

KBC Group Sustainability framework

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1. VISION AND VALUES

1.1. Our corporate strategy

Our Corporate Strategy is based on four pillars:

- We place our clients at the centre of everything we do.
- We look to offer our clients a unique bank-insurance experience.
- We focus on our group's long-term development and aim in that way to achieve sustainable and profitable growth.
- We take our responsibility towards society and local economies very seriously.

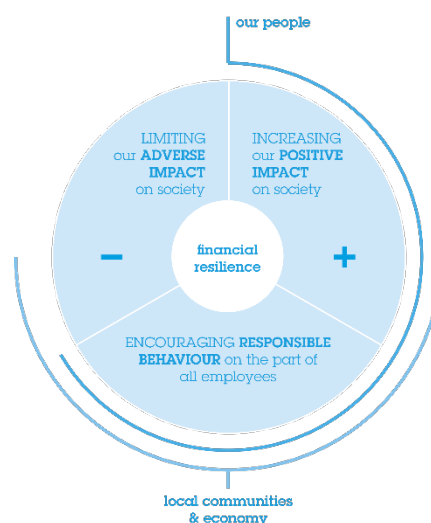
We are convinced that our strategy – powered by our business culture and the contributions made by our people – is instrumental in earning, keeping and growing trust day by day and therefore in helping us become **‘the reference’ in our core markets**.

1.2. Our corporate sustainability strategy

Sustainability to us means that we are able to respond to the expectations of all involved stakeholders, not only today but also going forward. The basic condition for sustainability is financial resilience and vice-versa. Only by focussing on long-term sustained financial performance and a strict risk management, we are able to honour all our commitments without external support.

We have translated our sustainability strategy in three cornerstones:

- **Limiting our negative impact on society** by implementing strict policies and sustainability guidelines, by reducing our own environmental footprint and by our approach towards Socially Responsible Investments.
- **Increasing our positive impact on society** in those areas where we can make a difference through our everyday activities.
- **Encouraging responsible behaviour among all our employees**



In implementing our sustainability strategy, we focus on **the local communities and economy**. We are conscious of the impact of our operations on society, and respond to societal needs and expectations in a balanced, relevant and transparent manner. In doing so, we acknowledge the special approach in each of the local economies of the core markets in which we operate.

Our people represent our ‘human capital’ and are one of the main drivers to creating sustainable value as a bank-insurer. We encourage all our employees to behave in a way that is responsive, respectful and result-driven.



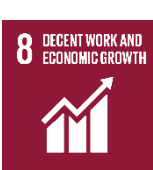


Commitment to the UN Sustainable Development Goals

In September 2015, the UN member states agreed the Sustainable Development Goals (SDGs), a universal set of goals, targets and indicators, which define global sustainable development priorities and aspirations for 2030. The SDGs call for worldwide action by government, business and civil society to end poverty, protect the planet and ensure prosperity for all.

Business has an important role to play in addressing the sustainable development challenges, alongside action and cooperation by all the other actors in society. The SDGs encourage companies to reduce their negative impact while enhancing their positive contribution to the sustainable development agenda.

As a financial institution, we are an important driving force for the real economy and therefore have an important impact on the SDGs. By contributing to the economic well-being of companies, private individuals and governments, we can increase their ability to achieve better social outcomes. Moreover, through our lending, insurance and asset management activities, we can direct the social and environmental influence of our operations.

Although the 17 SDGs are all interconnected and relevant, we have identified a number of high-impact areas where we believe KBC can contribute most positively as a bank-insurer to the implementation of the SDGs and minimise the negative impact we might have on them. We have aligned our sustainability strategy with the UN’s Sustainable Development Goals. Based on the SDGs we have translated our strategy into three cornerstones, which are dealt with elsewhere in this document under [‘Responsible behaviour and business ethics’](#), [‘Increasing our positive impact on society’](#) and [‘Limiting our adverse impact on society’](#).

