

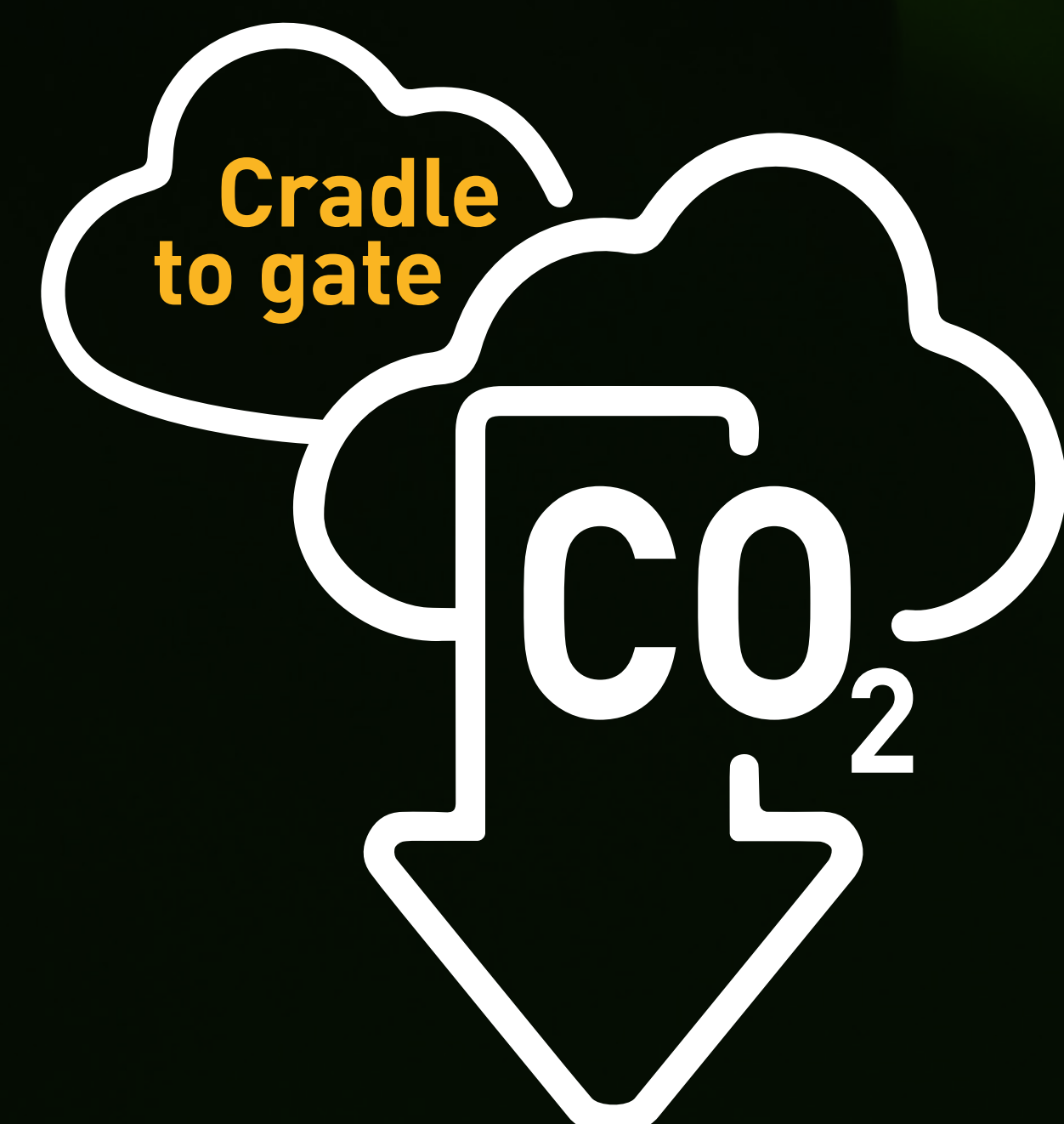
# 2030 Sustainability Targets



Our Sustainability Strategy is based on doing our part as an Industrial company to address climate change and to promote an equal & inclusive society. For this reason, we are establishing two new long-term targets in line with our Sustainability Pillars: 'Climate Transition' and 'People and Community'.

First, we are setting a new, ambitious target **to further decrease our total company emissions per ton shipped to less than 3 tons of CO<sub>2</sub>e per ton of Aluminium, more than 60% decrease since 2018** and among the lowest level of emissions available in the rolled product market. Of course, part of this strategy includes continuing to develop our Aludium Eco product portfolio with certified carbon emissions at even lower levels than our company average. We also will continue to reduce our energy consumption intensity and increase our renewable sourced energy (2025 target – 100%). We are participating actively in industry working groups to develop long-term new technologies (i.e. hydrogen furnaces) to further reduce.

