

Voluntary Sustainability Report 2025



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Word from CEO

Dear stakeholders,

As we look back at 2025, Bod Lenses continued to strengthen its position as an **independent RX optical lens laboratory in Europe** while preparing for the next stage of growth. Our production continued to **operate around the clock, supported by a skilled team, long-term partners and ongoing investment in process stability, quality and innovation.**

The year showed that sustainable performance is not only measured by growth in volume. Although the number of produced Rx lenses decreased compared with 2024, revenue remained broadly stable and slightly above the previous year. This reflects the resilience of our business model and the importance of product complexity, service quality, customer relationships and market composition.

In 2025, we continued **investing in production development, including capacity, automation and quality assurance.** These investments support more stable processes, better product consistency and the company's readiness for future growth.

At the same time, we maintained our focus on responsible production, transparent environmental data and continuous improvement.

Sincerely,

Vytautas Tuminas
CEO, Bod Lenses



Our sustainability performance also shows where further work is needed. Some intensity indicators increased because production volume was lower, while **several total or per-lens indicators improved**, including packaging waste and Scope 1-3 emissions per lens. We consider this transparency important: a sustainability report should show not only progress, but also the context behind the figures.

We also **continued investing in people, knowledge and partnerships.** Employee training, health and well-being measures, safe working conditions, social initiatives, partner education and laboratory visits all remained part of how we build long-term value. For us, sustainability is closely connected to reliable quality, responsible operations and trust-based relationships.

Thank you to our employees, customers, partners and stakeholders for your continued trust and cooperation.

Report Basis and Scope

This voluntary sustainability report covers the activities of Bod Lenses, UAB for the period from January 1 to December 31, 2025. It has been prepared **to provide transparent information on selected economic, environmental, social and governance topics relevant to the company.**

This report is prepared voluntarily and is not a mandatory sustainability statement prepared in accordance with the European Sustainability Reporting Standards (ESRS). Its structure follows the 2024 Bod Lenses sustainability report and uses selected indicators with reference to the GRI Standards.

The report uses company data, management confirmations and selected external or public materials available during preparation. Where the 2025 data structure differed from previous years, the calculation approach or scope is explained in the relevant section.

The report is published annually in Q2, reflecting the company's commitment to transparency and continuous improvement. Bod Lenses values stakeholder perspectives and feedback on this report and the company's sustainability performance.

For questions or feedback, please contact lina.valiaugiene@bodlenses.com.



Methodology Notes

- Per-lens indicators use 722,666 produced Rx lenses as the 2025 denominator.
- Scope 2 emissions are reported as 0 kg CO₂/lens because Bod Lenses purchased 100% green electricity in 2025.
- Scope 3 emissions in this report include rented/leased cars and business flights only.
- Waste treatment split is presented based on supplier clarification that the same waste streams were handed over in 2025 as in 2024; therefore, the 2024 treatment logic was applied to 2025 waste streams.
- Governance ratio in the performance table includes board members and all managerial positions.

**GRI - Global Reporting Initiative*



GLOBAL
SDG INTEGRATION

ESG and SDG Overview

Bod Lenses links its sustainability work to selected United Nations Sustainable Development Goals (SDGs). The overview below groups the most relevant 2025 topics under Environmental, Social and Governance / Responsible Business areas. The SDGs are used as a practical reference for the company's report scope rather than as a full SDG impact assessment.

ENVIRONMENTAL

- 100% green electricity purchased from Enefit
- Total waste decreased compared with 2024
- Packaging waste per lens decreased
- Scope 1-3 emissions per lens decreased
- Waste treatment reported by recycling and energy-recovery categories



SOCIAL

- 108 employees, including employees on parental leave
- Women represented 61% of the workforce
- 11,800 training hours
- 0 recorded workplace incidents and 0 reported discrimination cases
- Employee health checks, optional flu vaccination and practical benefits
- Social initiatives, eye-health education and partner knowledge-sharing