	<p>SDG 3 - Good health and well-being</p> <p>We develop banking and insurance products that focus on health, health care and improving quality of life. Our social projects also focus on themes like health and road safety, and so we contribute to reducing the number of road fatalities and injuries. We promote a good work-life balance among our employees.</p>
	<p>SDG 7 - Affordable and clean energy</p> <p>We actively contribute to raising the share of renewables in the energy mix. We invest in initiatives in the field of renewable energy and energy efficiency through our banking and insurance activities and have drawn up an exit programme for the financing of non-sustainable energy solutions.</p>
	<p>SDG 8 - Decent work and economic growth</p> <p>Our banking and insurance business supports entrepreneurship and job creation and contributes to sustainable economic growth. We support new businesses and invest in innovation and technology through alliances with start-ups and fintechs. We play an important role in protecting basic labour rights, fair pay, equal opportunities and training and development opportunities for all our employees.</p>
	<p>SDG 12 - Responsible consumption and production</p> <p>We support the transition to a low-carbon and circular economy. We develop sustainable banking and insurance products and services that meet a range of social and environmental challenges. Sustainable investments are offered as a fully pledged alternative to conventional funds. We endeavour to mitigate our own negative impact on the environment by dealing sustainably with energy, paper, water, mobility and waste and by reducing our greenhouse gas emissions.</p>
	<p>SDG 13 - Climate action</p> <p>We apply strict environmental policies to our loan, investment and insurance portfolios. We develop business solutions that help clients reduce their greenhouse gas emissions and make the transition to a low-carbon economy. We limit our own environmental impact and communicate on that. We seek to address climate-related risks and focus on related opportunities in that area.</p>

2. RESPONSIBLE BEHAVIOUR AND BUSINESS ETHICS

When carrying out our activities, it is evident we respect prevailing laws and regulations, but we also impose stringent rules on ourselves in terms of ethical behaviour, openness and transparency, discretion and privacy.

2.1. Responsible behaviour

Responsible behaviour is the basic layer of sustainability at KBC. In order to maintain and grow trust, it is of utmost importance that we behave responsibly in everything we do, at all layers of the organisation, each and every day. KBC therefore considers responsible behaviour as absolutely necessary to successfully implement an effective and credible sustainability strategy. This means that the mindset of all KBC-staff should go beyond regulation and compliance. As client centricity lies at the heart of our corporate reference strategy, we also specifically focus on responsible selling and providing responsible advice.

The basic principles are embedded into our Pearl values of Respect for our clients, colleagues, society and KBC itself, together with our Responsive and Result-driven spirit. The foundation of responsible behaviour is integrity, which entails honesty, correctness, transparency and confidentiality, combined with a sound risk awareness. As responsible behaviour is tricky to define, we have specifically decided not to draw up precise guidelines for it, but to set out the underlying principles instead. These are presented in the 'My Responsible Behaviour Compass' guide, which contains various situation with which employees might be confronted in their everyday work. We also pay particular attention to training and awareness. For instance, we have developed an internal programme to explore issues such as professional integrity, advising clients appropriately and dealing with dilemmas.

2.2. Business ethics

We offer our banking and insurance services based on sound company values. In all our activities, we comply with all relevant rules and regulations and with corporate policies and guidelines that ensure ethical business. When carrying out our activities, we respect the relevant laws and regulations, but also impose stringent rules on ourselves in terms of ethical behaviour, openness and transparency, discretion and privacy. The Corporate Compliance Division ensures that guidelines are observed,

information remains confidential and privacy is respected. All policies are reviewed on a regular basis and updated if necessary in order to always meet the changing environment, requirements and regulations. For more information about our policies, guidelines and the Compliance Division, please visit www.kbc.com.



Our focus on responsible behaviour as the foundation for sustainability at KBC is not linked to a specific SDG but to the minimum expectation towards all companies committed to achieving the Sustainable Development Goals. This is the recognition of the responsibility to comply with all relevant legislation, uphold internationally recognised minimum standards and to respect universal rights.

3. INCREASING OUR POSITIVE IMPACT

Sustainability is not just about philanthropy and supporting local initiatives with sponsorship. Although these aspects continue to have great importance for KBC Group in its various home markets, its renewed Corporate Sustainability strategy seeks to go beyond this approach and create added value by:

- focusing on a number of genuine societal needs, and
- actively responding to these societal needs by developing business solutions in which only a bank-insurer can provide the elements that really make a difference.

Based on these criteria and taking into account the local context in our different home markets, the following sustainability-focus domains have been defined:

- On a KBC Group level in all home markets:
 - [Environmental responsibility](#)
 - [Financial literacy](#)
 - [Stimulating entrepreneurship](#)
- In Belgium and the Czech Republic:
 - [Longevity](#)
- In Hungary, Slovakia, Bulgaria and Ireland:
 - [Health](#)

Initiatives were already launched and KBC will continue working on other business solutions that contribute positively to these societal challenges. For specific examples, please refer to www.kbc.com.

