Sustainability, HSE, Quality & Prevention of Corruption Policy

Tamini aims to achieve the highest standards of Quality, Environmental Protection, Health and Safety and Corruption Prevention by integrating the principles of sustainable development and respect for legality in all its activities. Tamini considers as absolute and integrated priorities:

- the satisfaction of its Customers;
- the health and safety of its staff, external collaborators and visitors;
- the protection of the environment and the development of a long-term sustainable business;
- the prevention of corruption and the respect of the Human rights.

The entire organization is geared toward achieving these goals.
The management of Quality, Health, Safety, Environment and Corruption Prevention and the principles of risk assessment are integrated into all business processes.
Management is responsible and accountable for achieving standards of excellence in Quality, Health, Safety, Environment and Corruption Prevention to achieve successful results.
Tamini is committed to training its staff in the use of Quality, Health, Safety, Environment and Corruption Prevention systems, strengthening its management through the refinement of professional and managerial skills, attention to employee evaluation and motivation, and adherence to the principles set forth in the Code of Ethics.

Quality is our main competitive advantage

- We meet our customers' needs, and we aim to exceed their expectations;
- We differentiate ourselves through the development of innovative products and services, excellence in operations, and a superior customer experience;
- We operate transparently, in full compliance with regulations and the Code of Ethics.

The Health and Safety of everyone who works for us and uses our products is the basis of our commitment

- We are committed to eliminate hazards and reduce the Occupational Health and Safety risks ;
- We can and must prevent all occupational injuries and diseases;
- Operating safely is a condition to work at Tamini.

We are committed to long-term sustainable business development

- We make the most efficient use of natural resources and energy;
- We prevent pollution and minimize the environmental impact of our activities and products;
- We promote low environmental impact solutions by offering the possibility to repair or revamp existing transformers;
- We promote a circular economy by offering the possibility to develop a product LCA to obtain the certification according to the reference standards (e.g. ISO 14067 and/or ISO 14025.

We are committed to fighting corruption in all its forms

- We do not tolerate corruption, which is prohibited in any form;
- Acting in accordance with the criteria of correctness, loyalty and moral integrity is a condition for working at Tamini;

- We comply with all laws, standards and regulations on the subject of fighting corruption, in Italy and in all countries in which we operate;
- We are committed to providing within the organization a framework for identifying, reviewing and achieving the Anti-bribery objectives;
- We encourage the reporting, in a confidential manner and without fear of retaliation, of cases or suspicions of corruption as well as violations of the anti-bribery management system, in good faith or based on a reasonable belief, by anyone — internal staff, collaborators, suppliers and business associates, in accordance with the standard; ISO 37001.
- We guarantee the authority, independence and adequate resources of the anti-bribery function, which operates with direct access to senior management and the governing body;
- We prohibit:
    - accepting, authorizing someone to accept or soliciting, directly or indirectly, a payment, economic advantage or any other benefit from public or private parties;
    - offering, promising, giving, paying or authorizing someone to give or pay, directly or indirectly, money, economic advantages, utilities or benefits of any kind to public or private parties;
    - receiving or obtaining a promise of money or other benefits, for oneself or for others, in return for performing or refraining from actions in breach of the obligations inherent to one's position or the obligations of loyalty, also causing damage to the Company;
    - making threats or carrying out retaliation against anyone who has refused to commit an act of corruption or who has reported its occurrence;
- We are aware that the violation of any of the provisions described in this Policy by an employee will result in the initiation of an internal investigation, while if it is found that a third party has violated this Policy, the violation may lead to sanctions such as suspension, in the case of company qualification, or termination of the contract;
- We promote a culture of integrity and anti-bribery. Tamini's Management:
    - promotes anti-bribery awareness through periodic communications, training initiatives and internal campaigns;
    - periodically measures ethical culture through dedicated tools (anonymous surveys, behavioural indicators, analysis of reports);
    - integrates integrity objectives into the performance evaluation systems of personnel in at-risk roles.
- We manage conflicts of interest. Tamini recognizes that conflicts of interest — actual, potential or perceived — represent a risk factor for corruption prevention.

Respect for human rights

- Tamini promotes an inclusive, fair and sustainable approach, prohibiting discrimination and ensuring respect for human rights within the company and in the supply chain. The company values diversity, inclusion and creativity, rewarding merit through personnel development systems in line with Terna's Code of Ethics and policies.

Tamini recognizes the importance of implementing this Policy throughout its Management Systems across the entire business processes, from suppliers to customers and is committed to comply with all applicable legal requirements.

Tamini communicates this Policy throughout its organization, contractors and business associates, making it available to the public.
Tamini is engaged to involve and consult the workers and their representatives, undertakes to keep this Policy updated and continuously improve its performances.

Approved by the Board of Directors on 6 March 2026.