

MAJOR ACCIDENT PREVENTION, OCCUPATIONAL HEALTH AND SAFETY POLICY STATEMENT

The objective of Novotex Italiana S.p.A. and Noreco Chimica S.p.A. is to continuously enhance their level of competitiveness and profitability.

In pursuing this objective, we consider the following to be equally important goals:

- the protection of the safety and health of employees and the public;
- the preservation of the environment.

Accordingly, Novotex Italiana S.p.A. and Noreco Chimica S.p.A. are committed to operating in a manner that safeguards the health and safety of their employees, contractors, customers, visitors, and the community residing in the vicinity of the Gaggiano plant, and to preventing the occurrence of major accidents, injuries, occupational illnesses, and environmental damage.

The Employer of Novotex Italiana S.p.A. and Noreco Chimica S.p.A. acknowledges that, in order to ensure safety and prevent any harmful events, a thorough understanding of the activities carried out and the hazards associated therewith is essential. It is therefore necessary to employ adequately trained personnel, to design and construct facilities in accordance with high standards of quality and safety, and to operate such facilities in accordance with criteria that place safety above any economic consideration.

Novotex Italiana S.p.A. and Noreco Chimica S.p.A. therefore undertake to maintain and continuously improve a Safety Management System based on Legislative Decree No. 81/2008. In particular, Noreco Chimica S.p.A. holds ISO 45001:2023 certification, ensuring that:

- hazards associated with activities are identified and assessed;
- the risk of major accidents, defined as the combination of the likelihood of occurrence and the severity of consequences, is reduced to the lowest level reasonably achievable in light of current knowledge and technology;
- the health and safety of workers are protected through the prevention of injuries and occupational diseases;
- applicable laws and regulations are complied with, and their development and updates are continuously monitored;
- worker participation, including through their representatives, is promoted in accordance with applicable laws and the Management System, with regard to risk assessment, preventive and protective measures, training, information and instruction programs, communication processes, and emergency preparedness and response;
- transparent and cooperative relationships are maintained with public authorities and the local community;
- facilities are designed and operated in a manner that ensures compatibility with the protection of health, safety, and the environment;
- all systems and equipment, including in particular fire prevention systems, are maintained in an efficient and operational condition to safeguard employees and the public;
- organizational, technical, and procedural changes are reviewed and assessed to ensure that safety requirements are not compromised;
- all personnel, including contractor personnel, are informed, trained, and instructed to operate with full awareness of the potential risks associated with their activities;
- appropriate procedures are adopted to manage emergency situations and to limit the resulting consequences;

- the performance of the Management System is continuously measured and evaluated, and appropriate corrective actions are taken to address deviations and to achieve continual improvement in health, safety, and major accident prevention.

ALL EMPLOYEES OF NOVOTEX ITALIANA S.P.A. AND NORECO CHIMICA S.P.A., AS WELL AS CONTRACTORS OPERATING AT THE GAGGIANO PLANT, ARE REQUIRED TO COMPLY WITH THE PRINCIPLES SET OUT IN THIS POLICY. RESPONSIBILITY, CONDUCT, AND ATTITUDES WITH REGARD TO THE PROPER IMPLEMENTATION AND DEVELOPMENT OF THE SAFETY MANAGEMENT SYSTEM FORM AN INTEGRAL PART OF EACH INDIVIDUAL'S DUTIES AND SHALL CONSTITUTE A SIGNIFICANT ELEMENT IN THE EVALUATION OF BOTH EMPLOYEE PERFORMANCE AND THE PERFORMANCE OF THIRD PARTIES.

24 February 2026