

SECURITY POLICY

1. APPLICABILITY AND DISSEMINATION

This policy applies to MAIRE and all the Group companies (the "Group") which are required to comply with its principles.

The policy is available on the company website to all interested parties.

2. REFERENCE PRINCIPLES

The MAIRE Group ("the Group") is committed to providing secure workplaces that comply with the applicable legal requirements and the highest international standards in terms of security risk management, paying particular attention during the performance of all activities in each operational area of the Group, to the protection of all those who act in the name and on behalf of MAIRE and of the Group companies – such as employees, interns, apprentices, collaborators, suppliers, contractors, consultants, customers, business partners – and of tangible assets as required by the legislation in force in the countries in which the MAIRE group operates, considering security as a strategic requirement and a guarantee of compliance with the principles of sustainability.

The security risk management culture is an integral part of the "internal control and risk management system" and aims to strengthen the overall vision of "shared security" so that it is applied in every single activity. This commitment is renewed periodically by the Group through specific training and awareness courses, implementing specific communication campaigns and initiatives.

The MAIRE Group has appointed the Group Security Function to be responsible for the implementation and updating of the Group's physical security plan and to act as a focal point for Group security activities.

The objective of the Group Security Function is to direct, control and coordinate the management of the Group's security risk and that of the Group companies, in accordance with international standards and the principles defined by Code of Ethics, Organisation, Management and Control Model Legislative Decree 231/2001, Business Integrity Policy. In particular, the corporate security risk management has been defined in order to:

- pursue the objectives of the Group's security plan, taking into account the strategic commitment to reduce security risks and manage residual risks by ensuring maximum protection of all those who act in the name and on behalf of MAIRE and the Group companies and of tangible assets;
- ensure the Group's full compliance in managing security risks with respect to all applicable legal requirements, including the national and international laws, regulations and Standard in which the Group operates, local requirements, agreements with authorities, customer contractual requirements, as well as the Group's voluntary principles and codes of conduct;
- ensure the involvement of Group companies in relation to physical security policies, plans and objectives;
- monitor and analyse security risk events that may affect the achievement of the objectives of the Group's security plan;
- support the selection and evaluation of suppliers and subcontractors in accordance with the Group's supply chain policy, compliance requirements and requirements identified in the security plan, encouraging them to apply the latter in their business process;

The Management ensures a permanent commitment and support to all personnel for the correct and responsible implementation of the established Security Policy.

Alessandro Bernini

Chief Executive Officer

