

Governance

Board - Separation of Powers (G1   GRI: 102-22.v   SDG 10)	Unit	2015	2016	2017	2018	2019	2020
Total number of board members	no.	7	8	8	7	7	7
Women	no.	4	4	4	3	3	3
Men	no.	3	4	4	4	4	4
Gender ratio in the committees chaired by the board							
Women	%	-	-	-	-	50	20
Men	%	-	-	-	-	50	80

Board Independence (G2   GRI: 102-22.ii)	Unit	2015	2016	2017	2018	2019	2020
Does the company prohibit CEO from serving as board chair?	Yes/no	-	-	-	-	-	Yes
The CEO is a board member	Yes/no	No	No	No	No	No	No
The CEO manages committees on behalf of the Board	Yes/no	No	No	No	No	No	No
The CEO is the Chairman of the Board	Yes/no	No	No	No	No	No	No
Total board seats occupied by independents?	%	85.7	87.5	87.5	85.7	100	100

Incentivized Pay (G3   GRI: 102-35.b)	Unit	2015	2016	2017	2018	2019	2020
Are company executives formally incentivised to act on ESG	Yes/no	Yes	Yes	Yes	Yes	Yes	No
In regards to finance and corporate governance	Yes/no	yes	yes	yes	yes	yes	no

Collective Bargaining (G4   UNGC-P3   GRI 102-41   SDG 8)	Unit	2015	2016	2017	2018	2019	2020
Employees in labour unions	%	-	99.8%	99.8%	99.8%	99.6%	99.4%
Employees outside labour unions	%	-	0.2%	0.2%	0.2%	0.4%	0.6%
Percentage of people working in accordance with labour market laws	%	-	-	-	100%	100%	100%

Suppliers (G5   UNGC-P3, P4, P5, P6, P7, P8, P9   SDG 12)	Unit	2015	2016	2017	2018	2019	2020
Supplier Code of Conduct	Yes/no	-	-	-	-	-	Yes
Environmental factors when evaluating suppliers	Yes/no	-	-	-	-	-	Yes
Equality factors when evaluating suppliers	Yes/no	-	-	-	-	-	Yes
Labor rights when evaluating suppliers	Yes/no	-	-	-	-	-	Yes

Ethics & Anti-Corruption (G6   GRI: 102-16   UNGC-P10   SDG 16)	Unit	2015	2016	2017	2018	2019	2020
Does the company publish and follow an EC?	Yes/no	Yes	Yes	Yes	Yes	Yes	Yes
EC has been approved by the board of directors	Yes/no	Yes	Yes	Yes	Yes	Yes	Yes
Anti-corruption and bribery policy	Yes/no	-	-	-	Yes	Yes	Yes

Data Privacy (G7   GRI: 418-1)	Unit	2015	2016	2017	2018	2019	2020
Data privacy policy?	Yes/no	-	-	-	Yes	Yes	Yes
Implementation of the EU Privacy Regulation (GDPR)	Yes/no	-	-	-	Yes	Yes	Yes

Sustainability Report (G8.1)	Unit	2015	2016	2017	2018	2019	2020
Does the company publish a sustainability report?	Yes/no	-	Yes	Yes	Yes	Yes	Yes

Disclosure Practices (G9.1, G9.2)	Unit	2015	2016	2017	2018	2019	2020
Sustainability data to sustainability reporting frameworks	Yes/no	-	-	-	Yes	Yes	Yes
Focus on specific UN Sustainable Development Goals (SDGs)	Yes/no	-	-	-	Yes	Yes	Yes
Does your company set targets and report progress on the UN SDGs?	Yes/no	-	-	-	-	Yes	Yes

External Validation & Assurance (G10   GRI: 102-56 i,ii)	Unit	2015	2016	2017	2018	2019	2020
ESG disclosures assured or validated by a third party	Yes/no	-	-	-	-	-	Yes

Key to terms used

The letters **E**, **S** and **G** refer to factors relating to the Environment, Social and Governance as set out in the ESG reporting guide for the **Nasdaq** Nordic and Baltic exchanges.

**GRI** stands for **Global Reporting Initiative**. GRI helps companies and institutions analyze, collect and publish information on the economic, environmental and social impact of their activities.

**UNGC** stands for **United Nations Global Compact**. By participating in the Global Compact companies or institutions commit to work towards the UN's Ten Principles on Sustainability.

**SDG** refers to the **UN Sustainable Development Goals**. The Sustainable Development Goals were adopted by all member states of the United Nations in September 2015. There are 17 Sustainable Development Goals and 169 targets. This table refers to the 17 goals.