

Quality, Environmental and Health and Safety Policy 2026 - Rev. dated 15/01/2026

The '**Quality, Environmental and Health and Safety Policy**', established by CSM TUBE's Management, documented and made available to all employees, the public and other interested parties, is firmly focused on ensuring the reliability, quality and safety of its products; preserving and protecting the environment at every stage of the product life cycle; reducing health and safety risks for workers and all personnel present at CSM TUBE; and optimising energy consumption by minimising waste. The company is also consolidating its ESG journey, aimed at updating its Sustainability Report. In 2025, the company also obtained certification under UNI/PdR 125:2022 for gender equality.

Responsibility for managing and implementing the Integrated Policy extends throughout the organisation, from the Employer to every worker, in accordance with their respective roles and responsibilities.

CSM TUBE has also voluntarily adopted an Organisation, Management and Control Model pursuant to Italian Legislative Decree No. 231/01, designed to prevent the commission of the offences covered by the Model, together with a Code of Ethics setting out the company's ethical commitments and responsibilities in conducting its business and corporate activities.

At CSM Group level, the organisation has developed a programme to advance ESG matters. This programme involves all business areas in working towards a shared sustainability objective with strategic benefits, enhancing the company's credibility and reputation among all internal and external stakeholders, thereby safeguarding business growth and business continuity. This approach will continue to guide the company in the years ahead.

The **Integrated Policy** is communicated by being displayed on the company notice board and through other external communication channels (website, customer communications, etc.). Updates are also provided on its development and on the principal indicators and activities associated with it, with workers and their representatives being consulted and involved on an ongoing basis in relation to:

- keeping employees informed of trends in company indicators and involving them in company objectives;
- awareness and prevention of occupational health and safety risks, and analysis of workplace accidents;
- developing skills through the continuous training of employees;
- continual improvement in matters relating to quality, occupational health and safety, and the environment.

The following are considered strategic priorities under the **Health and Safety Policy**:

- operating in compliance with all applicable laws, regulations and company procedures;
- keeping the assessment of all risks within the company continuously up to date and introducing mitigation measures as necessary to eliminate hazards and reduce risks that may endanger workers' health;
- continually improving the performance and monitoring of the Management System by implementing dedicated programmes, inspections and safety audits at all levels, in order to prevent workplace accidents and occupational diseases and keep processes under control for the protection of workers;
- requiring contractors and suppliers to operate in accordance with appropriate safety standards, failing which the business relationship will be terminated;
- taking account of direct feedback and reports submitted by Supervisors in the course of overseeing workers' activities;
- the increasing adoption of technology to automate manual processes;
- improving logistics flows by automating testing and coil handling activities that are currently performed manually.

The **Environmental** Policy is based on the following commitments:

- operating in compliance with all applicable laws, regulations and company procedures;
- developing continual improvement programmes to achieve increasingly high environmental standards in the following areas:
 - pollution prevention and the reduction of atmospheric emissions;
 - promoting processes and initiatives that support the circular economy;
 - continually seeking new processes to reduce energy consumption, generate energy from renewable sources, improve the energy efficiency of facilities and, consequently, enhance the energy and environmental sustainability of the company's activities;
 - reducing the proportion of waste generated relative to production volumes and sending this waste for recovery.

The **Quality** Policy focuses on the following areas:

- manufacturing high-quality products in compliance with international standards and customer specifications;
- maintaining a customer-centric approach by understanding specific stated and implied needs, in order to provide products and services that consistently meet customer requirements, applicable statutory and regulatory requirements, and the expectations of the relevant market;
- improving business effectiveness and efficiency by reducing production scrap and non-conformities, increasing process monitoring and conducting structured analysis of quality and productivity data, with a view to continual improvement;
- managing lean, standardised and innovative processes, making the most of people's skills and experience and combining these with advanced techniques and cutting-edge technological solutions;
- promoting the development, participation and engagement of personnel, so that every employee works with motivation, awareness and responsibility, in accordance with company directives and in support of the company's international sites.

In 2026, the company is completing the industrialisation and installation of the automated systems developed jointly by CSM TUBE R&D and the University of Padua. These systems have a significant impact on production process stability, automation and the improved repeatability of tests performed on finished products. In early 2026, the company also obtained IATF 16949 certification, strengthening its Quality Management System, fostering greater process integration and promoting a stronger end-customer focus across all business functions. This significantly enhances the company's ability to serve the market and raises awareness among all employees with regard to customer satisfaction.

P. Carpanini
(Chief Executive Officer)