

INTEGRATED POLICY ON RAILWAY AND OCCUPATIONAL SAFETY AND ENVIRONMENTAL PROTECTION

Italo - Nuovo Trasporto Viaggiatori S.p.A. (hereinafter "Italo S.p.A." or "the Company") considers railway safety, workers health, occupational safety and environmental protection as essential components for development of the Company's activities.

This Policy defines the values the Company, its employees, collaborators and all those working for Italo - either on a continuous or occasional basis - (hereinafter referred to as "recipients") have to comply with.

Italo S.p.A. offers its travellers a high-quality service, in line with its main commitments to:

- guarantee the safety of all its employees and of any other person present within its work sites and on its means used to carry out its transport activities;
- tracking down any kind of risks associated with the Company's activities and circumstances and implementing all essential preventive measures required to reduce the prior mentioned risks and evaluate the associated opportunities;
- strive to continuously improve Company performances by defining specific targets and projects related to the management systems currently implemented and by providing the resources required to achieve these targets through a regular verification of all results achieved and through appropriate adjustments, when necessary;
- guarantee compliance with binding regulations and any voluntary provision, as well as with all internal regulations and procedures;
- guarantee that all its workers within their field of competence are informed and duly trained to work with the full knowledge of the potential risks linked to their activity, both in ordinary and emergency conditions, making sure these risks are kept under control via suitable risk plans and through a close collaboration with the relevant authorities;
- ensure that staff having a role that affects safety are aware of the relevance, importance and consequences of their activities;
- guarantee the participation and involvement of its workers, at all levels, and their representatives within their field of duties and tasks by stimulating them to share their experiences and knowledge and by valuing individual professionalism and experience;
- define and check through specific evaluation criteria the performance of the suppliers of equipment, products and services based also on their involvement for the achievement of the Company targets;
- inform all those present in the work sites (employees, suppliers, visitors) about the organisation in charge of managing safety and emergencies as well as about the risks present on the site and the relevant risk prevention and risk protection regulations;
- protect the environment by preventing pollution and using sustainable resources as well as mitigating and adapting to climate changes;
- promote and guarantee a collaborative and transparent relationship with the authorities, institutions and private entities by ensuring the utmost contribution in terms of communication, transparency and sensitivity to achieve and reinforce trust towards the Company's activities and services.

ITALO S.p.A.'s strategy for its commercial management and development strives to ensure a steady improvement in service levels whilst regularly implementing all actions required to protect the environment and guarantee railway and occupational health and safety.

ITALO S.p.A. focuses on improving its safety performances linked to the characteristics of its activities, experience, technical skills and socio-economic field through choices made according to globally renowned principles of sustainability.

To achieve its objective of maintaining and - where possible - improving railway safety, the Company shall:

- progress the integration of Human and Organisational Factors, and Safety Culture, into the Safety Management System;
- enforce effective monitoring of the maintenance activities, following what has been established via the Common Safety Methods, to guarantee compliance with specific standards and goals;
- reduce the number of derailments and collisions that occur during maneuvering;
- promote information and user awareness campaigns in order to reduce the number of accidents onboard trains and in railways areas;
- improve the Safety Management System's effectiveness by clearly identifying, within the procedures, the relationship between the measures adopted to keep the level of risk at an acceptable level and the analyses carried out for this purpose.

To ensure the improvement of occupational health and safety, the Company shall:

- pursue the reduction in the frequency of accidents that cause work absences;
- encourage employee reporting by aiming to achieve a ratio between near misses and accidents as outlined in the safety pyramid;
- guarantee the efficacy and efficiency of the Health and Safety System, by conducting regular worksite audits and making sure that any corrective action identified is implemented in a timely manner;
- support activities that can bring benefit to people or the territory and encourage employees to actively participate in volunteering projects, even during working hours;
- promote the physical, psychological, and social wellbeing of employees, through a corporate wellbeing system that focuses on prevention and promotion programs associated with organisational development.

Pollution prevention and environmental safety are goals which must be achieved and regularly improved. Therefore, the Company shall:

- reduce the environmental impact of any Company activities by quantifying, according to recognised scientific principles, direct and indirect emissions due to business activity and by setting CO2 emission reduction targets, which are consistent with the climate agreement reached at COP 21 in Paris;
- examine the impacts and risks of climate change in order to minimise exposure and any weaknesses of the Italo's activities, enhancing the ability to restore functions quickly and effectively facing the interruption and to adapt to an extreme climate event;
- improve separate waste collection on all Italo trains and worksites;
- evaluate water consumption, and any associated risks, so as to improve the entire water management process.

To implement the commitments detailed above, the Company uses the following Management Systems:

- Safety Management System for Rail Transportation, in compliance with Legislative Decree 50/2019;
- Integrated Occupational Health and Safety, and Environmental Protection Management System, in compliance with regulation UNI ISO 45001 and UNI ISO 14001.

Italo shall guarantee the knowledge, understanding, dissemination and sharing of its Policy at all Company levels to all its suppliers, customers and people working within the Company as it believes this represents a growth factor in terms of corporate culture and a competitive advantage for the satisfaction of its customers and stakeholders.

This Policy is regularly reviewed in the light of possible social, legal and technical changes in order to guarantee it is always compliant with the Company's organisation and with the nature and level of railway safety, occupational health and safety and environmental protection risks.

This Policy is sent to all Italo employees, suppliers, visitors and customers as well as available to the public and to whoever may ask to view it.

Rome, 7 November 2023



Giambattista La Rocca