



CSR

CORPORATE SOCIAL RESPONSIBILITY

Sustainability Report

2021



Letter to the Stakeholders

by Maximo Ibarra

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2021 was a particular and complex year, characterized by the persistence of the Covid-19 pandemic, which subjected companies and governments to an economic and social, as well as psychological and health stress test. In this period of difficulty, which has forced us to rethink our social and business priorities, those who do business have had to understand that companies must be agile, able to reinvent themselves quickly, and pay attention to how their work can positively impact society.

Even during the pandemic, as a Digital Transformation Company, Engineering continued to provide private and public organizations with decisive support to address the crisis and manage its consequences. It has made its skills available in all technologies and has applied them to all sectors of the market for over forty years, in the belief that the value of digital technology is not exhausted in generating efficiency, but is completed once it succeeds in producing a widespread well-being for all citizens.

We have faced the challenges posed by the present difficulties by continuing to support the

country's Digital Transition, while safeguarding the health and safety of our professionals. Engineering is a highly human capital company. For us, people are a primary asset, a heritage to be protected and enhanced, creating an inclusive environment that can embrace differences and enhance and hone the skills of each person. We do so, first of all, through the upskilling and reskilling courses provided by our IT & Management Academy, a true university campus that takes care of the technological and managerial preparation of all our people, starting with the recent high school and university graduates who enter the company.

These ongoing training programs, combined with hiring plans aimed at welcoming the best talents in circulation and intense Research activities involving hundreds of international experimentation projects, allow our Group to offer innovative solutions and services of excellence to more than a thousand customers operating in any sector at all levels, from large and medium-sized companies to organizations of all kinds, up to public administration. A commitment that we face using new technologies not as a simple commodity to innovate the offer, but as the main tool to integrate business objectives with values related to environmental sustainability, inclusion and diversity, optimizing all the resources available.

This approach, inherent in the DNA of our company and shared with all our stakeholders, allows us to support digitalisation oriented to ESG themes through the use of cutting-edge technologies. Our mission is, in fact, to determine a groundbreaking change that embraces



environmental, social and economic issues following the Sustainable Development Goals of the United Nations: from the improvement of living conditions and the guarantee of safe and equal access to health, to the optimization and efficiency of the use of energy resources, up to the provision of innovative services and the creation of a peaceful, just and inclusive society.

Strongly convinced that the Digital Transition must go hand in hand with the Green Transition, so that both become levers of widespread and shared social well-being, our social responsibility is also aimed at the fight against climate change, whose effects are becoming increasingly perceptible and dramatic. Precisely for this reason, in addition to helping our partners use technologies to ensure that the achievement of economic objectives is never at the expense of the territory in which we live, at Engineering we have set ourselves some important environmental goals, including the reduction of energy consumed by our Data Centres and the expansion of the company fleet with alternative traction vehicles, electric or hybrid, for a more sustainable car fleet.

We have also renewed our participation in the Carbon Disclosure Project (CDP) assessment to implement and communicate our progress in reducing emissions and achieved the SA8000 Ethical Certification, which also involves the sphere of social responsibility in relation to workers' conditions, both within the company and throughout the supply chain.

At Engineering, however, we do not just pay attention to the people who are part of our ecosystem, but go further, extending our commitment to the entire community. In 2021, in fact, we continued to address the social reality through initiatives and projects aimed at research, culture, the environment, support for populations in emergency, promoting values such as digital inclusion, the enhancement of diversity and the transition towards a circular economy.

These are just some of the themes collected in the 2021 Corporate Social Responsibility Report, which describes not only the many contexts in which we operate but also our ambition to become an ESG Champion, or a strategic asset for the sustainable development of the country, designing, through digital technology, a greener, fairer and more inclusive future.

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