BANK
LVIV

ESG 2024 Annual Report

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Foreword

Welcome from the Chair of the Supervisory Board

I am proud and humbled to be presenting Bank Lviv's 2024 Sustainability Report. I am proud of Bank Lviv's commitment to sustainable development and humbled by the staff and Management's achievements and ambitions in the face of the human, economic and environmental devastation that war is bringing upon Ukraine. With the support and expertise of our shareholders and partners, overseen by a dedicated Supervisory Board Sustainable Development Committee, we seek to ensure that Sustainability and Transparency underpins all our work. Every investment, every loan extended, is scrutinised for opportunities to reduce environmental impact with a dedicated Bank Lviv Team providing guidance to clients, leading to strong growth of our 'green portfolio' (see below). Our commitment to Transparency is demonstrated by this report where we try to disclose our Environmental and Social impact and our Governance Practices to ensure we remain true to our vision. Together we are building a better Ukraine!

Andrew Pospielovsky,
Supervisory Board Chair

Dear Partners, Clients, and Colleagues,

We are thrilled and proud to present the fifth Sustainability Report of Bank Lviv. Since 2020, our bank has embarked on a remarkable journey of sustainable development, driven by a steadfast commitment to the importance of this topic and the urgent need to lead by example in expanding the circle of like-minded individuals with whom we can transform the status quo.

Throughout this period, the support of our partners, the inquiries from our clients, and the ideas from our colleagues have continually reminded us why Bank Lviv is so deeply invested in ESG principles and why we view them not merely as obligations but as opportunities to build a better future.

In 2024, we financed 296 green projects for small and medium-sized businesses, totaling UAH 1.015 billion. These projects collectively reduced CO2 emissions by 14.2 thousand tonnes, equivalent to the annual carbon footprint of a small town. On average, each project achieved a 28% reduction in emissions or energy consumption savings.

In 2024, Bank Lviv's primary focus in ESG was the adaptation and updating of policies and procedures for assessing environmental, social, and climate risks. In collaboration with our partners at the EBRD, we refined and aligned our risk assessment processes with the standards and approaches of market leaders and key national and international partners.

We evaluate environmental and social risks not only as part of compliance but as a means to empower our clients to create or transform their businesses in line with ESG principles.

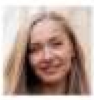
Our technical office, combined with green financing programs inspired by the forward-looking European standards of the EU Taxonomy, enables us to direct capital where it delivers the greatest impact - from supporting organic farming and modernizing outdated production lines to advancing renewable energy development.

However, financing is only one side of the coin. We strive to be true partners to our clients, helping them navigate the complexities and dispel stereotypes about sustainable development. This year, we further strengthened our consultation program for colleagues and clients, where our ESG technical experts - an ecologist and an energy efficiency engineer- assist businesses in developing projects that meet sustainability criteria.

The EU Taxonomy, which defines economic activities as environmentally sustainable based on six objectives - from climate change mitigation to biodiversity protection - has become our guiding framework. Where possible, we adapt its principles to Ukrainian realities, collaborating with international partners and shareholders to forge our own path in sustainable financing.

The social and governance components of the bank's work in 2024 included close integration of interaction with the team, clients, and partners through the principles of support, development, and transparency in decision-making. People are always at the center of the decisions made by the bank. We understand that the bank develops thanks to the team, so we invest in the professional growth of our employees, provide safe working conditions, insurance, and additional days off. Transparent governance is the basis of our culture, which is based on responsibility, ethics, and trust.

This report is more than just numbers; it is the story of Bank Lviv, its people, clients, and partners who, together with us, are building an economy where innovation, energy independence, and environmental care drive transformative change. We invite you to explore these pages and join us on our journey toward a sustainable future.