Over the entire development process, new, innovative business solutions are checked against the Sustainability Framework, which allows us to launch sustainable products and services that meet clients' needs.

4. LIMITING OUR ADVERSE IMPACT

Generating sustainable, profitable growth and contributing to a more sustainable society go hand in hand. This means that, as a bank-insurer, we also seek to limit our adverse impact on society as much as feasible. We want to achieve this ambition by:

- [Reducing our own environmental footprint](#).
- Applying [strict sustainability policies](#) to our business activities in respect of human rights, the environment, business ethics and sensitive/controversial societal issues. These sustainability policies are reviewed and updated every two years to make sure that our policies continue to meet the concerns and expectations of society. The last update took place in June 2018. The recently updated and new KBC Sustainability Policies are set out elsewhere in this document. Please visit www.kbc.com for more details on all KBC policies.
- Offering a complete range of [socially responsible investments](#).

4.1. Our commitment to the environment

Environmental Responsibility is one of the selected domains KBC wants to focus on in playing its role in society. Since climate change is one of the biggest global challenges for the 21st century, our main objective is to contribute to the transition to a low-carbon economy and society.

We are aware that we have an impact through our operations and businesses. To limit our direct and indirect impact on global warming, we started a group-wide programme:

- to reduce our own environmental footprint,
- to regularly review the KBC Sustainability policies,
- to leverage the transition to a low carbon economy by taking initiatives in our various core business lines: supporting energy efficiency, renewable energy, sustainable mobility and the circular economy.

In the run-up to the Paris UN Conference on climate change (COP21) in December 2015, KBC Group emphasised this commitment by signing the [‘Message from Belgian stakeholders in support of the COP21’](#).

Reducing KBC’s own environmental footprint

In 2015, KBC Group has committed to reducing its own GHG emissions by at least 20% by 2020 (relative to 2015). We have translated this aim into action plans in each core country. Because we are ahead of schedule, we decided in 2018, to raise our target to -25% by 2020 compared to 2015 (both in absolute terms and per FTE). We also decided to set a new additional long-term target: -50% by 2030 compared to base year 2015 (both absolute and per FTE). For more information on our own environmental footprint and our targets please visit www.kbc.com.

Our indirect impact

We have strict policies in place to limit the environmental impact of our core activities in order to reduce the climate and environmental effects of our portfolio of loans, investments and insurance activities. For more details, please refer to the policies section in this framework.

Initiatives in the different core business lines

Key to our sustainability approach is the fact that KBC wants to offer core business solutions, i.e. lending, investments, insurance and advisory, to boost a low-carbon, circular economy. KBC wants to actively support energy efficiency, promote sustainable renewable energy, support sustainable, safe mobility and incentivise circular businesses. Some initiatives can be found on www.kbc.com.

4.2. Updated and new KBC Sustainability Policies

Please find below a general overview and summary of the KBC sustainability policies.

4.2.1. Blacklisted companies and activities

Companies involved in controversial weapon systems (e.g., nuclear weapons, cluster bombs and biological or chemical weapons) and UN Global Compact Worst Offenders are included on the KBC Blacklist. No KBC group entity can engage in business transactions with these companies.

For KBC Group, speculative, soft commodity transactions are also blacklisted.

For more information about our Policy on Blacklisted Companies and activities please see our [corporate website](#).

4.2.2. Human Rights

KBC is fully committed to meeting its responsibility to respect human rights throughout the group. To help us achieve this, we apply the 'UN Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect and Remedy" Framework' – the global standard for preventing and addressing the risk of adverse human rights impacts linked to business activity (further: UNGP Framework).

Human rights are rights inherent to all human beings, whatever our nationality, place of residence, gender, national or ethnic origin, colour, religion, language, or any other status. We are all equally entitled to our human rights without discrimination. These rights are interrelated, interdependent and indivisible.

In particular, KBC Group commits to respect the letter and the spirit of the United Nations Universal Declaration of Human Rights; the principles concerning fundamental rights in the eight International Labour Organisation core conventions as set out in the Declaration on Fundamental Principles and Rights at Work; the UN Declaration on the Rights of Indigenous Peoples; the UK Modern Slavery Act and other international and regional human rights treaties containing internationally recognised standards by which the business sector must abide. KBC complies with the laws, rules and regulations of every country in which the KBC group operates.