GOVERNANCE / RESPONSIBLE BUSINESS

- Partner visits, laboratory tours and professional training
- Supplier ESG assessment identified as a future development area
- Close to EUR 1 million invested in production development
- Quality management system and successful internal and external audits
- No significant product safety incidents or recalls



2025 Highlights

AREA	2025 HIGHLIGHT
Employees	108 employees, including colleagues on parental leave
Revenue	13.32 million EUR
Export reach	30 countries in total, including Lithuania; 29 export countries
Production capacity	4,000 Rx lenses per day
Investments	Close to EUR 1 million invested in production capacity, process stability and operational efficiency
Training	11,800 training hours, including 6,200 hours for new employees and 5,600 hours for existing employees
Safety	0 recorded workplace incidents
Discrimination	0 reported discrimination cases
Electricity	993,496 kWh total electricity consumption; 100% green electricity purchased from Enefit
Waste	Total waste decreased from 110.885 t in 2024 to 107.874 t in 2025; approximately 80.157 t were recycled and 27.717 t were sent for burning / energy recovery.
Product quality and safety	No product safety incidents or product recalls recorded; overall internal production defect rate decreased from 3.67% to 3.5%

Year-on-Year Performance

INDICATOR	2023	2024	2025	2024-2025 CHANGE
Employees	87	95	108	+13.7%
Revenues	10,332,376 EUR	13,234,200 EUR	13,319,635 EUR	+0.6%
Employee Turnover rate	18.75%	19.8%	25.8%	+6.0 pp
Workforce Female/Male ratio	59% F, 41% M	73% F, 27% M	61% F, 39% M	-12 pp F, +12 pp M
Governance Female/Male ratio	53% F, 47% M	41.7% F, 58.3% M	38.5% F, 61.5% M	-3.2 pp F, +3.2 pp M
Incidents rate	0	0	0	No change
Discrimination cases	0	0	0	No change
Non-renewable material consumption per lens	0.129 kg	0.105 kg	0.11551 kg	+10.0%
Electricity consumption per lens	1.48 kWh	1.28 kWh	1.37477 kWh	+7.4%
Packaging waste per lens	0.0061 kg	0.00826 Kg	0.006392 kg	-22.6%
Scope 1 emissions per lens *	0.0093 kg	0.0072 kg	0.00574 kg	-22.6%
Scope 2 emissions per lens **	0 kg	0 kg	0 kg	No change
Scope 3 emissions (business travels) per lens ***	0.0916 kg	0.0554 kg	0.05076 kg	-8.4%
Scope 1-3 emissions per lens	0.1009 kg	0.0627 kg	0.05649 kg	-9.9%
Waste per lens	0.157kg	0.138 kg	0.14927 kg	+8.2%

***Scope 1 Emissions:** Direct greenhouse gas (GHG) emissions from sources that are owned or controlled by the organization, such as emissions from company-owned vehicles or on-site fuel combustion.

****Scope 2 Emissions:** Indirect GHG emissions from the consumption of purchased electricity, steam, heat, or cooling. These emissions occur at the facility where the electricity or other energy is generated.

*****Scope 3 Emissions:** All other indirect GHG emissions that occur in the value chain of the organization. This includes emissions from purchased business travel by air and road.

Interpretation of Main Changes

- Revenue remained broadly stable and slightly increased despite lower Rx lens production volume, showing that revenue was not driven by production volume alone.
- Electricity consumption per lens increased because total electricity use remained broadly stable while fewer lenses were produced. Bod Lenses operates 24/7, and many energy-consuming systems are fixed or semi-fixed.
- Chemical and material consumption per lens may partly reflect lower production volume and batch-based, process-control and cleaning-related inputs that do not always decrease proportionally with lens output.
- Waste per lens increased, but total generated waste decreased by almost 3 tonnes compared with 2024. The per-lens increase was therefore mainly influenced by lower Rx production volume.
- Packaging waste per lens decreased compared with 2024.
- Scope 1-3 emissions per lens decreased compared with 2024.

