185	73	76%
		Waste efficiency <35 kg/ton (incl. reused)	kg/ton	52	51	52	0%



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		<b>Incinerated waste reduction (absolute, tons)<sup>3</sup></b>					
		<ul style="list-style-type: none"> <li>70% without heat recovery</li> </ul>	%	0	34	46	65% 
		<ul style="list-style-type: none"> <li>15% with heat recovery</li> </ul>	%	0	+18 <sup>4</sup>	+6 <sup>4</sup>	0%
		Energy efficiency <0.30 MWh/ton	MWh/ton	0.39	0.4	0.4	0%
		Volatile organic compounds (VOC) reduction 30%	%	0	0.2	8.2	27% 

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		<b>Water withdrawal reduction</b>					
		<ul style="list-style-type: none"> <li>50% reduction (absolute, m<sup>3</sup>)</li> </ul>	%	0	+1 <sup>4</sup>	9	18% 
		<ul style="list-style-type: none"> <li>50% reduction for water-stressed sites (intensity m<sup>3</sup>/employee)</li> </ul>	%	0	8	15	30% 

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	Supply chain sustainability	<b>100% sourcing aligned with our Responsible Sourcing Strategy</b>					
		<ul style="list-style-type: none"> <li>100% of suppliers signed Code of Conduct</li> </ul>	%	89	93	93	36% 
		<ul style="list-style-type: none"> <li>&gt;85% raw material suppliers EcoVadis assessed and approved</li> </ul>	%	75	78	81	56% 
		<ul style="list-style-type: none"> <li>100% of high-risk suppliers are audited</li> </ul>	%	0	0	0	0%

<sup>1</sup> The base year for all 2030 Goals indicators is 2020. Exceptions are marked.

<sup>2</sup> Base year: 2013

<sup>3</sup> This indicator increased.

<sup>4</sup> Based on data from last employee survey in 2021. Absolute figures are only disclosed internally.