

Environmental, Social and Governance Policy

Version 1.1 – April 2025

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Introduction

At Renergia S.p.A., sustainability isn't just an ambition—it's a fundamental principle that shapes how we operate. This Environmental, Social, and Governance (ESG) Policy embodies our commitment to integrating responsible practices at every level of the organization. Whether it's through lowering emissions, protecting natural ecosystems, improving workplace safety, or upholding ethical standards, we believe that ESG values are essential for long-term resilience and positive impact.

The Policy applies to all companies in the Renergia Group: **Biomet Ambiente, Biomet GNL, Agrimet, Agrimet Impianti**, and any future subsidiaries. Everyone is included in this effort from the Board of Directors to the leadership team (Managing director, Plant directors, CFO) plant operators, and administrative personnel. We believe that shared responsibility and a clear direction are the keys to achieving our ESG goals.

A dedicated **ESG Manager** plays a pivotal role in aligning the Group's sustainability strategy. This role ensures coordination between business units, sets measurable targets, and promotes open, transparent communication both within and beyond the company.

To support accountability, we link ESG performance indicators to management evaluations. These include measurable outcomes in environmental protection, health and safety, inclusion, and ethical conduct.

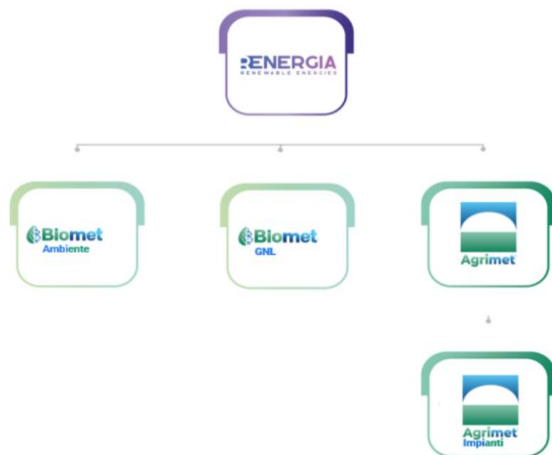
Our Policy is designed to evolve alongside our organization, enabling us to respond to new challenges with consistency and purpose.

Background

Renergia is a future-oriented Italian energy group, committed to delivering sustainable solutions, especially in the field of renewable gas. Our business model is designed to minimize environmental impact, foster community wellbeing, and drive technical innovation.


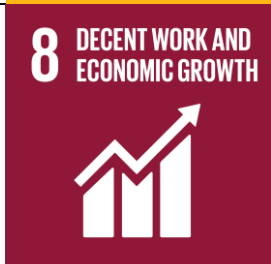



- **Biomet Ambiente** processes organic waste into biomethane and compost. Its plant near Piacenza handles 40,000 tons of organic waste annually and has the potential to scale up to 60,000 tons.
- **Biomet GNL** operates Italy's first liquefaction facility directly connected to the SNAM gas grid, producing up to 8,800 tons of bio-LNG per year, with the capability to triple production.
- **Agrimet** works with Northern Italian farmers to enhance biogas production through technical partnerships and off-take agreements.
- **Agrimet Impianti** focuses on acquiring and upgrading biogas plants into high-efficiency biomethane facilities.

Our mission is in line with key global frameworks such as the **United Nations Global Compact** and the **Sustainable Development Goals (SDGs)**.



SDG commitments

Renergia has assessed its alignment with the United Nations SDGs, as shown in the table below:

SDG	Target	Indicator
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	7.2: By 2030, increase substantially the share of renewable energy in the global energy mix	Renergia increases the share of renewable energy in Italy by producing bio-LNG
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	8.1: Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries	Renergia, through its investments, promotes sustainable economic growth.
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	Through revamping farmers' digestors to produce biogas and upgrade it into biomethane, Renergia will reuse an agricultural by-product to generate bio-LNG, therefore reducing the CO₂ emissions of the farmers and of the transport industry
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	11.6: By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management	Renergia reduces adverse environmental impacts of cities by treating municipal organic waste and the associated emissions, thus promoting good air quality
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	By recycling organic waste into compost, Renergia is increasing the national waste recycling rate

Management, Board and Shareholders of the Group strongly believe that the sustainability and success of the business are highly dependent on prudent management of Environmental, Social and Governance issues throughout the course of its entire business operations.

The Group is committed to care for the external environment through professionalism, safety and wellbeing, while at the same time promoting a fun, diverse and inspiring work environment.

Esg Focus Areas

Environmental

Renergia's approach to the environment is practical, forward-looking, and deeply rooted in our business model. We operate in a sector where the transition to renewable energy is not just an opportunity, but a responsibility. By converting organic municipal and agricultural waste into clean biogas and biomethane, we reduce dependence on fossil fuels and help decarbonize the transport sector.

As part of our commitment to energy efficiency, we track the energy produced and consumed at our plants. We set performance targets annually and link them to management KPIs to drive continuous improvement. Each year, we publish data on our Scope 1 and Scope 2 emissions, while working to expand monitoring to Scope 3 emissions across the value chain.

Our circular business model plays a significant role in climate mitigation. By upgrading biogas into biomethane and avoiding landfilling or incineration of organic waste, we prevent the release of methane and other harmful gases. Our plants are also designed to remove hydrogen sulphide and other pollutants from the gas stream, reducing the global warming potential of emissions.

