SUPPLIER CODE OF CONDUCT

"According to Autovictor, safety, integrity, quality, and sustainability are not merely regulatory obligations, but also foundational values of corporate culture and essential criteria in selection and management of relationships with their suppliers."

This Supplier Code of Conduct was approved by the Board of Directors on 30 September 2026.

1 *Supplier Code of Conduct Rev.00 dated 30.09.2026*

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1. Premise and Purpose

Autovictor S.r.l. has been operating for over fifty years in the lifting, industrial handling, heavy transport, and equipment rental sectors, providing its clients with highly specialized services characterized by high standards of quality, safety, reliability, and technical expertise.

The Company regards sustainability, corporate ethics, the protection of people's health and safety, environmental conservation, and respect for human rights as fundamental components of its corporate strategy and essential factors for responsible and sustainable growth.

Autovictor believes that such values should be shared by all parties contributing to its supply chain. For this reason, it fosters business relationships based on transparency, integrity, collaboration, and mutual responsibility, selecting suppliers that comply with applicable regulations and uphold the highest ethical, social, and environmental standards.

This Supplier Code of Conduct thus defines the principles, minimum requirements, and standards of conduct that all suppliers of goods, services, works, professional services, and subcontractors must adhere to throughout their business relationship with Autovictor.

The principles contained in this document pertain, in particular, to:

- compliance with applicable laws and regulations;
- the protection of health and safety at work;
- environmental protection;
- respect for human rights and workers' rights;
- the principles of business ethics, integrity and corruption prevention;
- the promotion of responsible management throughout the entire supply chain.

This Code constitutes an integral part of the contractual conditions between Autovictor and its suppliers.

Should the supplier have adopted its own Code of Ethics or its own Code of Conduct containing provisions that are more restrictive than the

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present document, it will be authorized to apply such provisions provided that they guarantee a level of protection at least equivalent to or higher than the principles defined herein.

2. Scope of Application

This Code applies to all parties that maintain supply relationships with Autovictor, regardless of the nature of the contractual relationship, the type of goods or services supplied, and the country in which they operate.

Therefore, the recipients of this document include, by way of example and without limitation:

- suppliers of goods;
- service providers;
- contracting companies;
- subcontractors;
- consultants;
- professionals;
- commercial partners;
- transport and logistics providers;
- equipment and machinery suppliers.

Each supplier is responsible for ensuring that its organization complies with the principles contained in this Code and undertakes to promote them the application throughout the entire supply chain.

If the supplier uses subcontractors, sub-suppliers or other third parties to perform the activities commissioned by Autovictor, it shall ensure that such parties also comply with the principles contained in this Code, by adopting appropriate control, monitoring and verification systems.

The supplier remains in any case liable to Autovictor for the actions of its subcontractors and collaborators.

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3. Compliance with International Laws and Standards

Autovictor requires its suppliers to fully comply with the laws, regulations, and standards applicable in the countries where they operate.

Suppliers must also conduct their operations in accordance with internationally recognized principles concerning human rights, labor protection, environmental sustainability, the fight against corruption, and corporate social responsibility.

In particular, suppliers undertake to comply with the principles contained:

- in the United Nations Universal Declaration of Human Rights;
- in the United Nations Global Compact;
- in the Charter of Fundamental Rights of the European Union;
- in the fundamental Conventions of the International Labour Organization (ILO);
- in the International Covenant on Civil and Political Rights;
- in the OECD Guidelines for Multinational Enterprises;
- in the Paris Agreement on climate change;
- in the Basel Convention;
- in the Stockholm Convention;
- in the Minamata Convention;
- in the United Nations Convention against Corruption (UNCAC);
- in any other applicable national and international legislation.

The suppliers also undertake to maintain all authorizations, certifications, licenses and qualifications required by the applicable regulations for the performance of their activities, ensuring their validity throughout the duration of the contractual relationship.

