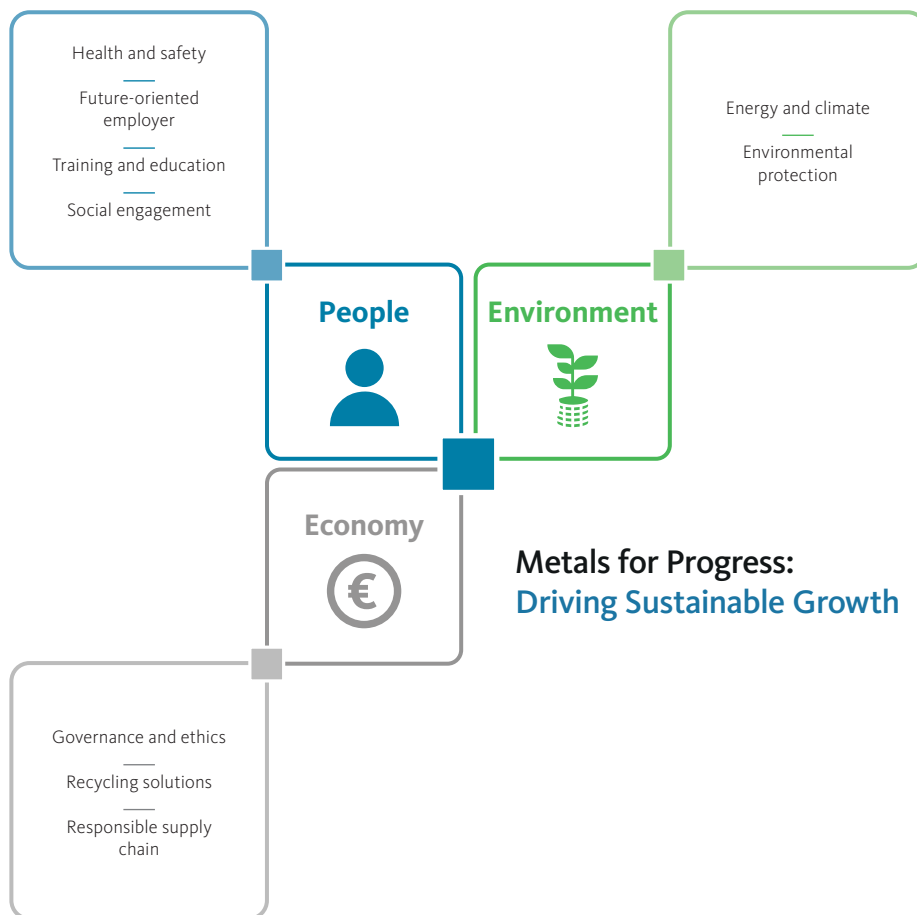


2030 Sustainability Targets

Metals for Progress: Driving Sustainable Growth. This is the tagline of our strategy – a precisely defined roadmap for our path of sustainable growth. Aurubis intends to further expand its role as a leading company in sustainability with its 2030 sustainability targets.

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

¹ Refers to copper cathode as an internal production.

² Over the period FY 2022/23 to 2029/30.