

Group Sustainability Report



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Introduction

From Switzerland to the World

Lombardi Group provides world-class multidisciplinary engineering services across the underground, infrastructure, energy and water sectors. We deliver tailor-made solutions throughout the entire project life-cycle. As a global company, we continually build on our expertise to place innovation and sustainability at the heart of our organisation and the services we provide.

Founded in Switzerland in 1955 by Dr. Giovanni Lombardi, we now have a workforce of over 1,000 employees across 13 subsidiaries worldwide. We have successfully brought more than 10,000 projects to completion. Our visionary and effective solutions, delivered through strong, long-lasting partnerships with our clients, serve as the ultimate credentials for our commitment to high-quality engineering.

Our Commitment to Sustainability

Lombardi Group is proud to now present its 2025 Sustainability Report. This report marks a significant milestone in our sustainability journey, moving beyond regional initiatives to a unified global strategy. By balancing economic resilience, environmental stewardship, and social responsibility, we strive to contribute to a sustainable future for all our stakeholders, including our clients, shareholders, employees, and the communities we serve across the globe.

Message from the Group

At Lombardi, we constantly enrich our expertise to design and implement sustainable and innovative solutions that meet our clients' needs. We think not only about ourselves, but also about our children and future generations. We actively live the concept of sustainability and make our contribution to a sustainable future.

"Our Vision is to deliver safe and sustainable engineering solutions to improve quality of life for future generations."



Lombardi Group's board of directors - Holding

From left to right: Andrea Mordasini, Matthias Neidhart, Michel Martin Dit Sandre, Francesco Amberg, Davide Fabbri, Michele Fumagalli (President), Fulvio Besseghini, and Alessandro Damiani.

Not pictured: Roger Bremen.

Sustainability Highlights

2025 marks the year of Lombardi Group's first sustainability report, bringing together economic data with key insights into our corporate carbon emissions and the composition of our workforce. This combined view helps to better understand where we stand and where our actions can make the greatest difference.

