

Appendix



1. Material topic definitions

ENVIRONMENTAL TOPICS

Energy Transition

Developing technologies that ultimately facilitate the low-carbon transition in the steel sector. For example, by developing technologies that run on clean energies, by designing technologies that can work now on current energy and will also be compatible with more sustainable energy sources in the future.

Energy Efficiency Technologies

Developing technologies that reduce the energy consumption in the processes – by maximizing the energy efficiency and/or recovery, compared to other existing technologies.

Environmental Impact of Products and Services

Promoting technologies that have the lowest possible environmental impact.

Circular Economy

Proposing technologies that ultimately promote circularity, that enable to recover residues and to produce new secondary raw material.

Climate Impact of Tenova's Operations

Assessing, managing, and reducing the overall impact of Tenova's own operations (fuel combustion of company's offices, workshops, vehicles etc., purchased electricity for own use etc. – the so-called Scope 1 and Scope 2) on climate change – calculate GHG emissions, diminish electricity consumption, maximize energy efficiency, rely on green energy, etc.

Waste Disposal and Recycling

Measuring and managing waste, handling waste responsibly, acknowledging and making efforts to minimize waste. Includes assessment of all recycling opportunities and actions to implement recycling everywhere possible.

SOCIAL TOPICS

Health & Safety

Ensuring a healthy and safe workplace for all employees and for those who may be affected by the company's activities. Includes incidents' tracking systems, training, identification of risks rates of injury, health and safety education and processes. Improvement of health and safety as a company value.

Product Safety & Quality

Developing and offering technologies that are ultimately safe to operate and follow the highest possible quality standards.

Employee Well-Being

Ensuring a good working environment for Tenova's employees, including a comfortable workplace and a supportive company culture. Well-being relates to all aspects of working life.

Talent Attraction, Retention & Fostering Job Expertise

Attracting new talent, retain existing one and encourage the development of expertise. This can be achieved by a stimulating working environment, fair compensation, sufficient benefits etc.

Employee Benefits & Compensation

Ensuring fair and equitable treatment to all employees in terms of benefits such as health insurance, retirement provisions, and guaranteeing access to innovative ways of working when possible. Includes fair compensation.

Employee Training & Development

Offering programs for developing employee skills and assisting with employee transitions. Ensuring that employees receive regular performance and career development reviews.

Human Rights

Ensuring that human rights are respected in own operations and throughout the whole value chain. Taking corrective actions where signs of non-compliance are discovered.

Diversity, Inclusion, & Equal opportunity

Cultivating and supporting a diverse, inclusive and equitable company culture that fosters gender equality. Includes employee diversity, non-discrimination, equity in career opportunities, compensation and social inclusion efforts.

GOVERNANCE AND BUSINESS RESILIENCE TOPICS

Business Ethics, Anti-Corruption & Compliance

Operating business in an ethical way in Tenova's own operations but also in relations to its partners and suppliers. Includes Tenova's compliance to environmental, financial, and social norms and regulations.

Sustainable Innovation and R&D

Integrating sustainability in innovation and R&D strategies and define specific KPIs to quantify the efforts to foster sustainable innovation.

Digital Transformation of Processes

Developing and nurturing employees' digital mind-set, foster digital transformation processes within the company and implement digital technologies and processes to optimize production and reduce health and safety risks.

Transparency & Reporting

Applying the best standards of transparency and accuracy in reporting activities. Foster a transparent company culture.

Responsible Procurement

Applying responsible procurement practices. Proceed to a sustainability screening of suppliers, looking at both environmental and social performance. Taking corrective action in response to negative social or environmental impacts in its supply chain.

C-level Accountability of ESG Issues

Taking accountability at C-level (first-line management) for the integration of the sustainability strategy. Having members of top management that are competent in sustainability. Linking their remuneration to the achievement of sustainability objectives.

Sustainable Behavior Promotion

Promoting sustainability and sustainable habits / practices to employees. Part of the compensation is linked to the sustainability performance of employees.

