

Health & Safety commitment

The Hera Group implements a business model aimed at creating long-term value for its shareholders, through the creation of value shared with all stakeholders.

The Group pursues a multi-business growth strategy in the Waste Management, Energy and Water Services areas, based on the principles of its Code of Ethics and aimed at producing positive repercussions on the social, environmental and economic context in which it operates.

This Policy, in line with the purpose stated in the Articles of Association and with the Group's Mission, Values and Strategy, defines Hera's commitments for sustainable growth over time, monitored and periodically reviewed by measuring the social, environmental and economic impacts of its activities.

To this end, the Hera Group organizes and carries out its business activities with the aim of promoting social equity, achieving carbon neutrality, regenerating resources and improving the resilience of the system of services managed, to the benefit of stakeholders and the local ecosystem, for a fair transition.

This commitment is applicable to all operations and employees of the Hera Group, including any subsidiaries effectively controlled by it. Additionally, Hera will encourage the adoption of this policy's principles in joint ventures and similar associations or entities as much as possible. When dealing with contractors, suppliers, and other entities collaborating with Hera or acting on its behalf, Hera will advocate principles and commitments that align with this policy, giving special attention to the supply chain.

Commitments

- Ensure careful and continuous monitoring of compliance with current legislation and applicable requirements
- Improve the working conditions of our employees, identifying and adopting effective measures to prevent accidents and occupational illnesses, in order to reduce health and safety risks as much as possible, in compliance with applicable national and supranational regulations and national collective labor agreements
- Promote the involvement and participation of workers and their representatives in implementing, developing and continuously improving the health and safety management system
- Regularly analyze changes in the context in which we act, determining risks and seizing opportunities, in order to enhance desired effects and prevent or reduce undesirable ones
- Encourage at all levels of our organization the development of a culture of health and safety, quality, sustainability, prevention of corruption, circular economy and operational continuity, as well as innovation, also getting suppliers, customers and partners involved, thus promoting the development of skills for staff and motivating them to improve their sense of responsibility and awareness of their role
- Establish emergency protocols and actions to ensure the safety of individuals, assets, and the environment
- Setting goals and targets to enhance health and safety performance, and ensuring their achievement by providing the necessary technical, human, and material resources to effectively implement the policy

The Board of Directors of Hera S.p.A., which represents the Parent Company, recognizes as a strategic choice the adoption of a Group management system which covers the entire value chain of the products and services provided (production, operating structures, plants, distribution and logistics), including sustainable resource management and procurement from suppliers and service providers. The management system also covers joint ventures and is integrated within the due diligence process in

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the case of mergers and acquisitions.

The top management of Hera S.p.A. and of the Group's companies is engaged in respecting and implementing the commitments contained in this Policy, ensuring and periodically verifying that it is documented, made operational, reviewed, distributed to all staff and transparent to all stakeholders.

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