



BUILDING TODAY, CARING FOR TOMORROW

2025

SUSTAINABILITY ROAD MAP



BUILDING TODAY, CARING FOR TOMORROW

There is no Planet B, no Life B, and no Option B.

“At AMA, we believe that true care goes beyond profitability—it’s about responsibility. We care for the environment, both local and global; for our people and communities; and for the financial wellbeing of our company and team.

Every action matters. Whether it’s a simple smile or a major investment, each step has the power to make a difference.

We know we’re not perfect, but we’re committed to learning, growing and facing challenges with openness. Our transformation journey is a reflection of that commitment—to act with care, in the most honest and meaningful way possible.”

Arnaud Tronche, Vice President, AMA Europe & UK



A CLEAR ROADMAP TO DELIVER CHANGE

Change begins with belief, and is sustained through action.

At AMA, our leadership is deeply committed to the belief that the three pillars of sustainability; planet, people, and profit are not optional, but essential. They are the foundation for our future, our stakeholders, and the generations to come.

We've chosen a sustainable path, guided by clear goals and grounded in straightforward, measurable actions.



1

People

We invest in the wellbeing, growth and empowerment of our team and communities

2

Planet

We act with care and urgency to protect and preserve our environment for future generations

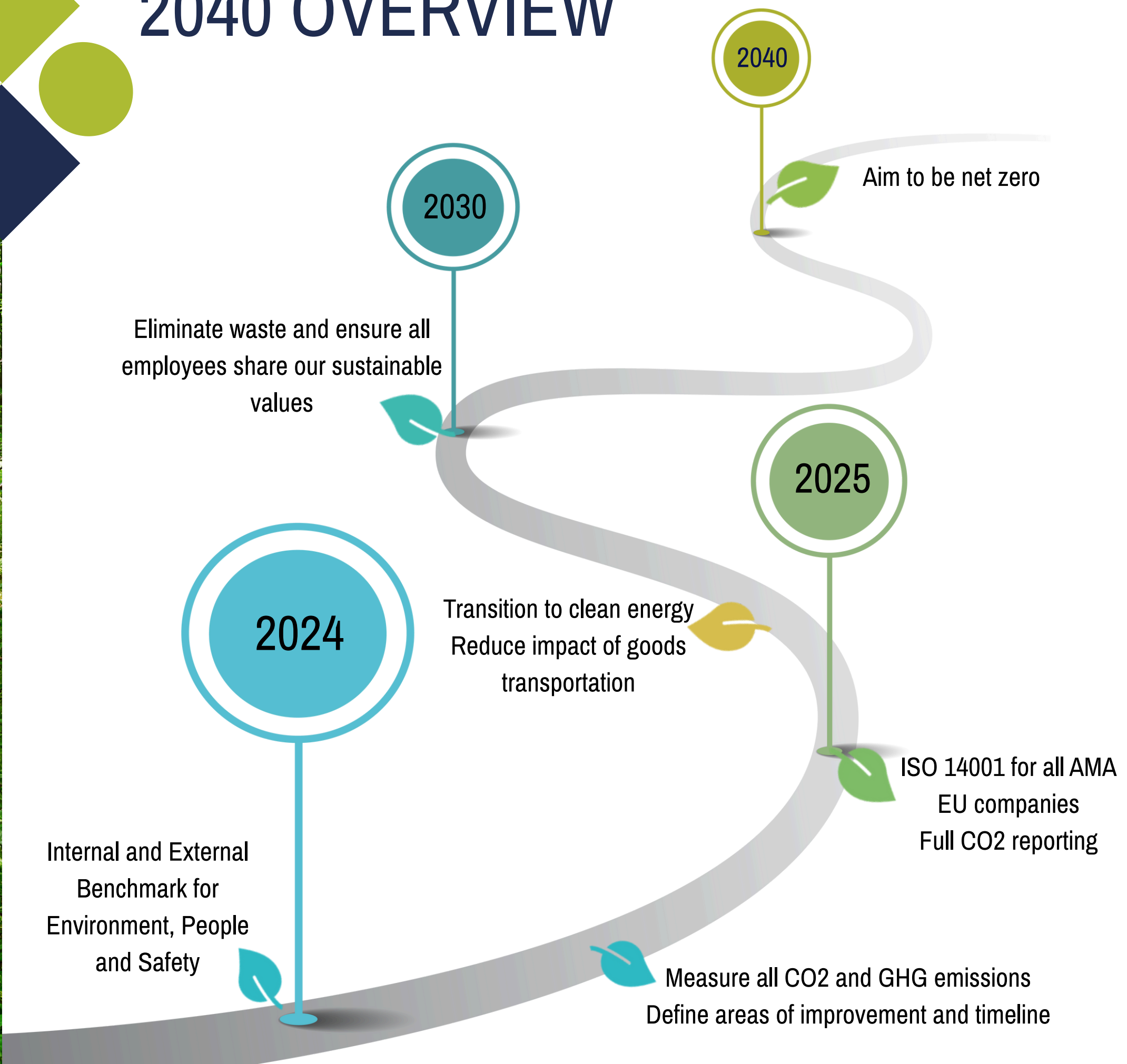
3

Profit

We build a resilient, responsible business that delivers long-term value



