

**FROM DESIGNING
TO BUILDING A
BETTER REALITY —
SUSTAINABILITY
REPORT 2024**

3TI is an independent
fully employee-owned
engineering & consultancy
company founded in 1997
in Rome

For over 25 years we have been developing smart solutions through planning, design, project & management construction of sustainable mobility, places for people, and environmental engineering with the aim of ensuring the wellbeing and safety of both people and the planet. **With over 3000 projects** completed in more than 70 countries worldwide we are dedicated to creating a positive impact on a global scale.

Since 2015, 3TI has been ranked in the ENR TOP 225 International Design Firms. It plays a key role as a catalyst among major players in the Italian market for the developing of international integrated design & build activities.

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LETTER FROM THE CHAIR

3TI's values are rooted in analysis and in a spirit of research. We carry out projects and research across a very wide range of sectors, both in Italy and internationally. Over the years, we have acquired skills and experience through our daily commitment to pursuing quality in design and construction.

Everything we design is a product of the experience we've gained over more than 25 years, and we learn from each project, applying these lessons to future endeavors. The unique value of our team of experts spans the entire spectrum of expertise, enabling us to work on any scale, from small specialized projects to large-scale master plans.

This Sustainability Report offers a valuable opportunity to provide all our stakeholders with a clear perspective on 3TI's growth, responsibilities, and contributions to sustainable development. It highlights the strategies, initiatives, and partnerships that have guided our daily work and enabled us to achieve our objectives over the past year.

Sustainability is a central and integrated strategic pillar within our ESG approach, shaping both our corporate policies and the technical aspects of our projects, and standing out as a defining feature of our organizational identity.



Alfredo Ingletti
Chairman

A handwritten signature in black ink, appearing to read 'Alfredo', written in a cursive style.

We like to look far ahead and believe, tomorrow is a challenge we want to take up and win together always keeping in mind where we started from and where we are going: towards new and exciting horizons

01.

our company

key values	06
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Waterfront di Levante
Genoa, Italy

KEY VALUES

Inclusion is
at the center

We put people and their experiences at the heart of our solutions; equality and inclusion are deeply embedded within our organization. Together, we strive to make 3TI an engaging workplace where employees feel valued, empowered, and supported.

Employee
Ownership

Employee ownership principles lead the company from its beginning. Sharing equity fosters a strong sense of belonging and collaboration, driving robust growth through continuous generational renewal.

Sustainability
choice

We embrace the fight against climate change alongside our clients and partners to build a better future for the planet and the people. Through our projects, we contribute to connecting communities and ensuring their wellbeing.

Innovation &
Technology

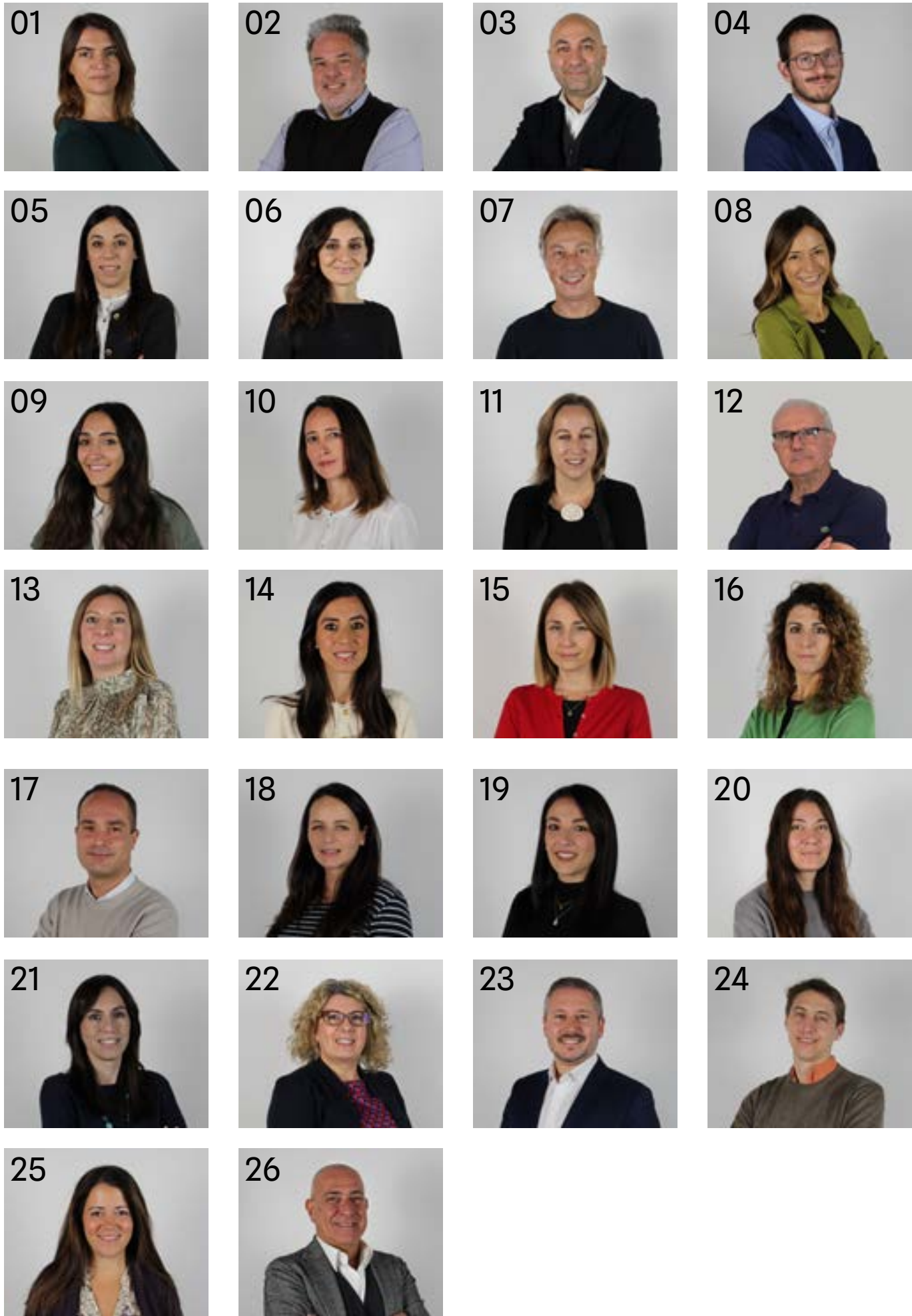
We are committed to harnessing cutting-edge technology to minimize waste and improve the effectiveness of our solutions. Our team of experts stays at the forefront of digital advancements, using their knowledge to support clients in reaching their objectives.

Integrated
Engineering

We operate across all sectors of engineering and architecture, managing every phase from master planning to technical support during construction. Project coordination involves all specialized disciplines in an integrated design process, enabled by a well-organized team and the structured expertise of each individual.

Directors & Partners

- | | | |
|-----|---------------------------|---------------------------------------|
| 1. | Agnese Perego | partner |
| 2. | Alfredo Ingletti | founding partner & chairman |
| 3. | Andrea Piacenti | senior partner & technical director |
| 4. | Aronne Fratus | partner |
| 5. | Barbara Paone | partner |
| 6. | Carla Gerundino | partner |
| 7. | Daniele Biondi | partner |
| 8. | Eleonora Bello | partner |
| 9. | Federica Stravato | partner |
| 10. | Francesca Salvador | senior partner & technical director |
| 11. | Franca Francescucci | partner & technical director |
| 12. | Giovanni Maria Cepparotti | founding partner & technical director |
| 13. | Giorgia Di Biagio | partner |
| 14. | Giorgia Gunnella | senior partner & technical director |
| 15. | Lavinia Forte | senior partner & director |
| 16. | Livia Capobianchi | partner |
| 17. | Luca Felicetti | partner |
| 18. | Luana Gazerro | partner |
| 19. | Manuela Regna | partner |
| 20. | Mara Franchi | partner |
| 21. | Maria Scala | partner & director |
| 22. | Maria Teresa Navarra | senior partner & technical director |
| 23. | Michele Amerio | senior partner & technical director |
| 24. | Pier Paolo Martini | partner |
| 25. | Sara Di Pompeo | partner |
| 26. | Stefano Luca Possati | founding partner & technical director |



OUR JOURNEY

Milestones



3TI Progetti
Cepparotti
Ingletti Possati
Ingegneri
Associati foundation

3TI Ingegneri
Associati turns into
3TI PROGETTI ITALIA

3TI ranked in ENR
TOP 225 for the first
time

Towards employee
share transition:
appointed 10 partners
as shareholders of
the company

The appointment of
8 new partners has
been approved

Projects turning points



1998 - Italian high-speed railway project



2005 - Passante of Turin and Porta Susa Station



2014 - La Spezia Hospital BIM project



2018 - Doha metro BIM project in Qatar



2023 - Cluj Regional Emergency Hospital



2024 - Po river area Renaturalization

We are carrying forward a journey that began over 25 years ago — evolving from a small studio founded by three friends into one of Italy’s leading engineering firms, with continued growth in Italy and abroad