Natalia Osadcii,
Deputy Chair of the Board, Moldova

Tamar Tkhelidze,
Deputy Chair of the Board, Georgia

Volodymyr Kuzyo,
Deputy Chair of the Board, Ukraine

Ashot Abrahamian,
Chair of the Board, Armenia

2024 highlights

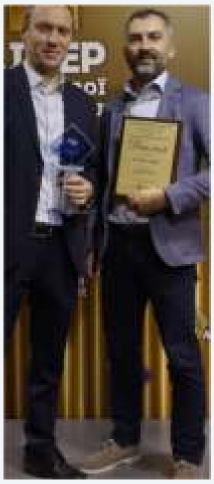
Our ESG life at glance

261

tCO2/year by internal operations (Scope 1,2)

0,49

tCO2/year the average rate per 1 employee



14 170 tCO2/year

Reduction of CO2 emissions via financed green projects in 2024

100%

of all financing projects are subjected to E&S assessment and reviewed for potential energy efficiency by Bank Lviv's ESG technical office.

E&S Risk Management

Environmental & Social Risk Management

Bank Lviv strengthened its focus on assessing environmental and social risks in lending, aligning with global standards and the expectations of our partners.

With support from the EBRD, we updated our exclusion list, policies, and risk assessment tools to ensure compliance and promote sustainable practices.

Every credit project now undergoes a thorough environmental and social risk review through a standardized eco-form. When needed, our technical specialists, including ecologist and energy efficiency expert, provide in-depth analysis to ensure projects support sustainability.

Our Technical Office plays a key role, offering expertise to help clients design eco-friendly and energy-efficient projects.

We achieved accreditation for work under national loan program 579, allowing us to manage projects efficiently, and earned accreditation for assessing projects in the program "Add Energy to Your Business" by BDF and KFW.

These milestones highlight our expertise in sustainable finance and E&S risk assessment. Last year, we prioritized refining our risk assessment processes, enabling us to guide clients toward projects that reduce environmental impact and benefit communities.

Looking forward, we plan to adopt new technologies and align our approach to improve bank's assessments and expand our consultation services.

We evaluate environmental and social risks not only as part of compliance but as a means to empower our clients to create or transform their businesses in line with ESG principles.

Focus on 2024's E&S risk assessment improvements.

100% of loan projects assessed via eco-form and technical analysis.

Accreditation for "Program 579" and "Add energy to your business".

Structure of Loan Portfolio by E&S Risks:

47,7% low

48,6% medium

3,7% high

Green lending

Green lending

296 green projects

1,015 billion, UAH

14 170 tCO2/year, Reduction of emissions

Energy Efficiency: 202 projects	68%
Renewable Energy: 91 projects	31%
Social: 3 projects	1%

Supporting women in business in 2024:

1,69 billion, UAH

466 women in business projects

A Year of Positive Change

In 2024, Bank Lviv made great progress in supporting a greener future by funding 296 green projects worth UAH 1.015 billion for small and medium businesses. These projects helped the environment, saved energy, and supported our clients in becoming more independent and cost-efficient.

Cutting Co2 Emissions

Our projects reduced CO_2 emissions by 14,200 tonnes, which is like removing the yearly carbon footprint of a small town. By funding things like solar power and eco-friendly businesses, we helped lower pollution. On average, each project cut emissions or energy use by 28%.

Helping Clients Become Energy Independent

We supported projects that made businesses less dependent on traditional energy sources and war impact. By funding RE and EE projects we helped our clients gain energy independence. This makes them stronger against rising energy costs and supports Ukraine's energy goals.

Technical office

Technical office

Empowering Clients with Expert Support.

Bank Lviv provides more than just funding for green projects - we deliver expert guidance and technical support. Our highly qualified colleagues ensure projects meet partner standards through rigorous evaluations, energy audits, and ongoing client consultations. We work closely with clients to drive successful, sustainable project outcomes.

