Sustainability Policy

(ESG: Environmental, Social and Governance)

MILANI

Contents

1. Background and Objectives

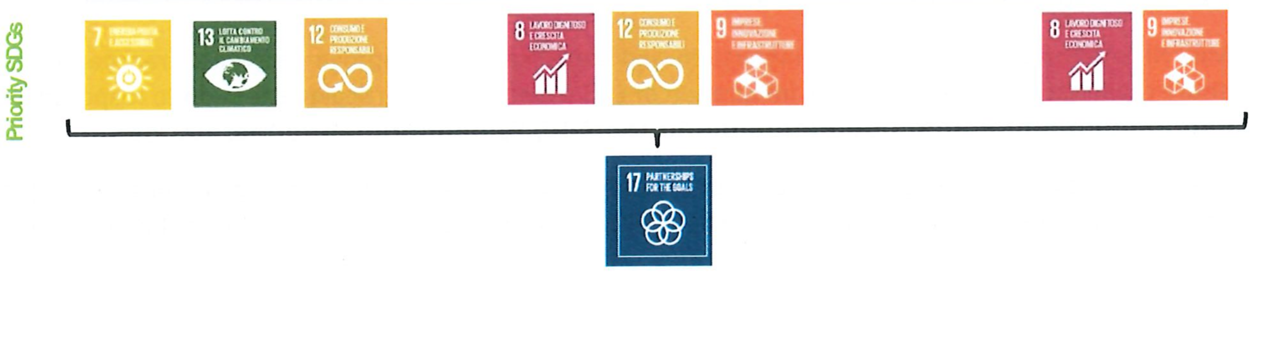
MILANI Srl recognises the importance of its environmental, social and governance impact, integrating sustainability as a core element of its corporate strategy. The objective is to generate shared and lasting value for employees, customers, suppliers and the communities in which the organisation operates.
The operating model is based on ESG principles (Environmental, Social and Governance), which guide all activities, initiatives and strategies aimed at promoting sustainable development.
MILANI Srl's strategy is inspired by the 17 Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda and is based on ESG principles. This Sustainability Policy (hereinafter, the "Policy"), in line with these principles and with the OECD Guidelines for Multinational Enterprises and SMEs concerning "responsible business conduct", aims to integrate sustainability into MILANI Srl's industrial strategy, with particular attention to:

- promoting an integrated approach capable of generating value for its stakeholders;
- building a long-term vision, with the objective of laying the foundations for sustainable value in the future;
- pursuing continuous improvement, based on innovation, that ensures economic, environmental and social performance and safeguards the Company's reputation.

The implementation of a sustainability plan, closely linked to the industrial strategy and supported by specific commitments and objectives connected to each measurable indicator of sustainable development, guides MILANI Srl's commitment to focusing on environmental, social and sustainable governance targets, also through the identification of ESG risks and through the monitoring and reporting of the activities carried out in implementation of the aforementioned plan.

2. Sustainability Pillars

Environment (E)	Social (S)	Governance (G)
Climate change, transition towards low-carbon products and energy consumption	**Being able to promote progress, values and wellbeing for our people and the communities in which we operate**	**Innovation, sharing and resilience: building value with stakeholders**
Promotion of the circular economy. Implementation of a tool for monitoring the organisation's greenhouse gas emissions (Scopes 1, 2 and 3) and environmental impacts throughout the product life cycle (LCA). Promote the rational use of energy and energy efficiency. Energy transition and control and reduction of GHG emissions (Scopes 1, 2 and 3). Preparation and publication of the Sustainability Report	Enhancement of people through actions that ensure the protection of gender equality, and the values of integrity, legality, safety and health in the workplace at MILANI Srl and throughout the supply chain. Achievement of UNI/PdR 125:2022 certification - Gender Equality Development of a specific engagement strategy for internal and external stakeholders through projects and initiatives aimed at innovation and supply chain management, and at greater employee inclusion, talent attraction, talent management and retention (welfare). Preparation and publication of the Sustainability Report	Promote a business model that operates with ethics, integrity, transparency and in compliance with laws and regulations. Employment development and new skills, inclusion, transparency and anti-corruption through the drafting of the Code of Ethics and the Organisation, Management and Control Model pursuant to Legislative Decree 231/2001 Innovation, digitalisation and transparency Define an ESG strategic plan, including Mission and Vision. Preparation and publication of the Sustainability Report



3. Sustainability Priorities and Guidelines

3.1 Environmental Responsibility - Climate change, transition towards low-carbon products and energy consumption

In the environmental sphere, MILANI Srl is committed to raising awareness among its people so as to implement a responsible business model, with particular reference to the energy transition and the control and reduction of greenhouse gas emissions.
MILANI Srl aims to achieve an economic model that promotes the transition towards low-carbon products and awareness of the environmental impacts associated with its activities. MILANI Srl intends to support the ecological transition and climate change mitigation and adaptation through the monitoring and related management of the organisation's greenhouse gas emissions (Scopes 1, 2 and 3) and product-level impacts (LCA).
MILANI Srl aims to develop and implement an advanced tool for the detailed analysis of environmental impacts across the entire product life cycle, with particular attention to product circularity aspects, including ecodesign, efficient resource management and end-of-life product treatment. This commitment will focus on optimising the reuse, recycling and recovery of materials, promoting the adoption of sustainable, low environmental impact materials in order to reduce the overall ecological footprint and support the transition towards circular economy models.
MILANI Srl therefore undertakes to prepare a Sustainability Report, with the first edition to be issued in 2025 in relation to 2024, in order to report on the ESG aspects connected to its activities and identify appropriate indicators for measuring environmental performance.

3.2 Social Responsibility - Social issues and local presence

MILANI Srl aims to adopt social policies designed, in particular, to ensure and promote respect for human rights, responsible behaviour, wellbeing in the workplace, equal opportunities and equal pay, while committing to valuing diversity and combating any form of discrimination within the Company.
Furthermore, MILANI Srl believes that the development of a company is based on a synergistic and collaborative relationship with the stakeholders with whom it operates, through initiatives focused on enhancing collective knowledge and innovation throughout the supply chain.

3.3 Sustainability Governance - Governance and business ethics

In the area of governance, MILANI Srl adopts a business model founded on ethics, integrity, transparency and compliance with applicable laws and regulations, including the provisions of Legislative Decree 231/2001 and its own Code of Ethics. Sustainability is integrated into the Company's decision-making processes in order to generate shared value in the medium and long term, from an economic, social and environmental perspective, for the benefit of all stakeholders.

MILANI Srl promotes technological innovation and digitalisation to improve corporate transparency. The entire organisation is involved in the integration of ESG aspects, with particular attention to responsibilities, risks and control processes, supported by this Sustainability Policy and the Three-Year ESG Plan.

The "ESG Team" is responsible for developing sustainable management policies, proposing development objectives and programmes, monitoring sustainability performance and managing stakeholder relations.

4. Scope

This Policy applies to MILANI Srl and extends to all members of the Company's corporate bodies, including employees with permanent, temporary or agency contracts. It is also proposed as a reference and operating standard for all external partners, including customers and suppliers of goods and services, with the objective of promoting a shared and consistent approach to the principles and commitments established herein. This Policy aims to encourage the adoption of virtuous practices throughout the value chain, fostering collaboration based on responsibility, ethics and sustainability.

5. Approval and Review

This Policy, adopted by the Board of Directors of MILANI Srl, is subject to review and, where appropriate, updating in light of changes in the relevant regulatory or operational context, by the responsible corporate functions and structures, and to approval by the Board of Directors of MILANI Srl.

Date: 21.10.2024

Signature:

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