



MARCEGAGLIA STEEL 2022-2025

SUSTAINABILITY PLAN
CREATION OF SUSTAINABLE VALUE

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OUR COMMITMENT TO SUSTAINABILITY

For the Marcegaglia Group, sustainability is not just an opportunity, but a **concrete commitment** to respond to the challenges of a world that is increasingly attentive to impacts on the environment and people, to guarantee them a better future. The path hinges on the drafting of the Sustainability Plan with the aim of making public the integrated strategy adopted to combine business growth and financial strength with environmental and social responsibility, including the material topics identified by stakeholders.

For Marcegaglia, the **Sustainability Plan** represents the **strategic vision** to outline a roadmap for improving **ESG (Environment, Social, Governance)** performance. The document defines the main drivers for the achievement of the 17 Sustainable Development Goals (SDGs), defined in the United Nations 2030 Agenda for Sustainable Development. Confirming its commitment and efforts in the field of sustainability, the Marcegaglia Group is also engaging in international initiatives of fundamental importance to generate positive environmental and social impacts, increase its competitiveness and enjoy greater prosperity in the long run.

OUR COMMITMENT TO SUSTAINABILITY



WE SUPPORT

Since October 2022, Marcegaglia has joined the **United Nations Global Compact**, the Ten Principles of which on human rights, labour standards, environmental protection and anti-corruption it shares, supports and applies.



First Movers
Coalition

In November 2022, Marcegaglia joined the **First Movers Coalition** to publicly commit to steel sector decarbonisation.



Responsible
Steel | standards & certification

Since December 2022, the Group has been a member of **ResponsibleSteel™**, the steel industry's first global multi-stakeholder initiative to address the need for increasingly responsible and sustainable production and processing.



Since August 2023, Marcegaglia has joined the **Energy Efficiency Movement**, a knowledge-sharing forum that serves as a global industry voice to promote a holistic view of complex energy efficiency challenges and solutions.



Decarb
Fast Track

Since September 2023, Marcegaglia Steel, with the sites of Casalmaggiore, Forlimpopoli, Ravenna, Gazoldo degli Ippoliti and San Giorgio di Nogaro, has been selected for the **Decarb Fast Track** programme, launched by METRON, Dalkia, BNP Paribas and AWS, which aims to save 100,000 tonnes of CO₂ and reduce energy consumption by up to 10% by equipping 100 industrial companies with an energy management and optimisation solution.

OUR COMMITMENT TO SUSTAINABILITY

With the awareness that integrating sustainability within corporate dynamics requires a new cultural paradigm and planning that involves all functions involved, the Plan was created due to the need to broadly disseminate these values.

The Plan helps to communicate objectives, implementation methods and timelines to stakeholders, and to demonstrate transparency and practicality on our path towards increasingly sustainable and responsible development. The **objectives** of the Plan will be **updated annually**, also with the definition of additional targets, as well as the results achieved, according to an evolutionary process of continuous alignment with the sustainability strategies outlined by the Ownership through Policies that are also made public through our website.

OUR COMMITMENT TO SUSTAINABILITY













The areas of intervention, which consider sustainability issues in harmony with business needs, focus on the following aspects:

- reduction of **environmental impacts**
- continuous enhancement of **occupational health and safety**
- fight against **climate change**
- dissemination of a **culture of sustainability**
- reinforcement of a **responsible supply chain**
- **technological innovation**
- improvement of the **corporate reputation**
- **circular economy**
- **support to local communities**

This Sustainability Plan outlines short, medium and long-term goals based on the material topics identified through stakeholder engagement, so as to contribute to the achievement of the SDGs identified.









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REFERENCE	AREA	OBJECTIVES	BENEFITS	TARGETS	RESULTS	SDGs
2023	Emissions	8% reduction in carbon dioxide emission intensity compared to base year 2021 (perimeter at 31/12/2022)	Pursuing climate and energy saving targets	2025 ONGOING	-	  
2023	Certifications 14001 and 50001	Certifications obtained for the following company names pertaining to Marcegaglia Investments: - Elet.Ca Srl - Imat SpA - Oskar Srl	Adopt transparent criteria and facilitate communication on resource management	2025 ONGOING	-	 
2023	Training events	Organisation of a seminar at headquarters on the Group's activities in the sustainability field	Increase the knowledge and professionalism of collaborators in relation to ESG issues	ACHIEVED	In-person seminar (13 and 24 July 2023) coordinated by the Sustainability Manager, with the support of BCG and the presence of Antonio and Emma Marcegaglia, and made available for registration in the Marcegaglia Academy	 
2023	International initiatives	Participation in know-how and experience sharing initiatives	Sharing best practices and solutions related to energy efficiency and accelerating the decarbonization of the industrial sector	ACHIEVED	2023: Energy Efficiency Movement 2023: Decarb Fast Track	  
2023	Carbon footprint	Certification of the systematic approach of the products according to the ISO 14067 standard	Monitoring of product environmental performance	ACHIEVED	2024: obtaining certification according to ISO 14067	 










