



Integrated Policy for Environment, Occupational Health & Safety, and Energy

Cassa Depositi e Prestiti S.p.A. (hereafter "CDP") aims to develop its activities by meeting the needs and expectations of its Stakeholders (such as shareholders, investors, institutions, trade unions, suppliers, workers, customers and the community) committing to Environmental protection, the safeguarding of Occupational Health and Safety and the improvement of the Energy performance of the premises where it operates, as part of its processes for managing operational aspects.

To achieve this goal, it has chosen to adopt an Integrated Management System in its premises for the relevant operational aspects, in compliance with the standards UNI EN ISO 14001:2015 (Environment), UNI EN ISO 45001:2023 plus update A1:2024 (Health and Safety), and UNI CEI EN ISO 50001:2018 (Energy).

Acknowledging the commitment to sustainability expressed in the Strategic Plan¹, CDP undertakes to:

- apply environmental, social, and governance (ESG) criteria in the evaluation process of initiatives², through a methodological approach that considers the sustainability dimensions of projects and counterparties, also identifying the expected impacts in economic, environmental, and social terms;
- promote climate change adaptation and mitigation measures, reducing the carbon footprint of its investments and activities, and encouraging the conscious and respectful use of natural resources, thereby minimizing negative externalities on the environment;
- promote initiatives to reduce CO₂ greenhouse gas emissions, in line with international commitments, supporting the transition to renewable energy sources and alternative energy carriers, and improving the energy performance of networks and infrastructure³.

In light of the above, and considering the reference context and its strategic directions, aware of the importance of environmental protection, the care of the health and safety of its workers, and the improvement of the energy performance of its premises, with a focus on continuous improvement, the

¹ *Strategic Plan 2025-2027 and the aligned ESG Plan. Reference is also made to ex-post evaluation activities of the impact of interventions, as well as monitoring, reporting, and promoting the results achieved (monitoring of impact KPIs and ESG KPIs).*

² *The ex-ante evaluation methodology (SDA "Sustainable Development Assessment" model) applies to financing operations involving Private counterparts, Public Administrations, and International Development Cooperation.*

³ *Supporting the country in a green and "just" transition is one of the four cross-cutting macro-areas identified in the new Strategic Plan 2025-2027, ensuring continuity with the priority intervention areas previously defined by CDP. In the previous three-year period, CDP adopted the "Energy Sector Policy" to regulate activities in the Energy Sector, in compliance with the Sustainable Development Goals and the country's international commitments, and in line with the General Financing and Responsible Investment Policies, as well as the Sectoral Strategic Guidelines - in particular, the Strategic Guidelines for the Energy Transition and the Circular Economy.*

Reference is also made to the General Policy "Internal Footprint," which defines CDP's commitment to reducing the direct environmental impact generated by the implementation of processes and internal activities, particularly in the management of premises, main ICT components, and employee travel.

Organization aims to develop, document, and maintain its Management System in a manner appropriate to the context in which it operates and the expectations of its stakeholders, applying the following principles:

- to ensure that its personnel is consciously involved in the implementation of the Management System
- to guarantee staff awareness and training, spreading the concept that responsibility for managing the Environment, Occupational Health and Safety, and Energy concerns the entire organization, at all levels, each according to their roles and competencies;
- to commit to engaging and consulting workers, including through their Occupational Health and Safety Representatives, in the planning and control process of the Management System;
- to ensure strict and continuous compliance with applicable mandatory regulations on Environment, Occupational Health and Safety, and Energy, as well as any voluntarily subscribed requirements;
- to prevent and mitigate the effects of workplace injuries, occupational diseases, and accidental events;
- to commit to promoting the health of individuals, according to the principles of social responsibility, in collaboration with Company Doctors and other relevant structures⁴;
- to optimize waste management, aiming to maximize recovery and minimize landfill disposal;
- to strive to minimize environmental impacts (e.g., emissions to the atmosphere, impacts on water bodies, soil and groundwater, environmental emergency management, etc.), promoting energy efficiency projects for premises and raising awareness of responsible consumption of resources and natural reserves, also supporting projects for material circularity;
- to adopt plans and promote sustainable mobility initiatives for its personnel, with a view to mitigating environmental impacts and combating climate change;
- to raise awareness among suppliers of goods, services, and energy about the contents of this Policy, favouring suppliers capable of ensuring services that are as functional as possible to CDP's sustainable procurement strategies⁵;
- to commit to adopting the best available and economically sustainable technologies in all strategic and operational decisions, aiming to eliminate hazards, reduce risks, and continuously improve its performance regarding the Environment, Occupational Health and Safety, and Energy;
- to regularly assess the adequacy and effectiveness of this Policy and the Integrated Management System, in order to define and implement, if necessary, appropriate corrective and improvement actions;

⁴ With reference also to CDP's General "Wellbeing" Policy, which defines CDP's commitment to ensuring a positive, fair, and stimulating work environment through the adoption of principles and initiatives aimed at supporting work-life balance and the resulting physical and mental well-being of its people.

⁵ With specific reference to CDP's General "Responsible Procurement" Policy and the attached Supplier Code of Conduct, inspired by the values already expressed in CDP's Ethical Code.



- to define improvement objectives regarding the Environment, Occupational Health and Safety, and Energy, and related implementation plans, monitoring the achievement of planned targets;
- to maintain open and transparent communication channels with Stakeholders to strengthen awareness of Environment, Health and Safety, and Energy issues.

CDP's Top Management is committed to providing the necessary technical and organizational resources to ensure that the elements of the Integrated Policy on Environment, Occupational Health and Safety, and Energy are monitored and reviewed annually in the Management Review, in order to assess and monitor the set objectives and the results achieved, in line with the company's strategic directions and the principle of continuous improvement.

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