

SUSTAINABILITY POLICY

Social, environmental and ethical issues within the company's operations and commercial strategies play and will play an increasingly central role in the future.

On 5 January 2023, the **Corporate Sustainability Reporting Directive** (CSRD) came into force, replacing the 2014 Non-Financial Reporting Directive (NFRD). The text of the **new Directive 2022/2464** was published on 16 December 2022 in the Official Journal of the European Union following its approval by the European Council on 28 November 2022.

The **CSRD** (Corporate Sustainability Reporting Directive), a directive relating to corporate sustainability reporting, was introduced to meet the requirements and objectives of the so-called "**2030 Agenda**", an action program drawn up by the UN that aims to **protect the planet, people and therefore prosperity**, aimed at achieving **17 goals** oriented towards sustainable development in the environmental, economic and social fields.

The 17 proposed goals are an important goal to be achieved to **ensure a better future**, both from an ethical point of view and from the point of view of respect for the Earth and the environment.

The 17 objectives are as follows:

- 1. Eradicating poverty once and for all**
- 2. Zero hunger goal**
- 3. Guaranteeing everyone the right to health**
- 4. Guaranteeing the right to education for all**
- 5. Achieving gender equality**
- 6. Ensuring access to a source of drinking water for all**
- 7. Producing clean and sustainable energy**
- 8. Making economic growth sustainable**
- 9. Industrialization, infrastructure and innovation**
- 10. Reducing inequalities between rich and poor countries**
- 11. Cities and communities must become safer, more sustainable and inclusive**
- 12. Introducing responsible production and consumption models**
- 13. Taking action to combat climate change**
- 14. Protecting marine life**
- 15. Protecting life on land**
- 16. Ensuring peace and justice**
- 17. Encourage international collaboration to achieve the different objectives**

Companies can also contribute to the achievement of these objectives through the approval, dissemination and pursuit of a Sustainability Policy, which is divided into the following three areas defined by the acronym **ESG**:

- Environmental
- Social
- Governance

Environmental factors concern the need to promote less energy-intensive production processes with less impact on the environment.

Social **sustainability** factors refer to labour relations, inclusion, community well-being and respect for human rights.

Finally, **corporate governance** factors concern compliance with diversity policies in the composition of corporate management bodies, the presence of independent directors or the methods of remuneration of executives, elements that play a central role in ensuring that social and environmental aspects are considered in the decisions of companies and organizations.

Environmental, social and corporate governance factors are those factors that qualify an activity as sustainable.

INDUSTRIE GENERALI S.P.A., today more than ever has decided to undertake a socially responsible entrepreneurial style, convinced that, if pursued consistently and continuously over time, it represents the correct way to obtain **benefits for the company, for stakeholders and for the environment** that surrounds us.

Consequently, the company's choices will take into account current legislation, competitive choices, the value system promoted and the needs of the various stakeholders involved, trying to achieve a balance that can bring concrete benefits to everyone.

Our company believes in a project aimed at environmental and social sustainability, and aims to perpetuate and expand it in the years to come: for this reason **we will strive every day**, trying to integrate sustainability within our business system, in order to develop principles aimed at safeguarding the environment and people even within the company.

To this end, a third-party report on the state of the art of our organization in terms of sustainability was requested. It was possible to identify the overall score of the company, for each of the **ESG (Environment, Social, Governance) macro-themes**, an initiative that aspires to obtain a Sustainability Management System and a standard for the disclosure of its sustainability initiatives.

As ESG has become a priority for both investors and companies, its score aspires to rank organizations based on their efforts in these areas.

From the result obtained, which attests to an already present attention to sustainability issues, we confirm the will and commitment to **pursue a virtuous path** that leads us to achieve increasingly satisfactory results, with a view to **continuous improvement** and **growing awareness of the issues of the environment, social ethics and transparency**.

In addition to our commitment, the collaboration of all collaborators is necessary, so that this policy is shared, supported and disseminated **by all of us**, if we really care about **our future, the future of our children, the future of the Earth**.

Place and date __Vanzaghello 01/10/24_____

Signature of the Legal Representative

