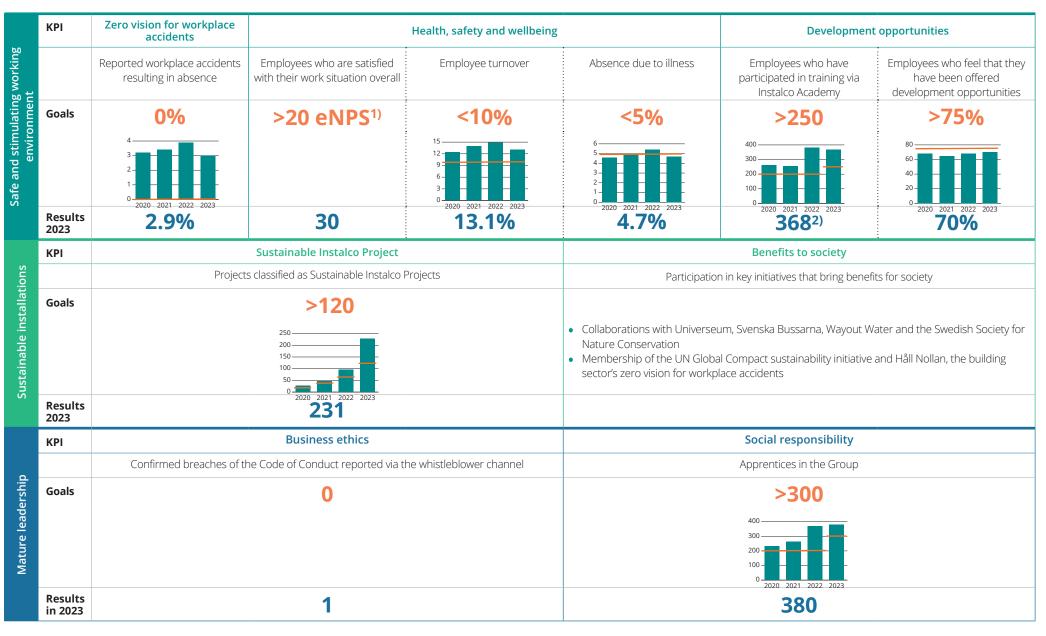
Sustainability goals and results

The KPIs have been reviewed by the company's auditors in accordance with ISRS 4400



- Goals for each year

year 1) From 2023 onwards employee satisfaction is being measured using the Employee Net Promoter Score (eNPS) standard.

2) Represents 13,848 hours of training.