



mithra
Women's Health

2022 ESG REPORT
Environment, social and
governance initiatives
at Mithra



ESG: Environmental, Social and Governance initiatives at Mithra

To ensure that sustainability is embedded in our corporate strategy and that our sustainability ambitions translate into reality, we launched a strategic exercise in 2021 and set up a Sustainability Committee composed of our company key representatives. With the role of developing a sustainability strategy based on the 17 Sustainable Development Goals (SDGs) defined by the United Nations, the Committee identified the key material topics for Mithra to work on in terms of sustainability, i.e. patients, planet, people, ethics and integrity, and women empowerment.

Improvements take time and progress is not always as linear as we would like it to be. In 2022, we continued our development towards sustainability and implemented our sustainability strategy, because we aim at always rethinking the way we work and operate to successfully address climate, social and governance challenges.

1. Environment

As the signs of human-induced climate change become increasingly visible each day, and with our planet facing disruption and human well-being being threatened, important and immediate actions are required to address environmental challenges. As a company, we want to play an active role and reduce the environmental impacts that result from our operations and products.

Environmental impact of operations

To significantly reduce the environmental footprint of our operations by 2030, we have set ambitious targets and launched a series of initiatives.

Increasing our share of energy from renewable sources

Our main energy consumer is our development and manufacturing platform, Mithra CDMO. Since 2018, the building was already equipped with 1850 solar panels that covered 9% of its electricity consumption. To increase our share of energy from renewable sources, a brand-new field of 2748 solar panels was installed and made operational in 2022. With an estimated annual green production of 1,110,000 KWh, i.e. the equivalent of the consumption of approximately 200 households, these new panels can represent a CO₂ saving of around 250 tons per year and we anticipate that solar energy will cover around 30% of our Mithra CDMO electrical power consumption going forward. To the delight of our staff, a flock of around 40 sheep also joined us in February 2023 to tend the field where the new solar panels are installed.

Reducing our energy consumption by almost 20%

While it is key that we increase our share of energy that comes from renewable sources, it is also crucial that we reduce our energy consumption. With that aim, we implemented various

initiatives: as of February 2022, we turned down the HVAC units in our CDMO offices and open spaces at night and during the weekends. All our light bulbs were also replaced with LED alternatives.

Reduction of our greenhouse gas emissions, waste production and water consumption

We are proud to announce that we reduced our greenhouse gas emissions by more than 20% from 2021 to 2022 and that we reduced our waste production by almost 30% in 2022 compared to 2021.

Some steps of our manufacturing processes also require significant amounts of water. In 2022, in order to reduce

