

Targets & Commitments

From ambition to measurable action

ISEO ESG STRATEGY 2026–2030

Pillars and origins of the strategy

From data-driven analysis to the three ESG pillars

HOW WAS ISEO'S STRATEGY DEVELOPED?

The strategy was developed using a data-driven methodological approach, based on:

- analysis of data from the 2024 Sustainability Report and identification of gaps in relation to the CSRD and the ESRS
- sector-specific market benchmarks to strengthen the company's positioning in sustainability
- an analysis of the EcoVadis score to identify strategic levers for improving the rating
- alignment with the expectations of the UN Global Compact commitment and the launch of an SBTi decarbonisation programme

A FIVE-YEAR GROUP STRATEGY

The ESG strategy involves the entire group and focuses on three main pillars:

01 INNOVATE FOR PLANET Innovating products and processes (Planet)

02 EMPOWER OUR PEOPLE Engaging and motivating our people (People)

03 TRANSFORM TOGETHER Engaging suppliers and partners (Governance)

Each pillar comprises structured initiatives designed to deliver progressive benefits over time. The next section focuses on the Operations initiatives and their respective completion years.

The **Sustainable Development Goals** deemed material and to the achievement of which ISEO contributes through the actions and initiatives it implements, with a view to creating shared value, are as follows:



PLANET



PEOPLE



GOVERNANCE

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GOVERNANCE

- 1 **ESG assessment of strategic suppliers (>80% of procurement value)**
2028 target | Baseline: 48%
- 2 **Incorporation of ESG clauses into supply agreements and general terms and conditions (GTCs) aimed at decarbonisation partnerships and partnerships to achieve shared sustainability objectives**
2030 target | Baseline: -
- 3 **SBTi membership**
2027 target | Baseline: -
- 4 **All new product developments and optimisations form part of the circularity approach (LCA)**
2027 target | Baseline: -
- 5 **Extend ISO 27001 certification to all ISEO companies providing cloud services (where not already in place and where necessary)**
2027 target | Baseline: 87.5%
- 6 **Extend ISO 27017 and ISO 27018 certifications to ISO 27001**
2027 target | Baseline: -
- 7 **Obtain 37001 certification at the parent company**
Target 2026 | Baseline: -
- 8 **Extend the 37001 certification criteria to all group companies**
Target - | Baseline: 44%**
- 9 **Membership of the Global Compact Italia network**
Target 2026 | Baseline: -

PEOPLE

- 10 **Extension of the principles and best practices of PDR 125:2022 to all companies**
2028 target | Baseline: -
- 11 **“Zero injuries” across the group (with structured training programmes, audits and site-specific targets for both production and commercial sites)**
Target - | Baseline: -
- 12 **Detailed tracking of accidents, near-misses, [...], days lost by category, metrics and mitigation plans (root cause analysis) [beyond regulatory or certification compliance].**
2027 target | Baseline: 90%**
- 13 **Increase the average number of hours of health, safety and environmental training per employee to 5 hours**
2028 target | Baseline: 1.95 hours
- 14 **Increase the average number of training hours to 15 hours per employee**
2029 target | Baseline: 9.2 hours

PLANET | DECARBONISATION

- 15 **Achieve 70% (tbc) recycled content in products by 2028,**
2028 target | Baseline: 23 %
- 16 **Extend ISO 50001 certification to relevant manufacturing sites (All manufacturing sites maintain energy management systems based on ISO 50001)**
2030 target | Baseline: 59%**
- 17 **Achieve ‘net-zero emissions’ (Reduction in tonnes of CO₂)**
Target by 2050 Baseline: 50,090 t
- 18 **Reducing the energy intensity of our operations by 15%**
2030 target | Baseline: 143 MWh per M€ of revenue
- 19 **Increase in the percentage of electricity generated from renewable sources**
2030 target | Baseline: 327 MWh
- 20 **80 % of purchased electricity comes from renewable sources (extend the purchase of electricity from renewable sources to the Group)**
2030 target | Baseline: 52%
- 21 **Reduction in gas consumption (by replacing gas with electricity)**
2030 target | Baseline: 7,070 MWh
- 22 **Reduction in gas consumption relative to the heated area**
2030 target | Baseline: 7,070 MWh

PLANET | CIRCULARITY

- 23 **Reduce paper and plastic consumption in packaging by 15%**
2030 target | Baseline: 998 tonnes of paper (packaging) | 88 tonnes of plastic
- 24 **Increase the use of recycled paper in packaging**
2028 target | Baseline: 15% recycled
- 25 **Reduction in ferrous material waste as a proportion of total raw materials purchased**
2028 target | Baseline: 7,761 t
- 26 **Reduce the water intensity of our operations by 25%**
2030 target | Baseline: 230 m³/M€ Revenue
- 27 **Reduce waste generation by 15%**
2027 target | Baseline: 1,862 t
- 28 **Gradually improve separate collection and recycling, bringing it up to 50 per cent**
2029 target | Baseline: 2.5%
- 29 **A fleet consisting solely of fully electric or hybrid vehicles**
2030 target | Baseline: 34 % of the total

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