

# Health, Safety and Well-Being Policy

SAATI Group prioritizes safeguarding employees from work-related safety, physical and mental health issues through adherence to health, safety standards, and excellence in well-being. Our occupational health commitment focuses on enhancing employees' physical, mental, and social well-being by preventing risks, protecting against adverse factors, and creating a work environment tailored to each worker's physiological and psychological capabilities.

SAATI Group intends acting on two levels towards Health, Safety and Well-Being:

1. Encouraging individuals to proactively make healthy choices, establish healthy habits, and live healthy lifestyles;
2. Creating living environments that support and encourage healthy and safe behaviors and lifestyles.

At SAATI Group, we are committed to ensuring the health, safety, and well-being of all our employees through initiatives aimed at minimizing risks in the workplace and in working environments by promoting psychophysical well-being. We believe that any work-related injury, occupational illness, or environmental accident is unacceptable. We also recognize the importance of mental health, and therefore, strive to prevent any work-related harm or avoidable incidents. Furthermore, we prioritize creating a quality work environment to welcome employees, ensuring they feel comfortable, have a positive perception of their workplace, and achieve a better work-life balance.

Our commitment aligns with Goal 3 of the United Nations Sustainable Development Goals, focusing on Good Health and Well-Being, aiming to "Ensure healthy lives and promote well-being for all at all ages." SAATI Group is dedicated to meeting legal and other requirements in accordance with the principles and standards of ISO 45001.

We conduct ongoing evaluations of our practices, processes, and products to minimize risks and enhance the health, safety, and well-being of our employees. Our progress is regularly assessed and reported in the annual Sustainability Report of SAATI Group.

Designated Health, Safety and Well-Being points of contact are identified at each country and site within SAATI Group. The Health and Safety point of contact is typically the EHS manager or the highest-ranking official in the involved entity, while the Well-Being point of contact is the HR representative. These points of contact are accountable for implementing the policy effectively and engaging in consultations with employees or their representatives.

Each subsidiary within SAATI Group establishes specific priorities aligned with a tailored action plan and local conditions.

Three objectives are set group-wide:

- Zero Serious Injuries (more than 30 days): restored and maintained for all factories in Italy, and to be reached for all subsidiaries by 2026;
- Reduce the recordable accident rate to be under 2,5 in 2025;
- Zero ill Health: to be maintained for all factories in Italy and in the subsidiaries year after year.

SAATI has per objective to create a quantitative goal concerning well-being by 2026, using the materiality matrix and the IRO analysis as a support material. Progress related to HR matters is communicated annually during the Global HR Summit to ensure comprehensive information sharing and alignment.

This policy is shared with all new employees upon joining SAATI Group and is accessible on the company's intranet platform. Awareness initiatives and communication tools are implemented to support the objectives to be reached, with resources available on the local intranet and with moments of direct involvement of operational staff.

Periodic reviews are conducted to evaluate the ongoing relevance of objectives, particularly in response to significant internal and external changes that may impact the policy. SAATI Group is dedicated to continually enhancing this policy to promote the ongoing improvement of the health, safety and well-being of its employees.

Date and Version:	Reviewed by:	Revisions made:

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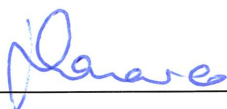
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