

## ENVIRONMENTAL AUDIT

	2018 absolute	2019 absolute	2020 absolute	Relative Unit	+/- %
Employees	5,214	5,590	6,052	headcount	8.2
Energy reference area	142,409	155,853	167,571	ERA m <sup>2</sup>	7.5
Locations	14	15	18	number of buildings	3
Electricity consumption	18,314,747	16,381,853	14,703,323	2,429 kWh / employee	-10.3
Heating consumption	8,269,769	9,553,480	9,813,735	59 kWh / m <sup>2</sup>	2.7
Water consumption	45,421 m <sup>3</sup>	41,341 m <sup>3</sup>	33,677 m <sup>3</sup>	22 l / employee / day	-18.5
Paper consumption	300 t	318 t	232 t	38 kg / employee	27.0
Paper types				2.0% recycled	
				98.0% chlorine-free-bleached	
				0.0% chlorine-bleached	
Copy paper consumption	66.1 million A4 sheets	62.7 million A4 sheets	35.2 million A4 sheets	5,822 A4 sheets / employee	-43.9
Amount of refuse	843 t	922 t	1,124 t	186 kg / employee	21.9
Types of refuse				41.0% paper / cardboard	
				8.0% other materials	
				1.0% special waste	
				50.0% misc. waste / refuse	
Business travel	22.4 million km	20.7 million km	12.9 million km	2,138 km / employee	-37.5
Mode of transport				6.1% km by air	
				53.7% km by road	
				40.2% km by public transport	
CO <sub>2</sub> emissions	14,773 t	13,731 t	11,247 t	1,858 kg / employee	-18.1