

2025 sustainability goals

In the year 2018, the Group defined the following sustainability goals for 2025:

Environmental



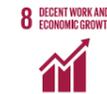
	Goal (2025)	Actual (2023)
Carbon efficiency We want to reduce our energy consumption and carbon footprint.		
Reduce our carbon footprint -15% CO ₂ emissions relative to total output (Scope 1 & Scope 2)	▶	-54%
We want to reach 65% total electricity from renewable sources	▶	64%
Reduce our emissions intensity >2% per year	▶	17%
Resource efficiency We will reduce waste and use resources efficiently.		
Reduce consumption of non-recyclable materials: -75% reduction of waste to landfill relative to total output Contributing to reducing packaging waste, water use and water pollution	▶	-73%
Reduce total waste -15% relative to total output	▶	40%
Reduce hazardous waste -15% relative to total output	▶	-99%
ISO 14001 >75% of our operations ISO 14001 certified	▶	75%
Customer focus We want to strengthen customer relationships and provide services that meet our customers' needs.		
Maintain customer retention rate >90% customer retention rate	▶	94%
Support customers in becoming more sustainable Increase the share of environmentally friendly services (Green Factory Solutions) of total output	▶	3%

Social



	Goal (2025)	Actual (2023)
Health and safety We want to establish safe and healthy workplaces for our employees and customers.		
We want to reach <1.5 lost time injuries per million hours worked (LTIFR)	▶	1.1
Zero fatalities is our long-term goal	▶	1
We want to strengthen prevention.		
Carry out at least 24 global HSE site audits per year	▶	31
Conduct a minimum of 15,000 safety walks per year	▶	29,121
We want to increase digitization and real-time transparency of HSE by ensuring that at least over 90% of our sites are using our HSE suite	▶	91%
ISO 45001 >75% of our operations ISO 45001 certified	▶	79%
Employee development & diversity We will provide development opportunities for employees and treat all employees fairly.		
Improve gender diversity 30% women in corporate leadership positions	▶	23%
Provide Training & development to provide opportunities and ensure the continued development of our employees	▶	93%
Supplier sustainability We want to promote sustainability throughout our value chain.		
Promote sustainability A suppliers (account for 80% of the annual spend volume) commit to principles within the Leadec supplier sustainability policy including environment, health & safety, human rights and working conditions	▶	53%

Governance



	Goal (2025)	Actual (2023)
Compliance We want to ensure compliance with the law and build trust with all stakeholders.		
Maintain compliance training rate 90% of employees trained on topics such as: data protection, anti-bribery, cyber security, etc.	▶	93%
Human rights We support the protection of internationally proclaimed human rights.		
Strengthen human rights >90% employees trained on relevant human rights topics, e.g., modern slavery	▶	97%
Leadership & culture We ensure strategic oversight of ESG-related risks, opportunities and strategies.		
ESG oversight at Board level ESG standing agenda at all Board of Management meetings	▶	achieved
ESG accountability at Board level ESG deep-dive sessions at least bi-annually at Board of Management level	▶	achieved
Corporate governance & ethics We actively steer and govern ESG-related risks, opportunities and strategies.		
UN Global Compact commitments are reported annually	▶	published
Steer relevant ESG topics via dedicated committees, such as: Diversity & Inclusion Committee, Human Rights & Supply Chain Committee, Compliance Committee, etc.	▶	regular meetings took place
Transparency & credentials We proactively report on ESG-related risks, opportunities, strategies, initiatives, progress and recognitions.		
ISO 9001 >75% of our operations ISO 9001 certified	▶	79%
Transparency Publish sustainability report annually & publish sustainability disclosures on Leadec website	▶	published
Annual ESG ratings Be above 70/100 points in EcoVadis rating	▶	60/100
Be below 10/100 points in Sustainalytics rating	▶	8.4/100
Achieve an A CDP rating	▶	C-rating

In 2024, the Leadec Group will reassess the sustainability goals defined in 2018 and adapt them to the current legal requirements and the modified service offerings.