

CREATING VALUE



GROUP HIGHLIGHTS

FINANCIALS



€3.46 bln

revenues



€8.61 bln

backlog



€3.61 bln

acquisitions



€209.3 mln

EBITDA



3,451 bln

distributed value

TECHNOLOGY



90

innovation projects



4

innovation centers



2,041

patents

SUPPLY CHAIN



€3.7 bln

goods and services ordered during the year



4,900+

active suppliers¹



2,300+

qualified suppliers with ESG criteria



66%

spending of suppliers qualified with ESG criteria



42%

locally purchased goods and services²

HSE



20,005 t

CO₂eq emissions (scope 1 + scope 2)⁶



48+ mln

hours worked on construction sites



0.062

LTIR on construction sites⁵

PEOPLE



26,000+

workers (direct and indirect)³



6,451

employees



1,300

women



76

nationalities



3,332

engineering graduates

TRAINING



1.4 mln

hours of training⁴



33.27

average hours of training per employee

2011

official membership of UN Global Compact



~45

countries where Maire Tecnimont operates



AA

rating

MSCI



B

rating

CDP

¹ Who received at least one order in 2022.

² Data referred to the 21 most representative projects of the Maire Tecnimont Group in terms of progress, both for product and technology type.

³ The data includes employees, collaborators and sub-contractors.

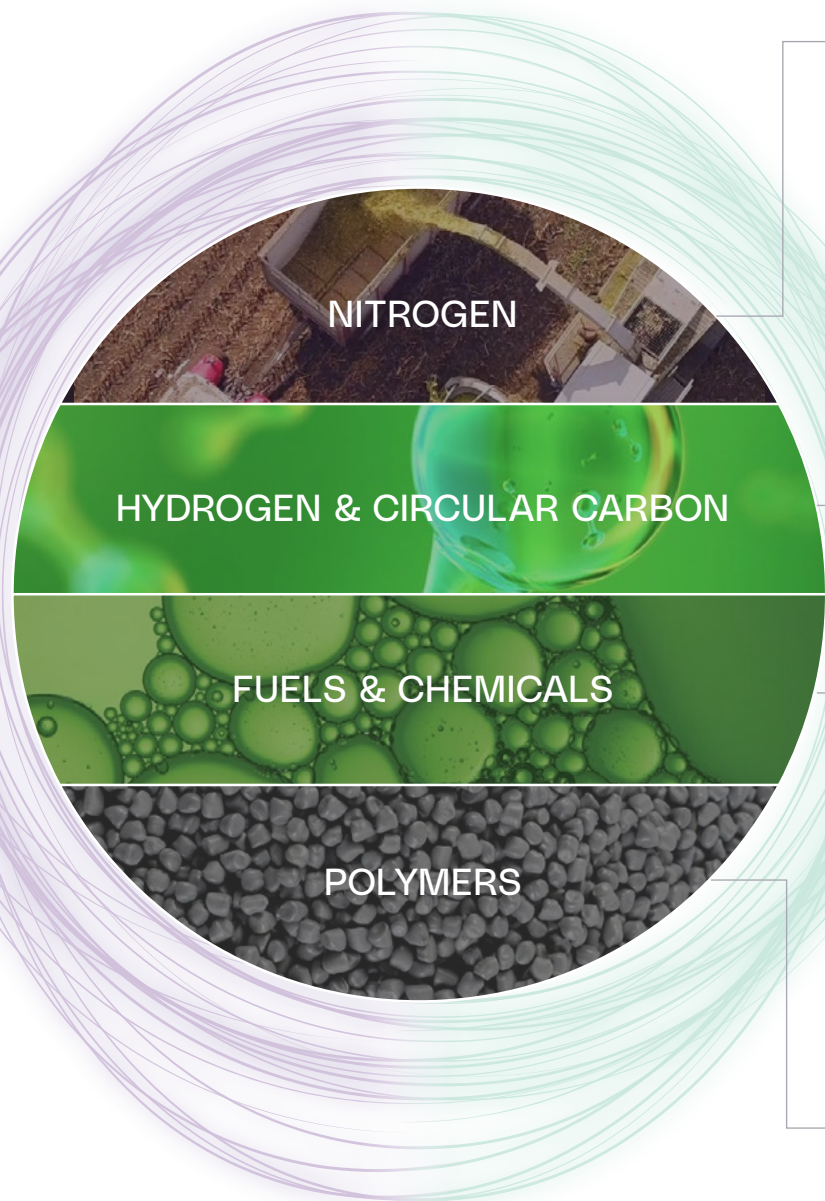
⁴ For employees and sub-contractors.