Advocate for Sustainability

Driving sustainable change on the demand side, and raise and influence partners' and clients' awareness and habits in terms of sustainability.

2. Stakeholder engagement

A constant and solid relationship with all our stakeholders is fundamental for us and for the creation of shared value. For this reason, we dialogue and collaborate with our stakeholders through several engagement activities. The following table shows a map of our engagement activities carried out in 2023.

OUR STAKEHOLDER ENGAGEMENT ACTIVITIES IN 2023

Stakeholder

Type of engagement

Employees

- Internal Audit, for review of processes and procedures (including follow-up related to audit engagements)
- Onboarding programs for new hires
- Introduction to internal policies such as Code of Conduct and Waste collection for new hired
- Career paths: Job Fairs, Online webinars, Assessments
- Company intranet
- Compliance training on specific procedures /processes /systems /tools
- Regular Town Hall Meetings to communicate on company performance, general issues and an opportunity for a Q&A session
- Well-being partnership (Humanitas Mater Domini Hospital) and initiatives for Tenova's employees' families i.e. Scholarships for Tenova employees' children (Italy), Christmas presents for employee children under age 12 (Italy)
- 25th of November, Women in Steel Conference, Women's Leadership Course
- AIST (Iron & Steel Technology) Foundation: a non-profit organization which represents a network of steel knowledge and expertise, constituted of 16,000 members from more than 70 countries
- Employee Pulse Survey 2023
- Internal stakeholders-management-RLS
- Tenova Leadership Lab and local hubs

Suppliers

- Daily business interactions
- Co-operation to develop and improve the main technological equipment for digital texturing
- Involved in the Supplier Questionnaire
- Code of Conduct
- Compliance due diligence on specific categories of suppliers
- Seasonal and annual training
- Ethics and Compliance page in the **Tenova website**;
- Compliance due diligence on specific categories of suppliers
- HSE qualification process includes the utilization of the SCRUM portal for the upload and verification of qualification documents which are then validated through a scoring system (from 1 to 6)

OUR STAKEHOLDER ENGAGEMENT ACTIVITIES IN 2023

Stakeholder

Type of engagement

Customers

- Identification and development of joint projects
- Participation in working groups
- Project collaboration
- Employee well-being and development partnerships
- Papers and publication
- Industrial briquetting process involving the installation of a pilot briquetting machine at the Castellanza Site

Peers

- MTI (Metals Technology Initiative)

Industry associations

- Active participation in roundtables discussion
- Exchange best practices
- Annual meetings
- WEB conferences
- Co-develop training/learning programs
- Definition of initiatives or projects in collaboration
- Involvement in Meeting organised by ABB for Energy Efficiency Symposium
- Confindustria Varese and Assolombarda - in-depth discussion of specific topics
- MS&T23 (Materials Science & Technology) in Columbus, Ohio

NGOs

- Open dialogue and specific initiatives with local relevant stakeholders

Academia

- Training programs
- Osservatorio PoliMI
- Job Fairs Webinars
- Lectures
- Innovation events
- Company presentation at Universities and High schools
- Trainee opportunities
- AIST Steel Intern Scholarships (participating as evaluators)

Regulatory bodies/Government

- Open dialogue
- Institutional meetings
- Participation in projects of public utility

