

Area	Indicator	2024	2023	2022
Environment				
Product	Proportion of products that are eco-labeled (%)	91	91	67
	Proportion of raw materials that are biobased (%)	89	93	80
Regulatory compliance	Number of violations of environmental legislation (fines, penalties)	0	0	0
Energy	Energy consumption (MWh)	813	782	845
	Energy consumption/tonne produced (MWh/tonne)	0.2	0.2	0.5
Climate ¹	CO2e emissions (tonnes)	148	120	181
	CO2e emissions/tonne produced (CO2e/tonne)	0.04	0.03	0.10
Climate (expanded Scope 3) ²	CO2e emissions (tonnes)	2300		
	CO2e emissions/tonne produced (CO2e/tonne)	0.61		
Water	Water consumption (m3)	3,567	5,363	9,374
	Water consumption/tonne produced (m3/tonne)	0.9	1.3	5.4
Waste	Amount of waste (tonnes) – Combustible, Industrial waste	51	42	100
	Amount of waste/tonne produced (tonnes/tonne)	0.01	0.01	0.06
Management system	Facilities certified according to ISO 14001 (percentage of total)	100	100	100
Packaging	Share of recycled plastics in packaging (%)	34	28	
Social sustainability				
Compliance	Number of violations of occupational safety and health legislation (fines, penalties)	0	0	0
Health and safety	Number of workplace accidents resulting in absence	0	1	1
	Sick leave (%)	2.7	2.3	5.5
Gender equality	Gender distribution of the Board (women/men)	2/3	3/2	2/3
	Gender distribution of senior management (women/men)	2/6	2/6	2/6
Business ethics				
Code of conduct	Reported breaches involving serious irregularities	0	0	0

Objectives Going Forward

We have set a number of goals for the coming years, which are reported in the table below.

Area	Indicator	Year	Year
Product	95 percent of our products eco-labeled. ³	2025	2025
	95 percent of raw materials biobased. ⁴	2025	2025

1) Scope 1, Scope 2 and parts (employee commuting, water consumption, waste management, and business travel) of Scope 3.

2) Raw materials, packaging, self-procured transport etc.

3) Calculated as the weight of eco-labeled product sold compared with the total amount of product sold. The eco-label must be relevant in relation to the product type and the specific environmental aspect it is intended to address.

4) Calculated as the weight of biobased raw material used compared with the total amount of raw material used, taking market availability into account.