






Summary of key ratios

Focus Area	KPIs	Goal 2030	Outcome 2025	Outcome 2024	UN's SDG-goals (Sustainable Development Goals)
Environment Actions for a positive environmental and climate impact	Scope 1 emissions (metric tons CO2)				
	Own vehicles (location-based)	19	20,6	20,4	
	Stationary consumption	55	69.2	81	
	Scope 2 emissions (metric tons CO2) (location-based)				
	Energy consumption in offices	405	545	579	
	Scope 3 emissions (metric tons CO2) (location-based)				
	Business travel	<9,544	2,419	3,029	
	Employee commuting	<607	894	867	
Recycling of waste (% of offices recycling paper, plastic and food)	100%	79%	49%		
ECOVADIS score	80	54	53		
CDP score	B	C	C-		
Social Responsibility Equal and developmental business culture and responsible entrepreneurship	Number of employees		1,147	1,131	
	Share of women in the company	45-55%	57%	54%	
	Share of women in the Global Leadership Team	50%	33%	50%	
	Share of women in the Board of Directors	>40%	40%	40%	
	Share of women in senior leadership positions	50%	28%	26%	
	Share of employees promoted	>15%	15%	20%	
	Personnel attrition rate	16%	16%	NA	
	Women participating in regular performance and career development reviews	100%	100%	100%	
	Men participating in regular performance and career development reviews	100%	100%	100%	
	Employee survey: share of employees who enjoy working at BTS	>85%	83%	89%	
	Employees entitled to family leave	100%	100%	100%	
	Own workforce having health and safety support	100%	100%	100%	
	Number of contractors used for client engagements and support functions		944	-	
	Number of micro-entrepreneurs and leaders who have participated in BTS-sponsored programs, cumulatively	1 million	867,988	809,897	

Corporate governance Strong business ethics and responsible entrepreneurship for a sustainable culture Ensured quality of subcontractors	Share of employees who have signed BTS's Code of Business Conduct	100%	100%	100%	 
	Share of subcontractors who have signed BTS's Code of Business Conduct	100%	100%	80%	
	Number of reported incidents of corruption	0	0	0	
	Number of reported incidents regarding unethical conduct	0	0	0	
	Share of employees who have completed training in				
	a) data protection	100%	82%	90%	
	b) security awareness	100%	91%	NA	
	b) sustainability awareness	100%	74%	NA	
	c) anti-corruption and bribery	100%	81%	NA	
	Share of IT suppliers that have been certified by BTS	100%	100%	100%	
Cyberadis score	1,000	964	-		
Days payable outstanding (suppliers)	29	29	37		