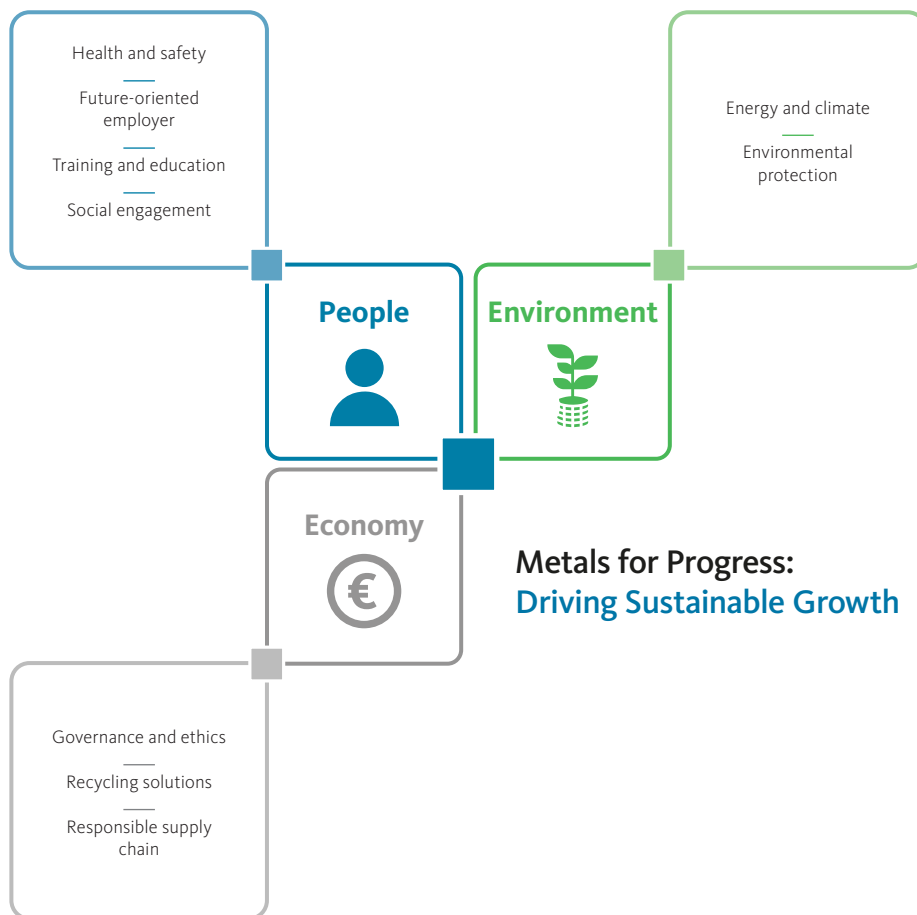


# 2030 Sustainability Targets

Metals for Progress: Driving Sustainable Growth. This is the tagline of our strategy – a precisely defined roadmap for our path of sustainable growth. With its 2030 sustainability targets, Aurubis wants to further expand its industry leadership in sustainability.

For Aurubis, responsible business conduct is an integral contribution to securing the company’s future. We follow the company’s mission of responsibly transforming raw materials into value – to provide metals for an innovative and sustainable world. The 2030 sustainability targets establish the main areas of activity, targets, and action

plans for the coming years. They are a component of the Aurubis corporate strategy and are divided into the focus areas People, Environment, and Economy. The current Sustainability Strategy 2018–2023 is assimilated as a milestone into the Group strategy for 2030.



**At Aurubis, sustainability means:**

- » treating the environment and limited natural resources with care
- » maintaining a relationship of trust with employees, suppliers, customers, and neighbors
- » securing long-term company success with responsible business practices and stable growth

Action area	Ambition	2030 targets	2022/23 interim targets <sup>1</sup>
<b>€ Economy</b>			
<b>Governance and ethics</b>	We uphold the principles of responsible corporate governance.		
<b>Recycling solutions</b>	We offer comprehensive value chain solutions for the circular economy.	<b>50%</b> recycled content in copper cathodes	
<b>Responsible supply chain</b>	We minimize negative impacts on people and the environment in our supply chains.	The improvement plan implemented has significantly reduced the risk for any supplier identified as high risk	<ul style="list-style-type: none"> <li>» Human rights, environmental protection, and safety clauses in 100% of long-term contracts for primary raw materials</li> <li>» Continued rollout of Aurubis Business Partner Screening</li> <li>» Copper Mark certification of four sites</li> </ul>
<b>🌱 Environment</b>			
<b>Energy and climate</b>	We will be carbon-neutral well before 2050.	<b>-50%</b> absolute Scope 1 and Scope 2 emissions (base year 2018) <b>-24%</b> Scope 3 emissions per ton of copper cathodes <sup>2</sup> (base year 2018)	<ul style="list-style-type: none"> <li>» ISO 50001 at all production sites</li> </ul>
<b>Environmental protection</b>	We produce with the smallest environmental footprint in our sector.	<b>-15%</b> specific dust emissions in g/t of multimetal copper equivalent (base year 2018) <b>-25%</b> specific metal emissions to water in g/t of multimetal copper equivalent (base year 2018)	<ul style="list-style-type: none"> <li>» ISO 14001 at all production sites</li> <li>» Reducing specific metal emissions to water by 50% in g/t of copper output (Cu) (base year 2012)</li> <li>» Reducing specific dust emissions by 15% in g/t of Cu output (base year 2012)</li> </ul>
<b>👤 People</b>			
<b>Health and safety</b>	We prevent work-related accidents, injuries, and illnesses (Vision Zero).	LTIFR <b>≤1.0</b>	<ul style="list-style-type: none"> <li>» ISO 45001 certifications at all production sites</li> </ul>
<b>Future-oriented employer</b>	We create a work environment for close collaboration and promote diversity and commitment. We passionately work for the progress of the company and society.	<b>100%</b> of the relevant employees are trained on unconscious bias <b>&gt;40%</b> <sup>3</sup> of employees take part in job rotation or job shadowing, with diversity being promoted at the same time At least <b>75%</b> <sup>3</sup> of the employees surveyed participate in pulse checks and feedback measures	<ul style="list-style-type: none"> <li>» Development of a diversity action framework</li> </ul>
<b>Training and education</b>	We provide high-quality vocational training and invest in forward-looking qualifications for employees.	<b>100%</b> fulfillment of the continuing education allotment in hours (continuing education allotment: 18 hours per year for each employee)	<ul style="list-style-type: none"> <li>» 18 training hours per employee per year on average</li> </ul>
<b>Social engagement</b>	We are a reliable partner locally and internationally, one that makes a long-term contribution to a livable environment.	<b>90%</b> long-term partners (percentage of total budget) <b>0.8%</b> of operating EBT (five-year average) as annual budget for social engagement, but at least <b>€2 million</b>	<ul style="list-style-type: none"> <li>» Developing impact monitoring to evaluate projects supported</li> </ul>

<sup>1</sup> The previous Sustainability Strategy and its 2018–2023 targets were assimilated as “2022/23 interim targets” into the Group strategy through 2030 and supplement Aurubis' 2030 sustainability targets.

<sup>2</sup> Refers to copper cathode as an internal production.

<sup>3</sup> Over the period FY 2021/22 to 2029/30.