OUR GLOBAL OFFERING

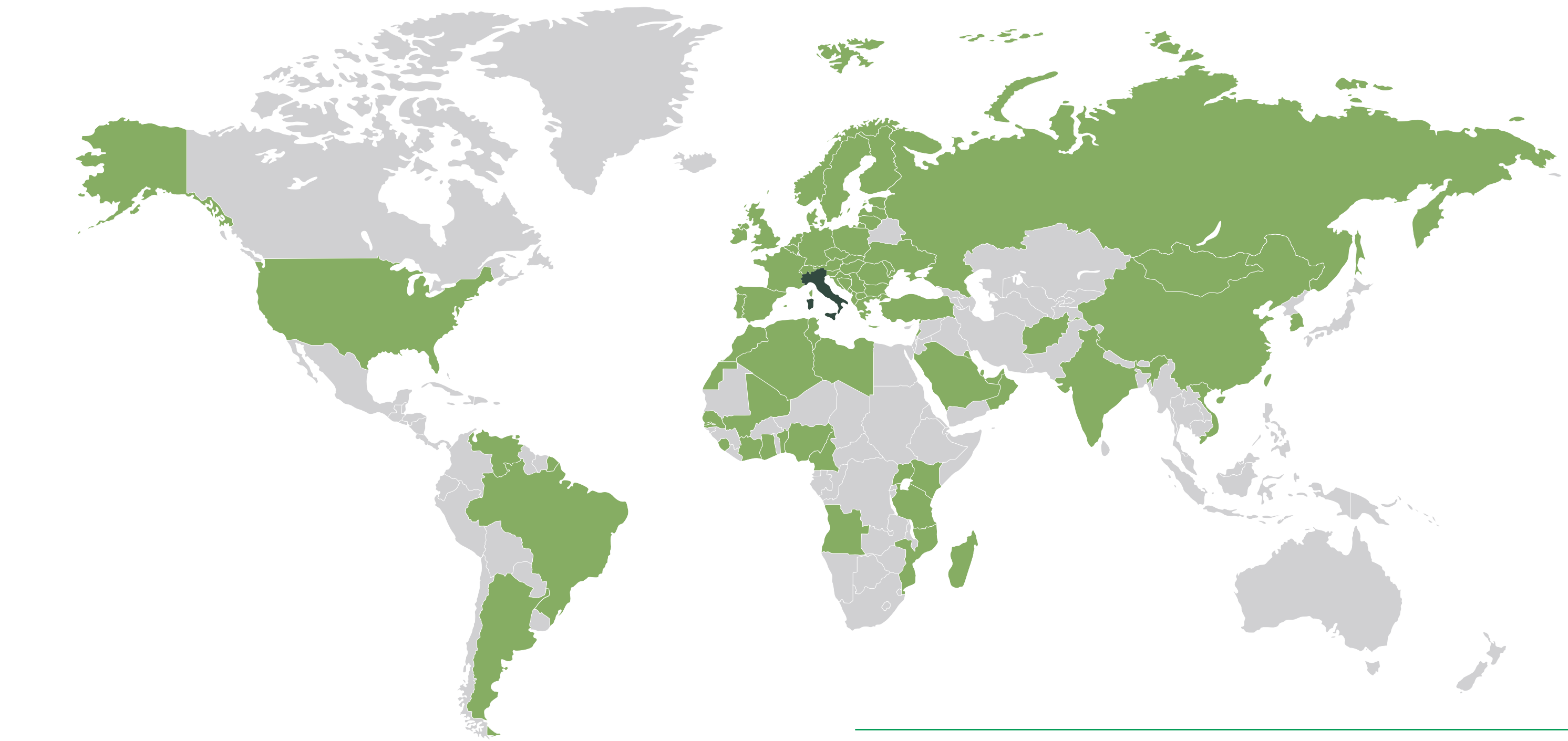


assignments
phases



services
set

OUR PERFORMANCE



- Over all presence
- Headquarters, Rome

#198	#40	#10
ENR The Top 225 International Design Firms	Guamari Top 200 on the italian engineering company	Top 500 Engineering, Architecture and Construction Consulting Firms from Romania

02.

financial key figures and ratios

12

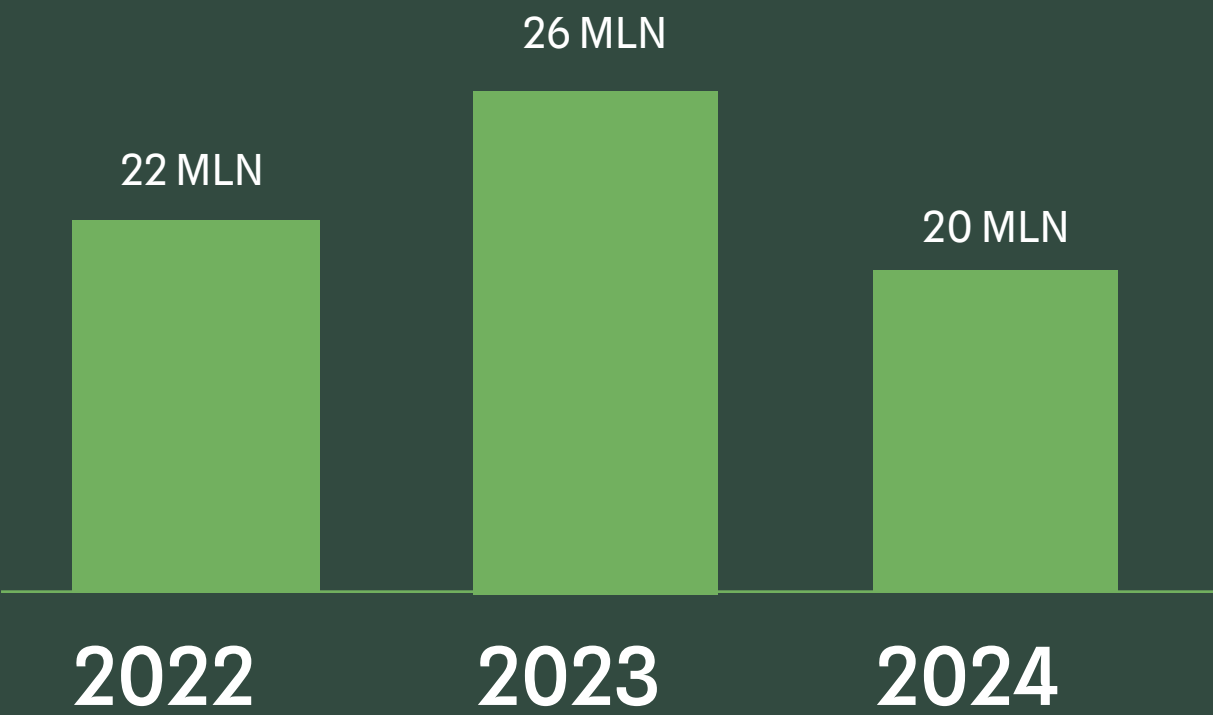
ESG key figures and ratios

13

key

numbers

Revenue



Revenue in sectors

Sustainable mobility



Design and optimize cutting edge transport infrastructure

Spaces for people



Design and optimize smart buildings and places to enhance community wellbeing and sustainability

Resilience



Nature-based solutions for protecting soil, water, and enhancing renewable energy wellbeing and sustainability

PROFIT

2,5 Mln

EBITDA Margin

(+ 8% since 2023)

