



MADE TO MATTER



SIT SUSTAINABILITY PLAN TO 2025

TABLE OF CONTENT

SIT PROFILE	3
--------------------	----------

MISSION, VISION AND VALUES	4
-----------------------------------	----------

ROAD TO SUSTAINABILITY	5
-------------------------------	----------

GREEN PAPER	6
--------------------	----------

THE SIT ESG MANIFESTO

MATERIALITY MATRIX	7
---------------------------	----------

KEY TO SIT'S ESG STRATEGY

GOVERNANCE OF SUSTAINABILITY	8
-------------------------------------	----------

MADE TO MATTER	9
-----------------------	----------

MADE BY US	11
-------------------	-----------

SUSTAINABLE ECONOMIC GROWTH
GOVERNANCE, RISK & REGULATORY COMPLIANCE

MADE FOR FUTURE	14
------------------------	-----------

ENVIRONMENTAL RESPONSIBILITY

MADE WITH CARE	19
-----------------------	-----------

SOCIAL RESPONSIBILITY

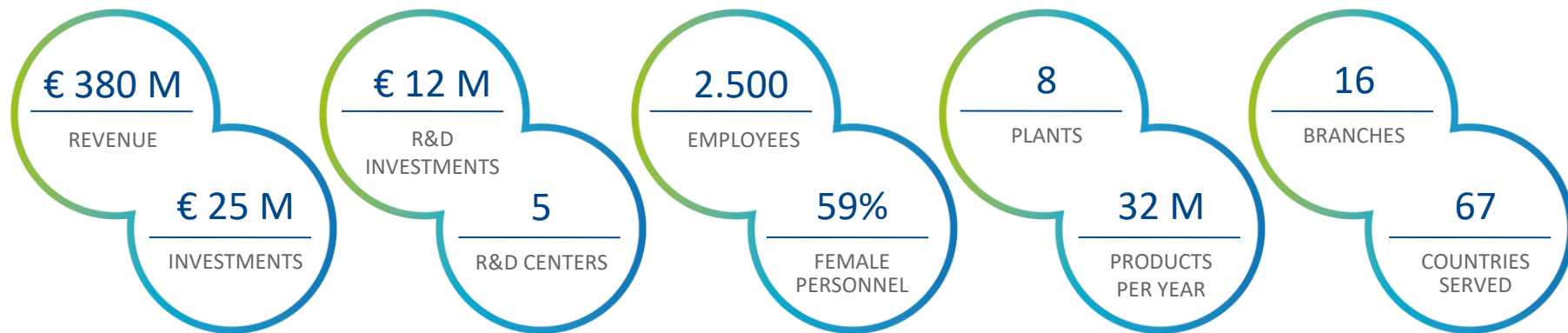
DIGITAL TRANSFORMATION, INNOVATION AND LEAN CULTURE	21
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SIT PEOPLE FOR UKRAINE	23
-------------------------------	-----------

SIT PROFILE

SIT is a **leader in the creation of smart solutions for the control of environmental conditions and consumption measurement** for a more sustainable world and operates, globally, in key **technology** sectors that **enable energy transition**.

ESG factors are inextricably linked to SIT's business model, which **aims at "sustainable success"**: a full convergence between strategic goals and environmental, social and governance commitment.



DATA AT 31.12.2021

Mission

To create **smart solutions** for climate control and consumption measurements **for a more sustainable world**