3. Our Sustainability Performance

WE TRANSFORM BUSINESS

GRI 306-3 Waste generated

| | Unit of measure | 2022 | 2023 |
|--|-----------------|--------------|--------------|
| Hazardous waste | tons | 62.5 | 118.7 |
| 120109* - Emulsions and solutions for machinery, halogen-free (D15) | tons | 35.3 | 64.2 |
| 120301* - Aqueous washing solutions (D15) | tons | 12.3 | 47.3 |
| 120107* - Mineral oils for machines, halogen-free (R13) | tons | 6.7 | 2.4 |
| 120118* - Metal muds (grinding, sharpening and lapping muds) containing oils (D15) | tons | 7.9 | 1.8 |
| 180103* - Waste that must be collected and disposed of by applying special precautions to avoid infections (D15) | tons | 0.0 | 0.0 |
| 080111* - Waste paints and varnishes, containing organic solvents or other dangerous substances | tons | 0.2 | 0 |
| 200121* - Fluorescent tubes and other waste containing mercury (R13) | tons | 0.1 | 0.1 |
| Non-hazardous waste | tons | 179.2 | 197.5 |
| 170405 - Iron and steel (R13) | tons | 25.8 | 23.6 |
| 150103 - Wooden packaging (R13) | tons | 41.2 | 59.3 |
| 120101 - Filings and shavings of ferrous materials (R13) | tons | 63.1 | 47.6 |
| 200304 - Sludge from septic tanks (D08) | tons | 0.0 | 0.0 |
| 150106 - Packaging in mixed materials (R13) | tons | 37.4 | 37.4 |
| 150101 - Paper and cardboard packaging (R13) | tons | 10.8 | 12.0 |
| 150203 - Absorbents, filter materials, wiping cloths and protective clothing, other than those mentioned in heading 150202 (R13) | tons | 0.2 | 0.1 |
| 170411 - Cables, other than those mentioned in item 170410 (R13) | tons | 0.0 | 2.4 |
| 120121 - Spent tool bodies and grinding materials, other than those mentioned in item 120120 (R13) | tons | 0.0 | 0.2 |
| 160214 - Disused equipment, other than those referred to in items from 160209 to 160213 | tons | 0.1 | 0.6 |
| 200307 - Bulky waste | tons | 0.2 | 0 |
| 160604 - Alkaline batteries (except 160603) | tons | 0.0 | 0.1 |
| Total weight of waste generated | tons | 241.7 | 316.2 |

Source of conversions and emission factors used

| | |
|---|---|
| Conversion factors | UK Government GHG Conversion Factors for Company Reporting (DEFRA), Conversion Factors 2023 |
| Emission factors – Scope 1 | Ecoinvent attributional, version 3.6 |
| Emission factors – Scope 2 Location based | Ecoinvent 3.8 market for electricity, low voltage, IT, scope 2 |
| Emission factors – Scope 2 Market based | Association of Issuing Bodies (AIB), European Residual Mixes 2022 |

WE BUILD TRUST

Employee composition¹

GRI 2-7 Employees

| Employees (HC) by employment contract and by gender | As of 31 st December 2022 | As of 31 st December 2023 |
|---|--------------------------------------|--------------------------------------|
| Total number of employees | 1,386 | 1,534 |
| of which female | 253 | 282 |
| of which male | 1,133 | 1,252 |
| Total number of permanent employees | 1,324 | 1,466 |
| of which female | 239 | 265 |
| of which male | 1,085 | 1,201 |
| Total number of temporary employees | 62 | 68 |
| of which female | 14 | 17 |
| of which male | 48 | 51 |
| Total number of full-time employees | 1,365 | 1,496 |
| of which female | 240 | 262 |
| of which male | 1,125 | 1,234 |
| Total number of part-time employees | 21 | 38 |
| of which female | 13 | 20 |
| of which male | 8 | 18 |
| Employees (HC) by employment contract and by region | As of 31 st December 2022 | As of 31 st December 2023 |
| Total number of employees | 1,386 | 1,534 |
| Africa | 57 | 63 |

¹ Non-guarantee employee hours are not tracked in Tenova as of today. Part-time and full-time employees are tracked only in Tenova S.p.A. (Italian perimeter).

