

Sustainable today, securing tomorrow

CESI GROUP'S SUSTAINABILITY POLICY



CESI

Inspired with innovation

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A pledge to power a sustainable tomorrow



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A Letter to Our Stakeholders




Dear Stakeholders,

The UN World Commission on Environment and Development described sustainable development as “meeting the needs of the present generation without compromising those of future generations.” This encompasses more than just environmental concerns. It represents a broader vision that aims to ensure that the benefits of progress and economic growth are shared by all, emphasizing social justice, equal opportunity, and inclusion.

At CESI, we regard this not merely as an opportunity but as a profound commitment. Building strong relationships with you, our stakeholders, and fostering collaboration is crucial to this mission. Together, we can shape a more sustainable future.

The decisions we make today in our industry have enduring implications, affecting lives and our planet for generations. For us at CESI, sustainability is fundamental to a prosperous future. We are committed to managing our resources wisely, minimizing our environmental footprint, and enhancing the lives of those in the communities where we operate. This commitment is embodied in our “Sustainability Policy” contained within this document.

Moreover, we are proud to be a member of the United Nations Global Compact and adhere to its Manifesto, aligning our strategies and operations with universal principles on sustainability and ethical practices. The identity of CESI is rooted in a set of values that we



have consistently pursued and protected. Over the years, these values have enabled us to strengthen our corporate culture and focus on sustainable growth for responsible, long-term development that serves the interests of all stakeholders.

It is essential for us to uphold the highest standards of governance and transparency, recognizing that strong governance is fundamental to building trust and ensuring the long-term success of our Group. We continuously innovate and adapt to meet the evolving needs of our clients and our industry. Your involvement in these commitments amplifies the impact of every project and initiative we undertake.

We believe in sustainable growth fostered by the exchange of ideas, knowledge, and human relationships. Health, safety, and well-being are our top priorities, and we place the unique value of each individual at the heart of our ecosystem's inclusive development.

In closing, we invite each of you, our valued stakeholders, to partner with us on this journey. Our pledge is to work collaboratively with all of you towards a sustainable future, guided by the principles we have outlined. Your unwavering support and shared dedication are key to building a future where progress harmonizes with planetary well-being.

Together, let us lead the way and create a lasting legacy for future generations.

Guido Bortoni

Chairman

Nicola Melchiotti

Chief Executive Officer



Who is our policy for?

Our Sustainability Policy aims to communicate clearly, both within the Company and to its stakeholders, the fundamental principles guiding our corporate and business activities.

All companies in the Group and stakeholders are recipients of the Sustainability Policy and are called upon to respect and implement the principles outlined here in all their activities.

To strengthen awareness and consolidate the spread of sustainable action, this Policy will be accessible through corporate communication channels, including the company website and intranet, under the "Sustainability" section.







Goals and Principles

The mission of CESI Group is to contribute to building a brighter energy future for all, grounded on steadfast principles of sustainability.

Our Sustainability Policy not only outlines the Group's approach but emphasizes that purposeful, stable, and enduring growth must be pursued in harmony with core values such as impartiality, honesty, integrity, respect for individuals, diligence, and environmental stewardship. This commitment extends beyond mere environmental sustainability to encompass a profound sense of social responsibility. We acknowledge that our growth must be paired with an unwavering commitment to the communities in which we operate, the promotion of diversity and inclusion, the establishment of safe and equitable wor-



king conditions for our employees and collaborators, and a focus on customer satisfaction. These values are the lifeblood of our Group's ethical and sustainable commitment, permeating its management and guiding corporate decisions.

Furthermore, our Sustainability Policy signifies a tangible and transparent commitment to the adoption of sustainable behaviors and actions, aligned with pivotal ESG (Environmental, Social, Governance) principles, reaffirming our responsibility and consistency in fostering a positive impact on the most crucial environmental, social, and economic matters.

The Sustainability Policy has been crafted in harmony with the Ethical Code, the Organizational,

Management, and Control Model as per Legislative Decree no. 231/01, Anti-corruption Guidelines, the Health and Safety Policy, the Environment and Quality Policy, as well as the best practices in corporate sustainability. This encompasses ethical conduct in investments, sustainable procurement, diversity and inclusion, and stakeholder engagement.

The CESI Group' Sustainability Policy unfolds through specific short, medium, and long-term objectives, intended to make our path to sustainable progress both transparent and verifiable. Every year, these goals are reviewed in a dynamic process aligned with strategic guidelines, achievements made, and best practices, always aiming to further integrate sustainability throughout our entire value chain.