⁵ Data refers to the Integrated E&C Solutions Business Unit with the exception of its sister company MST.

⁶ In 2022, the Company introduced a revision to its methodology for estimating Scope 1 and 2 emissions. In accordance with the new methodology, the Company has recalculated direct and indirect emissions, eliminating the contribution of subcontractors in the aforementioned calculation, in line with the GHG Protocol, providing for this emission contribution only in indirect Scope 3 emissions.

MAIRE CORE BUSINESS

We are enablers of innovation and energy transition, working alongside businesses to co-develop sustainable technologies and design integrated solutions in fertilizers, hydrogen, carbon capture & storage, fuels & chemicals, and polymers.



We have a proprietary technology portfolio which is considered the leading and most efficient one in the production of various fertilizer technologies from Urea to Nitrates.

We enable the decarbonization of industries through the valorization and utilization of captured CO₂ and the implementation of technologies to produce cost-effective, clean and green hydrogen.

As long-term leaders in hydrotreating and hydrocracking, we are now applying our expertise to develop bio-based fuel and SAF as well as Syngas for methanol, ethanol and e-Fuel.

Our technology offering in Sustainable Polymers is extensive and comprehensive: Plastic Upcycling, Chemical Recycling, and Biodegradable and compostable polymers.

MAIRE BUSINESS UNITS

Sustainable technology solutions

Solutions for energy transition designed to enable innovative and sustainable processes.

Thanks to our extensive know-how in technologies of fertilizers, hydrogen, carbon capture, fuels & chemicals and polymers, giving a new life to waste, and creating new processes from non-fossil feedstocks.

- Technology licensing
- Process design package
Basic engineering design
- Proprietary equipment & catalysts
- Services and digital solutions
- Selected speciality solutions

Integrated E&C solutions








Solutions for complex plants designed to provide access to the latest technologies.

And a wide range of services drawing from the specialist skills of all our companies through our network of international engineering hubs.

- Front end
Engineering design
- Engineering & procurement
- Engineering, procurement & construction (management)
- Upgrading & revamping
- Operations & maintenance

MAIRE INTEGRATED ORGANISATION

Sustainable technology solutions

-  **NEXTCHEM**
Holding
-  **NEXTCHEM**
-  **MYRECHEMICAL**
-  **MYREPLAST**
Industries
-  **NEWCO CATC**
-  **STAMICARBON**
-  **CONSER**

