



# **SUSTAINABILITY POLICY**

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## Glossary of abbreviations and definitions

The table below lists the terms and/or acronyms used within this document.

<b>Term</b>	<b>Description</b>
<b>ESG</b>	Environmental, social and governance (also referred to as sustainability).
<b>SDGs</b>	The Sustainable Development Goals (SDGs) are a collection of 17 interlinked global goals designed help businesses and governments contribute to a better and more sustainable future for all. The SDGs were set in 2015 by the United Nations General Assembly and are intended to be achieved by the year 2030.
<b>Sustainability</b>	A company's ability to achieve its business goals and increase long-term shareholder value by integrating ESG principles into its business strategies and enterprise risk management.
<b>GWP</b>	Global-warming potential is a term used to describe the relative potency, molecule for molecule, of a greenhouse gas, taking account of how long it remains active in the atmosphere. The global-warming potentials (GWPs) currently used are those calculated over 100 years. CO <sub>2</sub> is taken as the gas of reference and given a 100-year GWP of 1.
<b>GHG</b>	Acronym for greenhouse gases. Greenhouse gases are natural and human-produced gases in the Earth's atmosphere that absorb and re-emit infrared radiation, trapping heat. This is known as the "greenhouse effect" that results in global warming.
<b>CSRD</b>	The CSRD is the sustainability reporting directive. Its purpose is to expand the number of companies subject to mandatory reporting on sustainability aspects and to define more stringent requirements on the information to be reported.
<b>ESRS</b>	The European Sustainability Reporting Standards (ESRS) provide a framework for companies to report on ESG topics. The 12 sustainability standards were drafted by the European Financial Reporting Advisory Group (EFRAG) and must be reported against by all companies subject to the CSRD.
<b>SBTi</b>	SBTi is the initiative that sets science-based emission reduction targets to strengthen the competitive position of companies that want to move to a low-carbon economy. SBTi member companies commit to setting an emission reduction target in line with the Paris Agreement, striving to limit global warming to 1.5°C, or well below 2°C.
<b>United Nation Global Compact</b>	The United Nations Global Compact is a non-binding United Nations pact to get businesses and firms worldwide to adopt sustainable and socially responsible policies, and to report on their implementation

## 1. Scope

Enex Technologies is committed to creating societal value and preserving the natural capital our business depends on. We understand our success is tied to the prosperity and wellbeing of our communities. Therefore, we focus on improving people’s lives through innovative and sustainable technological solutions.

