

CORRUPTION PREVENTION POLICY

Fives Intralogistics S.p.A. is an Italian company with over 65 years of experience in the design, production and installation of integrated systems for automatic handling and sorting.

We are part of the Smart Automation Solutions division of **Fives Group** along with several companies strategically located in Europe, USA, Japan and China.

We are a reference company in the sector and provide our customers and partners with turnkey solutions, from feasibility studies to project management and the widest range of post-sales services structured on the needs of each individual customer and ensuring the best product/service combination.

We propose solutions designed to increase the operational efficiency of logistics warehouses and distribution centers, with an approach oriented towards customization, performance and durability.

We want to drive industrial progress by integrating smart technologies with an operating model based on quality as excellence, integrity and transparency, crime prevention. For us, excellence means promoting ethical business and attention to stakeholder needs. Each of our solutions reflects this vision.

To translate our vision into action and generate lasting value for customers, employees and stakeholders, we have adopted an integrated management system for quality, environment, workers' health and safety, information security, sustainability, corruption prevention, in compliance with the international standards ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISO 27001:2022, ISO 37001:2025 and we have identified a set of key strategic objectives for preventing corruption:

- meet the requirements of clients and all relevant stakeholders;
- meet the applicable mandatory requirements;
- continuously improve the effectiveness of the management system;
- integrate climate-change risk management for both corporate locations and the supply chain;
- prohibit corruption, in any form, even when carried out by third parties or business partners;
- comply and require compliance with applicable legislation and other requirements applicable to prevent and fight corruption from all employees, collaborators and entities operating on behalf of and/or in partnership with our organization;
- prevent any conflict of interest, actual or potential, and transparently identify, assess, and manage it to ensure that business decisions are made with independence, impartiality, integrity, and accountability, respecting the interests of the organization and relevant stakeholders;
- encourage the reporting of suspicions, violations, attempts at corruption or situations not consistent with this policy, carried out in good faith or based on reasonable belief, ensuring protection against any form of retaliation;
- promote constant training and awareness of staff, so that they can recognize a corrupting event, an attempt at corruption or a conflict of interest and can report it also anonymously, in the manner provided;

- ensure that the company's personnel, in carrying out their activities, operate according to principles of transparency, clarity, fairness, integrity, equity and accountability, rejecting any conduct that may even appear corruptive or inconsistent with this policy;
- To ensure the promotion of training activities for business partners who operate in the name and on behalf of our organization or in sensitive processes, in order to foster knowledge and application of the principles, the rules of conduct and controls provided for by the anti-corruption management system.

These objectives represent the fundamental guidelines on which our development is based and allow us to guide investments, skills and technologies towards a solid evolution consistent with our values.

To pursue the mission, while respecting our values, we have based our strategy on analysis and sharing of the context and needs of stakeholders, including the implications of climate change, defining its relevant aspects and assessing risks and opportunities through a system based on the process approach and Risk Based Thinking.

We achieve continuous improvement of our performance by establishing and reviewing objectives and targets, implementing management programs and action plans, based on the progress of performance indicators functional to the monitoring of our processes.

The Governing Body has appointed an ISO 37001 Management System Responsible Function to coordinate the efforts needed to achieve these goals.

This Function, independent of corporate activities exposed to the risk of top-down corruption, is endowed with competence, status, authority and direct access to the Senior Management and the Board of Directors.

The Corporate Summit is committed to promoting and supporting a widespread anti-corruption culture, based on integrity, transparency, accountability and leadership example, ensuring that these principles are integrated into decision-making processes. in relations with stakeholders and in the daily behaviors of all people who work on behalf of the organization.

The Integrated Management System also uses the Steering Committees, or Council that promote, formalize and verify achievement of the objectives defined in the present Policy.

Lonate Pozzolo, July 2026

Nicola Di Stefano
Chief Executive Officer