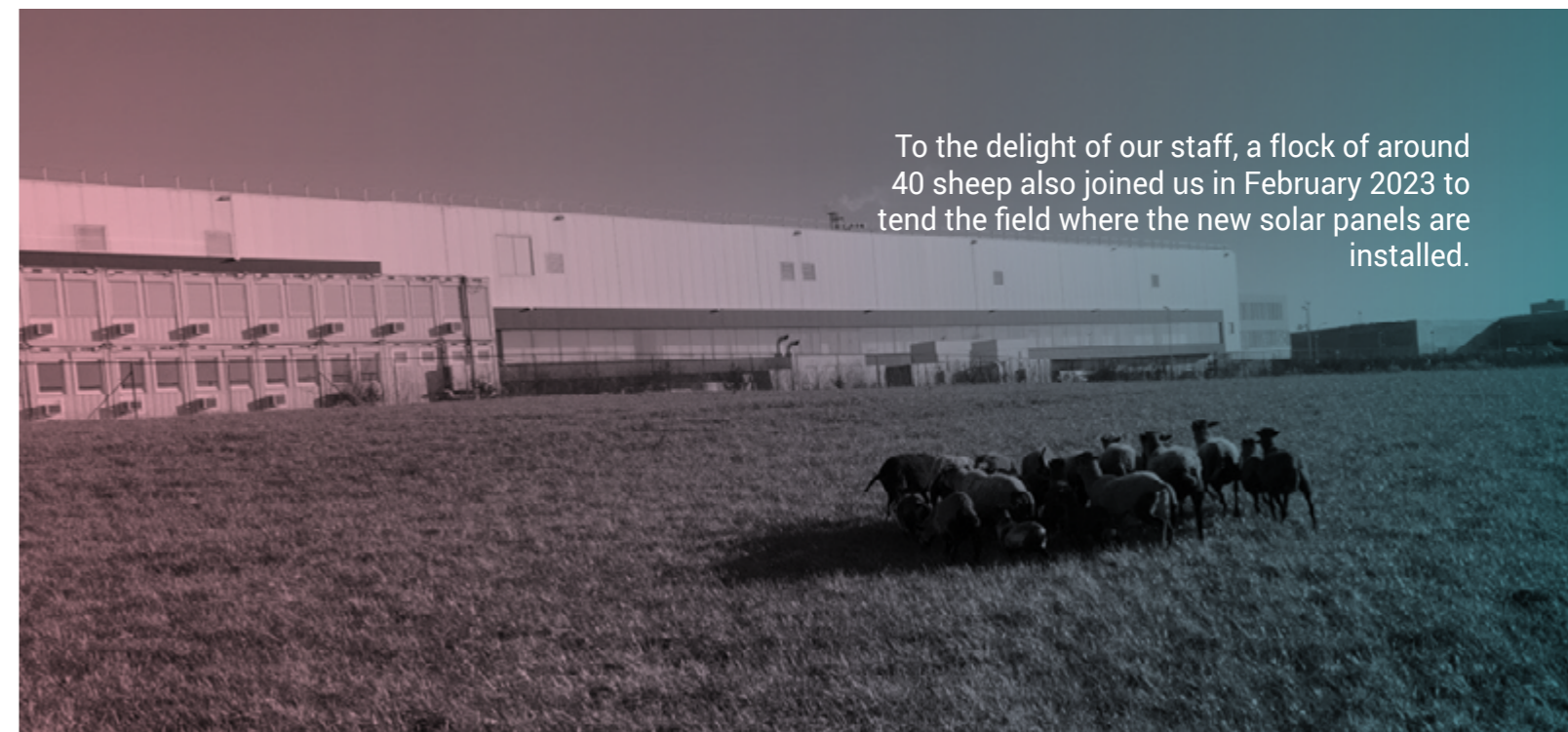


our water consumption, we optimized the utilization of these water-intensive utilities and ensured that they only run when needed instead of continuously. We are also currently exploring other avenues to optimize our processes and save water, while of course keeping in mind our business continuity.

Sustainable mobility plan to be implemented

With more than 200 employees based on two sites, the environmental impact of our car fleet is not insignificant. The implementation of structural homeworking in 2021 has already helped reduce the environmental impact of our fleet but we are committed to further reducing it by offering our collaborators mobility solutions that answer to the new ways of working and that meet their needs. To this end, our human resources team has developed a mobility plan to transition towards more sustainable and environmentally friendly alternatives. While the project implementation was initially planned at the end of 2022, its launch has been postponed to a later date as we decided to focus on other priority projects, e.g. our benchmark project, which we needed to attract the right candidates and retain our employees. Sustainable mobility nevertheless remains a target that we want to achieve in the near future.

	2021 (reference year)	2022	Target 2030
GhG emissions (tons of CO ₂ equivalents)	3887	3012 (-23%)	-55%
Energy consumption (MWh)	11509	9270 (-19%)	
Share of energy (electricity + gas) from renewable sources (%)	4%	9% (+125%)	70%
Water consumption (m ³)	25468	23591 (-7%)	-20%
Waste production (tons)	79	57 (-28%)	-20%



To the delight of our staff, a flock of around 40 sheep also joined us in February 2023 to tend the field where the new solar panels are installed.



Environmental risk assessment studies with estetrol including the Japanese medaka fish extended one generation reproduction test indicated that the predicted environmental exposure to estetrol will not affect the aquatic ecosystem.

Products ecotoxicity

Favourable environmental profile for Estetrol (E4)

Estrogens, either natural or synthetic, are commonly found in the aquatic environment and can, as endocrine disruptors, influence the sexual differentiation of fishes and disrupt aquatic ecosystems.

Mindful of the environmental footprint of its solutions, Mithra is committed to monitoring and reducing their environmental impact and, as such, to conducting an environmental risk assessment for all new Mithra product candidates.