21%

ROE

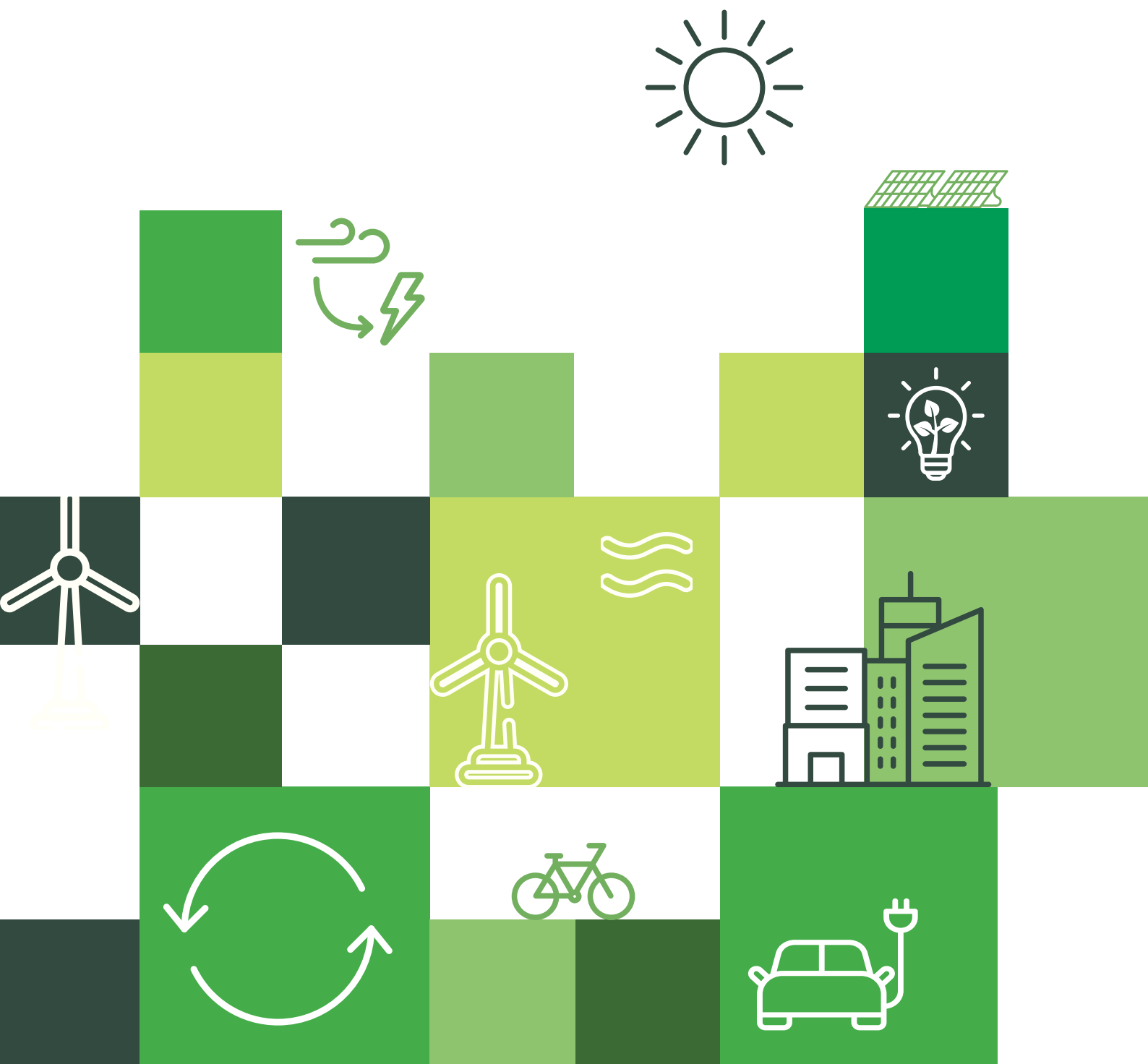
33%

Net working capital

4,8 Mln

The expertise and unwavering commitment of our professionals are essential drivers of our company’s sustained growth and success.

Environmental Social Governance



ESG KEY FIGURES AND RATIOS*		UNIT	2022	2023	2024
Environment	GHG emissions scope 1	CO2 eq (T)	7.32	5.21	3.95
	GHG emissions scope 2	CO2 eq (T)	52.3	57.40	57.10
	GHG emissions scope 3	CO2 eq (T)	-	on track	23.2
	Total GHG emissions scope 1,2&3	CO2 eq (T)	59.62	62.61	84.25
	Energy consumption	KWh	205,134	225,110	223,884
	Water consumption	MC	1,152	550	203
	Eco-labelled office supply	%	65	80	82
Social	Total headcount	HC	81	94	101
	Voluntary employee turnover	%	16	11	27
	Gender diversity, women	%	58	61	64
	Gender diversity, administrative support women	%	50	50	50
	Gender diversity, production women	%	50	56	62
	Gender diversity, operative women	%	71	75	80
	Gender diversity, engineer-architect women	%	56	56	63
Governance	Incidents of discrimination (substantiated)	Number	0	0	0
	Global health and safety training	%	100	100	100
	Gender diversity, partners women	%	63	61	61
	Gender diversity, Group Board of Directors, women	%	44	44	44
	Compliance Concerns and Whistleblowers (Ethics and Anti-Corruption)	Number	0	0	0

* ESG key numbers have been analyzed in the following Sustainability Report.

03.

business model

our strategy & commitment

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our targets for clients

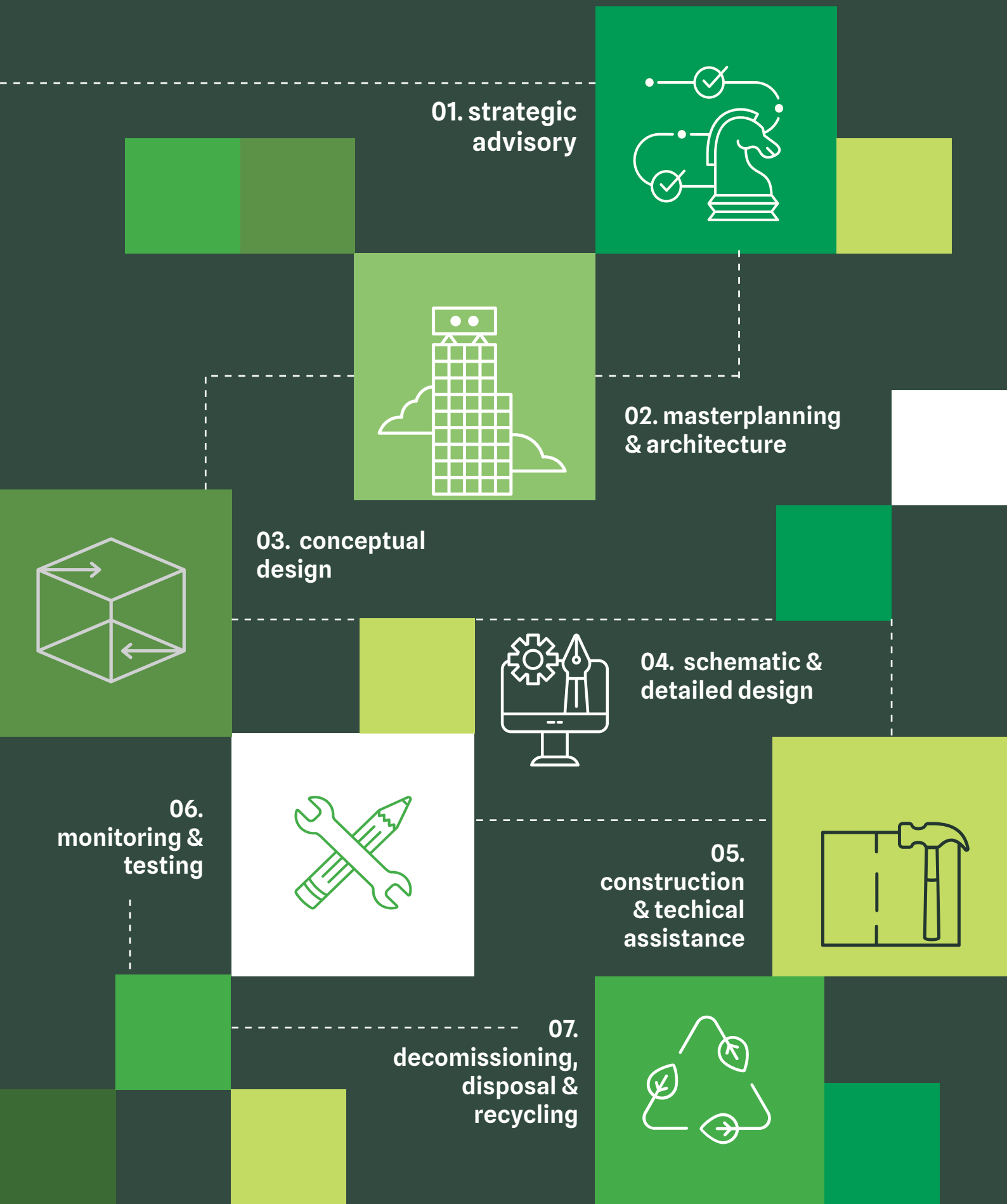
16

key sustainable projects

17

Oradea's new Infectious Diseases and Pneumology Hospital
Oradea, Romania

OUR STRATEGY & COMMITMENTS



Sustainable change is the sole choice

Climate change, biodiversity loss, and social exclusion have become increasingly pressing challenges for the planet, influencing social change and impacting the demands and expectations of stakeholders. In the current global context engineers and architects play a crucial role in shaping a greener future, by seeking solutions that reconcile sustainability, innovation, and new technologies.

A dedicated committee responsible for overseeing ESG activities has been set up. It is coordinated by the Head of Sustainability and includes the manager of Health & Safety, Legal, IT, Human Resources, Communications & Marketing, and Facilities & Logistics. This committee reports directly to the Board of Directors, which is the highest governing body and holds ultimate responsibility for all decision-making processes.

Our strategies & commitments

We have worked hard to integrate sustainability values into all our projects, and our knowledge, technical skills, and innovation capabilities represent the most significant contribution we can make to the green transition process.