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REFERENCE	AREA	OBJECTIVES	BENEFITS	TARGETS	RESULTS	SDGs
2022	Product life cycle studies	Publication of Environmental Product Declarations (EPDs)	Transparency and maintaining the competitiveness of the products supplied	ACHIEVED	<ul style="list-style-type: none"> - 75% of products covered by EPDs in relation to 2022 turnover - 91% of products covered by EPDs in relation to 2023 turnover <p>For further information on the EPDs already published, please refer to the site: https://www.environdec.com/library</p>	 
2022	Logistics and transport	Increasing rail transport capacity at the Ravenna plant until reaching 2 million tonnes	Reduction in road traffic resulting in lower air emissions	2 million tonnes transported by train by 2028 ONGOING	-	 
2022	Carbon Capture Storage (CCS)	Reduction of CO ₂ emissions from the atmosphere by sending them to a capture plant	Improvement of air quality	Timeframe to be defined with project partners ONGOING	-	 
2022	Waste	Increase in waste sent for recovery with resulting reduction in waste sent for disposal	Contribution to the circular economy and improvement in efficient resource use	1% reduction in waste sent for disposal by 2023 compared to the 2022 figure ACHIEVED	Waste sent for disposal (boundary as of 12/31/2022) in 2023 decreased by 18.93% compared to 2022	 











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ENVIRONMENT

REFERENCE	AREA	OBJECTIVES	BENEFITS	TARGETS	RESULTS	SDGs
2022	Biodiversity	Promoting initiatives aimed at recovering biodiversity	Improvement of biodiversity	Multi-year projects ONGOING	Annual: management of an area of 2,000 m ² of property within the Bosco del Rugareto, adjacent to the Gorla Minore site (VA) Annual: Marcegaglia Foundation - "DAFNE VI" Project - developed in the Municipality of Carrara to reintegrate women victims of violence into floriculture, horticulture, olive growing and beekeeping activities. Annual: Marcegaglia Foundation - Rwanda - "Fruit trees seedlings" project - Nyarugenge, Shyara and Rilima sectors. Distribution of fruit trees for planting and cultivation to beneficiary families. The project is completed with the supply of irrigation pumps.	    
2022	Energy from renewable sources	Installation of photovoltaic systems and supply of electricity from renewable sources through PPA and certification with GO	Use of energy from renewable sources	50 GWh/y from renewable sources by the end of 2025 ONGOING	2023: GO purchase 2024: executive design of new photovoltaic systems, activation of PPA and continuation of GO purchase	 
2022	Scope 3	Scope 3 emissions reporting	Awareness of its carbon footprint	2024 ONGOING	-	
2022	Green steel	Participation in the project to build and develop Europe's first green steel plant – H2GS	Facilitating green industrial development	2030 ONGOING	Closure of the 7-year supply contract with H2GS for the supply of low-carbon steel	







SUSTAINABILITY GOALS

SOCIAL

REFERENCE	AREA	OBJECTIVES	BENEFITS	TARGETS	RESULTS	SDGs
2024	Human rights	Implementation of Human Rights Due Diligence (HRDD) Action Plan	Identify, prevent, prioritize and report impacts on human rights	2025 ONGOING	2024: participation in the UN Global Compact BHR Accelerator	  
2023	45001 certification	Obtaining certification for the following company names relating to Marcegaglia Investments: - Elet.Ca Srl - Imat SpA - Oskar Srl	Adopt transparent criteria and facilitate communication on resource management	2025 ONGOING	-	 
2023	SA8000 certification	Obtaining certification for the following company names relating to Marcegaglia Investments: - Elet.Ca Srl - mat SpA - Oskar Srl	Achievement of best practice in terms of ethics, better employee involvement and greater transparency in business management	2025 ONGOING	-	  
2023	Involvement of employees	Finalising changes to the corporate portal	Improving the usability of the internal corporate portal and employee engagement	ACHIEVED	Operation of the renewed home page	
2022	Protection and improvement of worker health and safety conditions	Continuous improvement of occupational health and safety performance, aiming for zero injuries	Ensuring a safe workplace and minimizing the risk of injury to workers	Constant and continuous reduction of injuries indices ONGOING	-	









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SOCIAL

REFERENCE	AREA	OBJECTIVES	BENEFITS	TARGETS	RESULTS	SDGs
2022	Casa Marcegaglia	Creation of common spaces to share the Group's philosophy	Promotion of stakeholder engagement and inclusion initiatives	ACHIEVED	2023: Inauguration of the exhibition space and opening of the doors 2023 and 2024: School project as part of the broader "Open Factory" project	
2022	Academy	Activation of training courses for employees	Sharing and amplifying corporate know-how	ACHIEVED	2023: optional courses activated which can be used by 4,100 Group employees including Being Marcegaglia, Steels & Processes, Economics and dynamics of the steel industry	
2022	Social Responsibility	Information and training of all employees on Social Responsibility	Growth in employee awareness of Social Responsibility	Training of at least 70% of Marcegaglia Steel Italia employees by 2023 ACHIEVED	82% of direct employees in Italy trained	  
2022	Company Welfare	Scholarship project for children of Marcegaglia employees	Study aid	Distribution of at least 30 scholarships every year ACHIEVED	2023: 60 scholarships have been allocated for a total value of € 40k	



