



WEARTH

- GROUP -

Manifesto



This book is our manifesto.

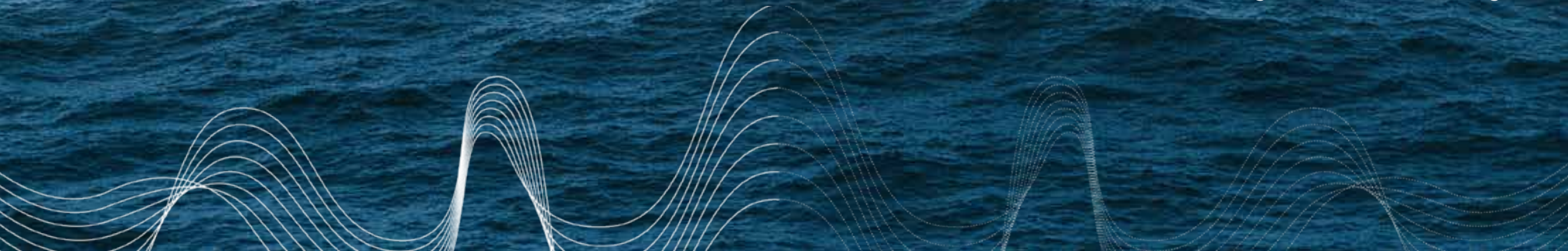
It presents our Group's identity and sets out our values, our vision of the future, and our commitment.

*It is more than just an official statement; it is a **heartfelt cry of passion**, reflecting our **unending desire** to share a thrilling human and collective adventure.*

*This book is ours; **this book is yours.***

*"If you want to build a ship,
don't drum up the men to gather wood, divide the
work and give orders. **Instead, teach them to yearn
for the vast and endless sea.**"*

Here **and now** — Here **and then** — Here **and from now on** — **Our** values — **Our** state of being — **L.** the daring





Here **and now** _____

Here **and now**

Joining WEARTH means becoming part of a team with a single pledge: to enable humans to live in harmony within their ecosystems

Here **people skills** are just as key to performance as expertise.

Human fulfillment is at the heart of both our business performance and our relationships with our employees.

Our “Spirit” is not something we impose; instead it lives and breathes through our day-to-day interactions. It is based on four core values shared by all our employees: **caring, humility, respect, and courage.**

For us, it is the key to group cohesion, the “little extra” that forges healthy relationships and fosters spontaneity in human interactions.

Here, we create **positive energy**. It flows from careers in which employees are in total harmony with their inner selves.

Some sail a straight course, constantly reinforced by expertise, while others prefer to change tack from time to time, exploring alternative routes.

Whether you stay in your original field or seek to try new things over time, **your uniqueness** will always be essential for the success of our joint project.

Everyone has skills and areas in which they excel.

You alone are the master of your own destiny.

You are also here thanks to your **people skills** and we will work together to ensure your role matches **your natural talents.**

Here **and now**

*“Enabling people
to live in harmony
within their ecosystems”*

A purpose-driven company

Wearth Group is a purpose-driven company. A purpose-driven company includes in its bylaws **its social and environmental purpose alongside its profit motive**, and has an obligation to report on its efforts to achieve this purpose.

Wearth Group's bylaws

ARTICLE 3 - PURPOSE

« *In the course of its business, the company strives to pursue the following social and environmental objectives:*

To design, produce and distribute solutions so people can live in harmony within their ecosystems:

- ▶ *the planet: act to protect the environment so we can live in harmony with nature.*
- ▶ *citizens: implement development solutions so we can live together in harmony.*
- ▶ *the self: take care of myself and of my well-being.*

Put human fulfillment at the heart of business performance and focus on the Essential in our everyday work, both with our employees and in our relationships with all our stakeholders.

Create a positive energy company, by aligning each person's natural talents with their role in the firm.

Reduce the company's overall environmental impact.

