

# Key ESG Targets

(Related to the ESG strategy defined by the Company)

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

	Targets	Expected achievement time	
<b>S</b> Number of fatalities	<b>0</b>	Annually	
Occupational diseases	<b>0</b>	Annually	
Number of serious injuries	<b>0</b>	Annually	
Total recordable injury rate (per 200,000 work hours)	<b>Continuous improvement</b>	Annually	
Human Rights violation incidents	<b>0</b>	Annually	
United Nations Women's Empowerment Principles (UN WEPs)	<b>Adoption of Principles</b>		
Percentage of employees who received formal performance evaluation reviews <sup>2</sup>	<b>&gt; 80%</b>	Annually	
Retention rate for full-time employees	<b>&gt; 90%</b>	Annually	
Number of citizens benefiting from the development of social programs	<b>-250,000</b>		
Rate of assessment of key suppliers based on ESG criteria	<b>60%</b>		
<b>G</b> Confirmed incidents of corruption and bribery	<b>0</b>	Annually	
Financial sanctions imposed for violations of the Code of Business Conduct (€)	<b>0</b>	Annually	
Confirmed incidents of non-compliance with laws and regulations (regarding economic, environmental, labor & social matters)	<b>0</b>	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).