Environmental, Social Responsibility, and Occupational Health and Safety Policy

EMERGENCY Preparedness

Compatibility between production processes and the environment, together with attention to workers' health and safety, strengthens the Company's development by enhancing its competitiveness and value-creation capacity, improving its image, and increasing its ability to meet the needs of end customers and interested parties, while embracing the expectations of the context in which it operates.

Aware of this approach, Marelli Europe S.p.A., Corbetta (Milan) site, has adopted a consistent approach by involving all company functions operating at the plant, including through consultation with and participation of the Workers' Safety Representatives (RLS), in order to encourage their contribution to the management of environmental aspects and workers' health and safety, according to their roles, assigned duties and acquired skills.

The Management of Marelli Europe S.p.A., Corbetta (Milan) site, operating in the field of: "Manufacturing of electronic control units for automotive applications using printed circuit board technology; inverters for hybrid motors using soldering and bonding technologies on ceramic substrates and printed circuit board technology; instrument clusters, cockpit control devices and infotainment systems using printed circuit board technology and screen-printing, thermoforming and assembly processes; design, development and production of hardware components and systems for competitive sports cars and motorcycles, such as injectors, fuel pumps, electric motors, coils, sensors, alternators and gearbox actuators, dashboards, inverters, Engine Control Units, Power Distribution Units and Inertial Platform Systems; development and production of telemetry systems for the world of motorsport competitions, as well as the development and testing of software and applications related to products supplied to customers in sports championships", undertakes to implement and maintain a policy appropriate to its purposes and to the context in which it operates, recognizing it as a strategic framework for defining its objectives, targets and commitments, in particular in order to::

- operate in compliance with environmental requirements, ensuring environmental protection and safeguarding the health and safety of workers, while ensuring full compliance with applicable European Union, national and local regulations, ILO Conventions, the Universal Declaration of Human Rights, all applicable legal requirements, as well as voluntarily undertaken compliance obligations and corporate directives and guidelines, with particular attention to environmental issues and aspects relating to workers' health and safety;
- plan the investments necessary for the proper functioning of plants, machinery, equipment and all infrastructure in general;
- provide its employees with infrastructure suitable for the activities to be carried out, as well as all necessary personal and collective protective equipment, also taking their ergonomic needs into account;
- promote "proactivity" by disseminating a "safety culture," "environmental awareness" and "ethical and social awareness" among all persons working at or on behalf of the site, through appropriate training, participation, consultation, communication, information and awareness-raising programmes;
- ensure the establishment of an Occupational Health and Safety Committee, with the aim of keeping attention on these issues consistently high;
- continually improve its management system in order to ensure the integration of its requirements into the organization's business processes, achievement of the expected outcomes and the continuous improvement of its performance over time, thereby eliminating or minimizing risks and undesirable effects on the environment and on occupational health and safety;
- lead, support and provide the human, technical and financial resources necessary to manage environmental and safety aspects;
- promote a "risk-based thinking" approach in order to correctly identify the context in which it operates and define the requirements of its management system;
- adopt ethical and transparent practices to ensure respect for fundamental rights among suppliers and partners, selecting suppliers with high ethical, safety, environmental and social standards to build a responsible business network;
- ensure full respect for freedom and dignity at work, prohibiting all forms of coercion, abuse and irregular employment, promoting workers' well-being and protecting their rights to freedom of association and collective bargaining. The Company shall not use, facilitate or tolerate any form of human trafficking or exploitation of persons;
- Reject, refrain from using and refrain from supporting any form of child labour, adopting preventive and remedial measures aimed at protecting, educating and promoting the well-being of minors;
- Promote diversity, inclusion and equal opportunities, always placing people's well-being at the centre through initiatives for development, training and participation at all levels. Prevent and combat all forms of discrimination, guaranteeing all employees equal dignity, equal opportunities and fair treatment, regardless of any personal, social or professional condition. Recruitment, development and advancement shall be based exclusively on merit. Integrity is fundamental: we oppose all forms of corruption;
- Comply with legal provisions and collective bargaining agreements relating to working hours, rest periods, overtime and remuneration, ensuring that compensation is paid regularly, clearly and transparently, and promoting decent economic conditions in line with Social Responsibility standards.

To ensure the "continuous improvement" of its environmental, health and safety, and social responsibility performance in the workplace, Management has established the following principles to be followed and used as a reference in managing production, ancillary and support processes:

- Carry out a systematic assessment of site safety through the implementation of a monitoring system, on the basis of which continual improvement actions are undertaken;
- Design any changes by giving primary importance to Health and Safety aspects;
- Do everything possible to prevent any activity that may, even potentially, cause pollution, also considering climate change adaptation and mitigation strategies;
- Optimize the use of resources during product definition and manufacturing phases;
- Establish and support "waste-hunting" initiatives to reduce consumption and related environmental impacts, and to reduce CO_2 emissions and greenhouse gases in order to mitigate the impacts of climate change;
- Prevent the risk of accidents and the occurrence of occupational diseases through the identification and elimination of all actual or potential unsafe working conditions and practices;
- Train personnel on ethical and social principles in order to ensure respect, dignity and fairness at work; communicate and document the commitment to quality, environment, health, safety and corporate social responsibility;
- Provide employees, visitors and suppliers passing through the site with a healthy and safe working environment, also communicating this Corporate Policy externally and to interested parties;
- Equip production facilities with equipment and machinery suitable for eliminating or minimizing risks to the environment and workers;
- Adopt ethical and transparent business practices in line with the highest standards of integrity;
- Promote and monitor employee involvement by ensuring accessible, confidential and non-retaliatory reporting channels for communicating complaints, suggestions or concerns.

Marelli Europe S.p.A, at its Corbetta (Milan) site, adopts the ISO 14001, ISO 45001 and SA8000 management systems.
This document sets out objectives aimed at the continual improvement of environmental, health, safety and social responsibility performance, with periodic reviews to ensure its ongoing effectiveness.

Management formally endorses this Policy, which is consistent with the Corporate Policy and addresses the identified business risks. Integrity is a core value for Marelli. To ensure accessibility and transparency, anyone may report ethical concerns, non-compliant conduct or suggestions relating to ISO 14001, ISO 45001 and SA8000 standards by completing the digital form available at the following link:
https://forms.cloud.microsoft/Pages/ResponsePage.aspx?id=4IGmpiQc60amV-JSWa2VNn74pyQmu-pIri4rgozx2BBUNEJUV0NJQ05USFlVSzlMMjhVRVdXTFhBMi4u
The form can also be accessed via QR code.

Corbetta (Milan), September 2026 Management: Sesto Giusarma REV.1