

Key ESG Targets

(Related to the ESG strategy defined by the Company)

	Targets	Expected achievement time	
E Reduction of total Scope 1 & 2 CO ₂ emissions (relative to 2019 data) (t CO ₂ e)	-30%		
Metallurgy Business Unit: Reduction of total Scope 1 & 2 CO ₂ emissions (relative to 2019 data) (t CO ₂ e) ASI	-65%		
Metallurgy Business Unit: Reduction of specific CO ₂ emissions per ton of aluminium produced (relative to 2019 data) (t CO ₂ e) ASI	-75%		
Power & Gas Business Unit: Reduction of specific CO ₂ emissions per MWh produced (relative to 2019 data) (kg CO ₂ e)	-50%		
Sustainable Engineering Solutions (SES) Business Unit (t CO ₂ e) (relative to 2019 data)	Net Zero carbon footprint		
Renewables & Storage Development (RSD) Business Unit (t CO ₂ e) (relative to 2019 data)	Net Zero carbon footprint		
Metallurgy Business Unit: Fluorine emissions (kg/t Al) ASI	1.5	Annually	
Metallurgy Business Unit: Carbon tetrafluoride emissions (kg/tAl) ASI	< 0.06	Annually	
Metallurgy Business Unit: Sulphur dioxide (SO ₂) emissions (kg/t Al) - electrolysis process ASI	≤ 15	Annually	
Production of secondary aluminium (t) ASI	65,000		
Metallurgy Business Unit: Total water withdrawal (industrial use & drinking water, m ³ /day) ASI	≤10,550		
Metallurgy Business Unit: Final disposal of hazardous solid waste in the Controlled Landfill for Hazardous Waste ¹ (kg/t Al) ASI	< 75		
Serious environmental incidents	0	Annually	
Rehabilitation rate of total exploitable land area used in mining operations	87%		

	Targets	Expected achievement time	
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)	Adoption of Principles		
Percentage of employees who received formal performance evaluation reviews ²	> 80%	Annually	
Retention rate for full-time employees	> 90%	Annually	
Number of citizens benefiting from the development of social programs	-250,000		
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 Aluminium Production Department (Electrolysis Line - Smelter - Anodes Line).
 2. 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).