

GRI 203-1 Significant indirect economic impacts

			Fiscal year			
			2020	2019	2018	2017
Expert volunteering, pro bono		Trainings	2	9	11	10
	Trainings	NGO representatives	100	211	280	210
		Hours	4	190	199	200
	Service grants	Grants	4	6	5	N/A
	Mentoring programme	NGOs	4	10	N/A	N/A
	Pro bono	Hours	3620	1838	2282	1866