KBC is a signatory of the UN Global Compact Principles, which it implements in its policies to make sure they are applied in all its operations. The UN Global Compact asks companies to embrace, support and, within their sphere of influence, enact a set of core values in the areas of human rights, labour

standards, the environment and combating corruption. We therefore take these principles into account in our client and supplier assessment.

For detailed information, please refer to the [KBC Group Human Rights Policy](#).

4.2.3. Controversial regimes

KBC Group does not want to be involved in financial activities with or related to the most controversial regimes (governments, public authorities, central and state-owned banks, and state-owned companies). These are regimes that fundamentally violate human rights, lack any form of good governance, rule of law or economic freedom. An exception is made for humanitarian goods.

Based on the input of well-recognised external sources, the Group Executive Committee decides each year what countries are to be included on the KBC list of controversial regimes.

4.2.4. Energy Credit & Insurance Policy

KBC Group's support for the Paris COP21 Agreement and the 2° scenario is a general reflection of its broader ambition – translated in the KBC Sustainability Strategy – of contributing towards a low-carbon society. The energy sector is crucial to the transition towards a low-carbon economy, but it will face substantial challenges in this regard, such as securing the energy supply as demand grows and further increasing the share of renewable energy.

KBC's ambition is to gradually increase the share of renewables in the total KBC Energy Credit Portfolio to at least 50% by 2030 at the latest. To help achieve this:

- KBC supports renewable energy, such as hydro, solar and wind;
- KBC will only consider financing biomass and biofuel activities subject to stringent conditions, including careful consideration of environmental impacts.

KBC takes a clear and concrete stance on:

- Activities in the energy sector that KBC no longer wishes to support through lending or providing insurance (see below for exclusions);
- The conditions to be met by each counterparty in non-excluded areas to be/remain eligible for loans or insurance.

Account is also taken here of the characteristics of the available energy sources (in particular their environmental acceptability), technological possibilities and limitations, anticipated market trends and local specificities.

For more details, please refer to [the KBC Energy Credit & Insurance Policy](#).

4.2.5.Arms-related activities

KBC is very reluctant towards involvement of any kind of arms-related activities. However, since the arms industry has a valid role to play in defence and security, KBC is only willing to finance, under strict conditions, companies:

- with very limited arms related activities only (development, production, sale, maintenance, etc. of weapons or arms-related equipment);
- with the additional requirement that these weapons are delivered exclusively to NATO armies or NATO/OECD/ EU police forces or their equivalent; and
- that it is clear that no deliveries are made to countries under UN, EU or US embargo or to non-governmental armed groups without UN, EU or US support.

Controversial Weapons

For KBC Group, controversial weapon systems cover both:

- Weapon systems which are prohibited by international (and national) law
- Weapon systems for which there is a broad consensus that they should be banned.

These systems include:

- Nuclear weapons as banned by the 2017 UN Treaty on the Prohibition of Nuclear Weapons;
- Cluster bombs and sub-munitions,¹ chemical or biological weapons² and anti-personnel mines (including Claymore mines);³
- Weapons containing depleted uranium or white phosphorus (used in incendiary munitions and weapons).

Companies that are assessed to be involved in the production and/or development of controversial weapons are blacklisted by KBC through the [KBC Group Policy on Blacklisted Companies](#).

4.2.6.Project finance

KBC will not provide financing or advisory services to projects where the client is unwilling or unable to comply with the Equator Principles.

¹Banned by the Convention on Cluster Munitions (2008).

²Banned by both the Convention on the Prohibition of the Development, Production, Stockpiling and Use of Chemical Weapons and on their Destruction (Organisation for the Prohibition of Chemical Weapons) and the Convention on the Prohibition of the Development, Production and Stockpiling of Bacteriological (Biological) and Toxin Weapons and on their Destruction (United Nations Office for Disarmament Affairs)

³Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction

For more information on the adoption of the Equator Principles at KBC Group please visit www.kbc.com.

4.2.7. Other socially sensitive sectors

KBC has also set down restrictions on other socially sensitive sectors such as: intoxicating crops, gambling, fur, the production of palm oil, mining operations, deforestation, land acquisition and the involuntary resettlement of indigenous people and prostitution.

Cultivation, production, processing or trading/wholesale of addictive and intoxicating crops/products or their essential parts

The negative effects that the use of addictive and intoxicating product has on our health and the environment cannot be denied. In line with the Tobacco-Free Finance Pledge, KBC applies a strict policy of excluding the tobacco industry from its lending, insurance and sustainable investment activities and to KBC Asset Management's conventional investment funds and KBC's proprietary investment portfolio. The exclusion covers manufacturing, the wholesale trade and trading in addictive and intoxicating products.

