

	- ESH Management System - HEALTH, SAFETY AND ENVIRONMENT POLICY	Date of issue: October 20 th , 2025
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Through the Integrated Management System based on UNI EN ISO 14001:2015 and UNI EN ISO 45001:2018, the FOMAS GROUP management expresses its commitment to promoting a culture of environment, health, and safety centered on the human factor.

The Group's Integrated Management System is the result of the aggregation of the management systems of individual plants and the best practices developed by the various companies within the group worldwide, as well as the fusion and integration of diverse cultures and professional expertise.

The FOMAS Group Health, Safety and Environment Policy is founded on the following pillars:

- Knowledge and Competence
- Engagement and Leadership
- Continuous Improvement

The Group's Integrated Management System is characterized by two fundamental traits: it is lean and pragmatic. These traits ensure its constant connection with the Group's operational activities.

A thorough knowledge of all business processes from a life cycle perspective is essential for identifying all the different contexts in which FOMAS operates, as well as the risks and opportunities related to health, safety, and environment.

This knowledge is nurtured through the engagement of stakeholders by developing qualified competencies, promoting accountability, awareness, and training on health, safety, and environmental issues.

Beyond compliance obligations, FOMAS Group promotes the continuous improvement of health, safety, and environmental performance.

Through the involvement of all personnel, FOMAS Group gathers suggestions that contribute to the ongoing improvement of the system.

Personnel engagement is fostered through constant attention to supervisors and the development of their leadership in terms of:

- Awareness of their role
- Focus on people's behaviors
- Maintaining a high sense of responsibility toward the work environment
- Planning and supervision of their activities

The commitment of FOMAS Group Management is directed toward:

- Adopting all necessary prevention and protection measures to ensure people's health and safety
- Environmental protection by preventing all forms of pollution, environmental incidents, and contamination, promoting responsible use of water resources and adopting a circular approach to waste management
- Enhancing communication flows among the Group's production sites through:
 - Promotion of intercompany audits and periodic meetings among system managers of all plants
 - Adoption of performance indicators in health, safety, and environment
 - Reviewing production processes to minimize risks and environmental impacts, favoring the best available technologies



- Implementing all necessary measures to protect people and the environment, and to prevent energy and natural resource waste
- Promoting and supporting open dialogue with Authorities, Associations, and citizens on health, safety, and environmental issues

As part of its commitment to environmental sustainability, FOMAS Group acknowledges the urgency of the global climate crisis and actively works to mitigate climate change, reduce greenhouse gas emissions, and protect biodiversity through the progressive decarbonization of production activities, promotion of energy efficiency, renewable sources, and low-impact technologies, integrating these goals into decision-making processes and actively involving all stakeholders.

FOMAS Group Management is committed to documenting and maintaining this Policy, and to providing the human, financial, and technical resources necessary to implement and monitor the Integrated Management System UNI EN ISO 14001:2015 and UNI EN ISO 45001:2018.

President and Group CEO
Jacopo Guzzoni