



HEALTH AND SAFETY POLICY

Comau considers the protection of the Health and Safety of the person a fundamental value and a basic principle: Safety is a Comau way of life.

In full compliance with our Code Conduct, Comau is committed to spreading a culture of Health and Safety at work within its organization on a daily basis, promoting conscious and safe behavior. The primary objective is to minimize risks for all employees and stakeholders through concrete actions such as:

- * Ensure the maintenance of the best Health and Safety conditions for all workers who works at or on behalf of our companies.
- * Operate in full compliance with all applicable laws and internal rules that we have voluntarily set for ourselves.
- * Identify and assess in advance all the risks deriving from the activities carried out and adopt all the necessary measures, taking advantage of our experience and the best available techniques to protect the well-being and psycho-physical integrity of workers.
- * Provide a safe and healthy working environment through constant periodic verification and maintenance of our facilities.
- * Ensure the presence of figures with well-defined roles and responsibilities in the field of Health and Safety, who can represent a point of reference in all our workplaces.
- * Encourage the involvement, consultation and empowerment of all personnel and Workers' Safety Representatives, to promote knowledge of the risks, objectives and targets for Health and Safety.
- * Setting objectives and action programs, ensuring the availability of the financial resources necessary for the implementation of the planned interventions.
- * Constantly strive for continuous improvement of our processes and Safety performance.



- * Maintain constant attention to the prevention of emergency situations, ensuring a timely and effective response capacity through a continuous process of awareness and training.
- * Adopt means, procedures and working methods such as to minimize the risk of any accident and ensure the highest Safety standards.
- * Consider inclusion as an integral part of risk management, including the necessary measures to address potential risks related to discrimination, harassment and other forms of exclusion ensuring that all workers are protected.
- * Equip employees with all the necessary individual and collective prevention devices, in line with the provisions of the risks assessment.
- * Promote effective and synergistic collaboration with our suppliers, integrating prevention and protection processes.

Comau undertakes to disseminate, communicate and make this Policy available to all stakeholders.

The implementation of these strategies and the achievement of the indicated objectives are the direct responsibility of the Top Management, which is personally committed to ensuring that the principles defined and the procedures adopted are implemented and respected in every area.

Comau adopts the ISO 45001 occupational health and safety management system, which guides us in the continuous improvement of our Safety practices.

June 2025

Pietro GORLIER

A handwritten signature in black ink, appearing to read "Pietro Gorlier", written in a cursive style.