

## ENVIRONMENTAL MANAGEMENT SYSTEM MANIFESTO OF SENIOR ENVIRONMENTAL POLICY AND COMMITMENT

Secondo Mona S.p.A. has long implemented, maintained and certified an Environmental Management System in accordance with UNI EN ISO 14001:2015, with the aim of achieving and sustaining over time the improvement of its environmental performance and the satisfaction of interested parties.

Top Management is committed to managing the environmental aspects of its activities in accordance with the principles of risk-based thinking, by assessing risks and opportunities and by making environmental decisions an integral part of the overall business planning process.

In order to achieve this objective, having defined the organizational context and the interested parties, Secondo Mona S.p.A. commits to:

- exercising and promoting leadership at all levels of the organization;
- drawing the attention of all persons working on behalf of the organization to the importance of meeting the needs and expectations of interested parties;
- improving awareness of the entire life cycle of its products;
- sharing the policy with internal and external interested parties;
- promoting communication within the company and with external stakeholders;
- ensuring compliance with applicable compliance obligations and all agreed requirements;
- pursuing the continuous improvement of its environmental performance and the satisfaction of interested parties through long-term plans that are realistically achievable, with objectives and costs consistent with corporate budgets;
- operating with a view to environmental protection and sustainability, by measuring its ecological efficiency and seeking to improve it through initiatives aimed at energy conservation, pollution prevention, minimization of waste and reduction of waste generation;
- ensuring effective internal audits in order to eliminate and, where possible, prevent any nonconformities;
- sharing its environmental experience with other companies, trade associations, and local, regional and national authorities, so that any voluntary adoption of low environmental impact strategies may be reflected in the evolution of current legislation;
- developing a strategic sustainability plan aimed at reducing the environmental impacts of products, production processes and logistics.

### ***Policy towards internal stakeholders***

To honor their commitments, the Management shall:

- assigns clear duties and responsibilities;
- promotes the involvement and motivation of all personnel;
- within the framework of the process-based approach, emphasizes the importance of teamwork in achieving the established objectives;
- encourages risk assessment within individual processes by all process owners;
- ensures targeted actions aimed at improving the professionalism and awareness of personnel;
- guarantees a safe working environment;

- encourages the reporting of areas for potential improvement relating to the environment and workplace relationships;
- requires all personnel to strictly comply with applicable laws, procedures, relevant operating instructions and established company regulations;
- assesses and adequately manages environmental impacts;
- limits, wherever possible, the waste of resources;
- monitors and optimizes its processes in order to limit and prevent nonconformities;
- adopts and disseminates the Code of Ethics, which expresses the commitment to and ethical responsibility in the conduct of business and corporate activities by all interested parties;
- continuously ensures the implementation of training and information activities for its employees, in order to guarantee full awareness of the objectives to be pursued.

### ***Policy towards external stakeholders***

To honor their commitments, the Management shall:

- monitors upstream and downstream environmental impacts throughout its production cycle;
- prevents complaints from interested parties and, should any arise, manages them effectively by identifying and implementing shared solutions;
- makes use of qualified external consultants whenever necessary;
- appropriately involves the most significant interested parties for the organization in the continuous improvement process by providing relevant information and, where necessary, environmental clauses to be complied with;
- manages effective external environmental communication;
- ensures effective audits of its suppliers;
- ensures transparency and communication with inspection and regulatory bodies.

### ***To ensure the implementation of the Policy expressed, the Management:***

- has established and adopted a Code of Ethics applicable to all individuals who are part of the Company or who collaborate with it, defining guidelines, requirements and ethical, social and behavioral obligations, including those related to environmental matters;
- has established and implemented an Organization, Management and Control Model in accordance with Italian Legislative Decree No. 231/2001, aimed at defining roles and responsibilities and setting out prevention and control protocols related to environmental protection management, in order to prevent offenses and unlawful conduct;
- has appointed a Supervisory Body responsible for continuously overseeing the effective functioning of and compliance with the principles set forth in the Organization, Management and Control Model and in the Code of Ethics;
- has adopted a Supplier Code of Conduct in order to ensure business practices oriented toward the maintenance and continuous development of sound environmental practices;
- although not subject to any regulatory obligation, has been preparing and publishing a Sustainability Report since 2023, as evidence of its commitment to ESG issues and their ongoing development.

### ***With specific reference to Governance, the Company:***

- obtained the Corporate Governance Certification from ELITE – Euronext Group (Borsa Italiana) in January 2024, recognizing Management's commitment to developing a management and control system aimed at ensuring increasingly effective, efficient and sound corporate governance, for the protection of all stakeholders;

- received the “Imprese Vincenti – Intesa Sanpaolo Award” in 2025, an initiative designed to promote Italian companies that distinguish themselves for excellence, innovation and sustainability;
- received the “Sustainability Award” in 2025 from KON Group and ELITE, reserved for Italian companies that have demonstrated excellence in addressing the challenges of climate change by transforming them into opportunities.

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