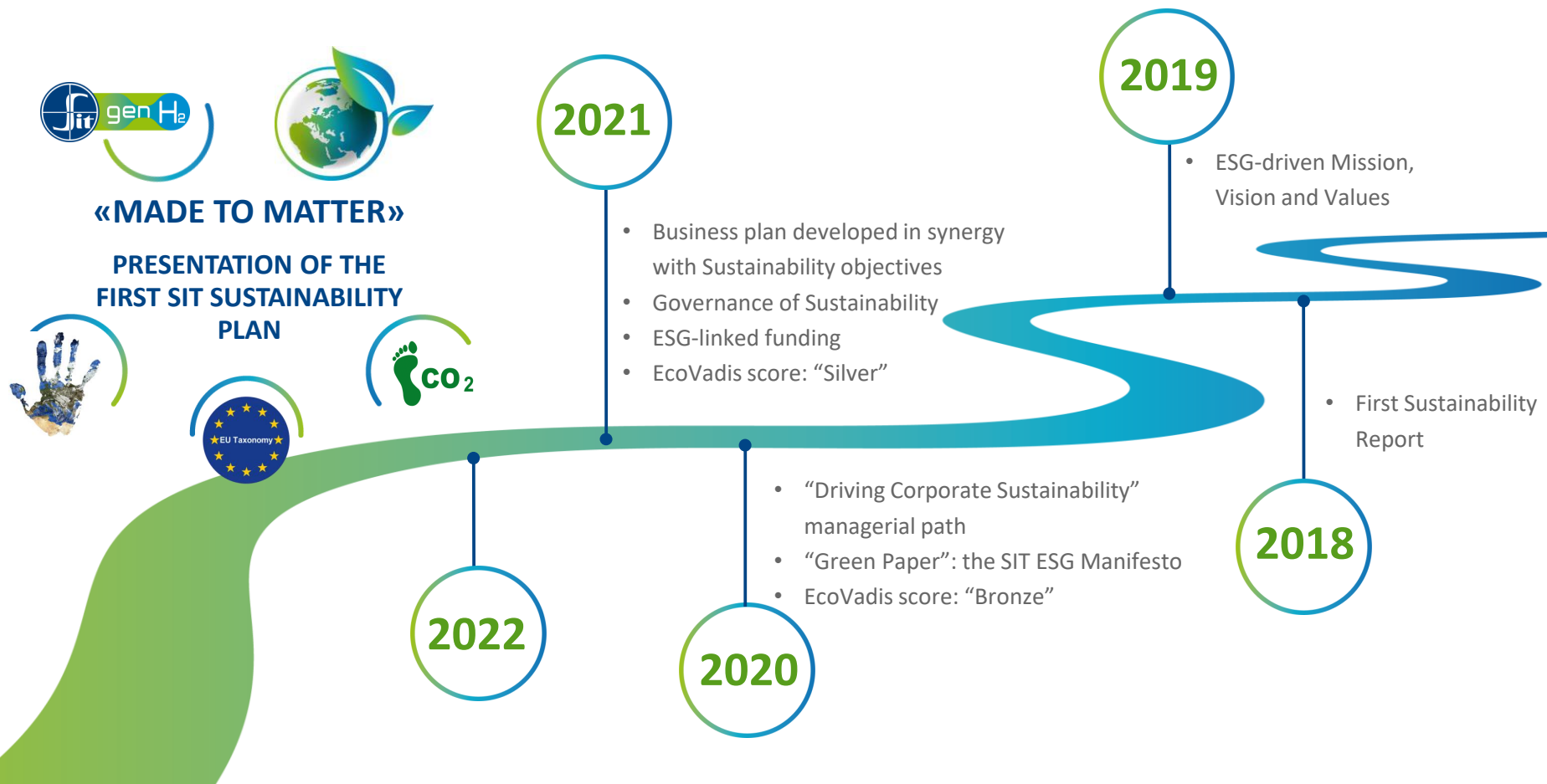
Vision

To be recognized as the **leading sustainable Partner** for energy and climate control solutions - and to enjoy the journey!