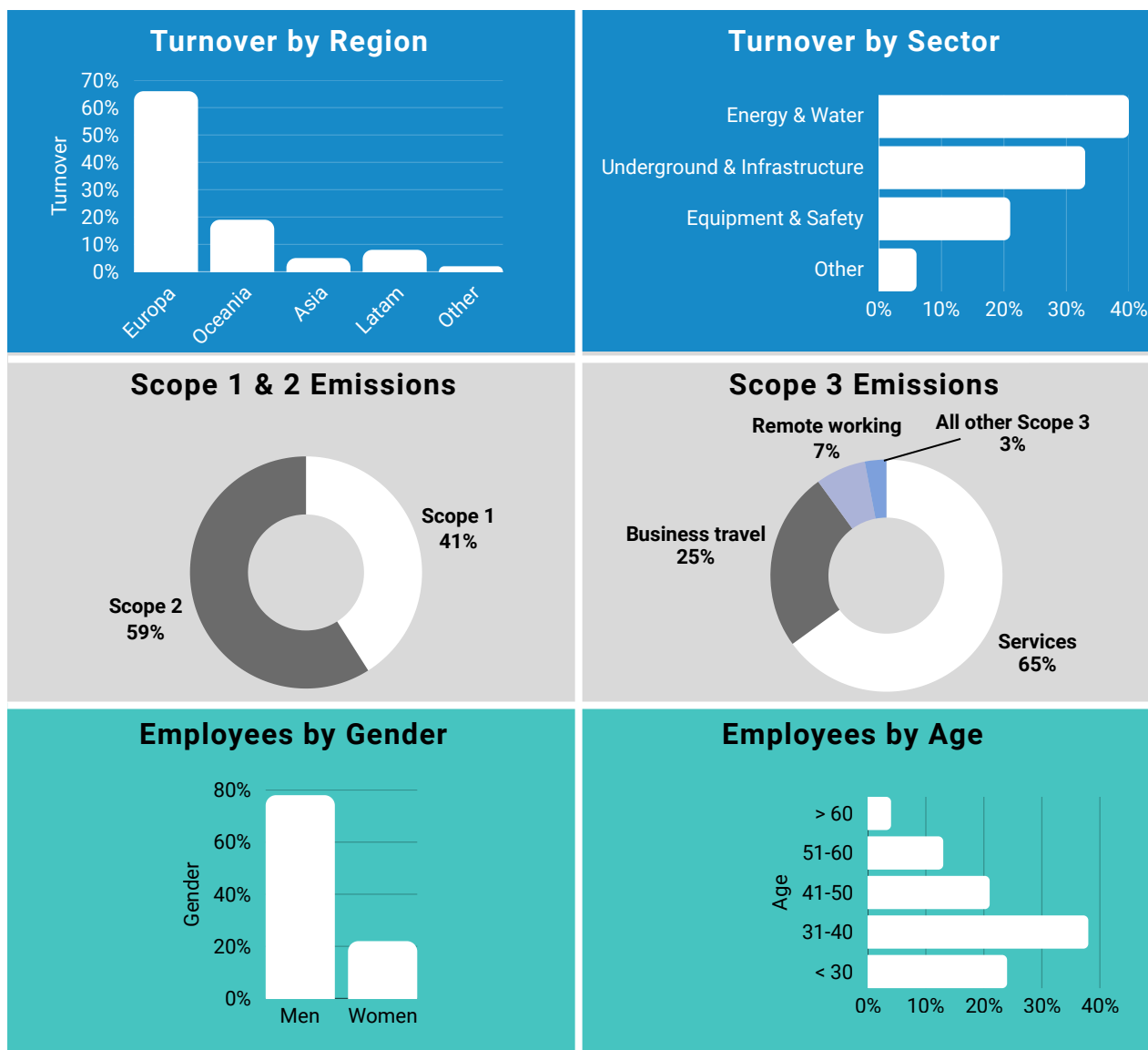


Figure 1. Lombardi Group's sustainability highlights from 2025 across economic (top row), environmental (middle row), and social (bottom row) topics.

Priority SDGs

As a global engineering company, we recognise our responsibility to contribute to the United Nations Sustainable Development Goals (SDGs).

Our strategy specifically targets areas where our multidisciplinary expertise can drive the greatest impact.



SDG 7. Affordable and Clean Energy

Our projects within the water and energy sector facilitate the transition to renewable energy and energy-efficient operations.



SDG 9. Industry, Innovation, and Infrastructure

We design resilient, high-quality infrastructure such as roads and tunnels that serve as the backbone of sustainable development.



SDG 11. Sustainable Cities and Communities

Through underground works and transport solutions, we alleviate urban congestion and enhance the quality of life.



SDG 13. Climate Action

By quantifying our own impact and prioritising sustainable and low-carbon engineering solutions, we take direct action to mitigate climate change.

Company Growth Through Purpose

Building on Our 70-Year Legacy

Lombardi Group’s economic performance in 2025 reflects a global increase in demand for engineering that balances technical complexity with sustainable outcomes. We have successfully translated our visionary solutions into a period of financial growth. Lombardi Switzerland alone, which generates 67% of Group turnover, saw a turnover increase of 16% from 2024 to 2025. This is a testament to our strong market position and the trust our clients place in our expertise. Our economic stability is anchored by a strategic presence across key international markets. While our roots remain in Switzerland, our reach is global. Europe continues to be our primary market, representing 66% of our 2025 turnover. However, we also have significant reach mainly in Oceania, Latin America, and Asia. Within our core disciplines, we have been experiencing a shift toward increasing demand for hydraulic works. Our turnover distribution across our three main sectors - Energy & Water, Underground & Infrastructures, and Equipment & Safety - demonstrates our ability to adapt to evolving global needs. By delivering safe, innovative, and sustainable engineering solutions, we ensure that our current market strength translates into a higher quality of life for future generations.

Sector	Turnover
Energy & Water	40%
Underground & Infrastructure	33%
Equipment & Safety	21%
Other sectors*	6%

Table 1. Lombardi Group’s turnover distribution in 2025.

*Other sectors: Project Management (3%), Special Studies (2%), and Real Estate (1%).

