

The main contents of SG Company Società Benefit S.p.A. Code of Ethics are outlined below.

The basic responsibilities are based on the premise that we must maintain respect and preserve individual dignity, treating everyone equally.

One of the main purposes of SG Company S.p.A. is to continually enhance its commitment to its Customers, Employees, and Shareholders by providing profitable products and services.

All Associates shall be familiar with the applicable laws relating to the performance of their duties and shall ensure that the business operations in which they are involved are conducted in compliance with such laws.

SG Company S.p.A. has adopted a policy for Quality, Health, Safety and the Environment that constitutes a code of ethics and conduct whose basic contents are listed below:

- Continuously improve its efficiency by setting objectives with particular reference to the most significant environmental, health and safety aspects.
- Promote the culture and responsibility of employees at all levels towards health, safety at work, and the environment also through training, information, and the involvement of all staff in the identification of improvement actions.
- Exercise continuous monitoring of environmental, health, and safety performance, ensure maximum compatibility of company activities with the surrounding area and population.

Employees must avoid any situation that may put their personal interests in conflict with the interests of SG Company S.p.A.

SG Company S.p.A.'s confidential information (including strategies, contracts in progress, products not yet placed on the market, research or exploration results, financial projections, and customer lists) shall not be communicated or disclosed, without proper authorization, to persons not employed by SG Company S.p.A. or to Collaborators who have no reason to obtain the information. Confidential information obtained as a collaborator of SG Company S.p.A. (including information on customers, suppliers and competitors, real estate acquisitions, research or exploration activities, and proposals for acquisition or disposal) shall not be used for the personal benefit of collaborators or others associated with them.

SG Company S.p.A. is committed to free and fair competition in markets throughout the world. All SG Company S.p.A. employees are required to comply with the antitrust or competition laws of the countries in which we do business.

In conducting SG Company S.p.A.'s business, employees shall respect the rights and differences, be they cultural, sexual orientation, religious and/or political, of the individuals

with whom they come into contact. It is the policy of SG Company S.p.A. not to discriminate against any employee and to observe the principle of equal employment opportunity without regard to age, race, religion, color, sex, physical disability, national origin, ancestry, political opinion, marital status, sexual orientation, or disability. Bullying of any kind will not be tolerated. SG Company S.p.A. has adopted a zero-tolerance practice against violations of company values and policies such as sexual, racial, and other forms of harassment and discrimination, and access to pornographic or otherwise unacceptable material.