

COMPANY POLICIES



QUALITY POLICY

The cornerstones of Techbau Green Energy's success are based on the following pillars, which the Company is committed to pursuing:

1. The ability to identify and interpret market and customer needs through an offering that responds to and anticipates those needs;
2. A commitment to pursuing the international Sustainable Development Goals (SDGs);
3. The ability to earn, maintain, and strengthen customer trust in the Company over time;
4. Compliance with laws, mandatory regulations, and contractual obligations.

The company is committed to achieving and maintaining specific objectives that, taken together, ensure the fulfillment of the overall quality strategy.

Techbau Green Energy relies on the proven and established processes of Techbau S.p.A, developing specific aspects related to the target market.

The Quality Management System (QMS), which complies with the UNI EN ISO 9001 standard, is therefore designed to achieve the following objectives:

- To ensure increasing levels of quality and ever-improving performance by implementing and analyzing specific;
- KPIs; to ensure a problem-prevention-oriented approach;
- To ensure and constantly monitor customer satisfaction;
- Maintain a focus on risk management, recognizing risk as an increasingly unavoidable element for complex businesses and systems;
- Carefully manage all instances of "non-conformity" by acting quickly to address the effects while thoroughly investigating the causes;
- Make available the resources (staff and infrastructure) necessary for the proper conduct of activities;
- Harness the skills, energy, and motivation of staff around a quality management system that also yields tangible professional benefits;
- Procure necessary goods and services from qualified suppliers and partners.

The Policy and the QMS are reviewed periodically, and whenever necessary, through management reviews.

HEALTH, SAFETY, AND ENVIRONMENT POLICY



The protection of health, safety, and the environment is a cornerstone of Techbau Green Energy's corporate culture. The company is constantly committed to pursuing continuous improvement in all aspects of its business and to maintaining the highest HSE standards.

Based on the above, Techbau Green Energy believes in developing a corporate management system based on the following principles:

- Assess risks that could render business processes ineffective and identify appropriate measures to prevent undesirable events;
- Strictly comply with applicable regulations regarding the environment, occupational health and safety, as well as ethical, professional, legal, and contractual standards;
- Prioritize the well-being and safety of its employees in decision-making and oversight processes; Investigate all
- Adverse events to understand their causes and prevent their recurrence;
- Involve Human Resources in the planning of the System;
- Foster the development of human resources and promote conscious and responsible attitudes within the organization;
- Work in close collaboration with suppliers and third parties to ensure a commitment to maintaining the highest standards of workplace safety;
- Communicate and share HSE objectives and results with employees.

The company is therefore committed to achieving the following objectives:

- Preventing accidents, occupational illnesses, and environmental pollution, and continuously improving the efficiency of the HSE Management System;
- Ensure a healthy and safe work environment for all employees, customers, suppliers, and visitors, to achieve the ZERO INJURIES target;
- Educate and encourage all employees and subcontractors to continuously monitor the workplace in order to identify unsafe behaviors and/or conditions, and then take action to resolve them;
- Manage and coordinate subcontractors with the aim of ensuring the health, safety, and well-being of all employees and workers, while also ensuring environmental protection;
- Implement and disseminate the know-how and lessons learned gained through experience and/or identified through audits, with the aim of continuously improving company performance.

PRIVACY AND INFORMATION SECURITY POLICY



Techbau Green Energy strongly believes in the reliable and secure management of information to ensure its own business continuity and that of its employees and business partners, guaranteeing confidentiality in all its activities.

Through the implementation of its Privacy and Information Security Policy, Techbau Green Energy aims to comply with the ISO/IEC 27001 standard, in addition to adhering to the principles and regulatory requirements set forth in EU Regulation 679/2016 (GDPR) on the protection of personal data. Techbau Green Energy has appointed its own DPO (Data Protection Officer), who, as an independent body, oversees and monitors the company's compliance with the GDPR.

Our commitment to personal data protection is based on the following principles: transparency and clarity; data minimization; data security; data subject rights; training and awareness; limited data retention; vulnerability and penetration testing; external audits; and safeguards for customers and suppliers.

To this end, the Organization commits to:

- Assess all risks and impacts relevant to the company in relation to potential damage resulting from the loss, accidental destruction, or unauthorized circulation of confidential information, as well as the improper processing of personal data;
- Take steps to mitigate the identified impacts and implement all necessary controls, including those required in response to evolving external cyber threats (cybersecurity);
- Ensure the confidentiality and integrity of information through appropriate measures to prevent unauthorized modifications, including human error or damage to the physical format and/or semantic content of the information;
- Establish the necessary security measures in all work and non-work environments and for all stakeholders, following and complying with all applicable regulations;
- Identify the responsibilities and competencies necessary for the management and security of information;
- Raise awareness among employees regarding the importance of maintaining the confidentiality of specific information and protecting the company's intellectual property;
- Provide state-of-the-art IT systems integrated into infrastructures that ensure the complete security of information flow and storage;
- Make information available by ensuring access to information resources in a timely manner and in ways that meet the needs of business operations.

POLICY ON SUSTAINABILITY AND SUSTAINABLE PROCUREMENT



Techbau Green Energy is strongly committed to sustainable development and to managing the direct and indirect impacts of its activities, striving to mitigate them and avoid causing harm to the surrounding environment.

Through the implementation of its sustainability policy and sustainable procurement practices, Techbau Green Energy intends and is committed to promoting its values—based on the fundamental principles of the United Nations and the European Directives on ecological and energy transition—both internally and externally.

Techbau Green Energy is committed to leading the shift toward a “green” energy transition. To achieve this, it adheres to sustainable development principles—environmental, social, and governance—and encourages its partners and stakeholders to do the same.

Techbau Green Energy is committed to promoting its principles and values by requiring and selecting suppliers who can demonstrate their ability and commitment to:

- Respect the human rights of its employees;
- Protect the environment from direct and indirect negative impacts;
- Assess impacts on human health;
- Maintain and manage certified corporate management systems over time;
- Act as a collaborative partner and a vehicle for a more sustainable transition.

In defining the foundations of the procurement process, Techbau Green Energy focuses on:

- Source goods and services from transparent supply chains in accordance with international principles aimed at promoting and protecting the human rights recognized by the Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work for everyone involved in the company’s supply chain;
- Utilize services that respect the environment, working with suppliers who manage and are committed to reducing negative impacts on the environment;
- Include sustainability criteria as an integral part of the supplier qualification, selection, and evaluation process, and give priority to suppliers who have demonstrated that they have adopted sustainable practices within their organization;
- Adopt a collaborative and inclusive approach with all suppliers in order to engage them and make them part of the shared sustainable development effort.



**FUTURE IS
NATURE**