Commitment to the Environment

The Infrastructure We Design Shapes the World Around Us

At Lombardi, we know that the infrastructure we design shapes the world around us, and with that comes a responsibility. We demonstrate this commitment not only through big ideas but also through the way we work every day.

In 2025, we took a major step forward by assessing our first Group-wide corporate carbon footprint. This was not just a data exercise for us; it involved teams across all our offices around the world, working together to understand where our emissions come from and how we can actually work together to reduce our environmental impact.

We aim to turn those insights into actions and initiatives with practical changes, such as improving energy efficiency in our offices and switching to renewable energy. We are also raising awareness about office waste and recycling, as well as encouraging lower-carbon solutions.

By investing in training and tools we are empowering our employees to think sustainably. Our journey is now accelerating and the energy and range of initiatives already happening across our offices show that we are headed in the right direction. For us, it is about making real improvements today so we can do even better tomorrow.

In 2025, the Lombardi Group reached a significant milestone by assessing its very first global corporate carbon footprint. By working together and including all our 13 subsidiaries and offices worldwide, we have created a data-driven foundation for our climate strategy. Following the Greenhouse Gas Protocol, our 2025 assessment covers Scope 1, Scope 2, and relevant Scope 3 categories. This transparency allows us to move beyond broad initiatives and direct our efforts to implement measurable actions that create real impact.

Identifying Our Carbon Hotspots

Indirect emissions contributed the most, with Scope 3 representing 93% of the total footprint.

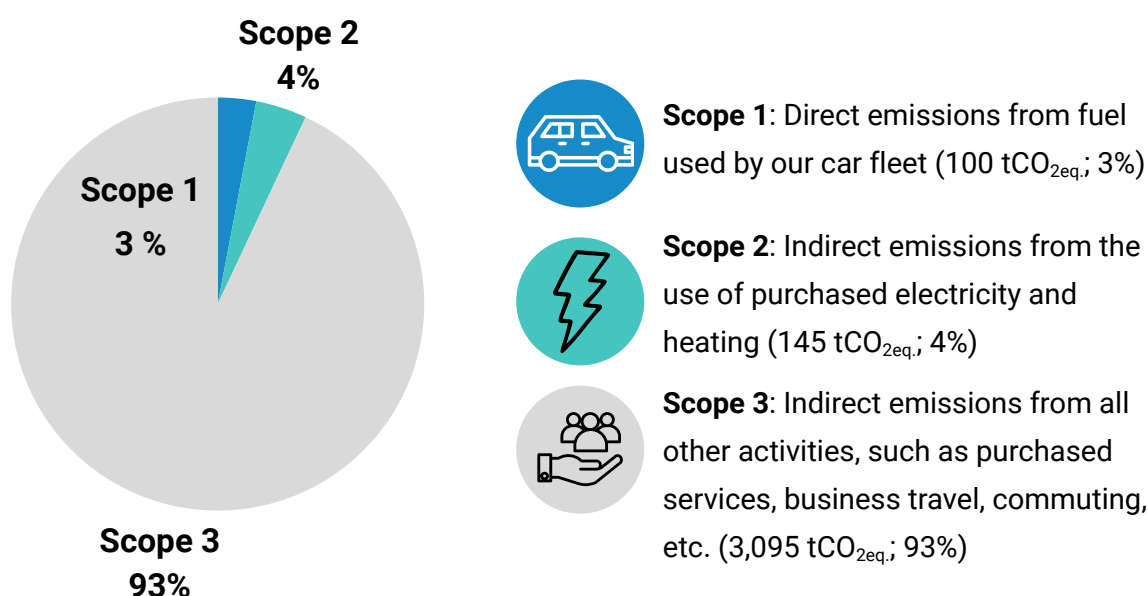


Figure 2. Lombardi Group's Corporate Carbon Footprint was in total 3,340 tCO_{2eq.} in 2025.

- Lombardi Group has comparably low Scope 1 and Scope 2 emissions per employee.
- We have introduced electric and hybrid cars in our fleet in several of our subsidiaries.
- Purchased goods and services accounted for 61% of the footprint.
- Purchased engineering services accounted for the largest share, at 27% of the footprint.
- Business travel contributed with 23% of the footprint.