4. Health and Safety Protection

The protection of people's health and safety constitutes a fundamental and non-negotiable value for Autovictor, which considers prevention

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of occupational injuries and illnesses an essential element of its corporate culture.

Autovictor requires its suppliers to adopt an occupational health and safety management system based on the principles of prevention, continuous improvement and the accountability of all personnel, guaranteeing full compliance with the applicable legislation in force in the country in which they operate and, for activities carried out in Italy, with the provisions set forth in Legislative Decree 81/2008 and subsequent amendments and additions.

In particular, the supplier undertakes to:

- ensure a safe, healthy work environment that complies with applicable legal requirements;
- identify, assess and manage all risks associated with its activities through appropriate risk assessment processes and the planning of preventive and protective measures;
- adopt operating procedures aimed at preventing accidents and occupational diseases, promoting the continuous improvement of their performance in the field of health and safety;
- ensure that all personnel employed are adequately trained, informed, instructed and qualified with respect to the specific risks of the activities carried out;
- ensure that every worker has suitable personal protective equipment (PPE), compliant with current regulations and correctly used;
- maintain facilities, equipment, machinery, lifting equipment, means of transport and all other work equipment in perfect working order, ensuring their periodic maintenance and the mandatory inspections required by law;
- ensure that all activities are planned and carried out through operating procedures that minimize risks to workers, customers, suppliers and third parties;
- ensure the presence of adequate emergency, evacuation and first aid plans, periodically verifying their effectiveness;

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- promote a safety culture based on the active participation of workers, encouraging the reporting of dangerous situations, near misses and opportunities for improvement without fear of retaliation;
- Ensure compliance with regulations regarding health surveillance, where applicable, and verify that personnel are qualified for their duties;
- Cooperate with Autovictor in managing interference-related risks, ensuring compliance with coordination procedures stipulated by applicable regulations as well as any specific directives issued at corporate or client sites.

Should the supplier's personnel operate at premises, construction sites, or wor k areas managed by Autovictor or its clients, the supplier is required to be fully aware of and comply with all applicable safety procedures, operational instructions received, and requirements set forth in coordination documentation (DUVRI, PSC, POS, or other equivalent documents, where

applicable). Autovictor reserves the right to conduct document reviews, audits, inspections, and checks aimed at verifying compliance with the obligations outlined in this Code of Conduct, as well as to demand the implementation of appropriate corrective actions in the event of any non-compliance.

Serious violations of health and safety regulations, failure to cooperate in implementing preventive measures, or repeated non-compliance with requirements may result in suspension of activities, exclusion from the vendor list, or termination of the contractual relationship, as stipulated in the signed agreements.

5. Environmental Protection

Environmental protection is a fundamental principle of Autovictor's operations and constitutes a key element in creating sustainable long-term value.

Autovictor requires its suppliers to fully comply with applicable environmental regulations and to adopt an approach focused on pollution prevention, minimizing environmental impacts, and continuously improving their performance.

In particular, the provider undertakes to:

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- efficiently use energy, water, fuels, and raw materials;
- Promote the reuse and recycling of materials;
- Reduce waste generation and ensure its proper management in compliance with applicable regulations;
- Minimize atmospheric, acoustic, and climate-altering emissions;
- Prevent any form of contamination of soil, subsoil, and water;
- Safely handle chemicals and hazardous waste;
- Take measures aimed at reducing greenhouse gas emissions;
- Encourage the use of technologies and means with a lower environmental impact;
- Protect ecosystems and biodiversity during the conduct of their activities ;
- Collaborate with Autovictor to identify opportunities for environmental improvement.

The supplier also undertakes to promptly report any significant environmental incidents that may have an impact on the activities performed on behalf of Autovictor.

6. Protection of Human Rights and Workers' Rights

Autovictor recognizes respect for human dignity as an indispensable principle in its operations, and requires its suppliers to adopt behaviors consistent with the highest international human rights standards.

