

ENVIRONMENTAL, HEALTH AND SAFETY POLICY

SOFINTER Group is aware that a responsible and sustainable economic strategy, oriented to the correct management of environmental, health and safety matters related to design, research and development, construction, installation, operation and maintenance of Steam and Energy Generators, Boilers, Heating and Industrial Plants, is essential for a long-term competitive success.

SOFINTER Group is committed to pursuing a continuous improvement policy on its performances, minimizing or eliminating, with the application of technologies and processes currently available and economically sustainable, environmental impacts and health and safety risks, fulfilling expectations of workers, communities and stakeholders.

SOFINTER Group shares, supports, applies and integrates into its influence field all the essential principles of human rights, labor standards, environmental and health protection, commitment against corruption arising from the main Universal and International Declarations, in line with its Code of Ethics, the Organizational, Management and Control Model for crime prevention and the Anti-Corruption policy.

To achieve this purpose, SOFINTER Group has implemented and maintains an effective Environmental Management System, as well as a Health and Safety Management System, identifying synergies and possibilities of integrated management between all Group Companies.

SOFINTER Group intends to achieve the objectives thus defined through the following actions:

- ensure compliance with legal requirements in all countries in which it operates, also through employee participation and collaboration with institutions and authorities;
- identify, even in a preventive way, environmental impacts, searching for best available technological solutions to prevent air, water and soil pollution, minimizing waste production and the consumption of resources;
- make the most efficient use of natural resources and energy;
- assess continuously risks related to all workplaces (workshops, sites and offices), plants and processes, eliminating, reducing and controlling in a logic of continuous improvement all the risks, with particular regard to mechanical, chemical, electrical, physical agents and radiation, ergonomic, psychosocial, also in order to prevent injuries and occupational diseases;
- prevent risks at source, during design phase, choice of materials, identification of methods and technologies;
- define environmental and health and safety objectives, in line with the company industrial development programs and the business vision of the Group;
- protect workers' health through continuous health monitoring and its evaluation, taking appropriate preventive and protective measures;
- promote the adoption of correct environmental behavior and compliance with health and safety conditions by suppliers, contractors and companies working for and on behalf of the Group in different sites;
- ensure the diffusion and knowledge of this Policy and the Management Systems, inside and outside the Companies of the Group, through appropriate communication, information and training.

The Policy is aligned with the Group's Sustainability Strategy and System, which, through the development of Environmental, Social and Governance issues, aim to safeguard the assets and goods, enhancing current resources, in order to meet the needs of present generations, without compromising those of future generations.

All SOFINTER Group Companies employees are required to comply with the principles described in this Policy, contributing actively, in relation to own competences, for the implementation of Environment, Health and Safety Management Systems, according to ISO 14001 and ISO 45001 voluntary standard.

Gallarate, September 1st 2025

Sofinter S.p.A. Chief Executive Officer

