




The document is prepared and updated by the Sustainability Committee and approved by the Board of Directors. Below is a summary of the objectives and targets making up the Sustainability Plan. These targets correspond to the key material topics to ensure consistency with the Sustainability Disclosure.

CONTEX	SDGS	DESCRIPTION OF GOAL	BASELINE 2023	2024	TARGET 1	TARGET 2
SOCIAL		Promote workplace well-being initiatives to support employees' physical and mental health	Activities in planning	Activities in planning	2025 Involvement of 10% of employees in team-building activities.	2030 Involvement of 20% of employees in team-building activities.
		Support ongoing employee development through multidisciplinary training	Average training hours: 18	Average training hours: 15	2025 +3 average training hours per person compared to 2023.	2030 +2 average training hours per person compared to 2025.
		Promote a learning culture by providing financial support for employees enrolling in university or secondary education to enhance their work skills	Activities in planning	Activities in planning	2025 Budget of €1,000 per person per academic year.	2030 Budget per person: €1,250 per year of study.
SOCIAL		Create a workplace that supports diversity, equal opportunity and inclusion, with an open and positive culture	Number of D&I events: 1	Number of D&I events: 2	2025 number of D&I events/activities: 2	2030 number of D&I events/activities: 3
		Obtain UNI/PdR 125:2022 certification	Create a Gender Equality Management System in compliance with UNI/PdR 125:2022	Obtain UNI/PdR 125:2022 certification	Maintain UNI/PdR 125:2022 certification	
		Reduce CO2 emissions through targeted investments and energy-efficiency initiatives	Scope 1 emissions: 7,087 tCO2 Scope 2 emissions (Location + Market Based): 22,014 tCO2 Scope 3 emissions: 98,782 tCO2	Scope 1 emissions: 6,010 tCO2 Scope 2 emissions (Location + Market Based): 14,867 tCO2 Scope 3 Emissions: Data being collected and processed at the time of publication of this document	2030 Definition of an emissions reduction plan.	
ENVIRONMENT		Increase the share of energy procured from renewable sources	Renewable energy share: 28.6%	Energy supply from renewable sources: 54%	2025 Renewable energy share: 50%	2030 Renewable energy share: 100% and achievement of ISO 50001 certification
		Promote waste reduction initiatives	Separate waste collection in departments	Installation of 1 drinking water dispenser in the foundry department to eliminate plastic bottles	2025 Improvement of separate waste collection and reduction/elimination of plastic	
		Encourage employee participation in environmental protection and enhancement initiatives	Number of initiatives per year: 2	Number of initiatives per year: 2	2025 Number of initiatives per year: 2	
PRODUCTS	 	Obtain ISO 27001/2022 certification: Information Security, Cybersecurity and Privacy Protection	Activities in planning	Development of a management system according to TISAX standards	2025 Obtaining and maintaining TISAX certification*	

* Initially, we planned to proceed with ISO/IEC 27001 certification to formalise the information security management system. However, in view of the specific requests from some clients, we decided to focus efforts towards obtaining the TISAX (Trusted Information Security Assessment Exchange) certification, which is more in line with the needs of the automotive sector and the supply chain. This choice reflects the company's commitment to ensuring high standards of security and compliance, in line with the expectations of the target market.