

COMPANY 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 Solution division of the **Fives Group**, along with various companies strategically located in Europe, the United States, Japan, and China.

We are a benchmark company in the sector and provide our customers and partners with turn-key solutions, starting from feasibility studies to project management, to the widest range of after-sales services structured around 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 focused on customization, performance, and durability.

We want to drive industrial progress by integrating smart technologies with an operating model based on quality as excellence, information security, environmental protection, and people's safety. For us, excellence also means attention to the needs of stakeholders, and every one of our solutions reflects this vision.

To translate our vision into concrete actions and generate lasting value for customers, employees, and stakeholders, we have adopted an integrated management system for quality, environment, health and safety of workers, information security, and sustainability, in accordance with the international standards ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and ISO 27001:2022, and we have identified a series of fundamental strategic objectives:

- Satisfy the requirements of customers and all relevant interested parties;
- Maintain operational excellence, also through supply chain management;
- Increase competence and awareness by continuously training personnel;
- Continuously innovate the products, solutions, and services offered;
- Satisfy applicable mandatory requirements;
- Minimize the impact of our activities on the environment;
- Protect the health of employees and manage their safety in the workplace;
- Eliminate injury frequency and severity rates;
- Promote the development of a safe, ethical, healthy, and stimulating work environment and working conditions;
- Prevent work-related injuries and illnesses and promote work-life balance;
- Maintain a high level of consultation and participation of workers and their representatives;
- Protect information from every possible threat, internal or external, intentional or accidental;
- Involve customers, suppliers, partners, employees, and collaborators in the management of asset security, considering it in projects, regardless of the type of project considered.

- Adopt the physical and logical measures defined by the Management to ensure: Confidentiality, Integrity, and Availability of information;
- Timely report, investigate, and document every actual or suspected violation of the information security system;
- Reduce the consumption of energy and natural resources;
- Adopt the best possible practices to reduce the carbon footprint;
- Reduce the amount of waste produced and increase the quantities of materials sent for recovery and recycling and promote the use of packaging made from recycled and recyclable materials;
- Continuously improve the effectiveness of the integrated management system;
- Integrate the management of risks related to climate change for both company locations and along the supply chain;
- Align with the Sustainable Development Goals (SDGs) of the 2030 Agenda;
- Concretely contribute to the European commitments for a climate-neutral economy by 2050.

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

To pursue the mission, while respecting our values, we have based our strategy on the analysis and sharing of the context and the needs of interested parties, including the implications deriving from climate change, defining the relevant aspects and evaluating 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 trend of performance indicators functional to the monitoring of our processes.

The coordination of the efforts necessary to achieve these objectives is assigned to the Quality, Environment, Health and Safety, Information Security body in staff to the Chief Executive Officer. The System also makes use of the Steering Committees (or Councils) which promote, formalize, and verify the achievement of the objectives defined in the Policy.

Lonate Pozzolo, October 2025


Nicola Di Stefano
Chief Executive Officer