



ANNEX (SUSTAINABILITY POLICY)



Comelz Group
13 June 2024

Sustainability Policy – Annex I			
Version	Verified by	Approved by	Issue Date
1.0	Paolo Riccardi	Board of Directors	28 June 2024

ANNEX I

The Annex to the Sustainability Policy defines the quantitative objectives of the Comelz Group concerning its dedication to fostering sustainability across its operations. The establishment of these targets signifies a pivotal moment in the Comelz Group's journey towards sustainability excellence, reflecting a proactive approach towards mitigating environmental impact and enhancing societal well-being. They are not merely aspirations, but tangible benchmarks against which the Group holds itself accountable.

These targets are to be viewed complementarily to the commitments included in the ESG Action Plan, available in the Sustainability Report and updated annually.

ENVIRONMENT

Target n. 1: Direct and indirect GHG emissions

Comelz intends to reduce by 2030 at least 50% of Scope 1 and 2 GHG emissions compared to 2022 baseline.

Target n. 2: Renewable energy consumption

Comelz commits to source 100% of renewable energy for the Italian perimeter by 2030.

SOCIAL

Target n.3: Annual training on ESG topics for employees

Comelz commits to 100% of employees trained on ESG topics by 2025, for the Italian perimeter.

GOVERNANCE

Target n.4: Promotion of culture of compliance and integrity

Comelz commits to maintain 0 cases of non-compliance with the Principles of the United Nations Global Compact.¹

Target n.5: Variable compensation tied to ESG objectives for the senior management

¹ [The Ten Principles | UN Global Compact](#)

Comelz commits to introduce in 100% of senior leadership MBO targets linked to ESG KPIs by 2025.