Adopt practices in keeping with the principles of sustainable development. »

Here **and now**

The Spirit

Team spirit and a sense of engagement combining open-mindedness and humility. These are not just words; this Spirit lives and breathes in our everyday experience.

What is the secret to its lasting success?

Adherence to the Group's values: caring, respect, humility, and courage. Enjoyment and believing in each individual's potential.

WEALTH
SPIRIT

(HR)²: human fulfillment and harmonious relations

The role of the Head of Human Fulfillment and Harmonious Relations is to ensure compliance with the Group's values and state of being. They are also responsible for well-being and enjoyment at work, and for each individual's professional fulfillment.

Lastly, they ensure that good labor relations are maintained, based on shared enjoyment and harmonious human relationships.



Here **and then** _____

Here **and then**



For decades, we have marveled at the horizon from coastlines around the world. And wherever the shore, gazing out to sea always inspires big dreams.

Here we have taken many paths and seen many sights: thanks to our teams at home and abroad, our projects stand on coastlines from Europe to the Americas, from the Arabian Peninsula to the Far East. They provide shelter and home comforts for seafarers, while they plot their next course.

From the outset, the company quickly gained pace and delivered some impressive international projects, of which the teams can be proud. From Italy and Canada to the Emirates and Australia, it forged a path for itself, standing out for its remarkable engineering and high-end finishings – its elegant design and carefully worked aluminum.

We have tackled epic construction sites and major logistical challenges in the early stages of unprecedented or customized projects, paving the way for the future.

But in order to stay relevant and strive for the highest quality, a dash of **daring** is sometimes required.

From this daring emerges the **courage** necessary to broaden the scope of what is possible, to step out of our comfort zone and diversify our business, with the ultimate goal of making a positive impact on human life.

After a decade of resilience, considering how best to take our group forward and give new meaning to our business lines, all that remained was to name the fruit of our labor.



Here **and from**
now on



Here **and from now on**

This new chapter in our story must be worthy of everything the Group has built and achieved since its beginnings.

Here we are choosing to embark on an exciting human journey, involving an unexpected venture: expanding our areas of development, wherever they may be, from the water to the land, and evaluating the positive impact of our company beyond our balance sheets and figures.

Proud of our history and our diversity, we are holding our course and building bridges between our businesses.

Our Group's ambition is to continue to grow as exciting and unprecedented new possibilities dawn:

- ▶ Designing and producing solutions for development projects
- ▶ Striving for ethical growth, in which everything we create must protect our ecosystems
- ▶ Fostering human fulfillment and well-being.

This ambition is based on three pillars that echo the elements of nature:

- ▶ Water
- ▶ Earth
- ▶ Energy

Rather than harboring excessive ambition, we will always choose to take small steps offering measurable results.

Our project promises a bright future in which everyone can give free rein to their aspirations and emotions.

Here **and from now on**

*“Everyone here can be
the best version
of themselves”*

A positive energy company

A positive energy company is a company in which each employee has a role aligned with their natural talents.

Being aligned with your natural talents means:

- working with zeal in the area in which you excel
- taking pleasure in your work
- finding meaning in what you do
- being enthusiastic

Employees working in the area in which they excel, aligned with their natural talents, are productive and radiate success. Like a powerful virtuous circle, the positive energy company emerges.

NATURAL
TALENT

Here **and from now on**

“Allowing emotions to exist
and express themselves”

Management through love

Many management actions are driven by fear and ego.

Management through love, on the contrary, seeks to trust employees, tame the ego and face up to our mutual fears together in order to overcome them, accepting emotional connections and harnessing the intelligence of the heart.

Management through love means allowing emotions in relationships.

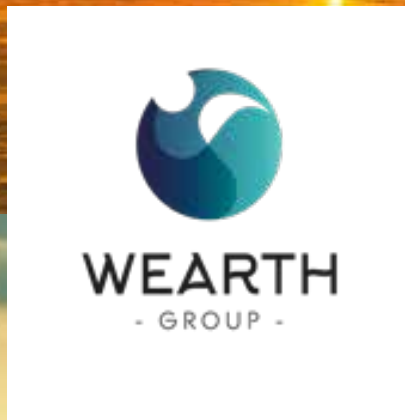
We can show we are affected by a remark, a failure, a success or a colleague's departure. Employees can take on new responsibilities, even if they have not yet achieved technical excellence.