Alcohol products are not in scope of this policy.

Gambling activities (including sports- and online gambling)

KBC rules out finance for companies with a relevant involvement in these activities. Moreover, in cases of a minor involvement in those sectors, KBC is only willing to consider granting finance provided the activities are legal and KBC can be credibly and reasonably assured that the finance will not be used for those specific activities.

Animal welfare

KBC recognises that civil society is increasingly concerned about animal welfare and that this concern is general and legitimate. KBC is committed to ensuring that its clients comply with relevant national and international legislation and best practice. To this end, we have developed an Animal Welfare Statement, which sets out our commitment and our approach to avoiding any potential adverse impact on animal welfare through our operations.

KBC is active in several sectors in which animal welfare risks harm. We are involved in activities such as animal husbandry, transport and slaughter of animals and breeding and selling pet animals.

For more information, please refer to the [KBC Group Animal Welfare Statement](#).

Production of palm oil or soy

Given concerns about the environmental impact of the production of palm oil or soy, KBC is only willing to consider financing these activities where they comply with the principles and criteria set down by the Roundtable on Sustainable Palm Oil or the Roundtable on Sustainable Soy.

Mining operations

The mining industry provides essential resources to most sectors of the economy, with mining commodities integrated into a broad range of equipment and consumables. The worldwide demand for mineral resources is increasing in both developing and developed countries. At the same time mineral reserves are becoming scarcer and more difficult to access. The industry also supports economic growth in the regions where mining activities take place, through job creation, revenue generation and infrastructure development.

However, mining activities can have a potentially negative impact on the environment and society in terms of community relations, health and safety, land use, ecosystems, waste and bribery and corruption.

KBC acknowledges that the mining sector faces a variety of environmental, social and governance risks that should be balanced against the sector's economic potential. KBC therefore expects clients that are involved in mining activities to take account of these risks in their operations. KBC also expects its clients to operate in accordance with relevant international, regional and national laws, regulations and permits.

For detailed information, please refer to the [KBC Group Mining Policy](#).

Deforestation

Given concerns about the environmental impact of the exploitation of forests and production of raw lumber, KBC is only willing to consider financing these activities:

- within KBC's home markets: provided they comply with the rules set down in European, national and/or local legislation;
- outside KBC's home markets: if compliant with rules set down by the Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC).

Land acquisition and the involuntary resettlement of indigenous people

Given concerns about the environmental and social impacts, in particular on the rights of indigenous people and the protection of cultural heritage, KBC is only willing to consider financing such land acquisition where it complies with the 'Free and prior informed consent'.

Only projects involving land acquisition of more than 1000 ha outside the OECD and EU are within the scope of this restriction.

Prostitution

KBC Group does not finance any prostitution-related activities.

4.2.8. Scope of restrictions

The general policies in this section (KBC Blacklist, Human Rights, Controversial Regimes) will apply to the largest extent possible to all business units within the KBC group, also including our proprietary assets. The sector policies will apply group-wide to our relevant core business activities of lending (via the KBC Credit Risk Standards on Sustainable & Responsible Lending), insurance (via the KBC Policy on Sustainable & Responsible Insurance) and advisory services (via the KBC Policy on Sustainable and Responsible Services⁴)

4.3. A complete offer of socially responsible investments

For the last decade, KBC has been a pioneer and market leader in socially responsible investments (SRI funds). Offering clients a full range of SRI funds gives them an opportunity to invest in sustainable companies. This allows us, first, to limit some of our business's adverse impact on society and, second, to make a contribution towards a more sustainable society.

As client centricity lies at the centre of our corporate strategy, it is ultimately up to the clients to choose between SRI and non-SRI investments, but KBC will increase the focus on SRI investments, for instance by means of enhanced SRI training for the relevant relationship managers in the various sales networks.

For more detailed information on socially responsible investments, please visit www.kbc.com.

Proxy voting

KBC Asset Management has embraced its responsibility regarding the use of the voting rights of shares in which KBC Asset Management's investment products invest. These voting rights can be exercised at companies' general meetings of shareholders. KBC Asset Management has drawn up guidelines for exercising these voting rights in the interest of investors. For more information on these guidelines, please visit www.kbcam.be.

