



## ENVIRONMENTAL POLICY

This policy lays out EXA Group's approach to managing environmental issues for the progressive reduction of its impacts, in order to contribute significantly to global commitments to fight climate change.

The aim of this document is to illustrate the principles and guidelines that EXA Group pursues on environmental issues. These principles apply to the companies of the Group, which promote their knowledge and observance also by - as far as possible and depending on the constraints imposed by their own jurisdiction - our suppliers, collaborators and partners.

To achieve the goal of reducing its environmental impacts, EXA Group intends to abide by specific principles and pursue concrete actions in its main relevant areas, namely:

### ENERGY

- purchasing renewable electricity from certified sources.
- actively monitoring and analysing energy consumption.
- investigating energy consumption reduction and efficiency measures.

### GREENHOUSE GAS EMISSIONS

- calculating the direct and indirect greenhouse gas emissions (scopes 1, 2 and 3) produced by our activities in accordance with recognised international protocols.
- drawing up a plan to reduce the greenhouse gas emissions generated by our activities in line with the climate objectives set at EU and international level.

### WASTE MANAGEMENT

- committing to an optimal management of the waste produced by our activities through an effective waste separation system.
- seeking waste end-of-life solutions as an alternative to landfilling by actively searching for reliable partners who can guarantee waste recovery and recycling.
- raising awareness among and training our employees and collaborators on proper waste management.
- studying alternative working methods to reduce office waste, preferring materials that can be recovered at the end of their life cycle.

### RESPONSIBLE SUPPLY CHAIN

- committing to involve our suppliers in the achievement of our goals to reduce environmental impacts, asking for their cooperation in collecting the necessary data.
- selecting and evaluating our suppliers also on the basis of environmental criteria, asking them to fill in a specific questionnaire during the pre-qualification phase.
- drawing up and applying a Supplier Code of Conduct detailing EXA Group's principles, values and commitments, including environmental ones, to be understood and signed at contracting stage.

This policy is shared with key stakeholders via internal and external (company's website) communication channels.