The provider therefore undertakes to:

- Prohibit any form of child labor;
- Prohibit forced labor, compulsory labor, or any conditions equivalent to slavery;

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- Combat all forms of human trafficking;
- Ensure equal opportunities and prohibit any discrimination based on sex, age, nationality, ethnic origin, religion, personal beliefs, sexual orientation, disability, political or trade union opinions;
- Ensure a work environment that respects people's dignity and is free from harassment, intimidation, violence, and offensive behavior;
- Recognize the right to freedom of association and collective bargaining in compliance with applicable laws;
- Ensure remuneration conditions and working hours comply with applicable collective agreements and relevant regulations;
- Ensure disciplinary procedures that respect human dignity and are free from any form of abuse or coercion;
- Provide workers with dedicated channels to submit reports, complaints, or suggestions, while ensuring protection against any retaliation;
- Take timely and appropriate corrective actions when non-conformities occur;
- Collaborate with Autovictor on any inspections and audits related to social responsibility aspects.

Respect for human rights is a fundamental prerequisite for
The establishment and maintenance of the business relationship with Autovictor.

7. Code of Ethics, Integrity, and Anti-Corruption

Autovictor bases its operations on the principles of legality, fairness, transparency, responsibility, impartiality, and integrity, considering these values to be indispensable elements in the conduct of any business and professional relationship.

Suppliers are therefore required to uphold these principles and to operate in full compliance with the Autovictor Code of Ethics, which forms an integral part of the qualification process and the contractual relationship.

In particular, the provider undertakes to:

- To conduct its activities in full compliance with applicable national and international laws;
- Adopt behaviors guided by the principles of fairness, good faith, transparency, and fair competition;
- Refrain from any form of corruption, extortion, bribery, fraud, money laundering, self-money laundering, terrorist financing, or other illegal activities;
- Not to offer, promise, request, or accept money, gifts, favors, or other improper benefits aimed at influencing business or administrative decisions;
- Prevent and manage any potential conflicts of interest that could compromise impartiality in the conduct of activities;
- Maintain transparent and documentable relationships with Public Administration, public entities, clients, and business partners;
- Ensure the accuracy and truthfulness of all information, certifications, and documentation provided to Autovictor;
- Comply with all applicable tax, accounting, and administrative regulations , ensuring the traceability of financial transactions;
- To protect the confidentiality of any commercial, technical, and strategic information obtained during interactions with Autovictor, thereby preventing any improper use or unauthorized disclosure;
- Comply with current regulations regarding personal data protection and information security;
- Adopt appropriate organizational systems aimed at preventing crimes, corruption, and fraudulent conduct.

Should the supplier become aware of any conduct that violates the law, this Code of Conduct, or Autovictor's Code of Ethics, it is obligated to promptly report such conduct through the channels provided by the Company, while cooperating in good faith with any ensuing investigations.

Autovictor guarantees that every report will be handled with the utmost confidentiality and in compliance with applicable data protection regulations.

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Whistleblowing, while prohibiting any form of retaliation against individuals who make reports in good faith.

Acceptance of this Autovictor Supplier Code of Conduct and Ethical Code is a fundamental requirement for registration and continued inclusion in the company's supplier list, and it is a prerequisite for
The establishment and continuation of any business relationship with the Company.

8. Organization, Management and Control Model pursuant to Legislative Decree former Legislative Decree 231/2001

Autovictor has adopted an Organization, Management and Control Model pursuant to Legislative Decree 231/2001, aimed at preventing the commission of the offenses provided for by the Decree and promoting a corporate culture founded on the principles of legality, integrity, transparency and responsibility.

Suppliers are required to be familiar with and comply, insofar as relevant to their responsibilities, with the principles and values contained in Autovictor' s 231 Model and Code of Ethics, undertaking not to engage in conduct that could result in or facilitate the commission of offenses relevant pursuant to Legislative Decree 231/2001.