Business Model and Value Chain



Bod Lenses is a private limited liability company headquartered and operating its laboratory at Mokslininku g. 6A, Vilnius, Lithuania. The company manufactures individualized prescription Rx optical eyeglass lenses for B2B customers.

Bod Lenses operates in the L.I.G.H.T. WING building at Mokslininku g. 6A, Vilnius, which holds a BREEAM International In-Use: Commercial Version 6 certification. **The building achieved a “Good” rating for Asset Performance**, and the certificate is valid until 27 November 2028. The certification applies to the building and is held by the building owner, UAB “Zenith Turto Valdymas”.

Production is order-based rather than warehouse-based: each prescription lens is manufactured according to specific customer requirements. Standard lenses can be produced in approximately one day, while customer commitments allow 48-72 hours to manage unexpected cases and maintain reliable service.

In 2025, Bod Lenses served optical businesses across **30 countries in total**, including Lithuania. This included 29 export countries. These customers included distributors, optical chains, independent opticians and other B2B partners. The company supports partners through laboratory visits, product and process training, IT integration support, private-label solutions, marketing materials and responsive customer service.

Export remained the dominant part of the business, while Bod Lenses also strengthened engagement in the Lithuanian market through local visits, training and relationship-building activities.

In 2025, Bod Lenses did not carry out a formal ESG assessment of suppliers and did not have a structured supplier code-of-conduct process. Supplier-related environmental and social impacts remain an area for future development, particularly in relation to transport, packaging and purchased services. Individual suppliers are not presented as sustainability examples unless the information directly supports a reported Bod Lenses metric.



STAGE	DESCRIPTION
Upstream	Suppliers of lens materials, chemicals, equipment, packaging, logistics and support services.
Own operations	Rx lens production, coating, tinting, remote edging, quality control, packaging, partner support and customer service.
Downstream	Optical businesses, distributors, opticians, optometrists, end users and waste-management partners.

Economic Performance and Investments

2025 REVENUE

EUR 13.32m

+0.6% year on year

INVESTMENTS

~EUR 1m

production and efficiency

In 2025, **Bod Lenses reported revenue of EUR 13,319,635**, compared with EUR 13,234,200 in 2024. Revenue therefore **remained broadly stable and slightly increased year on year**.

Although produced Rx lens volume decreased in 2025, revenue did not decrease proportionally. This reflects the fact that the relationship between production volume and revenue is influenced by several business factors, including product specifications, services, pricing and market composition.

Bod Lenses continued its ongoing investment programme focused on production capacity, process stability and operational efficiency. In 2025, investments were close to EUR 1 million and supported the company's transition toward higher daily production capability and future growth readiness.

Public business media coverage in 2025 also reflected the company's growth direction, including management's ambition to reach EUR 30 million in revenue by 2029 and a planned 2026 production expansion. These figures are presented as future plans and strategic outlook, not as 2025 sustainability performance results.

Governance

Bod Lenses, UAB operates as part of BOD Group. In 2025, the company had two board members: **Vidmantas Janulevicius**, Chairman of the Board, and **Vladas Sakalauskas**, Board Member.

For the performance table, governance has been expanded beyond the board to include all managerial positions. The 2025 governance scope includes 13 positions in total: 5 female and 8 male. This results in a governance ratio of 38.5% female and 61.5% male.

Board Profiles



Vidmantas Janulevicius

Vidmantas Janulevicius is one of the founders of the BOD Group companies and a long-standing leader in the industrial and high-tech sectors. Since 2020, he has served as President of the Lithuanian Confederation of Industrialists, and from 1 July 2026 he also serves as Vice-President of BusinessEurope.

His work is associated with strengthening Lithuania's industrial competitiveness, innovation, energy transformation and international business representation.



Vladas Sakalauskas

Vladas Sakalauskas is one of the founders and shareholders of the BOD Group companies, with long-standing experience in business development and leadership in the high-tech sector. As a founder and shareholder, he contributes to BOD Group's governance at shareholder level and to the long-term continuity of the business.

