



# ENERGY AND CLIMATE CHANGE POLICY

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## 1. Purpose and Objectives of the Policy

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This Policy reflects the philosophy of SICIT Group S.p.A. (“SICIT”) and its subsidiaries and affiliates (collectively, “SICIT Group”), and aims to provide a systematic framework to guide business activities toward increasingly advanced solutions for mitigating climate change and adapting to its potential consequences.

Specifically, this Policy establishes the principles and guidelines intended to promote the continuous improvement of SICIT’s sustainability performance, in compliance with applicable legislation. It also sets out the directives for identifying, assessing, managing, and/or addressing relevant impacts, risks, and opportunities related to climate change mitigation and adaptation.

## 2. Scope of Application

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This Policy defines the principles and standards related to climate change and energy efficiency that apply to all companies within the SICIT Group.

In particular, it applies to directors and to all individuals working for or collaborating with SICIT Group at every level and in any capacity: managers, supervisors, permanent and temporary employees, interns, seconded staff, occasional workers, and volunteers, regardless of location.

The Policy also applies to agents, suppliers, business partners, consultants, contractors, and any other third-party representatives appointed by SICIT Group.

All of the above-mentioned parties are required to be familiar with the content of this Policy and to avoid any activity that could directly or indirectly involve the Group in violations of this Policy or applicable laws.

This Policy covers the following aspects related to climate change:

- Climate change mitigation;
- Climate change adaptation;
- Energy efficiency;
- Promotion of renewable energy sources.

While exercising its oversight and coordination activities, SICIT Group respects the managerial autonomy of each controlled and affiliated company, while ensuring overall governance and control in line with the legitimate interests of both majority and minority shareholders, and in compliance with local laws and confidentiality requirements.

## 3. SICIT Group’s Approach to Tackling Climate Change

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SICIT Group recognizes that climate change is disrupting national economies across all countries and that strong action is needed from all actors in order to mitigate its significant impacts.

The Group’s commitment to climate change mitigation is reflected in its participation in the global effort to limit the rise in average global temperature to 1.5°C above pre-industrial levels, as established by the Paris Agreement. The goal of reaching global carbon neutrality by 2050 has since been promoted by the Intergovernmental Panel on Climate Change (IPCC) as a necessary step to achieve this target.

SICIT Group is strongly committed to identifying increasingly effective solutions to combat climate change, with the goal of mitigating its impacts, achieving economic benefits, protecting the environment, and improving people’s lives—including through the management of physical climate risks and the company’s transition risks related to climate adaptation.

There is a strong link between climate change and energy, primarily due to the use of fossil fuels, which cause global warming and its devastating consequences. For this reason, SICIT focuses its business activities on increasing the use of renewable energy sources, creating increasingly sustainable products, and reducing waste and emissions.

To achieve this, SICIT bases its business model on the continuous development of technologies that support the energy transition and the fight against climate change.

In line with the values set out in the Group's Code of Ethics and consistent with its internal regulatory system, SICIT Group firmly rejects and condemns any unlawful or improper conduct—whether by its own personnel or by suppliers—that undermines the principles and objectives of this Policy. The Group is committed to managing its business activities in a transparent, responsible, and sustainable manner.

## 4. Relevant Regulations and Standards

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In carrying out its activities, SICIT Group is committed to applying and promoting the following international standards and reference frameworks:

- The **Paris Agreement**, adopted under the United Nations Framework Convention on Climate Change (UNFCCC), which sets the goal of limiting the global temperature increase to well below 2°C, and preferably to 1.5°C, above pre-industrial levels;
- The **European Climate Law**, which establishes a legally binding target of net-zero greenhouse gas emissions by 2050 and an intermediate target of reducing emissions by at least 55% by 2030, compared to 1990 levels;
- The **European Green Deal**, which includes measures to make the EU's economy sustainable by turning climate and environmental challenges into opportunities;
- The **EU "Fit for 55" Package**, a set of legislative proposals to ensure that the EU's climate, energy, land use, transport, and taxation policies are fit to meet the climate targets;
- The **United Nations 2030 Agenda for Sustainable Development**, with a focus on Goal 7 (*Affordable and Clean Energy*) and Goal 13 (*Climate Action*);
- The **Ten Principles of the United Nations Global Compact (UNGC)**;
- The **Code of Ethics** adopted by SICIT Group.

## 5. Principles of Conduct

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In developing a corporate structure focused on energy efficiency and actively combating climate change wherever possible, SICIT Group guarantees compliance with the following principles of conduct, and monitors their application in order to prevent violations and ensure the effectiveness of the actions undertaken:

### 5.1. Climate Change Mitigation

SICIT closely monitors greenhouse gas (GHG) emissions, fully aware of their impact on the climate, and prepares an annual Monitoring and Control Plan (PMC).

In particular, SICIT is committed to regularly reporting the following main categories of emissions related to its energy sources, in accordance with the Greenhouse Gas (GHG) Protocol, which classifies emissions into three scopes:

- **Scope 1:** direct emissions from sources owned or controlled by the company, such as those generated by heating systems and operational vehicles used in company activities;

- **Scope 2:** indirect emissions resulting from the consumption of purchased electricity. Specifically, in compliance with GRI reporting standards, these are calculated using both the location-based and market-based approaches, applying appropriate emission factors;
- **Scope 3:** other indirect emissions occurring upstream and downstream of the Group's production activities, such as those generated by logistics operations and product use by end customers.