Values

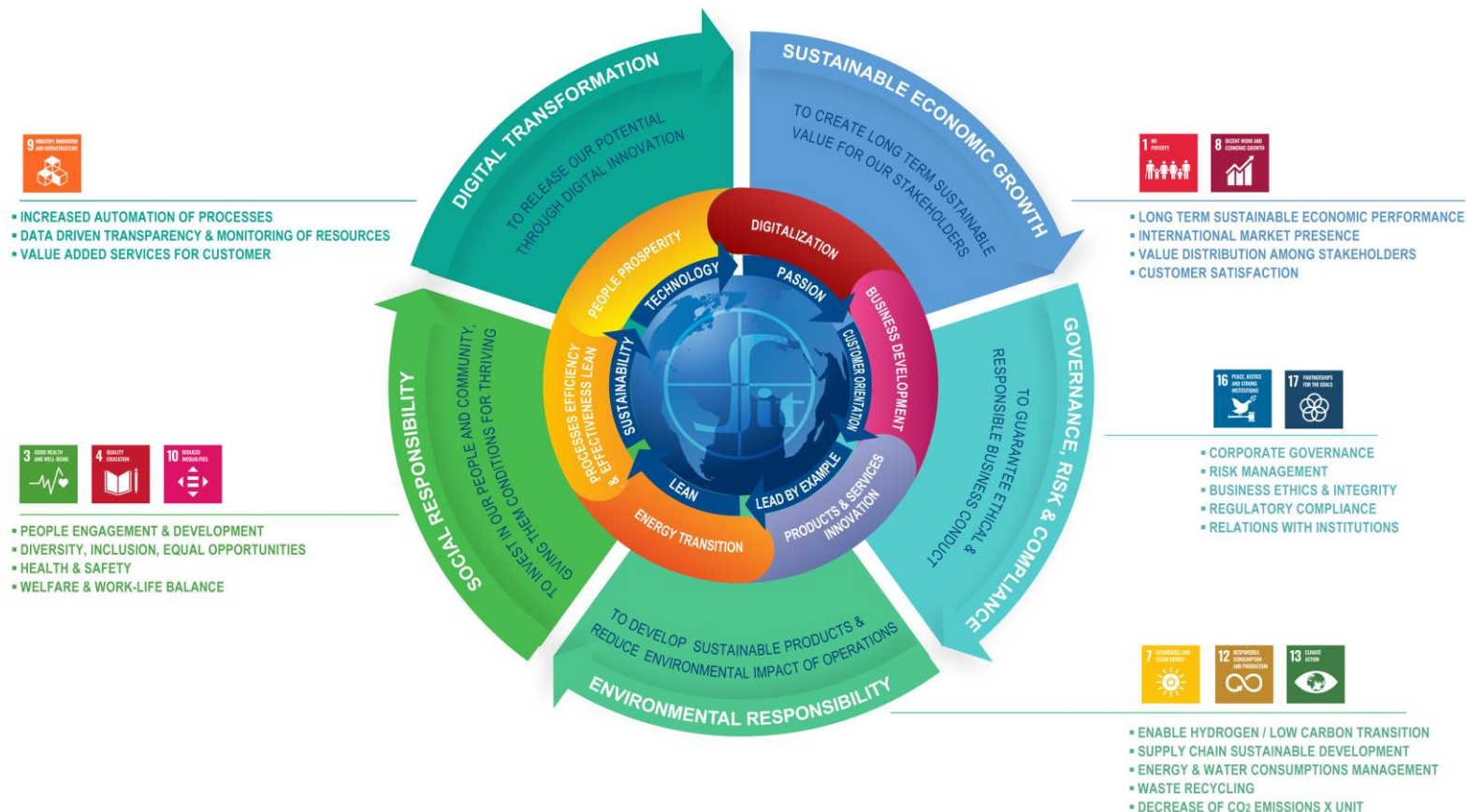
- CUSTOMER ORIENTATION
- LEAD BY EXAMPLE
- SUSTAINABILITY
- TECHNOLOGY
- LEAN
- PASSION

