2019-2030 SUSTAINABILITY STRATEGY AND PLAN

2021 saw the launch of the **sustainability strategy**, centred around three main action areas: **People**, **Planet and Prosperity**. For each of these three areas, in line with the results of the materiality analysis, specific qualitative and quantitative targets were identified. These targets are summarised in the **Group's Sustainability Plan**, which is informed by internal strategic planning and analysis processes, enriched by stakeholder input and participation in national and international working groups, in line with the **Sustainable Development Goals (SDGs)** defined by the United Nations.

STAKEHOLDER EXPECTATIONS / EVOLUTION OF THE INTERNAL AND EXTERNAL CONTEXT

GOVERNANCE, STRATEGY, RISK MANAGEMENT, METRICS AND TARGETS

INNOVATION, CONTINUOUS IMPROVEMENT AND SUSTAINABILITY

2019-2030 Sustainability Plan

PEOPLE

Well-being, talent development, inclusion and uniqueness through policies and projects that promote:

- Diversity, equity and inclusion.
- Women's empowerment.
- Employee well-being and welfare.
- Human Capital Development and structured performance review systems.
- Talent attraction and retention.
- Health and safety at work.
- Employee awareness-raising and training, including in the area of sustainability.

PLANET

Environmental protection and efficient use of resources:

- Reduction of atmospheric emissions:
  - -50% absolute Scope 1 and Scope 2 Market-based emissions compared with 2019 by 2030.
  - -42% absolute Scope 3 emissions (Categories 1 and 9) compared with 2019 by 2029.
- Energy from renewable sources:
  - 100% energy from renewable sources for all the Group's premises by 2030.
- Development and promotion of eco-design[17] initiatives and circularity projects along the value chain.
- Implementation of tools to measure the impact on water resources along the value chain.
- Forest-based raw materials:
  - 100% FSC-certified paper for B2C materials by 2025 and for B2B materials by 2030, in support of responsible forest management.
- Development of regeneration projects to safeguard ecosystems, protected and endangered species, and biodiversity.
- Packaging and ocean protection:
  - Elimination of problematic or unnecessary plastic from packaging: B2C by 2025 and B2B by 2030.
  - Purchasing of 100% recycled plastic for at least 50% of plastic packaging: B2C by 2025 and B2B by 2030.

PROSPERITY

Promotion of social and environmental initiatives integrated into the business and for the benefit of the community, through the implementation of:

- Policies and procedures for the sustainable sourcing of raw materials, in line with the target of achieving 25% 'preferred' materials by 2025.
- Traceability systems covering 100% of raw materials by 2030.
- Fair relationships along the entire supply chain, with respect for human rights and the environment.
- Digital product passport technologies (via QR codes), to provide transparent information on product content.
- Product quality, labelling and safety policies.
- Innovative projects (such as regenerative agriculture) aimed at reducing environmental impact.
- Projects with a social and environmental impact on communities worldwide.

PARTNERSHIPS, TRAINING, MONITORING, EVALUATION AND COMMUNICATION

Reference UN SDGs

