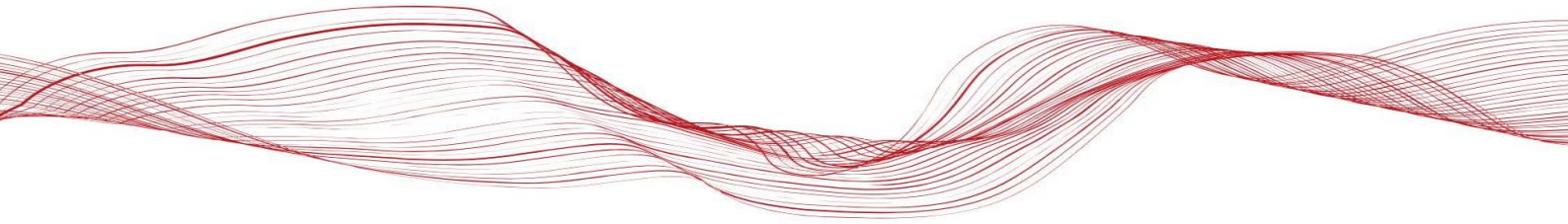
SUSTAINABILITY POLICIES

2025



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SUSTAINABILITY POLICIES

AGLA POWER TRANSMISSION
Innovation
Passion
Determination

VISION

Innovation is the trademark of a leader: that's why innovation at AGLA POWER TRANSMISSION
It is not a goal, but our very raison d'être. Innovation is also widespread, i.e. it does not concern a specific company department, but every aspect of our work, involving all staff in the continuous improvement of product, process and company organization.

MISSION

No competition can be won without passion, the authentic engine of those who work in AGLA POWER TRANSMISSION. Every company goal is born from the creativity and motivation of our people, the true protagonists of the company's results.

Guiding principles

Agla Power Transmission publicly embraces and upholds its Values, taking them as a guide for its daily activities and transforming them into strategy, objectives and actions shared with shareholders, business partners and all stakeholders in its sphere of influence.

In line with the highest standards of integrity and fully aware of global challenges, through innovation, competitiveness and sustainability, Agla Power Transmission focuses on the creation of value based on healthy, inclusive economic growth, respectful of human and labour rights, in balance with the environment and actively involved in the fight against corruption.

This virtuous path also passes through transparent information, from subsidiaries or investee companies to holding companies, from the individual operating site to the corporate level, from local communities to society in general, including institutions, non-governmental organizations and representatives of the public and private sectors.

People, intellectual capacities, social relationships, natural, technological and financial resources are capitals that create lasting and shared value.

The **Sustainability Policies** extend and integrate the Code of Ethics adopted by Agla Power Transmission. The "Guiding Principles" are the cornerstone of this and are further detailed in four dedicated policies:

- Health and safety
- Environment and resources
- Rights and society
- Quality and responsibility

They apply in relations with all the Company's counterparties and in the active involvement of all stakeholders in its sphere of influence.

To ensure its effectiveness, this document is subject to periodic revision or updating.

THE COMMITMENTS

1 Uphold and respect internationally **proclaimed human rights**, which are universal and belong equally to every person.

2 Implement work practices based on fair employment, **equal opportunities**, skills development and **inclusiveness**, considering diversity as a source of value.

3 Commit to ensuring the **health**, **safety** and **well-being** of all parties involved by providing appropriate working conditions, equipment, information and training.

4 Implement and guarantee governance **and** integrity **in a transparent way**, implementing appropriate models and effective organizational procedures.

5 Create and maintain **relationships with shareholders**, **investors** and **the market** based on partnerships, transparency, exchange of information and sharing of commitments.

6 Invest time, skills and resources in **supporting communities**, fostering local development with the regular involvement of all stakeholders.

7 Pursue **energy efficiency** and **climate protection** on the entire value chain, defining actions in line with the global strategy of the Paris Agreement.

8 Contribute to the **protection of the environment** and living species, benefiting from natural resources in a responsible way and respecting the sentient nature of **animals**.