Integrated E&C solutions

-  **TECNIMONT**
-  **KT**
-  **MST**

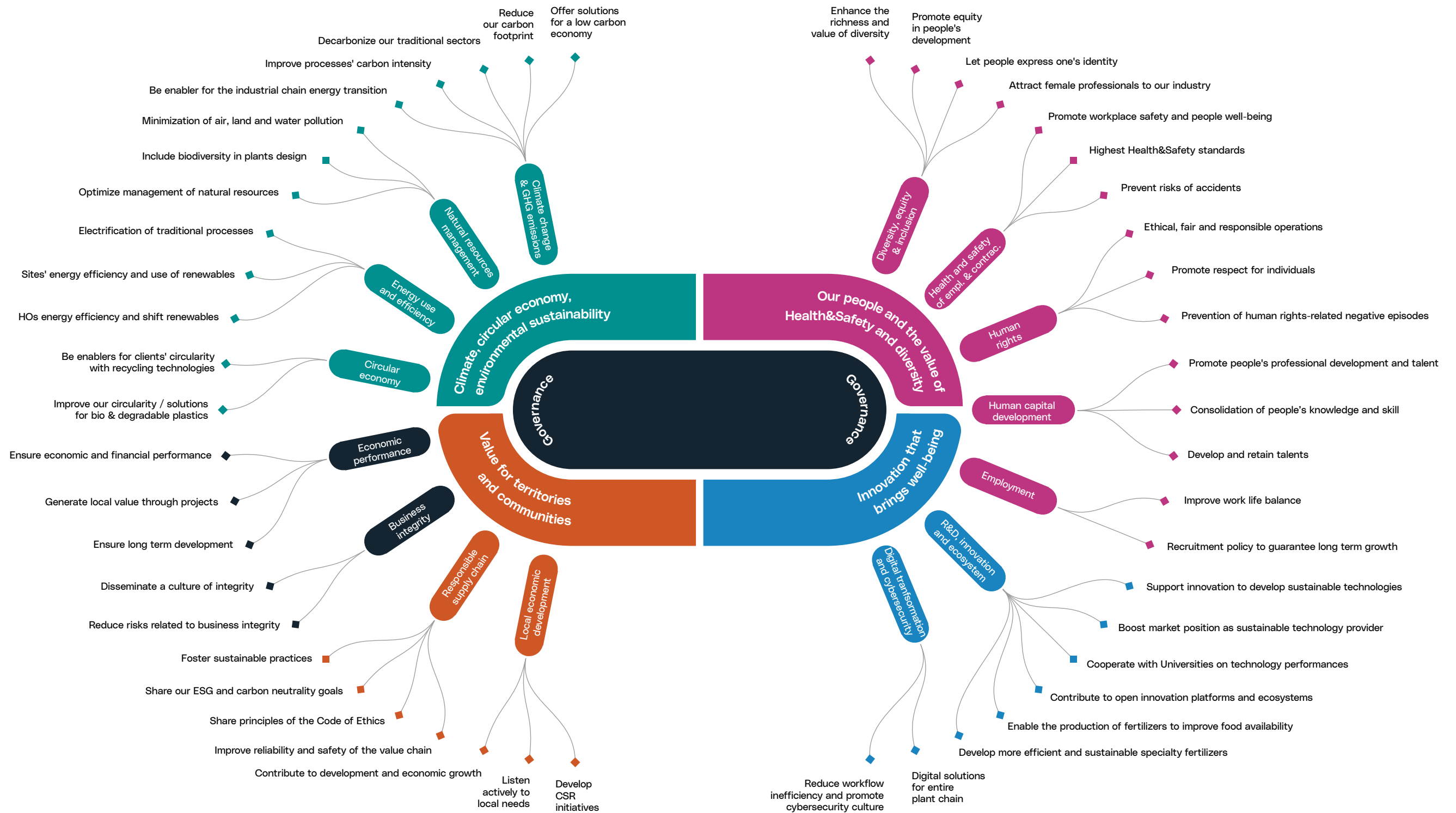
 **MET DEVELOPMENT**
PROJECT DEVELOPMENT