ROAD TO SUSTAINABILITY

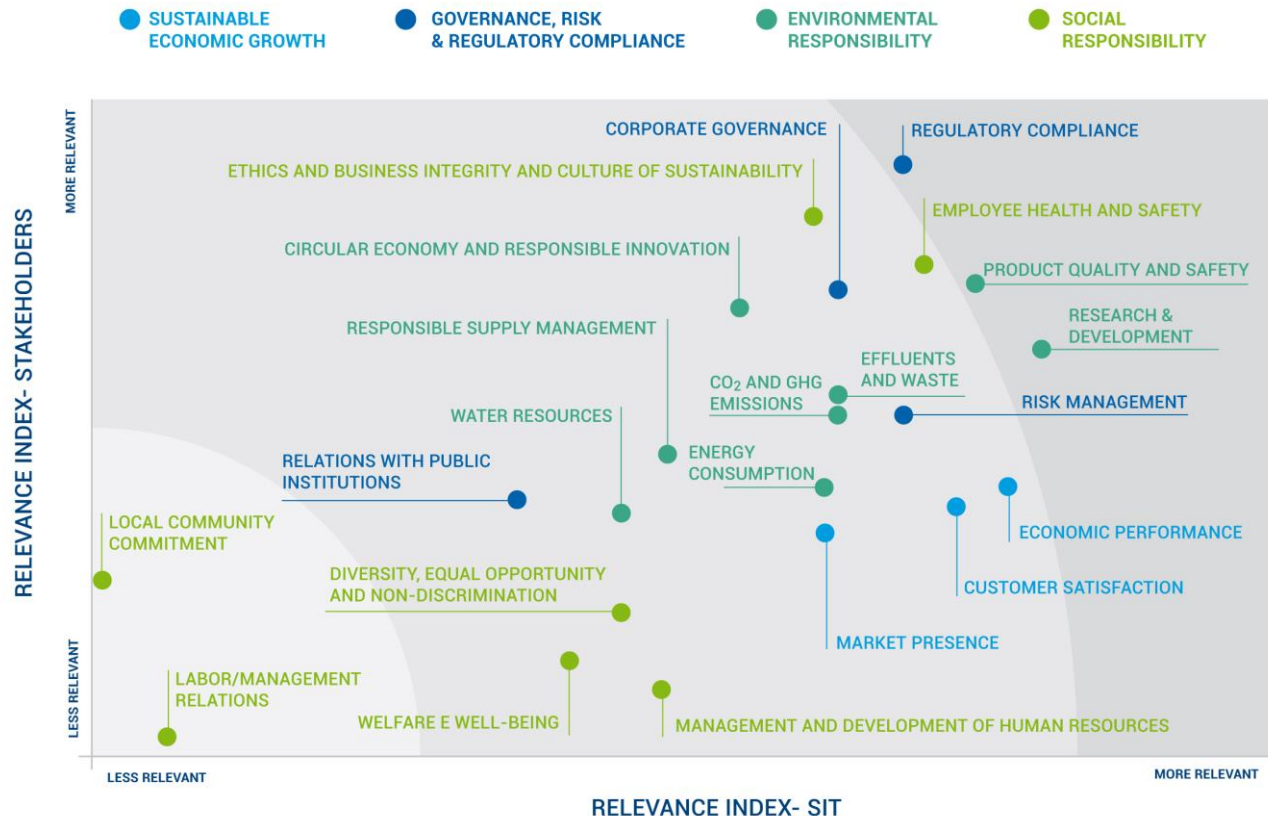


GREEN PAPER: THE SIT ESG MANIFESTO

The **Green Paper** is the link between the United Nations' SDGs and the key pillars of the Sustainability in SIT.

