

SUSTAINABILITY MANIFESTO

Every company that wants to operate in the market and leave a positive mark on society must adopt its own sustainable business model.

We have built our model on the concept of **shared value**.

We believe that real economic value only exists if it is associated with shared value: a long-term value that links our current choices to a **sense of responsibility towards present communities and future generations**.

WRITING THE FUTURE

This Manifesto summarises the meaning we attribute to sustainability and, therefore, how we relate to the future.

We want to write **our future** ourselves because, as the TESYA Group, we see ourselves as proactive actors in sustainability.

We are aware of the responsibility that directly concerns us. As a large industrial Group, we are a link in a **business community** that primarily depends on our choices. Therefore, in strengthening the **circular economy**, we work to offer our customers a sustainable and responsible business, focusing on innovation to multiply the effect of our commitment.



Our commitment spans three areas

We are aware that our approach to sustainability is more valuable when it is **public and shared**, both within our corporate organisation and externally, with all stakeholders, partners, and the communities in which we operate.

ENVIRONMENTAL RESPONSIBILITY

We commit to ongoing work on energy consumption and emissions to continue **reducing our impact**. We will continue to follow "TESYA DECARBONISATION 2030", the multi-level investment and transformation programme through which we develop concrete actions for climate and the environment, reducing energy consumption and subsequent CO₂ emissions. From the circular economy perspective, we will continue the rigorous mapping of materials, resources, and waste.

BUSINESS RESPONSIBILITY

We will continue to commit to ethical and responsible management that reassures and motivates stakeholder trust. We will continue strengthening the governance structure, ensuring maximum transparency, accountability, and efficiency in business decisions.

SOCIAL RESPONSIBILITY

We know a safe, inclusive, and stimulating work environment is essential for developing companies and the people representing them. Training and valuing young people also builds the future of a healthy community. We will continue to promote the well-being and growth of our people while respecting each individual's diversity, in continuity and coherence with our Group purpose, which commits us to supporting people, businesses, and communities.

We are aware that the future will truly be ours only if we write it together. This is our way to the future.

 **Our way to the Future**