





Sustainability Strategy | Impact Areas & Strategic Lines

IMPACT AREAS







Reduction of CO2eq emissions

Protection of water resources

Protection of biodiversity

Improvement of waste management



Improvement of health and safety management

Promotion of **Diversity & Inclusion**

Organizational well-being and people development

Support to the local community





Promotion of corporate culture

Integration of ESG into business processes and systems











Sustainable Supply Chain













For a Low-Impact Future

Strategic line	Goal	Target	Timeline	Related ESRS	SDGs
Reduction of CO ₂ eq emissions	Reduce absolute Scope 1 CO₂eq. emissions	-30% absolute Scope 1 CO₂eq. emissions vs baseline (2021)	2030	E1, E2	13 GARDE 7 AMERICANA AND 9 MONTEY PROGRESS AND AND PROGRESS AND AND PROGRESS AND PR
	Reduce absolute Scope 2 CO ₂ eq. emissions	-30% absolute Scope 2 CO₂eq. emissions vs baseline (2021)	2030	E1, E2	13 amore 7 arrenance and 9 account resources 13 action 14 account 15 account 16 account
	Reduce Scope 3 emissions intensity through efficiency measures along the value chain	-40% Scope 3 emissions intensity (tonCO ₂ eq/ton _{NSP)} vs baseline (2023)	2030	E1, E2	13 stands
Protection of water resources	Reduce specific water withdrawals (m³/ton _{NSP})	-70% water intensity (m³/ton _{NSP} withdrawn from the water network) vs baseline (2020)	2030	E3	6 SELEAN MARIER AND SAMULATION
Protection of biodiversity	Increase the use of sustainable or certified supply chain materials	100% of paper purchased not linked to deforestation activities	Recurring from 2025	E4	15 or
Improvement of waste management	Improvement waste management	Maintain a recovery rate > 95% (by- products + waste)	Recurring from 2025	E5	12 GENERALISM ANT PROJUCTION
	Improvement waste management	-15% special waste generated by water treatment activities (ton/ton _{NSP}) vs baseline (2020)	2030	E5	12 GENERALISM ANT PROJUCTOR









For an Inclusive and Sustainable Workplace (1/2)

Strategic line	Goal	Target	Timeline	Related ESRS	SDGs
Improvement of H&S management	Improve accident rate indicators	-30% LTA (Lost Time Accident Frequency Rate) among own employees vs baseline (2020)	2030	S1	8 ECONT VIDE ME 10 NECOLIES ECONOMIC SERVENT ECONOMIC SERVENT
Promotion of Diversity & Inclusion	Diversity & Inclusion initiatives	+5% share of women in total workforce vs baseline (2020)	2030	S1	8 ECOT FUEL ALE ECONOMIC LEAVER TO RECORDERS
		+30% people with disabilities in the workforce vs baseline (2020)	2030	S1	8 ECOTI PUDE ANE ECONOMIC SERVICE INCIDENTES
		1 internal cultural initiative/event per year to promote D&I	Recurring from 2026	S1	8 ELECTIVIDE ALE LICIONIC GENTRI 10 REQUALITES
		90% of Top Management trained on D&I topics	2027	S1	8 ECHANIC GRANTIN TO RECORDERS









For an Inclusive and Sustainable Workplace (2/2)

Strategic line	Goal	Target	Timeline	Related ESRS	SDGs
Organizational well-being and people development	Develop policies to improve	Introduce a biennial survey on organizational well-being and company climate	2026	S1	8 ELECTRICATE PARTS
	work-life balance	Maintain 90% annual leave uptake for all employees	Recurring from 2025	S1	8 ELECTIVISTIS AND
	Undergo voluntary audits on working conditions	Maintain SMETA 4 Pillars certification from 2026	Recurring from 2026	S1, E1, E2, E3	8 ELECTIVISTIS ALE
	Promote the personal and professional growth of employees	Maintain >90% of employees subject to annual performance review	Recurring from 2025	S1	8 ELECTRIFICATION FOR ANE
		+60% average annual training hours per employee vs baseline (2020)	2030	S1	4 meeton
Support to the local community	Support the local community	At least 2 initiatives per year for each "area of action" (Health, Sport, Culture & Territory, Education)	Recurring from 2027	S3	3 SECONDERLIN









For Responsible Management

Strategic line	Goal	Target	Timeline	Related ESRS	SDGs
Promotion of Corporate Culture	Increase awareness of corporate culture and sustainability	100% of Top Management trained annually on ESG topics	Recurring from 2025	G1	4 CHARTY TO BECKNER AND PRODUCTION A
		80% of employees to receive training on ESG topics and corporate culture	2028	G1	4 MILLITOR 12 NECTONIBEZ CONSTRUCTOR ASSESSMENT AS ACTION A
ESG Integration into Corporate Processes and Systems	Integration of ESG criteria into incentive systems	Definition and introduction of a variable remuneration component linked to ESG objectives for management	2027	G1	13 STANASC ACTION









Sustainable Supply Chain

Strategic line	Goal	Target	Timeline	Related ESRS	SDGs
Supply Chain Sustainability	Ensure and enhance sustainability throughout the entire supply chain	90% of strategic suppliers* adhere to the Code of Conduct for Suppliers**	2027	S2, E1, E2	12 CONTROLL CONTROL CONTROL CONTROL CONTROL CONTROLL CONTROL CONTR
		80% of strategic suppliers undergo assessment / (if new) are evaluated according to ESG principles	2028	S2, E1, E2	12 REPORTED TO CONTROL OF THE PROPERTY OF THE
		5 annual training events/days on ESG topics involving suppliers	2030	S2, E1, E2	12 REPORTER AN PRODUCTION AN PRODUCTION AN PRODUCTION AN PRODUCTION AND PRODUCTIO
		100% of audits carried out on suppliers assessed as being at higher social risk are either successful or trigger corrective actions	2026	S2, E1, E2	12 REPONDED AND PRODUCTION AND PRODUCTION
		Average of 4 hours/ year of ESG training for 100% of staff in the Purchasing department	2026	S2, E1, E2	12 GENOMBLE COMMITTEE COMM



^{*} All paper suppliers; transport suppliers and other raw material suppliers above the materiality threshold (spending) defined internally

[&]quot;The adoption of a Supplier's own Code of Ethics / Code of Conduct will be considered a valid alternative to signing only after FEPA has verified a sufficient level of consistency between the contents and principles of the documents





