

PREFACE

The Quality, Health, Safety, Environment and Sustainability Policy (hereinafter, "QHSES") of Costacurta S.p.A.-VICO (hereinafter, "Costacurta") is based on the company's own Strategic Guidelines and charts a course of growth and improvement from generation to generation, in accordance with its original values but adapting to a constantly changing world.

Costacurta pursues business continuity in a multi-generational perspective, with the prime objective of sustainable and profitable long-term development, guaranteeing product quality, customer satisfaction, health and safety of people and protection of the environment.

Costacurta understands its own responsibilities in terms of quality, health, safety, environment and sustainability and ensures that it operates responsibly and sustainably at all its facilities, complying with legislative requirements and voluntary guidelines and providing the resources necessary to minimise risks and maximise opportunities. Within this context, it has incorporated the ESG (Environmental, Social, and Governance) principles into its own company policy, recognising that sustainability is a key element for responsible growth and the creation of value over the long term.

PRINCIPLES

Costacurta undertakes to operate in compliance with the clear and shared principles that govern every aspect of its business. These basic principles form the basis of its approach in relations with all of its stakeholders.

Costacurta's principles are:

- Sustainable long-term development
- Improvement and continuous innovation
- Commitment to excellence
- Competitiveness
- Centrality of the client
- Engagement and growth of employees
- Responsible management of suppliers
- Protection of health and safety
- Protection of the environment
- Social responsibility
- Ethics and integrity
- Regulatory compliance

OBJECTIVES

Sustainable long-term development

Costacurta undertakes to pursue sustainable long-term development, based on a balance between economic growth, environmental responsibility and social welfare. The company adopts a strategic vision that includes continual assessment of business risks as well as product and market diversification, with the aim of guaranteeing resilience and competitiveness over the long term, creating value for all stakeholders. Costacurta assesses all growth opportunities, without exception, and pursues those that, with a carefully considered level of risk, can contribute to development of the company and its continued operation over the long term. The company seeks to reconcile company needs with the interests of its stakeholders and the surrounding territory, according to an approach based on social responsibility. In order to guarantee continuity and profitable development over the long term, the shareholders consider it essential for the company to remain under the control of the founder's family, thus ensuring that the commitments outlined in this policy are successfully achieved.

Improvement and continuous innovation

Costacurta invests constantly in innovation in its products, services and corporate and production processes, consolidating its position of leadership in the sectors in which it operates. The company dedicates part of its resources to researching applications in innovative sectors with high growth potential, requiring components whose design and implementation can benefit from the expertise already present within the company. Costacurta recognises that change is essential to profitable development and undertakes to seek constant improvement through gradual transformations, guaranteeing that each step forward strengthens the foundations for a solid future.

Commitment to excellence

Costacurta is committed to achieving and maintaining high quality and performance standards across all company operations, with the aim of excelling beyond industry standards. This commitment is upheld with full respect for the interests of both internal and external stakeholders. The company aspires to the position of best in class, promoting sustainable and mutual growth. Costacurta adopts a strict monitoring and reporting system to assess its performance, using key performance indicators (KPI) to measure the efficacy of its initiatives and guarantee regulatory compliance. The results are analysed and reported to stakeholders regularly, encouraging transparency and the adoption of corrective actions and performance improvement actions.

Competitiveness

Costacurta constantly undertakes to strengthen its own competitive position, by optimising resources, encouraging new ideas and adapting proactively to market dynamics. The company

aims to be an industry leader, guaranteeing continuous and sustainable development that capitalises on in-house capabilities and responds efficiently to the challenges and opportunities of the global market.

Centrality of the client

Costacurta undertakes to exceed customers' expectations, by offering high-quality products and services and focusing on their needs, in order to ensure a highly positive experience in every interaction. The company actively collects customer feedback, with the aim of constantly improving its products and processes. Customer satisfaction is considered as key to long-term success and Costacurta works constantly to build relationships based on trust and cooperation. The company priority is to provide custom solutions that satisfy the specific needs of each customer, while simultaneously ensuring transparency and integrity in all operations.

