



CAVAGNA group

Wherever gas is used, we are there

SUSTAINABILITY POLICY

THIS DOCUMENT SUMMARIZES PARTECA S.P.A.'S ENVIRONMENTAL AND SOCIAL SUSTAINABILITY OBJECTIVES AND IS AN INTEGRAL PART OF THE CAVAGNA GROUP'S ENTIRE VALUE CHAIN

Cavagna Group – Corporate Governance

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CAVAGNA GROUP SUSTAINABILITY POLICY

Cavagna Group, a global leader in providing integrated solutions for the control, regulation, and measurement of all types of gases throughout the entire energy supply chain and in various industrial, medical, and special gas applications, reaffirms its commitment to pursuing growth strategies that recognise sustainability as a fundamental driver of development.

From this perspective, the Group is committed to creating long-term value for the organisation and its stakeholders by adopting principles and codes of conduct oriented towards environmental protection and the generation of positive impacts for society and future generations.

To this end, the Group is committed to implementing a Policy that integrates ESG criteria and topics into strategic and operational processes, and to disseminating awareness of the commitments undertaken to promote responsible development in the medium to long term, in line with the values set out in the Code of Ethics, which must inspire the behavioural principles of all those working within Cavagna Group.

1. Purpose and Objectives

The objective of this Policy is to ensure that Group employees and all actors in the value chain — understood as the set of activities, resources and relationships connected to the business model, from product conception to end of life — are informed and operate in line with Cavagna Group's approach to sustainability. Through transparency and the sharing of information, the Group aims to promote positive change within the organisation, along the supply chain and in the communities in which it operates. This commitment is aimed at generating lasting value for all stakeholders, contributing to a more sustainable future for generations to come.

2. Regulatory References

Table 1 – List of Main Standards

Regulatory references

Directive (EU) 2022/2464 (CSRD)	Corporate Sustainability Reporting Directive
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This Sustainability Policy is drafted in accordance with the European regulatory framework on non-financial reporting, with particular reference to Directive (EU) 2022/2464 (Corporate Sustainability Reporting Directive – CSRD) and the related European Sustainability Reporting Standards (ESRS).

Although the company is not currently among the entities required to comply, it has voluntarily chosen to adopt the Voluntary Sustainability Reporting Standard for SMEs (VSME) as a methodological reference for reporting its ESG performance.

3. Scope of Application

This Sustainability Policy is integrated with the Code of Ethics, the Organisational Model pursuant to Legislative Decree 231/01 (where defined and adopted), and other corporate policies.

The Sustainability Policy:

- applies to all business functions, processes, and operational, administrative and support activities;
- constitutes the reference framework for the adoption of strategic choices (including the management of risks, opportunities and impacts), the definition and updating of Management System Policies, understood as the set of rules, procedures and organisational tools that allow responsibilities to be defined, activities to be controlled and results to be measured, pursuing specific objectives — such as quality, environmental protection, and occupational health and safety — in Cavagna Group's business processes;
- is communicated and made available in full, through publication on the company intranet, to all staff;
- is also available to external stakeholders through publication on the company website.

All Cavagna Group personnel are required to read and comply with the contents of the Sustainability Policy.

To govern its processes in a consistent and effective manner, the Group adopts Management Systems with a view to continuous improvement.

For Group companies with certified Management Systems, this Policy represents the single reference point for quality, environment, occupational health and safety, and other sustainability aspects; for those that do not yet have such safeguards in place, it represents the basis for implementing structured management practices and for the progressive development of systems compliant with the relevant ISO standards.

4. Requirements of the Sustainability Policy

4.1 Human Rights and Working Conditions

We recognise human capital as the fundamental driver of the Group's growth and development.

We are committed to promoting an inclusive working environment that values the professional and personal qualities of each employee, regardless of gender, age, sexual orientation, geographical origin, political opinion or religious belief, so that people can find appropriate conditions of respect and well-being.

We are committed to protecting and promoting fundamental human rights within the scope of our activities, as well as to ensuring a safe, healthy, inclusive and constructive working environment. We intend to work to ensure employment stability, support our workers through corporate welfare initiatives and work-life balance measures.

We uphold the principles set out in United Nations initiatives, in particular those relating to the protection of human rights at the international level, the right to collective bargaining, the abolition of modern slavery, forced labour, and the exploitation of child labour. We comply with applicable laws

and standards on remuneration and benefits, working hours and leave, including in accordance with applicable National Collective Bargaining Agreements (CCNL).

Cavagna Group requires that all personnel, at every level, be treated with dignity and respect, and does not tolerate any form of abuse of power, including, by way of example, harassment, mobbing practices, corporal punishment, mental or physical coercion, verbal abuse, or harsh or inhumane treatment.

4.2 Diversity and Equal Opportunities

The Group is committed to ensuring a working environment free from any form of discrimination, whether direct or indirect. This commitment extends to any distinction based on race, ethnicity, gender, religion, age, disability, sexual orientation, or any other characteristic protected by law.

At the same time, the Group actively promotes a culture of diversity and equal opportunities at every stage of the employment relationship, including recruitment, hiring and career advancement processes. The Group ensures that professional development and access to positions of responsibility are determined exclusively on the basis of merit, technical competencies and personal qualities.

4.3 Health and Safety

Cavagna Group's commitment to occupational health and safety represents a guiding principle that translates into a systematic and regulated approach.

