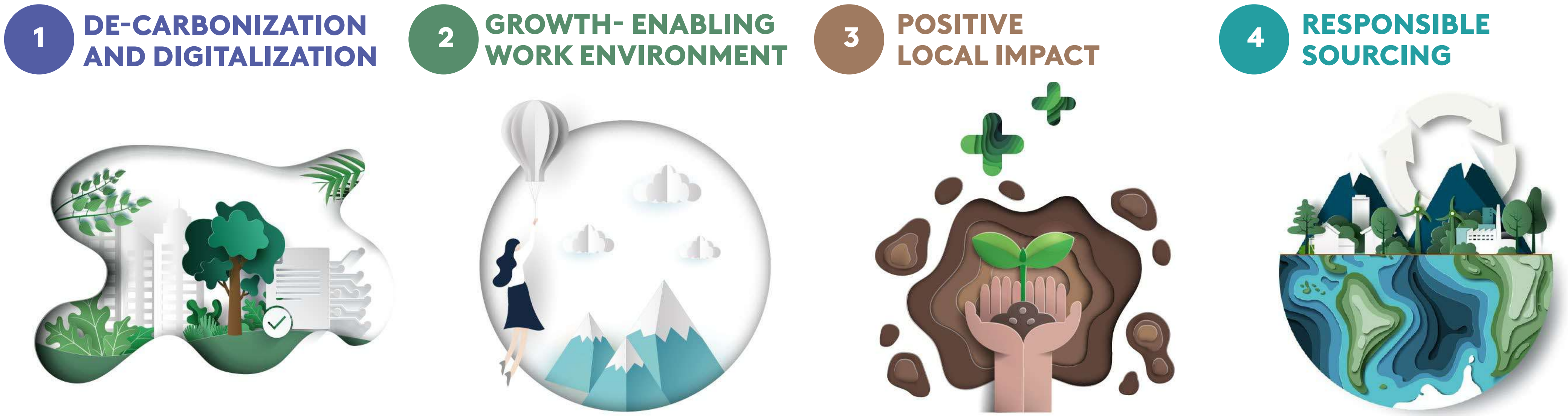


OUR FOCUS AREAS:



we will **TRANSFORM** our business, focusing on resilience, innovation and on building solutions to serve our customers more efficiently as we move towards a carbon-neutral, digital world

TARGETS:

- CO<sub>2</sub> emissions<sup>1</sup> reduction:
  - Scope 1: -35% vs. 1990 level
  - Scope 2: -45% vs. 2020 level
- Monitoring and independent verification of supply chain (Scope 3) emissions
- Aspiration to deliver society with carbon-neutral concrete by 2050
- Increase of our annual investment in Research & Innovation to €20m

we will **CULTIVATE** an inclusive culture with equal opportunities for all our people to grow professionally within a safe and healthy work environment

TARGETS:

- Zero fatalities & industry-leading LTIFR performance among peer group<sup>2</sup>
- Wellbeing initiatives in all countries
- 1/3 female participation in BoD
- Equal opportunities & inclusion and 20% increase of female participation in senior roles, talent pools and new hires
- 100% of employees with access to upskilling and reskilling opportunities, with emphasis on safety, de-carbonization & digitalization

we will **ENABLE** our business operations and our people worldwide to contribute to the prosperity of our local communities with respect to their social and environmental concerns

TARGETS:

- Strong performance in cement production-related specific dust, NO<sub>x</sub> and SO<sub>x</sub> emissions
- 100% of sites<sup>3</sup> with quarry rehabilitation plans and rehabilitation of 25% of affected areas
- 100% of sites<sup>3</sup> in high biodiversity value areas covered with quarry biodiversity management plans
- 100% of key operations covered with community engagement plans, aligned with material issues and UN SDGs 2030
- 2/3 of total spend directed to local suppliers and communities

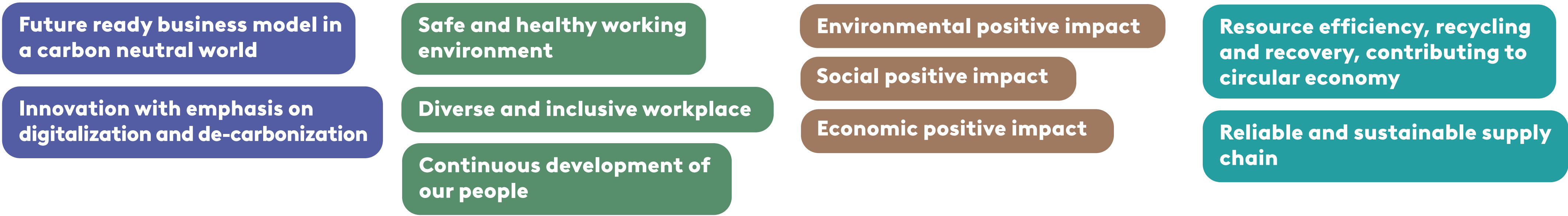
we will **EMPOWER** our business ecosystems to incorporate sustainability considerations in their business decisions and daily behaviors, while using natural resources responsibly

TARGETS:

- 280 lt/t Cementitious Products water consumption & 70% of water demand covered with recycled water
- 85% of production<sup>4</sup> covered with ISO 50001 or energy audits
- 50% of production<sup>4</sup> covered with “Zero Waste to Landfill” certification
- 70% of key suppliers<sup>5</sup> meeting TITAN ESG supplier standards

All underpinned by  
**GOOD GOVERNANCE, TRANSPARENCY AND BUSINESS ETHICS**

ADDRESSING MATERIAL ISSUES:



CONTRIBUTING TO THE SDGS:



<sup>1</sup> Scope 1: direct CO<sub>2</sub> emissions(net); Scope 2: indirect CO<sub>2</sub> emissions from electricity; Scope 3: indirect CO<sub>2</sub> emissions of the supply chain  
<sup>2</sup> Peer group definition: Cemex, LafargeHolcim, Argos, HeidelbergCement, CRH, Cementir, Vicat, Buzzi  
<sup>3</sup> Active wholly-owned sites  
<sup>4</sup> Production from our integrated clinker-cement plants  
<sup>5</sup> Key suppliers: critical suppliers according to GCCA Guidance for Sustainable Supply Chain management with a meaningful level of spend for TITAN