65%

65% of the electricity we use in Lombardi's offices is renewable.

While our carbon footprint gives us the data, our Green Initiatives turn it into action. Across Lombardi Group, we have many initiatives and programs to embed sustainability into our daily operations. We prioritise best-practice recycling of office waste, energy-saving measures, the use of public transport and greater sustainability awareness.

Green Initiatives Across the Group

A snapshot of our green initiatives across Lombardi.

"We have an office waste program that includes office waste monitoring, mapping of recycling practices, best-practice flyers, and a target of reducing waste by 20% over two years." - Lombardi Switzerland	"Our green commuting support includes support for purchase of bikes or scooters, as well as contributions towards annual public transport passes. We also ensure that new company cars are only hybrid or electric." - Lombardi Italy	"We raise employee awareness by Zero Waste Challenge days and a Zero Printing Challenge, as well as planning to have all our French employees attending Climate Fresk workshops within the next 3 years." - Lombardi France
"Most of our meetings (around 75%) take place online to avoid driving to the construction sites for every meeting." - Lombardi Austria	"We have a sustainability onboarding training, where we discuss the main carbon emission hotspots, the impact and role we play, what we do at a corporate level, and what the potentials for projects are." - Lombardi Switzerland	"We focus on promoting responsible office practices and efficient use of resources by having specific disposal points for recyclable materials identified by color codes." - Lombardi Ecuador
"To save energy and promote energy efficiency, office lighting is automatically switched off after working hours." - Lombardi Guatemala	"We donate unused materials to extend their life." - Lombardi Peru	"We focus on energy efficiency by integrating solar panels, optimising our installations through smart controls, and using high-performance lighting tailored to actual needs." - LAMI Switzerland

Commitment to Our People

Our Success Is Built Around the People Who Work With Us

At Lombardi, our success is built on our people. As a global group, we believe in creating a supportive, fair, and healthy workplace. We see our employees' potential as our greatest asset, which is why we consistently invest in technical training, development of soft skills and mentoring opportunities for our younger engineers. From Europe to Australia, South America, and India, we focus on concrete social initiatives to ensure that everyone feels supported, whether they are in the office or on a construction site.

A big part of this commitment is looking after the health and well-being of our employees. Across our offices, we aim to pay attention to the day-to-day details, from offering ergonomics training and active breaks to providing fresh fruits and gym benefits. Understanding the pressures of modern life, we offer flexible working hours and remote work options to help our teams maintain a healthy balance between their professional and personal lives.

Fairness and growth are equally essential to our Lombardi company culture. We strive to ensure our compensation remains fair and competitive.

Lombardi is more than just a place to work. By listening to our employees through regular feedback and stress analysis surveys, we continue to build a culture where everyone feels they belong and has the tools to succeed.

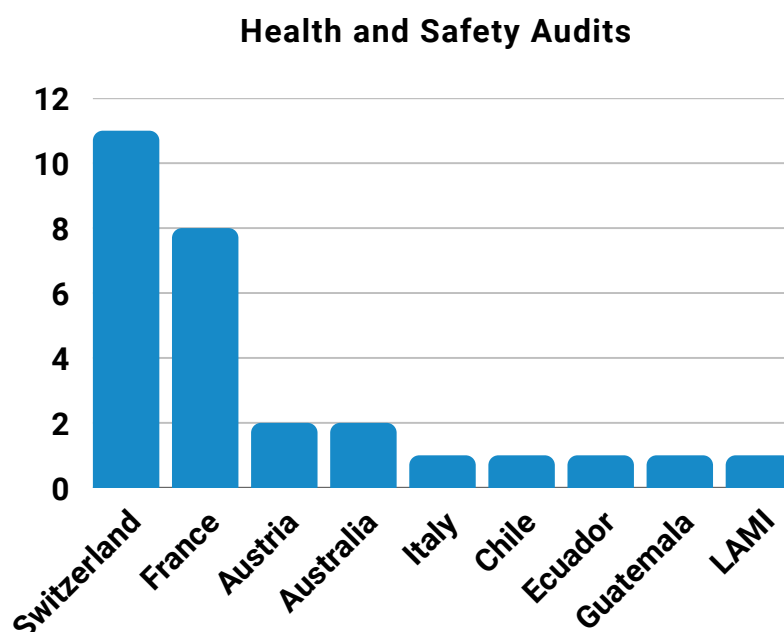
Our strength comes from a diverse mix of people. With employees from many different countries and a wide range of ages, from senior experts to those just starting their careers, we bring together a wide variety of perspectives. We are focused on building a workplace where everyone feels they belong. No matter where we are in the world, it is the innovative mindset and dedication of our people that help us tackle complex engineering challenges and keep moving forward together.

