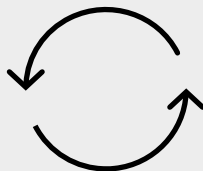
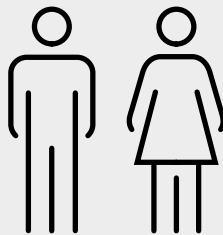
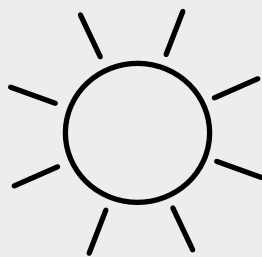


Biodiversity policy



Biological Diversity or Biodiversity means the variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are part; this includes diversity within species, between species and of ecosystems.

Genetic diversity defines the difference of genes within a given species and corresponds to the totality of the genetic heritage to which all organisms that populate the Earth contribute.

Diversity among species includes species richness, weighted by the number of the same species represented in a given area, or species frequency, which is their rarity or abundance in an area or habitat. Ecosystem diversity defines the number and abundance of habitats, living communities, and ecosystems within which different organisms live and evolve.

Protecting biological diversity is crucial to ensure the survival of animal and plant species, genetic diversity, and natural ecosystems. Additionally, natural ecosystems provide clean air and water, besides contributing to food security and human health. Biodiversity also contributes directly to the livelihoods of local communities, becoming essential to reduce poverty and facilitate sustainable development.

The biodiversity policy of the NEODECORTECH Group (hereinafter, "NEODECORTECH") is developed to contribute to the goals of the United Nations Convention on Biological Diversity (CBD-1992), the National Biodiversity Strategy (September 2011), and the associated Aichi Biodiversity Targets:

- A) Address the underlying causes of biodiversity loss by mainstreaming biodiversity across government and society;
- B) Reduce direct pressures on biodiversity and promote sustainable use;
- C) Improve the status of biodiversity by safeguarding ecosystems, species, and genetic diversity;
- D) Enhance the benefits to all from biodiversity and ecosystem services;
- E) Enhance implementation through participatory planning, knowledge management and capacity building.

Biodiversity management is a key component of the Company's integrated health, safety and environmental management system. With regard to managing the Biodiversity topic, NEODECORTECH works to ensure that the interrelationships between environmental aspects (such as Biodiversity, climate change, water management) and social issues (such as sustainable development of local communities) are identified and properly managed.

Specifically, NEODECORTECH undertakes to:

- discuss with the local organizations of the area in which it operates (public bodies, associations for the protection of animals and the territory...) to identify possible partnerships to counter the loss of biodiversity;
- carry out a preventive analysis of the impacts of activities/investments in order to identify possible interferences with species and natural habitats, acting according to the principle of mitigation hierarchy (avoid and prevent the occurrence of negative impacts on biodiversity, secondarily, when impacts are unavoidable, reduce the damage and remedy the effects);
- if the residual negative impacts cannot be reduced to zero, implement compensatory schemes in a no net loss perspective (no net loss of biodiversity) and, where applicable, seek a positive net balance. These actions are intended as a continuous process aimed at actively contributing to the care of biodiversity through the protection and proper management of the environment and its resources: soil, water, forests and animal and plant species.

For such reason, NEODECORTECH regularly discloses the actions taken on biodiversity in the Sustainability Report and therefore oversees their effectiveness in protecting and preserving biodiversity.

Whoever believes that NEODECORTECH has engaged in conduct or behaviour that is potentially harmful to the environment and its resources (soil, water, forests and animal and plant species) may report it by sending an email to the following address **compliance@neodecortech.it**.

With a view to transparency and collaboration, the Biodiversity Policy is communicated and disseminated within the organization and among all people who have dealings with NEODECORTECH. The document is also made available to all interested parties through publication on the websites of Group companies.