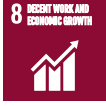




SUSTAINABILITY GOALS

SOCIAL

REFERENCE	AREA	OBJECTIVES	BENEFITS	TARGETS	RESULTS	SDGs
2022	Promotion and support of activities of Marcegaglia Onlus Foundation	Supporting social activities	Construction of a world in which social inequalities are increasingly reduced and the role of women is enhanced	Maintaining active solidarity and cooperation projects every year ACHIEVED	2023: combating gender-based violence and empowerment of women victims of violence alongside the Centro Aiuto alla Vita and Centro Antiviolenza (CAV) 2023: interventions in education with the 'Selmi for Sustainability' project 2023: projects aimed at reducing extreme poverty in Rwanda through the "ZAMUKA" and "Workforce Development" programmes	    
2022	Local cultural initiatives	Dissemination of corporate values and culture	Involvement of all stakeholders and promotion of activities in local areas	Supporting at least 3 initiatives per year ACHIEVED	2023: Mentorship Milano - first women's empowerment project implemented in Italy by a public body 2023: A lion's day - an event dedicated to Marcegaglia people held on the island of Albarella 2023: Marketing and sustainable innovation in energy-intensive sectors - a round table organised by Centrimark at the Università Cattolica 2024: attendance at 'Ring the bell' for International Women's Day 2024: Machinery workshop - analysis, design, management and safety costs	
2022	"Steps4Future" campaign	Launch of an awareness-raising campaign involving both Italian and foreign sites	Dissemination of culture with regard to the protection of health and safety, waste reduction and management and saving energy	ACHIEVED	Dissemination of the campaign through posters in all Group languages	 






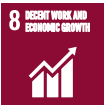






SUSTAINABILITY GOALS

GOVERNANCE

REFERENCE	AREA	OBJECTIVES	BENEFITS	TARGETS	RESULTS	SDGs
2024	Whistleblowing and Code of Ethics	Strengthening employee protection systems	Launch of a new internal communication campaign on sharing the principles of the Code of Ethics	ACHIEVED	Issuance and dissemination of the Code of Ethics in a nutshell	
2023	Taxonomy	Address the taxonomic analysis of your activities in advance and systematically	Moving towards a more sustainable model	ACHIEVED	Reporting within the 2023 Sustainability Report	
2023	ESG Ratings	Improvement of sustainability ratings	Identification of areas for improvement and actions to be implemented	ACHIEVED	Rating ESGe Cerved Rating CDP – Climate Change Ecovadis	 
2022	Acquisitions	Expansion of the Marcegaglia Group with a view to improving the value chain	Creation of new synergies and economies of scale, increased competitiveness in the reference market, business diversification	ACHIEVED	2023: Acquisition of five sites spread across Europe and the United States including the electric furnace steelworks for special steels in Sheffield, United Kingdom 2024: Acquisition of the electric furnace steelworks for the production of carbon steel in Fos-sur-Mer, France	 
2022	Participation in Sustainable Development initiatives	Involvement in international initiatives in support of the UN Global Compact	Promotion of change	Participating in at least one initiative every year ACHIEVED	2023: Palermo Annual Forum 2023: Climate Ambition Accelerator 2024: BHR Accelerator	

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GOVERNANCE

REFERENCE	AREA	OBJECTIVES	BENEFITS	TARGETS	RESULTS	SDGs
2022	Science Based Target initiative (SBTi)	Participation in the international SBTi initiative leading in the direction of ambitious Climate Action	Acceleration of sector decarbonisation	2026 ONGOING	2024: committed	 
2022	Certification for Social Responsibility	Including Marcegaglia Holding Srl and the newly acquired Trafital SpA in the scope of the SA8000 certification that includes all Italian sites	Involvement of personnel in Social Responsibility issues	ACHIEVED	Obtaining certification in September 2023 for Marcegaglia Holding Srl and in April 2024 for Trafital SpA	  
2022	Supplier engagement	Completing the engagement of all suppliers through the dedicated portal that considers human rights, labour, environment, ethics, health and safety	Qualification of suppliers based on an active Due Diligence procedure based on sustainability issues	100% by 2024 ONGOING	-	  
2022	Supplier policy	Dissemination of the policy encapsulating the guiding principles to be shared with the entire supply chain on issues of ethics and human rights, occupational health and safety, environment, energy efficiency and sustainable procurement	Sharing of principles and values by proactively contributing to the development of a sustainable supply chain	ACHIEVED	<ul style="list-style-type: none"> - Sharing within the newsletter dedicated to employees - Insertion into the purchase order clauses and updating of the purchasing procedure - Publication on the company website 	   

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FOR GREEN GROWTH



MARCEGAGLIA

www.marcegaglia.com