

# Targa Telematics ESG Policy







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In an ever-changing global context, Targa Telematics is a key player in advanced technological solutions for the promotion of sustainable mobility. Our commitment to sustainability is a cornerstone of our growth. In recent years, we have launched numerous initiatives to reduce our environmental impact, improve the quality of life of our employees and work with the communities in which we operate. These initiatives aim to foster fair and inclusive development.

**Nicola De Mattia**

CEO Targa Telematics



# TARGA TELEMATICS' COMMITMENT TO SUSTAINABILITY

Targa Telematics regards sustainability as a core component of its mission, focused on enhancing people's quality of life and embracing corporate responsibility for the benefit of the broader community.

The company supports the Ten Principles of the United Nations Global Compact on Human Rights, Environment, Labour, and Anti-Corruption, embedding them into its business strategy. Through this commitment, Targa Telematics contributes to the achievement of global sustainability goals and communicates transparently with stakeholders about its responsibilities, achievements, and future objectives.

These principles are put into practice through strong commitments, well-defined policies, efficient management systems, and continuous monitoring and evaluation mechanisms.

As a leading provider of digital mobility solutions, Targa Telematics incorporates sustainability across its entire value chain – from the selection of partners to the development and deployment of its technologies – fully aware of its role in fostering responsible business practices and generating positive social, environmental, and economic impacts on both local and global scales.





## TARGA TELEMATICS' ESG GUIDING PRINCIPLES

The company integrates ESG (Environmental, Social, Governance) principles into its strategies, processes, and corporate culture, aiming to generate shared value for all stakeholders.

The company actively promotes these values through continuous engagement and transparent dialogue with its stakeholders.

### Environmental – Climate Action

Targa Telematics places great importance on environmental preservation and is committed to protecting it in a comprehensive manner. The company's activities are designed to minimize ecological impact, ensuring a responsible balance between economic growth and environmental stewardship. Efforts such as energy efficiency, water conservation, the reduction of hazardous substances, and the minimization and recycling of waste are key drivers in both employee behavior and the management of operational processes.

Through its technological solutions, Targa Telematics enables efficient fleet management, leading to cost reductions, decreased traffic congestion, lower CO<sub>2</sub> emissions, and optimized use of resources. In line with its Code of Ethics and Supplier Code of Conduct, the company also seeks to collaborate with partners, suppliers, and clients who share its environmental values.

As a complement to Targa Telematics' initiatives to manage and reduce its absolute greenhouse

gas ("GHG") emissions, the Company has since 2022 purchased carbon credits to neutralise its residual Scopes 1 and 2 operational emissions. The Company's primary climate mitigation approach is to reduce its absolute carbon emissions over time.

Through the purchase of carbon credits, Targa Telematics also provides carbon financing to climate mitigation projects beyond its value chain.

As each credit corresponds to the removal of one ton of CO<sub>2</sub> equivalent (CO<sub>2</sub>e), the Company can – under voluntary carbon market standards and guidance – claim it has reached carbon neutrality (Scope 1 and 2) in a given year by purchasing credits to offset its residual emissions. From the outset, the two projects from which Targa Telematics has purchased carbon credits are the "Great Bear Forest Carbon" and the "Guatemalan Conservation Coast" projects. These two projects were chosen because of their strong credentials on environmental and biodiversity issues as well as their social initiatives.





## Social – Employee Well-being and Community Engagement

Targa Telematics firmly believes in the value of its people and is committed to recognizing and fostering their talent and capacity for innovation. The company strives to create a work environment where its core values are deeply embedded, where diversity is respected, and any form of discrimination is actively opposed. Employee well-being is considered a key priority in every aspect of the organization's operations.

People are a strategic resource and the driving force behind innovation. Targa Telematics' position as a leading company in the field of Information Technology and connected vehicles, both nationally and internationally, is the result of the continuous development of tailor-made, cutting-edge solutions. These are made possible by the daily contribution of the individuals who make up the company – through their technical expertise, domain knowledge, creativity, vision, and strong design capabilities.

For Targa Telematics, people are a fundamental asset. Their development and empowerment are considered a top priority, as the company is firmly convinced that

its success and ability to lead the transformation toward smarter and more sustainable mobility depend on the talent and potential of its workforce.

In line with this, Targa Telematics conducts its activities in accordance with internationally recognized standards, including the Universal Declaration of Human Rights, the core conventions of the International Labour Organization (ILO), and the OECD Guidelines for Multinational Enterprises.

Targa Telematics has obtained the UNI/PdR 125:2022 certification, which recognizes its commitment to gender equality within Italian companies. This achievement reflects the company's dedication to creating an inclusive and respectful workplace. At the heart of this commitment are key principles such as valuing individual skills and promoting continuous professional development, maintaining zero tolerance for any form of discrimination, and actively supporting the health, safety, and overall well-being of employees. Additionally, Targa Telematics extends its commitment to inclusivity by supporting cultural, artistic, and sports initiatives that contribute to a more cohesive and engaged community.

## Governance – Ethics and Transparency

Targa Telematics' Code of Ethics sets out the fundamental principles of integrity, legality, and transparency that guide the company's daily operations. It serves as a reference point for ensuring that all business activities are carried out responsibly and in line with shared values. Among the key elements outlined in the Code are the prevention of conflicts of interest, the promotion of ethical and respectful relationships with customers, suppliers, and public institutions, and the establishment of clear mechanisms for internal control and the reporting of any violations. The Code also reflects the company's alignment with internationally recognized standards, such as ISO 9001 for quality management and ISO/IEC 27001 for information security, underscoring its commitment to excellence and accountability.

Ethics and compliance are central to Targa Telematics' identity. The company is firmly committed to conducting its business with integrity, transparency, and fairness in every aspect of its operations. In all the countries where it operates, Targa Telematics upholds the highest legal and ethical standards, recognizing that these principles are essential to building trust and long-term value with shareholders, clients, suppliers, and the broader community.

This commitment is reflected in a set of key documents that guide the company's approach to ethical governance, including the Code of Ethics, the Anti-Corruption Policy, the Whistleblowing Procedure, the Supplier Code of Conduct, and the Model of Organization, Management and Control pursuant to Legislative Decree 231/2001.

At the heart of this framework is the Code of Ethics, which outlines the core values of integrity, legality, and transparency that shape the company's operations. It establishes clear expectations for ethical behavior, including the prevention of conflicts of interest and the promotion of honest and respectful relationships with customers, suppliers, and institutions. The Code also includes mechanisms for internal control and the reporting of any violations, ensuring accountability at every level. Furthermore, it reflects Targa Telematics' alignment with international standards such as ISO 9001 for quality management and ISO/IEC 27001 for information security, reinforcing the company's dedication to excellence and responsible business conduct.







## TARGA TELEMATICS' ESG IMPLEMENTATION

This policy applies to all areas of Targa Telematics' operations, including its subsidiaries. The responsibility for integrating sustainability principles into business processes is shared across the entire organization, with each function and process owner contributing according to their specific roles and expertise. Targa Telematics promotes the adoption of this policy throughout its value chain and

within its sphere of influence, encouraging collaboration with stakeholders to support and advance sustainable development at a global level.

The policy is subject to regular review and updates, coordinated by Targa Telematics' Sustainability Committee, to ensure its continued relevance and alignment with evolving environmental, social, and governance priorities.



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