

## SUSTAINABILITY POLICY

The MAIRE Group (“**the Group**”) is committed to acting responsibly in all its activities and in every place in which it operates, demonstrating respect and attention towards the environment and all stakeholders, such as shareholders, employees and collaborators, technological and financial partners, suppliers, customers, the academic and research world, representatives of civil society and local communities of the geographies in which it operates. In this regard, the Group aims to spread a culture of sustainability through the development of a sustainability strategy, the definition of declarations of commitment and the implementation of various activities and initiatives, which aim to protect human rights, ensure the correct management of human resources, the training and well-being of people, guarantee respect for the environment and the promotion of practices and solutions aimed at generating sustainable development and promoting initiatives aimed at generating value, economic, social and cultural growth, in the communities in which it operates.

To date, the Group's best skills and technologies are dedicated to supporting the energy transition, as part of the commitment to minimize the environmental footprint and to develop new forms of energy, chemical products and materials according to the new circular economy paradigm and low carbon content, thanks to the use of renewable and circular raw materials and the principle of reducing the environmental footprint.

As our business has expanded, our role as corporate citizens has become more complex and comes with greater responsibilities. As a technological and innovation player and technology-driven general contractor leading large industrial plants contracts, our business model is based on highly specialized know-how and creates significant impacts on the supply chain, allowing us to play an active role in the development of the territories in which we operate. Globally, the Group generates value in different ways through its projects, in a wide range of social and economic contexts.

In the outlined scenario, the Group is committed to transmitting the culture of sustainability throughout the entire value chain. Sustainability plays a central role in the Group's strategy. As part of the Group's commitment to managing business ethically and sustainably, both inside and outside the organisation, the Group aligns its actions to the most rigorous respect for corporate values in terms of legality, transparency, equity, commitment to the customer, innovation, flexibility, knowledge management, respect for the individual, equal opportunities, health and safety in the workplace, sustainable development and responsibility towards the community.

Consequently, the Group believes that, to create a culture of sustainability, a corporate culture that promotes responsible business practices in line with the directives of the Global Compact promoted by the United Nations (of which the Group has been an active member since 2011, renewing regularly its commitment to respect the Ten Principles) is pivotal. The implementation of a Sustainability Plan closely linked to the business strategy, based on stakeholder involvement, with specific commitments and objectives connected to the sustainable development goals, and with solid and transparent reporting, can guide the Group's commitment and allow it to focus on its environmental, social and governance targets.

This Policy incorporates the principles and values of the Code of Ethics, the Policies on Human Rights and Human Resources, and the Policy on Diversity, Equity and Inclusion adopted by the Maire Group and which define its identity and culture.

## **Governance of Sustainability**

Starting from Governance, the Group's commitment to sustainability involves the entire organization, integrating responsibilities, risks and control processes related to sustainability into the current corporate structure.

The "Board of Directors" defines the strategies of the Company and the Group also based on the issues relevant to the generation of sustainable value in the long term. Diversity criteria, including gender ones, are applied in the composition of the corporate bodies.

The Group's "Control Risk and Sustainability Committee" has the task of supporting the Board of Directors in assessing all sustainability risks related to the Group's long-term activities.

The "Internal Sustainability Committee" is a strategic consultancy body of the Group responsible for contributing to the drafting of policies for the sustainable management of the business, guidelines and targets, proposing related development programs, monitoring sustainability performance and analyzing interactions with stakeholders.

The Group Sustainability and Corporate Advocacy function ensures the development of the sustainability strategy in line with the Group's industrial plan, the implementation of the Sustainability Plan and the initiatives contemplated therein, the involvement of stakeholders and the internal and external information on the activities related to the implementation of the plan.

The Sustainability Reporting function is responsible for preparing the Group's Sustainability Report and supervises the planning and monitoring of activities that have an impact on sustainability, in agreement with the competent corporate functions.

## **Environmental protection and health and safety culture**

During the performance of its activities, the Group is committed to protecting the environment and limiting its impact on it, constantly improving environmental performance and promoting actions and initiatives aimed at creating a proactive and regenerative drive, such as for example the development of technologies capable of enabling its customers to achieve circularity and energy transition, the commitment in terms of advocacy for the promotion of a culture of circular economy and sustainable development. To this end, the Group operates in compliance with national and international legislation, adopting measures and technologies aimed at minimizing environmental impacts, maximizing energy efficiency, reducing its GHG emissions to achieve carbon neutrality of its activities, carefully managing natural resources, reducing waste, managing its recycling and contain levels of polluting emissions, promote knowledge of enabling technologies for green chemistry, energy transition and circularity and the benefits related to the development of circularity models.