Our Employees - Our Backbone

- Three out of four employees at Lombardi Group are men. The ratio between men and women is similar across all levels.
- We have a diverse workforce in terms of ages, with around 20% of the employees below 30 years old, the bulk of employees between 30-50 years old, and around 20% of the employees above 50 years old.

28

Employees from 28 different countries work at Lombardi Switzerland, where our headquarters are located.



We are serious about putting the health and safety of our employees first. In 2025, we did a total of 28 Health and Safety Audits across the Group. Most of these took place in Switzerland (11 audits) and France (8 audits). 4 subsidiaries had no audits in 2025 (due to office locations or nature of their work).

Across our 13 subsidiaries, Lombardi has a wide range of programmes to make well-being and community natural parts of our daily life. In our offices, we prioritise fair pay and health support, alongside flexible working models, professional development, and local events that bring our teams together and support the communities where we live and work.

Social Initiatives Across the Group

A snapshot of our social initiatives across Lombardi.

"In 2025, we conducted a Job Stress Analysis (JSA) where everyone had to answer questions related to stress. We also undertook a salary benchmarking to ensure financial well-being." - Lombardi Switzerland	"We take a proactive, and dynamic approach to Corporate Social Responsibility in the form of two Steering Committees that oversee our initiatives for equality, environmental responsibility, and working conditions." - Lombardi France	"We focus on health and safety trainings for all employees, on the topics of health, First Aid, and Fire First Response Team." - Lombardi Belgium
"We conduct Occupational Health and Safety (OHS) talks addressing psychosocial risk prevention and workplace well-being, including preventing discrimination and workplace harassment." - Lombardi Ecuador	"Given the high traffic congestion in Guatemala City, we have a flexible remote work model for most civil engineering drafters. This approach improves employees' quality of life by reducing commuting time." - Lombardi Guatemala	"We contribute to the private health insurance, as well as gym memberships. We also run our own Olympics, which feature 10 sports and games to encourage teamwork." - Lombardi Peru
"Our annual end-of-year celebration brings the entire team together and creates a space to reflect on achievements and strengthen connections." - Lombardi Australia	"We promote social initiatives focusing on employee well-being, inclusion, and professional development, such as flexible working and salary adjustments aligned with inflation to support employees' financial stability." - Lombardi Argentina	"Our employee association CRILO holds monthly events at all our offices in Switzerland, from annual ski weekends and bike rides to hiking trips, wine tasting and game evenings." - Lombardi Switzerland

Sustainable Engineering in Action

Making a Real Difference Through Our Projects

At Lombardi, we know that our greatest opportunity to make a difference lies not only in how we run our offices, but also in the projects we deliver. In 2025, we shifted from discussing broad goals to integrating action-oriented measures directly into our engineering work. Whether expanding railway networks or harnessing electricity through hydropower, we are active participants in the green transition.

By moving beyond high-level strategy, we are aiming to integrate practical solutions, like project carbon footprints, low-carbon concrete materials, and environmental assessments into our designs. This hands-on approach allows us to reduce the environmental impact of the infrastructure we build while maintaining the high-quality, reliable service our clients expect.

For us, sustainable engineering means designing infrastructure that not only serves today's needs but also helps create the world of tomorrow.

In 2025, Lombardi Group completed our first Double Materiality Assessment (DMA). The goal was simple: we wanted to identify which sustainability topics matter most to us and to the world around us. We therefore analysed our business plan, mapped our entire value chain and identified where we have the most influence. We also looked at the expectations of our key stakeholders, including major clients, our employees, and the local communities around the areas in which Lombardi is involved in projects.