We are proud of those who admit they made a mistake in changing jobs and who are ready to start over. We are proud of those who reap what we love to sow.

What does love mean in the context of a company?

It means choosing to be caring towards others, respecting choices and decisions, and adopting a humble attitude. It means breaking down protective barriers and allowing yourself to feel emotions. It means acknowledging that human relationships are based on trust.

*“What some see as a weakness
becomes a unique and powerful
management tool.”*



Today, we are all connected on this planet

We are Earth

Here, we bear a name that stands for everything that signifies.
A contraction of Water and Earth,

We are WEARTH



Our Values _____



Respect

Honoring our commitments

Paying attention to others

Acting with integrity towards those around us

Being curious about differences

Saying what we do and doing what we say!

Respecting our environment

Giving people autonomy and setting them fair objectives



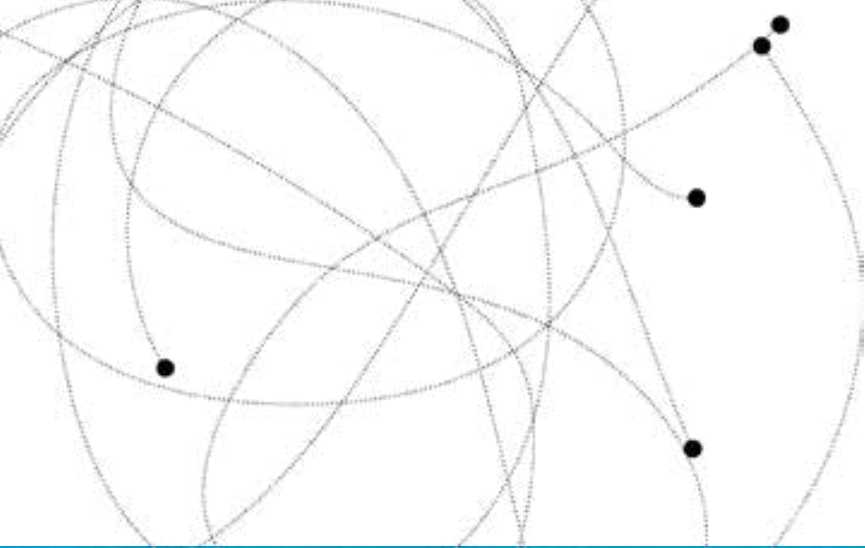
Humility

Acknowledging our mistakes, our weaknesses and our limitations

Listening to others and knowing when to apologize

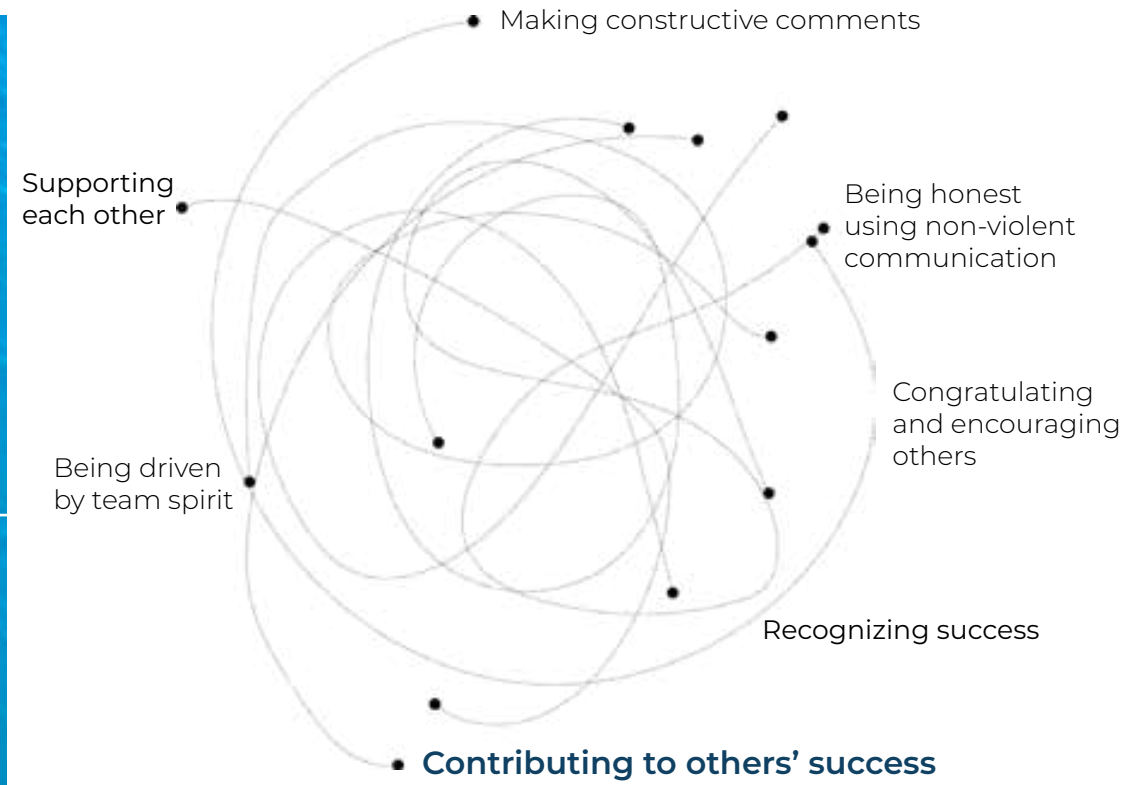
Asking for feedback

Wanting to progress



Caring

For others





Caring
