

PURPOSE

Gi Group Holding recognises environmental protection as a **fundamental element of sustainable business and long-term value creation**.

The Group is committed to integrating environmental sustainability into its activities and decision-making processes, ensuring compliance with applicable environmental laws and recognised international standards, and progressively reducing its environmental impact. The Policy establishes global minimum standards and promotes responsible behaviours across the organisation.

SCOPE

This Policy is issued by Gi Group Holding S.p.A. (hereinafter also the "Parent Company") and it applies to all the companies directly or indirectly controlled by it, or to its affiliates, in Italy and worldwide (hereinafter referred to as "Gi Group Holding", the "Group's Companies" or simply "the Group"), which formally adopt it and implement it.

GI GROUP HOLDING'S COMMITMENTS

- To operate according to strong ethical principles and a culture of personal responsibility, ensuring that **environmental protection is embedded in all activities**. This commitment includes conserving resources, promoting sustainable development, and proactively managing environmental risks to **minimise its overall impact**. The same principles are applied consistently across the entire value chain.
- To recognise that its broad and diversified value chain plays a central role in shaping its environmental impact and its capacity to contribute positively. The Group selects business partners who **share its environmental principles and comply with the standards** set out in its Codes, Global Policies, and procurement processes, and incorporates these standards into its contractual agreements. The Group aims to conduct Business relationships reviews on a regular basis to ensure alignment with environmental objectives and evolving best practices.
- To conduct regular materiality assessments involving all relevant stakeholders. The ESG Team commits to reviewing the outcomes annually and updates the assessment when contextual changes require a renewed evaluation of environmental impacts, risks, and opportunities. The whole Group is committed to implementing targeted actions to reduce impacts over time, monitoring improvements in energy efficiency, CO₂ emissions reduction, and waste minimisation.

ROLES AND RESPONSIBILITIES

The Policy clearly identifies roles and responsibilities for the implementation of commitments and actions required by the Policy to:

- the Top Managers of Gi Group Holding S.p.A. and of the Group's companies;

- both Global HR Department and the Countries' ones;
- the Global ESG Team.

Everyone at Gi Group Holding is responsible for implementing and disseminating the Policy through its behaviour.

IMPLEMENTATION

Gi Group Holding ensure that respect for the Environment is always integrated into its policies and decisions and into everyone's actions. To this end, the Group undertakes to

- progressively implement its specific Environmental risk assessment;
- design appropriate procedures and define specific objectives, focusing on the key elements that have the most significant impacts (energy consumption, emissions in atmosphere use of material resources);
- implement communication and training initiatives to strengthen awareness and engagement on environmental matters, and share best practices with internal and external stakeholders to promote continuous improvement;
- monitor relevant KPIs to ensure effective oversight and progress against environmental commitments.

This Policy is made **known to all Group's personnel** through appropriate communication activities and via posting on the Group Company's' intranet.

Each Group's Company plans and manages the **mandatory training** on the issues addressed in this Policy.

GRIEVANCE AND DISCIPLINARY PROCEDURES

Gi Group Holding promotes a culture that does not admit any retaliation towards any reporting of breach (or suspected breach) of this Policy. Individuals who believe they have detected a case of violation of this Policy or environmental laws may report the case without fear of retaliation.

Global ESG Team ensures assistance and support to those who needs to submit a report.

Any violations of this Policy may be reported:

- to the line manager.
- to the Country HR department.
- to the Global CSR Team at the e-mail address CSRT@gigroup.com or by post to the address CSR Team - piazza IV Novembre 5 - Milan - Italy

and especially

- through the **Gi Group Holding Reporting Channel** available also on Group websites in line with the provisions of the "**Whistleblowing Global Policy**".