As a member of the Lithuanian Riflemen's Union, he supports the principles of civil defence, volunteering and the strengthening of statehood, which are aligned with the principles of responsible and long-term business governance.

Responsible Production and Innovation

Bod Lenses continued to focus on responsible production, process stability and operational reliability. The company **operates a 24/7** production model with four production shifts and one administration shift. Orders flow continuously through online webordering system, depending on optician working hours and partner systems.

In 2025, the remote **edging department expanded its operating schedule from five to seven days per week**, supported by two MEI edging machines. This change strengthened service flexibility and operational availability for partners.

The production process combines automated steps with employee supervision, including lens preparation, polishing, cleaning, marking, washing, inspection and coating. Thin-film coating remains one of the company's key areas of technological expertise.

AI-supported cosmetic inspection is used to help check scratches, dots, dirt, dust, lens geometry and other visual quality parameters. **This supports speed and quality control** without removing the role of employees, who continue to oversee production and manage key process decisions.

24/7 operations

4 production shifts

7-day remote edging

Product Quality and Safety

In 2025, Bod Lenses maintained the quality management system applied in previous years. The system covers all production stages, from raw-material receipt to final product release to the customer. Raw materials are checked to identify process deviations, cosmetic checks are carried out after each technological process, and final products are subject to optical and geometrical parameter control as well as visual inspection. Product-quality non-conformities and customer complaints are registered and handled under the company's established non-conformity and corrective-action procedure. The company also has a customer complaints and returns procedure for prescription lenses and mounting services, which defines how complaints are submitted, registered and reviewed, including the use of return or non-adaptation forms, assessment by quality-control specialists, response timelines and possible remedies such as remanufacturing, refund or discount where applicable. Each case is analysed to identify root causes, assess impact on the product and customer, and define corrective and preventive actions. The effectiveness of implemented actions is monitored to reduce the risk of recurring non-conformities.

In 2025, **no product safety incidents or product recalls were recorded**. Quality issues identified during the year were handled under internal procedures and controlled within the quality management system. Internal and external audits were carried out during the year, including Sertika audits covering ISO 9001, ISO 14001, ISO 45001 and ISO 13485. Audit observations and improvement opportunities were included in action plans, and corrective actions were implemented within the established deadlines.

Quality-improvement initiatives continued in 2025, focusing on process standardisation, production efficiency, defect reduction, data-based non-conformity analysis and employee competence development. Standard operating procedures were updated in generation and tinting processes. Changes to technological parameters increased lens generation-process throughput by up to 15%, while the **internal production defect rate decreased from 3.67% in 2024 to 3.5% in 2025**. Although internal defects are usually identified before products reach customers, reducing them supports more stable quality, fewer remakes, lower delay risk, more reliable delivery and stronger customer confidence in the consistency of supply.

The company also **invested in the renewal of the remote edging department**. New MEI Bisphera Easyfit and MEI Bisphera TBA Phoenix equipment include an integrated Total Quality Control system, measuring lens parameters before and after cutting without human intervention. The system supports power measurement accuracy up to 0.001 dpt and cut-shape accuracy to 0.01 mm, contributing to more stable processes, stronger product-quality assurance and continuous improvement.



Environmental Impact

Materials and Chemicals

In 2025, **Bod Lenses produced 722,666 Rx lenses.**

Non-renewable material consumption was calculated as hazardous waste plus consumed chemicals, totaling 83.47515 tonnes. This equals 0.11551 kg per lens. The increase in chemical and material consumption per lens may partly reflect lower production volume in 2025. Certain production inputs are linked to batch preparation, cleaning cycles, coating processes and process control, and therefore do not always decrease in direct proportion to the number of lenses produced.

Energy

Total electricity consumption in 2025 was 993,496 kWh, compared with 1,024,245 kWh in 2024. **Total electricity use therefore decreased slightly.** Electricity consumption per lens increased from 1.28 kWh/lens in 2024 to 1.37477 kWh/lens in 2025 because fewer lenses were produced.

