

COMPANY POLICY

For Quality, Environment, Energy Efficiency, Health and Safety at Work

Lovato Electric SpA documents through the Company Policy the commitments undertaken for a sustained success and in order to achieve the full satisfaction of all its stakeholders and in particular to provide products complying with customer expectations.

The CEO has therefore defined the following guiding principles.

Governance

- Maintain **ethical principles** in all its activities (eg. fairness, honesty, legality, non-discrimination).
- Conform to **compliance obligations**, legal requirements and all other requirements voluntarily signed by the company.
- Keep a constant focus on the opportunities offered by **new technologies and software** (Industry 4.0).
- Know and use at best the opportunities offered by the **supply world** to pursue the company's strategic goals (business continuity, safety and energy efficiency).
- Improve **customer satisfaction** by respecting the commitments undertaken (with particular attention to the service level) and exceeding their expectations.
- **Monitor** activities, processes, systems, performances, products and services in order to make strategic decisions which allow the company to become increasingly resistant to eventual upcoming market crisis and become "reactive" to pursue market changes.
- **Improve continuously** the performance of business processes and management systems with the aim to ensure the efficient and effective achievement of purposes, the **detection of the risks** which may influence the results and the establishment of actions proportional to the consequences.

Human capital

- Determine, plan, implement and communicate the **organization's objectives** setting up a work environment that involves, supports, values and motivates each **employee**.
- Develop the ability to attract the **best skills** (knowledge of the company in the area, collaboration with schools and research institutes).
- Enhance the company's **human capital** through training courses consistent with organizational and business objectives.
- During design of working activities and processes, ensure **safe and healthy working conditions**, eliminating or reducing the health and safety risks for employees, promoting every initiative to prevent the occurrence of accidents that could compromise the safety of each employee.

Sustainability

- Pursue ever **higher quality standards** of the offered products and services, minimizing the environmental impact and optimizing **energy performance**.
- Analyze the organization, the context in which she found himself working and the expectation of the relevant stakeholders, in a result achievement and life cycle and perspective.
- Develop a culture for **environmental protection and safety** through a strong awareness of employees, customers and suppliers on energy saving, waste collection and prevention of risk situations for health and safety.
- **Protect the environment** throughout the life cycle of products (waste reduction, use of renewable energy sources and eco-efficient technologies).
- Consider **improving energy performances** when designing technological systems.

To pursue the business purposes the top management ensure the necessary resources.

Date: March 8th 2023

Massimiliano Cacciavillani
Chief Executive Officer