9 Ensuring the constant improvement of the **quality** and **environmental and social value** of processes, products, applications and services, promoting research and innovation.

10 Generate and distribute **economic well-being**, direct and indirect, creating **shared value** for investors, business partners, society and the environment.

Agla Power Transmission's Sustainability Policies are inspired by the highest global references and in particular: the Universal Declaration of Human Rights, the principles of the Global Compact and the United Nations Sustainable Development Goals, the ILO Conventions, Protocols and Recommendations, the Paris Agreement on Climate, International Animal Rights Regulations and Conventions, standards such as SA8000, ISO 26000, GRI, SASB and TCFD. The Policies are also based on the ISO 9001, 14001, 50001 IATF Standards adopted by AGLA POWER TRANSMISSION.

Health and safety

The Health and Safety Policy is part of the Sustainability Policies of Agla Power Transmission.

As a founding element of its strategies, procedures and operations, it is applied in relations with all the Company's counterparties and in the active involvement of all stakeholders in its sphere of influence.

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Agla Power Transmission considers safety, protection and promotion of health and well-being of the person as fundamental values to be integrated into all its activities. This principle extends to employees, businesses, suppliers, visitors, local communities and any other stakeholders within its sphere of influence.

The Company is committed to taking concrete measures to eliminate accidents, injuries and illnesses caused by work, reducing risks in all its activities. It also aims to achieve the highest levels of collective and individual awareness, encouraging a process of continuous improvement through the adoption of effective management systems and visible leadership as the key to success.

All personnel are adequately trained and equipped to carry out their role in conditions of complete safety and health, according to operating procedures aimed at eliminating dangers and reducing risks by taking into account the different needs and requirements of women and men.

With their exemplary behavior, not only in the workplace, everyone gives value to people, promoting health and safety as a lifestyle.

THE COMMITMENTS

1 Ensure that **plants** and **equipment** are designed, built, operated and maintained in order to minimize health and safety risks**. Reduce or eliminate hazards that contribute to the development of musculoskeletal injuries** (MSIs). The company, in fact, periodically evaluates the workplace, trains employees and supervisors, implements **ergonomic control strategies**.

2 Define and adopt **a strong commitment to Fire Prevention** to protect all personnel**.** For Fire Prevention activities, the Company has established the fundamental principles and the level of safety to be applied on site through the Emergency and Evacuation Plan (PEE).

3 Implement regular **checks in the workplace** and adequate **health surveillance** to monitor workers' exposure and prevent any possible risks that may compromise their health and safety.

4 Adopt **management systems** that are subject to regular audits and periodic updates.

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7 Promote **transparent and effective information**, using the most appropriate tools both for the reporting and analysis of accident events, and for the timely sharing of best practices and improvement actions.

8 Ensure that all staff regularly attend training courses and develop an individual sensitivity to the **culture of health and safety** by adopting responsible behaviour in the workplace. and promoting its application also in the style of life.

9 Emergency preparedness: the Company undertakes to ensure that all personnel are informed about the Emergency and Evacuation Plans (**PEE).** In the event of an emergency, the staff will comply with the plans and protocols drawn up, on which they are trained annually.

10 The company promotes the correct **management process of chemical and biological substances**. It has always considered the conscious management of chemicals important for its field of expertise.

Environment and resources

Agla Power Transmission is committed to preventing, minimizing, mitigating and offsetting the footprint generated by activities on the environment and living species and recognizes the need for a proactive transition to a regenerative economy, respectful of the sentient nature of animals and low carbon, capable of creating social value at the same time.

To this end, it actively promotes the development of practical feasible solutions, in collaboration with institutions and other actors who operate responsibly in the related production and consumption cycles, promoting the enhancement of alternative resources, the design of sustainable products and the dissemination of eco-efficient technologies and management methods.

Low-carbon transition, responsible use of resources and promotion of responsible lifestyles preserve natural capital and create value for society.

The "Environment and Resources" Policy is an integral part of Agla Power Transmission's Sustainability Policies.

