

Tesio Cooling Systems S.p.A. is committed to managing its business responsibly and sustainably, taking into account its environmental impact and working to improve performance in areas such as:

- energy consumption by evaluating efficiency and the use of renewable energy;
- the emission of greenhouse gases;
- direct and indirect CO2 emissions;
- water consumption and discharge;
- air pollution and air quality;
- management of chemicals used in the company;
- waste management by reducing quantities and optimizing recycling;
- maintaining soil quality;
- periodic assessment of noise emissions;
- deforestation, within its area of responsibility;
- the product life cycle;
- animal welfare, avoiding practices that could cause suffering to animals and promoting respect for biodiversity and natural ecosystems.

The Environmental Policy applies at the site where Tesio Cooling Systems S.p.A. is located, to all employees, managers, and any contractors operating within the company's perimeter.

Tesio Cooling Systems S.p.A. is committed to:

- operating in compliance with binding regulations, preventing, controlling, and minimizing pollutant emissions, waste production, and any impact, seeking continuous improvement of environmental performance, protecting the health and safety of workers and communities involved, in accordance with ethical management and behavior principles;
- ensuring that the entire product life cycle and end-of-life are considered during design phases to minimize energy consumption and waste generation;
- operating in design, production, and support phases to ensure achievement of technical objectives, product safety, and environmental compliance at the customer site and in the final market;
- monitoring CO2 emissions Scope 1, 2, and 3.
- monitoring energy consumption;
- monitoring water consumption;
- monitoring hazardous waste disposal;
- monitoring non-hazardous waste disposal;
- recycling materials wherever possible and monitoring recovered waste.

The commitments will also be achieved through specific targets:

- Reduce the 'energy consumption intensity' indicator by 25% by 2027 (reference year: 2024);
- Reduce CO2 Scope 1 and 2 emissions by 15% by 2027 (reference year: 2025);
- Increase the share of renewable energy used to 30% by 2027.

Management has appointed the team supporting the Policy, composed of the Quality (AQL) and Technology (UTO) departments.

The Environmental Policy is regularly updated and communicated to stakeholders through:

- controlled release of the document on the accessible company database/intranet (FileMaker);
- posting of the Policy in every office and visible point for employees;
- publication on the company website www.tesioes.com, in Italian and English.

Roberto Pastè
General Manager

