

LYNXEO ITALIA S.p.A. fully recognizes the importance of safeguarding the health and safety of its employees, visitors, and external workers operating at its facilities. The company is equally committed to respecting and protecting the environment, reducing its energy impact, and ensuring the quality and safety of its products, in line with the expectations of customers and all relevant stakeholders.

Considering the internal and external factors related to its geographical, socio-economic, cultural, and organizational context — as well as the needs and expectations of interested parties — LYNXEO ITALIA S.p.A. is committed to complying with all applicable legal requirements and other obligations it has endorsed in the fields of environment, health, and safety. The company aims to make decisions that reduce health and safety risks and mitigate environmental impacts associated with its activities, while consistently ensuring high product quality.

These goals are a strategic priority within our management approach. LYNXEO ITALIA S.p.A. views its Quality and Environmental Management System as a key tool for achieving business objectives. For this reason, the Pioltello site has implemented an environmental and quality management system in accordance with ISO 14001:2015 and ISO 9001:2015 and is committed to maintaining its effectiveness and efficiency over time, aligned with the company's nature and operational needs.

Recognizing that safeguarding worker health and safety is essential, **LYNXEO ITALIA S.p.A. has also initiated the qualification process to obtain ISO 45001:2018** certification. This marks a fundamental step toward an integrated Quality-Environment-Safety management model designed to support the **following long-term objectives**:

- **Safety & Health** - Ensure full and continuous compliance with applicable environmental, health, and safety laws and regulations
- **Safety & Health** - Prevent workplace injuries and occupational illnesses by assessing and, where possible, eliminating risks or otherwise reducing them to the lowest feasible level—while ensuring safe and healthy working conditions. This includes adopting technical and organizational measures, prioritizing collective and individual protection, and actively involving workers and their representatives
- **Safety & Health** - Report and investigate all hazardous situations, near-misses, and incidents. Investigations will identify corrective actions to prevent recurrence and will monitor their completion and effectiveness

- **Environment** - Identify, assess, and manage the environmental aspects associated with company operations, maintaining constant control over them, evaluating risks and opportunities, and preventing potential negative environmental impacts
- **Environment** - Fulfil the commitment announced in 2020 to reduce CO₂ emissions from the plant by 46% by 2030. The installation of a 1,230 kW photovoltaic system contributes significantly to this objective and will reduce the plant's annual emissions by approximately 20%
- **Quality** - Continuously improve the plant's quality performance (e.g., number of external complaints, defective parts per million), aiming to enhance customer satisfaction through structured problem-solving methodologies such as 8D analysis and ongoing process audits
- **Quality** - Promote and strengthen a culture of continuous improvement across all company processes, using appropriate performance indicators to monitor progress and enhancing the competitiveness of our products on the market
- **Management System** - Communicate and disseminate the company's safety, environmental, and quality management methods to all personnel, ensuring that everyone understands their responsibilities in implementing company procedures

The Plant Management will provide all necessary resources to support the development and maintenance of the Quality, Environment, and Safety Management System. All employees are expected to contribute actively and continuously to improvement efforts, in accordance with this Policy and the company's objectives.

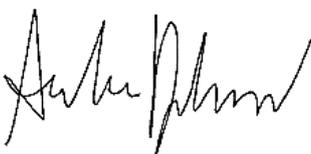
The Policy is communicated to all staff and published on the Lynxéo Italia website.

The Company is committed to regularly reviewing this Policy during management reviews or whenever specific needs arise.

Pioltello, 26 novembre 2025

Plant Director

Andrea Di Lorenzo



QHSE Manager

Stefano Paris