Shaping our Strategy: The Double Materiality Assessment

By following the European Sustainability Reporting Standards (ESRS), we looked at our impacts through two lenses:

- **Impact Materiality:** how our work in infrastructure affects people and the environment.
- **Financial Materiality:** how sustainability risks like climate change or opportunities like renewable energy could affect Lombardi's financial future.

The results of the DMA confirmed something we already knew: while our office habits matter, Lombardi's biggest impact lies within our engineering. We can make a huge difference by further actively incorporating sustainability into the infrastructure we plan, such as railway tunnels and hydropower dams, given their scale in terms of size, material demand, and project life-cycle.

Based on the DMA results, we have categorised our focus into several high-priority material topics:

- **Climate change adaptation, mitigation, resource use and waste:** this includes designing infrastructure adapted to extreme weather, disruptions and community impacts, by proposing climate-resilient engineering solutions, low-carbon designs, and circularity.
- **Water and biodiversity:** managing water access and pollution, habitat loss, fragmentation, and land-use change during construction by addressing this early in the design phase.
- **Safety:** ensuring the safety of the workers on our construction sites, the long-term safety of people using our infrastructure, and maintaining a culture of transparency and anti-corruption.

Our projects are where we can make a huge difference. We want to prioritise this in our sustainability strategy and integrate sustainability more and more directly into our designs. We are not just looking at the now. We are looking at the entire life-cycle of the infrastructure that we design.

Sustainable Engineering Spotlight

Integrating sustainability in the Zimmerberg Base Tunnel 2 project

The Zimmerberg Base Tunnel 2 (ZBT2) serves as a flagship example of how Lombardi integrates climate adaptation and mitigation directly into the engineering workflow. Working in close partnership with the Swiss Federal Railways (SBB), Lombardi is involved as a part of a joint venture working to make sustainability a core requirement for this 10.8 km tunnel.

In collaboration with our partners, we are conducting Life Cycle Assessments (LCA) to evaluate CO₂ emissions and overall environmental impacts for several design variants. By calculating these metrics early in the planning phase, the team can identify the most resource-efficient materials and designs.

The LCAs help to indicate how to make the design not just technically sound, but also optimised to achieve the lowest possible carbon footprint.

To ensure the incorporation of sustainability measures, we conduct sustainability workshops. To maintain accountability, we provide continuous monitoring and regular coordination with SBB's leadership, ensuring that identified mitigation measures transition from theoretical ideas into implemented reality.



Picture source: SBB

Sustainable Engineering Examples (1/2)

Further examples of how we are addressing climate adaptation and mitigation topics, renewable electricity generation, and pollution prevention across Lombardi Group.

Climate-Related Risks

"Climate-related risks are considered primarily at project level, through compliance with Chilean regulations and engineering best practices. While formal carbon footprint calculations are not yet systematically performed, material efficiency and long-term resilience are integrated into design decisions. Through participation in technical reviews of wind, solar and hydropower projects, the office contributes to the development and validation of renewable energy infrastructure, directly supporting the energy transition."

- Lombardi Chile

Optimisations of Construction Materials

"In both lots H41 and H53 of the Brenner Base Tunnel, we supported and implemented optimisations of the reinforcement in the base slabs of the main tunnels, together with the client and the Technical University of Graz. Steel consumption in the base slabs was reduced by approximately 50%."

- Lombardi Austria

Water Supply Resilience

"The project San José Water Storage Project strengthens potable water supply resilience by increasing storage capacity to provide a buffer against prolonged dry periods. Climate variability and drought risk were key design drivers, ensuring the system can maintain supply during extended dry seasons. The project enhances urban water security in a climate-vulnerable metropolitan area."

- Lombardi Guatemala

River Defenses to Decrease Risks

"We carry out projects that contribute to mitigating natural risks to communities, such as the designing river defenses to protect the town of Puerto Manoa."

- Lombardi Peru

Climate Change Projections

"We address climate risks by integrating climate change projections into design and hydrological analyses, including sea level rise and changing precipitation patterns in hydrological projects."