Provide expertise for all stages from the preliminary analysis and planning phases to detailed design, as well as during the construction and maintenance ones. We develop integrated solutions with sustainability, circularity, innovation, and digital technologies to create the best goals for our clients.

Our targets

- For **People**, we are committed to creating buildings that enhance the wellbeing and health of their users.
- For **Society**, we are dedicated to developing more inclusive and resilient environments that are in balance with nature and connect communities worldwide.
- For **Our Company**, we are committed to providing a long-term, inclusive, and respectful working environment for current and future generations of workers.

OUR TARGETS FOR CLIENTS

Sustainability
themes shaping
clients' agendas



Palazzo dei Diamanti
Ferrara, Italy

OUR CLIENTS

new
clients

160

54%

46%

public
clients

Government ministries,
Municipalities, Transport
infrastructure entities,
Local Health Authorities.

private
clients

Construction companies,
Industrial companies,
Transport and logistics
companies, Real Estate.

We serve as a trusted and steadfast partner, supporting our clients in addressing their most complex challenges as they advance toward a sustainable future.

We are dedicated to understanding the unique needs of each client and work closely with them to deliver high-quality results on schedule.

Thanks to our extensive expertise across all phases of the engineering process, we have established ourselves as a trusted and reliable partner, enabling us to build long-lasting relationships with our clients.

Moreover, we actively support our clients by recommending sustainable approaches and solutions that contribute to a better future, aligned with our strategy grounded in nature-positive principles and circular economy practices. To further strengthen this commitment, we make our team of highly qualified and certified professionals available to our clients, offering expertise in the design of sustainable infrastructure, including specialists in CAM, Envision, SP, and other recognized certifications, to also help customers diagnose or mitigate the level of environmental impact

Key sustainable Projects

3TI regards sustainability as a fundamental strategic principle focused on creating long-term value.

We recognize both a responsibility and a unique opportunity to address the climate crisis by embedding sustainability principles throughout our portfolio and daily operations.

Achieving carbon neutrality requires the elimination or offsetting of all CO₂ emissions linked to the built environment. Our primary attention is directed towards the two main sources of emissions: operational carbon, generated from

building usage, and embodied carbon, associated with building construction.

In line with this, our approach prioritizes inclusive and socially responsible design to support the sustainable development of communities and urban areas. This is accomplished through the adoption of energy efficiency and generation strategies, the use of low-carbon materials, passive solar design, and other innovative solutions. Through these efforts, we are committed to preventing millions of metric tons of potential carbon emissions.

Since 2023, 3TI has been

an active member of the Green Building Council Italia (GBC Italia), an association that brings together Italy's foremost organizations and leading companies in the sustainable building sector. Beyond our membership, we have actively promoted the continuous professional development and certification of our team in advanced sustainability protocols, equipping them with specialized expertise for the sustainable design and implementation of both building projects and transportation infrastructure.





DESIGNING
WITH NATURE



About 7 km restored roads From Regina Margherita Bridge to Sublicio Bridge.

3TI Progetti is transforming Rome for Jubilee 2025 with key interventions, including revitalizing the Tiber Riverbanks to improve accessibility, functionality and sustainability for residents and visitors. The project enhances urban mobility, pedestrian paths and the river’s scenic and historic value.

Key Features:

- Restoration of monumental embankments, removal of invasive vegetation and travertine protection.
- Maintenance of river access steps.
- Repair of paving along quays

- and uneven banks.
 - Bathymetric regularisation to improve water flow and navigation.
 - Restoration of about 7 km of roads (between the left and right banks) to improve access and circulation.
- The project combines hydromorphological, archaeological and ecological approaches to restore the Tiber as a scenic and recreational urban corridor.

New Cotral Headquarters



SHAPING SPACES AROUND REAL NEEDS



Project genuinely addresses the needs and values of the with stakeholders, promoting more efficient resource use and minimizing environmental impact.

In Rome, for the restyling project of CotralSpa’s new headquarters, we chose to adopt a participatory design process, actively involving the company’s employees. By fostering shared responsibility and encouraging collaborative innovation, we developed a solution that is not only practical but also socially and environmentally sustainable in the long term.

The project entails a complete restyling of a building of approximately 6,000 m², spread over 4 levels plus a basement. It features a new functional layout with a free floor plan, where individual spaces are minimized to allow for greater sharing and

collective use.

The building systems are fully renovated to enhance energy efficiency and utilize sustainable energy sources. One of the main challenges will be executing the works without interrupting the company’s business activities. The project also includes upgrading the building’s energy class from C to A, reducing energy consumption and operating costs, integrating renewable energy to meet demand.

Emergency measures undertaken in Emilia-Romagna following extreme weather events



ADAPTING TO CLIMATE CHANGE



Restoring and enhancement of the hydraulic protection system across 45 km.

As climate challenges intensify, reducing flood risk and protecting biodiversity has become more critical than ever, due to floods remaining one of the most damaging climate-related threats to human life.

In 2023, frequent floods severely impacted Emilia Romagna, threatening both the region's socio-economic stability and residents' health. Sustainable water management proves to be fundamental in preventing further subsidence phenomena.

The intervention supported the Territorial Civil Protection Unit by reducing hydrogeological risk, enhancing water management, and

strengthening environmental resilience to protect cities from flooding and improve livability.

The key activities, including:
Key activities included engineering consultancy for coordinated emergency and PNRR projects, georeferenced surveys with drone mapping, hydraulic design to restore riverbanks and enhance flood resilience, and structural reinforcements to prevent erosion and protect communities.

New Multifunctional Library for the University
Campus “Polo dei Rizzi”

CONSTRUCTING ENERGY-EFFICIENT BUILDINGS



High energy efficiency rating (Class A).

Creating buildings that harmonize with the environment and promote social interaction is becoming ever more crucial. Achieving this requires innovative solutions that optimize energy efficiency while fostering inclusive and inviting spaces. Achieving this goal requires innovative solutions that maximize energy efficiency while creating inclusive and welcoming spaces.

In this context, the project for the new library at the “Polo Universitario dei Rizzi” in Udine stands out as an exemplary model. Conceived not only as a place for study and research, the library also serves as a cultural and social hub, thanks to its carefully designed outdoor green and paved areas that encourage community engagement.

The building has a rectangular footprint and is organized over three levels. Interior spaces are arranged around

a large, flexible central hall that can function as a reading area or be adapted for conferences and events, with a seating capacity of up to 300 people. Three internal courtyards act as transitional spaces between the indoor and outdoor areas, enhancing the fluidity and openness of the design. The architectural envelope has been conceived to optimize indoor environmental quality, controlling microclimate, acoustics, and natural lighting, while ensuring high energy performance through the use of renewable energy sources.

The project received the CasaClima Gold Cube Award, recognizing buildings that demonstrate outstanding excellence in energy efficiency and environmental sustainability.

The Regional Emergency
Cluj Hospital

TAKING CARE OF PEOPLE



NZEB building achieving a significant reduction in CO2 emissions: estimated annual saving of 1,185 tons of CO2.

The new hospital adheres to European taxonomy criteria and reflects the vision of contemporary healthcare facilities by centering the psychophysical wellbeing of patients within its design philosophy.

Its architectural configuration promotes integrated, multidisciplinary care, enabling a team of physicians from various specialties to work collaboratively and simultaneously to provide each patient with comprehensive and tailored treatment. This method replaces the conventional rigid layout of departments with versatile and adaptable

spaces.

Key design features:

- Integration of cutting-edge technological systems;
- Thoughtful use of natural and locally sourced materials;
- A façade system composed of 3D GBC modules that regulate and moderate direct sunlight and heat exposure indoors, ensuring optimal thermal and humidity comfort while preventing radiation issues and the formation of urban heat islands;
- Selection of native plant species to boost biodiversity and reduce upkeep demands.

Catania-Fontanarossa Airport
Terminal B



DESIGNING FOR LOW EMISSIONS



NET ZERO TARGET BY 2030 reduced about 10/20% of CO2 emissions and 15/30% of energy consumption.

“Fontanarossa” Airport in Catania was designed and built with a strong focus on nature, standing as a successful example of how sustainability principles can be effectively applied in infrastructure development. This is the airport with the highest number of passengers in Southern Italy.

The New Terminal B design, along with the planned expansion project of the Departures and Extra Schengen Hall of the current Terminal A, as well as the arrangement of the Airside and the Land Side area, aims to transform Catania into a new multimodal transport hub for Sicily.

Terminal B is located between Terminals A and C, replacing the old Morandi terminal, it is developed on 5 levels and provides a central-unifying element of the entire passenger terminal complex, without duplication of functions in each of them.

