



Interpump Hydraulics (hereinafter "IPH"), through this document, issues its Company Policy, emphasizing its corporate journey in terms of achieved certifications. The implementation of this Policy is intended to ensure proper oversight of the stated objectives, while keeping in mind the fundamental values of the Interpump Group, of which IPH is part.

As prescribed by internal procedures, annual objectives are defined and measured using appropriate indicators, aimed at achieving adequate business results in line with the principles set out herein. All objectives must be pursued by fostering a culture of continuous improvement in the application of the Company's Management Systems, and by taking into account, in an ongoing manner, the results of context analysis and stakeholder needs, as well as subsequent risk/opportunity analyses designed to ensure business continuity in terms of results, prospects, and safeguards.

Customer focus

IPH places customer expectations at the heart of all activities. Customer satisfaction and retention are considered strategic metrics and are analyzed through indicators within the Company's management and organizational system, allowing timely actions to maintain results aligned with desired goals.

Process orientation

Consistent alignment with processes and ongoing evaluation of their adequacy must be guaranteed not only by measuring effectiveness but also efficiency. This demands optimal use of all internal and external resources, while continuously integrating environmental and safety considerations into all IPH decisions (see below).

Attention focused on results and goals

For IPH Group, delivering quality products and services is key to achieving lasting corporate excellence. Success stems from constant attention to the needs of customers, employees, suppliers, and partners. IPH operates in a structured, systematic manner, with departmental collaboration and management commitment. Achieving objectives relies on sound managerial practices and active engagement from all employees.

Employee engagement and satisfaction

Each individual within the company shapes its quality and success. Management and staff must build competence and qualifications to work autonomously and responsibly. Continuous internal personnel improvement is overseen by structured processes and ongoing knowledge exchange.

Health, Safety, and Environment (HSE) for the community

Protecting the health of workers, ensuring safety in the workplace, and preserving the environment are primary values for IPH. Implementing the principles of safety and environmental protection—including corporate mobility aspects—must be guaranteed through constant investment of resources, continuous performance improvement, and increased process reliability, always fully compliant with applicable laws and regulations.

To this end, IPH commits, first and foremost, to fostering a workplace safety culture within its organization and promoting conscious, safe behavior among all employees. To achieve these objectives, IPH aims to increase awareness of the typical risks associated with its business and of the behaviors required to prevent such risks. Demonstrating its commitment, IPH has also decided to adopt a Health and Safety Management System (SGSSL) developed in accordance with ISO 45001. This system is considered an effective tool for optimizing processes to protect individuals in a safe and healthy work environment and for providing appropriate workplace safety training. The SGSSL has been developed consistently with the following objectives:

- Protect the health and safety of workers during professional activities, including travel to and from customer or supplier sites, by implementing all necessary measures—leveraging expertise and technology—to safeguard workers' well-being and physical integrity, and creating a healthy work environment aimed at reducing staff turnover.
- Ensure that the best health and safety conditions are maintained for all workers operating at or on behalf of IPH, through proactive identification and assessment of all risks related to actual job activities, with special attention to vulnerable workers and those from diverse countries.
- Minimize workplace injuries by identifying and assessing all risks in advance and implementing appropriate preventive measures. Examples of specific risk assessments carried out include: evaluation of personal protective equipment used, constant inspection of machine safety features, ergonomic analysis of workstations, and review of procedures for handling and managing hazardous substances.
- Continuously analyze all potential emergency scenarios to minimize their likelihood (e.g., through adequate fire protection measures) and to ensure immediate readiness if they occur (e.g., earthquake emergencies).
- Provide healthy and safe workplaces through ongoing inspection and scheduled maintenance of office facilities.
- Guarantee the presence of personnel with clearly defined roles and responsibilities in health and safety, so they can serve as points of reference regardless of the workers' location.
- Establish and maintain constructive dialogue with employees to continuously improve working conditions, including through the involvement of Workers' Safety Representatives (RLS).

IPH commits to allocating all necessary organizational and financial resources to achieve these objectives.



