

Key ESG Targets

	Targets	Achievement time
E Reduction of total Scope 1&2 CO ₂ emissions (relative to 2019 data)	-30%	
Metallurgy Business Unit: Reduction of total Scope 1&2 CO ₂ emissions (relative to 2019 data) ASI	-65%	
Metallurgy Business Unit: Reduction of specific CO ₂ emissions per ton of aluminium produced (relative to 2019 data) ASI	-75%	
Power & Gas Business Unit: Reduction of specific CO ₂ emissions per KWh produced (relative to 2019 data)	-50%	
Sustainable Engineering Solutions (SES) Business Unit (relative to 2019 data)	Zero carbon footprint	
Renewables & Storage Development (RSD) Business Unit (relative to 2019 data)	Zero carbon footprint	
Metallurgy Business Unit: Fluorine emissions (kg/t Al) ASI	1.2	Annually
Metallurgy Business Unit: Carbon tetrafluoride emissions (kg CF ₄ /tAl) ASI	<0.06	Annually
Production of secondary aluminium (t)	65,000	
Metallurgy Business Unit: Total water withdrawal (industrial use & drinking, m ³ /day) ASI	≤13,000	
Serious environmental incidents	0	Annually
Rehabilitation rate of total exploitable land area used in mining operations	87%	
S Number of fatalities	0	Annually
Occupational diseases	0	Annually
Number of serious injuries	0	Annually
Total recordable injury rate (per 200,000 work hours)	Continuous improvement	Annually
Human Rights violation incidents	0	Annually
United Nations Women's Empowerment Principles (UN WEPs) initiative	Adoption of Principles	
Percentage of employees who received formal performance evaluation reviews ¹	>80%	Annually

	Targets	Achievement time
Retention rate for full-time employees	>90%	Annually
Percentage of women in positions with extended responsibility	>20%	
Number of citizens benefiting from the development of social programs	-250,000	
Percentage of revenues from sustainable products (out of the Company's total revenues)	>30%	
Rate of assessment of key suppliers based on ESG criteria	60%	
G Confirmed incidents of corruption and bribery	0	Annually
Financial sanctions imposed for violations of the Code of Business Conduct (€)	0	Annually
Confirmed incidents of non-compliance with laws and regulations (regarding economic, environmental, labor & social matters)	0	Annually

Short-term Targets (1-3 years)	
Medium-term Targets (4-7 years)	
Long-term targets (8-10 years)	

1. Concerns the percentage of employees who meet the conditions for inclusion in the annual performance evaluation process (i.e., excluding those working in the Company for less than 6 months, as well as special categories of employees based on their role/scope of work).