2040 OVERVIEW



PLANET ROADMAP & AIM

- ➔ Redesign goods transportation to cut CO₂ emissions by 15% annually, targeting net zero by 2040
- ➔ Reduce energy consumption by 30% within five years, maintaining consistent operational activity
- ➔ Transition to 100% renewable energy by 2030
- ➔ Implement initiatives to support a significant reduction in employees' commuting-related CO₂ emissions
- ➔ Build a supply chain aligned with our sustainability objectives and values



PLANET

2024 ACHIEVEMENTS

1

INVESTING IN LOW ENERGY CONSUMPTION TOOLS

2

RECYCLING

1

Deployment of LED lighting across all facilities (SCAF, SCAD, Gould)

Investment in energy efficient compressors saving 30% electricity (Gould)

Reduce use of air ventilation system and office temperature (-1C in winter and +1C in summer) – All sites

Calculate CO2 emissions by scope and develop a specific plan for each site (available on request)

Developing use of trains versus planes where possible (all sites)

Adopting electric vehicles for senior management (50% of the vehicles)

Select suppliers based on their sustainability approach

2

Signing contracts with waste management companies which recycle 98% of the waste (Gould)

Introducing waste separation bins (SCAF, SCAD)

PEOPLE ROADMAP & AIM



Ensure every employee is empowered with the tools, support, and clear goals needed to succeed and take ownership.



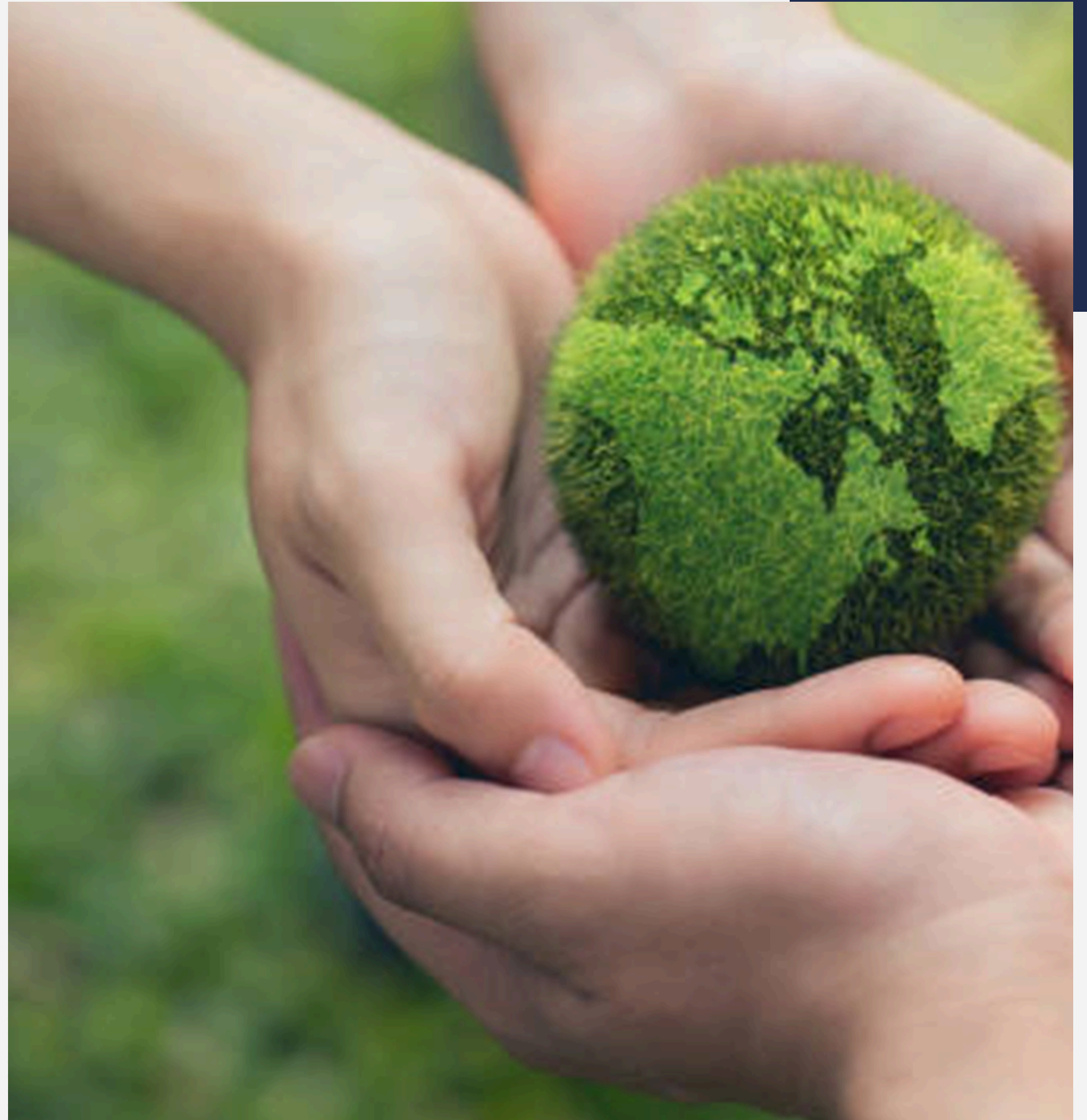
Care for our employees and their families with dedicated support and assistance programs