The environmental risk assessment for our product candidate Donesta® is currently being conducted as part of our preparation for the market authorization application, while for Estelle®, the studies conducted on a representative fish species showed that estetrol, at environmental predicted concentrations, presented none of the adverse effects induced by the natural estrogens estrone and estradiol and by the synthetic estrogen ethinylestradiol (EE2), i.e. reduced egg production, delay in sexual maturation, and even feminization. The results also indicated that estetrol has a low potential to accumulate in living organisms and was likely to disappear rapidly from both water and sediment. The PEC/PNEC ratio¹ of estetrol is therefore below 1 and we are very proud to claim that the positive environmental profile of estetrol is highlighted in Estelle®'s leaflet in Europe and Canada: "Environmental risk assessment studies with estetrol including the Japanese medaka fish extended one generation reproduction test indicated that the predicted environmental exposure to estetrol will not affect the aquatic ecosystem".

As our objective was to characterize the environmental profile of the Estetrol (E4)/Drospirenone (DRSP) combination of our

contraceptive pill Estelle® and not only the environmental profile of estetrol alone, a complementary ecotoxicity study has been conducted at the University of Namur. The results show that a one-month exposition of the fish to E4 (at up to 300 times the environmentally relevant concentration) with or without DRSP didn't affect their survival or their growth. These studies suggest that E4, alone or in combination with DRSP, presents a more favourable environmental profile than ethinylestradiol at their respective environmental concentrations. Data therefore support that E4- or E4/DRSP-based products could be valuable eco-friendly alternatives to products containing ethinylestradiol.

Raising awareness for more environmentally friendly medicines

While the world gradually realizes how harmful medicine residues are to our waters and overall biodiversity, we are convinced of the need to continue to raise awareness on the importance of product ecotoxicity. To this end, we engaged in several initiatives. In 2022 our non-clinical team attended both the European and North American congresses of the Society of Environmental Toxicology and Chemistry (SETAC) and presented a different poster in both congresses. They also submitted one publication entitled "Estetrol has a lower impact than 17α-ethinylestradiol on the reproductive capacity of zebrafish" in several scientific journals.

In November 2022 we also organized a conference at the European Parliament that gathered researchers, industry players and policymakers to address the direct effects of pharmaceuticals on wildlife, knowledge and policy gaps but also to discuss solutions to support research and innovation for less environmentally harmful medicines. Experts from the panel discussion highlighted the need to improve monitoring in Europe and to increase support for the development of more environmentally friendly drugs.

¹ The PEC/PNEC ratio is the ratio between the Predicted Environmental Concentration and the Predicted No Effect Concentration. If the PEC/PNEC ratio of a product is below 1, it means that the use of this product will have no effect on the environment.

2. Social

Patients

As a company dedicated to women's health, our mission has always been to offer women innovative solutions that address their needs and offer them better efficacy, safety and quality of life.

> Responsible Research & Development

8 manuscripts published in scientific journals

At Mithra we value innovation and expertise to pursue our mission of a better health for women. To this end, we invested 53.7 million euros into research and development in 2022. To ensure that our Research & Development teams stay at the cutting edge in their field of expertise, they also attended no less than 9 international scientific congresses with 15 abstracts and published 8 manuscripts in scientific journals.

> Product safety and quality

The safety of our patients is of utmost importance to us. Our goal is to ensure that our products are safe and efficient for all patients, both during clinical trials and once they are commercialized.

To prevent all risks associated with product safety and quality, we of course comply with all the guidelines issued by the regulatory authorities. Besides these strict regulations, we decided in 2021 to pursue three additional ambitious targets, i.e. succeed all GxP² inspections and customer audits; digitalize Mithra's quality system by end 2022; and increase our suppliers and partners global quality oversight to 30% by end 2022 and to 100% by end 2025.

100% of successful inspections and audits and 0 recall

We are proud to report that we successfully passed all our inspections and customer audits in 2022 and that we did not issue any recall.

Progress in digitalization of quality system

While our target of digitalizing Mithra's quality system by the end of 2022 is not entirely achieved, we did make progress and the first out of the three waves of the project is implemented, meaning that quality document management and trainings are now fully digitalized. Wave 2 (change, deviation, CAPA and complaint management) and wave 3 (audit and suppliers/subcontractors management) will be implemented in the near future.

² Common term for all good practices used in the pharmaceutical sector

Increase of our suppliers and partners global quality oversight

We are happy to report that, by the end of 2022, we increased our suppliers and partners global quality oversight to 30%.

