

Letter to **Stakeholders**

2020 was an important challenge for the country and for our organization. The impact of COVID-19 and the measures needed to combat it affirmed the importance of digital technology, through which social services and production systems were able to survive, despite the restrictions imposed by the health emergency.

In a year filled with challenges, our way of being a community and doing business has been decisive, driven and united by a common thread in which innovation and digitization are the key levers for improving the environment around us, while placing the safety and well-being of our people at the center of everything.

In each of our projects, we contribute to making technology democratic and inclusive, interpreting it and putting it at the service of citizens, communities and companies.

We provide our customers with innovative solutions that benefit from our research activities, in line with our company's mission: an approach that has always distinguished our Group, placing it at the forefront of research and experimentation in the most innovative technologies. We share this vision with our customers in order to design together the Digital Transformation of the world in which we live and to improve the performance of Environmental, Social and Governance measures.

The numerous internal and external challenges arising from the COVID-19 emergency have not prevented us from keeping our commitment to the community, through initiatives and projects for research, culture and sports, and by promoting social values such as digital inclusion, diversity and the circular economy.

We have responded to the challenges of climate change through shared initiatives with our suppliers and with the community, and also by means of a conscious and certified environmental policy.

We have multiplied and renewed our alliances and participation in global projects and networks, such as our membership of the United Nations Global Compact, by endorsing the

Ten Principles on Human Rights, Labor, the Environment and Anti-Corruption, and by committing ourselves to the Sustainable Development Goals of the 2030 Agenda.

We have joined Valore D, the association for gender balance, inclusion and diversity in companies. We have started on the path toward obtaining SA8000 Ethical Certification, which has to do with the sphere of social responsibility with regard to the conditions of workers within the company and also in all parts of the supply chain.

We're taking part in the CDP assessment, to implement and report our progress in reducing emissions. The digital sustainability which is a part of our DNA has allowed us to face an extraordinary year like 2020 with flexibility and determination of thought and action. We must also recognize how the pandemic has led us to reflect even more proactively on how Engineering can contribute to the sustainable development of the country, with its projects for people and the environment.

Initiatives and projects carried out through the extraordinary professionalism and motivation of our people: 12,000 colleagues, the true heartbeat of our business and our identity, a team that never stops being a community and is always endeavoring to design a better future in terms of technology and sustainability, even in the face of the toughest challenges.



Paolo Pandozy
Managing Director

A handwritten signature in black ink that reads "Paolo Pandozy".