- **ESG technical support for Bank Lviv clients.**
- **Expert team of certified engineers and ecologists.**
- **Project evaluations, energy audits, and client consultations.**

Charity fund

BANK LVIV CHARITY FUND REPORT 2024

In 2024 Bank Lviv Charity Fund focused on supporting de-mining

Incoming account balance
532 922,00 UAH

Balance
193 609,22 UAH

Income
253 872,26 UAH

Spent
593 185,04 UAH

TOTAL RESULTS:

Protective screens
117 700,04 UAH
for humanitarian demining

«Vanilla Sugar»
25 000 UAH
drone detector

Anti-personnel mine models
18 090 UAH
for training

URC Spider Boot
306 000 UAH
anti-mine protection foot system

Motion redirection and transfer system
18 090 UAH

Other
2 195,00 UAH

9/520 the total number of conducted identification courses and prepared identifiers of explosive objects in 3 years

20 protective screens for humanitarian demining

14 pairs of specialized footwear

35 sapper probes (together with the fund`s partners)

>1500 explosive objects have been identified during the 3 years

Methodology

Methodology

In 2020, Bank Lviv began using an environmental software solution that collects measurements from each operating unit and feeds them into a central environmental database. The environmental software processes the data, calculates the GHG emissions, and calculates the company's carbon footprint accordingly.

The information is published in the software's user interface, which is designed to provide a clear overview of environmental issues across different areas of the business and to help management achieve the desired results.

This ESG 2024 Annual Report sets five Bank Lviv's GHG emissions for the base year 2024 and progress from 2023, 2022, 2021, 2020.

The calculations and this report are based on the Greenhouse Gas Protocol (GHG Protocol), a standardized methodology used to calculate companies' and organizations' environmental footprint (https://ghgprotocol.org).

The operational control methodology set forth in the GHG Protocol has been chosen to report on the company's emissions. Under the operational control approach, companies should account for 100% of greenhouse gas emissions from operations under their control. They should not account for greenhouse gas emissions from operations that they have no control over, even if they have a vested interest in such operations.

Methodology

The GHG Protocol divides emissions into three scopes to effectively set boundaries between direct and indirect emissions (E1):

Scope 1 covers emissions that have a direct impact on a company's operations and are generated by sources that are owned or controlled by the company. In the case of Bank Lviv, Scope 1 is limited to vehicle fuel emissions and emissions due to natural gas used for heating.

Scope 2 covers emissions related to electricity consumption and heating. Emissions of this type do not occur within the organizational boundaries of the company and are therefore considered to have an indirect impact on operations. Bank Lviv has accounted for location-based emissions.

Scope 3 covers indirect emissions originating from services provided to Bank Lviv. There are several factors involved, including emissions generated by goods transports by contractors on behalf of the company, vehicle journeys by employees travelling to and from work, and employees' airline flights. It also includes emissions generated by vehicles removing waste from the company's offices. In the case of Bank Lviv, Scope 3 is limited to waste management.

Emissions originate from the transport of supplies to the company, from the company's operations, and from the transport of goods and services from the company. Scopes 1, 2 and 3 are subdivided into direct and indirect GHG emissions. The operational factors that fall under each scope and that contribute to Bank Lviv's carbon footprint are also taken into account.

Base year
The base year is 2024.

The operations covered by the emission inventory are:
Company headquarters
Offices/buildings
Vehicles owned and/or operated by the company.
Included in the company's operational boundaries for Scope 1 and Scope 2 emissions are the following business units: company headquarters, offices, and vehicles owned and/or operated by the company.

The operations included in Scope 3 emissions are waste transportation for recycling, Bank Lviv tracked waste-related emissions in 2024.

Fiscal year
The company's fiscal year runs from January 1 to December 31, and environmental data is calculated for the period from January 1 to December 31 accordingly.

Accounting method
A closed-loop energy management system (Klappir EnviroMaster software) is used to collect most data and perform calculations automatically based on country-specific coefficients. For further information see www.klappir.com.

Direct and indirect GHG emissions (E1)
GHG emissions are calculated according to the World Resource Institute (WRI) Greenhouse Gas Protocol. Carbon dioxide equivalent (CO_2e) is a quantity that describes, for a given mixture and amount of GHG, the amount of carbon dioxide (CO_2) that would have the same global warming potential (GWP), i.e. the ability of a gas to trap heat in the atmosphere when measured over a specified timescale (generally 100 years).