As a founding element of its strategies, procedures and operations, it is applied in relations with all the Company's counterparties and in the active involvement of all stakeholders in its sphere of influence.

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THE COMMITMENTS

1 Ensure that **plants and equipment** are designed, built, used and maintained in order to reduce the environmental footprint, adopting the best available techniques in new plants or in the case of modernization or replacement of existing plants.

2 Promote **responsible access to natural resources** throughout the entire life cycle and adopt management methods aimed at reducing their consumption and preserving their availability and quality. Implement a policy on renewable energy resources that translates into a commitment to continuous improvement, monitoring of renewable energy programs and existing projects.

3 Protecting the **quality of water and soil**, safeguarding collective usability and protecting **biodiversity** even outside protected areas, ensuring the best management of any historical environmental contamination.

4 It enhances waste, giving priority to **recycling**, **material recovery**, energy recovery and resorting only to environmentally and socially responsible forms of disposal.

5 Proactively address the **challenge of climate change**, aiming at the overall reduction of greenhouse gas emissions over the entire life cycle, implementing measures aimed at the energy savings, the efficiency of the plants and the supply chain and distribution and designing products and services that contribute to the overall objective of the Cooperation Agreement, Paris.

6 Define and implement internal reference standards for the evaluation and **monitoring** of environmental performance in order to establish and verify improvement objectives.

7 Adopt **management systems** that are subject to regular audits and periodic updates.

8 Encourage employees, suppliers, customers, and end users to **respectful business behaviour and choices** environmental awareness aimed at promoting environmental awareness and the transition to **sustainable lifestyles**.

9 Chemical management and documentation support a proactive approach to risk understanding and assessment. The company is constantly improving its chemical management processes and procedures **.** Strengthen existing commitments and expand them by reducing dependence on certain chemicals.

10 Pay particular attention **to the limitation of noise impacts** and commit to continuously monitoring the **level of noise pollution** through the measurement and study of impacts. Facilitate the company population so that they have **less impact from the point of view of noise**.

Rights and society

The "Rights and Society" Policy is part of the Sustainability Policies of Agla Power Transmission.

As a founding element of its strategies, procedures and operations, it is applied in relations with all the Company's counterparties and in the active involvement of all stakeholders in its sphere of influence.

To ensure its effectiveness, this document is subject to periodic revision or updating.

Agla Power Transmission supports internationally proclaimed human rights, as inalienable rights of all individuals, based on the recognition of the dignity, freedom and equality of human beings. Relationships with all its stakeholders are built on mutual commitment, active partnership, trust, transparency and long-term collaboration.

The Company undertakes not to be complicit in human rights abuses in the supply chain and in commercial relations with all the countries with which it operates and does not maintain relations with organizations that do not guarantee equal opportunities and treatment, making distinction of sex, age, ethnicity, nationality, social conditions or origins, religion, sexual or political orientations or any other belief.

It builds relationships with local communities through understanding their needs, promoting sustainable local projects that do not generate dependency relationships, and regularly engaging stakeholders.

Values, Codes and Policies define the mandatory prerequisites for establishing and maintaining relationships of any nature within the Company's sphere of influence.

THE COMMITMENTS

1 To establish eighteen years as the **minimum age** for access to any type of employment or work which, by its nature or by the conditions in which it is carried out, may affect the health, safety or moral integrity of minors.

2 Ensure **full equality** of opportunity, treatment and **inclusion** without distinction of sex, age, ethnicity, nationality, social conditions and origins, religion, sexual or political orientation or any other belief, rejecting all forms of forced labour, mental or physical coercion, harassment and sexual and verbal violence.

3 Respect **basic labour rights**, such as freedom of association, collective bargaining, guaranteeing social security benefits, not excessive working hours and the payment of fair wages.

4 Considering people as a strategic resource, promoting **professional** and career development, respecting equal opportunities and implementing **work-life balance** initiatives aimed at meeting the needs of families and the needs of all employees.

