

Overview of our progress in the people stream

Material Topics	Our 2030 Goals	Unit	Base year ¹	2021	2022	Progress towards target (base year to 2030)
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 in line with top performing companies ²	-	-	-	-	49%
						<div></div>
Safety and well- being	Zero accidents	%	7	17	15	0%
Social engagement	Total number of children and youth impacted positively	#	-	-	-	Goal to be set

¹The base year for all 2030 Goals indicators is 2020. Exceptions are marked.

²Based on data from last employee survey in 2021. Absolute figures are only disclosed internally.