Carbon and energy intensity (E2)
Carbon intensity figures are based on the combined results for Scope 1, Scope 2 (location-based and market-based), and Scope 3 (business travel, employee commuting, and services related to our business activity). Emission intensity is calculated by dividing GHG emissions by a selected operational parameter unit and is reported as tCO_2e per unit (e.g. tCO_2e per revenue unit). Emission intensity indicators are used to measure and compare the company's emissions relative to its operational scale.

Direct and indirect energy consumption (E3)
Total energy consumption measures all energy consumed by the Bank, including fuel for the company's vehicles and heavy machinery (Scope 1) and electricity (Scope 2). Energy consumption is reported by the source in kilowatt-hours (kWh).

Energy intensity (E4)
Energy intensity is calculated by dividing total energy consumption by a selected operational parameter unit and is reported as kWh per unit (e.g. kWh per full-time equivalent employee (FTEe)). Energy intensity is used to measure the efficiency of energy usage and compare the company's energy consumption to its operational scale.

GRI Global Reporting Initiative
GRI helps companies, the government and other authorities identify, gather and report environmental, social and governance (ESG) information within a defined framework. The GRI framework for sustainability reporting offers a guide as to how to publish this information clearly and comparably. Reporting is based on the GRI methodology and uses the appropriate performance indicators. Please refer to the GRI website for more information (https://www.globalreporting.org/).

UN SDG United Nations Sustainable Development Goals
The UN Sustainable Development Goals are a universal call to action aimed at eliminating poverty, protecting the planet, and ensuring that all people enjoy peace and prosperity. Reporting is based on the UN Sustainable Development Goals. See the UN SDG website for more information (https://sdgs.un.org/goals).
United Nations Global Compact (UNGC): Companies or institutions participating in the UN Global Compact commit to working towards the Global Compact's Ten Principles (https://www.unglobalcompact.org/what-is-gc/mission/principles).
For more details, see https://www.unglobalcompact.org/.

ESG reporting
The abbreviation ESG stands for the environment, society, and governance, as set out in the ESG reporting guide for the NASDAQ Nordic exchanges. For more information, see the NASDAQ website (https://www.nasdaq.com/ESG-Guide).

ESG data

ESG data

Operational Parameters

Operational Parameters	Unit	2024	2023	2022	2021	2020
Net revenue (from financial statement)	EUR m	3,51	2,53	3,27	2,3	0,9
Total assets (balance sheet)	EUR m	339,5	252,1	191	212,1	143,3
Total Equity (unlisted organizations)	EUR m	28,97	20,74	19,93	20,25	12,08
Number of employees (from financial statement)	FTEs	521	439	407	412	376
Total space for own operation	m^2	5 400	5 110	5 062	5 062	5 194,6
Total space for own operation	m^3	16 740	16 208	15 540	15 540	15 972,9

Green House Gas emission intensity	Unit	2024	2023	2022	2021	2020
GHG emissions per megawatt-hour consumed	kgCO?e/MWh	177,1	183,1	180	180,5	191,3
GHG emissions per full-time equivalent (FTEe) employee	kgCO?e/FTEs	500,9	576,1	601,2	652,1	688,3
GHG emissions per assets	kgCO?e/EUR m	768,72	1 003,41	1 281	1 266,7	1 806,27
GHG emissions per unit of revenue	kgCO?e/EUR m	74 353,7	100 167,82	74 924,21	116 759,56	286 091,38
GHG emissions per unit of equity	kgCO?e/EUR m	9 008,7	12 196,7	12 279,3	13 268,6	21 417,5
GHG emissions per unit of space (m^2)	kgCO?e/m^2	48,3	49,5	48,3	53,1	49,8
GHG emissions per unit of space (m^3)	kgCO?e/m^3	15,6	15,6	15,7	17,3	16,2

Nasdaq: E2|UNGC: P7, P8|GRI: 305-4 |SDG: 13|SASB: General Issue / GHG Emissions, Energy Management

Energy Intensity	Unit	2024	2023	2022	2021	2020
Energy per full-time equivalent (FTEe) employee	kWh/FTEs	2 828	3 146,7	3 339,5	3 612,2	3 597,5
Energy per unit of revenue	kWh/EUR m	419 775,9	547 091,4	416 157,1	646 759,5	1 495 412,6
Energy per square meter	kWh/m^2	272,9	270,3	268,5	294	260,4
Energy per cubic meter	kWh/m^3	88	85,2	87,5	95,8	84,7