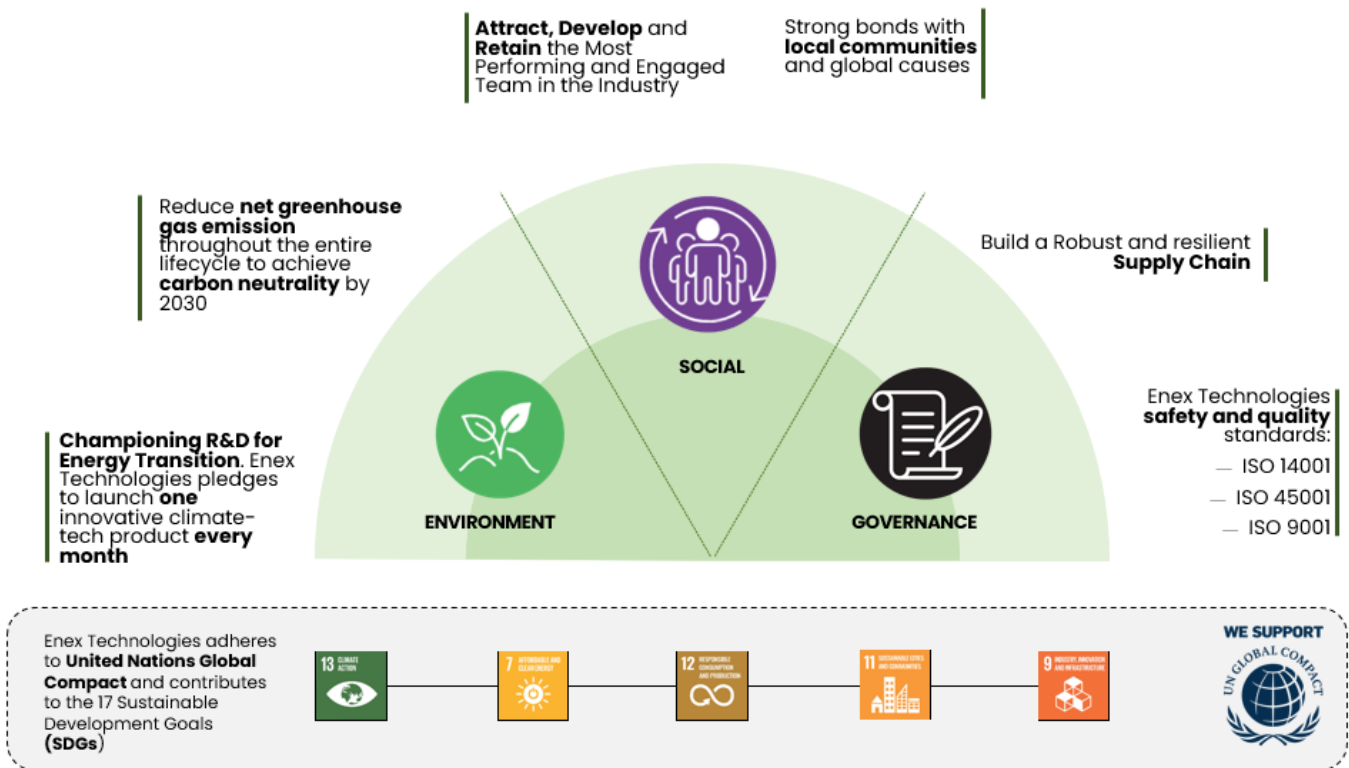


Figure 1 Enex Technologies Sustainability Pillars

We believe in contributing to a better future for all. To achieve this, we have aligned our social, economic, and environmental strategy with the United Nations Sustainable Development Goals (SDGs), which aim to create prosperity for both people and the planet.

Enex technologies identifies the following objectives as a core part of its vision:

- **SDG N.7** Ensure access to affordable, reliable, sustainable and modern energy for all
- **SDG N.9** Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
- **SDG N.11** Make cities and human settlements inclusive, safe, resilient and sustainable
- **SDG N.12** Ensure sustainable consumption and production patterns
- **SDG N.13** Take urgent action to combat climate change and its impacts

Enex Technologies is dedicated to developing and maintaining robust sustainability management capabilities aligned with business growth. This ensures prudent and standardized environmental, social, and

governance risk management processes, enhancing long-term value creation. Through our advanced climate technology solutions, we aim to reduce environmental impact and promote energy efficiency, contributing to a more sustainable future.

## 2. Purpose

The purpose of this policy is to establish the management principles and accountabilities for current and future sustainability activities across Enex Technologies. The policy aims to ensure that:

- The reputation and brand of Enex Technologies, which is critical to the sustainability of our performance, are safeguarded
- Related sustainability risks and opportunities are addressed in a consistent manner through clear identification, measurement, management, reporting and ongoing monitoring across Enex Technologies
- Sustainability-related actions are measurable and impactful
- Principles of good corporate governance are applied
- There is compliance with relevant legislation and adoption of best practice voluntary standards.

## 3. Scope of this policy

This policy governs Enex Technologies' sustainability activities and applies to all persons within Enex Technologies and all its subsidiaries. Any deviation from the conditions of this policy requires approval from the appropriate governance structures. The level of detail in which the principles within this policy are implemented should be appropriate to the nature, scale, complexity of the business, and risk concerned. Where in-country stricter laws are required at international locations, prescription policies should adhere accordingly.

## 4. Enex Technologies Focus Area

Enex Technologies' sustainability objectives in the three focus areas of Environment, Social and Governance are summarised in the table below. These objectives demonstrate the company's pledges to reducing its environmental impact, promoting social responsibility and ensuring ethical and transparent governance in its operations



	Focus	Objective	Action
E	Carbon Neutrality	Reduce <b>net greenhouse gas emission</b> throughout the entire lifecycle to achieve <b>carbon neutrality</b> by 2030	Delivering a portfolio of <b>Natural Refrigerants</b> innovative solutions that minimize customer energy use and emissions
			Expanding aftermarket and digital solutions that use enabled data insights and <b>performance monitoring</b> to help customers reduce their energy use
			Minimize emissions related to operations, transportation and logistics down to <b>net zero</b> within 2030
			Improve the energy efficiency of its production plants
S	Purposeful Innovation	Championing R&D for <b>Energy Transition</b>	Promotion of industry-academia collaboration. Investments for <b>new research and development laboratory</b>
	Empowering People	Attract, Develop and Retain the Most Performing and Engaged Team in the Industry	«Road to Zero» incidents
			Enex Technologies <b>Academy</b> life-learning program
Thriving Communities	Strong <b>bonds</b> with local communities and global causes	<b>Employee volunteer hours</b> in environmental protection projects with an impact on local communities	
G	Corporate Governance & Compliance	Build a Robust and resilient <b>Supply Chain</b>	Involve all Supply Chain in <b>ESG qualification schemes</b> by 2030
		Corporate Governance	Consolidate management transparency and soundness
		<b>Risk Management &amp; Compliance</b>	Strengthen smooth Risk Management Capabilities and Compliance systems

## 5. Policy statement

### 5.1 Policy statement 1: Responsible resource use and environmental protection

Enex Technologies recognises that the long-term future of our group operations depends on our sustainable use of shared natural resources, and the protection of the external environment we operate in. We are committed to responsible environmental management and to integrate the Ten principles of the United Nations Global Compact into our business strategy. Regarding the environment, Enex Technologies pledge to:

- Play a significant role in fighting climate change, invest in technologies and innovations to achieve carbon neutrality by 2030 with our low GWP products
- Identify and adopt corporate measures, even beyond the regulatory provisions, aimed at improving its environmental and energy performance
- Use resources efficiently and consciously, avoid waste and favour sustainable choices over time
- Select and monitor its suppliers, considering ethical, social and environmental requirements

- Track the progress of the actions taken to pursue the objectives, translated into Improvement Plans, to which all company functions contribute, and manage the level of residual risk to further minimise it, using the most advanced systems, applications and technologies
- Monitor and reduce the impacts deriving from its activities both under ordinary conditions and in the face of crisis situations, such as exogenous events related to climate change
- Enable customers safe and successful energy transition

## 5.2 Policy statement 2: Employees empowerment and human resource development

At Enex Technologies, we recognize the fundamental importance of ensuring that every colleague feels respected, valued, and motivated to support our customers every day. We believe that an inclusive and positive work environment is essential for the success and growth of our group, fostering a culture of respect and collaboration that is reflected in the quality of service we provide to our customers.