Reinforcement of pharmacovigilance team

We are also proud to report that all periodic safety update reports (PSURs) were submitted on time in 2022. These reports are pharmacovigilance (PV) documents intended to provide an evaluation of the risk-benefit balance of a medicinal product at defined time points during the post-authorization phase. Each marketing authorization holder is responsible for submitting PSURs for its own products and should submit PSURs to the EMA according to defined timelines.

In 2022, we also submitted all 90-days adverse event reports on time but there were 3 late 15-days adverse event reports out of a total of 23 reports (87%). As compliance to the timelines provides assurance that marketing authorization holders have adequate systems in place for the safety monitoring of medicines on the market, the decision has been made to transition to a new PV service provider, effective early 2023. We also strengthened the internal PV team with the addition of a Medical Information Officer and a PV Operations Officer. These new hires allowed for a continuous improvement program to have successful internal audits and audits by partners, and further allowed the team to bring critical functions in-house like the (deputy-) EU QPPV and Responsible for Information.

Launch of Estelle® PASS study in 2023

With Estelle® being available for nearly two years now, a post approval safety study (PASS) must be carried out. Post-authorization safety studies (PASS) are carried out after a medicine has been authorised to obtain further information on a medicine's safety, or to measure the effectiveness of risk-management measures. Estelle® PASS study is expected to be launched in the second quarter of 2023 in Europe while the protocol for the U.S. part of the PASS study is currently being reviewed by the FDA.



	2021 (reference year)	2022	Target
Rate of successful inspections and audits (no critical observations)	100%	100%	100%
Number of recalls issued	1 minor recall	0	0
SOP in place for suppliers and partners monitoring	No	Yes	Yes
Compliance monitoring adverse event reports - 15 days	100%	87%	100%
Compliance monitoring adverse event reports - 90 days	100%	100%	100%
Compliance monitoring periodic safety update reports	100%	100%	100%

Access to healthcare

Beyond the efficacy, safety and quality of products, biotechnological and pharmaceutical companies also have the social responsibility to make their products available to the greatest number of people and must therefore pay attention to their pricing, distribution and affordability policies.

At Mithra, we strive towards universal access to our medicines in sexual and reproductive health and therefore decided to increase the geographical availability of our products to 70 new countries by 2030, of which 30% of developing countries, and to contribute to healthcare cost containment and stay within the 15% price range of other similar products of the same category, for reproductive health products.

	2021 (reference year)	2022	Target 2030
Number of countries in which our products are available	24	47 (+23)	+70
Number of developing countries in which our products are available	3	3	21
Number of countries in which Estelle is available	11	30	

Number of countries in which Myring is available	13	14	
Price difference as compared to market for reproductive health products	Maximum 15%	Maximum 15%	Maximum 15%

Our two main commercialized health solutions, Estelle® and Myring®, target reproductive health, an area defined as a priority by the World Health Organization (WHO). Our monthly vaginal ring, Myring®, is now available in 14 countries. As for our innovative contraception pill Estelle®, which was launched in 2021, it is now available in 30 countries, meaning that in the course of 2022 it has become available in 19 additional countries. Most of the countries in which our products are currently commercialized are developed countries. However, we target to increase the number of developing countries in which our products are available by 2030.

Collaborators

As we embarked on our sustainability journey, the well-being of our collaborators remained one of our top priorities. Our ambition is to support them and ensure their work-life balance, as well as offer them both the chance to develop their talents and equal opportunities no matter their gender.

> Talent management & continuous development

Doubling our investment in collaborators training

To deliver on our ambition of bringing patients efficient and safe solutions, we largely depend on the skills of our collaborators to innovate. It is therefore key to offer our talents the opportunity to develop their knowledge and skills.

In that sense, we are extremely proud to report that we doubled our investment in training for our collaborators. It remains our goal to keep increasing that amount as well as the number of training hours for our employees.

Our internal mobility plan has also progressed well and is now fully developed. Once implemented, we will report on the number of internal position changes and on the number of internal promotions.

Our HR team is also working on the development of a talent development plan for all employees, as now legally required. As of 2023, we will report on that plan, namely on the percentage of our employees that has had a performance appraisal.