- Lombardi Argentina

Pollution Prevention

"We integrate pollution prevention into project design through hydraulic control measures, sediment management strategies, and environmental constraint analysis. In one project for example, contaminated construction water required controlled drainage management. The design incorporated a system to collect all water potentially contaminated during construction activities and direct it to a sedimentation tank before discharge. This prevented untreated water from reaching the lake and reduced the risk of sediment pollution."

- Lombardi Chile



Sustainable Engineering Examples (2/2)

Short examples of how we protect ecosystems, ensure safety, and consider communities and cultural impacts across the Lombardi Group.

Protection of Ecosystems

"In one of our projects, biodiversity considerations were particularly relevant due to the proximity of a national park. Baseline studies identified sensitive habitats within the broader area of influence. Access roads and infrastructure alignment were carefully designed along margins farther from protected zones to minimise ecological disturbance. Construction planning prioritised reduced land clearing and controlled intervention areas to limit habitat fragmentation. Environmental management plans included monitoring measures to safeguard surrounding ecosystems."

- Lombardi Guatemala

Environmental Assessments

"During project implementation, we conduct environmental assessments to map out the specific challenges of a study area. We start with a thorough review of national databases and bibliographic data on aquatic and terrestrial environments, soil pollution, and natural hazards. Once analysed, we categorise these issues by their level of impact, ranging from low to very high. Based on the potential impacts identified, we then define practical measures to avoid or reduce environmental effects throughout the remainder of the project."

- Lombardi France

Sustainable Hydropower

"We contributed to the Hydropower Sustainability Standard (HSS) assessment of a major hydropower project in Tasmania, Australia. This included the evaluation of ecological water-related aspects such as flow regimes, sediment transport, water quality, and potential impacts on aquatic ecosystems. The assessment reviewed how project design and management measures aim to avoid and minimise impacts on river systems and downstream environmental receptors."

- Lombardi Australia

Energy-Efficient Technologies and Generation of Renewable Electricity

"We offer eco-friendly solutions by focusing on three key areas: (1) Reducing energy consumption by using energy-efficient technologies; (2) Optimising electricity use by employing smart systems that adjust lighting, switch off standby systems, activate only when truly necessary, and adapt to the client's actual needs; and (3) Generating green energy for on-site consumption by using renewable energy sources (solar or wind power installations)."

- LAMI SA, Switzerland

Communities and Cultural Impacts

"We consider community and cultural impacts through the systematic review of environmental, territorial, and heritage restrictions in accordance with Chilean regulations. In one of our projects, in addition to environmental and biodiversity considerations, a citizen participation process was conducted in which alternative design solutions were presented."

- Lombardi Chile

Communities and Public Outreach Campaigns

"For large-scale projects such as the Urban Drainage Project in the City of Trujillo, the Final Engineering Studies for the Virú and Casma Bypass Roads, and the Salaverry Interchange, public outreach campaigns and community workshops have been conducted, as well as archaeological studies to protect cultural heritage."

- Lombardi Peru

Infrastructure Safety

"In the Multipurpose Dams and Flood Control Projects in Honduras (Morolica, El Tablón, Llanitos, Jicatuyo) infrastructure safety is not treated as a secondary consideration but as a primary design driver, directly influencing structural dimensions, hydraulic capacity, and operational layouts."

- Lombardi Guatemala

Conclusions

This 2025 Sustainability Report marks a transition for the Lombardi Group. As we look towards the future, the Lombardi Group remains committed to the vision of Dr. Giovanni Lombardi: to provide engineering excellence that endures over time. By incorporating sustainability into our engineering designs, we are not just building infrastructure. We are building a legacy for future generations.

2025 is the year of:



**Lombardi Group's first
Sustainability Report**



**Lombardi Group's first
Corporate Carbon Footprint**



Acknowledgements

With energy for the future.

The preparation of this report was led by the Sustainability Team of Lombardi Switzerland.

We would like to thank all our colleagues across Lombardi Group for their engagement, motivation, and essential contributions. The creation of this report has been a true collective effort.

