

Integrated Statement of Commitment to Human Rights and the Principles of Justice, Equity, Diversity, and Inclusion (JEDI)

1. Statement of Intent

Terratinta Group Srl SB recognizes that respect for human rights is an essential foundation of its business model and is strictly linked to the promotion of Justice, Equity, Diversity, and Inclusion (JEDI). We acknowledge that proactively fostering diverse and inclusive environments is fundamental to guaranteeing the rights and dignity of all individuals, creating shared value, and ensuring the long-term sustainable success of our organization.

2. Scope of Application

This commitment applies to all corporate policies and practices across all operations, in relationships with our customers, and in interactions with the local community. It extends, as far as possible and relevant, to our entire value chain and supply chain partners.

3. Reference Standards

Our commitment is consistent and aligned with the primary international standards for the protection of human and labor rights, specifically:

1. UN Guiding Principles on Business and Human Rights (UNGP).
We commit to applying the "Protect, Respect, and Remedy" framework, integrating human rights due diligence into our decision-making processes and collaborating to ensure effective grievance mechanisms and remedies when appropriate.
2. Universal Declaration of Human Rights (UDHR).
We commit to respecting universally recognized human rights as defined in the International Bill of Human Rights.
3. International Labour Organization (ILO) Declaration.
We commit to respecting and promoting fundamental principles and rights at work, including freedom of association, the elimination of forced and child labor, the eradication of discrimination and the promotion of a safe and healthy working environment.

4. Our Specific Commitments

To operationalize this commitment, Terratinta Group Srl SB formally pledges to the following areas:

4.1 Promotion of JEDI Principles and Human Rights

We publicly commit to:

- Preventing and mitigating potential adverse impacts on human rights through measures proportionate to our context and risk profile.
- Opposing all forms of oppression and discrimination, including racism, transphobia, classism, sexism and xenophobia.
- Supporting equity and racial justice across all our business practices.
- Equitably distributing leadership and modifying practices that concentrate influential power.

Terratinta Group Srl SB a socio unico
Società soggetta alla direzione e coordinamento di Italcir S.p.A SB

Via Viazza II Tronco 45, 41042 Fiorano Modenese (MO) Italy | T +39 0536911408 | F +39 05361940223

W www.terratintagroup.com | E info@terratintagroup.com | VAT IT03197960366

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- Promoting shared value for all stakeholders, ensuring equal treatment and opportunity, and opposing poverty and economic inequalities within our local communities.

4.2 JEDI and Human Rights development of leadership skills

We invest in the continuous training of our leaders and executive team through:

- Training programs focused on diversity, equity, and unconscious bias.
- Workshops and seminars on inclusion and social justice.
- Participation in recognized external initiatives for skill development to foster an organizational culture that values continuous learning on these topics.

4.3 Policy Review and Updates

We regularly review and update all corporate policies through a JEDI lens, including:

- Performance evaluation, management, and professional development/promotion processes.
- Recruitment and talent acquisition.
- Salary structures and benefits.
- Privacy and data protection policies (GDPR compliance).
- Procurement practices and supplier relationship management.
- Customer service and external communications.

4.4 Diversity in Leadership

We are committed to ensuring that our highest governing body and executive team reflect the diversity of the community in which we operate, through:

- Inclusive selection processes for leadership positions.
- Monitoring the representation of underrepresented groups.
- Implementing concrete measures to increase diversity in decision-making roles and creating development pathways for talent from diverse backgrounds.

5. Governance and Transparency

This statement of commitment has been formally approved and signed by the Board of Directors of Terratinta Group Srl SB. Responsibility for the implementation of this plan is assigned to the Chief Executive Officer and the Group HR Manager. To ensure the effectiveness of this policy, the company commits to:

- Adopting and maintaining accessible and confidential reporting mechanisms (such as Whistleblowing channels) to manage grievances responsibly and ensure appropriate remedies, protecting whistleblowers from retaliation.
- Publicly communicating progress toward these goals through our annual reporting channels (e.g., Impact Report / Relazione di Impatto), remaining accountable to workers, customers, suppliers, and the community.

This statement is made publicly available on our website and is reviewed periodically by the Board of Directors to ensure that it remains aligned with developments in the operational and social environment.