OUR GLOBAL ESG SCORECARD



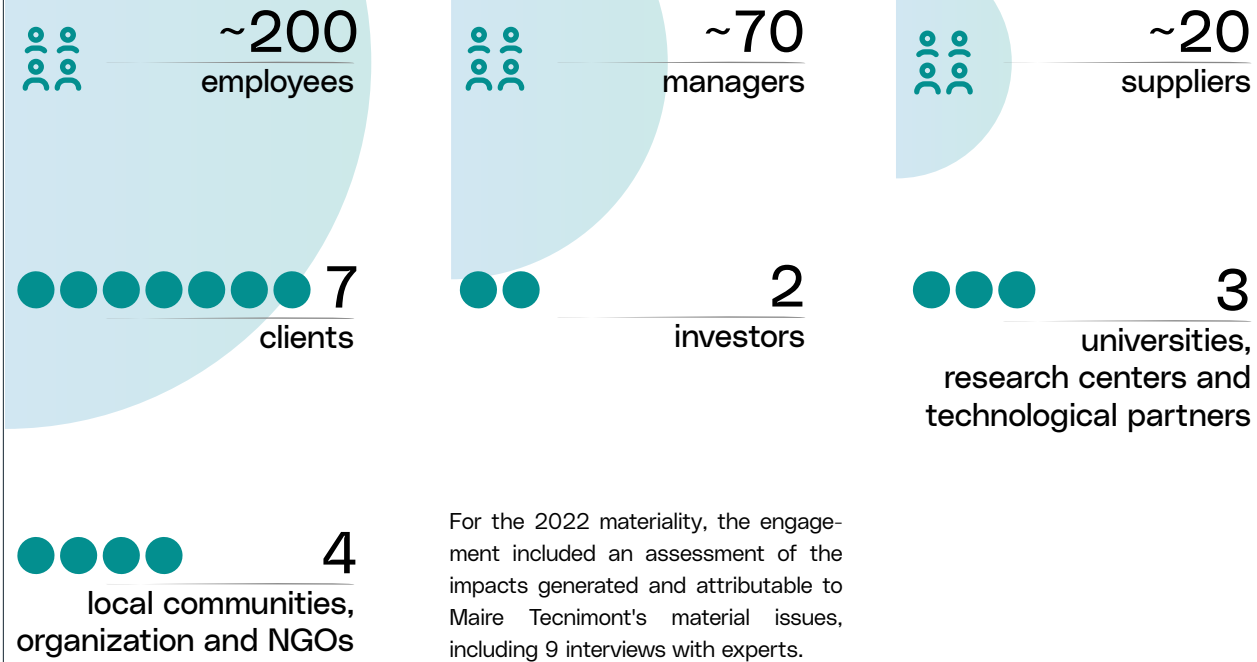
	2022 STATUS	ANNUAL ACHIEVEMENTS	TARGETS
Climate, circular economy, environmental sustainability			
Reduction of Scope 1 and Scope 2		In line	2023: 20% reduction Vs baseline 2018 2030: carbon neutrality (Scope 1-2)
Met Zero Task Force activities		Net zero plan to 2030 for scope 1&2 adopted	Actions for emissions reduction - implementation , to reach carbon neutrality target
TCFD		-	TCFD adoption
Increase our role as enablers of the energy transition and of the circular economy		New partnerships , projects, IPCEI & PNRR funds	Develop green technologies portfolio & projects, decarb as a service
Our people and the value of Health&Safety and diversity			
LTIR, TRIR (million hours worked) indicators		LTIR 0.62x, TRIR 0.39x better than IOGP benchmark	Better than IOGP Construction benchmark, every year
HSE Training hours/hours worked (on site)		From 2.79 to 2.87% - 1,704 hours of Stop&Coach training, HSE workshop in 18 sites	3.0% - yearly
Flourishing Program & Challenging Mentoring Program		Launch of Phase 2	Further development also in terms of succession planning
Total training hours		33 hrs/y per capita	New initiatives to strengthen MET Academy
Employees Share Ownership Plan		Ill cycle completed	New plan 2023-2025
Diversity, Equity & Inclusion		Adopted DE&I Policy / Training sessions with more than 2,300 participants	Deployment of DE&I program and initiatives to main foreign companies
Increase gender diversity in hiring		15% of women out of total hires*	In the range of 50%* by 2032 <i>* commissioning excluded.</i>
Innovation that brings well-being			
Technology Patents & Digital Innovation		2,041 Patents / 4 Innovation centers	Develop the Group's IPs portfolio and Digital Platform
Agreements with international Universities		24 Agreements	From 20 to 24 cooperation agreements
Value for territories and communities			
Suppliers ESG screening		2,400 suppliers ESG screened = 66% of expenditure, introduction of carbon tracker	100% ESG-evaluated suppliers - 3-years program for performance improvement
Social Audit on Key Suppliers		Social Audit on 5 Key Suppliers - 1,265 trained employees on SA8000 principles	Social Audit on 8 Key Suppliers in 2023
In Country Value (ICV) project		42% of goods & services purchased locally	Extend ICV plans to new regions
Support to communities		Implemented Initiatives in 3 countries	Initiatives extended to 5 countries in 2023
Governance			
Tax Governance		Approval of the Tax Strategy	Adoption of the Tax Control Framework
Integrity Policy (relating anti-corruption)		Approved training program	Extensive training program to cover 80% of population
Remuneration linked to ESG targets		10% ESG targets in all MBOs	15% ESG targets in MBOs and LTIs by 2025
Taxonomy training		70 members of the task force trained	Training deployed on sister companies and to key functions

