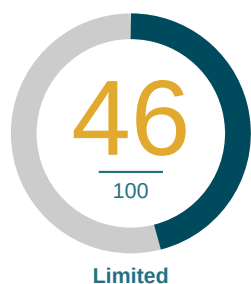
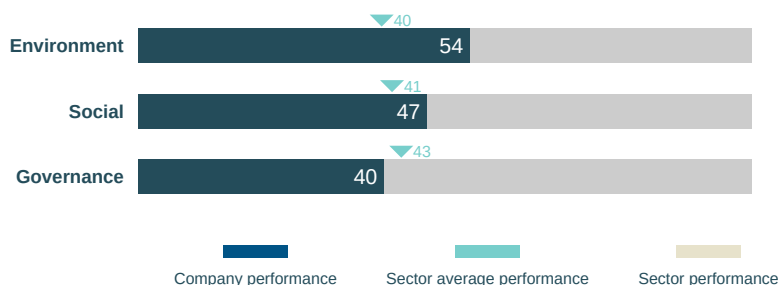




ESG OVERALL SCORE



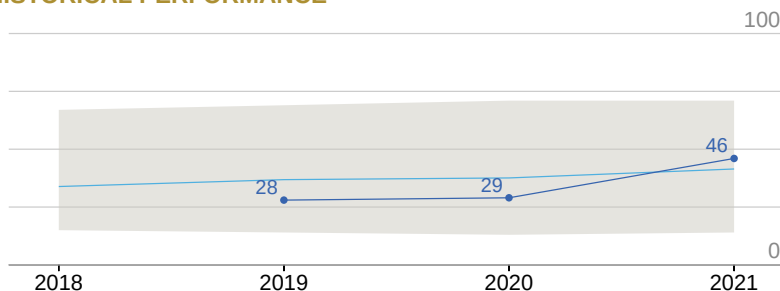
ESG PERFORMANCE (/100)



RELATIVE PERFORMANCE

Rank in Sector	35/97
Rank in Region	494/1621
Rank in Universe	729/4907
Company Reporting Rate	80%
Sector Average Reporting Rate	76%
High severity controversies	No

HISTORICAL PERFORMANCE



MATERIALITY

Materiality Level	Environment (20%)	Social (51%)	Governance (29%)
3	<ul style="list-style-type: none"> Climate change Green products and SRI 	<ul style="list-style-type: none"> Reorganisations Health and safety Non-discrimination and diversity Social and economic development Responsible Customer Relations 	<ul style="list-style-type: none"> Board of Directors Internal controls & risk management Corruption and money laundering
2	<ul style="list-style-type: none"> Environmental strategy 	<ul style="list-style-type: none"> Social dialogue Career management Fundamental human rights Fundamental labour rights 	<ul style="list-style-type: none"> Responsible lobbying Executive Remuneration
1	<ul style="list-style-type: none"> Business travel and commuting 		

Weights for ESG criteria are set on a scale of 0 (not material) to 3 (highly material) following an assessment of impacts to stakeholders and the company.

INDEX INCLUSION

CONTACT

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