It will be the cornerstone of the planned development of the Masterplan, through the future construction of Terminal C.

sustainability reporting

ESG - Environmental, Social and Governance

25

ESG KEY NUMBERS - Environmental

26

ESG KEY NUMBERS - Social

29

ESG KEY NUMBERS - Governance

32

Commitment to help environmental and communities

35

ESG - Environmental, Social and Governance

Environmental

We have steadily reinforced our dedication to environmental stewardship by delivering projects rooted in sustainability, circular economy principles, and advanced technological and digital innovation. Specializing in widely recognized and important sustainability protocols, we actively promote the green transformation process by supporting sustainable design and construction practices. Our aim is to reduce environmental impact, enhance occupant health and comfort, and maximize energy efficiency.

Social

3TI has consistently prioritized diversity and inclusion as core values. It was the sixth company in Italy to earn the PdR 125:2022 Gender Equality Certification. We firmly believe that fostering an inclusive and respectful workplace—one that embraces diverse identities and skill sets—drives sustainable, productive, and long-lasting growth. We are committed to empowering women and ensuring equal opportunities for career advancement and personal choice for all employees. This dedication is evident in the steady representation of women in key leadership positions. Additionally, we have signed the Italian Diversity Charter—a commitment to equal opportunity and workplace equality promoted by Fondazione Sodalitas and recognized across Europe—reinforcing our ongoing pledge to champion diversity and inclusion.

Governance

Our activities have long been guided by an Integrated Management System (IMS), which includes Quality Management (ISO 9001:2015), Environmental Management (ISO 14001:2018), and Occupational Health and Safety Management (ISO 45001:2018). In 2024, we were awarded the Responsibility Award Italy certification by Bureau Veritas, in recognition of our responsible approach to corporate values and our strong commitment to sustainability principles — fully integrated at all levels of our company’s governance.

ESG’s values have steered and shaped not only the technical development of our projects but also the organization of our corporate activities through a scheduled, multi-level process aimed at achieving the goals of the 2030 Agenda.

GHG

Emissions

EMISSIONS		2022	2023	2024
Scope 1	Company vehicles travels	7.32	5.21	3.95
Scope 2	Energy consumption in office headquarters	52.30	57.40	57.10
Scope 3	Other indirect emissions	On track	On track	23.2
Emissions CO2 eq (T)		59.62	62.61	84.25

Scope 1

Compared to 2023
Scope 1 emissions from company vehicles have been reduced by 24.18%

Scope 2

Compared to 2023
Scope 2 emissions from energy consumption have been reduced by 0.52%

Scope 3

In 2024, Scope 3 emissions from business travel by train and air were calculated. The goal for 2025 is to further expand the analysis by developing a comprehensive GHG emissions inventory in line with the ISO 14064-1:2018 standard, and to have it independently verified by an accredited certification body

3TI REFORESTATION PROJECTS

32k
absorbed CO2, kg | which is the same as driving
around the world 1,8 times
by car



3TI is increasingly committed to reducing its environmental footprint, also to improve the health and wellbeing of present and future generations.

We are proud to actively engage in reforestation and tree planting initiatives that not only help mitigate global warming but also empower local communities—especially farming populations—in the Amazon, Peru, Guatemala, Tanzania, Argentina, and Italy in their fight against climate change.

In 2024, we signed an agreement with Dolomiti Energia to supply our office with 100% renewable electricity starting in 2025, advancing our efforts to reduce environmental impact.



Our carbon
Footprint



Carbon
Reduction
Target



Fuel Consumption

Evaluation of the company fleet and progressive transition to hybrid or electric vehicles, aiming for a significant shift by 2030.

Purchased Energy

- Use of certified renewable energy at source by 2025;
- implementation of the office lighting - system to optimise energy use and control by 2030.

Purchased goods & services

Expand the GHG emissions inventory beyond business travel by 2030

3TI is founded on a strong legacy that we proudly uphold as a core element of our culture and business practices

6%
personal growth
in 2024

+25%
personal growth
in 2023

- Our core values:
- Ethical and responsible conduct
 - Active engagement within the community
 - Advanced technical expertise
 - Self-driven initiative

+15%
personal growth
in 2022

Different Nationalities



Our team includes young talents and seasoned professionals from around the world — with over 5% of our staff being international and growing. We aim to double that number by next year.

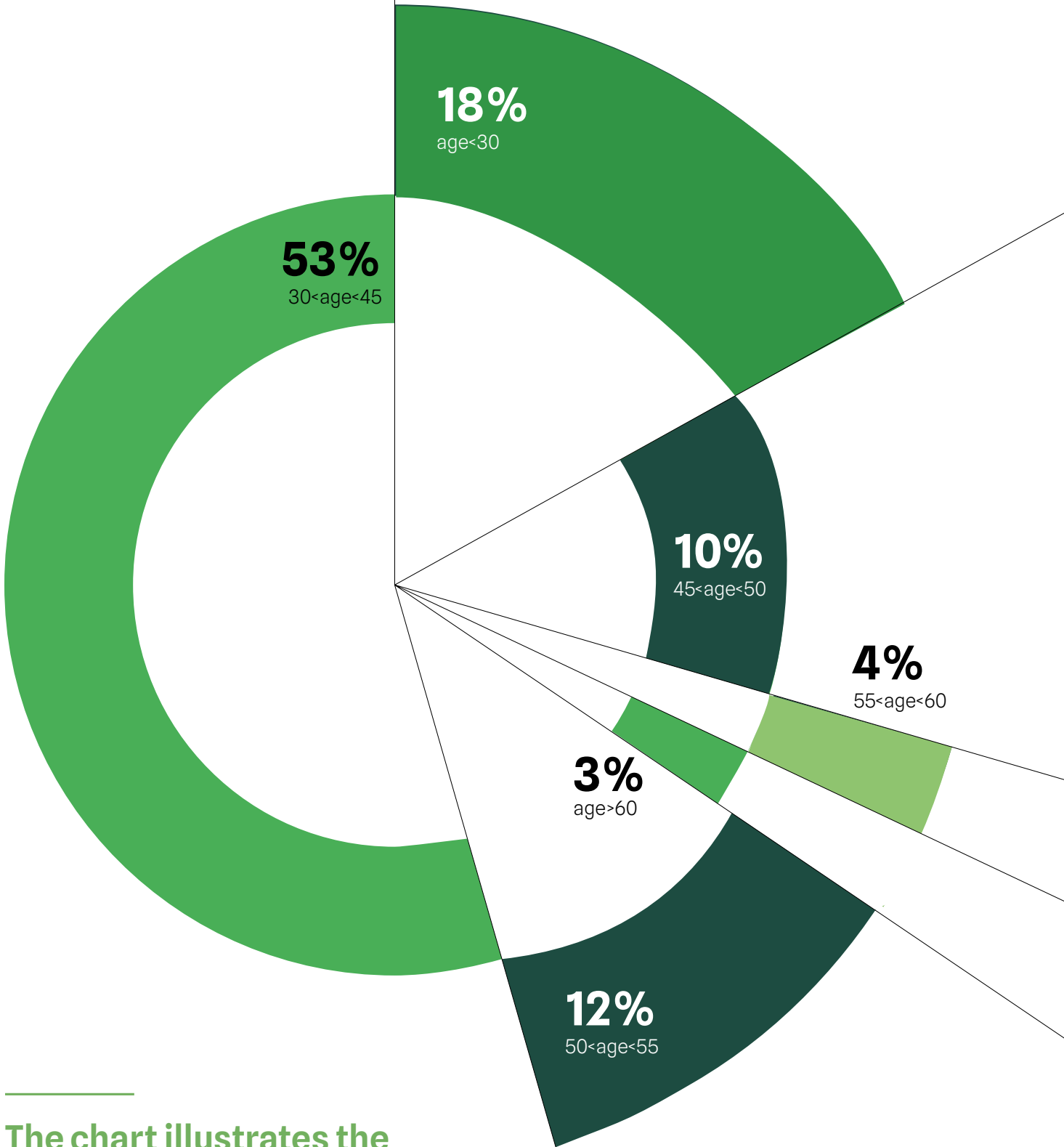
Quality, diversity, and inclusion and multiculturalism are integral of our culture and embedded in our daily work. The diverse cultural backgrounds of people from different countries enrich the company's sustainable development and professional growth.

Human capital lies at the core of our business model and sustainable growth strategy. Our committed and skilled employees—who find fulfillment in their work—are the fundamental source of our strength.

