



SESA GROUP ENVIRONMENTAL POLICY

The Environmental Policy of the Sesa Group (hereinafter “Group” or “Sesa”), closely linked to ESG objectives, involves all Human Resources and the related internal functions and is reflected externally on relations with the several stakeholders and on Corporate Social Responsibility.

Sesa invests and believes in sustainability as a strategic approach to business and a way of interacting with its stakeholders, as reflected in its mission statement: *“Guiding the technological and digital innovation for the sustainable growth of businesses and organisations”*.

Sesa invests in sustainability and environmental protection through programs of responsible management of natural resources and development of the offer of digital services and technologies enabling energy efficiency and production from renewable sources, in the belief that the future growth of businesses and organizations is increasingly based on digital transformation and sustainability. Sesa undertakes to promote, as part of its activities, the rational use of resources and the offer of innovative solutions to ensure continuous energy savings.

Sesa aims at the continuous improvement of its Environmental Management System performance and, in general, of its ESG performance with the preliminary assessment of the environmental impacts connected to the company processes, the internal and external verification Procedure and the management review. For the implementation of its Policy, Sesa has adopted an Environmental Management System compliant with the UNI ISO 14001:2015 standard.

The Management, considering environment protection and safeguarding as an essential target to be achieved and constantly improved, defines the following principles of the environmental policy:

- ✓ ensure compliance with legal requirements and other requirements regarding the environmental aspects of the Company;
- ✓ ensure full cooperation with local communities and competent bodies, with complete information and external communication transparency;
- ✓ promote a sense of responsibility towards the environment protection;
- ✓ minimize the environmental impact of commuting and business travel, with the progressive adoption of vehicles with a reduced environmental impact and the use of collaboration tools to reduce travel between offices;
- ✓ track the Group activities environmental impacts through in-depth analyzes of natural resources needs, relevant environmental scenarios, use of equipment and dangerous substances;
- ✓ involve collaborators and the supply chain by sharing the same environmental protection criteria defined in this policy.

To pursue the principles described above, the Company Management undertakes to:

- ✓ take advantage of internal and/or external specialist advice, to periodically monitor the laws and regulations application, periodically integrating the procedures to limit the risks of adverse events and complaints/sanctions by the appointed bodies;
- ✓ periodically examine the Environmental Management System (procedures, instructions, etc.), reviewing it following new legislative obligations with the aim of providing to employees constantly updated information and control tools aimed at preventing any negative impacts
- ✓ promote environment information and training of human resources in relation to their activities and this policy, with the aim of involving them in the environment prevention and protection.



- ✓ improve waste management activities, favouring recovery and/or recycling rather than disposal;
- ✓ equip the offices with adequate audio-videoconferencing systems that ensure efficient and effective communications;
- ✓ effectively use the natural resources necessary for production processes such as energy and water, promoting activities to reduce consumption;
- ✓ involve collaborators and the supply chain by stimulating them to correctly manage the ESG aspects, organizing periodic meetings to identify the significant and potentially impactful aspects as well as the actions/tools aimed at preventing or limiting them, periodically verifying their implementation and analysing the results with them.

The management undertakes to constantly verify environmental management, through internal audits in compliance with the applicable legislation and the UNI ISO 14001:2015 standard, ensuring that it is always appropriate with respect to the work activities carried out by the company.

Every year, during the Management Review, this policy and the entire system will be reviewed to verify its effectiveness and the need for any updates, the objectives and programs for the following year will be defined, which will be communicated to company personnel.

Empoli (FI) - April 30, 2024

Sesa S.p.A.
The Chief Executive Officer
Alessandro Fabbroni

The commitments, principles and ESG targets listed above are communicated to the staff, suppliers and interested stakeholders. A copy of the Policy is also published on the company website.