



HEALTH AND SAFETY POLICY

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1. Purpose and Objectives of the Policy

This Policy reflects the philosophy of SICIT Group S.p.A. ("SICIT") and its subsidiaries and affiliates (collectively, "SICIT Group"), and defines a minimum set of rules and general principles on health and safety designed to promote responsible conduct by employees, collaborators, and all individuals who maintain business relationships with the Group.

In conducting and developing its activities, the protection of people's health, safety, and well-being represents a fundamental value for the Group and a pillar of its organizational culture. SICIT Group has set the long-term goal of reducing, as far as reasonably possible, the number of workplace accidents and their impact on the work environment. This is pursued through investments in technology, active human capital policies, and the training and education of employees.

Specifically, the purpose of this Policy is to establish directives for directors, managers, employees, agents, consultants, intermediaries, controlled joint ventures, and other third-party representatives of SICIT Group, to ensure compliance with applicable health and safety laws and regulations.

By adopting this Policy, SICIT Group commits, throughout the duration of the business relationship, to encouraging its business partners to uphold the principles set out herein, and to promoting the adoption of similar policies within their own organizations.

2. Scope of Application

This Policy establishes a minimum set of rules and principles on health and safety that are valid and applicable to all companies within the SICIT Group.

At the local level, each company is required to adopt stricter rules and procedures as needed, in accordance with its specific needs and in compliance with local laws and regulations.

While exercising its oversight and coordination activities, SICIT Group respects the managerial autonomy of each affiliated company, while managing and overseeing operations as a whole, in line with the legitimate interests of both majority and minority shareholders, and in accordance with applicable confidentiality requirements and local laws.

3. SICIT Group's Approach to Health and Safety

SICIT Group conducts its business activities in accordance with the values set out in its Code of Ethics, firmly believing that corporate conduct must be guided by ethics and by the continuous improvement of workplace health, safety, and overall well-being.

The Group is committed to complying with all applicable laws in every country in which it operates.

SICIT protects and promotes the value of its human resources by ensuring, across all entities of SICIT Group, working conditions that respect individual dignity and guarantee safe and healthy workplaces.

The Group adopts a preventive approach by actively engaging all stakeholders and conducting thorough health and safety risk assessments. To this end, SICIT Group companies must identify the health and safety risks associated with each department and activity, as well as the related prevention and protection measures implemented.

SICIT Group respects and upholds the fundamental values of health and safety established by the laws and regulations of every country in which it operates, and is committed to maintaining the highest possible ethical standards.

4. General Principles

As a general rule, SICIT Group is committed to ensuring a healthy and safe working environment by minimizing risks for employees, contractors, visitors, and all other individuals who may be affected by the company's activities, while also meeting the expectations of consumers and clients for safe, high-quality products.

SICIT Group has established dedicated bodies to ensure the proper and effective execution of activities aimed at eliminating or minimizing risks, and to ensure an adequate flow of information between the employer and employees regarding workplace hazards.

The Group's commitment to ensuring a healthy and safe work environment is based on the following health and safety principles:

4.1. Health and Safety Regulations and Best Practices

All SICIT Group companies are required to ensure full compliance with applicable national and local laws, regulations, and best practices in the field of occupational health and safety.

They are also required to establish and periodically review occupational health and safety programs in accordance with ISO 45001:2018 or other relevant national and international standards applicable to the Group's activities.

4.2. Process Safety

SICIT's global process safety standards provide the framework for the safe design, construction, and operation of facilities, as well as for the protection of people and the environment. For each facility, the Group's experts have developed a specific plan that considers key aspects of health and safety from design through commissioning, and defines targeted protection measures.

To ensure the highest level of safety at its facilities, SICIT Group regularly verifies the implementation of protection plans at all sites throughout their lifecycle. These checks are based on the level of potential risk, the timely execution of mandatory safety inspections, and the corresponding safety measures required.

SICIT Group companies regularly update their facility safety plans in line with technological developments and continue to improve process safety by conducting in-depth investigations of every incident, analyzing root causes, and using the findings to establish appropriate preventive measures.

SICIT also develops specific systems, practices, and procedures for accident prevention and for responsible management of any incidents that may occur, carrying out thorough investigations of the causes to implement the necessary actions to prevent recurrence.

4.3. Emergency Response

SICIT Group companies manage incidents and crises with strict discipline. In the event of an incident, local emergency plans and crisis management mechanisms will be activated based on the scale of the event.

SICIT believes that qualified professionals, advanced technical equipment, and effective emergency plans grounded in solid scientific principles are essential to optimize preparedness and enhance the Group's emergency response capabilities.

4.4. Occupational Health and Safety

For SICIT, the safety of its employees, contractors, nearby communities, and, more broadly, public safety is a top priority. For this reason, SICIT sets workplace safety objectives and regularly monitors progress toward their achievement through a comprehensive set of preventive measures.

SICIT's health management efforts aim to promote and protect employee well-being and productivity. This is made possible through regular emergency drills and health promotion initiatives.

The Group measures health protection performance using specific indicators, with a focus on monitoring recognized occupational diseases, medical emergency preparedness, first aid, preventive medicine, and health promotion.

To prevent workplace accidents, SICIT promotes:

- risk-avoidance behaviours and safe work practices for all individuals, through incident analysis and regular sharing of experiential knowledge;
- the identification of workplace health and safety risks and a commitment to control and mitigate such risks to achieve continuous improvement in health and safety performance;
- employee accountability for their own safety and actions, by providing training on health and safety topics and ensuring that employees are aware of their rights and responsibilities under applicable policies and procedures;
- the verification, following changes in production and/or organizational methods, that new work practices are applied safely;
- reliable reporting on health and safety-related events—such as accidents, near misses, and corrective actions—in order to track performance and reduce risks;
- the sharing of knowledge and best practices in health and safety throughout the Group, through targeted information and training activities designed to foster respectful behaviour and compliance with legal requirements, ensuring that this Policy is upheld at all levels of the Group.

5. Reporting

SICIT Group encourages anyone who becomes aware of facts or behaviors that violate this Policy—or applicable health and safety laws and regulations—to file a report.

For operations within Italy, SICIT Group has activated a dedicated internal whistleblowing channel as a tool for secure communication, ensuring the confidentiality of the information provided and the identity of the whistleblower:

Reports can be submitted by filling out the form available on the GobaLeaks platform:

<https://whistleblowing.sicitgroup.com/#/>

For foreign subsidiaries, the management of reports related to violations of this Policy is governed by internal rules, which guarantee protection from retaliation and define the necessary actions and measures to investigate and, if appropriate, take corrective action.

6. Implementation and Monitoring

SICIT Group is committed to assessing the implications of health and safety-related issues within the scope of its operations.

Given the potential impact of violations of this Policy, the Group prioritizes appropriate actions aimed at identifying, preventing, or mitigating such impacts across its value chains.

SICIT Group periodically reviews and updates the progress of its commitments and communicates results annually through its Sustainability Report and other communication tools.

7. Review, Communication and Training

This Policy is subject to periodic review to ensure its continued relevance and effective implementation. Any revision will be submitted to the Board of Directors for approval.

SICIT Group is committed to making this Policy accessible and available to all relevant stakeholders, both within and outside the company, through internal communication channels and publication on the corporate website:

<https://www.sicitgroup.com/policy-di-gruppo/>

Employee engagement is considered a key starting point to ensure the full implementation of this Policy. For this reason, SICIT Group provides information and training initiatives aimed at promoting awareness and understanding of the principles set out herein, as well as of applicable legal requirements and the most rigorous internal standards and procedures.

SICIT Group S.p.A.

Chairman

Rino Mastrotto