ENVIRONMENTAL, SOCIAL RESPONSIBILITY, AND OCCUPATIONAL HEALTH & SAFETY POLICY

EMERGENCY Preparedness

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

Aware of this approach, **Marelli Europe S.p.A.** at the Venaria Reale and Turin sites acts, involving all company functions operating at the sites, including and implementing the participation of Safety Representatives (RLS), in order to encourage their contribution to the management of environmental and occupational health and safety aspects in accordance with their roles, assigned duties, and acquired competencies.

The Management of **Marelli Europe S.p.A.,** Venaria/Turin (TO) site, operating in the field of "Manufacturing of automotive powertrain components through precision machining, heat treatment, assembly, injection moulding and vibration welding processes", is engaged to implement and maintain an appropriate policy to its purpose and the context in which it operates, recognizing it as a strategic framework for setting its objectives, targets and commitments, particularly to:

- operate with respect for the environment, ensuring its protection and safeguarding workers' health and safety, while ensuring full compliance with applicable EU, national and local legislation, ILO Conventions, the Universal Declaration of Human Rights, all applicable legal requirements, voluntarily assumed compliance obligations, and corporate directives and guidelines, with particular attention to environmental matters and occupational health and safety
- plan the necessary investments for the proper operation of plants, machinery, equipment and infrastructure in general
- equip employees with the suitable infrastructure for the activities to be carried out and with all necessary personal and collective protective equipment, also taking their ergonomic needs into account
- promote a proactive approach by spreading a "safety culture" and developing the "environmental awareness" of all persons working for the site or on its behalf through appropriate training, participation, consultation, communication, information and awareness programs
- ensure the constitution of an Occupational Health and Safety Committee, with the target of maintaining a consistently high level of attention to these matters
- continuously improve the company management system in order to ensure integration of its requirements into the organization's business processes, achievement of expected outcomes, and progressive improvement of performance, so as to eliminate or minimize risks and undesirable effects on the environment and on occupational health and safety
- provide guidance, support and human resources, functionally and economically necessary to manage environmental and safety aspects
- promote a "risk-based thinking" approach in order to correctly identify the context in which the Company 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 in order to build a responsible business network
- ensure full respect for freedom and dignity at work by prohibiting any form of coercion, abuse or irregular employment, promoting worker well-being and protecting rights of association and collective bargaining. Protect children by excluding every form of child labour
- promote diversity, inclusion and equal opportunities, always placing people's well-being at the centre through development, training and participation initiatives at all levels. Granting that no employe is discriminated against, unrelated to professional competence. Recruitment, development and advancement are based solely on merit. Integrity is fundamental: every form of corruption is opposed. Legal limits and collective bargaining agreements are respected, and fair wages are ensured in accordance with applicable legislation

To ensure the "continuous improvement" of its environmental, occupational health and safety, and social responsibility performance, the Management has defined the following principles to guide and serve as a reference in the management of production, auxiliary and support processes:

- systematically assess site safety through the implementation of a monitoring system, on the basis of which continuous improvement actions are undertaken
- preview eventual modifications giving primary consideration to Health and Safety aspects
- take all feasible measures to prevent any activity that could potentially cause pollution, also considering climate-change adaptation and mitigation strategies
- optimize the use of resources during product definition and manufacturing stages
- establish and support "waste hunting" initiatives to reduce consumption and related environmental impacts, and reduce CO2 emissions and greenhouse gases in order to mitigate the impacts of climate change
- prevent accident risks and the occurrence of occupational diseases by identifying and eliminating all actual or potential unsafe working conditions and actions
- train personnel on ethical and social principles 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 present at the site with a healthy and safe working environment, while also communicating this Corporate Policy externally and to interested parties
- equip production facilities with suitable equipment and machinery to eliminate or minimize risks to the environment and workers
- adopt ethical and transparent business practices in line with the highest standards of integrity

At its Venaria Reale and Turin sites, Marelli Europe S.p.A. adopts structured management systems supporting quality, safety and social responsibility in compliance with the SA8000 standard. This document defines targets aimed at continuous improvement in health, safety and social responsibility, with periodic reviews to ensure its effectiveness over time.
The Management formalizes this Policy in alignment with the Corporate Policy and in response to identified business risks. Integrity is a fundamental value for Marelli. To ensure accessibility and transparency, anyone may report ethical concerns or non-compliant conduct, or submit suggestions relating to the SA8000 standard by completing the digital form available at the following link
SA8000 - MODULO SEGNALAZIONE/RECLAMI – Fill out form also available by scanning the QR code displayed on the notice boards.

Venaria/Torino (TO), 09/07/2026

The Management: Umberto Cortesi