| Employees (HC) by employment contract and by region | As of 31st December 2022 | As of 31st December 2023 |
|---|--------------------------|--------------------------|
| Americas | 238 | 293 |
| China | 121 | 135 |
| Europe & CIS | 790 | 841 |
| Middle, Far East & Oceania | 180 | 202 |
| Total number of permanent employees | 1,324 | 1,466 |
| Africa | 57 | 63 |
| Americas | 237 | 292 |
| China | 85 | 93 |
| Europe & CIS | 766 | 817 |
| Middle, Far East & Oceania | 179 | 201 |
| Total number of temporary employees | 62 | 68 |
| Africa | - | - |
| Americas | 1 | 1 |
| China | 36 | 42 |
| Europe & CIS | 24 | 24 |
| Middle, Far East & Oceania | 1 | 1 |
| Total number of full-time employees | 1,365 | 1,496 |
| Africa | 57 | 63 |
| Americas | 238 | 292 |
| China | 121 | 135 |
| Europe & CIS | 769 | 805 |
| Middle, Far East & Oceania | 180 | 201 |
| Total number of part-time employees | 21 | 38 |
| Africa | - | - |
| Americas | - | 1 |
| China | - | - |
| Europe & CIS | 21 | 36 |
| Middle, Far East & Oceania | - | 1 |

Diversity and Equal Opportunity

GRI 405-1 Diversity of governance bodies and employees

| Employees (HC) by employee category and gender | As of 31st December 2022 | | As of 31st December 2023 | |
|--|--------------------------|-------------|--------------------------|-------------|
| | Number | Percentage | Number | Percentage |
| Executives | 17 | 100% | 17 | 100% |
| of which female | 1 | 6% | 1 | 6% |
| of which male | 16 | 94% | 16 | 94% |
| Managers | 122 | 100% | 125 | 100% |
| of which female | 12 | 10% | 14 | 11% |
| of which male | 110 | 90% | 111 | 89% |
| Middle managers | 221 | 100% | 235 | 100% |
| of which female | 25 | 11% | 30 | 13% |
| of which male | 196 | 89% | 205 | 87% |
| White collars | 920 | 100% | 1,042 | 100% |
| of which female | 215 | 23% | 236 | 23% |
| of which male | 705 | 77% | 806 | 77% |
| Blue collars | 106 | 100% | 115 | 100% |
| of which female | - | 0% | 1 | 1% |
| of which male | 106 | 100% | 114 | 99% |

| Employees (HC) by employee category and age range | As of 31st December 2022 | | As of 31st December 2023 | |
|---|--------------------------|-------------|--------------------------|-------------|
| | Number | Percentage | Number | Percentage |
| Executives | 17 | 100% | 17 | 100% |
| under 30 years old | - | 0% | - | 0% |
| 30-50 years old | 4 | 24% | 2 | 12% |
| over 50 years old | 13 | 76% | 15 | 88% |
| Managers | 122 | 100% | 125 | 100% |
| under 30 years old | - | 0% | - | 0% |
| 30-50 years old | 46 | 38% | 46 | 37% |
| over 50 years old | 76 | 62% | 79 | 63% |
| Middle managers | 221 | 100% | 235 | 100% |
| under 30 years old | - | 0% | - | 0% |
| 30-50 years old | 116 | 52% | 127 | 54% |
| over 50 years old | 105 | 48% | 108 | 46% |
| White collars | 920 | 100% | 1,042 | 100% |
| under 30 years old | 120 | 13% | 172 | 17% |
| 30-50 years old | 523 | 57% | 568 | 55% |
| over 50 years old | 277 | 30% | 302 | 29% |
| Blue collars | 106 | 100% | 115 | 100% |
| under 30 years old | 16 | 15% | 18 | 16% |
| 30-50 years old | 56 | 53% | 63 | 55% |
| over 50 years old | 34 | 32% | 34 | 30% |

| Employees (HC) by age range | As of 31st December 2022 | | As of 31st December 2023 | |
|-----------------------------|--------------------------|-------------|--------------------------|-------------|
| | Number | Percentage | Number | Percentage |
| | 1,386 | 100% | 1,534 | 100% |
| under 30 years old | 136 | 10% | 190 | 12% |
| 30–50 years old | 745 | 54% | 806 | 53% |
| over 50 years old | 505 | 36% | 538 | 35% |