E4|UNGC: P7, P8|GRI 302-3|SDG: 12|SASB: General Issue / Energy Management

Waste intensity	Unit	2024	2023	2022	2021	2020
Total waste per full-time equivalent (FTEe) employee	kg/FTEs	47,2	56,3	59,8	61,6	89,2
Total waste per unit of revenue	kg/EUR m	7 000,3	9 786,5	7 455,9	11 037,3	37 086,1

ESG data

Emissions

Greenhouse Gas Emissions	Unit	2024	2023	2022	2021	2020
Scope 1	tCO?e	183,1	189,5	173,2	188,6	170,5
Scope 2 (location-based)	tCO?e	70,8	58,1	66	73,2	68,6
Scope 2 (market-based)	tCO?e					
Total Scope 1 and 2 (location based)	tCO?e	253,8	247,6	239,2	261,8	239,1
Total Scope 1 and 2 (market-based)	tCO?e					
Scope 3	tCO?e	7,1	5,3	5,5	6,9	19,7
Total Scope 1, 2 & 3 emissions (location-based)	tCO?e	261	252,9	244,7	268,7	258,8
Total Scope 1, 2 & 3 emissions (market-based)	tCO?e					
ESRS E1-6, paragraph 44, 48 (a, b), 49 (a, b), 52 (a, b), 51, AR 39, AR 43 - AR 45, AR 47						

Carbon offset	Unit	2024	2023	2022	2021	2020
Total emissions offset	tCO?e	0	0	0	0	0

Scope 1 - Details	Unit	2024	2023	2022	2021	2020
Total Scope 1 emissions	tCO?e	183,1	189,5	173,2	188,6	170,5
Stationary fuel combustion	tCO?e	69,8	76,3	87,7	99,1	81,5
Mobile fuel combustion	tCO?e	113,2	113,1	85,5	89,5	89
Fugitive emissions	tCO?e	0	0	0	0	0
ESRS E1-6, AR 52						

Scope 2 - Details	Unit	2024	2023	2022	2021	2020
Total Scope 2 emissions	tCO?e	70,8	58,1	66	73,2	68,6
Electricity	tCO?e	59,1	48,5	49,4	52,2	47
Heating	tCO?e	11,7	9,6	16,6	20,9	21,6
ESRS E1-6, AR 52						

Scope 3 - Upstream emissions	Unit	2024	2023	2022	2021	2020
Category 5: Waste generated in operations						
Total emissions	tCO?e	7,1	5,3	5,5	6,9	19,7
Transport, disposal and treatment of waste	tCO?e	7,1	5,3	5,5	6,9	19,7
ESRS E1-6, AR 52						

Environmental management

Environmental management	Unit	2024	2023	2022	2021	2020
Does your company follow a formal Climate Management Plan?	yes/no	Yes	Yes	Yes	Yes	Yes
Does your company follow specific waste, water, energy, and/or recycling policies?	yes/no	Yes	Yes	Yes	Yes	No
Does your company use a recognized energy management system?	yes/no	No	No	No	No	No
Nasdaq: E7|GRI: 103-2|SASB: General Issue / Waste & Hazardous Materials Management						

Climate oversight	Unit	2024	2023	2022	2021	2020
Does your Senior Management manage climate-related risks?	yes/no	Yes	Yes	Yes	Yes	Yes
Does your Board of Directors oversee climate-related risk?	yes/no	Yes	Yes	Yes	Yes	Yes
Nasdaq: E8, E9|GRI: 102-19, 102-20, 102-29, 102-30, 102-31|SASB: General Issue / Business Model Resilience, Systematic Risk Management|TCFD: Governance (Disclosure A/B)						

