

The "SGI"¹ POLICY of ANIMA HOLDING requires that, in line with the corporate mission, the management of all company processes is set up in line with the application rules of the Integrated Management System, according to the ISO 14001: 2015 - ISO 45001: 2018 standards. The policy applies to all the Group's Companies:

- ANIMA SGR SPA
- ANIMA ALTERNATIVE SGR SPA
- CASTELLO SGR SPA

This system regulates the organizational and technical activities applied to the entire company in a systematic, planned, documented way and aimed at achieving the following purpose:

the continuous performance improvement of safety in the workplace and of the environment

The achievement of the objectives set, through the Policy, will also be possible through the careful and timely application of what is included in the Handbook and in the operating procedures referred to, which define and describe the integrated management system implemented by our company.

The Top Management of the Organization is committed to pursuing the full implementation and continuous evolution of the Integrated Management System in order to consolidate and improve the image of the company, also through the commitment and professionalism of all employees.

The values of ANIMA HOLDING and its Group's companies are:

- the respect, protection and promotion of safety in the workplace;
- the respect, protection and promotion of the environment.

To achieve these goals, the management of ANIMA HOLDING has identified the following fundamental general objectives, valid for the entire organization and for all the Group:

- meet all the needs required to achieve a Policy aimed at protecting and safeguarding the environment, improving where possible, the consumption of energy, material, water, decreasing the production of waste and emissions;
- ensure compliance with the legal requirements on the prevention of health and safety in the workplace;
- undertake to comply with all applicable legal requirements and other requirements that the company subscribes to, concerning our safety and environmental aspects;
- create and maintain a corporate culture oriented towards safety and the environment, through the dissemination of this Policy and the sharing of objectives for continuous improvement;
- to promote and maintain a continuous improvement process, aimed at achieving well identified objectives;
- undertake to eliminate dangers and reduce risks as much as possible in all workplaces.

¹ SGI is the acronym for "Sistema di gestione integrato", i.e. Integrated Management System

To facilitate the achievement of these objectives, the Company Management undertakes the following commitments:

- defining, reviewing, keeping the strategic lines of development of the Company defined in this Policy for Safety and the Environment constantly updated and appropriate for the purposes of the organization;
 - make available the resources necessary for carrying out and controlling the activities and for their continuous improvement;
 - comply with all legal requirements and regulations;
- communicate, within the Company, its goals and objectives, through the dissemination of this Policy for Safety and the Environment, so that it is shared and supported at all levels of the organization;
- ensure that this document is available to the public.

The Management considers this Policy as the reference framework for the management of its Integrated Management System and for the annual definition and review of its specific objectives.

The Policy is disseminated to all the employees of ANIMA HOLDING and the Group’s companies and made available to the all other stakeholders through the company website.

Milano (MI), 20 July 2023

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