New employee hires

GRI 401-1 New employee hires and employee turnover

| New employee hires by gender, age group and region | 2022 | | 2023 | |
|--|------------|------------|------------|------------|
| | Number | Rate | Number | Rate |
| By gender | 188 | 14% | 260 | 17% |
| of which female | 28 | 11% | 45 | 16% |
| of which male | 160 | 14% | 215 | 17% |
| By age group | 188 | 14% | 260 | 17% |
| under 30 years old | 78 | 57% | 104 | 55% |
| 30–50 years old | 92 | 12% | 118 | 15% |
| over 50 years old | 18 | 4% | 38 | 7% |
| By region | 188 | 14% | 260 | 17% |
| Africa | 12 | 21% | 8 | 13% |
| Americas | 50 | 21% | 93 | 32% |
| China | 9 | 7% | 23 | 17% |
| Europe & CIS | 91 | 12% | 103 | 12% |
| Middle, Far East & Oceania | 26 | 14% | 33 | 16% |

Turnover

GRI 401-1 New employee hires and employee turnover

| Employee turnover by gender, age group and region | 2022 | | 2023 | |
|---|------------|-----------|------------|-----------|
| | Number | Rate | Number | Rate |
| By gender | 114 | 8% | 112 | 7% |
| of which female | 23 | 9% | 16 | 6% |
| of which male | 91 | 8% | 96 | 8% |
| By age group | 114 | 8% | 112 | 7% |
| under 30 years old | 16 | 12% | 19 | 10% |
| 30-50 years old | 45 | 6% | 45 | 6% |
| over 50 years old | 53 | 10% | 48 | 9% |
| By region | 114 | 8% | 112 | 7% |
| Africa | 6 | 11% | 2 | 3% |
| Americas | 29 | 12% | 38 | 13% |
| China | 6 | 5% | 9 | 7% |
| Europe & CIS | 63 | 8% | 52 | 6% |
| Middle, Far East & Oceania | 10 | 6% | 11 | 5% |

Training and Education

GRI 404-1 Average hours of training per year per employee

| Training hours provided to employees, by gender and employee category | 2022 | | 2023 | |
|---|--------------|---------------|--------------|---------------|
| | Total hours | Average hours | Total hours | Average hours |
| Executives | 355 | 21 | 163 | 10 |
| of which female | 66 | 66 | 57 | 57 |
| of which male | 289 | 18 | 106 | 7 |
| Managers | 1,278 | 10 | 1,604 | 13 |
| of which female | 56 | 5 | 261 | 19 |
| of which male | 1,222 | 11 | 1,343 | 12 |

| Middle managers | 2,491 | 11 | 3,810 | 16 |
|---|-------------|---------------|-------------|---------------|
| Training hours provided to employees, by gender and employee category | 2022 | | 2023 | |
| | Total hours | Average hours | Total hours | Average hours |
| of which female | 226 | 9 | 713 | 24 |
| of which male | 2,265 | 12 | 3,097 | 15 |
| White collars | 9,637 | 10 | 16,442 | 16 |
| of which female | 1,808 | 8 | 3,659 | 16 |
| of which male | 7,829 | 11 | 12,783 | 16 |
| Blue collars | 901 | 9 | 1,246 | 11 |
| of which female | - | - | 54 | 54 |
| of which male | 901 | 9 | 1,192 | 10 |

GRI 404-3 Percentage of employees receiving regular performance and career development reviews

| Employees who received a regular performance and career development review, by gender and employee category | 2022 | | 2023 | |
|---|--------|------------|--------|------------|
| | Number | Percentage | Number | Percentage |
| Executives | 16 | 94% | 15 | 88% |
| of which female | 1 | 100% | 1 | 100% |
| of which male | 15 | 94% | 14 | 88% |
| Managers | 112 | 92% | 118 | 94% |
| of which female | 12 | 100% | 14 | 100% |
| of which male | 100 | 91% | 104 | 94% |
| Middle managers | 198 | 90% | 213 | 91% |
| of which female | 23 | 92% | 29 | 97% |
| of which male | 175 | 89% | 184 | 90% |
| White collars | 646 | 70% | 745 | 71% |
| of which female | 166 | 77% | 171 | 72% |
| of which male | 480 | 68% | 574 | 71% |
| Blue collars | 69 | 65% | 71 | 62% |
| of which female | - | 0% | - | 0% |
| of which male | 69 | 65% | 71 | 62% |

