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Integrated Policy for Quality, Health & Safety and Environment

FRIGEL FIRENZE S.p.A. is a leading company in the design, manufacture and provision of after-sales services for industrial process cooling and temperature control machinery and systems. Operating in a technologically advanced, competitive and highly regulated environment, the company's senior management is fully aware that Quality, Health and Safety and the Environment are strategic and inseparable elements for sustainable growth, the protection of people, the protection of the environment and customer satisfaction.

In line with the *mission* and strategy defined for its activities, the Company endorses this

INTEGRATED POLICY FOR QUALITY, HEALTH & SAFETY AND ENVIRONMENT.

Senior Management commits to operating, in all its locations, according to the principles of environmental responsibility, protection of people's health and safety, product and service quality, and responsible governance (ESG), embedding them into strategic and operational decisions, and in particular to:

- **Customer satisfaction:** Directing all activities towards customer satisfaction, ensuring full compliance with applicable contractual, regulatory and technical requirements;
- **Product reliability:** Guaranteeing the reliability, safety and performance of its products and systems throughout their entire lifecycle;
- **Regulatory compliance:** Operating in full compliance with applicable legislation, including regulations governing occupational safety and environmental protection;
- **Incident prevention:** Preventing workplace injuries, occupational illnesses and environmental incidents through hazard identification, risk assessment and the implementation of appropriate preventive and protective measures;
- **Environmental impact reduction:** Reducing the environmental impact of activities, products and services by promoting energy efficiency, the use of low-GWP refrigerants, emission reduction and responsible resource management;
- **Risk-based approach:** Promoting a proactive risk and opportunity assessment approach, with the aim of preventing undesirable events such as environmental damage, accidents, injuries, occupational illnesses and inherent design or production defects;
- **Continuous improvement:** Fostering the continuous improvement of the performance of the Quality, Occupational Health & Safety, and Environmental Management Systems;
- **People development:** Enhancing the skills, engagement and awareness of employees and collaborators through ongoing training and the promotion of a culture of safety, quality and environmental responsibility;
- **Collaborative partnerships:** Building collaborative relationships with suppliers, partners and other relevant stakeholders, promoting responsible and sustainable conduct;
- **Broader responsibility:** Promoting quality, health, safety and environmental protection beyond the boundaries of the organisation, among its suppliers and customers, as well as in the social fabric and community in which the company operates.

The Company further commits to:

- Provide the necessary resources for the implementation, maintenance and improvement of the Quality, Occupational Health and Safety and Environmental Management Systems;
- Define and periodically review measurable objectives in terms of quality, occupational health and safety and the environment, in line with the Company's strategic direction;
- Monitoring process performance, safety and environmental indicators, and customer satisfaction levels;
- Promote technological innovation and the development of high energy-efficiency, low environmental impact solutions, in line with sustainability and climate transition objectives;
- Ensure effective communication of this Policy to all staff, including workers' representatives, and relevant stakeholders.

This Integrated Policy is communicated, understood and applied at all levels of the organisation, made available to relevant stakeholders and reviewed periodically by Senior Management to ensure its continued suitability in relation to the business context, compliance obligations and strategic guidelines of FRIGEL FIRENZE S.p.A.

Scandicci, February 17th, 2026

Orindo Dorin,
Chairman of the Board of Directors