⁴ The policy applies to all advisory services provided by KBC Securities and to similar services provided by KBC entities in Central Europe.

5. OUR PEOPLE

Our employees represent our 'human capital' and are one of the main drivers to creating value as a bank-insurer. By focusing on recruitment, management and development of our employees, we seek to give them the opportunity to make best possible use of their talent and experience and adapt to our fast-changing world. We encourage all our employees to behave in a way that is responsive, respectful and result-driven. It is our ambition to truly involve all staff in realising the sustainability ambition.

For more details on our approach, please visit the ['Our people'](#) and ['Our people strategy'](#) section of our corporate website.

6. STAKEHOLDER ENGAGEMENT

We engage with all of our stakeholders to define what is material to both our stakeholders and KBC and how we can create value. We use a variety of channels for open, transparent sustainability communication and dialogue with our stakeholders. They include the annual Report to Society, the Annual Integrated Report, the Sustainability Report, the annual stakeholder debate hosted by the CEO and the Chairman of KBC Group, the [CSR e-mail box](#), the corporate website and any other channels suitable for this purpose.

On regular basis, we conduct stakeholder surveys in all our countries in order to discover what it is that is important to our stakeholders and thus meet their expectations. The results from the questionnaire are published in a materiality matrix and used as guidance for new, future and existing projects.

For more information on stakeholder engagement at KBC Group, please visit www.kbc.com.

7. SUSTAINABILITY GOVERNANCE

Sustainability governance as driver for implementation of KBC's Group Sustainability Strategy

We have anchored sustainability at the different levels within our Group (Board level, Executive Management level, Group level and Business & Country level), guaranteeing that it receives attention from the highest decision-making bodies while also being broadly integrated in our operations. Alongside our internal organisation, we have set up external boards of experts to advise KBC in the different areas of sustainability.

The Corporate Sustainability Strategy is decided by the **KBC Group Executive Committee** and the **KBC Group Board of Directors**. The Group Executive Committee has the highest level of direct accountability for Sustainability within KBC Group and reports twice a year to the Board of Directors regarding KBC's approach to sustainability.

The **Corporate Sustainability Department** is headed up by the Corporate Sustainability General Manager and reports directly to the Group CEO. The team is responsible for the development of KBC's group-wide sustainability strategy and its deployment into the larger group. It also acts as the point of reference for sustainability in KBC Group and works together with partners across the group. The team monitors implementation of the strategy and periodically informs the Group Executive Committee and the Board of Directors on progress by means of a Corporate Sustainability Dashboard.

The **Internal Sustainability Board (ISB)** is chaired by the Group CEO and is composed of the senior managers of all business units and core countries and the Corporate Sustainability General Manager. The execution and implementation of the sustainability strategy and awareness-raising is organised under the guidance of the ISB so that the platform ensures effectual integration of the strategy within the various business domains and countries, together with the support of all the group's employees. As decided by the ISB, each country and business unit appoints a sponsor to make implementation of the four sustainability focus domains effective.

In the core countries and Ireland, dedicated **Local Sustainability Departments** support the Senior Managers of the Internal Sustainability Board to integrate the sustainability strategy within the different business areas and countries and to organise and communicate on local sustainability initiatives. **CSR Committees**, established per country, deliver and validate non-financial data. Coordination between the Local Sustainability Departments within each country and with the Corporate Sustainability Department is managed via a KBC CSR Community.

An **External Sustainability Board (ESB)**, composed of academic experts, advises the Corporate Sustainability Department on the development of KBC policies.

An **SRI Advisory Board**, also composed of academic experts, acts as an independent body regarding SRI funds. The Board oversees the screening of the socially responsible nature of SRI funds offered by KBC Asset Management.

KBC's governance structure now demonstrates a clear determination to turn KBC into a financial services group with strong, sustainable performance and able to reflect sustainability in its core business.

[Overview of the Sustainability Governance Structure at KBC Group](#)

Sustainability Dashboard

We monitor progress in the implementation of our sustainability strategy through our 'Corporate Sustainability Dashboard'.

The KBC Sustainability Dashboard incorporates parameters that allow us to track the status of sustainability within the KBC group and to make adjustments when necessary. The Executive Committee and Board of Directors assess the evolution of these parameters twice a year.

Below you can find a helicopter view of the Sustainability Dashboard, which is structured around the four principles of our corporate strategy and reflects our sustainability ambitions.