Collective bargaining agreements¹

GRI 2-30 Collective bargaining agreements

| Employees (HC) covered by collective bargaining agreements | As of 31st December 2022 | As of 31st December 2023 |
|---|--------------------------|--------------------------|
| Percentage of total employees covered by collective bargaining agreements | 46% | 44% |
| Number of employees covered by collective bargaining agreements | 635 | 680 |
| Total number of employees | 1,386 | 1,534 |

¹ Collective bargaining agreements are in place only in Italy (CCNL Metalmeccanico) and in Germany (Work Council). For employees not covered by collective bargaining agreements, Tenova determines their working conditions and terms of employment following local labor laws.

TRANSPARENCY

GRI 205-2 Communication and training about anti-corruption policies and procedures²

| Governance body members (Board of Directors) that the organization's anti-corruption policies and procedures have been communicated to | 2022 | 2023 |
|--|------|------|
| Number of governance body members that the organization's anticorruption policies and procedures have been communicated to | 5 | 5 |
| Number of governance body members | 5 | 5 |
| Percentage of governance body members that the organization's anticorruption policies and procedures have been communicated to | 100% | 100% |

² Activities managed or sponsored by HQ are included; local initiatives shared only where deemed necessary or appropriate by subsidiaries.

| Governance body members (Board of Directors) that have received training on anti-corruption | 2022 | 2023 |
|---|------|------|
| Number of governance body members that have received training on anti-corruption | 1 | 2 |
| Total number of governance body members | 5 | 5 |
| Percentage of governance body members that have received training on anti-corruption | 20% | 40% |

During 2023 a full renewal of the online course on the Italian Legislative Decree 231/2001 and the Internal Control Model of Tenova S.p.A. has been implemented; all Italian employees have been involved, including Tenova CEO and CHRO (both members of the BoD). The renewal of the Compliance Training Program will continue in 2024 in the remaining subsidiaries.

GRI 308-1 New suppliers that were screened using environmental criteria

GRI 414-1 New suppliers that were screened using social criteria

| New suppliers that were screened using environmental and social criteria | 2022 | 2023 |
|--|-------|-------|
| Number of new suppliers that were screened using environmental and social criteria | 120 | 0 |
| Number of new suppliers | 2,861 | 3,042 |
| % of new suppliers that were screened using environmental and social criteria | 4% | 0% |

| Purchasing volumes from supplier screened using environmental and social criteria | 2022 | 2023 |
|---|-------------|-------------|
| Purchasing volumes from supplier screened using environmental and social criteria [in Euros] | 139,000,000 | 76,369,820 |
| Purchasing volumes [in Euros] | 270,000,000 | 516,998,120 |
| Percentage of purchasing volumes from supplier screened using environmental and social criteria | 51% | 15% |

In 2023 more focus has been devoted to fine tune the questionnaire before the full scale roll-out. The % of purchased volume decreased because no new suppliers have been enquired in 2023 (in 2022 we selected the ones with highest volumes).

4. GRI Content Index

Tenova S.p.A. and its fully consolidated subsidiaries operating within the framework of the Tenova metals business has reported the information cited in this GRI content index for the

period 1st January 2022 – 31st December 2023 with reference to the GRI Standards. The scope of this report does not include TAKRAF and DELKOR companies operating in the mining

business. For more detailed information please refer to the [“About this Report”](#).

