ESG POLICY

Welcome to TESISQUARE®

CONNECTING PEOPLE, TECHNOLOGY,
AND PROCESSES IN A COLLABORATION SQUARE

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Share Capital € 750,000 fully vested

Review and approval

ACTION	FUNCTION	NAME	DATE
Approved	Consiglio di Amministrazione	-	18/12/2024
Verified	BDO – Consultant	-	18/12/2024
Drafted	Legal Manager	Alessandro Cassinelli	18/12/2024

Update

VER.	DATE	AUTHOR	NOTES
1.0	18/12/2024	Alessandro Cassinelli	Document creation

1. PREAMBLE

TESISQUARE has defined its ESG Policy (hereinafter "the Policy") with the aim of guiding corporate decisions and undertaking concrete commitments to ensure responsible business management.

The Policy was conceived to foster the integration of sustainability issues into strategic and operational processes, promoting knowledge and awareness of the commitments made to pursue sustainable development in the medium and long term and to report in greater detail on the Environmental, Social, and Governance objectives (hereinafter "ESG Objectives").

This initiative is aligned with the most recent regulatory developments, as the document was drafted based on the Double Materiality analysis. This analysis allowed the identification of material issues for the Group through the evaluation of related impacts, risks, and opportunities (IROs). The approach adopted, compliant with the requirements of the Corporate Sustainability Reporting Directive (CSRD)[1] and the European Sustainability Reporting Standard (ESRS)[2], has allowed TESISQUARE to define its strategy and commit to mitigating risks and seizing opportunities arising from these issues, acting with integrity and transparency towards its Stakeholders.

2. RECIPIENTS

This Policy is addressed to all employees and directors of TESISQUARE, its controlled and affiliated companies, as well as all Stakeholders who collaborate with the Group and who, due to the nature of their relationship, are involved in achieving the ESG Objectives (hereinafter "Recipients").

3. PRINCIPLES AND COMMITMENTS

TESISQUARE acts in compliance with the following principles:

- Integrity and Transparency
- Innovation and Sustainable Development
- Respect for the Individual and Talent Development
- Environmental Responsibility
- Enhancement of the Value Chain

TESISQUARE is committed to achieving the following ESG Objectives, identified as material based on Double Materiality and divided by pillar (E, S, G):

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1 EU Directive 2022/2464 of the European Parliament and of the Council amending Regulation (EU) No 537/2014, Directive 2004/109/EC, Directive 2006/43/EC and Directive 2013/34/EU as regards corporate sustainability reporting

2 Commission Delegated Regulation (EU) 2023/2772 supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standards

E - Environmental

- Improvement of environmental performance regarding GHG emissions and energy consumption.
- Increase in the share of energy produced from renewable sources.
- Energy efficiency of the company fleet and increase in the share of low-emission vehicles.
- Responsible management of waste and corporate assets, promoting the principles of the circular economy (reuse, reduce, repair, recycle).
- Sustainable procurement and selection of Suppliers who comply with ESG criteria.

S - Social

- Well-being and Health and Safety at work (including remotely).
- Training and Skills Development (also to face the digital transition).
- Diversity & Inclusion, promoting gender equality and non-discrimination.
- Stakeholder engagement and development of local communities.

G - Governance

- Integration of ESG issues into strategy and risk management.
- Implementation of an anti-corruption compliance system and protection of human rights (including confidentiality and privacy protection policies).
- Promotion of a culture of ethics and legality (including Whistleblowing policies).
- Ensuring a fair and sustainable distribution of wealth, in line with the value generated (dividends always reinvested in the company and allocated to research and development activities).

4. ACCOUNTABILITY

Responsibility for pursuing the aforementioned ESG objectives is delegated to the TESISQUARE ESG Committee, appointed by the Board of Directors. This Committee is composed of the CEO, representatives from the Administration, Finance and Control, Legal, Human Resources, ICT functions, and a member of the business functions, as well as two members of the Board of Directors.

This Committee meets at least biannually and has the following tasks:

- Defines an ESG training plan for management;

- Defines and develops TESISQUARE's ESG strategy;
- Monitors ESG risks and ensures they are adequately managed;
- Is responsible for communicating the company's ESG activities to all interested parties.

5. APPROVAL AND REVIEW

This policy is approved by the TESISQUARE Board of Directors.

The TESISQUARE ESG Committee is responsible for updating and reviewing it at least once a year. Any changes must be submitted to the Board of Directors.

6. CONTROLS AND SANCTIONS

TESISQUARE reserves the right to conduct checks and controls to ensure that this policy is correctly applied by the recipients. Failure to comply with the principles and rules contained herein may lead to disciplinary sanctions against employees or contractual sanctions against all other parties who accept its contents.