In the aim of creating a corporate culture for our employees to flourish, Enex technologies will:

- Attract, Develop and Retain the Most Performing and Engaged Team in the Industry, establishing an internal academy program for employee's improvement and enhancement
- Never compromise on No Discrimination practices in the relation with internal and external Enex Technologies stakeholders

## 5.3 Policy statement 3: Enhance stakeholder engagement

Enex technologies is mindful of promoting and extending its sustainability culture with all its stakeholders along its value chain, both internal and external. In this regard Enex Technologies will:

- Continue to engage regularly with relevant stakeholders, such as governments, regulators, investors, shareholders and communities, to contribute positively and proactively in addressing ESG challenges and opportunities in the business
- Promote a culture of sustainability within the organisation as well as with our customers and the public, through training and awareness campaigns
- Create effective and long-lasting relationships with local communities and global causes, developing an employee's volunteering programme for environmental remediation

## 5.4 Policy statement 4: Commitment to best practice building standards

Enex Technologies recognises that designing, constructing and operating sustainable buildings and spaces is an opportunity to use resources more efficiently, and mitigate and respond to climate change, while creating healthier and more productive working environments for employees. In this regard Enex Technologies will:

- Continue to improve on its property and building design and management according to green building principles and standards
- Obtain sustainable building certifications and set environmental targets that commit new and existing building operations to a reduced environmental impact and healthy work conditions

## 5.5 Policy statement 5: Commitment to integrate ESG into our governance

Enex Technologies is committed to integrating ESG into our core business model. This will enable Enex Technologies to create sustainable value and manage risk and financial challenges. In this regard Enex Technologies will:

- Consider ESG factors (for example, climate change and social inequalities) in product development, and integration of non-financial issues in risk management processes
- Comply with applicable existing and emerging legislation and regulation in all our markets
- Demonstrate transparency and accountability in our conduct
- Proactively and responsibly engage and partner with relevant stakeholders to achieve our sustainability goals

## 5.6 Policy statement 6: Compliance with relevant legislation

Enex Technologies is committed to aligning its sustainability practices with the evolving regulatory landscape. In this regard, Enex Technologies will:

- Actively working to ensure full compliance with the Corporate Social Responsibility Directive (CSRD) requirements by adopting the European Sustainability Reporting Standards (ESRS) framework
- Apply for the most relevant and internationally recognised scorecards and certifications
- Proactive adoption and implementation of the dual materiality approach with internal and external stakeholders

# 6. ESG Achievements and Endorsements

## 6.1 Achievements

Partner	Description	Achievement
<b>Ecovadis</b>	EcoVadis is a globally recognized assessment platform that rates businesses' sustainability based on four key categories: environmental impact, labour, and human rights standards, ethics, and procurement practices.	"Committed" Badge with and outstanding performance in Environmental focus area
<b>Open-Es</b>	Open-es is an open and collaborative ecosystem that brings together industry, finance and institutions to foster, through a digital platform, the growth and transformation of the business fabric on the dimensions of sustainability.	Assessment results above sector average with outstanding performance in Environmental focus area



## 6.2 Endorsements

Partner	Description	Status
<b>United Nation Global Compact</b>	The UN Global Compact is the world's largest corporate sustainability and corporate social responsibility initiative, with more than 20,000 corporate participants and other stakeholders in over 167 countries	Participant since 26/08/2024. Next Communication of Progress (CoP) due on: 31/07/2025
<b>SBTI</b>	The Science Based Targets initiative was established in 2015 to help companies to set emission reduction targets in line with climate sciences and Paris Agreement goals.	Commitment letter signed in 2023

## 7. Ownership & Responsibilities

Marcom & ESG department is the owner of this Policy. The Marcom & ESG director or his/her designees shall be responsible for interpreting this Policy and reviewing it every two years. All waivers or modifications of this Policy or procedures shall require the approval of the Marcom & ESG director, or authorized delegate.

The governance of the implementation of this policy is assured by Enex Technologies ESG Committee, which is composed as follows: CEO, Chairman, HR Director, Marcom & ESG Director, 1 Senior Advisor (appointed by the Chairman on a yearly basis). The ESG Committee shall meet at least 2 times a year and chaired by Marcom & ESG Director.

## 8. Policy Approvals

The ESG committee approves this policy. The Marcom & ESG director will have the authority to make minor changes and to keep the policy updated. Such changes will be noted at the ESG committee forums.