Climate risk mitigation	Unit	2024	2023	2022	2021	2020
Total annual investment in climate-related infrastructure, resilience, and product development	EUR m	0	0	0,1	0,1	0
Nasdaq: E10|UNGC: P9|SASB: General Issue / Physical Impacts of Climate Change, Business Model Resilience|TCFD: Strategy (Disclosure A)						

ESG data

Emission Sources

Energy consumption	Unit	2024	2023	2022	2021	2020
Total energy consumption	kWh	1 473 413,4	1 381 405,8	1 359 169,1	1 488 206,5	1 352 666,5
Fossil fuels	kWh	829 747,4	852 799,8	787 406,1	867 357,5	780 288,5
Electricity	kWh	586 336	481 398	490 445	518 053	466 513
Heating	kWh	57 330	47 208	81 318	102 796	105 865
Direct energy consumption	kWh	829 747,4	852 799,8	787 406,1	867 357,5	780 288,5
Indirect energy consumption	kWh	643 666	528 606	571 763	620 849	572 378
Nasdaq: E3|UNGC: P7, P8|GRI: 302-1, 302-2|SDG: 12|SASB: General Issue / Energy Management						

Energy mix	Unit	2024	2023	2022	2021	2020
Total energy consumption	kWh	1 473 413,4	1 381 405,8	1 359 169,1	1 488 206,5	1 352 666,5
Fossil fuel	%	69,9%	73,7%	63,8%	70,2%	77,3%
Renewables	%	4,9%	4,3%	2,1%	4,2%	4,2%
Nuclear	%	21,3%	18,7%	9,1%	18,7%	18,5%
Unknown	%	3,9%	3,4%	25%	6,9%	0%
Nasdaq: E5|GRI: 302-1|SDG: 7|SASB: General Issue / Energy Management						

Fuel consumption	Unit	2024	2023	2022	2021	2020
Total fuel consumption	kg	67 692,4	69 116,8	63 725	70 076,1	63 119,9
Aviation fuel	kg	0	0	0	0	0
Biodiesel	kg	0	0	0	0	0
Natural gas	kg	27 227,9	30 034,3	32 136	38 988,6	32 077,4
Kerosene	kg	0	0	0	0	0
Gasoline or Petrol	kg	40 464,5	39 082,5	30 705	31 087,5	31 042,5
Hydrogen fuel	kg	0	0	0	0	0
Diesel fuel	kg	0	0	884	0	0
Wood pellets	kg	0	0	0	0	0

Water consumption	Unit	2024	2023	2022	2021	2020
Total water withdrawal	m³	2 825	2 683	2 223	2 244	2 288
Cold water	m³	2 825	2 683	2 223	2 244	2 288
Hot water	m³	0	0	0	0	0
Nasdaq: E6|GRI: 303-5|SDG: 6|SASB: General Issue / Water & Wastewater Management						

Electricity mix	Unit	2024	2023	2022	2021	2020
Total electricity consumption	kWh	586 336	481 398	490 445	518 053	466 513

Waste treatment	Unit	2024	2023	2022	2021	2020
Total waste generation	kg	24 571	24 711	24 351	25 397	33 546
Sorted waste	kg	24 071	24 211	24 226	25 397	33 546
Unsorted waste	kg	500	500	125	0	0
Recovered waste	kg	10 972	14 106	11 989	18 946	33 546
Disposed waste	kg	13 599	10 605	12 362	6 451	0
Percentage of waste sorted	%	98%	98%	99,5%	100%	100%
Percentage of waste recovered	%	44,7%	57,1%	49,2%	74,6%	100%

ESG data

Social

CEO Pay Ratio	Unit	2024	2023	2022	2021	2020
CEO Salary & Bonus (X) to median FTE Salary	X:1					
Does your company report this metric in regulatory filings?	yes/no	No	No	No	No	No
S1|UNGC: P6|GRI 102-38						

Gender Pay Ratio	Unit	2024	2023	2022	2021	2020
Median total compensation for women (X) to median total compensation for men	X:1	0,7	0,7	0,7	0,6	0,7
Outcome of equal pay certification	%					
S2|UNGC: P6|GRI: 405-2 | SASB: General Issue / Employee Engagement, Diversity & Inclusion						

