

# Nice Group Energy Policy

## PURPOSE:

This Energy Policy has been compiled to set out Nice Group intentions and goals with respect to energy use and management. Its purpose is to help embed energy efficiency and environmental awareness throughout each Nice Group companies, to meet the goal of reducing our CO2 emissions from energy consumption by 50% by 2025 and reach zero carbon emissions within 2030, as stated in Nice Group Sustainability Report 2021.

## COMMITMENT

Nice Group believes that leading environmental performance contributes to our competitive strength and benefits our communities, customers, stakeholders and employees as well as the planet. Nice Group recognizes the importance of efficient, cost-effective and environmentally responsible use of energy. For this reason, we are committed to responsible energy management and will practice energy efficiency throughout all our premises, plants, equipment and products, wherever it's cost-effective.

## OBJECTS

- Align the corporate energy policy with our organization's ESG strategic plan and goals, as outlined in our Sustainability Report.
- Align our energy performance and carbon emissions goals with global climate change efforts, such as the Paris Agreement.
- Remove cost inefficiency and reduce energy cost's risk related.
- Satisfy applicable legal requirements and other requirements related to energy efficiency, energy use, and energy consumption.

## ACTIONS

Actions are divided according to the 6 main areas and stakeholders, involved in the energy consumption process.

### Nice People

- Encourage continuous energy savings by all employees in their daily activities at work, such as:
  - Turn off lights and electronics when not in use;
  - Use natural light instead of artificial light when possible;
  - Unplug electrical outlets when not in use;
  - Set independent heaters/coolers to a maximum of 19°C in winter/ 27°C in summer, turn them off when out of the office and at the end of the workday;
  - Set computers to "sleep" mode when not in use;
  - Reduce printer usage, printing only when necessary and using double-sided printing;
  - Avoid using personal heating or cooling tools;
  - Limit the water tap opening to only the time effectively needed, with a particular focus on hot water;

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- Be mindful of digital pollution by deleting unnecessary files, apps, and accounts.
- Support sustainable practices at a personal level, promoting environmental education.

## Facilities

- Assessing the energy performance of the Nice Group's existing operations and new buildings with the aim of making them more efficient.
- In Nice Headquarters and all its subsidiaries (both commercial and manufacturing plants), only use energy suppliers with renewable sources that guarantee the origin of the energy.
- Alternatively, economically evaluate the opportunity to install technologies to self-produce renewable energy, both for new and existing operations.
- Minimizing gas consumption through electrification of heating systems or through district heating.
- Cooperate, when feasible, with governmental agencies, utility companies and other organizations on energy programs.

## Mobility

- For the corporate car fleet, select vehicles with high fuel efficiency and low emissions when to replace existing ones.
- Prioritize hybrid or electric vehicles, wherever applicable.
- Encourage fuel-efficient driving practices, including, for example, regular vehicle maintenance, reducing speed and idling, limiting the use of air conditioning, and more in general adopting a driving style that limits emissions.
- For sales roles, assign clients considering geographical area to minimize kilometers travelled.
- For business trips, prioritize transport according to the following hierarchy:
  - Adopt digital remote solutions wherever possible;
  - Public transport (train, bus);
  - Electric or low-carbon vehicles;
  - Traditional vehicles.
- Encourage low-environmental impact mobility for commuting, adopting tools/services such as:
  - Carpooling programs, carpool matching tool or incentives for carpoolers;
  - Active transportation, promoting and offer incentives to employees to walk or bike to work;
  - Location of office, when looking for a new office location, choose a building that is close to public transportation options;
  - Transit benefits, considering benefits such as subsidizing public transportation passes, or providing a shuttle service to and from the office;
  - Work from home, set a policy to remote working for 1 or 2 days per week.

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- It is recommended to prioritize commuting solutions according to the following hierarchy
  - Walking/cycling;
  - Public transport;
  - E-bikes and scooters;
  - Car pooling/sharing;
  - Electric vehicles and low carbon fuel vehicles;
  - Private vehicles.

## Products

- To limit energy consumption of Nice Group products, both in the usage and stand-by phase, assess energy performance in existing products and in the development of new ones.
- For products connected to the power grid, both new products and existing ones, the energy consumption in stand-by mode must be lower than 0,3 Wh.
- For new product development, considering the adoption of solutions powered by solar panels or batteries;
- Drive development and application of innovative energy efficiency technologies in our products and to do so, evaluate partnerships with research institutions and universities.
- Only use recycled plastic (minimum 70%), to reduce the dependence on virgin materials and decrease the amount of plastic waste generated.
- For product packaging, select 100% recycled paper and cardboard and use natural ink for printing. Do not use any plastics elements and substitute them with eco-friendly solutions.
- Design products with the aim of extending their useful life, ensuring availability of spare parts and easy maintenance.
- Communicate Nice products low-environmental impact characteristics throughout all product marketing activities and tools available.

## Suppliers and sub-contractors

- In the procurement process, select suppliers and or sub-contractors that have implemented energy efficiency/reduction solutions, applicable both at Operations and Product development' side, such as:
  - Use of energy from renewable sources;
  - Assess energy performance of the buildings and adopt corrective actions;
  - For goods/materials, analyze the environmental impact throughout LCA analysis;
  - Voluntary green standards and certifications, i.e. EPD, FSC, EU Ecolabel..
- If applicable, in the procurement process, select suppliers and or sub-contractors, considering the distance from the production plants.
- Actively encourage suppliers, subcontractors, and or other Nice Group partners, to adopt the same environmental principles.



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## Logistics partners

- In the selection process, favor partners that ensure low-impact distributive logistics system, adopting:
  - Electric or hybrid vehicles;
  - Route optimization solutions;
  - Intermodal transportation, for long distances;
  - Load balancing, to reduce the number of trips;
  - Sustainable warehouse practices (energy-efficient lighting, energy from renewable sources, waste management);

Actions must be followed by a phase of monitoring and reporting of progress toward energy objectives and targets within ESG 2025 Goals, to executive management and external stakeholders on a regular basis.

## POLICY COMMUNICATION AND REVIEW

This policy will be communicated to employees via internal communication channels and will be available to all other interested parties via our corporate internet site or other dedicated communications. Environmental and energy policies for all Nice Group companies shall be aligned with this corporate policy. The Energy Policy objectives and targets will be reviewed on a regular basis. For further information, please contact the Sustainability Dept..

Oderzo, January 30<sup>th</sup>, 2023

The Direction  
Nice Spa

A handwritten signature in black ink, appearing to be "P. F. ...", written over a horizontal line.