The paradigm of the energy sector in which the Group operates is evolving rapidly and the market sector connected to the energy transition is expanding, adopting innovative solutions aimed at reducing the carbon footprint, promoting the circular economy, and developing new products and biogenic materials, renewable or circular raw materials, deriving from the recovery of waste and scraps, such as CO2 captured from industrial processes.

In line with its sustainability vision, the Group aims to accelerate the global energy transition towards sustainable development and the circular economy approach by offering a wide range of end-to-end services in the value chain, at the same time focusing on the transformation of conventional, circular and renewable natural resources into energy, fuels with a low carbon footprint and advanced, low environmental impact products for the manufacturing industry.



The Group develops at the same time its activities by carrying out constant innovation also in the traditional business linked to the transformation of natural resources, thanks to the mitigation of the environmental and carbon impact of the technologies used in the transformation of hydrocarbons, the development of initiatives aimed at reducing the environmental and climate impacts of construction sites, including the development of digital solutions that allow greater efficiency in remote control and effective energy management.

The Group pays attention to issues relating to the exploitation of water resources and the impacts of its activity on biodiversity.

The Group informs and involves its employees on sustainable behavior practices, particularly in relation to home-work commuting, management of energy consumption and waste management within offices and construction sites.

The Group is committed to guaranteeing its people a safe workplace, in compliance with applicable legal requirements and the most rigorous international standards on Health and Safety and recognized best practices.

The Group encourages initiatives that focus on topics such as health, safety and the environment in order to guarantee adequate knowledge and promote awareness on them. It is also committed to train and to motivate its employees, collaborators, interns, and apprentices to find safe operating methods characterized by a low environmental impact, involving all levels of the Group.

The Group pursues this commitment by providing a continuous training and information program, aimed at promoting a culture of safety in the workplace and respect for the environment, ensuring that responsibilities and procedures in these areas are correctly updated, communicated and understood.

The Group shares its safety culture in the workplace and the attention to job protection with stakeholders, actively collaborating at a national and international level with the academic world and the institutions and associations that oversee these issues.

The Group monitors and considers the commitment of its suppliers in an ESG perspective and encourages its supply chain to adopt carbon footprint measurement and reduction practices.

### **Social responsibility**

The Group is increasingly committed to the social dimension of sustainability, in the supply chains and in communities, aspiring to involve the value chain, and going, whenever possible, beyond legal obligations, in order to ensure a fair and sustainable future for next generations, leaving no one behind, creating value in the communities of the geographies in which it operates and in the society as a whole. The Group believes it is essential to generate an equitable and inclusive culture in internal processes such as the selection and management of personnel, the development and training, remuneration, respect for people, recognition of merit and the guarantee of a healthy and safe workplace, both at headquarters and on construction sites, as established by the Human Resources Policy.

The Group recognizes and promotes the richness and value of diversity as an effective organizational, motivational and competitive lever. People represent the main asset that the Group is committed to seeking, attracting, retaining and engaging, enhancing their uniqueness, diversity, freedom and dignity and guaranteeing equal opportunities, as established by the Policy on diversity, equity and inclusion.

In its activities, the Group promotes respect and protection of individual health and well-being, committing itself to preventing and internally eliminating cases of non-compliance with human rights standards. Along its entire value chain, the Group's action is focused on protecting the rights of workers, employees, suppliers and local communities in which the Group operates, as well as any other

stakeholder affected by the Group's activities, as established the principles enshrined in the Human Rights Policy.

The Group also recognizes that providing a lasting and sustainable contribution to the social and economic well-being of an area is an essential element of its long-term strategy in the countries in which it operates. In line with this vision, the Group is committed to developing employment locally, promoting suppliers, their skills and abilities, enhancing their entrepreneurship and transferring know-how and technologies. Furthermore, the Group promotes social projects and initiatives, also through its Foundation, aimed at producing value and concrete positive impact on communities, in terms of training, opportunities for disadvantaged people, female empowerment, development of education projects and circular economy initiatives .

The Group encourages suppliers and contractors to apply the same principles and criteria to their supply chain, in order to stimulate and promote compliance with the sustainability principles and values established in the Supply Chain Policy and the HSE & SA Policy.

The Group promotes innovation at the service of sustainability and a cohesive approach in the field of innovation, through participation in open innovation programs and networking with universities.

The Group, through its Foundation, promotes culture, both through the conservation and valorization of its historical archival heritage, and through initiatives to promote the languages of art linked to sustainability. The Foundation also promotes the training of a new profile of humanist engineer, a figure capable of managing the energy transition in the future with a specific sensitivity to sustainability issues.

Alessandro Bernini

Chief Executive Officer