Bod Lenses operates continuously, and many energy-consuming systems do not decline proportionally with production volume. These include equipment readiness, lighting, ventilation, compressed air, heating/cooling support and humidity control. The remote edging department also expanded from five to seven operating days per week in 2025.

The air humidification system consumed 48,300 kWh in 2025. The system operates mainly during the cold season, typically from November to the end of February, when outside temperatures are low. It helps maintain production conditions required for process stability and product quality.

Heating, cooling, ventilation and air-filtering systems are maintained regularly because their performance is directly linked to product quality and process stability. Energy savings from these systems are limited because production processes require continuous air heating and ventilation in different production stages.

Green Electricity and Emissions

In 2025, **Bod Lenses purchased 100% green electricity from Enefit.** This supports reporting Scope 2 emissions from purchased electricity as 0 kg CO₂/lens.

The company's operations are also located in a **BREEAM In-Use certified building.** While the certification applies to the building rather than to Bod Lenses as a company, it reflects recognized sustainable building performance standards for the premises in which Bod Lenses operates.

Scope 1 emissions relate to the company-owned car. In 2025, the own car consumed 1,547.76 liters of diesel. Using the same implicit diesel emission factor as in 2024, Scope 1 emissions per lens were 0.00574 kg CO₂/lens. Scope 3 emissions included rented/leased cars and flights. Rented/leased cars consumed 3,431.66 liters of diesel and 7,211.04 liters of gasoline. Using the 2024 fuel-emission factors, rented/leased car emissions were 25,857.97 kg CO₂. Flights contributed 10,821.99 kg CO₂. Total Scope 3 emissions included in this report were 36,679.96 kg CO₂, equal to 0.05076 kg CO₂/lens.

Waste

In 2025, Bod Lenses generated 107.874 tonnes of waste, compared with 110.885 tonnes in 2024.

Total waste therefore decreased by almost 3 tonnes. Waste generated per lens increased to 0.14927 kg/lens because produced lens volume was lower in 2025. This means that the intensity indicator was affected by lower production volume rather than an increase in total waste.

In 2025, Bod Lenses generated 58.680 tonnes of hazardous waste and 49.194 tonnes of non-hazardous waste, based on the waste classification applied in the company's waste reporting.

Based on clarification from the waste-management supplier, the same waste streams were handed over in 2025 as in 2024. Therefore, the 2025 waste-treatment split is presented using the same treatment logic as in the 2024 report.

Waste Treatment and Packaging

Waste treatment category	Hazardous waste, t	Non-hazardous waste, t	Total, t
Recycled	52.135	28.022	80.157
Burned / energy recovery	6.545	21.172	27.717
Total	58.680	49.194	107.874

A notable increase was recorded in wood waste. This was linked to the receipt of new technological equipment, including an edging machine and DHC-200 lacquer machine, delivered in wooden packaging.

No specific additional waste-reduction actions are planned for 2026 because the overall situation is considered stable. For 2027, the company plans to purchase equipment that is expected to help reduce certain waste quantities.

