

HEALTH AND SAFETY POLICY

N

POL.00002

R 2

MISSION

Our **Mission** is to provide components that guarantee our Customers—leaders of the global Automotive industry—**safety, reliability, and competitiveness**, contributing to the value of their final product.

We are committed to maintaining a Health and Safety Management System that is always effective and compliant with current regulations, ensuring the preservation of our ISO 45001:2018 certification.



OUR CONSTANT COMMITMENTS



ORGANIZATION

The growth and development of our employees guide the daily decisions of management, which must ensure a safe, healthy, and stimulating workplace. Motivation, sense of belonging, and transparency in relationships are the pillars of FOMA's organization.

We are committed to viewing change as an opportunity for improvement.

PASSION

FOMA's success is rooted in the daily satisfaction that our employees derive from their work, driven by passion and the desire to continuously push boundaries.

Every result achieved is the starting point for new goals.

INNOVATION

We improve our production processes and act as pioneers of technological innovations that are essential for corporate development and sustainability. The success of our Customers is our driving force.

SUSTAINABILITY

We take responsibility toward all our stakeholders consistently and with a long-term vision. Our commitment is to give future generations a better world.

VISION

FOMA recognizes that the protection of health and safety in the workplace represents a primary value for company development, as it is an integral part of production activities and can only be fully achieved in a safe and healthy work environment.

To achieve and maintain overtime the set objectives, the Company adopts a Health and Safety Management System based on ISO 45001.

“ZERO DEFECTS” CULTURE

FOMA aims to involve all personnel in the “Zero Defects” project so that everyone feels like an active part of a system that values collective intelligence.

| | |
|-------------------|------------|
| Issue date | 01/02/2026 |
| Information class | Pubblico |
| Expiry date | 01/02/2028 |
| Document category | D101_030 |

| | | |
|-------------|----------------------|------------|
| Prepared by | Francesco DIPASQUALE | 28/01/2026 |
|-------------|----------------------|------------|

| | | |
|-------------|--------------------|------------|
| Approved by | Alessandro MONTINI | 28/01/2026 |
|-------------|--------------------|------------|

HEALTH AND SAFETY POLICY

N

POL.00002

R 2

We promote a culture focused on preventing errors through:

- Involvement of personnel at all levels.
- Development of robust production and organizational processes capable of preventing accidents and injuries.
- Proactive control based on prevention, not ex-post correction.
- Increasing employees’ awareness of their Roles and Responsibilities.
- Strict compliance with company rules and procedures to eliminate behaviors and practices likely to generate errors

Achieving the “Zero Defects” objective is the condition that enables measurable results.

GUIDELINES AND OBJECTIVES

- Prevent injuries and occupational diseases.
- Ensure compliance with applicable laws, national agreements, and any other relevant legal requirements.
- Promote a safety culture at all corporate levels.
- Systematically assess and manage all health and safety risks to identify the most effective prevention and protection measures.
- Prioritize preventive measures over protective measures, and collective protection over individual protection.
- Ensure workers’ consultation and participation, fostering active involvement in safety management.
- Pursue continuous improvement of health and safety performance in all company activities by periodically reviewing policy and objectives based on performance indicators.
- Ensure mandatory and ongoing training for all workers.
- Continuously improve working conditions, enabling all employees to perform assigned tasks safely through appropriate training, information, and instruction.
- Promote safe behaviors through awareness campaigns.
- Establish and maintain constructive dialogue with all Interested Parties to ensure transparency in the Company’s position regarding Health and Safety in the workplace.

Managers must implement and disseminate the commitments and guidelines listed above and develop activities aimed at achieving company objectives and continuous improvement of the effectiveness of the Health and Safety Management System.

1 REVISION HISTORY

| INDEX | DATE | DESCRIPTION |
|-------|------------|-------------|
| 0 | 05/04/2023 | New issue |
| 1 | 22/05/2025 | New issue |
| 2 | 01/02/2026 | New issue |