Core metrics and disclosures

**Principles of governance**

- **Governing Purpose**: Setting Purpose (GRI 3-23) | SN-FI SR2022 | Page 16: Purpose and values
- **Quality of governing body**: Governance body composition (GRI 2-9) | SN-FI SR2022 | Page 23: Composition of the Board of Directors
- **Stakeholder engagement**: Material issues impacting stakeholders (GRI 2-12, 2-17, 2-29, 3-2) | SN-FI SR2022 | Page 203: Collective knowledge of highest governance body
- **Ethical behaviour**: Anti-corruption (GRI 205-2, 205-3) | SN-FI SR2022 | Page 203: Collective knowledge of highest governance body
- **Risk and opportunity oversight**: Integrating risk and opportunity into business process (GRI 102-16) | SN-FI SR2022 | Page 203: Collective knowledge of highest governance body

**Planet**

- **Climate Change**: Greenhouse gas (GHG) emissions (GRI 305, SASB IF- EU-140a.1, IF-EU-140a.3) | SN-FI SR2022 | GRI 305, SASB IF- EU-140a.1, IF-EU-140a.3 | TCFD implementation (GRI 205; 2-23) | SN-FI SR2022 | GRI 205; 2-23 | Age and stage-based strategies (GRI 402-1) | SN-FI SR2022 | GRI 402-1
- **Nature loss**: Land-use and ecological sensitivity (GRI 304-1) | SN-FI SR2022 | GRI 304-1 | Water consumption and withdrawal in water-stressed areas (GRI 305, SASB IF- EU-140a.1, IF-EU-140a.3) | SN-FI SR2022 | GRI 305, SASB IF- EU-140a.1, IF-EU-140a.3

**People**

- **Dignity and equity**: Diversity and inclusion (GRI 405-1, 2-7, 2-9) | SN-FI SR2022 | GRI 405-1 | Pay equality (%) (GRI 405-2) | SN-FI SR2022 | GRI 405-2 | Wage level (%) (GRI 202-1) | SN-FI SR2022 | GRI 202-1 | Risk for incidents of child, forced or compulsory labour (GRI 404-1, 404-2, 404-3, 405-1, 405-2) | SN-FI SR2022 | GRI 404-1, 404-2, 404-3, 405-1, 405-2 | Health and safety (%) (GRI 405-3, 405-4, SASB IF- EU-140a.1) | SN-FI SR2022 | GRI 405-3, 405-4, SASB IF- EU-140a.1 | Training provided (GRI 404-1) | SN-FI SR2022 | GRI 404-1

**Prosperity**

- **Employment and wealth generation**: Absolute number and rate of employment (GRI 403-1, 102) | SN-FI SR2022 | GRI 403-1, 102 | Economic contribution (GRI 205-1) | SN-FI SR2022 | GRI 205-1 | Financial investment contribution (FR2022) | GRI 205-1 | FR2022
- **Innovation of better products and services**: Total R&D expenses (SN-FI SR2022) | GRI 205-1 | FR2022 | Innovation and digital transformation projects (GRI 205-1) | SN-FI SR2022 | GRI 205-1 | FR2022
- **Community and social vitality**: Total tax paid (GRI 205-1) | SN-FI SR2022 | GRI 205-1 | Tax contribution (GRI 205-1) | SN-FI SR2022 | GRI 205-1 | FR2022 | Deferred taxes and income tax (GRI 205-1) | SN-FI SR2022 | GRI 205-1 | FR2022 | Taxes other than income tax (GRI 205-1) | SN-FI SR2022 | GRI 205-1 | FR2022

**Measuring Stakeholder Capitalism**

Towards Common Metrics and Consistent Reporting of Sustainable Value Creation (according to the World Economic Forum)