Employee Turnover	Unit	2024	2023	2022	2021	2020
Full-time Employees						
Year-over-year change for full-time employees	%	15%	12%	10%	10%	12%
Dismissal	%	13%	12%	11%	14%	14%
Retirement	%	0%	0%	0%	0%	0%
Job transition	%	0%	0%	0%	0%	0%
Death	%	0%	0%	0%	0%	0%
Contractors and/or consultants						
Year-over-year change for contractors and/or consultants	%	10%	8%	10%	8%	12%
Dismissal	%	0%	0%	0%	0%	0%
Retirement	%	0%	0%	0%	0%	0%
Job transition	%	0%	0%	0%	0%	0%
Death	%	0%	0%	0%	0%	0%
Gender						
Men	%	35%	31%	31%	28%	29%
Women	%	65%	69%	69%	72%	71%
Age						
<20	%	2,3%	2%	2%	3%	1%
20-29	%	28,2%	29%	26%	25%	24%
30-39	%	25%	31%	37%	38%	40%
40-49	%	28,4%	26%	24%	24%	22%
50-59	%	11,3%	12%	9%	8%	10%
60-69	%	4,8%	3%	2%	3%	3%
70+	%	0%	0%	0%	0%	0%
S3|UNGC: P6|GRI: 401-1b|SDG: 12|SASB: General Issue / Labor Practices						

ESG data

Gender Diversity	Unit	2024	2023	2022	2021	2020
Enterprise Headcount						
Percentage of women in enterprise	%	65%	69%	69%	72%	70%
Women	no.	337	305	282	294	265
Men	no.	151	134	125	118	111
Entry- and Mid-level Positions						
Percentage of women in entry- and mid-level position	%	73%	70%	68%	72%	71%
Women	no.	332	300	277	289	260
Men	no.	146	130	119	113	106
Senior- and Executive-level Positions						
Percentage of women in senior- and executive-level positions	%	50%	55%	45%	50%	50%
Women	no.	5	5	5	5	5
Men	no.	5	4	6	5	5
S4|UNGC: P6|GRI: 102-8, 405-1|SASB: General Issue / Employee Engagement, Diversity & Inclusion						

Temporary Worker Ratio	Unit	2024	2023	2022	2021	2020
Total enterprise headcount held by part-time employees	%	0%	0%	2%	2%	2%
Total enterprise headcount held by contractors and/or consultants	%					
S5|GRI: 102-8|UNGC: P6						

Non-Discrimination	Unit	2024	2023	2022	2021	2020
Does your company follow a sexual harrassment and/or non-discriminatory policy?	yes/no	Yes	Yes	Yes	Yes	Yes
S6|UNGC: P6|GRI: 103-2 (see also: GRI 406: Non-Discrimination 2016)|SASB: General Issue / Employee Engagement, Diversity & Inclusion						

Injury Rate	Unit	2024	2023	2022	2021	2020
Total number of injuries and fatalities, relative to the total workforce	%	0%	0%	0%	0%	0%
S7|GRI: 403-9|SDG: 3|SASB: General Issue / Employee Health & Safety						

Child & Forced Labor	Unit	2024	2023	2022	2021	2020
Does your company follow a child labor policy?	yes/no	Yes	Yes	Yes	Yes	Yes
Does your company follow a forced labor policy?	yes/no	Yes	Yes	Yes	Yes	Yes
If yes, do your child and/or forced labor policy cover suppliers and vendors?	yes/no	No	No	No	No	No
S9|GRI: 103-2 (See also: GRI 408: Child Labor 2016, GRI 409: Forced or Compulsory Labor, and GRI 414: Supplier Social Assessment 2016)|UNGC: P4, P5|SDG: 8|SASB: General Issue / Labor						

Human Rights	Unit	2024	2023	2022	2021	2020
Does your company publish and follow a human rights policy?	yes/no	Yes	Yes	Yes	Yes	Yes
If yes, does your human rights policy cover suppliers and vendors?	yes/no	No	No	No	No	No
S10|GRI: 103-2 (See also: GRI 412: Human Rights Assessment 2016 & GRI 414: Supplier Social Assessment 2016)|UNGC: P1, P2|SDG: 4, 10, 16| SASB: General Issue / Human Rights & Community						

