

OUR FOCUS AREAS:

1 DE-CARBONIZATION AND DIGITALIZATION



2 GROWTH- ENABLING WORK ENVIRONMENT



3 POSITIVE LOCAL IMPACT



4 RESPONSIBLE SOURCING



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:

- CO₂ emissions¹ 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 group²
- 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_x and SO_x emissions
- 100% of sites³ with quarry rehabilitation plans and rehabilitation of 25% of affected areas
- 100% of sites³ 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 production⁴ covered with ISO 50001 or energy audits
- 50% of production⁴ covered with "Zero Waste to Landfill" certification
- 70% of key suppliers⁵ meeting TITAN ESG supplier standards

All underpinned by

GOOD GOVERNANCE, TRANSPARENCY AND BUSINESS ETHICS

ADDRESSING MATERIAL ISSUES:

Future ready business model in a carbon neutral world

Innovation with emphasis on digitalization and de-carbonization

Safe and healthy working environment

Diverse and inclusive workplace

Continuous development of our people

Environmental positive impact

Social positive impact

Economic positive impact

Resource efficiency, recycling and recovery, contributing to circular economy

Reliable and sustainable supply chain

CONTRIBUTING TO THE SDGS:



¹ Scope 1: direct CO₂ emissions (net); Scope 2: indirect CO₂ emissions from electricity; Scope 3: indirect CO₂ emissions of the supply chain

² Peer group definition: Cemex, LafargeHolcim, Argos, HeidelbergCement, CRH, Cementir, Vicat, Buzzi

³ Active wholly-owned sites

⁴ Production from our integrated clinker-cement plants

⁵ Key suppliers: critical suppliers according to GCCA Guidance for Sustainable Supply Chain management with a meaningful level of spend for TITAN