Acceptance of this Supplier Code of Conduct and the Code of Ethics constitutes a requirement for qualification and for maintaining the relationship with Autovictor.

The supplier also undertakes to cooperate with Autovictor in any verification and control activities provided for by its compliance system.

9. Monitoring, Auditing and Corrective Actions

- Autovictor's right to conduct documentary audits and audits at the suppliers' premises;
- supplier's obligation to cooperate;
- definition of deadlines for closing non-conformities;

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- possible suspension of the supplier in the event of failure to implement corrective actions.

Autovictor reserves the right to verify compliance with the principles contained in this Code through monitoring activities, requests for documentation, audits, inspections or other forms of verification deemed appropriate, directly or through appointed third parties.

The supplier undertakes to fully cooperate with the Company, making the requested documentation available and allowing the verification activities to be carried out within the agreed timeframes.

If situations of non-compliance with the principles of this Code are detected, the supplier shall prepare and implement, within the deadlines agreed with Autovictor, appropriate corrective and preventive actions aimed at eliminating the causes of the non-compliances and preventing their recurrence.

Autovictor promotes an approach focused on continuous improvement and considers dialogue with its suppliers a fundamental tool for enhancing performance in the areas of quality, safety, sustainability, social responsibility, and business ethics.

10. Reference to the Autovictor Code of Ethics

This Code of Conduct constitutes an integral part of Autovictor's governance system and must be interpreted together with the Company's Code of Ethics, of which it represents a natural extension with regard to its supply chain.

All suppliers are required to know, share, and comply with the principles contained in Autovictor's Code of Ethics throughout the entire duration of the contractual relationship.

Acceptance of this Code of Conduct and the Code of Ethics constitutes an essential requirement for qualification, registration and continued inclusion in the Company's Supplier Register, as well as a necessary condition for the establishment and continuation of any business relationship.

Should the supplier have its own Code of Ethics or Organizational Model containing equivalent or more restrictive principles, they may be applied

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provided that they ensure a level of protection at least equivalent to that provided for in this document.

11. Reports and Whistleblowing

Autovictor encourages all suppliers, their employees and collaborators to promptly report any behavior, action or omission that may constitute a violation of the law, this Code of Conduct, the Code of Ethics or the principles of integrity and social responsibility.

Reports may be submitted through the channels made available by the Company and will be handled in compliance with the principles of confidentiality, impartiality, good faith, and protection of the reporting person, in accordance with applicable legislation.

Autovictor guarantees that no person who makes a report in good faith may suffer discrimination, penalties or retaliation.

12. Violations of the Code of Conduct

Failure to comply with the principles and obligations contained in this Code constitutes a serious breach of contract.

Depending on the severity of the established violation, Autovictor may adopt one or more of the following measures:

- request for the implementation of specific corrective actions;
- temporary suspension of activities or supplies;
- Suspension of supplier qualification;
- exclusion from the Autovictor Supplier Registry;
- Termination of the contract in cases stipulated by applicable laws and contractual agreements;
- Request for compensation for any damages incurred by the Company.

The implementation of the aforementioned measures shall be carried out in accordance with the principles of proportionality, transparency, and due process.

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13. Acceptance of the Code of Conduct

By signing this document, the provider declares that:

- have reviewed the Supplier Code of Conduct and Autovictor's Code of Ethics;
- Fully understand its contents and share its principles;
- commit to complying with its provisions throughout the entire business relationship;
- Disseminate the principles of this Code to their employees, collaborators , consultants, sub-suppliers, and subcontractors involved in carrying out the tasks entrusted by Autovictor;
- Collaborate with the Society in carrying out monitoring, auditing, and continuous improvement activities;
- Promptly report any situations that might compromise adherence to the principles outlined in this document.

This Code takes effect on the date of its publication and may be updated by Autovictor to incorporate regulatory changes, developments in international standards, or the Company's organizational needs.

Data

Company Stamp

Acknowledgment and acceptance

Statement Supplier signature

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