



Infrastrutture Wireless Italiane

Quality, Environment, Energy and
Occupational Health and Safety
Policy

Approved by the General Manager on 29.01.2025

INWIT Infrastrutture Wireless Italiane S.p.A. (INWIT) is the largest operator in the wireless infrastructure sector in Italy and it builds and manages technological plants and civil structures (towers, pylons and masts) which house radio transmission equipment, mainly to serve telecommunications operators. It is leader in Italy with around 25,000 towers and over 58,000 hostings, with a set of assets equipped with the best-quality communication towers, widespread throughout the country. The widespread presence of INWIT towers means advanced services can also be offered in areas where fibre optic connectivity will arrive later, thereby expediting the digitisation of the country and the reduction of the digital divide.

The Company provides infrastructure capable of creating wireless networks, sensors, IoT and also offers a dedicated multi-operator coverage service through the use of more than 7800 DAS (Distributed Antenna System) and Small Cell systems in selected areas with high cultural and social value (airports, shopping centres, sports facilities, hospitals, etc..).

INWIT has defined a strategy focused on promoting and optimising its wealth of existing sites, improving operating profitability and attempting to intercept the demand for new sites, new infrastructure and services. At the same time, INWIT constantly focuses on maintaining and achieving increasingly higher quality standards, to guarantee integrated hospitality services in line with the growing needs of the market. INWIT's role of "neutral host" allows it to meet the demand of all the main market operators, both mobile and Fixed Wireless Access.

The Management of INWIT, aware of the importance of satisfying customers, integrating sustainability into corporate processes, the management of energy aspects as a strategic element of its activities and key reference point of its organisation, including its subsidiaries, in particular in order to ensure the highest levels of health and safety in the workplace for its employees, suppliers, customers and users, is committed to pursuing the following strategic objectives:

- create, maintain and improve a Quality, Environment, Energy and Occupational Health and Safety Management System compliant with the UNI EN ISO 9001:2015, 14001:2015, 50001:2018 and 45001:2023 standards, in order to guarantee:
 - customer satisfaction and the continuous improvement of the effectiveness and efficiency of processes;

- improvement of energy, environmental and health and safety performances with respect to the reference baselines and performance indicators, and the Integrated Management System;
- compliance with applicable legislation, other applicable legal and legislative requirements relating to the environment, energy and occupational health and safety, as well as company provisions on these issues;
- contribute, by means of continuous information/training, to the creation and dissemination of an environmental, energy, health and safety culture and respect for people, involving the Management, all personnel and those who work for INWIT;
- disclose the company's main sustainability guidelines to all internal and external stakeholders;
- maintain open and constructive dialogue with the public authorities and all stakeholders;
- identify, qualify and involve the contracting companies to establish a relationship of mutual collaboration and trust in order to maximise the continuity and service levels provided to customers and reduce those companies' impact on environmental and energy performance in full compliance with Occupational Health and Safety regulations;
- fully comply and demand full compliance on the part of suppliers with current Environmental, Energy and Occupational Health and Safety legislation;
- use economic resources to support investments in the expansion and continuous upgrading of its infrastructure network, services for customers and improvement from an environmental and energy performance perspective, with a view to circular economy, and Occupational Health and Safety in order to:
 - reduce waste and the consumption of energy and non-renewable raw materials by optimal management in the use of resources;
 - prevent accidents and occupational diseases and all forms of abuse and harassment in the workplace;
 - prevent any form of pollution;
- research, assess and subsequently introduce technologies that are increasingly sustainable and high-performing in terms of processes and improvement of energy, environmental and occupational health and safety performance;
- commit to contribute, as far as possible, to the improvement and containment of the impact of its activities on climate change;

- promote the centrality of workers in the energy management process, through: ongoing encouragement of proactive participation that fosters ideas and projects aimed at energy saving and efficiency;
- enhance the contribution of individuals and share specific experiences and professionalism;
- identify and assess the direct and indirect environmental aspects, including the impact on biodiversity, and likewise the occupational health and safety risks of INWIT employees as well as those who work for INWIT according to the context (legislative, technological, operational, etc.) in force at the time, also taking into account a gender perspective and the risks of all forms of physical, verbal and digital abuse;
- periodically review the policies and integrated management system to check and ensure their congruence, adequacy and appropriateness for the organisation and the effectiveness of their performance so that continuous improvement objectives can be reformulated.

INWIT undertakes, in particular, to:

- plan new sites, alter and maintain the existing ones taking into consideration the operations, improvement of energy performance, continuity of the service and, last but not least, occupational health and safety of the workers (and third parties operating on behalf of INWIT) that access them;
- consolidate its assets and wealth of technical and professional knowledge of the highest level, creating a set of systems, processes and knowledge that can create value to serve the fast and efficient deployment of 5G by operators;
- maintain an adequate system to select, monitor and assess the performances of suppliers and contractors, in order to ensure the highest standards of effectiveness and efficiency of the service and occupational health and safety in the performance of their activities;
- steer evolution towards increasingly smart towers: digital assets, distributed and protected, that can make a solid contribution to the digital transformation of the country's economic and social activities;
- procure energy efficient products and services which have an impact on energy performance;
- continuously assess the process of energy use also in relation to new activities/processes and the acquisition of new equipment that can affect energy consumption;

- support the transformation of company processes and the implementation of specific initiatives to promote behaviour that helps reduce energy consumption;
- favour the use of renewable sources in the process of purchasing energy supplies;
- search for and adopt, where economically viable, the best technologies available on the market that, while guaranteeing the best performance for the customer, allow for a reduction in the consumption of raw materials and the use of non-renewable energy sources, including through the installation on its sites of generation plants from renewable sources;
- manage greenhouse gas emissions from energy use and the use of refrigerant gases with an approach geared towards the constant reduction of emissions, through the production and purchase of energy from renewable sources, the implementation of energy efficiency initiatives and the optimisation and reduction of the refrigerant gases used. This is in line with the company's decarbonisation strategy, which aims to achieve Net zero by 2040 (target validated by the Science Based Target Initiative - SBTi), a target aligned with the objectives of the Paris Agreement to keep the increase in global warming within 1.5 °C;
- manage waste by adopting strategies geared towards recycling and recovery, in order to increase the life cycle of materials and products;
- maintain a high level of auditing and surveillance/monitoring to identify and prevent any situations of non-compliance with plans or with its service levels, as well as with current legislation and the requirements of the Quality, Environment, Energy and Occupational Health and Safety Management System as well as the Gender Equality Management System;
- control and reduce all emissions that are potentially polluting or that create a disturbance for local communities during the construction, operation and decommissioning of the technological infrastructures also with the collaboration of our customers;
- develop security plans containing measures and procedures necessary to prevent accidental or emergency situations, even environmental, and to contain the consequences;
- improve the impact on the landscape of its technological infrastructures;
- promote organisational well-being also through the implementation of evolved forms of work organisation (smart working), which enable work to be done more efficiently and with more flexibility, meeting people's needs and, at the same time, reducing the

environmental impacts.

This Integrated Policy document, applicable to INWIT and its subsidiaries, is shared with all employees, third parties operating for INWIT in various capacities, and is made available to stakeholders and whosoever requests it in order to disclose the company's performances in a systematic, accurate and reliable way.

INWIT also ensures, compatibly with the economic/financial objectives and in line with the company's business plan, the availability of information and resources, both human and economic, necessary to implement the undertakings assumed with this Integrated Policy, its dissemination inside and outside of the organisation and the achievement of the objectives and milestones defined.

Personnel are required to comply with the spirit and content contained in this Integrated Policy in order to make a proactive contribution to the application of the principles set out therein.