MARELLI	***ENVIRONMENTAL, HEALTH & SAFETY, AND SOCIAL RESPONSIBILITY POLICY***	**Bologna Site**

Rev.11

The Management of Marelli Europe S.p.A., **Bologna Site**, recognizes that environmental protection, occupational health and safety, and social responsibility are fundamental values for the Company's development.

Therefore, for the Site under its responsibility, where engine control systems and units, engine fuel systems, and electro-hydraulic transmission actuator systems are manufactured through machining and component assembly processes, and where system testing activities are carried out in testing laboratories, Management has established this document in order to ensure and maintain a healthy and safe working environment for all employees, suppliers and visitors, to minimize or eliminate all potential impacts on the environment and on health and safety arising from its activities, products and services, and to affirm its social responsibility by guaranteeing respect, dignity and fairness in the workplace.

This Policy has been prepared in accordance with the principles and vision set out in the Environmental, Health and Safety Policy issued by Marelli Europe S.p.A., taking into consideration the nature and significance of its risks, the environmental impacts generated by its products and activities, and based on the analysis of the organization's context and its characteristic elements (environmental, territorial, institutional, regulatory, industrial, market-related, etc.).

Management has decided to implement and maintain an Environmental, Occupational Health & Safety and Social Responsibility Management System in compliance with the UNI-INAIL Guidelines, the ILO Conventions, the Universal Declaration of Human Rights, the requirements of ISO 14001:2015, ISO 45001:2018 and SA8000:2014 standards, in order to:

- identify objectives, targets and programs aimed at continuous improvement, aligned with the overall objectives of the Organization and periodically reviewed;
- ensure that all activities are carried out in full compliance with applicable local legislation, voluntary commitments undertaken, relevant stakeholder requirements and Group directives regarding Environment, Health and Safety and Social Responsibility, in accordance with the highest international standards for environmental protection, occupational health and safety and human rights.

To achieve these general objectives, Management provides the human, financial and technological resources necessary for the implementation, operation and monitoring of the system.

With this Environmental, Occupational Health & Safety and Social Responsibility Policy, Marelli Europe S.p.A., Bologna Site, confirms its commitment to:

- communicate and promote to all interested parties its commitment to the continuous improvement of environmental, health and safety, and social responsibility performance (including through the dissemination of this Policy and related objectives);
- identify and manage emergency situations, minimizing their impact on people and the environment;
- continuously improve workplace conditions for the benefit of everyone working at or with Marelli, by identifying and assessing health and safety risks and implementing adequate preventive measures to eliminate any actual or potential unsafe conditions and behaviors, with the aim of preventing accidents, injuries, occupational diseases, and environmental pollution;
- integrate environmental, health, safety, sustainability and integrity considerations into all key business decisions;
- promote the development of environmentally sustainable products, taking into account the life-cycle approach and considering environmental, occupational health and safety implications during all key phases of product realization, including design, manufacturing and distribution;
- reduce the use of substances potentially hazardous to the environment and to health and safety, promoting the adoption of suitable alternatives;
- protect the environment by establishing objectives aimed at minimizing environmental impacts, with particular reference to the efficient use of natural resources, waste reduction and recovery, and the reduction of pollutant emissions and greenhouse gases;
- require suppliers to implement and maintain, throughout the supply chain, effective environmental and occupational health and safety management systems that ensure compliance with all applicable laws and regulations, the adoption of measures and standards consistent with this Policy, and the implementation of ethical and transparent business practices that guarantee respect, dignity and fairness at work;
- ensure full respect for freedom and dignity at work by prohibiting all forms of coercion, abuse, irregular employment practices, child labour and forced labour, while promoting workers' well-being and safeguarding their rights to freedom of association and collective bargaining;
- promote diversity, inclusion and equal opportunities by ensuring that employment and career development are based solely on merit, in compliance with legal requirements, collective bargaining agreements and fair wages in accordance with applicable legislation, while preventing and combating all forms of corruption.

Marelli Europe S.p.A., Bologna Site, believes that the involvement of all employees, including through their workers' representatives for health and safety, together with active participation and proactive behaviour, each within their own responsibilities and competencies, is an integral part of the Environmental, Occupational Health & Safety and Social Responsibility Management Systems and essential for their maintenance and continuous improvement over time.

To ensure accessibility and transparency, anyone may report ethical concerns, non-compliant behaviours or suggestions regarding ISO 45001 and SA8000 standards by completing the digital form available at the following link:

https://forms.office.com/r/9AtHdGBHRu and accessible via QR code:

Furthermore, Management is committed to increasing training, information and awareness activities for all personnel, with the objective of enhancing awareness of the risks associated with their activities and promoting a culture of safety, environmental protection and social responsibility among all interested parties.
This document is implemented and maintained as an active management tool, periodically reviewed, communicated to all personnel and made available, upon request, to interested parties.
For transparency and accessibility purposes, this Policy is made available to employees, suppliers, contractors, customers and other stakeholders through the Company's communication channels and management system documentation.
Bologna, October 28, 2026

Bologna site representatives

Marcello Colli Riccardo De Filippi