For ourselves



Seeking pleasure in our work

Being able to say no and explain our reasons why

Accepting
who we are

Being tolerant of ourselves

Congratulating ourselves

Experiencing and sharing our emotions



Courage

Stepping out of our comfort zone

- Expressing our point of view to a manager or colleague

Taking responsibility

- Recognizing limitations and difficulties

- Taking responsibility and rejecting the victim mentality

Expressing our feelings

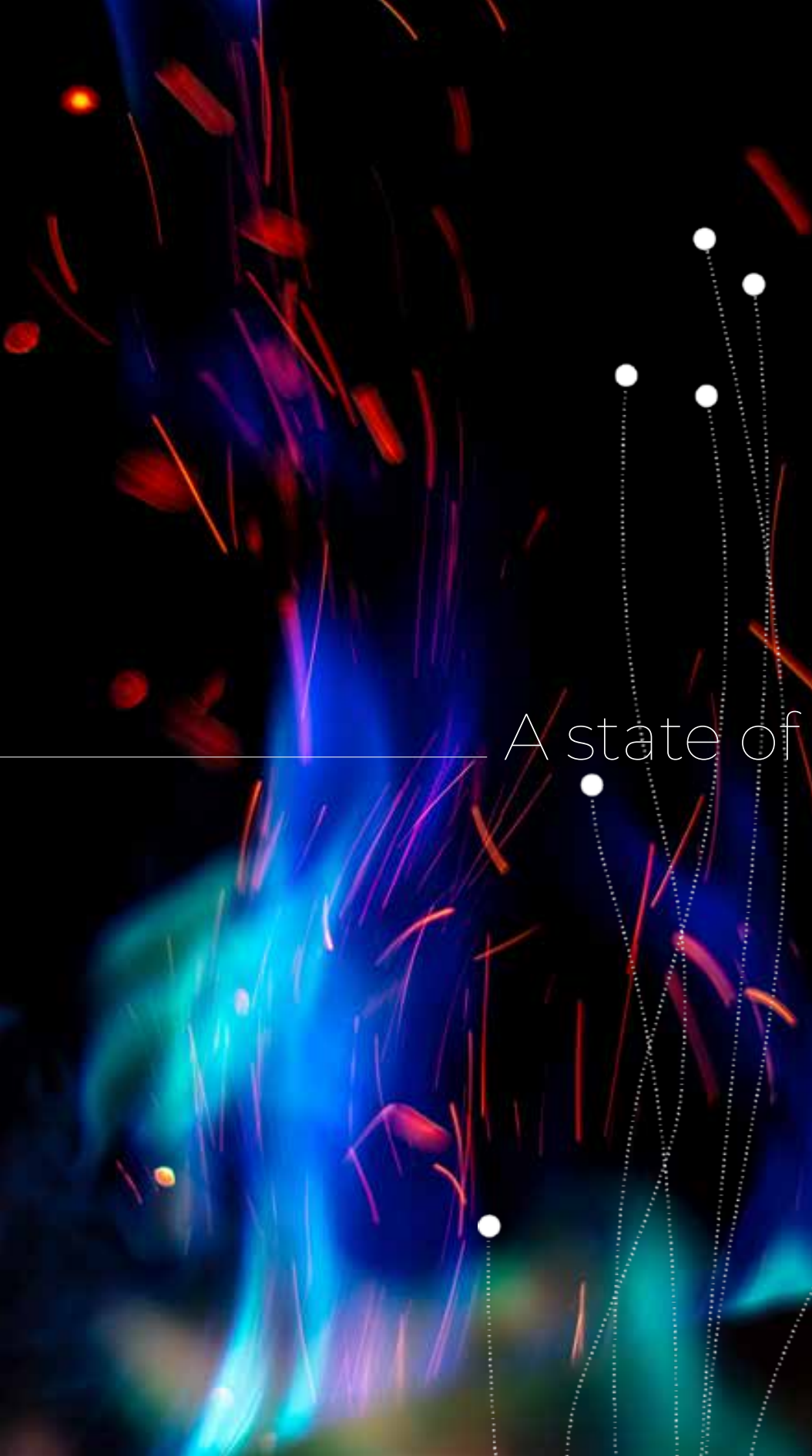
- Persevering in the face of failure or difficulty

- Daring to dare - Daring to be ourselves



Our state of being

The way in which we behave



A state of being

SIMPLICITY

Being ourselves, not mimicking others

DARING

Confronting and disrupting points of view, escaping from the routine and challenging political correctness,

ENTHUSIASM

Daring to be happy, to be carried away, to spread an excess of positive energy



L. the daring _____



L. the daring

The oak. Its mighty appearance belies its true sensitivity. Its delicate balance is affected by the slightest drop of rain, the tiniest insect scuttling up its trunk, and the lightest breath of wind.

*“If you can
dream it, you
can do it”*

- Walt Disney -

It shields itself behind an imposing aspect of upstanding strength, making itself heard in a deep, level voice that carries far when necessary.

The effect is immediate: an oak of a man stands before you. He is a man of few words, but behind this fortress beats a heart filled with humanity and feeling.

A romantic, yes, but above all a dreamer who wants to explore his dreams with as many people as possible.

To do this, he needs a strong company, driven by a sense of meaning and ambition.

A lifetime project: a lifetime to dream it, a lifetime to develop it and the rest to make it a reality.

He is humble, not one to stride out in front alone. He will keep pace with you, nudging you on, and showing you the way. He is caring and inspires confidence in those around him to find the best way forward, while respecting each individual's strengths and expertise.

He shares his belief that for a philharmonic orchestra to produce beautiful music, each musician is just as important as the conductor. He strives to blend into the crowd and become one with his team.

He sees posterity not as a goal, but as a trap to avoid. His sole aim is to prove that the company has the strength to make a positive impact on the world.

A piece of advice: though he may be an oak, he is anything but rooted to the spot.



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