Guidelines for our actions

C ESI's Sustainability Policy is structured around four major areas identified as priorities for the Group:



**Respect for
the environment**



**People: The Heart
of Sustainability**



**Ethical and
responsible business**



**Sustainable services
and solutions**

These are the pillars of CESI's Sustainability Plan, a three-year document outlining the Group's crucial strategic directions in terms of sustainability. These commitments come to life through the implementation of projects and initiatives that focus on the United Nations' Sustainable Development Goals (SDGs), shared social, economic, and environmental goals defined by the UN in the 2030 Agenda.

In line with the priorities set out in its Sustainability Plan, the Group has identified some of the 2030 Agenda's goals as a guide to shape its business model towards responsible and sustainable development.



Respect for the Environment

GOAL:

“Manage environmental resources responsibly and minimize negative impacts on the environment.”

Connected SDGs:



GOAL 7

Ensure access for all to affordable, reliable, sustainable, and modern energy systems



GOAL 12


Ensure sustainable patterns of production and consumption



GOAL 13

Take action at all levels to combat climate change





Key elements in the design, operation, and development of our activities include safeguarding our natural heritage and biodiversity, combating climate change, and contributing to sustainable economic development. In the context of an energy transition, mitigating the impacts of climate change also requires special attention to social implications and principles of inclusion and equity. In this regard, we work tirelessly each day to achieve these goals for the benefit of current and future generations.

Our environmental strategy is further strengthened by a circular approach, aimed at reducing the consumption of non-renewable resources while simultaneously increasing the value of those already used, pursuing sustainability through innovative solutions.

In this vein, CESI aims to:



Amplify efforts to reduce energy consumption and greenhouse gas emissions through more responsible management of environmental resources and the implementation of energy efficiency policies and initiatives.



Promote reuse, recycling, and circular economy practices, heightening awareness of the integrated use of resources throughout the value chain.



Raise awareness among Group members about the global phenomenon of climate change and the responsible use of materials and resources, both within and outside the company, through communication campaigns on environmental and sustainability topics, promoting responsible behaviors, and encouraging sustainable mobility.

People: The Heart of Sustainability

GOAL:

“Promote the well-being, health, and development of individuals and society.”

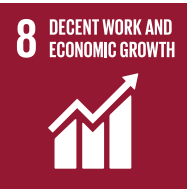
Connected SDGs:



GOAL 3
Ensure healthy lives and promote well-being for all at all ages



GOAL 5
Achieve gender equality and empower all women and girls



GOAL 8
Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all



GOAL 10
Reduce inequality within and among nations



The CESI Group places an ever-increasing emphasis on the well-being and development of its most valuable assets: its people. This commitment is reflected in our focus on creating an inclusive work environment that fosters engagement and values the innovative potential of each individual. From this standpoint, we actively support gender equality and champion an approach that recognizes and respects the cultural and generational diversities present within the company, contributing to a global sustainability model.

We recognize that the true drivers of growth and innovation lie in diverse thinking and openness to multiple perspectives. For this reason, the CESI Group invests in education by offering varied learning opportunities that contribute to both individual and collective growth. We strongly believe that a diverse and inclusive team is essential to face future challenges and build an even more harmonious and productive work environment, aligned with the principles of sustainability.

With this in mind, CESI commits to:



Enhance employee well-being and spread a culture of well-being throughout the different facets of the company.



Develop the skills of our people and foster their personal and professional growth within the corporate context, investing in training and continuous improvement.



Protect the health and safety of our employees, promote awareness campaigns, and consistently improve our safety standards in the workplace through the implementation of pro-

cedures supported by the adoption of certified Safety Management Systems in line with recognized standards.



Encourage an inclusive and transparent environment, condemning any form of discrimination and upholding principles of diversity, inclusion, and equal opportunity.



Support the development of local communities and territories, including through volunteering activities and charitable contributions to entities and associations working in the social sphere.





Ethical and Responsible Business

GOAL:

“Adopt an increasingly responsible and sustainable business management.”



GOAL 10

Reduce Inequalities within and among Nations



GOAL 16

Peace, Justice, and Strong Institutions

The Group, through its operations, pursues its economic and continuous growth objectives, adhering to the fundamental principles outlined in the Ethical Code, with respect to all players in the value chain. The relationships we foster with stakeholders lie at the heart of our commitment to realize an energy transition that is keenly attuned to sustainability objectives, paying particular attention to those most vulnerable during the shift towards a decarbonized economy. In this light, we champion projects and activities at a local level alongside the communities involved in the transition.

On our path to sustainability, we actively engage our suppliers, viewing them as a crucial piece in achieving our goals. Loyalty, transparency, and collaboration are paramount in our procurement processes. We ask our suppliers not only to ensure high-quality standards but to always uphold human rights and minimize the environmental impacts of their operations as much as possible.