CARDBOARD WASTE

4,619.5 kg

PACKAGING PER LENS

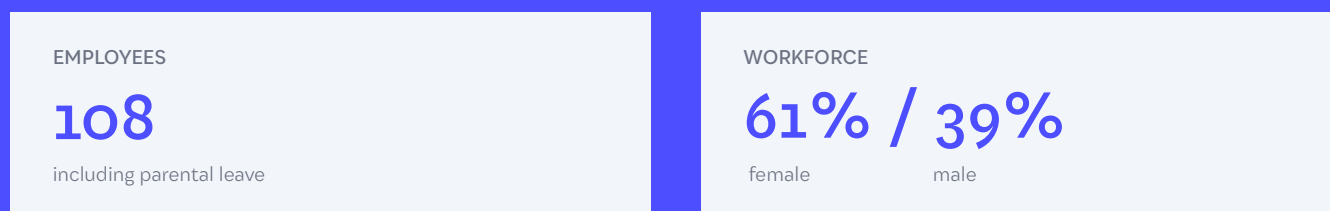
0.006392 kg

-22.6% vs 2024

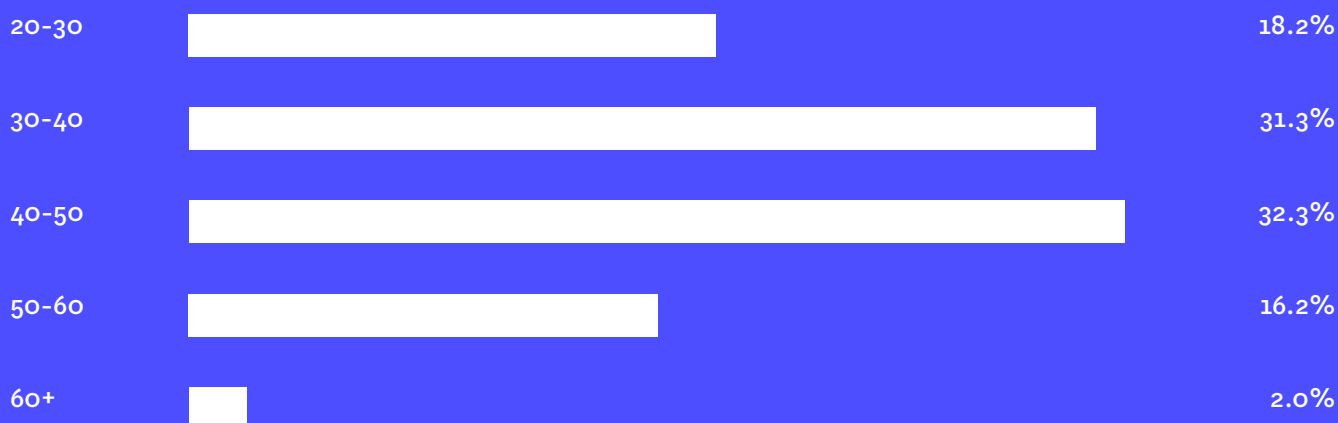
In 2025, cardboard packaging waste totaled 4,619.5 kg. Based on 722,666 produced lenses, packaging waste per lens was 0.006392 kg/lens. This represents a decrease compared with the 2024 value of 0.00826 kg/lens.

Employees, Training and Well-being

As of December 31, 2025, Bod Lenses employed 108 people, including employees on parental leave. Women represented 61% of the workforce and men 39%. Age distribution was reported as follows: 18.2% of employees were aged 20-30, 31.3% were aged 30-40, 32.3% were aged 40-50, 16.2% were aged 50-60, and 2.0% were aged 60 or older.



Age distribution



Turnover and Retention

Employee turnover in 2025 was 25.8%. The increase was mainly influenced by restructuring and competence strengthening in the IT department, where roles were changed and additional employees were added in response to customer and market needs.

Production employee turnover remained broadly stable: 14% in 2024 and 15% in 2025. In production, turnover was influenced by competence review, preparation for the next season and the specific nature of night-shift work. Some new employees do not fully anticipate the demands of night work and leave after several months.

Retention actions focused on strengthening the competencies of direct managers, internal training, individual attention to employee situations and team-building. The company also continued summer events, teambuilding activities, Happy Monday snacks, night-shift food, free coffee and tea, working-condition improvements and salary indexation.

Training and Competence Development

Bod Lenses provided 11,800 total training hours in 2025, consisting of 6,200 hours for new employees and 5,600 hours for existing employees.

Every new production employee receives a 12-week learning plan that defines what should be learned and within what period. After 12 weeks, the shift or production manager performs an individual assessment. If the result is positive, the employee may move to the second salary category.

In 2025, **56% of employees migrated between departments, gaining broader competencies and opportunities for internal growth.**

This supported more flexible work organization, competence development and salary review opportunities. Key training topics included the LEAN system for continuous improvement, 5S workplace organization methodology, occupational safety, eyeglass lens geometry, specialist competence development through external training, and quality standards such as ISO and FDA requirements.