| GRI STANDARDS | DISCLOSURE | LOCATION |
|--|--|--|
| General disclosures | | |
| | 2-1 Organizational details | Pg. 5-11 |
| | 2-2 Entities included in the organization's sustainability reporting | Pg. 5 The fully consolidated subsidiaries operating within the framework of the Tenova metals business, as of 31st December 2023, are the following: Tenova S.p.A., Tenova Industrial Technologies (Beijing) Co. Ltd., Tenova Goodfellow Inc., Hyl Hyl Technologies, SA de CV, Loi - Poland Spolka Z.O.O., Tenova Technologies (Tianjin) Co. Ltd., Tenova East Europe L.L.C., MVC (Metallurgical V.C.) S.A., Tenova Inc., Tenova Advanced Technologies Ltd, Tenova South Africa Pty Ltd, Tenova Technologies Pvt Ltd., Loi Thermprocess GmbH, CFS Holding Corp. |
| | 2-3 Reporting period, frequency and contact point | Pg. 5. This report was published in June 2024. |
| | 2-4 Restatements of information | In this Sustainability Report no restatements of information from previous reporting period were made. |
| | 2-5 External assurance | This Sustainability Report has not been externally assured. |
| GRI 2: General Disclosures 2021 | 2-6 Activities, value chain and other business relationships | Pg. 7-11; 61 |
| | 2-7 Employees | Pg. 49; 53; 69-70 |
| | 2-9 Governance structure and composition | Pg. 57-58 |
| | 2-13 Delegation of responsibility for managing impacts | Pg. 57 |
| | 2-22 Statement on sustainable development strategy | Pg. 3 |
| | 2-27 Compliance with laws and regulations | During 2022 and 2023 there were no significant instances of non-compliance with laws and regulation nor related fines. ¹ |
| | 2-28 Membership associations | Pg. 16 |
| | 2-29 Approach to stakeholder engagement | Pg. 16; 66-67 |
| | 2-30 Collective bargaining agreements | Pg. 62; 76 |

¹ Data are referred to the areas of responsibility of Tenova Compliance Committee (as defined in Tenova Compliance Committee Regulation) and the Compliance Department and, in some cases, are limited to Tenova S.p.A.

| Material topics | | |
|--|---|---|
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | Pg. 13; 16 |
| | 3-2 List of material topics | Pg. 13; 64-65 |
| Climate Impact of Tenova's Operations | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 36-37; 40; 43 The information reported is compliant with disclosure 3-3 from GRI 3: Material Topics 2021, except for requirement f. |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | Pg. 38; 69 |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | Pg. 38; 69 |
| | 305-2 Energy indirect (Scope 2) GHG emissions | Pg. 38; 69 |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | Pg. 39 |
| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource | Pg. 43 |
| | 303-3 Water withdrawal | Pg. 43 |
| | 303-4 Water discharge | Pg. 43 |
| | 303-5 Water consumption | Pg. 43 |
| Waste Disposal and Recycling | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 40 The information reported is compliant with disclosure 3-3 from GRI 3: Material Topics 2021, except for requirement f. |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | Pg. 40 |
| | 306-2 Management of significant waste-related impacts | Pg. 40 |
| | 306-3 Waste generated | Pg. 41; 68-69 |
| | 306-4 Waste diverted from disposal | Pg. 41 |
| | 306-5 Waste directed to disposal | Pg. 41 |
| Health & Safety | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 44-46 |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | Pg. 45 |
| | 403-2 Hazard identification, risk assessment, and incident investigation | Pg. 45 |
| | 403-3 Occupational health services | Pg. 45 |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | Pg. 45-46 A formal joint management-worker health and safety committee is not present. |
| | 403-5 Worker training on occupational health and safety | Pg. 45-46 |
| | 403-9 Work-related injuries | Pg. 47 |