Provide an Employee Assistance Programme which offers confidential support for employees and families



Foster a culture rooted in diversity and inclusion, where every voice is valued and respected



PEOPLE

2024 ACHIEVEMENTS

1 SUPPORTING OUR EMPLOYEES WELLBEING OUTSIDE OF WORK

2 ENSURING EMPLOYEE SAFETY AT WORK

3 EMPOWERING & DEVELOPING EMPLOYEES

1

Implementation of a free service for all employees and families to address mental, health and financial issues

Review of working pattern switching to 4.5 days or 4 days per week (Gould)

2

Complete review of all Health & Safety rules (all sites)

Ensure all employees and anyone working or visiting on site is trained appropriately (all sites)

Web based HSE tool for better monitoring and delivering actions (Gould)

3

Review and grid driven pay structure for transparency (all sites)

Ensure each job, function is clearly defined with associated KPI's (all sites)

Delivering training to all employees (calculate hours of training)

PROFIT ROADMAP & AIM



Ensure sustainable business growth that provides long-term stability for our employees



Ensure that growth is environmentally responsible and contributes to a safe, sustainable future



Ensure full compliance with all applicable legislation at all times



PROFIT

2024 ACHIEVEMENTS

1 STRONG GOVERNANCE

Develop and clearly communicate our vision and objectives to all employees and stakeholders (all sites)

Adopt a light governance structure for efficiency in decision making (all sites)

2 ENSURE A STRONG FINANCIAL PERFORMANCE FOR A LONG, HEALTHY LIFE OF THE BUSINESS AND ITS EMPLOYEES

Comprehensive strategy to drive profitability at every location while maintaining employee stability

Implement strong processes to ensure investments and developments are sustainable and will yield long term return on investment

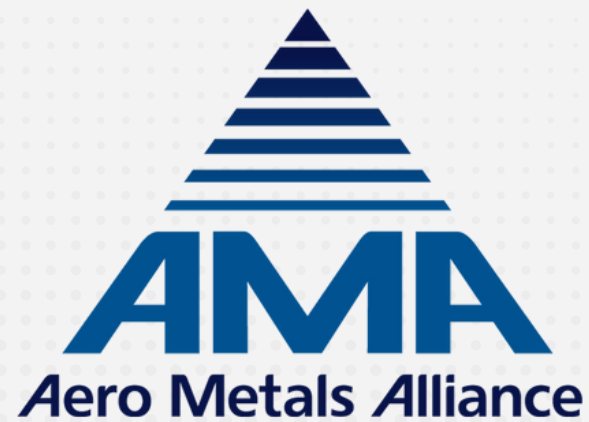
3 UNDERSTAND AND TAKE INTO CONSIDERATION ALL LEGAL REQUIREMENT TO ENSURE BUSINESS SUSTAINABILITY

Work collaboratively with external experts to assess processes and stay aligned with rapidly changing regulations.

Implement processes and tools for all companies to communicate, benchmark and learn from their peers



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TOGETHER WE ARE STRONGER



*"The way to get started is to
quit talking and begin doing"*

Walt Disney