

CORPORATE POLICY

1. Role and Scope of the Holding Company

Esseco Industrial is the industrial holding of Esseco Group, an international family-owned industrial company operating in the chemical sector and in inorganic and organic derivatives, with production sites in Europe and the Americas and a presence in regulated and high-sensitivity markets.

The Holding includes complex production sites characterized by highly specialized processes serving sectors such as the chemical industry, water treatment, food and feed, pharmaceuticals, and other strategic industrial fields.

This Policy:

- defines the **strategic guiding principles** of the Esseco Industrial holding;
- **does not form part of a certified Management System** at divisional level;
- is implemented operationally through **individual companies and sites**, each operating within its own regulatory, authorization and certification framework.

2. Integrated Approach and Top Management Responsibility

Esseco Industrial recognizes that industrial robustness and long-term value creation require an integrated and responsible approach to:

- quality and safety of products and services;
- health and safety of people;
- environmental protection and efficient use of resources and energy;
- management of climate, operational and digital risks;
- ethics, governance and regulatory compliance;
- attention to social impacts and the value chain.

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Top Management promotes clear and consistent guidelines, ensuring governance that is proportionate to the complexity of operational contexts and oriented towards risk prevention, industrial resilience and **continual improvement**.

3. Industrial Safety, Risk Prevention and Resilience

The safety of plants, people and the surrounding environment is a fundamental principle for Esseco Industrial.

The Holding promotes structured systems for the prevention and control of industrial risks, based on:

- hazard identification;
 - risk assessment and management;
 - planned maintenance of infrastructure;
 - emergency preparedness and response;
- in line with applicable regulatory frameworks in the various countries.

Operational continuity and the ability to respond to adverse events are considered an integral part of industrial reliability, including risks related to:

- climate change and extreme events;
- availability and reliability of technological and digital systems;
- supply chain disruptions.

Safety is understood in a broad sense: process safety, product safety, occupational health and safety, information security, and overall operational reliability.

4. Quality, Reliability and Customer Orientation

Esseco Industrial considers the quality of products and services a fundamental element of its industrial reputation and of the trust-based relationship with customers and the market.

The Holding promotes high standards of quality, production reliability, and compliance with applicable requirements, supporting the adoption of recognized management systems appropriate to the relevant markets.

Quality is interpreted from an evolving perspective, including:

- understanding customer needs throughout the product lifecycle;
- reliability of supply;
- transparency, qualified technical support, and stakeholder experience;
- risk prevention and continual improvement of processes.

5. Digital, Cybersecurity and Responsible Use of Innovation

Esseco Industrial recognizes digital transformation as a strategic factor for efficiency and competitiveness of industrial processes, requiring rigorous management of risks related to cybersecurity, system availability and information protection.

The Holding promotes a digital trust framework, based on principles of protection, resilience, responsibility, traceability and proportionality, consistent with applicable regulatory requirements.

Esseco Industrial promotes the ethical, safe and responsible use of innovative technologies, including Artificial Intelligence tools, ensuring:

- prior risk assessment;
- protection of data and information;
- human oversight and competence development;
- consistency with the quality, safety and reliability of industrial processes.

6. Food & Feed Production and Supply Chain Protection

The Holding includes production activities for the food and feed sectors.

In these areas, Esseco Industrial promotes management systems and controls based on:

- a preventive approach to risk management;
- process and infrastructure hygiene;
- traceability of raw materials and finished products;
- compliance with applicable regulatory and market requirements.

Food & Feed safety also includes safeguarding the integrity of the supply chain, including prevention of intentional contamination, fraud, adulteration or compromise of product authenticity and supply chain information.

7. Market Certifications and Specific Requirements

Esseco Industrial recognizes the importance of cultural, religious, and market-specific requirements requested by certain customers and geographical contexts.

The Holding promotes a structured approach to product and market certifications, ensuring compliance with applicable requirements.

8. Environment, Climate, Energy and Sustainability

Environmental protection is an integral part of Esseco Industrial's strategy.

The Holding promotes:

- prevention of pollution;
- reduction of environmental impacts;
- efficient use of natural and energy resources;
- controlled and effective management of emissions, waste and wastewater.

Climate change is recognized as a relevant contextual factor requiring mitigation and adaptation actions and as a strategic risk and opportunity, supporting:

- energy transition and decarbonization pathways;
- continual improvement of energy performance, including through Energy Management Systems;
- use of environmental and climate impact assessment tools (e.g. LCA, Carbon Footprint) in a proportionate and consistent manner.

Sustainability is integrated into a broader ESG approach, considering industrial performance, environmental protection, people, ethics, human rights, supply chain integrity and stakeholder relationships.

9. People, Health, Safety and Inclusion

The safety, health and well-being of people are central elements of Esseco Industrial's culture.

The Holding promotes safe and healthy working environments, inclusive and respectful of diversity, through targeted investments, supporting:

- continuous training;
- competence development;
- active participation of personnel;
- a culture of responsibility and awareness.

10. Ethics, Legality and Supply Chain

Esseco Industrial operates according to principles of integrity, transparency, and legality, in line with the Group Organizational, Management and Control Model and Code of Ethics.

The Holding promotes a responsible and transparent supply chain, requiring partners to comply with ethical, environmental, and social principles and fostering dialogue with customers, suppliers, institutions and local communities.

11. Implementation, Communication and Updates

This Policy is communicated and made available to internal and external stakeholders, published on the company website, and periodically updated by Top Management to ensure alignment with:

- regulatory and market developments;
- emerging risks;
- strategic objectives of Esseco Industrial and the Group.
- Website: <https://essecointustrial.com/en/corporate-governance/#corporate-policy>

Management Commitment

With this Policy, Esseco Industrial confirms its commitment to operating in accordance with principles of quality, safety, environmental responsibility, protection of people, integrity, supply chain reliability and sustainability, recognizing that an integrated, evolving and continually improving approach is essential to achieve solid, credible, and long-term results.

For Esseco Industrial
Top Management