Employees

by age

age group	total	women	men
<30	18%	72%	28%
30<age<35	20%	60%	40%
35<age<40	22%	71%	29%
40<age<45	11%	82%	18%
45<age<50	10%	60%	40%
50<age<55	12%	50%	50%
55<age<60	4%	25%	75%
age>60	3%	67%	33%



The chart illustrates the staff’s age distribution, with the majority aged between 30 and 40. This highlights a dynamic and youthful workforce that fosters ongoing growth and drives innovation across the organization



6th company in Italy to obtain

PDR 125:2022

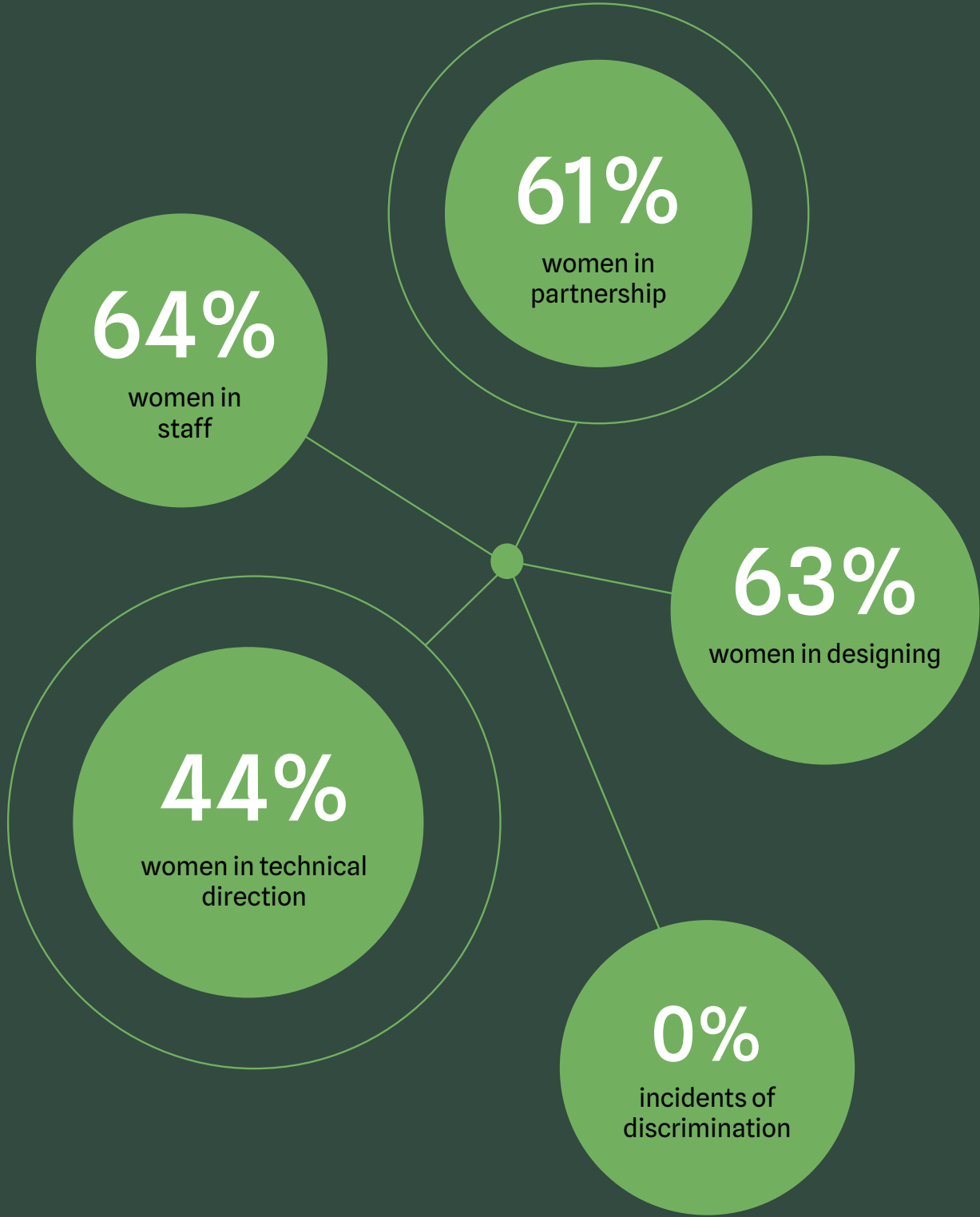
Gender Equity Management System

Gender equality is not just about balance — it’s a reflection of our commitment to respect and value every individual.

3TI firmly believes that technical skills know no gender. We are deeply committed to fostering an inclusive corporate culture rooted in respect for individuals and dedicated to creating a workplace free from discrimination and bias, where everyone’s uniqueness is valued and

contributes to shared success. Our female professionals play a key role in driving the company’s growth, bringing a unique blend of technical expertise and soft skills that fuel creativity, collaboration, and innovation. Their tangible impact is

reflected in the steady rise in the number of women partners in recent years. 3TI has always supported and promoted female empowerment, ensuring equal opportunities for growth and self-determination for all team members.



We are strongly committed to continuously improving our workplace, fostering an inclusive culture where our people can thrive and grow

We are committed to acting responsibly towards our clients, employees, the company, and the society we live in



New school complex “Andrea Bacci”
Sant’Elpidio a Mare, Italy

Human rights

As a global engineering company, 3TI could potentially be associated with adverse human rights impacts through our business relationships and projects. Aware of these potential impacts, we are committed to ensuring that human rights are respected both within our organization and, to the best of our ability, in our clients’ projects. We also encourage employees to report any concerns about human rights violations to senior management, which is expected to address such reports. We contribute to combating climate change, rapid and uncontrolled urbanization, and resource scarcity by developing projects that are beneficial for both people and the planet.

Policy

Our Organization, Management, and Control Model plays a crucial role in providing our people with the guidance and knowledge needed to grow our business responsibly and ethically. The policies cover anti-corruption laws, sanctions, speak-up and whistleblowing systems, data privacy laws, and human rights due diligence. For years, 3TI has implemented its corporate integrity system by introducing a whistleblowing tool. This system ensures that all actions undertaken are performed transparently and responsibly, protecting whistleblowers and encouraging the reporting of misconduct. Whistleblowing helps 3TI foster a healthier and more ethical workplace environment. Moreover, 3TI has signed the Italian Diversity Charter, and the Board of Directors has formally committed to promoting diversity, equity, and inclusion, further strengthening these values and the company’s commitments in this area.

No incidents of violations of the Code of Ethics, acts of violence, any form of discrimination, or corruption were reported through legal action or formal complaints, nor were any such cases otherwise identified by the organization, either in 2024 or in previous years.

Code of Ethics

The Code of Ethics is inspired by the fundamental principles of the company and communicates both internally within the company and to external stakeholders, the core way we operate. The main principles are integrity, legality, anti-corruption efforts, the protection of health and safety at work, environmental protection, market transparency and fairness, competition protection, and respect for human and labor rights. 3TI considers the correct communication and dissemination of the values and principles contained in the Code of Ethics to be fundamental. Therefore, the Code of Ethics is published on the official website (<https://www.3tiprogetti.it>), and it also available on the company intranet. Employees accept the Code of Ethics upon hiring, while consultants and suppliers expressly adhere to it in their respective contracts.

Anti-Corruption Management System

3TI conducted a corruption risk assessment of its business activities and implemented policies and procedures to manage these risks, aiming to prevent and combat corruption and unethical practices. Since 2022, 3TI has been certified according to ISO 37001.

Legality Rating

This rating allows for the evaluation of various aspects of a company, such as transparency, tax compliance, adherence to environmental and labor regulations, compliance with antitrust laws, management of legal risks, and the adoption of ethical and compliance procedures. 3TI has achieved the highest rating (3 stars).

3TI is a member of global importance associations

3TI's certifications

FIDIC	The International Federation of Consulting Engineers is the global representative body for national associations of consulting engineers and represents over one million engineering professionals and 40,000 firms in about 100 countries worldwide. 3TI is a MA of Fidic and our chairman is the Vice President of Federation.
EFCA	The European Federation of Engineering Consultancy Associations is the only federation to represent the engineering consultancy industry in Europe, has MA in 26 European countries and represents more than one million staff in engineering and related services. 3TI is a MA of Efca and our chairman is FIDIC-EFCA liaison responsible.
OICE	OICE is an employers' Association, belonging to Confindustria (the Confederation of Italian Industry), which represents Italian engineering, architectural and technical economic consulting organizations. 3TI is a MA of Oice since 1999 and our chairman is Vice President for Digitalization and Computerization.
GBC ITALIA	Green Building Council Italia is a non-profit association that is part of the World GBC, a network of national GBCs present in more than 80 countries, representing the largest international organization in the world active in the sustainable construction sector. 3TI is a MA of GBC since 2023.
EOA	Employee Ownership Association is the UK organization that promotes and supports employee-owned companies. 3TI is a MA of EOA since 2014.
ASPESI	Founded in 1993 in Milan to unite entrepreneurs in the real estate sector and represent their interests. It brings together companies, architectural and engineering firms, as well as general contractors, that invest in the enhancement, development, and renovation of buildings and buildings areas. It is the leading Italian association of real estate companies.
ITALIAN DIVERSITY CHARTER	Signing of the Italian Diversity Charter, promoted by the Sodalitas Foundation and recognized at the European level, with the aim of fostering an inclusive corporate culture and eliminating all forms of discrimination in the workplace.