It is the Group's responsibility to identify and apply current regulations and best practices, promoting a collaborative culture for the proactive assessment of risks. Through the early identification of critical issues and the adoption of preventive measures at all levels, the Group guarantees a safe and healthy working environment in which staff play an active role in preventing accidents and injuries.

Ongoing training is considered the primary tool for reducing the risk of accidents and enhancing staff competencies. The Group plans targeted training programmes and assesses their effectiveness in order to maintain excellent safety standards.

4.4 Product Efficiency and Safety

Cavagna Group is committed to continuously developing and improving its products, pursuing the following objectives:

- Continuously improve the efficiency, reliability and safety of devices and products for the control, regulation and measurement of gaseous molecules, reducing the risks of non-compliant use.
- Ensure high quality standards and full regulatory and technical compliance in target markets, strengthening controls, traceability and non-conformity management.
- Promote innovation and, where possible, connected and remotely monitorable solutions to improve risk prevention, control effectiveness, and continuous improvement.
- Provide clear information, training and technical assistance to facilitate safe and efficient installation, maintenance and use.

4.5 Business Ethics and Integrity

Cavagna Group identifies transparency and accountability as the pillars of its operational excellence, adopting rigorous principles of ethical conduct and Corporate Governance, understood as the set of rules, processes and control mechanisms that guide the direction and management of the company, defining the roles and responsibilities of corporate bodies and management, and ensuring correct and traceable decision-making.

The corporate sustainability strategy is founded on active stakeholder engagement, regulatory compliance and a robust anti-corruption culture, requiring every member of the corporate bodies, employee and supplier to operate with the utmost integrity.

In line with this vision, the Group is committed to:

- Promoting ethics: Operating according to principles of transparency and honesty in every area of management (EC-GOV-01_Code of Ethics).
- Ensuring compliance: Guaranteeing full adherence to the applicable regulatory framework and the most authoritative best practices in the field.
- Overseeing ESG risks: Integrating environmental, social and governance factors into risk management systems.
- Supporting local communities: Fostering the development of local communities through support for local suppliers, investment in training and employment, sponsorship of amateur sports associations (ASD) and local sporting initiatives, as well as participation in and support for foundations, charitable bodies and third-sector organisations.
- Reporting on performance: Ensuring clear, reliable and timely communication of sustainability results achieved.

4.6 Environmental Protection

Cavagna Group recognises environmental protection and the rigorous monitoring of the impacts arising from its activities as one of the fundamental pillars of its sustainability strategy. The organisation operates with the constant objective of minimising its ecological footprint, pursuing a synergistic balance between industrial processes and the surrounding ecosystem.

In line with these principles, the Group is committed to ensuring full compliance with applicable environmental regulations and to pursuing continuous improvement of its performance through the following objectives:

➤ **Monitoring and Transparency**

The Group is committed to adopting international standards for the measurement and reporting of greenhouse gas (GHG) emissions, ensuring transparency and accuracy in assessing its climate impact.

➤ **Energy Efficiency and Innovation**

The Group pursues the optimisation of energy efficiency through ongoing structural upgrades, the integration of digital solutions and specialist consultancy support. These measures are aimed at systematically reducing energy consumption and related emissions.

➤ **Transition to Renewable Energies**

The Group promotes the use of clean energy from renewable sources, encouraging self-generation through, for example, photovoltaic systems and the exploration of new opportunities to increase energy independence and reduce the carbon footprint.

➤ **Decarbonisation and the Value Chain**

The Group is oriented towards the progressive decarbonisation of its operational processes and supply chain. This commitment translates into the adoption of clean technologies and preferential collaboration with suppliers who share the same sustainability and environmental impact reduction standards.

➤ **Resource Management**

The Group promotes responsible water use through systematic monitoring of quality and the implementation of technologies to reduce withdrawals and prevent pollution in discharges.

The Group requires compliance with rigorous guidelines for the safe management of chemical substances, prioritising substitution with lower-impact alternatives to protect the environment and human health.

The corporate strategy envisages the development of products and processes in accordance with the principles of ecodesign, encouraging the use of recycled raw materials, the optimisation of consumption, and responsible and sustainable procurement.

➤ **Waste and Territorial Impact**

The Group is committed to optimising production processes to limit the generation of waste (hazardous and non-hazardous) throughout the entire product life cycle. This strategy promotes eco-sustainable management methods, encouraging the reuse of by-products and the recovery of waste materials.

4.7 Commitments Required of Our Business Partners

Cavagna Group promotes supply chain management founded on ethics, transparency and the creation of shared value. We ask our Partners not only to demonstrate a high degree of professionalism and competence, but to fully adhere to our core principles: strict compliance with applicable regulations on labour, health and safety, environmental protection and the safeguarding of personal data, together with consistent conformity with agreed technical and contractual requirements.

From an environmental sustainability perspective, we encourage suppliers to monitor and reduce their own impacts, optimising energy consumption and minimising waste and emissions. On the social front, we require the guarantee of dignified working conditions, the protection of fundamental rights, and active commitment to preventing all forms of exploitation, harassment or discrimination, fostering an inclusive and safe environment.

Collaboration with the Group presupposes the adoption of our Code of Ethics, which is based on integrity and the categorical rejection of corruption and conflicts of interest.

April 2, 2026, Miriam Cavagna
(on behalf of the ESG Committee)