	2021 (reference year)	2022
Total amount of training expenditure	142.893,99€	282.266,30 €
Average amount of training expenditure per employee	567,04 €	1.211,44 €

> Attractiveness & turnover

To achieve our mission and ensure the excellence and specificity of our expertise, we must be in a position to attract the talents we need and to retain our employees.

As Mithra operates in a highly specialized sector and therefore in a highly competitive industry in terms of talents, it is vital that we offer a fulfilling and caring work environment with a sense of purpose, a shared vision and common values.

Staff turnover remains a priority

While our staff turnover rate remains above average, which can also be explained by the low average age of our employees (36.6 years) and by the highly competitive life sciences sector, we are determined to keep making Mithra a safe and caring company that supports its collaborators and strives for their well-being. Our target is to align our staff turnover with the chemistry & life science sector staff turnover, by reducing it to 20% by 2025 and to between 10% and 15% by 2030.

Upgrade of employee benefits program

To attract and retain talents, we upgraded our employee benefits program. It now includes hospitalization, ambulatory and dental insurance as well as seniority leave.

Market alignment of collaborators remuneration

As our organization was growing quickly and as we evolve in a highly competitive sector in terms of talents, we felt in 2021 that it was time to deep dive into our remuneration policy and extra-legal packages, both internally and externally, and we kicked off a benchmark project in July 2021. The main objective

of this project was to align our salaries with those of the market to allow us to both attract the right candidates and retain our employees. In 2022, the benchmark study was completed for several departments, and based on the results, we took actions and rectified the remunerations that were not in line with the market, according to our collaborators' functions. The benchmark study and potential alignments will be completed for all departments by end of 2023 and will then allow us to set up a global wage policy for each function of our company.

Cafeteria plan in development

Building further on the benchmark project, our human resources team is currently developing a cafeteria plan to optimize even more our salaries and compensation packages. Our goal with this project is to meet the various generational and personal needs of our employees and to offer them more flexibility and individuality when it comes to their wage. This project will also help us attract, retain and motivate current and future employees and will improve our employer branding. Moreover, we expect this plan to increase green mobility at Mithra as employees will have access to soft mobility options.

Mobility project ready for implementation

In the first quarter of 2022, our human resources and procurement teams kicked off a mobility project around the Belgian government's mobility plan, with the ambition to reshape our current car fleet with more sustainable and environmentally friendly alternatives. Our HR team is currently focusing on other priority projects, but the mobility project is fully developed and will be implemented in the near future.

	2021 (reference year)	2022
Number of employees	252	233
Number of new hires	87	50
Staff turnover rate (%)	26,70%	28%
Staff voluntary turnover rate (%)	86%	84%
Staff involuntary turnover rate (%)	14%	16%
Average length of service (years)	2,7	2,5



While we are proud to say that we count 56% of women in the whole company, there is still room for improvement with regards to the proportion of women in management and especially in the Management Committee.

> Equal opportunities irrelevant of gender

56% of women in the company

At Mithra, we work each day with the ambition to improve women's life. It is therefore only logical that we ensure gender equality to our collaborators. Our goal is to achieve gender parity at all levels of the company and to offer equal salary for equal function. To achieve this goal, we defined in 2021 two ambitious targets, i.e. raise the number of women in management to 50% by 2030; and reduce the gender pay gap to 0% by 2030.

While we are proud to say that we count 56% of women in the whole company, there is still room for improvement with regards to the proportion of women in management and especially in the Management Committee. Our HR team has had to focus on other priority projects in 2022 but it is our firm intention to develop an action plan ensuring that gender parity is achieved for all function levels within our company and that there no longer exists a gender pay gap.

	2021 (reference year)	2022	Target 2030
Women in whole company (%)	56%	56%	50%
Women in management (CEO N-2) (%)	23,9%	55%	50%
Women in Management Committee (%)	14%	16,67%	50%
Gender pay gap (%)	5,92%	5,87%	0%

2.2.4. Safety, health and well-being at work

To support our employees in their mission, we are committed to offering them a safe and caring environment that ensures their safety and both their physical and mental well-being, which we consider as of paramount importance and as priority objectives.

As a responsible company, our ambition is to achieve the highest level of safety and health, by limiting the risk of occupational accidents and diseases, and to create a pleasant working environment for our employees.