THE EVOLUTION OF OUR SUSTAINABILITY STRATEGY

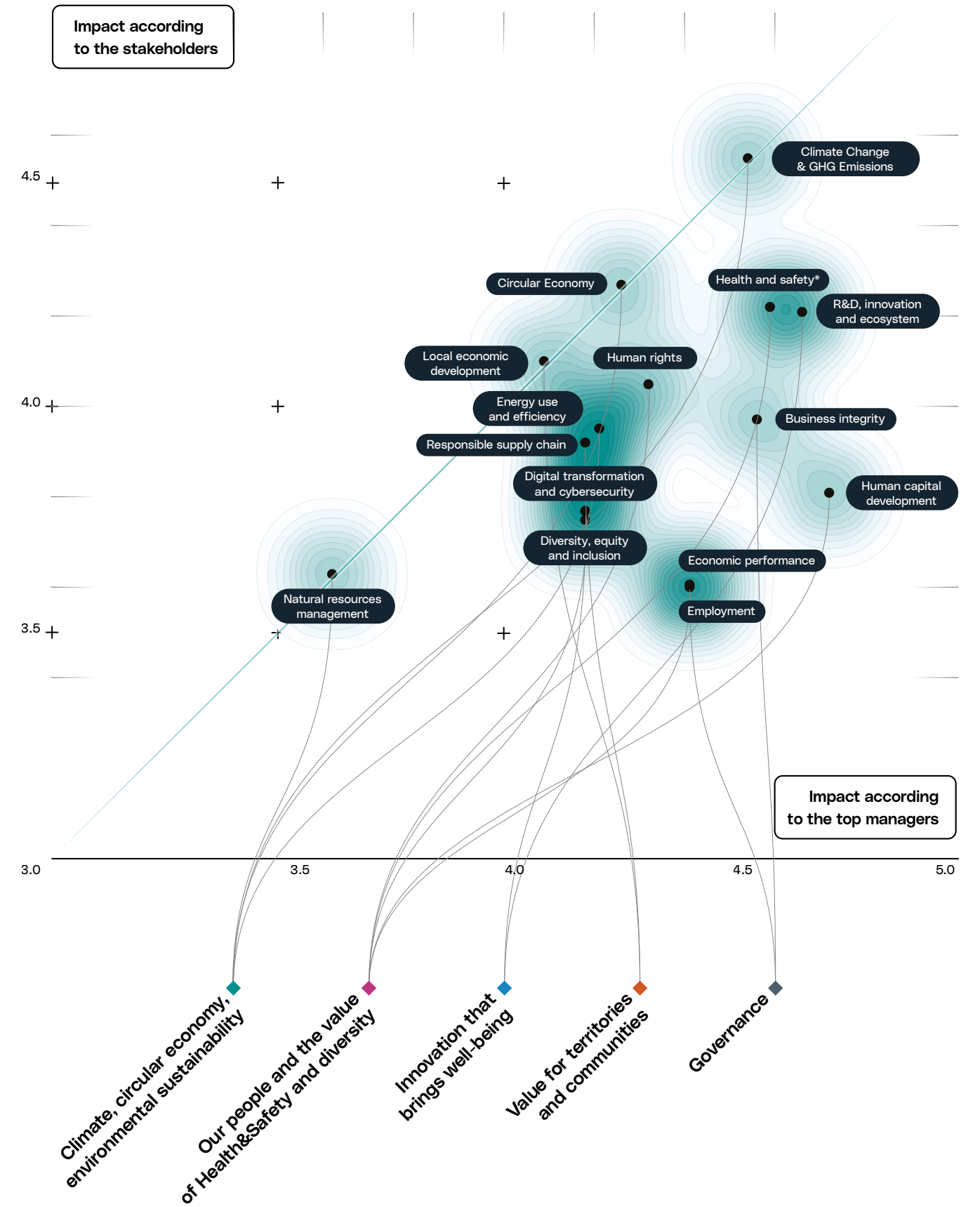


2022 MATERIALITY MATRIX

2022 ENGAGEMENT FIGURES



THE PROCESS

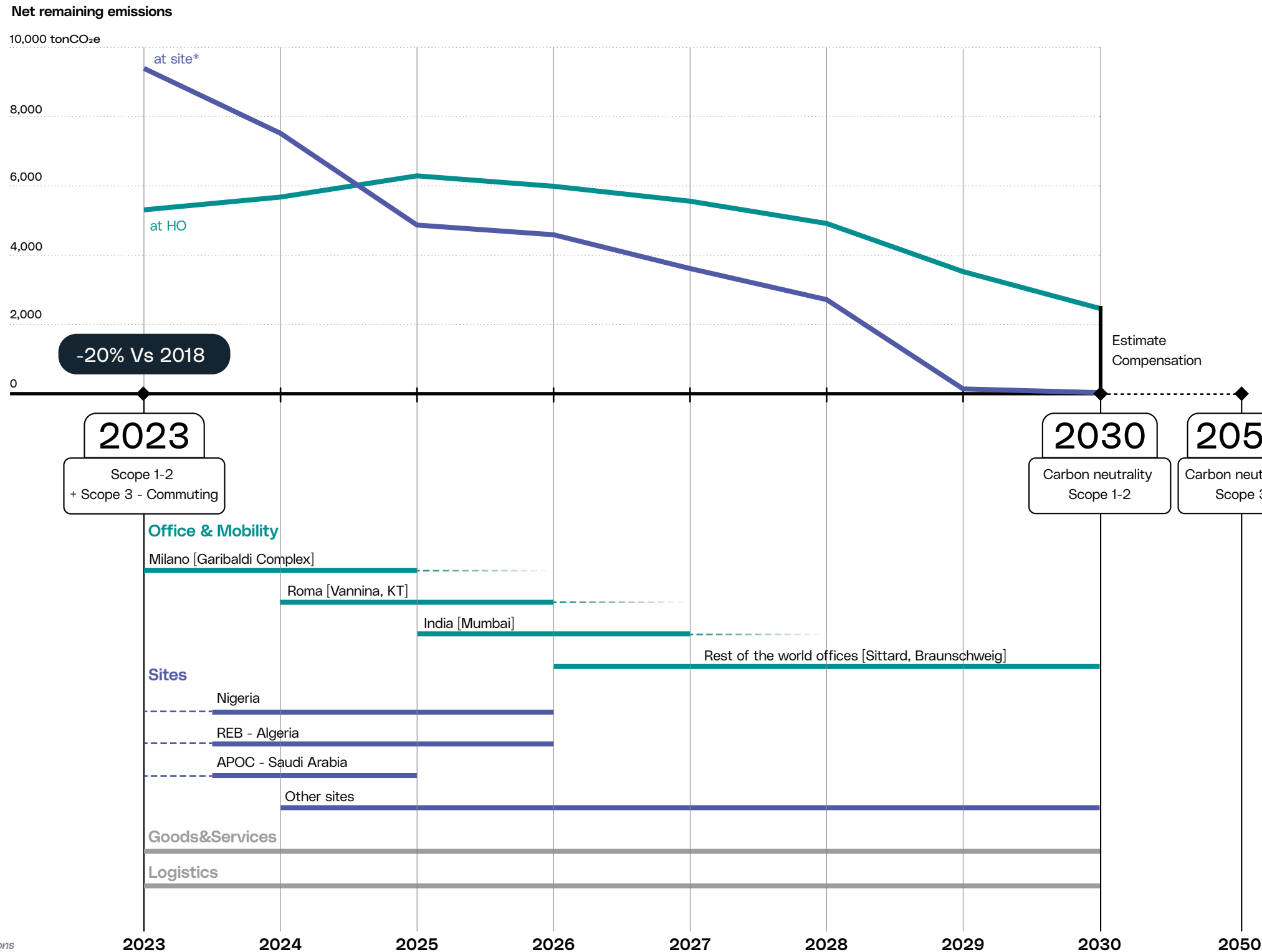


* of employees and contractors

GROUP'S CARBON NEUTRALITY PLAN WITHIN 2030 FOR EMISSIONS SCOPE 1 AND 2 BY MET ZERO TASK FORCE

The plan was designed by Group's Met Zero Task Force, in line with our ten-years industrial strategy. The lines show the progression in CO₂eq emissions expected reduction thanks to several initiatives to be realized starting from 2023.

The bottom part of the graph shows the timing of the kick off initiatives on main Group's offices and sites to be used as pilot experience for all the other ones.



Detailed plan

OFFICE & MOBILITY

Energy Management

- Energy Management System
- IoT Lighting Management
- Air Treatment Units Maintenance
- Intelligent Lighting
- Blackbox
- Updated BMS
- IoT4Met Customization
- Sustainability Manager
- IAQ Solution
- Power Quality System
- Smart Cooling System
- MeT Smart Working Friday
- Windows Film

Green Energy Procurement

- Energy Portfolio Management (year)
- White Certificates
- Power Purchase Agreement

Mobility (Scope 3)

- Cycle Mobility
- Electrical Vehicles Charge Points

SITES

- Photovoltaic panels for TCF (covering 1/3 max)
- Photovoltaic panels for TCF (cover peak)
- Maximize use of energy consumption by power network (feed by client or by owner of site camp)
- Reduce use of gasoline/diesel for transportation using hybrid and electrical vehicles
- Use of alternative fuels (Biodiesel, GPL, electrical vehicles)
- Energy manager for Construction site
- Compensation (GO, Certificate)

* The plan does not include Bedizzole plant emissions

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**This document is
an Executive Summary of
“Creating Value
2022 Sustainability Report”.**

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