Ecovadis Sustainability Rating 2024	Silver Medal Top 15%
certiClaim sustainability programme	by EthicsGO n.9/2025 Rev.0
Sustainability certificate by Synesgy	Score ESG B: "Good" sustainability level
ISO 9001:2015 Quality Management System	Certificate issued by Bureau Veritas n. IT333473
ISO 14001:2015 Environmental Management System	Certificate issued by Bureau Veritas n. IT343381
ISO 45001:2018 Health & Safety Management System	Certificate issued by Bureau Veritas n. IT324582
PDR 125:2022 Gender Equity Management System	Certificate issued by Bureau Veritas n. IT317201
PDR 74:2019 BIM Management System	Certificate issued by Bureau Veritas n. IT333414 - 1
ISO 37001 Anti-Corruption Management System	Certificate issued by Bureau Veritas n. IT317920

CLIMATE IMPACT& DIVERSITY



Po river area Renaturalization
Po river area, Italy

Awards & key achievements for the company and its partners in 2024-2025

- Appointment of Alfredo Ingletti as FIDIC President

Oice ESG/ Sustainability Award 2024 – shortlisted

Mara Franchi, 3TI partner, recognised as winner of the ‘Impact on Climate and Biodiversity’ category at the EFCA Future Leader Competition 2025
3TI ranked 1st in the
- national ‘Planet Green Cup’ competition, organised by Up2You — a sustainability challenge among all companies across Italy

Award-winning or nominated projects in 2024-2025

- Polo dei Rizzi – Campus Library - ENR Green Projects Award of merit

Extension of Bucharest Metro Line 5, Bucharest, Romania - THE PLAN #Transport Award Finalist

Motorway A7 Ploiesti - Buzau - Lot1 Romania – Oice Engineering services in construction phase Award

Road 222 & New Skurusunds Sridge – TIABSE Project snd Technology Awards – Finalist

Completion of renovation, restoration and refurbishment of Palazzo dei Diamanti – ANCSA Gubbio Award
- New COTRAL Headquarters Platinum Winner IADA Awards 2025 - Airport, Train Station & Terminal Design

Regional Emergency Cluj Hospital - Platinum Winner IADA Awards 2025 - Healthcare & Medical Facility Design

The extension of Bucharest Metro Line 5 - Gold Winner IADA Awards 2025 - Transportation & Infrastructure Design

Goals Achieved 2024

Local communities

SDGs



- Meetings and initiatives for participatory and shared planning with local authorities and associations.
- Publication of progress updates on social networks regarding projects developed by 3TI and currently under construction.
- Activities undertaken to contribute to the wellbeing of the local community, such as “Sweet Home Garbatella,” which involves cleaning Monsignor Desiderio Nobels Park to make it safer and more sustainable, thereby adding value to the community where our headquarters is located.
- For the second consecutive year, we participated as a company team in charitable events, such as the 25th Race for the Cure in Rome, the most significant breast cancer event in Italy and worldwide. More than 60 employees registered internally to take part in the event.
- Donation of PCs no longer meeting company needs to charitable or socially engaged organisations.
- Organising a collection of basic necessities for families facing hardship, in partnership with Caritas Rome.
- Collaboration with “A Roma, Insieme – Casa Famiglia Protetta Leda” to organise three outings for the children of women serving alternative sentences.
- Sponsorship of the local women’s artistic gymnastics team, Olos Gym 2000.

Technical-scientific community in engineering sector in Italy & abroad



- Involvement in technical-scientific conferences to share know-how, best practices, and perspectives for building a better future for the entire industry sector, as well as to create and strengthen business networks between engineering firms, construction companies, and institutions.
- 3TI has joined the National Forum for Sustainable Development, promoted by the MASE (Ministry of Environment and Energy Security), and actively participates in two working groups: “Planet” and “Youth for Sustainability”.
- As a member of OICE (Association of Engineering, Architecture, and Technical-Economic Consulting Organizations), 3TI is engaged in several strategic working groups, including the ESG Working Group (GdL ESG)—specifically in the subgroups E – Environmental, S – Social, and G – Governance—as well as in the Inarcassa and Bid Anomalies working groups.
- At the international level, 3TI contributes to the activities of EFCA (European Federation of Engineering Consultancy Associations), participating in key working groups focused on European External Action and the Internal Market.- Participation in educational projects through lectures at university master’s courses and round tables during conferences organized by professional engineering and architecture associations.
- Involvement in development programs organized by clients as trusted partners within the ESG framework.
- Publication of technical articles related to 3TI’s projects in specialized magazines.
- In 2024, the chairman of 3TI, former Vice President of OICE and Vice President of FIDIC, was appointed President-Elect of FIDIC.

Growth of future generation

SDGs



- Daily publication of news and storytelling on the company’s website and social media.
- Participation in awareness-raising and training initiatives dedicated to future engineers and architects.
- Training courses for the professional development of all staff, organised by the 3TI Training division in accordance with the company’s annual training plan.
- Hosted and organized events in collaboration with the Order of Architects of Rome.

Empowerment of women



- Ambassador for the 4th edition of the “Premio Tesi di Laurea Ingenio al Femminile,” promoted by the National Council of Engineers (CNI) to encourage and support young women in STEM disciplines, for the second consecutive year.
- Active participation in and internal promotion of initiatives led by Fondazione Sodalitas to advance equal opportunities and workplace equality.
- Speaker at the webinar organized by ADR as part of its ESG program “Elevate,” focusing on ESG certificates - 3TI best practice.
- Speaker at the webinar organized by Oice Academy focusing on governance topics - 3TI best practice.

Fight against climate change



- Set up committee responsible for overseeing ESG activities coordinated by the Head of Sustainability and includes the manager of Health & Safety, Legal, IT, Human Resources, Communications & Marketing, and Facilities & Logistics.
- Continuous updating of the website page focused on Sustainability and ESG values, including objectives, initiatives, and achieved results.
- Creation of thematic materials on sustainability.
- Launch of the process to assess the corporate carbon footprint and achieve ISO 14064-1 certification
- Expansion of reforestation projects in the Amazon, Guatemala, and Peru, and support for new projects in Tanzania, Argentina, and Italy to support farming communities, mitigate global warming, and reduce CO2 emissions.
- Organisation of training courses for staff on ESG topics and circular economy.

Technological innovation



- Implementation and improvement of the workstation virtualization system, which allows employees to work from home directly on the server.
- Investment in Akeron/TarkoManagement Software overseeing cost centers and monitor project progress, this system manages both accounts receivable and payable. It enables comprehensive data aggregation and supports the creation of advanced reports and analyses on project and tender-related costs.
- Implementation of Document Management Software “RapidoECS” to manage project-related documents (such as drawings, invoices, contracts, etc.). Thanks to the use of metadata and document classes, it enables structured searches, efficient data aggregation, and version control.
- Increase of about 57% in BIM certified resources within the organisation.

The matrix shows the outcome of the analysis conducted to identify the key economic, governance, social, and environmental themes (“material” themes) related to the company’s business. The priorities are based on the relevance of the actual and potential positive and negative impacts on the economy, the environment, and the people associated with them.

The evaluation of each identified theme (both material and non-material) was made regarding the GRI guidelines.

