

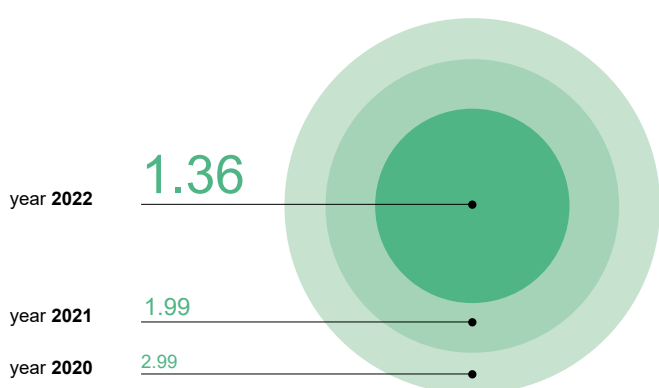
ESG indicators, objectives, and targets

The growing importance of extra-financial aspects in the definition of corporate strategies, the consideration that investors place on ESG issues in their investment choices, as well as the interest of all stakeholders in the Company's modus operandi in the context that surrounds it, drive Sesa to systematically and transparently measure its impact on the environment and communities. Already equipped with a sustainable development model for years and committed to reducing its impacts through sustainability projects and initiatives, Sesa has decided to strengthen and further integrate sustainability into its business through the definition of KPIs and specific targets belonging to the environmental sphere (natural gas emissions, energy savings, green innovation, soil and biodiversity protection), social sphere (welfare, employee engagement, safety, gender diversity, responsible and sustainable supply chain, local communities) and governance sphere (governance structure and its functioning, infrastructure reliability, anti-corruption, sustainable finance).

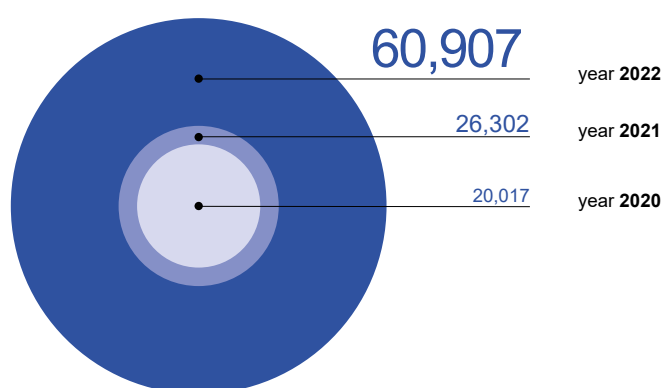
ESG indicators

	Unit of measure	30/04/2022	30/04/2021	30/04/2020	Var. 22/21	Var. 21/20	Var. 22/20
Energy intensity index ²²	GJ/€ million	16.43	17.43	18.31	-5.73%	-4.81%	-10.26%
Energy Intensity Index per capita ²³	GJ/HR	10.33	11.68	14.62	12.90%	18.91%	29.38%
Emissions per capita ²⁴	tCO ₂ /HR	1.36	1.99	2.99	-31.79%	-33.47%	-54.62%
Scope 1 emissions per capita ²⁵	tCO ₂ /HR	1.16	1.13	1.83	2.08%	-38.08%	-36.79%
Scope 2 market-based emissions per capita ²⁶	tCO ₂ /HR	0.20	0.86	1.16	-76.47%	-26.25%	-82.65%
Water withdrawals per capita ²⁷	liters/HR	6.94	10.26	14.56	-32.41%	-34.18%	-52.37%
Waste per capita ²⁸	tons/HR	0.04	0.11	0.16	-62.18%	-33.49%	-74.84%
Permanent contracts	HR	3,999	3,135	2,305	27.56%	36.01%	73.49%
Welfare interventions	Number of interventions	7,996	6,312	5,062	26.68%	24.69%	57.96%
Training	Training hours	60,907	26,302	20,017	131.57%	31.40%	204.28%

Emissions per capita (tCO₂)



Training hours



- 22. Energy consumption (electricity and natural gas) / Group revenues
- 23. Energy consumption (electricity and natural gas) in average GJ / Average HR
- 24. (Scope 1 + Scope 2 market-based GHG emissions) / Average HR
- 25. Scope 1 GHG emissions / Average HR
- 26. Scope 2 Market-based GHG emissions / Average HR
- 27. Water withdrawals / Average HR
- 28. Waste produced / Average HR

To this end, in the financial year ended 30 April 2022, quantitative ESG targets were jointly defined, which will give greater consistency to the Group's commitment in the short and medium term by integrating ESG and Corporate Social Responsibility objectives into industrial and financial strategies.

The targets were defined with the contribution of the main corporate functions and with the guidance of the Group's management. A shared path that ended in their approval by the Sustainability Steering Committee and the Board of Directors on the occasion of the approval of this Integrated Annual Integrated Report. The targets cover the main ESG areas and thus refer to environmental, social and governance aspects.

Material topic

	KPI	TARGET 2023 (Y/Y)
Energy consumption	Energy intensity index (consumption in GJ/turnover)	-2%
	100% renewable, low-impact energy supply	>90% (threshold)
Emissions	Per capita emissions (tCO ₂)	-2%
	tonne emissions Scope 1	-2% of emissions
	tonne emissions Scope 2 market-based	0 by 2024
Water consumption	annual consumption in Litres/HR	-5%
Waste	kg waste produced/HR	-5%
Responsible supply chain	% suppliers subject to self-evaluation	>60% (threshold)
Relationship with local communities	Amount of donations in euro (Sesa Foundation)	+10%
Employment	Number of permanent human resources	+5%
	% incoming turnover	>10% (threshold)
	% outgoing turnover	<10% (threshold)
Corporate Welfare	Bonuses paid in Euro/HR	+5%
	Number of welfare/HR interventions	+5%
Development of skills and staff training	Hours devoted to training	+10%
	Number of Employees trained	+10%
Equal opportunities and diversity	% women of total HR	>30% (threshold)
Staff health and safety	Accident Severity Index	<0,05 (threshold)
Protection of Human Rights	Number of reports arising from the whistleblowing system	Maintain at 0
Ethics, compliance, anti-corruption	% HR trained on Code of Ethics/Anti-Corruption Programme	+10%

Our commitments focus on a number of priority areas, and have been broken down into qualitative and quantitative targets that can be measured over time, including:

- **Equal opportunities:** ensuring fair gender representation and equality of opportunity;
- **Reduction of direct environmental impact:** reduction of CO₂ emissions and waste generation;
- **Contribution to economic growth:** development of employment and generated value for all stakeholders;

- **Support for local communities:** responsible relationship with the local communities in which Group companies operate.

The Group's commitment to sustainability has been realised through the integration of qualitative and quantitative ESG targets into the incentive plans of the top management of Group companies.