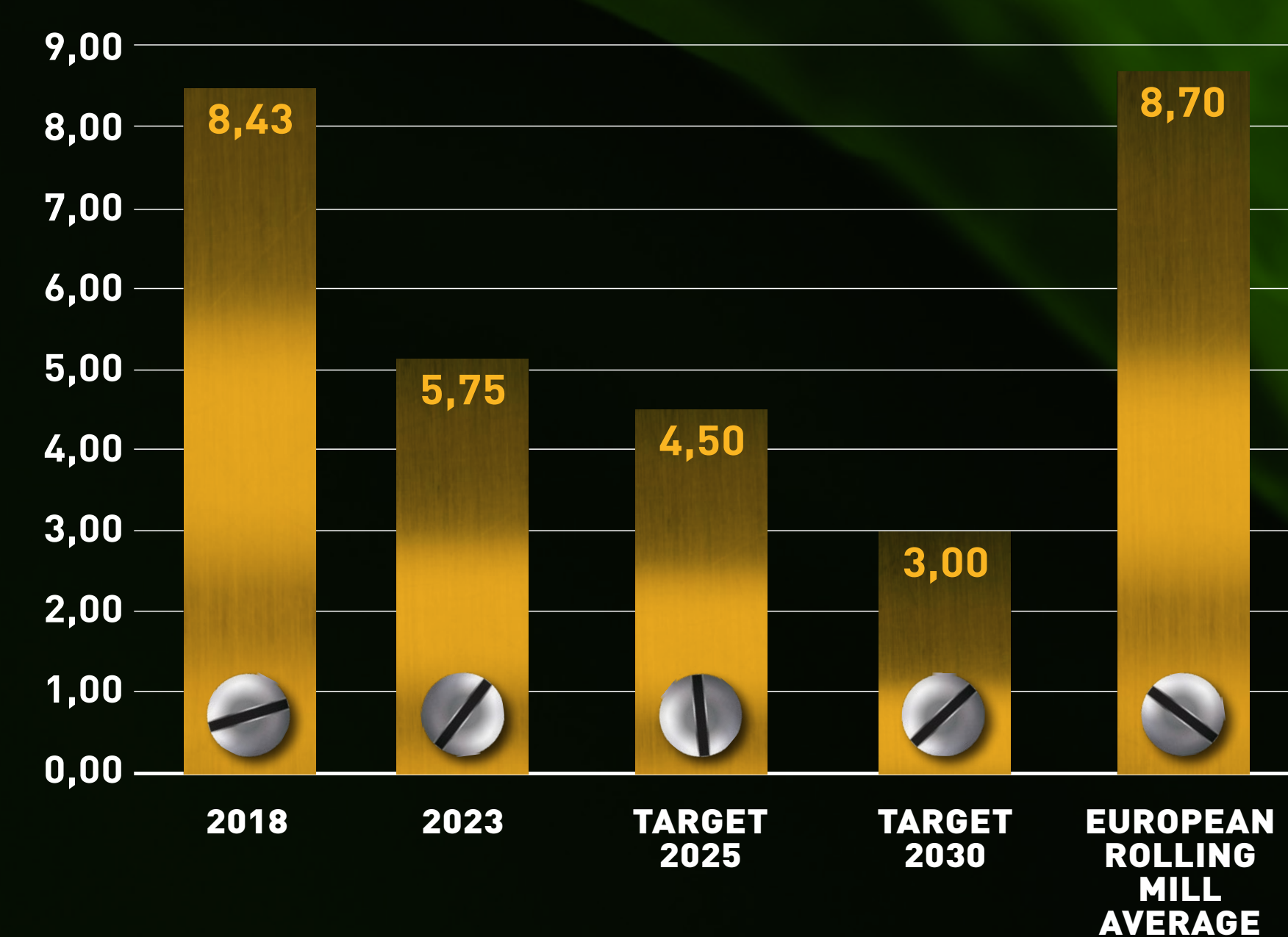
Second, we are setting **a second ambitious target to reach higher levels of women representation in Aludium, and especially in Senior & Technical roles**. Aludium already has a leading representation of Women in our industry, but we believe we must push further with actions to promote equality and promote our industry over time.



## Carbon footprint reduction

Our 2030 company emissions target is a 64% decrease vs 2018, and represents among the lowest level of emissions available in the rolled product market.

Less than 3 tons of CO<sub>2</sub>e emissions per ton of Aluminium delivered to our customers, cradle to gate.



Avg. European Rolling Mill based on 40% of recycling rate.



## Gender equality

Increase total representation of women at Aludium to 20%, and representation of women in senior and technical roles to 30%.