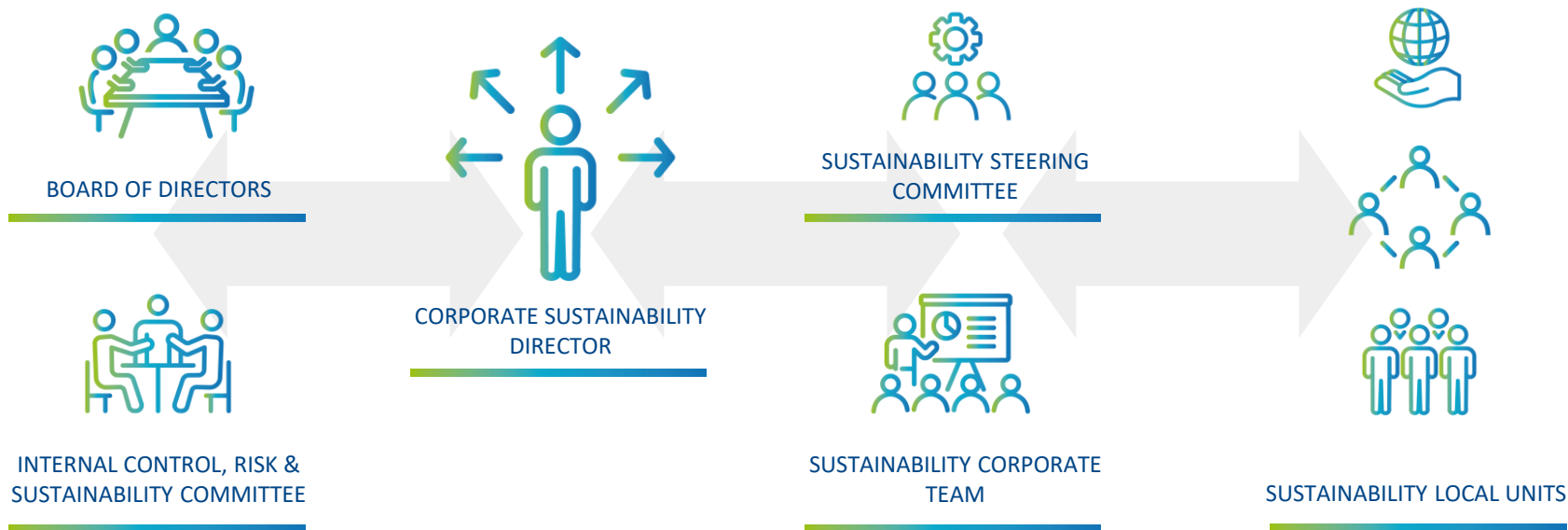


MATERIALITY MATRIX: KEY TO SIT'S ESG STRATEGY



GOVERNANCE OF SUSTAINABILITY

SIT has defined a Governance dedicated to the group's Sustainability strategy and deployment to pursue **"sustainable success"**.

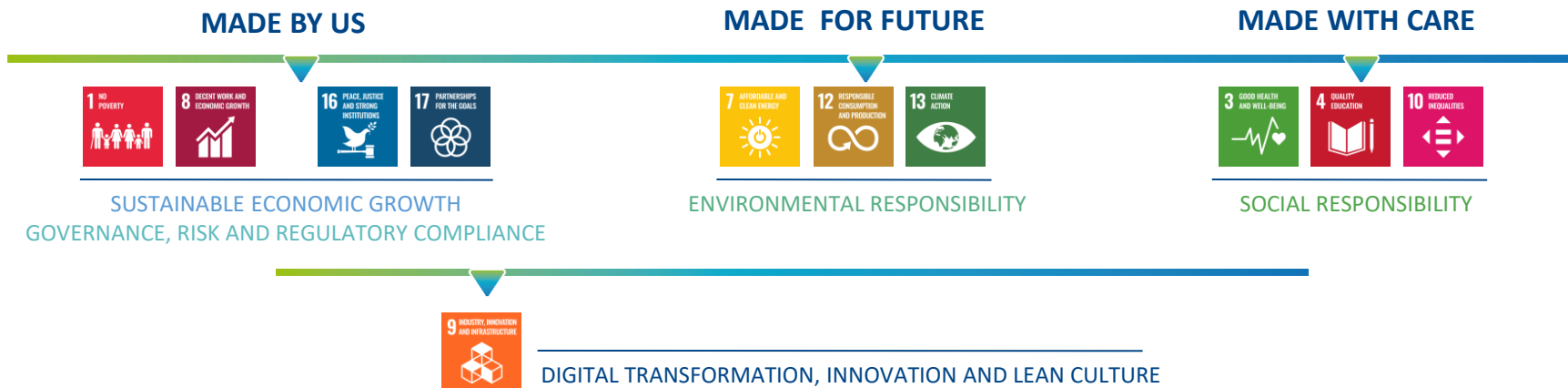


MADE TO MATTER

Our commitment to
making the difference

MADE TO MATTER

SIT's Sustainability Plan to 2025, the Company's commitment **to driving change** towards a more sustainable and ethical world





