







MATERIALITY ANALYSIS

A review of the materiality analysis was carried out as part of the switchover to the GRI Standards. Some topics were aggregated (as required by the GRI Standards) and further relevant topics added. Like in the sustainability strategy, all material topics are assigned to the categories People, Planet and Profit. In the People category, the occupational safety topic was expanded to include the health aspect. In the Planet category, the resources topic was expanded to include the circular economy aspect. In the Profit category, the topics product management and innovation, quality as well as production and digitalisation/BIM were added as material topics. Furthermore, the topic of data protection was identified as relevant in connection with the introduction of the EU's General Data Protection Regulation (GDPR). This enabled a high degree of consensus on the selection of material topics with the key approaches in the corporate and sustainability strategy to be achieved.

The current materiality analysis was reviewed and approved by an external stakeholder panel in September 2020.

Material aspects are deemed material if they are significant from the internal perspective of the company and/or the external perspective of stakeholders.

PEOPLE  	Employment	Occupational health and safety	Training and education	Diversity and equal opportunity	Non-discrimination	Freedom of association	
	Anti-corruption	Anti-competitive behaviour	Regional employer	Indirect economic impacts	Human rights, child and forced labour	Social responsibility	
PLANET 	Resources and circular economy	Energy	Water	CO ₂ and other emissions	Waste water and waste	Environmental compliance	
PROFIT  	Product management and innovation	Quality	Product compliance		Procurement	Production	Logistics
	Customer relations	Customer health and safety	Marketing and labelling		Digitalisation/ BIM	Data protection	