

SABAF GROUP

Occupational Health and Safety Policy

Introduction

The Sabaf Group (hereinafter also “Sabaf” or the “Group”) is one of the world’s leading operators specializing in the design and manufacture of components for household appliances. Sabaf also manufactures in-house the machinery required for the processing and assembly of its products, thereby achieving maximum process optimization.

In line with the principles set out in its Charter of Values, the Sabaf Group pursues sustainable success through responsible conduct towards all stakeholders, combining respect for people, the natural environment and local communities.

In particular, the Sabaf Group promotes the value of life and considers the protection of the health, safety and well-being of people within its companies to be a cornerstone of its business model. With this in mind, the Group has developed and adopted a governance system designed to ensure sustainable growth through continuous innovation and the balancing of the legitimate expectations of its various stakeholders, in the firm belief that industrial conduct must always be grounded in ethics and continuous improvement, including with regard to occupational health and safety and well-being.

To this end, the Group is committed to maintaining the highest ethical standards and ensuring full compliance with applicable regulations in all geographical areas in which it operates. Sabaf assumes responsibility for acting in accordance with the rules of the communities in which it operates, distinguishing itself as a company capable of promoting and disseminating, wherever it operates, the values of integrity and prevention that guide its actions.

This Occupational Health and Safety Policy (hereinafter also the “Policy”) promotes the prevention and mitigation of impacts and risks relating to the health and safety of workers and facilities by defining the Group’s commitments in the area of health and safety. Sabaf Group companies adopt corporate procedures and tools for managing health and safety impacts and risks in order to ensure the achievement of the objectives of this Policy.

Recipients and scope of application

The recipients of the Policy are the members of the corporate management and supervisory bodies, employees and any third party that collaborates or works in the name and on behalf of the Sabaf Group, irrespective of the legal nature of the relationship. Recipients are required to comply with, and ensure compliance with, the provisions of this Policy.

The Policy applies to the entire Sabaf Group, without any exception and/or exclusion, in the conduct of business and professional activities, irrespective of geographical area, country of reference and/or stakeholder groups involved. In addition, the Sabaf Group expects the entire value chain to share and act in accordance with the principles set out in this Policy.

Reference documents

The Policy must be read in conjunction with the Charter of Values and the strategic plan.

For companies that have Health and Safety, Environmental and Energy management systems compliant with ISO 45001, ISO 14001 and ISO 50001, the Policy is supplemented by the relevant specific provisions.

For Group companies that have adopted an Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001, the Policy is supplemented by the specific provisions of the Model 231.

Regulatory framework

This Occupational Health and Safety Policy is inspired by international standards, including:

- the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the relevant applicable conventions;
- the United Nations Global Compact, of which Sabaf is a member;
- the international UNI EN ISO 45001 standard on Occupational Health and Safety Management Systems.

General principles

The Sabaf Group is committed to ensuring and maintaining a healthy and safe working environment and to minimizing risks for employees, contractors, visitors and other persons affected by its activities. At the same time, the Group pursues the highest quality standards to meet the expectations of customers and end users in terms of product safety and reliability. Business activities are based on respect for universal human rights, which are regarded as a fundamental and non-negotiable value of the Group's culture and strategy.

Sabaf is committed to ensuring full compliance with applicable occupational health and safety legislation in all countries in which it operates, as well as with other requirements to which the organization is subject (including industry standards, contractual agreements and certification requirements).

The commitment to providing a healthy and safe working environment is reflected in the adoption of the following health and safety principles:

- compliance with applicable national and local laws, regulations and codes of good practice on occupational health and safety, in order to provide safe and healthy working conditions for the prevention of work-related injuries and ill health;
- the definition and review of occupational health and safety programs and other international health and safety benchmarks applicable to the Group's activities;
- the identification of workplace hazards and their elimination, where possible; the control and reduction of risks that cannot be eliminated, with a view to achieving continuous improvement in health and safety performance;
- the adoption of a reliable reporting system for health and safety events, such as accidents, near misses, remedial actions, etc., in order to measure performance and reduce risks;
- the development of specific systems, practices and procedures to prevent accidents and, should they occur, to manage them responsibly and thoroughly investigate their causes with the aim of introducing measures to prevent recurrence;
- the promotion of employees' responsibility for their own safety and actions, including through the necessary training on health and safety matters, so that they operate with

- full awareness of their rights and responsibilities under the applicable policies and procedures;
- the sharing of health and safety knowledge and good practices throughout the Group;
 - the definition of measurable occupational health and safety objectives, the sharing of these objectives with the relevant functions and organizational levels, their periodic monitoring and the review of the results achieved by Senior Management;
 - the periodic review of the effectiveness and adequacy of the occupational health and safety management system and its continuous improvement;
 - the consultation and active participation of workers and, where present, their representatives in occupational health and safety decision-making processes, including by taking workers' input into account in risk assessments, accident investigations, the definition of objectives and the development of procedures.

Training and communication

Sabaf is committed to training its employees and encourages all its collaborators to disseminate the contents of this Policy.

The Policy is made available to all stakeholders on Sabaf's website www.sabafgroup.com in the "Investors" and "Sustainability" sections.

Reporting channels and disciplinary system

Every Sabaf Group stakeholder is required to promptly report cases of alleged non-compliance with this Policy, using the channels provided by the individual Group companies and submitting a written, non-anonymous description of the alleged non-compliance.

Where no such channel is available, the stakeholder may use the Whistleblowing channel adopted by Sabaf S.p.A., through the dedicated tool available on the corporate website.

The Group acts to protect reporting persons against any form of retaliation, discrimination or penalization, or any consequences arising from their reports, ensuring the confidentiality of the identity of the reporting person, the person involved or any persons mentioned in the report, as well as the content of the report and the related documentation, without prejudice to legal obligations and the protection of the rights of the Company or of persons wrongly and/or maliciously accused.

In the event of a breach of the principles set out in this Policy, the competent functions vested with disciplinary authority will take the appropriate disciplinary measures.

Implementation, monitoring and corrective actions

The Board of Directors of the Parent Company is responsible for the approval, implementation and periodic review of this Policy.

Sabaf reserves the right to carry out audits through the Internal Audit function to verify the implementation of the Policy.

Approved by the Board of Directors of Sabaf S.p.A. on 8 September 2026