

Our 2030 Sustainability Goals

Stream	2030 Goals (2022) ¹	+	2030 Goals (2021) ¹	See how we manage our 2030 Goals
What. Products	Net-sustainable sales >50% of revenue from BSI Achiever class ²		50% sales are net-sustainable products	Our sustainable product portfolio
	Zero products from BSI Concern class ²			
	Net-sustainable innovation 100% of all new products from BSI Achiever class ³		100% new R&D products are net-sustainable	Our breakthrough innovations

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We. People	Female employees >31%		Inclusive, gender-balanced organization	Our diverse, motivated, and empowered employees
	Female executives >40%			
	Female new hires >40%			
	Employee engagement in line with top performing companies		Engagement in line with top performing companies	Our safety and well-being
	Zero accidents		Role model for well-being	
	Total number of children and youth impacted positively ⁴		Socially engaged business	Our social engagement

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Do. Operations	>55% CO ₂ e reduction (absolute) of scope 1 & 2 ⁵		55% CO ₂ e reduction (absolute) from our own operations ⁵	Our climate action
	>50% CO ₂ e reduction (intensity) from third-party logistics ⁵		50% CO ₂ e reduction (intensity) from third-party logistics ⁵	
	Renewable energy use >70%		Renewable electricity 70%	Our resource efficiency
	Zero landfill waste		75% repurposed waste	
	Waste efficiency <35 kg/ton (incl. reused)		Waste efficiency 30 kg/ton (excl. reused)	
	Incinerated waste reduction ³		New	
	<ul style="list-style-type: none">70% without heat recovery15% with heat recovery			

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Do. Operations	Energy efficiency <0,30 MWh/ton		Energy efficiency 0,30 MWh/ton	
	Volatile organic component (VOC) reduction 30%		Volatile organic component (VOC) reduction 30% ³	
	Water withdrawal reduction		New	
	<ul style="list-style-type: none"> • 50% reduction (absolute, m³) • 50% reduction for water-stressed sites (intensity, m³/employee) 			

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Do. Operations	<p>100% of sourcing aligned with our Responsible Sourcing Strategy</p> <ul style="list-style-type: none"> 100% of suppliers signed Code of Conduct > 85% raw material suppliers EcoVadis assessed and approved 100% of high-risk suppliers are audited 		<p>100% of sourcing aligned with our Responsible Sourcing Strategy</p> <ul style="list-style-type: none"> 100% of suppliers signed Code of Conduct 80% raw material suppliers EcoVadis assessed and approved 100% of high-risk suppliers are audited 	Our supply chain sustainability

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

² Base year 2022

³ Baseline to be set

⁴ Goal to be set

⁵ Base year: 2013