Engagement and growth of employees

Costacurta is dedicated to promoting an inclusive and collaborative workplace, in which all employees play an active role and can make their own contribution to company decisions and activities. The company acknowledges the contribution of each and every individual, as it recognises that engagement of its collaborators is the key to shared success and innovation. Continual growth through training and development of collaborators' skills is viewed as a key factor in facing new challenges and in encouraging creativity and solutions that keep the company competitive. Costacurta invests in continuous training of its employees, in order to guarantee that they are always familiar with best practices and regulatory requirements. The purpose of this approach is to create a sense of belonging and responsibility, ensuring sustainable growth of both the company and its people and preparing collaborators to face market challenges and contribute to the success of the company.

Responsible management of suppliers

Costacurta adopts a meticulous approach in checking that suppliers comply with company standards in the legal, ethics, quality, financial, HSE (Health, Safety and Environment) and cyber security areas. Suppliers are required to operate in a sustainable manner, guaranteeing continuity over time and ensuring respect for confidentiality of the information exchanged with them. The aim of this approach is to create a sense of responsibility and desire for continual improvement, encouraging growth and excellence along the entire value chain. The company incorporates the principles of a circular economy into its own strategy, by choosing, where possible, the purchase of recycled raw materials, such as steel, the main material used.

Protection of health and safety

Costacurta is dedicated to creating and maintaining a safe and healthy workplace, by adopting a proactive approach and providing training programs, information and practical training on the prevention of accidents and injuries. It also implements specific measures to avoid the risk

of occupational diseases and to protect workers' health. The company undertakes to instil a culture of safety by raising the awareness of its collaborators, actively involving them and consulting with their representatives. Through analysis of near misses, unsafe act and conditions, and also the adoption of measures to reduce risks for health and safety, Costacurta promotes continual improvement in working conditions. The aim of this approach is to instil health and safety as fundamental values in the company's day-to-day activities, ensuring that everyone actively contributes to improving company safety standards.

Protection of the environment

Costacurta undertakes to protect the environment by adopting sustainable practices, including prevention of pollution in every form and strict adherence to compliance obligations. The company works to minimise its own impact on the environment, by raising its collaborators' awareness of sustainable practices and acting to mitigate and adapt to climate change.

Costacurta also endeavours to optimise consumption of energy, materials and natural resources, and also to limit the production of waste, by incorporating sustainability as a guiding principle into its day-to-day activities.

Social responsibility

Costacurta undertakes to operate with social responsibility, as it recognises the importance of making a positive contribution to the community and the territory in which it operates. The company promotes social welfare and is committed to diversity and inclusion. It does not tolerate discriminatory conduct under any circumstances. Costacurta is actively engaged in voluntary initiatives in the territory, both through donations and through voluntary participation of its employees. The company adopts sustainable practices that minimise the environmental impact and encourage local economic development, ensuring transparency and integrity in all operations. Costacurta firmly believes that long-term success is inextricably linked to the ability to create shared value for all stakeholders, and particularly for its employees and the community in which it operates.

Ethics and integrity

Costacurta undertakes to operate in accordance with the highest standards of ethics and integrity in all its activities. The company promotes an approach based on transparency, honesty and responsibility, guaranteeing that every decision and every action are guided by solid moral principles and compliance with applicable regulations. Costacurta consistently works to maintain the trust of its customers, employees and other stakeholders, through ethical behaviour and company conduct that reflects the fundamental values of fairness and correctness.

Regulatory compliance

Costacurta undertakes to guarantee full compliance with all applicable laws and regulations, at both local and international level. The company adopts a strict control and monitoring system to ensure that all operations and activities are performed in compliance with current laws and industry standards.

RESPONSIBILITY

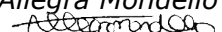
The responsibility for implementation of the QHSES Policy and compliance with it is shared between the "Quality", "Health, safety and environment" and "Sustainability" functions, the operating departments and the company executives. Each employee is required to comply with the principles and procedures described here during performance of their own working activities.

REVIEW

The QHSES Policy will be periodically re-examined and reviewed to guarantee that it remains consistent with the objectives and values of Costacurta, and also with regulatory and industry developments.

CONCLUSION

The principles stated form the cornerstones of our integrated policy and guide all company decisions and activities, ensuring that it operates in a responsible and sustainable manner that is focused on the future. The top-tier objectives outlined are further divided into specific, measurable and medium/short-term targets, as detailed in our management system documents. This policy reflects our commitment to guaranteeing that company operations consider the economic, social and environmental aspects, promoting sustainable growth and ensuring that the company continues to operate over the long term.

Date	31/03/2025	Costacurta S.p.A.-VICO	Chief of staff and corporate development Allegra Mondello 
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