Theme	Driver	GRI reference	SDGs	Key indicators
LEGALITY	Respect all laws, rules, and regulations, both mandatory and voluntary, applicable to the company's business activities and the services provide	205		Non-conformities reported or identified related to the application of Model 231.
ETHICS AND INTEGRITY	Operate ethically and sustainably, taking into account the economic, social, and environmental impacts of its activities and striving to create value not only for partners, but also for other stakeholders such as employees, customers, and local communities.	206 406		Non-conformities reported or identified related to non-compliance with the Code of Ethics; violations or inappropriate behaviors reported through the whistleblowing system; reports of behavior violating the gender equality management system policy (uni/ PDR125:2022).
REPUTATION	Consolidate a corporate image based on reliability, legal compliance, technical expertise, and flexibility in addressing customer needs to retain and attract new clients.			Social media posts (website, LinkedIn, Instagram); articles in online or print industry magazines; interviews in industry press (n.); and participation in conferences and meetings.
SERVICE QUALITY	Ensure a high level of service quality to retain customers and gain recognition in the market.			Non-conformity of service (n); customer complaints (n);
TECHNOLOGICAL INNOVATION	Improve hardware and software equipment and digital skills to enhance operational efficiency and performance quality in order to achieve greater competitiveness in the market.			Costs for premises and equipment/production value (%); competence certifications in BIM (n) and in sustainable protocols (n.).
DATA PROTECTION	Ensure the protection of data and information belonging to customers, employees, and/or suppliers provided by the organization during services delivery.	418		Privacy violation complaints (n); complaints related to incidents of data breach, theft or loss (n).
STRATEGIC POSITIONING	Adoption of diversification, development, and market consolidation policies.			Domestic/international revenue (%); new public/private market (%); new public/private clients (n.).
ECONOMIC PERFORMANCE	Improve economic performance to enhance the company's sustainability and its ability to invest in innovation and training.	201		Production value (mln€); order backlog (mln€); contribution margin (mln).
HEALTH AND SAFETY AT WORK	Promote the health and safety of workers and individuals who operate within the organization's offices and construction sites.	403		Workplace injuries / hours worked (n.); cases of occupational disease (n.).
HUMAN RESOURCES MANAGEMENT	Engaging in dialogue with political, labor and wage stakeholders to reach agreements that are both sustainable for the company and rewarding for the workers aiming to attract and retain talent within the organization.	401		Increase in workforce (%); turnover (%).
DEVELOPMENT OF HUMAN CAPITAL	Ensure the provision of training courses and awareness initiatives to share knowledge, in order to guarantee the presence of qualified personnel with technical expertise, as well as a commitment to ethics and professional integrity.	404		Training hours (n.); skills certifications (n.); started internship (n.)
DIVERSITY, INCLUSION AND EQUAL OPPORTUNITY	Promote diversity, delete gender bias, and support equal opportunities in hiring procedures, career advancement opportunities, and compensation policies.	405 406		Women in the workforce (n); women in the corporate board (%); promotion and participation in awareness initiatives on diversity and inclusion.
INDUSTRY RELATIONSHIPS	Establish stable relationships with selected clients, strategic partners, and professional associations to expand the market and enhance business lines.			Memberships in trade and professional associations (n.)
RELATIONSHIPS WITH THE TERRITORY	a) promote creation of sustainable infrastructure, in particular in developing countries, and generate opportunities for development and local employment. b) promote activities to make local communities safer, more inclusive, and sustainable.	413	 	a) initiatives to realizing sustainable infrastructure in developing countries; b) initiatives to realizing sustainable infrastructure in developing countries; volunteer initiatives and awareness campaigns for cleaning of parks and public spaces
ENVIRONMENTAL SUSTAINABILITY OF DESIGNED AND MANAGED PROJECTS	Improve the environmental performance of designed and realized projects both social and transport infrastructure.		 	NZEB buildings (n.); certified buildings / buildings under certification (n.); application of sustainable design criteria.
ENERGY EFFICIENCY	Improve the energy efficiency of corporate headquarters.	302		Monitoring of the total energy consumed within the organization; signed contract with a renewable energy supplier
ATMOSPHERIC EMISSIONS	Reduce CO2 emissions from direct and indirect sources related to activities at the company headquarters, as well as those resulting from travel between headquarters, customers, and construction sites.	305		Total CO2 emissions eq (T).
MATERIAL RESOURCES CONSUMPTION	Reduce the environmental impact of paper, toner, and plastic consumption.	301		Paper consumption; ink consumption; use of plastic bottles.

GRI Content Index

The Sustainability Reporting is related to the year 2024 (from January 1st to December 31st) with reference to the GRI 1: Foundation Standards – 2021 version.

The following table provides an overview of the information disclosed by the company in this document with reference to the GRI Standards, indicates where such information can be found, and supports users in easily accessing it.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details 2-2 Entities included in the organization's sustainability reporting 2-3 Reporting period, frequency and contact point 2-4 Restatements of information 2-6 Activities, value chain and other business relationships 2-7 Employees 2-8 Workers who are not employees 2-9 Governance structure and composition 2-10 Nomination and selection of the highest governance body 2-11 Chair of the highest governance body 2-12 Role of the highest governance body in overseeing the management of impacts 2-13 Delegation of responsibility for managing impacts 2-14 Role of the highest governance body in sustainability reporting 2-22 Statement on sustainable development strategy 2-23 Policy commitments 2-24 Embedding policy commitments 2-25 Processes to remediate negative impacts 2-26 Mechanisms for seeking advice and raising concerns 2-27 Compliance with laws and regulations 2-28 Membership associations 2-29 Approach to stakeholder engagement	pp. 2,8,40 p. 38 p. 38 p. 38 pp. 9,16 p. 30 pp. 7,30 p. 7 p. 7 p. 7 p. 15 p. 15 p. 15 p. 4 p. 25 p. 35 p. 32 p. 32 p. 32 p. 33 p. 16
GRI 3: Material Topics 2021	3-1 Process to determine material topics 3-2 List of material topics 3-3 Management of material topics	p. 36 p. 36 p. 36
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption 205-2 Communication and training about anti-corruption policies and procedures 205-3 Confirmed incidents of corruption and actions taken	p. 32 p. 32 p. 32
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p. 32
GRI 302: Energy 2016	302-1 Energy consumption within the organization 302-2 Energy consumption outside of the organization 302-3 Energy intensity 302-4 Reduction of energy consumption 302-5 Reductions in energy requirements of products and services	p. 13 p. 13 p. 13 p. 13 p. 13
GRI 303: Water and Effluents 2018	303-5 Water consumption	p. 13
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity 305-5 Reduction of GHG emissions	p. 26 p. 26 p. 26 p. 26 p. 26
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 13
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-8 Workers covered by an occupational health and safety management system	p. 33 p. 33 p. 33 p. 33 p. 13 p. 35 p. 35 p. 33
GRI 405: Diversity and Equal Opportunity 2016	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs 404-3 Percentage of employees receiving regular performance and career development reviews	p. 35 p. 35 pp. 13,35
GRI 404: Training and Education 2016	405-1 Diversity of governance bodies and employees 405-2 Ratio of basic salary and remuneration of women to men	pp. 31 p. 33
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p. 13
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	pp. 19,35
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 32

This Sustainability Reporting represents our commitment to providing an accurate and clear depiction of our performance related to Sustainability.

The main goal is to communicate to our Stakeholders, both internal and external, updated economical, social and environmental outcomes achieved.

The Sustainability Reporting is related to our headquarters in Rome.
The period covered for the financial statement spans the entire calendar year 2024 (from January 1st to December 31st).
Regarding Sustainability and ESG values, we decided to include a focus on the activities carried out in 2024, and currently ongoing, in 2025, to underline the continuity of the journey we are undertaking.

Environmental indicators

The operational boundaries of 3TI's GHG inventory include:
Scope 1 – Mobile combustion from company vehicles
Scope 2 – Purchased electricity and heat
Scope 3 - business travel by train and air
Scope 1: For vehicle data, Department for Environment Food and Rural Affairs (DEFRA) - 2022 year emissions factors are applied.
Scope 2: Emissions are calculated by multiplying energy consumption data with the relevant emission factors. Greenhouse gas emission factors in the national electricity sector and in key European countries for the Italian company ISPRA's 2021.
Scope 3: For business travel by train and air data, Department for Environment Food and Rural Affairs (DEFRA) - 2024 year emissions factors are applied.

Energy consumption: the quantity of energy consumed in the form of electricity and heat from 3TI's headquarters.

Eco-labelled office supply: percentage of products purchased by 3TI which match with the definition of sustainable products. E.g. carbon neutral or plastic free label.

Social indicators

Total headcount: based on registrations in 3TI's human resources system including both part-time and full-time.

Voluntary employee turnover: voluntary employee turnover is based on registrations in 3TI's human resources system of employees who resigned within the reporting period.

Gender diversity: gender diversity data is based on registrations in 3TI's human resource system. Gender diversity numbers are also consolidated for technical qualification, board of technical direction and partner roles.

Incidents of discrimination: number of incidents of discrimination is assessed through our whistleblowing system. 3TI's non-discrimination policy is based on the protection of the right to non-discrimination on the basis of race, color, nationality, ethnic or social origin, language, religion, gender identity, disability, political or other opinion, sexual orientation, age.

3TI whistleblowing mechanisms is available to both internal and external parties.

Governance indicators

Gender diversity: Group of Partners is composed of eleven women and seven men. The total number of technical directors, who are part of the Group of partners, is four women and five men.

Compliance, business integrity, and privacy

All new employees are informed about compliance, business integrity, and data privacy and our policies are published and available on 3TI's website in a designated section.

Compliance concerns and whistleblowers

Compliance concerns and whistleblowers: A compliance concern is related to an illegal act and/or a breach of: laws, policies, and/or obligations. Laws, policies, and/or obligations are to be interpreted broadly, and include regulations, compliance requirements in client, supplier, sub-consultant, or joint venture partner contracts which are enforceable against 3TI. The nature of concerns could include:
Unlawful activity
Financial fraud (e.g. accounting manipulation, non-compliance with internal controls procedures, misappropriation of assets, or fraudulent statements)
Bribery or corruption (e.g. conflicts of interest, bribery, sponsorships & donations, gifts, or facilitation payments)
Acts by senior management that cannot be reported using other channels
Violation of competition laws (e.g. price fixing, exchange of price sensitive information, collusion with competitors)
Activities, that, by law, treaty, or agreement amount to serious improper conduct (e.g. discriminatory practices, sexual harassment, use of child labour, human rights violations) age.



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