







Substantive issue	Why the issue is essential		Impact
	Wider economic, social and / or environmental effects caused by the issue	Stakeholders directly affected (financially, socially and / or environmentally)	Stakeholders out of the Group that may cause or be related to the effects of the issue
Financial Performance		<ul style="list-style-type: none"> <li>• Shareholders</li> <li>• Employees</li> <li>• Suppliers / Partners</li> </ul>	<ul style="list-style-type: none"> <li>• Customers</li> <li>• Suppliers / Partners</li> <li>• Wider society and media</li> <li>• Business associations</li> </ul>
• Policy for Society and the Market		<ul style="list-style-type: none"> <li>• Suppliers / Partners</li> <li>• Shareholders</li> </ul>	<ul style="list-style-type: none"> <li>• Suppliers / Partners</li> <li>• Local communities and local associations</li> <li>• Wider society and media</li> <li>• Local government</li> </ul>
Reduction of energy consumption and greenhouse gas emissions		All interested parties	<ul style="list-style-type: none"> <li>Customers</li> <li>• Suppliers / Partners</li> <li>• Business community</li> <li>• Local communities and local associations</li> <li>• Local government</li> </ul>
Ensuring the health, safety and well-being of employees	 	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Customers</li> <li>• Suppliers / Partners</li> <li>• Business Community</li> </ul>	<ul style="list-style-type: none"> <li>• Customers</li> <li>• Suppliers / Partners</li> <li>• Local government</li> </ul>
Ensuring business ethics and regulatory compliance		<ul style="list-style-type: none"> <li>• Employees</li> <li>• Customers</li> <li>• Suppliers / Partners</li> <li>• Shareholders</li> <li>• Business Community</li> <li>• Local communities</li> </ul>	<ul style="list-style-type: none"> <li>• Customers</li> <li>• Suppliers / Partners</li> <li>• Business entities</li> <li>• Local communities</li> </ul>

<p>Enhancing employment (creating new jobs, emphasis on youth entrepreneurship, etc.</p>	<ul style="list-style-type: none"> <li>• Suppliers / Partners</li> <li>• Business community</li> <li>• Local communities</li> <li>• Shareholders</li> </ul>	<ul style="list-style-type: none"> <li>• Business community</li> <li>• Local communities</li> <li>• Local government</li> </ul>
<p>Ensuring quality, infrastructure safety and operational continuity</p>	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Customers</li> <li>• Suppliers / Partners</li> <li>• Shareholders</li> <li>• Business community</li> </ul>	<ul style="list-style-type: none"> <li>• Business community</li> <li>• Customers</li> </ul>
<p>Local communities</p>	<ul style="list-style-type: none"> <li>• Suppliers / Partners</li> <li>• Business community</li> <li>• Local communities</li> <li>• Shareholders</li> </ul>	<ul style="list-style-type: none"> <li>• Customers</li> <li>• Suppliers / Partners</li> </ul>
<p>Defending human rights at work</p>	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Shareholders</li> </ul>	<ul style="list-style-type: none"> <li>• Business community</li> <li>• Local communities</li> </ul>
<p>Creating a healthy ecosystem of partners and a responsible supply chain</p>	<ul style="list-style-type: none"> <li>• Suppliers / Partners</li> <li>• Business community</li> <li>• Local communities</li> <li>• Customers</li> <li>• Shareholders</li> </ul>	<ul style="list-style-type: none"> <li>• Business community</li> <li>• Local communities</li> <li>• Municipal authorities</li> </ul>
<p>Adoption of recycling practices and circular economy</p>	<ul style="list-style-type: none"> <li>• Business community</li> <li>• Local communities</li> <li>• Customers</li> <li>• Shareholders</li> <li>• Local communities</li> <li>• Municipal authorities</li> </ul>	<ul style="list-style-type: none"> <li>• Business community</li> <li>• Customers</li> <li>• Suppliers / Partners</li> <li>• Local communities</li> <li>• Local government</li> </ul>