

GROWING FAST, STANDING STRONG

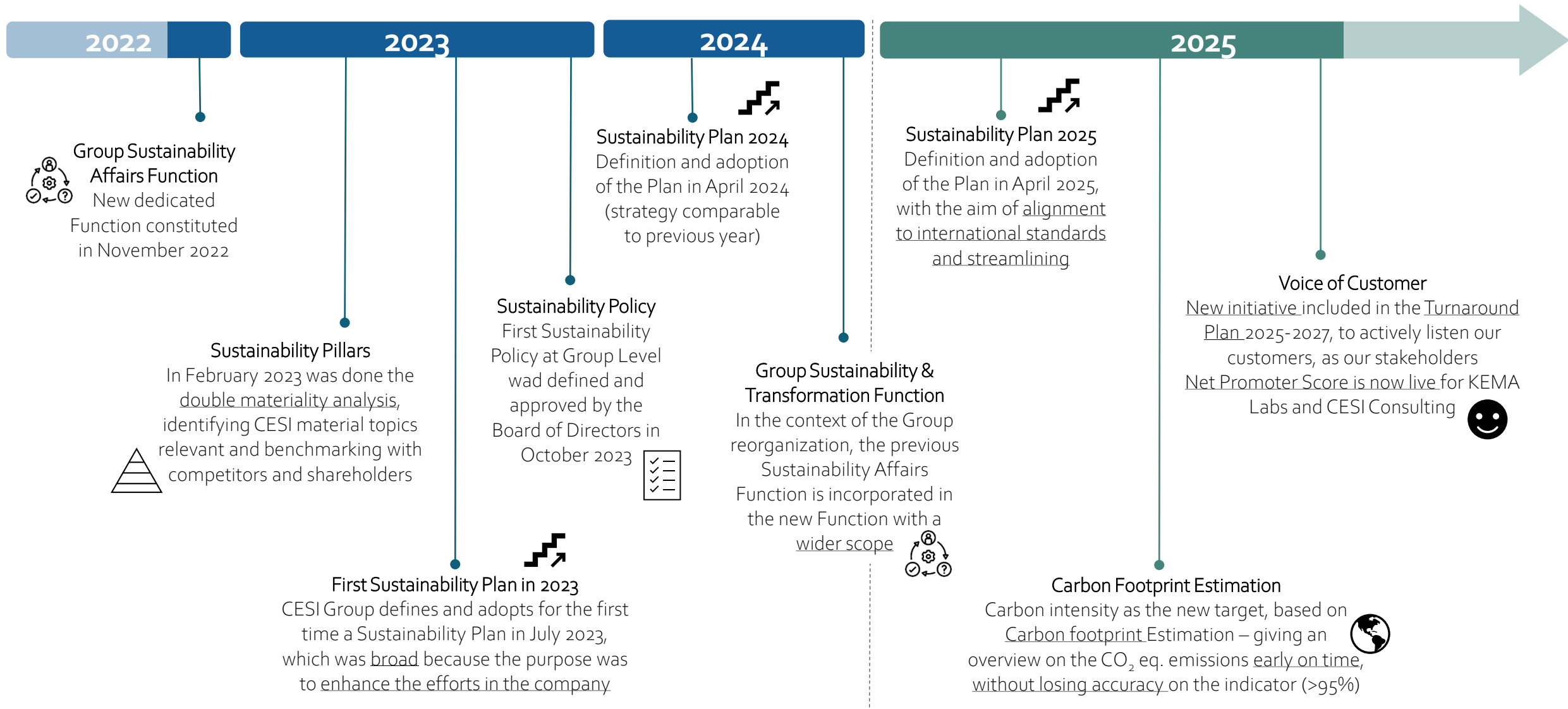
CESI Group Sustainability Plan 2025

CESI

Inspired with innovation

CESI Path toward Sustainable Growth so far...

A journey of almost 3 years



Sustainability Pillars – consistency path from the start

Principles and key priorities set out in the 4 Pillars

- CESI Group 2025 Sustainability Plan is built on **4 main areas**, identified as priorities, which define the fundamental principles guiding our corporate and business activities
- Moreover, it is **aligned with 7 SDGs**, as defined by the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015




















According to the Group Sustainability Policy...



From a broad Sustainability Plan to a focused one in 2025

From 19 to 7 topics, still fitting into the 4 Pillars

From **2024 Plan**, with **19 topics** set out according to the 4 Pillars, which was broad because the purpose was to enhance the efforts in the company ...