5 Ensure **healthy and safe working conditions**, free access to drinking water, sanitation and, wherever necessary, suitable work or living facilities, canteen rooms, refreshment rooms or places for storing and eating meals.

6 Promote health **protection** and **aid to communities** affected by natural and health disasters.

7 To support **school education** in all its forms, the growth of local **skills** and, where in line with its values, artistic, sporting, cultural and social activities.

8 Supporting programs aimed at public utility services or use, contributing to the development of adequate infrastructure and the improvement of the **quality of life** of communities

Quality and responsibility

Agla Power Transmission works to continuously ensure and improve the quality of products, processes and services. To this end, it adopts a systematic approach aimed at meeting increasingly challenging quality requirements, creating value throughout the product life cycle and improving relationships with customers and suppliers.

By combining the sustainable vision with the growing demands of the market, the Company aims to understand, control and communicate the technical, environmental and social performance of products and services, throughout the life cycle, from the procurement of raw materials to production and final disposal or reuse.

In addition, as far as feasible in its sphere of influence, it promotes the most sustainable applications and responsible consumption of products and services.

Activities, products and services aligned with the Company's Codes and the requirements of the reference standards create value for the market and promote sustainable lifestyles.

The "Quality and Responsibility" Policy is an integral part of Agla Power Transmission's Sustainability Policies.

As a founding element of its strategies, procedures and operations, it is applied in relations with all the Company's counterparties and in the active involvement of all stakeholders in its sphere of influence.

To ensure its effectiveness, this document is subject to periodic revision or updating.

THE COMMITMENTS

1 Ensure that **plants and equipment** are designed, manufactured, operated and maintained in order to ensure the safety of products, processes and services, in line with sustainable approach adopted.

2 Adopt methods of **monitoring** and control of production cycles and service activities based on appropriate tools, metrics and procedures, operated by qualified technicians.

3 Promote the development and continuous improvement of the culture of safety and quality through the adoption of **management systems** according to internationally recognized reference schemes and subject to periodic updates and regular checks.

4 Ensure product authenticity, **compliance** with all applicable standards, technical norms, codes of practice, market requirements and customer demands throughout the entire value chain.

5 Commit to gaining and maintaining the **trust of suppliers and customers**, guaranteeing the technical, environmental and social qualities of products, processes and services, fair economic conditions and qualified assistance.

6 Make available and **responsibly communicate** to customers, retailers, end consumers and interested parties information relating to technical, environmental and social performance, including the potential health and safety effects of the materials used and the products marketed

Energy and Efficiency

In line with the principles of the ISO 50001 standard, Agla Power Transmission promotes an energy management system oriented towards the continuous improvement of energy performance, the reduction of climate-changing emissions and the integration of renewable sources and low-impact technologies, promoting accessible, concrete and measurable solutions.

The Company recognises the strategic value of a rational and intelligent use of energy as a lever to protect natural capital, ensure the operational sustainability of its processes and generate shared value for communities and connected ecosystems.

The "energy and efficiency" policy is an integral part of Agla Power Transmission's Sustainability Policies.

As a founding element of its strategies, procedures and operations, it is applied in relations with all the Company's counterparties and in the active involvement of all stakeholders in its sphere of influence.

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THE COMMITMENTS

1 Compliance with national and local regulations in force, as well as other obligations for various reasons undertaken, starting from the provisions of the ISO 50001:2018 standard.

2 Analyze your processes from an energy point of view, until you reach an in-depth knowledge of them

3 Implement the energy consumption monitoring system, in order to improve its energy performance

4 Communicate and share the Energy Management System within the company;

5 inform its suppliers that the purchase of products is subject to energy saving specifications

6 Evaluate the opportunity to purchase **energy-efficient plants and equipment**, to ensure continuous **improvement** of its energy performance

7 Achieve specific energy objectives indicated in the attached Improvement Plan.

8 To increase theinvolvement, participation and increase of awareness of employees and collaborators, obtaining a growing responsibility in applying this Energy Policy on a daily basis.

9 Commitment to openness, transparency and **communication** with the public and external parties impacted by its business.