SICIT is also committed to measuring its organizational **Carbon Footprint (CFO)** in accordance with **ISO 14064-1:2018**, as well as the **Product Carbon Footprint (CFP)** by applying the **CFP Systematic Approach**, in line with **ISO 14067:2018**, for all finished protein hydrolysate products.

Through systematic GHG monitoring and reporting, SICIT Group aims to progressively reduce its emissions by implementing actions based on reliable and comprehensive data.

SICIT evaluates all tools and strategies that can help reduce its carbon footprint, including the potential purchase of carbon offset credits and the use of **carbon capture and storage (CCS)** technologies.

Finally, SICIT promotes supply chain sustainability and is committed to working with suppliers who share the same principles regarding energy savings and emissions reduction.

## 5.2. Adaptation to Climate Change

The companies of SICIT Group monitor the impacts, risks, and opportunities related to climate change and how they affect their business operations. This approach is a prerequisite for planning actions that enable SICIT Group to adapt to climate change, with the aim of reducing impacts on the company and its stakeholders and preparing for evolving market conditions and regulations. Examples of such actions include:

- **Modifying infrastructure** to make facilities more resilient to extreme weather events, such as upgrading drainage systems, constructing buildings resistant to hurricanes and floods, and adapting plants to higher temperatures;
- **Diversifying sources of supply** to reduce dependence on regions vulnerable to adverse climate conditions, such as droughts or storms;
- **Managing water resources** in response to increasing scarcity, by adopting technologies for efficient water use, wastewater recycling, and rainwater harvesting;
- **Revising risk management policies** by integrating considerations related to climate change and its long-term impacts, in order to protect company assets;
- **Training personnel** to raise awareness about the impacts of climate change and promote the adoption of sustainable practices;
- **Collaborating with other companies and governments**, by participating in cooperative networks to develop joint solutions that improve adaptation to the effects of climate change.

## 5.3. Energy Efficiency

SICIT Group is committed to the careful and responsible management of its energy consumption, which derives primarily from production facilities, and to a lesser extent from lighting, heating, and cooling of work environments.

The Group adopts and promotes practices aimed at improving energy efficiency, such as the installation of cogeneration systems for electricity and heat, photovoltaic systems, the replacement of selected equipment with low-consumption machinery, and awareness-raising initiatives for personnel on energy saving.

SICIT Group is continuously engaged in the research, development, and promotion of new solutions that support the reduction of climate impact and generate economic savings, including through greater attention to everyday behaviors.

To this end, the Group encourages energy recovery initiatives, such as heat recovery within production plants.

#### 5.4. Promotion of Renewable Energy

SICIT Group's commitment to reducing energy consumption is also reflected in the progressive adoption and use of renewable energy sources, which—unlike fossil fuels—result in little to no greenhouse gas emissions.

Specifically, SICIT is committed to installing photovoltaic systems and sourcing 100% of its electricity from certified renewable sources, including through its suppliers. This target, first achieved in 2021, is reviewed annually.

To further enhance its energy efficiency, SICIT remains open to evaluating all renewable energy sources, including biofuels.

#### 5.5. Raising Awareness

SICIT Group believes that the most significant and lasting impact stems from raising awareness and building understanding among its employees and all individuals who have relationships with the Group.

To this end, the Group is committed to promoting a culture of sustainability and to encouraging all stakeholders to take responsibility for ensuring that their actions contribute positively to addressing climate change—by making conscious and responsible choices.

Violations of the above rules may expose SICIT Group to serious and irreparable reputational damage, as well as to specific sanctions, regardless of the laws and regulations in force in the country where the violation occurred.

### 6. Reporting

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SICIT Group encourages anyone who becomes aware of actions or behaviors that violate this Policy—or applicable laws and regulations on energy and climate change—to file a report.

For activities within Italy, SICIT Group has established a dedicated internal whistleblowing channel to ensure the confidentiality of the information provided and the protection of the whistleblower's identity: Reports can be submitted by filling out the form available on the GobaLeaks platform:

<https://whistleblowing.sicitgroup.com/#/>

### 7. Implementation and Monitoring

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SICIT Group is committed to assessing the implications of violations of climate change mitigation measures within the scope of its business activities.

Given the potential impacts of breaches of the Energy and Climate Change Policy, the Group prioritizes appropriate actions aimed at identifying, preventing, or mitigating such impacts across its value chains.

SICIT Group periodically reviews and updates the progress of its commitments and communicates results annually through the Sustainability Report and other communication tools.

### 8. Review, Communication and Training

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This Policy is subject to periodic review to ensure its continued relevance and effective implementation. Any revision will be submitted to the Board of Directors for approval.

SICIT Group is committed to making this Policy accessible and available to all relevant stakeholders, both within and outside the company, through internal communication channels and publication on the corporate website:

<https://www.sicitgroup.com/policy-di-gruppo/>

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Employee engagement is considered a key starting point to ensure the full implementation of this Policy. For this reason, SICIT Group delivers training and awareness programs to promote understanding of the principles set out herein, as well as of applicable legal requirements and the most rigorous internal standards and procedures.

SICIT Group S.p.A.

Chairman

Rino Mastrotto