

# 2023 Sustainability Highlights

## Children

### 9.86 million children impacted

We achieved this through social responsibility and local community engagement activities conducted in person and online. The result is 11.8% above our yearly target of 8.82 million.

### Record year for Build the Change

We aim to inspire and empower children to imagine and create solutions for a more sustainable future through play. Build the Change, our flagship social impact programme, continued to grow and engaged over 2 million children, the most since its inception.

### 20% employees volunteered

To bring learning through play to children in our local communities, our LEGO® colleagues are encouraged to spend up to two workdays volunteering. We exceeded our annual target of 16% with the **highest participation rate ever**.



## Environment



### Sustainable packaging materials

We continued to roll out **paper-based pre-pack bags** in LEGO boxes across Europe and Asia.

### Reducing emissions

In the short, medium and long term:

- 2050** Pledged to achieve net-zero emissions.
- 2032** Committed to our science-based target of reducing our carbon emissions by 37%, compared to 2019.
- 2023** Annual carbon KPI connected to company's performance management programme trialled and will be tied to employee remuneration from 2024.

### Sustainable raw materials

We continued to explore expanding our use of sustainable raw materials. We've tested more than 600 different new material grades. Some such as bio-PE are used and others proved to be unsuitable due to inferior quality and durability, or increased carbon footprint. 18% of all of our resin was procured under the mass balance principle.

## People

### Females at Director+ levels

We made further progress on our Diversity & Inclusion (D&I) agenda in our workplaces, as we increased the percentage of females employed at Director+ levels to 41.5%.

### Talking menopause

We launched a programme aimed to **build greater awareness amongst colleagues about menopause** and encourage people to have constructive conversations about the impact it can have. The initiative was introduced in the UK, Denmark and Singapore and will be rolled out globally in the future.

### Motivation and satisfaction

We set targets for employee motivation and satisfaction, which we track through our annual employee engagement survey. With a score of 80, we exceeded our annual target for this by 5 points, placing us amongst the top 10 percent of international clients surveyed by Ennova.