Here's how our commitment is manifested:



We ensure the effective realization of planned ESG initiatives and the integration of the current Risk Assessment with risks associated with sustainability.



We prevent wrongdoing by ensuring that the principles of the Ethical Code and Anti-corruption Guidelines are respected by all participants along the value chain. Specifically, for the Italian entities of the Group, we adopt the Organizational, Management, and Control Model as per Legislative Decree no. 231/01. With a focus on continuous improvement, CESI is also committed to maintaining the certification of the Corruption Prevention Management System, in accordance with the international standard ISO 37001:2016.



We raise supplier awareness on sustainability issues, further integrating ethical, environmental, and social criteria into their selection and evaluation process.

Sustainable Services and Solutions

GOAL:

“Develop sustainable services and solutions, aiding our clients in their energy transition.”

Connected SDGs:

7 AFFORDABLE AND
CLEAN ENERGY



GOAL 7

Ensure access for all to affordable, reliable, sustainable, and modern energy systems

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



GOAL 9

Build resilient infrastructure, promote innovation, and foster equitable, responsible, and sustainable industrialization

11 SUSTAINABLE CITIES
AND COMMUNITIES



GOAL 11

Make cities and human settlements inclusive, safe, resilient, and sustainable

13 CLIMATE
ACTION



GOAL 13

Advocate actions at all levels to combat climate change

Drawing upon years of experience, CESI offers its clients a diversified portfolio of services, from testing, inspection, and certification to specialized engineering and consulting services, harnessing the expertise and know-how of our professionals. We also ardently champion a culture of innovation that continually informs our approach.

Such dedication enables us to evolve over the long term, ensuring persistent progress and adaptability. We're committed to finding innovative solutions that emphasize environmental stewardship and foster a more inclusive social landscape. For years, we've been diligently refining our operations to align with a circular economy model. We recognize that the energy transition is inextricably linked to digitization and cybersecurity. In this realm, we're proactively involved in advancing top-tier solutions and fortifying our verification processes. The aim is to preempt potential cyber threats by adopting strategies such as Ethical Hacking and Vulnerability Assessment.

Here's how CESI's commitment to its clients takes shape:



Tailored Solutions: We back our clients by offering bespoke solutions, both traditional and cutting-edge, tailored to their unique needs. This aids them in becoming increasingly sustainable and efficient. We guide them towards circular business models, embedding sustainability into their strategies, ensuring ongoing value creation, and contributing to a more inclusive and interconnected world.



Supreme Quality and Safety: We vouch for the unmatched quality of our services and solutions, without compromising the high safety standards of the projects we undertake. We pay close attention to environmental and social impacts in all our ventures, striking a balance between quality, safety, and social responsibility.



Customer-Centric Approach: Our clients' satisfaction is at the heart of our efforts. We adopt a gold-standard, customer-centric strategy, aiming to foster long-lasting, positive relationships with our patrons. Their appreciation and trust are pivotal indicators of our success and guide our unyielding dedication to exceed expectations.



Our sustainability governance

CESI's organizational and corporate governance model is instrumental in ensuring sustainability is woven into our business processes. This model guarantees that sustainability issues are at the heart of all our decision-making processes. This integration is achieved by assigning specific tasks and responsibilities to the primary governing bodies of our Group. Our governance structure draws inspiration from best international practices, focusing on independence, transparency, inclusiveness, and accountability. These principles infuse various processes, both strategic and operational, across all levels of the company. In doing so, we ensure efficient and effective management of our operations, perfectly aligned with our corporate mission and in adherence to our values.



Board of Directors

The Board of Directors (often abbreviated as “BoD”) is responsible for the approval and revisions of this Policy. The Policy is updated periodically to reflect regulatory requirements, business strategies, or when internal (e.g., business processes, organizational changes, shifts in the materiality matrix) and external contexts (e.g., sustainability landscape, significant sectoral changes within the Group) necessitate it. Should there be a need to make non-substantial changes, this Policy can be amended directly by the Chief Executive Officer (CEO) of CESI, who must then inform the BoD at its next scheduled meeting.

Chief Executive Officer

The Chief Executive Officer (often abbreviated as “CEO”) approves the Group's Sustainability Plan and is responsible for its execution.

Group Sustainability Affairs Function

The Group Sustainability Affairs Function ensures that the initiatives and objectives outlined in the Sustainability Plan align with the principles contained within the Sustainability Policy. It also periodically evaluates any proposed additions, changes, and updates to the Plan.



