

Plan's Targets

Pillar	Quantitative targets	Base value (2019)	2020	2021	Target year
Environment	Carbon Neutral by 2025 (Scope 1+2)	2,612.6 tCO ₂ eq	1,579.9 tCO ₂ eq	1,816.1 tCO₂eq	2025
	Emissions reduction (Scope 1+2) of 10% vs. 2020 ¹	-	23,497.2 tCO ₂ eq	23,034.6 tCO₂eq (-2.0%)	2023
	EE consumption reduction of 10% vs. 2020 values ²	-	84,852.1 MWh	82,108.3 MWh³ (-3.2%)	2023
	Invest over 100 million Euro in investments in more energy efficient systems and equipment	Euro 8.3 mln	Euro 36.9 mln cum 45.2 mln	Euro 57.7 mln Cum. 102.9 mln	2023 ✓ (cumulative)
	100% of energy from renewable sources	98.1%	100.0%	100.0%	2021 ✓
	Maintain the recycling level of waste produced over 99% ⁴	99.3%	99.1%	99.0%	2021 ✓
	Executive cars 100% hybrid/electric	8.7%	39.1%	39.1%	2023
Social Concerns	35% of less-well represented gender in managerial positions ⁵	27.9%	30.8%	36.3%	2023 ✓
	Performance Share Plan for Managers	-	-	100.0%	2021 ✓
	Involvement of all staff (100% employees) in employee satisfaction surveys	-	55.0%	100.0%	2021 ✓
	Configuration of a structural model of agile work for at least 45% of employees	5.0%	45.0% ⁶	45.0%⁶	2021 ✓
	Improvement of the coverage of Rai thematic MUX for over 1000 Italian municipalities	150 municipalities	750 municipalities	1100 municipalities	2021 ✓
Governance	Involve 80% of registered suppliers ⁷ in ESG issue engagement initiatives	-	10.0%	53.6%	2023
	Adopt an LTI plan with 20% of objectives ESG related	-	-	20.0%	2021 ✓
Innovation	Invest approx. 200 million Euro in technological development and digital transformation projects	Euro 11.0 mln	Euro 39.5 mln Cum. 50.6 mln	Euro 64.9 mln Cum. 115.6 mln	2023 (cumulative)
	Involve all employees (100%) in digital skills training initiatives	-	45.0%	96.0%	2023

Notes

1 Expressed according to Location Based methodology and equal activities/services.

2 For the same activities/services.

3 The figure excludes the increase in consumption related to the new Head End Room, which amounted to 38.4 MWh

4 Compared to total waste generated excluding septic sewerage (non-recyclable).

5 With reference to gender workforce.

6 In the pandemic emergency context

7 Except for professional firms and similar types of legal entities.