

Consat Group

Sustainability Policy

2025

CONSAT

SUSTAINABILITY POLICY

At Consat Group, we are committed to leading by example in promoting sustainability and environmental stewardship. As a company that strives for innovation and excellence, we recognize our responsibility to address the challenges posed by climate change and to develop a sustainable future. Our sustainability policy focuses on society, environment, governance and all the people we work with.

Aligned with Consat's strategy for long-term profitability this policy outlines our commitments and strategies to ensure that our operations, products, and services contribute positively to the environment and society while supporting our business objectives.

CLIMATE CHANGE MITIGATION

Consat Group is dedicated to reducing its greenhouse gas emissions and minimizing its environmental impact. Our approach to climate change mitigation includes:

Setting and achieving emission reduction targets: We are committed to setting targets for reducing greenhouse gas emissions in the areas of our operations with the greatest environmental impact. These targets will be continuously monitored and regularly reviewed to ensure we remain on course to meet, or surpass, our sustainability goals.

- **Sustainable product development:** We will promote sustainability into the design, development, and delivery of our products and services, ensuring they contribute to lower carbon emissions and improved environmental outcomes.
- **Innovative solutions and technologies:** We invest in technologies like electrification, digitalization, and automation to cut emissions, driving both sustainability and business value.
- **Employee and partner engagement:** We will encourage our employees, suppliers, and business partners in sustainability initiatives, promote a culture of responsibility and collaboration in addressing climate change.





CLIMATE CHANGE ADAPTATION

Understanding the need to adapt to the effects of climate change, Consat Group is committed to enhancing the resilience of our operations and the communities in which we operate. Our approach includes:

Risk assessment and management: We will regularly assess the potential impacts of climate change on our operations and supply chains and implement adaptive measures to mitigate risks.

Community and stakeholder collaboration: We will aim to work closely with local communities and stakeholders to explore opportunities and implement strategies that enhance climate resilience.

Continuous improvement and learning: We will continue to develop a culture of continuous improvement, learning, and innovation to enhance our understanding and response to climate change risks.

SOCIAL RESPONSIBILITY

Integration of social responsibility emphasizes ethical business practices, fair labor conditions, diversity, and community engagement while promoting environmental stewardship and cooperation. At Consat we encourage collaboration with stakeholders, suppliers, and communities to ensure responsible sourcing, employee well-being, and transparency in operations, driving inclusive growth and long-term societal benefits. By prioritizing ethical trade and cooperative efforts, Consat can create a positive social impact while maintaining sustainable economic development in line with our Code of Conduct.

MONITORING AND REPORTING

To ensure accountability and transparency, Consat Group commits to:

- **Continuous monitoring:** We will continuously monitor our sustainability performance, including greenhouse gas emissions, energy use, using reliable data and methodologies.
- **Regular reporting:** We will publicly report our progress towards our sustainability goals in accordance with recognized frameworks and standards, demonstrating our commitment to transparency and continuous improvement.
- **Stakeholder engagement:** We will engage with stakeholders, including customers, employees, suppliers, and communities, to share our progress, seek feedback, and promote collaboration in achieving our sustainability goals.

GOVERNANCE AND ACCOUNTABILITY

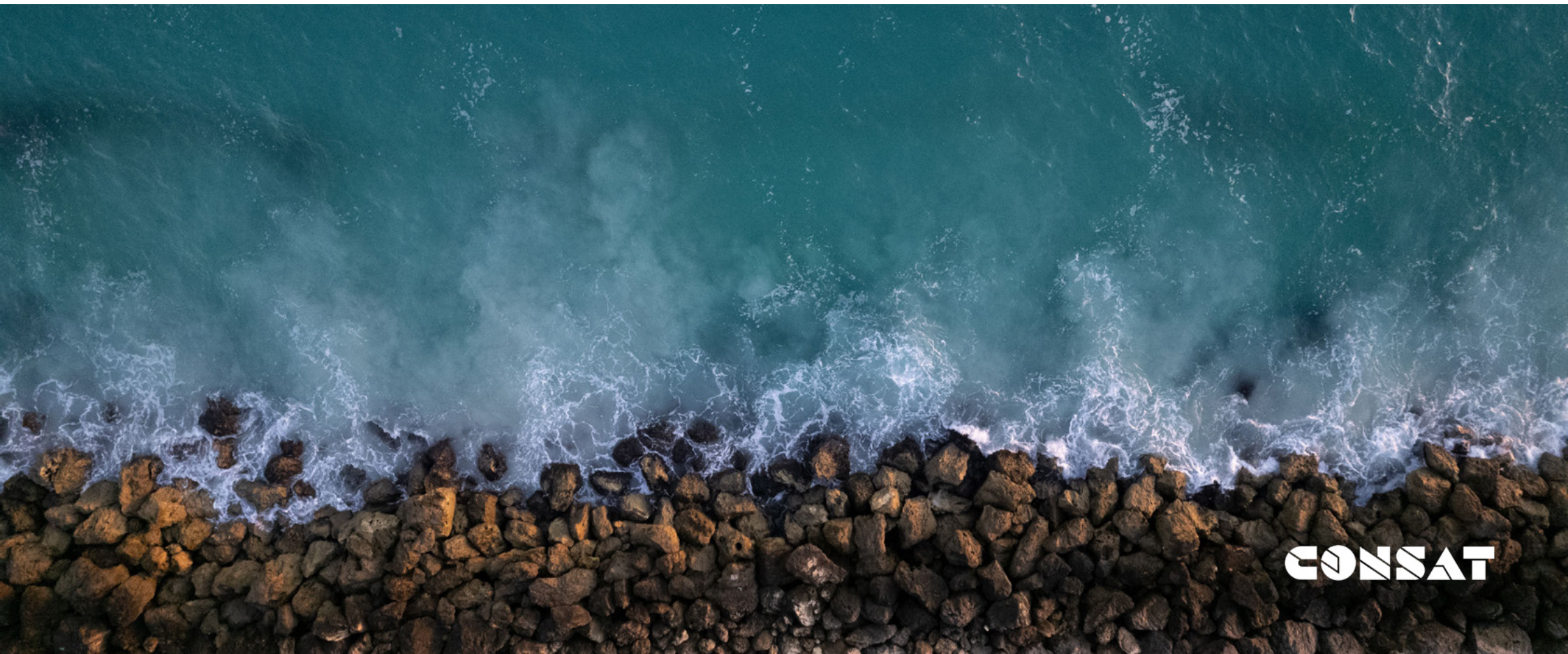
The implementation of this sustainability policy will be overseen by Consat Group's Sustainability Committee, which is responsible for:

- Policy oversight and compliance: Ensuring the implementation and compliance with this policy across all operations and functions of Consat Group.
- Performance evaluation and reporting: Regularly evaluating performance against sustainability goals and providing guidance on areas for improvement.
- Stakeholder engagement and collaboration: Engaging with internal and external stakeholders to align our sustainability efforts with broader environmental and societal goals.

CONCLUSION

Consat Group is committed to driving sustainable development and addressing the global challenges of climate change. Through this policy, we reaffirm our commitment to climate change mitigation and adaptation. We will continuously strive to improve our environmental performance and contribute to a sustainable future for our employees, customers, and communities.

We recognize that true sustainability also includes a strong social responsibility. We are dedicated to positive societal impact through active engagement with our employees, partners as well as in our communities.





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