

Letter to Stakeholders

by Maximo Ibarra

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In 2024, we once again found ourselves facing significant transformations and challenges in a social, environmental, and political context that continues to demand strong and constant adaptability and innovation. Geopolitical tensions are creating ongoing uncertainty that requires fast and coordinated responses. The ecological transition is confronting the agreements made between nations in pursuit of decarbonization goals, leading to a redefinition of some global priorities. Market instability is pushing us to rethink and reorganize operational processes to maintain competitiveness and acquire the resilience that is now essential for tackling the major challenges ahead.

In this complex scenario, we must not underestimate the speed of technological progress. While it may present itself as a challenge full of pitfalls, it also offers us extraordinary and unprecedented opportunities.

The rise of Generative Artificial Intelligence is the most recent and striking example. Gaining massive public attention over the past year, this technology is proving to be a powerful driver of change, with significant impacts not only on production and organizational efficiency, but also on our ability to address global challenges: from climate change to water and energy crises, from healthcare to demographic decline.

However, it's crucial to remember that to take full advantage of AI in a conscious and fair manner, we need targeted investments to build a robust digital ecosystem, along with regulations that guide its ethical and responsible use—without hindering innovation. This is precisely the goal of initiatives such as the AI Pact, which Engineering signed last year as a reaffirmation of our commitment to promoting an innovation model that brings real benefits to businesses and communities. With the same vision, we support the Global Digital Compact, a UN initiative aimed at establishing global principles for digital governance, fostering an open, safe, and accessible digital space for all.

For over 40 years, Engineering has aspired to be an agent of change, equipped with the skills and knowledge necessary to support the country's sustainable development. But in today's critical and complex era, we feel an even greater responsibility to play a leading role in ensuring that digital transformation becomes a lever for shared progress and wellbeing, fully convinced that the most effective innovation is born out of collaboration. That is why in 2024 we promoted innovative initiatives such as the Digital Alliance for Italy, created as an open ecosystem for operators from all sectors, ready to share tools and objectives to tackle some of Italy's most pressing challenges—such as the water emergency. In the same spirit, we strongly believe in public-private cooperation, to combine resources, tools, and visions and generate a lasting, positive, and safe impact. Among many examples, I am particularly proud of our agreement with the State Police for the prevention and fight against cybercrime, based on the belief that the continuous exchange of information and collaboration with institutions are essential tools for an effective cybercrime prevention system. 2024 also saw our active involvement in the AI Hub for Africa, a key component of the Mattei Plan to address the socio-economic challenges of that region, using new technologies as drivers for real benefits to local communities and the environment—embodying our vision of “growing together” for a sustainable and inclusive development.



As highlighted throughout this Sustainability Report, our sustainability policies remain a central pillar of our corporate strategy. To this end, we continue to invest both internally—such as through training programs that spread the core objectives of social and environmental sustainability—and externally, by supporting our stakeholders in accelerating the achievement of their ESG goals through digital solutions that enable, for instance, the efficient management of environmental resources.

It's also important to emphasize that for a company like Engineering, deeply rooted in the social and economic fabric of the country, sustainability does not only mean fighting climate change or protecting natural resources. One of the pillars of our sustainability strategy is the promotion of a social model within our organization, where diversity and equity are seen as opportunities for personal growth through the exchange of different experiences, ideas, and perspectives. Every day, we work to make our company ecosystem a place where people can find new inspiration and leave their mark. This ongoing challenge led us, just a few months ago, to obtain the Top Employer Italy 2025 certification—a prestigious recognition awarded by the Top Employers Institute, which confirms the excellence of our HR policies and strategies.

Sustainability is a long journey, one that we commit to every day, always setting real and measurable objectives. Last year, we drafted our 2024–2026 Sustainability Strategic Plan, and today, I am pleased and proud to announce that we have already achieved some of the targets we set: we exceeded 20% women in leadership roles in Italy; we fully replaced our pool fleet with electric vehicles; nearly 50% of our Top Suppliers are now sustainability-focused and part of the Open-es ecosystem, far surpassing our initial target of 25%.

And more: we improved our CDP Climate Change rating from a C to a B, reflecting our determination to ensure responsible and transparent resource management; we received the Gold Medal from EcoVadis, one of the most trusted global sustainability rating agencies, earning 15 points

more than the previous year—a testament to the strength of our sustainability management systems. Last, but not least, we further reduced consumption at our Pont Saint-Martin Data Center, equipped with a geothermal cooling system that significantly limits environmental impact by using groundwater in a closed-loop system.

In this edition of our Sustainability Report—my last as CEO of the Group—we share our projects, our vision, and the results achieved so far. But above all, you'll find concrete evidence of what our Group is doing in the ESG space, both internally and externally, supporting the country's digital and green transformation. We invisibly integrate technology into practical solutions that create value for society, putting innovation at the service of people and the environment. Innovation, environmental care, and social wellbeing are part of our DNA, and this is the vision that our Group will continue to pursue, together with our stakeholders, in a shared and lasting commitment.

Maximo Ibarra
Engineering CEO