We also recognize the importance of climate adaptation. That's why we commission an annual independent report on climate-related physical and transition risks, enabling us to develop targeted mitigation strategies. These insights help us build resilience across all our companies. Environmental impacts are measured through KPIs such as GHG, NOx, and PM10 emissions. These are reviewed monthly by our asset management team and quarterly by the Board. Emissions are regularly tested in accordance with plant permits, and safety systems—including gas leak detectors—are installed where necessary. Odorous emissions are captured and treated before being released, ensuring compliance with environmental standards.

To minimize other impacts, we also monitor and manage noise and light pollution, and regularly test sound levels at plant sites. Wastewater is treated on-site, and rainwater is collected and stored at several facilities for fire safety purposes, reducing reliance on groundwater.

As part of our commitment to circularity, we sort waste, remove plastics from the input stream, and work with qualified third-party contractors to safely manage hazardous outputs. Where feasible, we promote sustainable sourcing of materials and support our partners in adopting more responsible procurement practices.

Finally, our environmental risks are recorded in a comprehensive internal registry and reviewed regularly to ensure alignment with our risk management framework.

Externally, Renergia publishes an annual Climate Change Impact Report and updates a comprehensive risk registry that includes environmental risks.

Social

At Renergia, we understand that social responsibility is not only about compliance—it's about building lasting trust with the people we work with and the communities where we operate. We recognize that our license to operate depends on how we manage our social impact, from health and safety to stakeholder engagement.

Our facilities involve complex industrial processes, which makes occupational safety a non-negotiable priority. We conduct detailed risk assessments at every site and work with certified external H&S consultants (RSPP) to ensure compliance with all legal obligations. All employees, contractors, and visitors must undergo safety induction training, and specific work permits are required for hazardous tasks. These include protocols for confined spaces, hot work, and working at height. The Safe Job Analysis (SJA) methodology is used to assess risks in critical operations.

We are committed to providing a safe environment not only for our employees, but also for the public—particularly users of our LNG refueling stations. Regular inspections and audits help us ensure that all safety procedures are correctly implemented and up to date.

Our social responsibility also extends to our supply chain. We expect our suppliers and contractors to comply with labor laws, uphold human rights, and meet our standards for health and safety. Whenever possible, we actively communicate these expectations and encourage continuous improvement.

Engaging with local stakeholders is part of our daily work. We follow all environmental and social regulations, respond transparently to public inquiries, and are working toward launching customer satisfaction surveys to improve our services.

We promote a work culture that is open, inclusive, and respectful. A whistleblowing system, compliant with Italian law, allows employees to report misconduct confidentially. We see this as a vital tool for strengthening ethical conduct and accountability across the Group.

We are also committed to advancing diversity. While we operate in a traditionally male-dominated sector, we actively work to increase gender representation throughout the organization. Our Board already reflects a range of backgrounds and experiences, and we aim to carry that diversity into every level of the company.

Governance

At Renergia, governance is a strategic lever that underpins our ability to generate long-term value, operate transparently, and uphold the trust of stakeholders. Our governance model is designed to ensure sound decision-making, risk oversight, and alignment with our sustainability ambitions.

We have established a robust and coherent policy framework that guides the way we manage and control our operations. This includes the Group's ESG Policy, Risk Management Policy, Delegation of Authority matrix, and the Organizational, Management and Control Model pursuant to Italian Legislative Decree 231/2001. These frameworks are reviewed on an annual basis and updated to reflect regulatory developments, market expectations, and stakeholder priorities.

The Board of Directors plays a central role in providing strategic direction and supervision. It meets at least quarterly and is responsible for overseeing business performance, ESG integration, and adherence to key governance principles. Governance practices, including the Board's responsibilities and decision-making powers, are further outlined in the Shareholders' Agreement, ensuring transparency and alignment with shareholder expectations.

To operationalize our sustainability objectives, we implement an annual ESG Action Plan. This plan outlines concrete projects and improvement targets across our subsidiaries. Progress is monitored monthly by the asset management team and reviewed quarterly by the Board, creating a continuous cycle of performance evaluation and enhancement.

Our ethical conduct framework is equally rigorous. Renergia prohibits political contributions and ensures that all lobbying activities are consistent with our ESG values. Data protection and cybersecurity are also prioritized: we comply with GDPR and are advancing our digital security protocols to manage data and cyber risks effectively.

We foster a culture of integrity throughout the organization. All employees are required to complete regular training on anti-corruption, anti-fraud, and conflict of interest. Clear rules are in place regarding monetary and non-monetary benefits, with only limited, transparent exceptions allowed where they serve a legitimate business purpose and do not compromise independence.

Our governance approach is dynamic, principled, and aligned with international best practices supporting the Group's ability to manage risks, achieve its strategic goals, and create long-term sustainable value.

Closing Thoughts

This Policy reflects our commitment to building a more responsible, transparent, and resilient future. We recognize that ESG is not simply a matter of compliance, but a continuous journey that requires clear direction, engagement, and accountability at every level of the organization.

In 2025, Renergia is further strengthening its sustainability framework by committing to the achievement of internationally recognized certifications in quality (ISO 9001), environmental management (ISO 14001), and occupational health and safety (ISO 45001). These certifications represent a key step in aligning our operational practices with the highest standards and in reinforcing our promise to deliver safe, efficient, and responsible energy solutions.

Looking ahead, we will continue to embed ESG principles into our business model, enhance our governance structures, and promote a culture of continuous improvement ensuring that sustainability remains a cornerstone of Renergia's long-term value creation.