In addition to formal production and quality training, Bod Lenses supported technical and soft-skill development through selected external partner learning and internal team-development activities. These included knowledge exchange on lens technologies and product innovation, as well as collaboration, communication and growth-mindset training for the team.

Benefits and Well-being

All Bod Lenses employees are covered by accident insurance and are entitled to applicable government-sponsored parental leave and retirement benefits. The company also provides free periodic employee health checks and offers free seasonal flu vaccination to employees who choose it.

The reduced-price lens benefit continued in 2025, allowing employees and their relatives to purchase Bod Lenses products on preferential terms. This benefit supports employee well-being by making high-quality vision solutions more accessible to employees and their loved ones.

The company continued practical everyday benefits and engagement practices, including an additional birthday day off, remote work possibilities where the nature of work allows, birthday greetings, company events, pet-friendly office practice where suitable, weekly snacks or treats, free coffee and filtered water.

During the summer period, Bod Lenses provides opportunities for employees' children to perform auxiliary, age-appropriate tasks in the company, where permitted by Lithuanian legal requirements for the employment of young persons. Such work is limited to safe, light duties and is organized in line with applicable requirements on age, parental consent, working time, occupational safety and prohibited work for minors.

The company maintained **zero recorded workplace incidents and zero reported discrimination cases during the reporting year.**

Community, Vision Care and Partnerships

In 2025, Bod Lenses **continued social and community initiatives** focused on well-being, education, eye-health awareness, support for vulnerable groups and team engagement.

Bod Lenses continued its partnership with SOS Children's Villages Lithuania through the educational-social initiative 'Sveikos akys - tavo super galia!' (Healthy Eyes is Your Superpower!) . The initiative promotes children's eye health, reduces stigma around vision problems and provides direct help through eye checks and glasses or lenses where needed.

The company also supported educational outreach through a colleague-led session at Vilnius University's Faculty of Medicine. The session introduced optometry students to EnChroma lenses, designed to help people with color vision deficiency.

Bod Lenses continued its annual Pie Day tradition, during which colleagues prepare pies and are encouraged to make an anonymous donation for a slice. In 2025, the initiative supported emotional support hotline 'Jaunimo linija', contributing to mental-health support for young people.

Team and Community Activities



Together with SoliTek, another BOD Group company, BOD Lenses visited the local animal shelter Vsi Tautmiles globa in September 2025. The team brought food and supplies, spent time with animals and supported the shelter's work through volunteering and care.



Bod Lenses participated in an annual cycling event Velomaratonas, where team members cycled, engaged visitors at the company stand and shared advice on sports eyewear and lenses with diopeters. The same period also included a summer team celebration with orienteering and team-building activities.



The company marked its 10th anniversary with an annual birthday walk in February 2025, reflecting on a decade of growth from a small team and limited product range into an international Rx lens laboratory with more than 100 employees, 4,000-lens daily production capacity and customers or partners across 30 countries in total, including Lithuania.

Partnerships, Visits and Knowledge Sharing

In 2025, Bod Lenses **continued to open its laboratory doors to partners, optical professionals and business communities**. These visits created opportunities to present the company's production process, lens technologies, quality approach and operational practices.

The company **shared production and LEAN practices** with members of Vadovu Klubas (Lithuanian Executive Network), contributing to a broader culture of continuous improvement in Lithuanian manufacturing.

Bod Lenses also hosted optical professionals and partners from Bulgaria, Estonia, Poland, Lithuania and other countries. The visits included production-process presentations and training, supporting practical knowledge sharing and closer cooperation with optical specialists across different regions. For many visitors, it was the first opportunity to see Rx lens production in detail, strengthening partner education, long-term relationship building and understanding of responsible lens manufacturing.



GRI Content Index 2025

Statement of use: Bod Lenses has reported the information cited in this GRI content index for the period from January 1, 2025 to December 31, 2025, with reference to the GRI Standards.

GRI standard used: GRI 1: Foundation 2021. This report is prepared with reference to selected GRI Standards and is not presented as a full report in accordance with the GRI Standards.

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One
life - see
it well.