

SUSTAINABILITY MANIFESTO

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1. SCOPE OF APPLICATION

This Sustainability Manifesto applies to CEME S.p.A. and to all its subsidiaries (hereinafter “CEME”, “the Group”). It covers all activities and operations across the Group, regardless of geography or business function.

2. COMMITMENT

For CEME, sustainability represents an inescapable element that is deeply rooted in the Group’s everyday activities. It is a pivotal enabler for the corporate strategy and a key factor in long-term value creation. Sustainability is not treated as a separate initiative, but as an integral part of how the Group operates, designs its products, manages its supply chain, and engages with stakeholders.

In line with this approach, CEME considers product quality, corporate social responsibility, and process excellence as essential drivers of brand success and market leadership. These values are inseparable from the Group’s sustainability commitment, which encompasses responsible supplier management, the reduction of its environmental footprint, the promotion of a safe and inclusive workplace, and the delivery of high-quality products that meet the highest standards of safety, ethics, and performance.

The purpose of this Manifesto is to outline CEME’s guiding principles and sustainability pillars, which represent the foundation of the Group’s strategic approach to sustainability that is also rooted in its Code of Ethics, which sets the unavoidable rules of behavior that apply to all CEME people and operations. This approach is also informed by internationally recognized principles

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on responsible business conduct, including the commitments undertaken by CEME as a participant in the United Nations Global Compact.

3. SUSTAINABILITY PILLARS

The sustainability strategy of CEME is structured around four key pillars that represent the foundation of the Group's long-term commitments. These pillars encompass the material topics identified through the double materiality assessment, which highlighted the most relevant environmental, social, and governance issues for the Group. Each pillar reflects a strategic area of focus and guides the Group's efforts to create sustainable value:

- **Climate and environmental responsibility:** CEME commits to working towards decoupling business activity from greenhouse gas emissions. This means tackling energy inefficiency and actively contributing to the fight against climate change. The Group considers the environment as important as quality, promoting a culture of respect for nature through advanced environmental protection and energy efficiency principles applied across all operations. CEME also recognizes the importance of sustainable resource consumption along its entire value chain, by increasing material efficiency, optimizing waste management, and continuing research efforts to offer innovative products that enable the rational use of resources and the adoption of green solutions.
- **People and equal opportunities:** CEME acts by respecting the fundamental rights of every individual, guaranteeing equal opportunities and fighting against any form of discrimination. The Group undertakes to safeguard each person's physical, moral, and cultural integrity, while ensuring working conditions that protect individual dignity. Health and safety are recognized as essential enablers, and CEME adopts all necessary precautions to ensure that employees operate in conditions of healthiness, safety, and hygiene.
- **Quality, safety and shared value:** CEME is committed to continuously offering high-quality products. Quality remains the true primary focus of all operations. The Group ensures that its products and processes meet the highest standards, while actively safeguarding the health and safety of people throughout its entire value chain - from suppliers to end users. CEME also promotes the creation of shared value by contributing positively to the well-being of local communities and fostering responsible and sustainable development in the areas where it operates.

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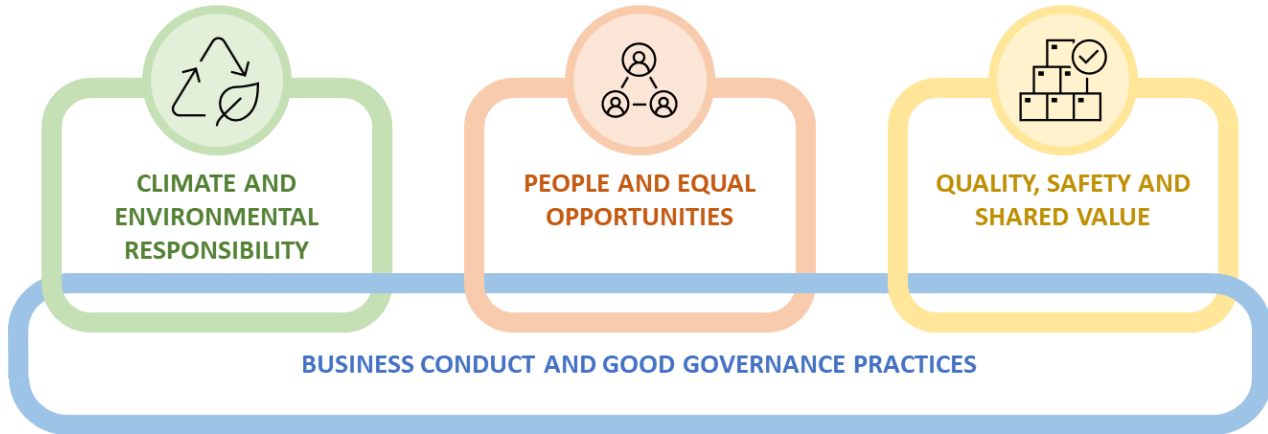
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- **Business conduct and good governance practices:** CEME promotes a responsible and transparent business culture, based on integrity and compliance with ethical principles and applicable regulations. The Group adopts good governance practices that ensure fairness and accountability in all activities, reinforcing its commitment to sustainability, social responsibility, and long-term value creation.



The management approach for all material topics addressed by the pillars is explained in detail within the Group's dedicated policies, which outline how these issues are governed across the organization. These policies are available here ([link](#)).

4. ROLES AND RESPONSIBILITIES

The implementation of this Manifesto is a shared responsibility across the entire CEME organization. To ensure its effective execution, clear roles and responsibilities have been defined and embedded within the Group's governance structure:

- **CEO:** formally approves and signs the Manifesto, and guarantees the consistent and continuous application of its principles across all business areas and processes;
- **Group Chief Quality & Sustainability Officer:** ensures that adequate resources are available to support the implementation of the Manifesto, and that its principles are integrated into Group-level decisions and activities;
- **Enabling functions (e.g. HR, HSE, Operations, Legal):** ensure that activities at both central and local levels are aligned with the principles of the Manifesto, supported by continuous monitoring of sustainability data and timely reporting of any issues.

5. UPDATING AND SHARING

This Manifesto is subject to regular review and updates, reflecting changes in regulatory frameworks, stakeholder expectations, and strategic priorities. It is communicated across the

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organization and made available to all internal and external stakeholders through the Group's web site.

In line with the objectives of this Manifesto, CEME publishes its Sustainability Progress Report on a yearly basis, disclosing its sustainability performance and strategy over short-, medium- and long-term horizons. The Group is committed to reporting its sustainability results transparently and to actively monitoring its sustainability impacts.

CEO Signature

Alessandro Perrotta



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