Gianbattista La Rocca
Amministratore Delegato

SUSTAINABILITY, SAFETY, HEALTH AND ENVIRONMENT POLICY

This Policy outlines the principles and values that guide ITALO in its commitment to continuously improving performance towards sustainable development - which benefits all stakeholders.

Employees and all individuals working for ITALO must adhere to values focused on environmental, social, and governance aspects, by ensuring that:

Compliance with legal and other environmental and health and safety requirements;

Safe and healthy trains and workplaces through risk management from operations and third parties, alongside relevant mitigation measures;

Protection of the environment by using resources sustainably, managing waste responsibly in a circular economy context, and mitigating climate change effects;

Trained workers are aware of risks in an inclusive, non-discriminatory work environment that promotes consultation, participation, and mutual trust;

High-quality services in line with the Code of Ethics to enhance value creation and community well-being through intermodal transport promotion.

To ensure compliance with these commitments, ITALO employs the following Management Systems:

➢ Railway Safety Management System in compliance with Legislative Decree 50/2019.
➢ Integrated Occupational Health and Safety and Environmental Protection Management System in compliance with UNI ISO 45001 and UNI ISO 14001 standards.

ITALO is dedicated to continuously improving its performance by setting annual reviewable objectives and targets, monitoring achievements, and conducting corrective actions.

🚆 *Railway Safety*

- Enhance the integration of Human and Organisational Factors and Safety Culture within the Safety Management System.
- Ensure effective oversight of maintenance activities in line with Common Safety Methods to meet specific requirements and standards.
- Reduce the number of derailments and collisions during manoeuvres.
- Promote information and awareness campaigns for users in order to reduce the number of accidents on board its trains and in railway areas.
- Improve the effectiveness of the Safety Management System by establishing a structured review of all processes and procedures outlined in the system.

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Health and Safety in the Workplace

- Pursue a reduction in frequency of work-related injuries which result in absence.
- Encourage employee reporting with the aim of achieving a ratio between near misses and injuries as outlined in the safety pyramid.
- Ensure the effectiveness and efficiency of the Occupational Health and Safety Management System by conducting regular audits and ensuring timely implementation of corrective actions identified during reviews.
- Promote continuous training and information activities for employees, including organizing workshops aimed at updating staff on new regulations and safety practices, as well as disseminating information that highlights the company's safety policy guidelines.
- Promote the physical, psychological, and social well-being of workers through a corporate wellbeing system which focusses on sickness prevention and health promotion programs linked to organisational elements.
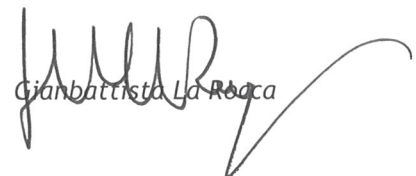
Environment

- Define objectives and projects aligned with the agreements from COP 21 in Paris, adopting measures to reduce CO_2 emissions and minimise environmental impact.
- Reduce exposure to physical risks from climate change, improving recovery capacity in case of disruptions, and enhancing adaptability to extreme weather events.
- Reduce the amount of non-recyclable waste produced at headquarters to foster a corporate culture of environmental safety.
- Promote activities and awareness campaigns about environmental protection and climate change for employees and customers.

ITALO is committed to ensuring knowledge, understanding, dissemination, and sharing of its Policy at all levels of the organization, with suppliers, travellers, and all individuals working for the company.

This Policy is periodically reviewed, considering changes in the social, regulatory, and technical context to ensure it remains relevant and appropriate to the corporate organization as well as to the nature and scale of business risks.

Rome, November 11, 2024

Gianbattista La Rocca