Our target is to reach zero accidents and to reduce absenteeism.

With our Prevention Advisor, we are of course committed to respecting the regional, national and European legislations related to safety and health and to integrating them at all levels of the company. As such, as part of their onboarding program, all new employees are required to take a safety self-training and they also receive a safety welcome brochure that they can check at any time. We also have a first aid team in place, as well as a fire prevention team, both of which are made up of trained employees.

Creation of uniform communication channels

Besides this, in October 2021, we conducted via an online questionnaire and with the help of our partner Mensura³ a survey on well-being at work. The objective was to get feedback from our collaborators so as to determine how Mithra scored in terms of well-being indicators, namely with regards to motivation, stress, absenteeism and work-life balance, to try and reduce the psychological risks associated with work. The first results of this quantitative survey showed that Mithra was within the benchmark of the other Belgian companies Mensura conducted a survey for. However, a point of attention that our collaborators raised through this survey was their work-life balance, a well-being indicator that is of paramount importance and that we have been trying to improve (see below). This quantitative survey has been followed in 2022 by qualitative interviews with specific groups, which allowed us to define an action plan and an implementation planning until end 2023.

One of the many actions included in the action plan was to set up communication channels so as to ensure that information is conveyed to all collaborators in a uniform and systematic manner. In 2022 we therefore organized four meetings for all Mithra staff in order to update our collaborators e.g. on projects progress and to answer any of their questions.

Hybrid working model

To improve the work-life balance of our collaborators and their overall well-being, we implemented a hybrid working model in 2021, with a structural homeworking regime that enables our employees whose function allows it to better organize their work-life balance.

³ Belgian external service for Prevention and Protection at Work

Happy Team

Born from a common desire of the communication and human resources departments to develop a positive approach to work, we also have a Happy Team in place that gathers employees from different departments with the purpose to coordinate internal activities and various initiatives to promote cohesion and well-being at work. From the organization of breakfasts to an outdoor staff day, the collection of waste around the workplace to a series of fundraisers to raise awareness of causes that are close to our hearts, the Happy Team has the joy of Mithra collaborators as its creed.

Committee for Prevention and Protection at Work

The initiatives that we launched and implemented are evaluated by our Committee for Prevention and Protection at Work. Created in January 2021 following Mithra's first social elections in 2020 and with representatives from the unions, the management and our Prevention Advisor, this Committee is dedicated to contributing to our collaborators' safety, health and well-being. As such, the Committee has decided to appoint two "trusted persons", i.e. two members of the company to whom our collaborators can turn, in case of need, to be welcomed, listened to and advised so as to find solutions in an informal way.

Society

In 2021 women represented almost 50% of the world population. Yet, women are too often victims of abuse, violence and discrimination. So much so that gender equality has been defined as one of the 17 Sustainable Development Goals by the United Nations.

At Mithra, women are at the heart of everything we do. We work each day with the ambition to develop solutions that meet their needs for efficient and safe health solutions. We also believe in having a positive social impact on women's life beyond our day-to-day activities and we are committed to supporting meaningful projects and initiatives dedicated to enable women's success.

In February 2022, we kicked off the new edition of the **Women's Mentoring Program**, an initiative from HEC Liège supported by Mithra and dedicated to enable women's success and their projects' development. We were extremely proud to accompany this new and determined group of mentees and mentors on their journey towards projects and career development.

At the occasion of the **International Women's Rights Day 2022**, we decided to give more visibility on our website Gyn&Co to projects launched by women for women, such as the Belgian non-profit organization "Toi mon endo". This association works daily to raise awareness among women and their entourage about endometriosis, a disease that affects nearly one in ten menstruating women.



We also supported the 2022 **Belgian Ladies Open** golf tournament, which took place from May 27 to 29 at Naxhelet golf course. More than just an international female golf tournament, this round of the Ladies European Tour committed to making golf accessible to all and especially to women with free admission and free golf initiations. It fitted perfectly into the Golf Power campaign, launched in 2021 by the Belgian French-speaking Golf Association, which was then the first Belgian sports federation to commit to more women in sports. Whether it was in a forum powered with strong women leaders or directly on the golf course with talented sportswomen going head-to-head, we couldn't have been prouder to have women's success in our DNA.

