

ENVIRONMENT, HEALTH, AND SAFETY POLICY

Pininfarina S.p.A.

Pininfarina considers the protection of the Environment and the Health and Safety of workplaces as priority factors for achieving its corporate objectives. Consequently, it is committed to ensuring that plants, production processes, and services do not cause significant environmental impacts and guarantee the protection of workers' health and safety. In this view, Pininfarina adopts a cross-functional approach to sustainability issues based on the three ESG pillars (Environment, Social, and Governance), with the aim of constantly improving its performance in both Social and Environmental areas. With reference to the "Agenda 2030" action program approved by the UN General Assembly, Pininfarina sets itself the goal of contributing to the achievement of the sustainable development goals highlighted and described below.

Goal 8: promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all, including by promoting a healthy and safe working environment for all workers;

Goal 9: promote inclusive and sustainable industrialization and foster innovation;

Goal 11: make cities and human settlements inclusive, safe, resilient, and sustainable, by promoting and stimulating architectural design based on environmental sustainability;

Goal 12: ensure sustainable consumption and production patterns.

In pursuing the aforementioned goals, Pininfarina:

- guarantees that employee health and safety are always the top priority;
- considers compliance with applicable laws and regulations on Health, Environment, and Safety as an absolute minimum requirement;
- commits to effectively implementing every action aimed at protecting the health and safety of workers and the environment;
- commits to continuously improving products, processes, services, and activities in order to:
 - reduce, as far as possible, the impact on the environment, also with reference to climate change mitigation and adaptation, and the protection of biodiversity and ecosystems;
 - eliminate hazards and reduce occupational Health and Safety risks;
 - adopts medium- and long-term programs aimed at safeguarding the safety of workers and the environment, continuously updating them in relation to technological developments, new

discoveries, and experience gained, while pursuing continuous improvement of its performance;

- commits to maintaining the Environmental Management System certification in compliance with the ISO 14001:2015 standard and to obtaining the Health and Safety Management System certification in compliance with the ISO 45001:2018 standard by 2026.

In particular, Pininfarina:

- commits to minimizing, as far as possible, the consumption of energy and natural resources;
- commits to pursuing a responsible management of chemicals, with the aim of minimizing impacts on Health, Environment, and Safety;
- commits, for all production sites, to adopting the best available techniques to reduce harmful emissions into the environment and the workplace;
- supports and encourages, at a strategic level, the development of vehicles oriented towards sustainable mobility;
- proposes, within architectural design, highly technological and innovative solutions and processes (such as Design for Manufacturing, life cycle thinking, etc.), analyzing and guaranteeing the environmental, economic, and social sustainability of the project throughout all phases of its life cycle;

Lastly, Pininfarina:

- ensures that every part of the EHS policy is continuously monitored and reviewed in order to pursue the set objectives and targets;
- develops, maintains, and controls a document system, including emergency procedures;
- promotes the growth of professionalism and awareness regarding the environment, health, and safety among its personnel and the third parties it operates with, through information and training;
- discloses and makes this Policy available to interested parties;
- promotes the involvement and listening of Stakeholders, committing itself to pursuing the consultation and participation of workers and their representatives so to achieve the best results in terms of environmental performance and protection of workers' health and safety;
- maintains and promotes constructive communication relationships with Local Communities and Authorities across various sectors.

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