| Product Safety & Quality | | |
|--|---|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 54-55 The information reported is compliant with disclosure 3-3 from GRI 3: Material Topics 2021, except for requirements e and f. |
| GRI 416: Customer Health and Safety 2016 | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | Pg. 54-55 During 2022 and 2023 there were no incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services. ¹ |
| Employees Well-Being | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 51-52 The information reported is compliant with disclosure 3-3 from GRI 3: Material Topics 2021, except for requirements e and f. |
| Talent Attraction, Retention & Fostering Job Expertise | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 49-50 The information reported is compliant with disclosure 3-3 from GRI 3: Material Topics 2021, except for requirements b and f. |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | Pg. 73-74 |
| GRI 404: Training and Education 2016 | 404-3 Percentage of employees receiving regular performance and career development reviews | Pg. 75 |
| Employee Benefits & Compensation | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 51 The information reported is compliant with requirements a, c, d of disclosure 3-3 from GRI 3: Material Topics 2021. |
| Employee Training & Development | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 49-50 The information reported is compliant with disclosure 3-3 from GRI 3: Material Topics 2021, except for requirements b and f. |
| GRI 401: Employment 2016 | 404-1 Average hours of training per year per employee | Pg. 74-75 |
| Human Rights | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 62 The information reported is compliant with requirements a, c of disclosure 3-3 from GRI 3: Material Topics 2021. |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | Pg. 62 In 2022 and 2023, there were no substantiated incidents of discrimination. Tenova is deeply committed to fostering a work environment that guarantees equal opportunities, personal development, and equitable pay, irrespective of gender, religion, origin, nationality, age, sexual orientation, or disability. Should any incidents arise in the future, both the HR Team and the Executive Team will respond swiftly and take necessary actions to address the situation. |

| Diversity, Inclusion and Equal Opportunity | | |
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| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 53 The information reported is compliant with requirements a, c, d of disclosure 3-3 from GRI 3: Material Topics 2021. |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | Pg. 53; 58; 71-73 |
| Business Ethics, Anti Corruption & Compliance | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 59 The information reported is compliant with disclosure 3-3 from GRI 3: Material Topics 2021, except for requirement f. |
| GRI 205: Anti-corruption 2016 | 205-2 Communication and training about anti-corruption policies and procedures | Pg. 76-78 The information reported is compliant with requirements a, b, d, e of disclosure 205-2 from GRI 205: Anti-corruption 2021. |
| | 205-3 Confirmed incidents of corruption and actions taken | Pg. 59-60 During 2022 and 2023 there were no confirmed incidents of corruption. ¹ |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Pg. 59-60 During 2022 and 2023 there were no legal actions pending or completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. ¹ |
| GRI 418: Customer Privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | Pg. 60 During 2022 and 2023 there were no substantiated complaints received concerning breaches of customer privacy nor identified leaks, thefts, or losses of customer data. ¹ |
| Sustainable Innovation and R&D | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 28-31 |
| Digital Transformation of Processes | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 33-34 The information reported is compliant with requirements a, c, d of disclosure 3-3 from GRI 3: Material Topics 2021. |
| Transparency & Reporting | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 56-57; 59 The information reported is compliant with disclosure 3-3 from GRI 3: Material Topics 2021, except for requirements e and f. |

¹ Corporate Legal Dept. receives information flows about incidents/claims only when specific conditions are met. Incidents that do not fall under the indicated conditions are managed directly by the involved legal entity or function/department and, in any case according to the power of attorneys and the relevant approval and information flows.

| Responsible Procurement | | |
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| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 61-62 The information reported is compliant with disclosure 3-3 from GRI 3: Material Topics 2021, except for requirements b and e. |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria | Pg. 77 |
| GRI 414: Supplier Social Assessment 2016 | 414-1 New suppliers that were screened using social criteria | Pg. 77 |
| C-level Accountability of ESG Issues | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 18-22 The information reported is compliant with requirements a, c, d of disclosure 3-3 from GRI 3: Material Topics 2021. |
| Energy transition | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 18-22 |
| Energy efficiency technologies | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 23-24 The information reported is compliant with disclosure 3-3 from GRI 3: Material Topics 2021, except for requirement f. |
| Environmental Impact of Products and Services | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 17; 27 The information reported is compliant with requirements a, c, d of disclosure 3-3 from GRI 3: Material Topics 2021. |
| Circular economy | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Pg. 14-15; 25-26 The information reported is compliant with disclosure 3-3 from GRI 3: Material Topics 2021, except for requirement b and f. |