As women's health is at the heart of our mission and because 1 in 8 women in Belgium is affected by breast cancer, it also seemed more than obvious for us to participate again in the **Think Pink** campaign in October 2022. For one month we organized several activities to raise as much money as possible to support the association and help fight breast cancer.



3. Governance

At Mithra, we strive to create an environment that ensures we apply the highest ethical standards, whether in terms of communication, sourcing or governance.

Responsible communication

As a stock listed company, Mithra must ensure a fair and transparent communication towards all its shareholders and stakeholders. To achieve this, we set a series of targets in 2021, e.g. improve our financial and non-financial disclosures and increase access to Management for our shareholders.

Sustainability Committee and Sustainability Working Group

To improve our non-financial disclosures, we set up a Sustainability Committee and a Sustainability Working Group with the mission to develop and implement a corporate social responsibility strategy. While Mithra does not fall under the scope of the Non-Financial Reporting Directive (NFRD), we included a significant sustainability section in our annual rapport 2021 and we will continue to do so, so that are our teams are also prepared for the upcoming requirements of the Corporate Sustainability Reporting Directive (CSRD).

In 2022, we attended less roadshows and institutional and retail investors conferences compared to previous years as the global geopolitical and economic context was causing investors to be more cautious.

	2021 (reference year)	2022
Number of roadshows attended	5	3
Number of institutional investors conferences attended	8	7
Number of retail investors conferences attended	2	1
Access to Executive Committee members (CEO, CFO, CBO & CSO) (number of days/year)	13	10
MSCI Rating (ranging from CCC, B, BB, BBB, A, AA to AAA)	BBB (5.1)	BBB (5.1)
Sustainalytics Rating (ranging from 0 (negligible risk) to 40+ (severe risk))	55	39.2



Responsible sourcing

In addition to the classic quality and price criteria, we are committed to applying a due diligence with all partners and suppliers to avoid violations of human rights and workers' rights, negative environmental impacts and unfair practices.

Our ambition is to embed a responsible sourcing policy in our daily purchase practices.

To achieve this objective, our target is to ensure that 50% of Mithra's direct and indirect purchases are ethically sourced by 2025 and to ensure that 75% of Mithra's direct and indirect purchases are ethically sourced by 2030.

Ethical questionnaire developed and sent to partners and suppliers

We are not yet able to report on the percentage of direct and indirect purchases that are ethically sourced and on the percentage of suppliers and partners that were ethically screened. However, our Supply Chain team has developed in 2022 a questionnaire that was recently sent to our current partners and suppliers so as to ensure they have sustainability and compliance policies in place. For future partners and suppliers, the questionnaire will be integrated in our quality questionnaire. As communicated, we are first focusing on partners and suppliers involved in the E4 project and we will tackle partners and suppliers involved in other projects at a later stage.

Governance & business ethics

We attach great value to good corporate governance and to business ethics and we are aware that these topics are of utmost importance for all our stakeholders. With our corporate governance charter, our dealing code and our business code of conduct as amended from time to time to reflect the most recent legal updates, we are confident to be well equipped to ensure the proper governance of our company.

Our objective at Mithra is to guarantee that we are compliant with all governance and business regulations in place and to create an environment where everyone is committed to the application of the highest ethical standards.

To achieve this objective, we have defined two targets, i.e. increase transparency on oversight of management (ownership and control), on conflicts of interests, on equal treatment between major and minor shareholders and on business ethics compliance; and to systematize training on compliance and ethical standards as part of our employees overall training programme.

Compliance and ethical standards training for all collaborators

In addition to the existing training for our Directors and for our Management Committee members, we are proud to announce that the compliance and ethical standards training has been systematized for all staff members as part of their onboarding process.

	2021 (reference year)	2022
Corporate Governance Charter	Yes	Yes
Dealing Code	Yes	Yes
GDPR policy & committee	Yes	Yes
Business Code of Conduct (Bribery and anti-corruption policy)	Yes	Yes
Independent Chairman of the Board of Directors	Yes	No
Split of the roles of CEO and Chairman of the Board	Yes	Yes
Independency in Board of Directors	50%	44%
Independency in Audit Committee	67%	33%
Independency in Nomination and Remuneration Committee	67%	33%
Female representation in Board of Directors	50%	55%
Female representation in Audit Committee	0%	33%
Female representation in Nomination and Remuneration Committee	33%	67%

