## Building a more sustainable future





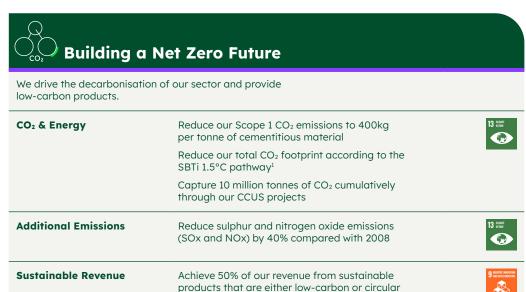
## Building a more sustainable future

The world needs smart, sustainable, and resilient infrastructure, buildings, and public spaces. Challenges like climate change and resource limitations mean that the production and use of heavy building materials must evolve. At Heidelberg Materials, we are transforming our business to address these challenges, and are placing sustainability at the core of what we do.

## **Our Sustainability Commitments 2030**

The United Nations Sustainable Development Goals (SDGs) shape our strategy and sustainability commitments. Our Sustainability Commitments 2030 support our vision to build a more sustainable future that is **net zero**, **safe and inclusive**, **nature positive**, and **circular and resilient**.

## Our 2030 sustainability strategy and programmes are focused on four key building blocks:



We place the health and wellboand suppliers at the core of ou	eing of employees, communities, ir business operations.	
Diversity, Equity & Inclusion	Ensure that 25% of leadership positions are filled by women	5 conservation of the construction of the cons
Occupational Health & Safety	Achieve zero fatalities and reduce lost time injury frequency rate (LTIFR) by 50% compared with 2020	8 OCCUST WORK AND CONTRACT OF
Community Engagement	100% of our sites have community engagement plans All employees are offered one day per year of paid leave for voluntary community work	8 DECENT MORE AND COMMITTEE COMMITTE
Sustainable Suppliers	80% of critical supplier spend confirmed with a green ESG rating	8 DECENT WORK AN





Scope 1: -24% per tonne of cementitious material

Scope 2: -65% per tonne of cementitious material

Scope 3: -25% in absolute emissions from purchased cement and clinker

<sup>&</sup>lt;sup>1</sup> SBTi business ambition for 1.5°C; CO<sub>2</sub> reductions vs baseline (2020):