MADE BY US

- SUSTAINABLE ECONOMIC GROWTH
- GOVERNANCE, RISK AND REGULATORY COMPLIANCE

MISSION:

TO CREATE LONG-TERM SUSTAINABLE VALUE FOR OUR STAKEHOLDERS

OBJECTIVE:

international business development and funding

INTERNATIONAL BUSINESS DEVELOPMENT:

HEATING

Strengthening and further expansion in the US market

SMART GAS METERING

International business development with focus on the entry in UK and India markets

WATER METERING

Further international expansion of the Janz subsidiary

FUNDING:

ESG-LINKED

Funding of the business through ESG-linked financial sources



MISSION:

TO GUARANTEE ETHICAL AND RESPONSIBLE BUSINESS CONDUCT

OBJECTIVE:

strengthening of the ESG policy framework

SUSTAINABILITY RATING

Gold EcoVadis score by 2024.
Obtaining additional ratings and acknowledgments in the ESG field



ESG TAXONOMY

Alignment with the objectives of the EU ESG Taxonomy



NON-FINANCIAL DISCLOSURE

Evolution of the Sustainability Report through an increasing involvement of stakeholders in the materiality analysis, in line with the provisions of the Corporate Sustainability Reporting Directive (CSRD)

GLOBAL COMPACT

Adherence by 2023



REGULATORY FRAMEWORK

Articulated structure of policies and procedures governing SIT's ESG approach:

- Human rights
- Environment
- Anti-corruption
- Competition



MADE FOR FUTURE

- ENVIRONMENTAL RESPONSIBILITY



MISSION:

DEVELOPING SUSTAINABLE PRODUCTS AND REDUCING THE ENVIRONMENTAL IMPACT OF PRODUCTION PROCESSES

OBJECTIVE:

development roadmap for H₂-ready products

HEATING AND METERING H₂-READY PRODUCTS

Strengthening leadership in the development of H₂ ready solutions working with 100% green hydrogen



Product range extension with dedicated **sensor for hydrogen products**



Completion of the product range running on 100% hydrogen with "Dual-Fuel" solutions



Participation in international trials for the residential use of hydrogen in other Countries (Netherlands, Germany) after the UK experience



MISSION:

DEVELOPING SUSTAINABLE PRODUCTS AND REDUCING THE ENVIRONMENTAL IMPACT OF PRODUCTION PROCESSES

OBJECTIVE:

reduction of CO₂ emissions



CARBON MANAGEMENT

Completion of the product carbon footprint assessment project with extension to the entire organization to finalize Scope 3 emissions mapping

-8%

2019-2021
CO₂ EMISSION
REDUCTION PER
EMPLOYEE



Installation of new photovoltaic systems* in die casting and in new Company's headquarters (including laboratories)

+12%

OF RENEWABLES*
AT GROUP LEVEL



By 2023 a new action plan to further reduce CO₂ emissions will be issued and related actions will be starting accordingly

+18%

COVERAGE* OF
LOCAL ENERGY
NEEDS





MISSION:

DEVELOPING SUSTAINABLE PRODUCTS AND REDUCING THE ENVIRONMENTAL IMPACT OF PRODUCTION PROCESSES

OBJECTIVE:

sustainable product innovation and processes

INNOVABILITY AND ECO-DESIGN

Eco-design methodology applied to all new products starting from 2022



EPD (Environmental Product Declaration) certification of SIT products and registration on EPD International