ATTENTION TO THE ENVIRONMENT	 ENERGY EFFICIENCY INITIATIVES AND ENVIRONMENTAL IMPACTS REDUCTION 92 Number of Actions	 GHG GROUP EMISSIONS THROUGH CARBON FOOTPRINT (CF) with particular focus on Scope 1 and 2 Carbon Emissions CF 2023 → Global Warming Potential (GWP) _{100a} 21.031 ton CO ₂ eq	 FOCUS ON NEW PRACTICES FOR REDUCING GHG EMISSIONS AND OTHER IMPACTS BASED ON CF RESULTS 13 Initiatives / assessments	 INITIATIVES TO RAISE AWARENESS ON ENERGY SAVING AND ENVIRONMENTAL ATTENTION 20* Number of Initiatives
PEOPLE AT HEART	 WOMEN EMPOWERMENT DEVELOPMENT AND PRESENCE 24% Percentage of women new hires	 EMPLOYEE TRAINING 12.340 hours on 15 topics initiatives/courses delivered	 PROMOTION OF HEALTH AND WELL-BEING CULTURE 1.063 people involved in health promotion initiatives + other well-being / culture initiatives done	 EQUAL ECONOMIC TREATMENT BETWEEN GENDERS Assessment of the Gender Pay Gap methodology
	 SMART-WORKING IMPLEMENTATION 41% average smart days on annual working days	 GENDER EQUALITY CERTIFICATION On-going certification assessment	 SUPPORTING CLIENTS ASSESSING THEIR PRODUCTS/SERVICES SUSTAINABILITY 95% 934 consultancy offers classified according to EU Taxonomy on 986 CESI Consulting	 PORTFOLIO OF ACTIVITIES TO ENABLE CLIENTS REDUCING THEIR GHGs EMISSIONS 5% 251 testing offers classified according to EU Taxonomy on 5.264 KEMA Labs
SUSTAINABLE SERVICES AND SOLUTIONS	 PERIODIC MONITORING OF CLIENTS CLAIMS Number of Claims received ≤5% of annual orders	 PARTICIPATION IN INITIATIVES and ASSOCIATIONS on SUSTAINABILITY and CIRCULARITY TOPICS Associations: 10* Initiatives: 15*	 ANTI-BRIBERY MANAGEMENT SYSTEMS Certification achieved in March 2024 according to the ISO 37001 standard	 EVALUATION THIRD-PARTY WITH NEGATIVE DUE DILIGENCE OUTCOME Zero third parties with negative outcome, out of 600 analyzed
	 EMPLOYEES TRAINING ON COMPLIANCE TOPICS 15 total delivered trainings	 ASSESMENTS ON COMPLIANCE TOPICS 5 initiatives / assessments on compliance topics	 SUPPLIERS QUALIFICATION PROCEDURE UPDATE ON ESG INDICATORS 135 new suppliers deeply analysed according to ESG criteria	
ETHICAL AND RESPONSIBLE BUSINESS				

... to **2025 Plan** focused on **most material topics** set out according to the same 4 Pillars and aiming to alignment with **CSRD**

HIGH-IMPACT MATERIALITY

- **Double materiality analysis** identified material topics, defining potential or current impacts, broken down by topic, nature of impact (positive or negative), perspective (inside-out or outside In) and relevance
- **From 19 to 7 material topics**, focusing on the most material ones...

ALIGNMENT WITH INTERNATIONAL STANDARDS

First approach with CSRD (Corporate Sustainability Reporting Directive)

- **Focus on 4 / 12 ESRS** (European sustainability reporting standards) defined by EFRAG (European Financial Reporting Advisory Group)
- **Focus on 6 / 21 sub-topic** of our material ESRS

ESRS E1 - CLIMATE CHANGE

ESRS S1 - OWN WORKFORCE

ESRS G1 - BUSINESS CONDUCT

ESRS S4 - CONSUMERS AND END-USERS

→ Resulting in a Plan with 7 material topics covered by 6 ESRS sub-topic

E

ATTENTION TO THE ENVIRONMENT

ESRS E1
CLIMATE
CHANGE

Lower **CARBON INTENSITY**
≤ 111 (ton CO₂ eq. / M €)

S

PEOPLE AT HEART

ESRS S1
OWN
WORKFORCE

Path to **ZERO ACCIDENTS**
Frequency rate | Severity rate

PEOPLE DEVELOPMENT

Appraisals ≥ 38% | Soft skills training ≥ 34%

DIVERSITY & INCLUSION

Balanced workforce (gender / age)

CLIENT CENTRICITY

ESRS S4
CONSUMERS
AND END
USERS

VOICE OF CUSTOMER

Net Promoter Score and Customer Satisfaction

SUSTAINABILITY STANDARD

Compliant offers in CESI Consulting ≥ 95%

G

ETHICAL AND RESPONSIBLE BUSINESS

ESRS G1
BUSINESS
CONDUCT

Strong **GOVERNANCE**
Anti-bribery certification