

INTEGRATED POLICY: QUALITY, SAFETY, THE ENVIRONMENT AND SOCIAL RESPONSIBILITY

For **Motor Power Company**, the integration between Quality, Safety and the Environment is not just a procedural asset launched in 1997, but the expression of a corporate identity founded on ethical and sustainable values. Our Integrated Management System is built on the pillars of **ISO 9001**, **ISO 14001** and ISO 45001, and UNI/PDR 125, reinforced by the Organisational Model 231 and the Code of Ethics – tools that guarantee transparency, fairness and legality in every operation..

Aware of our social responsibility, we are members of the **EcoVadis** platform and have been voluntarily producing our **Sustainability Report (ESRS standard)** since 2024, transparently communicating our strategy and achievements in the areas of Environmental, Social and Governance (ESG) to our stakeholders.

General Strategic Objectives

- **Communication and Engagement:** implement information flows that ensure every employee is involved in improvement plans and the corporate vision.
- **Compliance and Transparency:** guarantee full compliance with mandatory requirements and act responsibly towards people, the local community and the environment.
- **Culture of Sustainability:** promote the ecological transition and social responsibility through the allocation of dedicated resources and ongoing dialogue with stakeholders.

OPERATIONAL COMMITMENTS

1. QUALITY: Excellence and Prevention (ISO 9001)

- **Customer Satisfaction:** provide cutting-edge products and specialist technical support to optimize their use and life cycle.
- **Strategic Partnerships:** monitor and engage suppliers in a process of shared growth, with a focus on building loyalty and specialising skills.
- **Risk-Based Thinking:** apply *Risk Management* methodology to define realistic improvement plans and prevent non-conformities.
- **Operational Effectiveness:** ensuring clear procedures and instructions that enable every operator to act in accordance with the company's quality standards.

2. ENVIRONMENT AND SUSTAINABILITY: Decarbonisation and Circularity (ISO 14001)

- **Efficiency and Circularity:** optimize waste sorting and material recovery to minimize the environmental impact of waste.
- **Climate Transition:** consolidate the 2024 target (carbon footprint reduction of over 50%) and pursue new decarbonisation targets.
- **Sustainable Design:** design low environmental impact products right from the concept stage.
- **Green Procurement:** Integrate environmental and social sustainability criteria into procurement and partner selection processes.

- **Biodiversity:** operate with respect for ecosystems and biodiversity, and avoid or minimize negative environmental impacts on the territory.
- **Deforestation:** plan and manage activities to prevent environmental degradation and deforestation.
- **Nature:** protect natural habitats, with particular attention to protected areas and those of high ecological value

3. HEALTH AND SAFETY: Prevention and Participation (ISO 45001)

- **Zero Accidents:** proactively identify hazards to eliminate risks at source, thereby preventing accidents and occupational diseases.
- **Near-Miss Methodology:** encourage staff to report 'near misses' to drive continuous improvement in safety standards.
- **Supplier Qualification:** select partners and contractors who guarantee strict compliance with health, safety and environmental standards.
- **Emergency Resilience:** plan for emergency management by ensuring human and material resources suitable for containing any possible consequence.

4. SOCIAL RESPONSIBILITY: Ethics and Human Values (UNI/PDR 125)

- **Inclusion and Equity:** promote a fair working environment, embracing diversity in terms of gender, age and culture as a source of enrichment.
- **Human Capital Development:** consider every employee as a strategic asset, safeguarding their rights and promoting their professional development.
- **Well-being:** establish programs to support employees' physical and mental health, ensuring a welcoming and safe corporate climate.
- **Social Impact:** assess in advance the impact of business decisions on the local and global community, adopting ethical and responsible business practices.

Motor Power Company is committed to disseminating this Policy to all employees and making it available to stakeholders via its website and corporate communication channels, whilst ensuring that it is reviewed periodically to guarantee that it remains up to date.

Reggio Emilia, April 24, 2026

Motor Power Company

Chief Executive Officer

Christian Grandi