Transition to recycled plastics in the production of gas meters for at least 80% of the casing





MISSION:

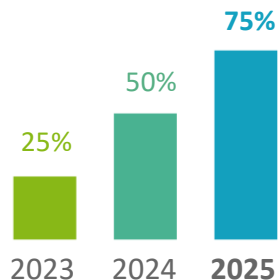
DEVELOPING SUSTAINABLE PRODUCTS AND REDUCING THE ENVIRONMENTAL IMPACT OF PRODUCTION PROCESSES

OBJECTIVE:

ESG suppliers' engagement and streamlining of logistics flows

SUPPLY CHAIN

Progressive involvement of strategic suppliers on ESG issues, targeting the following levels of coverage:



SUPPLY CHAIN “DEFRAGMENTATION”

Analysis of logistic flows to implement actions to improve Carbon Footprint





**MADE
WITH CARE**

- SOCIAL RESPONSIBILITY

MISSION:

INVESTING IN OUR PEOPLE AND IN OUR COMMUNITY, CREATING THE CONDITIONS TO THRIVE

OBJECTIVE:

increase employee well-being and the commitment to local communities

GENDER PAY EQUALITY

Benchmark analysis on total compensation (100% “white collar” Italy) to fill up the potential gender pay gap



WELL BEING

Great Place To Work: focus on Diversity & Inclusion Index with the aim to promote social inclusion

Great Place To Work®

WELL STAYING

- **Long Term Incentive Plan (LTI)** - ESG linked
- **Management By Objectives (MBO):** 60% of the assignees with ESG objectives

TRAINING & EMPLOYER ENGAGEMENT

SIT Digital Training Hub: digital training courses based on employees' training needs assessment



SIT CORPORATE FOUNDATION

Corporate Foundation which will promote social initiatives as a mean for **inclusion** and **talent development**





**DIGITAL
TRANSFORMATION,
INNOVATION
AND LEAN CULTURE**

MISSION:

DEVELOPING OUR POTENTIAL THROUGH DIGITAL INNOVATION

OBJECTIVE:

SIT Sustainability Plan enablers



DIGITAL TRANSFORMATION

- Business model innovation to offer our customers digital and sustainable services
- Fostering the “Digital and Green” culture amongst our stakeholders
- **IIoT/IoT** use within production Plants to monitor/increase efficiency, reducing waste (e.g., machine downtime, breakdowns)
- **Augmented reality**: to interact remotely with customers and suppliers, thus reducing travel and increasing service level

INNOVATION LABS, ENERGY EFFICIENCY

- Construction, by 2023, of the **new Headquarters** in Padua which includes innovation laboratories for hydrogen testing for residential use, open to clients and stakeholders
- **New buildings upgraded to be green, smart and lean**

LEAN TRANSFORMATION

- **Extension of Lean Project to Metering Division**
- Diffusion of the “Lean Culture”



CYBER SECURITY

- **Incident Response Policy** against cyber-attacks
- Incrementing **penetration tests** and **vulnerability assessments**
- Training for 100% of the company population with digital identity

SIT HAS IMPLEMENTED SEVERAL ACTIONS IN SUPPORT OF THE UKRAINIAN POPULATION

#IoDonoIlMioTempo, initiative that allows every SIT employee, in Italy or abroad, to donate up to eight working hours. The value of employees' donations will be doubled by SIT and the entire amount will be donated to CONADI (National Council of Childhood and Adolescence) and other associations

Hosting of refugees by SIT's employees, in particular women and children to whom the company offers active support also in the bureaucratic process and compilation of the necessary documents

Dedicated section on the company intranet where employees can identify the ways in which it is possible to support the Ukrainian population or welfare agencies in relation to the conflict



This presentation represents a substantial part of the objectives of
SIT Sustainability Plan and ESG projects,
which can be explored on the Company's website:

<https://www.sitcorporate.it/en/sustainability/>



Thank you!

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@SitSocial



SIT



@SIT_spa



SIT Group



SIT 西特