



ENVIRONMENTAL POLICY

Welcome to TESISQUARE®

CONNECTING PEOPLE, TECHNOLOGY,
AND PROCESSES IN A COLLABORATION SQUARE

Review and approval

ACTION	FUNCTION	NAME	DATA
Approved	CEO	Giuseppe Pacotto	26/09/2024
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Update

VERSION	DATA	NOTES
1.0	26/09/2024	Document creation

PREAMBLE

This policy illustrates the values, objectives, commitments, and actions undertaken by TESISQUARE to prevent, manage, and reduce the environmental impacts arising from its activities, specifically its direct impacts.

As of the date of this document, TESISQUARE has embarked on a path to measure its environmental impact reduction strategies, with the goal of drafting a first Sustainability Report for the 2025 financial year. The sustainability indicators to be used will align with the highest international standards and will allow for an effective verification of whether the company is achieving its environmental impact reduction objectives.

While awaiting the definition of these indicators and the subsequent setting of new environmental risk mitigation strategies, TESISQUARE has for several years adopted initiatives to contain its environmental impact. TESISQUARE is, in fact, aware of the consequences that its activities and products have on the environment and recognizes that companies play a key role in promoting sustainable development.

TESISQUARE has always believed that value creation, process efficiency, and the competitiveness of products and services must be compatible with the context and environment in which it operates. Efficiently using resources and reducing environmental impact is an important strategy for adding value to the company and the communities in which we operate.

2. POLICY

In consistency with the above, TESISQUARE:

- Respects every legal provision, at any level, relating to environmental protection;
- Uses resources efficiently and consciously, avoiding waste and prioritizing sustainable choices over time;
- Contributes to combating climate change;
- Identifies and adopts corporate measures, even beyond regulatory requirements, aimed at improving its environmental and energy performance;
- Monitors the progress of actions undertaken.

Recipients

This policy is addressed to all TESISQUARE employees and its associated and/or controlled companies, as well as the various TESISQUARE stakeholders who will review and accept its contents.

3. ACTIONS

The Four Rs: Reuse, Reduce, Repair, and Recycle



The document outlines some actions undertaken by TESISQUARE to reduce its environmental impact following "the four R's rule":

Hardware Recycling

TESISQUARE has always paid close attention to the hardware lifecycle. PCs no longer used by employees, for example, are repaired and refurbished by TESISQUARE and transferred to the employees themselves for personal use. The transfer is free, conditioned solely on an offer made in favor of "Amici di Cecilia," a volunteering association that TESISQUARE has supported for years.

Self-production of Electricity and Use of Renewable Energy Sources

TESISQUARE has installed two photovoltaic systems at its Cherasco headquarters, with a total capacity of 358 KW. These systems cover approximately 60% of the headquarters' entire electricity demand. The remaining electricity is purchased on the open market from suppliers who ensure a majority production from renewable sources.

Reduction of Energy Consumption

TESISQUARE adopts small day-to-day initiatives to progressively reduce its energy consumption. For example, to optimize thermal consumption at the Cherasco headquarters, TESISQUARE decided to move the two 10kW UPSs, which power the server room racks, to an external, naturally cooled room, significantly reducing the refrigeration power required to maintain the server room temperature. Furthermore, in order to optimize electricity consumption, it has initiated a project to replace fluorescent lamps with new LED lamps, already installed in the most recently constructed buildings. Initiatives are underway on corporate printers to minimize unnecessary printing.

Waste Reduction

Separate waste collection is mandatory in all TESISQUARE offices. Additionally, employees have been provided with thermal water bottles to avoid the purchase of water in plastic bottles ; water dispensers have also been provided at the offices.

Reduction in the Use of Potable Water

TESISQUARE has equipped its headquarters with a 33,000-liter storage tank for rainwater harvesting from the roofs. The water is used for irrigating the company's green spaces and the park. The use of this water for flushing toilets is currently under evaluation.

Greenery and CO2

TESISQUARE created TESILAND, a green space at its Cherasco headquarters for use by both employees and the public. It is divided into five spaces with different functions: entertainment, sport, play, educational orchard, community. The area occupies 18,000 square meters with 200 trees planted, 2,200 shrubs, 7,000 groundcover plants, and 2,200 bulbs, totaling 70 different plant species. An orchard with 32 fruit trees, including apple, jujube, plum, and cherry trees, has been planted. These can be used for educational activities for schools, as well as providing fruit for collaborators and employees of TESISQUARE. A multi-sport area, an electric bike charging and repair area, and a naturalistic play area with wooden



games have also been set up. Not the entire surface is irrigated, but the careful use of very low-water-demand grass allows the water flow to be directed only to the areas where it is truly needed. The lighting, all LED and controlled by dimmers, is optimized by the energy from the photovoltaic system.

Charging Stations for Electric Cars

Employees can use electric car charging stations free of charge at the Cherasco headquarters.

Awareness and Welfare: Hortobot

TESISQUARE has adopted an initiative that brings together various directives: new technologies, employee awareness of environmental issues, and welfare. This is Hortobot, an innovative project where TESISQUARE supported the production of a prototype automatic robot capable of cultivating a corporate garden. The garden is available to employees, who can pick seasonal fruits and vegetables. Hortobot is a system that, among other things, allows for savings of about 60% compared to a traditional irrigation system. The use of "hostage plants" serves to deter small animals from the vegetables, directing them to other expendable plants, with the goal of not using chemical substances.

Monitoring and Measurement

TESISQUARE is implementing a precise electricity consumption measurement system (SCADA) based on instruments that acquire measurement data and transmit them to a system that will be able to store and process them. This system will allow for data analysis and verification of the efficiency activities being carried out. It will also provide the benefit of being able to control loads and optimize the correct functioning of the various systems, in order to implement preventive and predictive maintenance.

4. PERIODIC REVIEW

This policy will be subject to periodic review by the TESISQUARE Legal Department. In particular, a first review is planned following the "double materiality" analysis, which will allow TESISQUARE to decide which policies to pursue regarding environmental issues and ESG matters in general.

5. CONSEQUENCES OF CONTROLS

In case of violation of the principles of this Policy, TESISQUARE will have the right to proceed against the individual concerned, contesting a contractual breach in the manner provided by law and the contract itself.

