

ESG AGENDA

* Calculated with reference to the sites of the BU IE&CS excluded MST S.p.A.
 ** Excluded commissioning
 *** Excluding companies in liquidation

	2023 STATUS	ANNUAL ACHIEVEMENTS	TARGETS
Climate, circular economy, environmental sustainability			
Scope 1 - 2 emissions		18,143 tCO₂ (-11% Vs 2022; -26% Vs 2018)	2025: -35% Vs 2018 baseline 2029: carbon neutrality (instead of 2030)
Scope 3 emissions		1.9 mln tCO₂ (+29% Vs 2022) 0.545 tCO₂/k€ (-5% Vs 2022) intensity on the value added for selected clusters of goods and services	2050: carbon neutrality 2025: -9% intensity Vs 2020 baseline
Scope 4 emissions		Institution of an internal task force for the development of Scope 4 methodology	2024: Publication of a guideline for the calculation of Scope 4 – Avoided emissions of customers thanks to MAIRE technologies
Initiatives for the preservation of biodiversity		Planning of mitigation actions with particular regard to the Hail & Ghasha project	2024: Development of 6 initiatives to mitigate impacts on biodiversity in project areas with specific planting and interventions where there are endangered species
Water management/water intensity (construction sites)		Water intensity 0.0052 m³/wmh (+15% Vs 2022) Monitoring of water consumption in water stress areas Recovery of sanitary water for irrigation for the Ras Laffan project	2024: Creation of a Water Management Task Force and definition of an action plan for the implementation of initiatives to optimise consumption and maximise recovery
Our people and the value of Health&Safety and diversity			
LTIR, TRIR (million hours worked)*		LTIR 0.070* (61% lower than the IOGP benchmark) TRIR 0.265* (65% lower than the IOGP benchmark)	2024: LTIR < 0.126* 2024: TRIR < 0.532*
Total training hours		~50 hours per employee of which 17 hours of upskilling and reskilling training	2024: 15% increase in upskilling and reskilling training hours over 2023
Hours of training HSE/SA in the sites / hours worked (employees and subcontractors) ratio		3.40% More than 2.4 mln of hours (+86% vs 2022)	2024: Keep the ratio over 3%
Diversity, Equity & Inclusion		Launch of 2 nd phase of the training campaign dedicated to foreign companies, for a total of about 7,300 training hours	2024: Implementation of a new initiative dedicated to Diversity, Equity and Inclusion issues with a focus on the engagement of managerial figures also at local level in the Group's main companies
% of women in the hiring processes**		17% women in total hires	2032: Around 50% of women in total hires
Innovation that brings well-being			
Partnership with Universities		29 partnerships (+20% Vs 2022)	2024: Between 30 and 35 partnerships
Number of Patents		2,253 patents (+212 Vs 2022) of which 52 new energy transition patents	2024: +10% of patents in the area of sustainable solutions
Technologies for the energy transition and the circular economy		Marketed 6 energy transition technologies in 2022-2023 (compared to 4 new technologies in the Industrial Plan)	2025: Increase the portfolio of enabling technologies for the energy transition and circular economy by at least 7 additional technologies compared to 2022
Value for territories & communities			
ESG screening of the suppliers		70% of the year's spending on ESG-rated suppliers	Extension of coverage of ESG-evaluated suppliers: particular emphasis on sustainability issues during the annual onboarding and qualification renewal campaigns (Final target 100%)
Local content (locally purchased goods and services)		52% of goods and services purchased locally out of total costs in major projects	Maximising purchases of local goods and services
Social Audits on the supply chain		8 social audits carried out on Group suppliers	2024: 10 new Social Audits
CSR Initiatives		10 CSR initiatives (over 4,000 direct beneficiaries in CSR activities)	Implement at least 12 CSR initiatives in 2024 and 15 in 2025
Governance			
Incentives linked to ESG targets		10% ESG targets in the MBOs e LTIs Plans	2024: 20% ESG target in MBOs e LTIs Plans
Number of women in the BoD of MAIRE		44% of women in MAIRE BoD	2024: 33% women on the Boards of Directors of the Group's main subsidiaries***
Business integrity training		About 80% of employees trained on Business Integrity	Extension to subcontractors
BoD meetings that also deal with sustainability topics		60%	2024: Keep at least 60%