ESG data

Governance

Board Diversity	Unit	2024	2023	2022	2021	2020
Total board seats occupied by women (as compared to men)	%	17%	17%	17%	0%	0%
Committee chairs occupied by women (as compared to men)	%	0%	0%	0%	0%	0%
G1|GRI 405-1|SDG: 10|SASB: General Issue / Employee Engagement, Diversity & Inclusion (See also: SASB Industry Standards)						

Board Independence	Unit	2024	2023	2022	2021	2020
Does the company prohibit CEO from serving as board chair?	yes/no	Yes	Yes	Yes	Yes	Yes
Total board seats occupied by independents	%	50%	50%	50%	50%	50%
G2|GRI: 102-23, 102-22						

Incentivized Pay	Unit	2024	2023	2022	2021	2020
Are executives formally incentivized to perform on sustainability	yes/no	No	No	No	No	No
G3|GRI: 102-35						

Collective Bargaining	Unit	2024	2023	2022	2021	2020
Total enterprise headcount covered by collective bargaining agreements (X) to the total employee population	%	100%	100%	100%	100%	100%
G4|UNGC: P3|SDG: 8|GRI: 102-41|SASB: General Issue / Labor Practices (See also: SASB Industry Standards)						

Supplier Code of Conduct	Unit	2024	2023	2022	2021	2020
Are your vendors or suppliers required to follow a Code of Conduct	yes/no	Yes	Yes	Yes	Yes	Yes
If yes, what percentage of your suppliers have formally certified their compliance with the code	%					
G5|UNGC: P2, P3, P4, P8|GRI: 102-16, 103-2 (See also: GRI 308: Supplier Environmental Assessment 2016 & GRI 414: Supplier Social Assessment 2016|SDG: 12|SASB General Issue / Supply Chain Management (See also: SASB Industry Standards)						

Ethics & Anti-Corruption	Unit	2024	2023	2022	2021	2020
Does your company follow an Ethics and/or Anti-Corruption policy?	yes/no	Yes	Yes	Yes	Yes	Yes
If yes, what percentage of your workforce has formally certified its compliance with the policy?	%	100%	100%	100%	100%	100%
G6|UNGC: P10|SDG: 16|GRI: 102-16, 103-2 (See also: GRI 205: Anti-Corruption 2016)						

Data Privacy	Unit	2024	2023	2022	2021	2020
Does your company follow a Data Privacy policy?	yes/no	Yes	Yes	Yes	Yes	Yes
Has your company taken steps to comply with GDPR rules?	yes/no	Yes	Yes	Yes	Yes	Yes
G7|GRI: 418 Customer Privacy 2016|SASB: General Issue / Customer Privacy, Data Security (See also: SASB Industry Standards)						

ESG Reporting	Unit	2024	2023	2022	2021	2020
Does your organization publish a sustainability report?	yes/no	Yes	Yes	Yes	Yes	Yes
If Yes: does the Sustainability Report disclose environmental, social and governance matters?	yes/no	Yes	Yes	Yes	Yes	No
Is sustainability data included in your regulatory filings?	yes/no	Yes	Yes	Yes	Yes	Yes
G8|UNGC: P8						

Disclosure Practices	Unit	2024	2023	2022	2021	2020
Does your company provide sustainability data to sustainability reporting frameworks?	yes/no	Yes	Yes	Yes	Yes	Yes
Does your company focus on specific UN Sustainable Development Goals (SDGs)?	yes/no	Yes	Yes	Yes	Yes	Yes
Does your company set targets and report progress on the UN SDGs?	yes/no	Yes	Yes	Yes	Yes	Yes
G9|UNGC: P8						

External Assurance	Unit	2024	2023	2022	2021	2020
Are your sustainability disclosures assured or validated by a third party?	yes/no	Yes	Yes	Yes	Yes	Yes
G10|UNGC: P8|GRI: 102-56						

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