Furthermore, with a view to continuously improving its processes and performance, IPH commits to:

- Continuously verify the suitability, adequacy, and effectiveness of the Health and Safety Management System (SGSSL) in accordance with ISO 45001 requirements, and evaluate progress toward improvement goals during periodic management reviews led by top management.
- Operate in compliance with all applicable national, regional, and local health and safety laws and regulations, as well as with IPH's internal rules and voluntary commitments.
- Comply with requirements from contractual agreements with third parties, adopting solutions that ensure compliance with legal limits with appropriate safety margins and anticipating legislative developments in occupational health and safety.
- Promote within the company a culture of risk prevention and protection of worker and third-party health (e.g., by conducting noise assessments outside the plant).
- Maintain constant attention to emergency preparedness and ensure timely and effective response capacity through ongoing awareness and training efforts.
- Adopt tools, procedures, and working methods that minimize the risk of any incident and prevent injuries and occupational diseases, in order to ensure the highest safety standards and provide safe and healthy working conditions.
- Encourage engagement, consultation, and accountability among all staff and RLS, and promote awareness of health and safety risks, objectives, and goals.
- Foster effective, synergistic collaboration with suppliers to integrate prevention and protection processes, ensuring that anyone working on behalf of the organization is informed of IPH's Health and Safety Policy and complies with the System procedures relevant to their activities.
- Implement concrete objectives and action programs, ensuring the availability of financial resources necessary for improvement plan initiatives, and establishing tools to verify and measure them.

The sense of responsibility and commitment to continuous improvement in implementing aspects related to the Health and Safety Management System (SGSSL) form an integral part of each employee's role and represent one of the company's key strengths.

The implementation of strategies and the achievement of the objectives outlined in this document are the direct responsibility of Top Management, which commits to taking personal action to ensure that the defined principles and adopted procedures are implemented and respected.

In order to adopt environmentally and socially sustainable methods, the IPH group commits to producing and marketing products with lower environmental impact, with careful attention to designing production and industrial processes that prioritize environmental respect and worker health/safety as core elements of industrial development—also aiming to influence its suppliers in this direction.

IPH commits to defining environmental objectives and providing timely reporting on progress achieved, in line with the recommendations of the Paris Agreement and the United Nations 2030 Agenda.

Furthermore, with a view to the continuous improvement of its processes and performance, IPH commits to:

- Work toward a continuous reduction of emissions by 2030, with specific attention to policies on the use of natural resources and deforestation prevention.
- Operate sustainably.
- Integrate climate and sustainability aspects into strategy, governance, and operational procedures.
- Comply with all applicable national and regional environmental laws and local regulations, including product-related ones (e.g., REACH, RoHS), as well as internal voluntary rules adopted by IPH.
- Commit to reducing waste, through decisions related both to products and production processes, which are continuously studied and verified to gradually reduce the use of natural resources and waste generation (e.g., by periodically assessing packaging reduction and waste characterization).
- Raise awareness and educate people on environmental issues, engaging them in understanding the main impacts of climate change.
- Involve stakeholders in environmental topics as well as those affected by the Paris Agreement and UN 2030 Agenda.
- Collaborate with stakeholders to address climate change collectively, both systemically and operationally.

Code of Ethics

The requirement to act in full compliance with the Code of Ethics enables IPH to lay the foundational premises for achieving corporate objectives. The Code of Ethics, which expresses the principles of conduct to be applied, must be adopted daily in a manner consistent with principles of honesty, fairness, and respect for everyone who works or collaborates with our organization. As an integral part of the Interpump Group's Organizational and Management Model (formerly Legislative Decree 231/2001), the Code of Ethics must also serve as a guarantee for all stakeholders and be regarded as a behavioural reference model at every level. Beyond the fundamental principles expressed in the corporate Code of Ethics—including anti-corruption and a policy for reporting any issue, danger, or other serious risk that could damage customers, colleagues, shareholders, the public, or the company's reputation—IPH is committed to maintaining responsible attention to compliance with Anti-Slavery conduct and the Conflict Minerals regulation.



Sustainability

Aware of the goals set by government agendas (the program adopted on 25 September 2015 by the UN General Assembly, with targets to be achieved by 2030), IPH — in alignment with the Interpump Group's strategies — applies Environmental, Social, and Governance (ESG) principles to verify, measure, monitor, and support its sustainability efforts (through procurement or investment choices). These principles are operationalized via a set of standards that corporate function managers must follow to ensure the achievement of specific environmental, social, and governance outcomes.

Management Systems Adopted

To achieve these aims, IPH's Management directs its organization in accordance with:

- UNI EN ISO 9001:2015;
- IATF 16949:2016 (excluding Faenza BU);
- UNI EN ISO 14001:2015;
- UNI EN ISO 45001:2023;
- Organizational Model under Legislative Decree 231/2001.

These standards form the Integrated Management System framework, and the company commits to taking all necessary organizational measures to meet stated objectives.

Communication & Deployment

IPH commits to communicating and making this Policy available to all interested parties, and to periodically verifying its relevance and appropriateness relative to the company's objectives.

Calderara di Reno (BO), June 3, 2025

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