



INTERPUMP GROUP

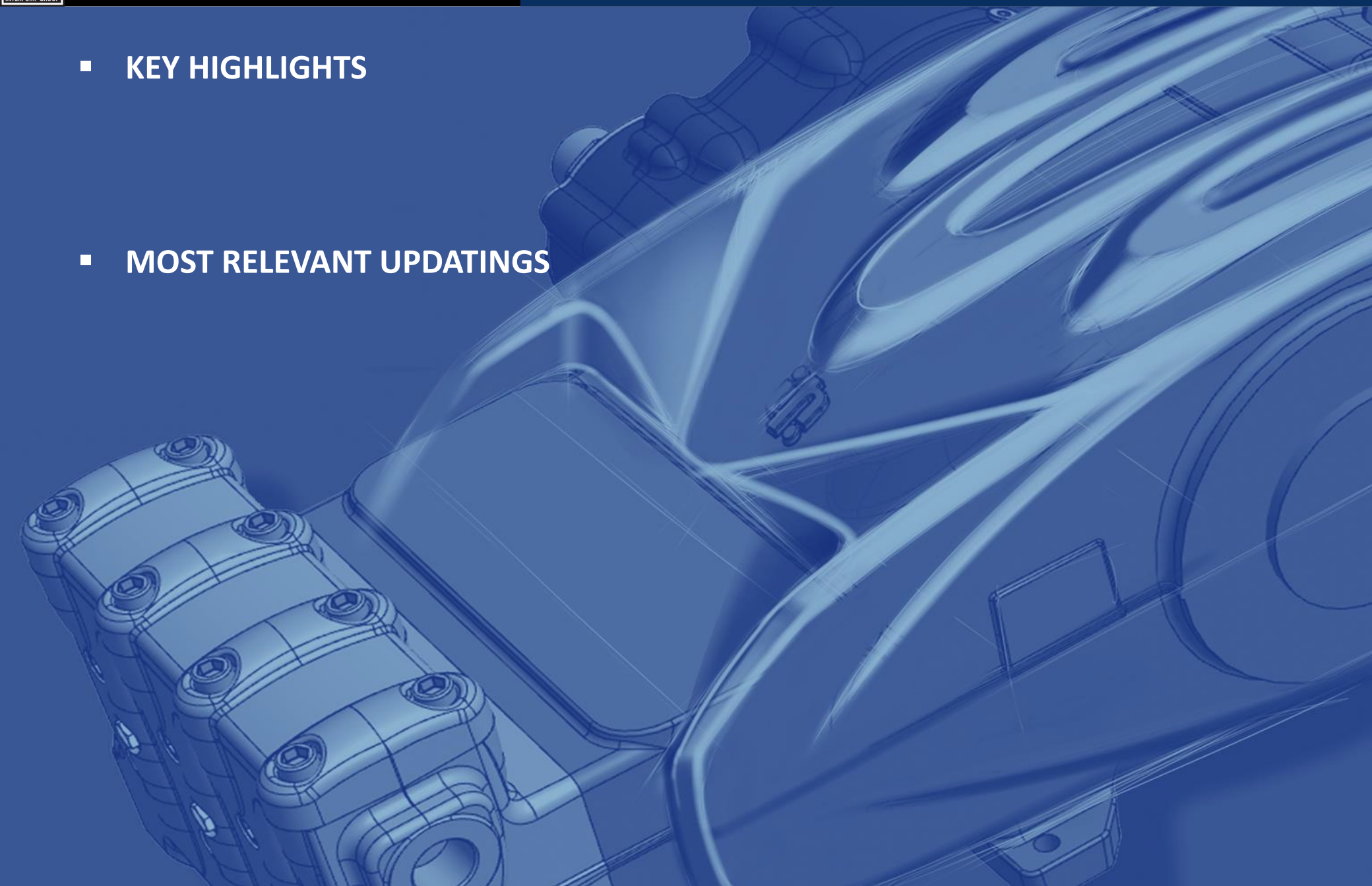
CODE OF ETHICS UPDATING

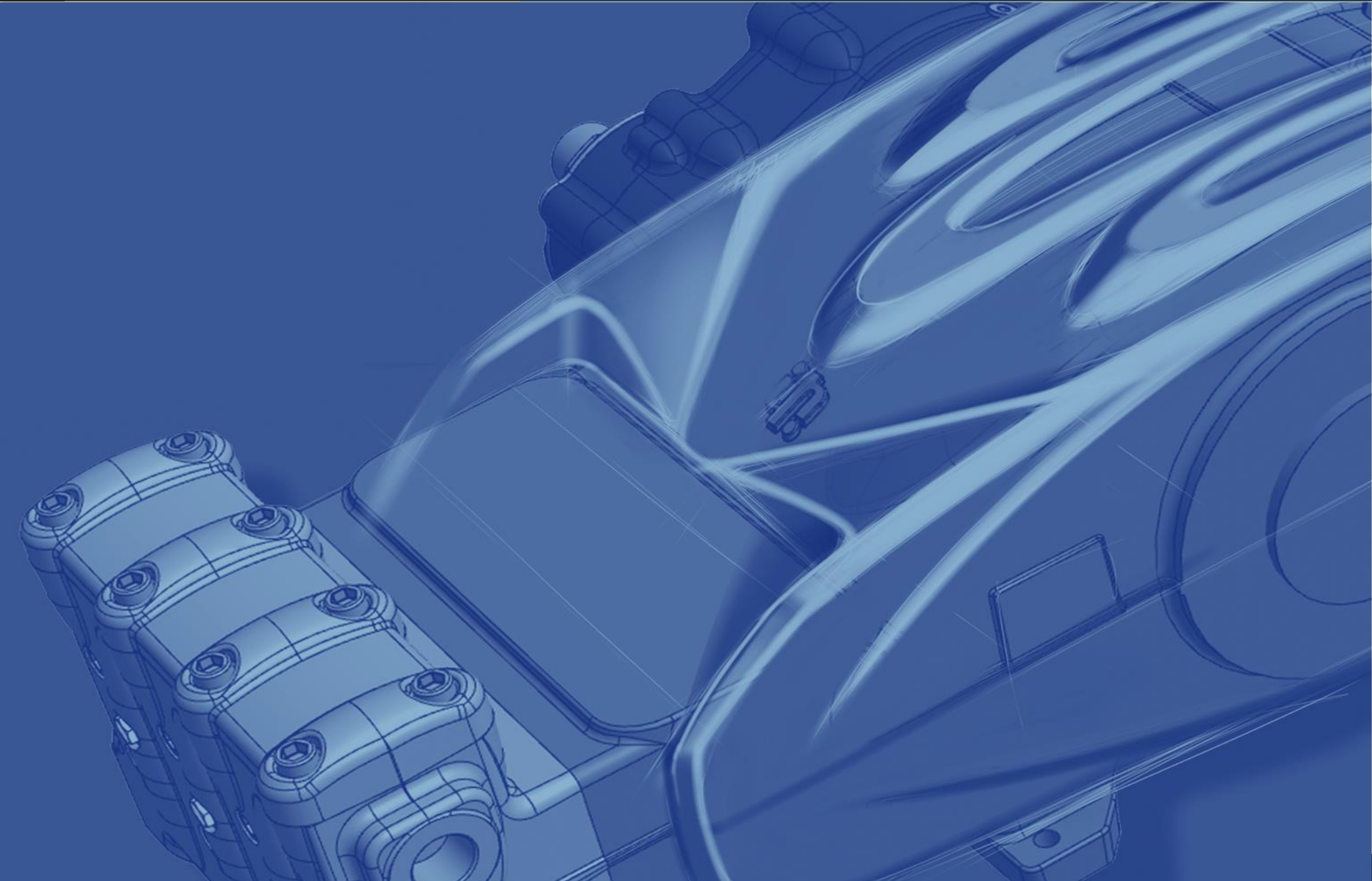
March 2023



- **KEY HIGHLIGHTS**

- **MOST RELEVANT UPDATINGS**







“A falling tree makes more noise than a growing forest”

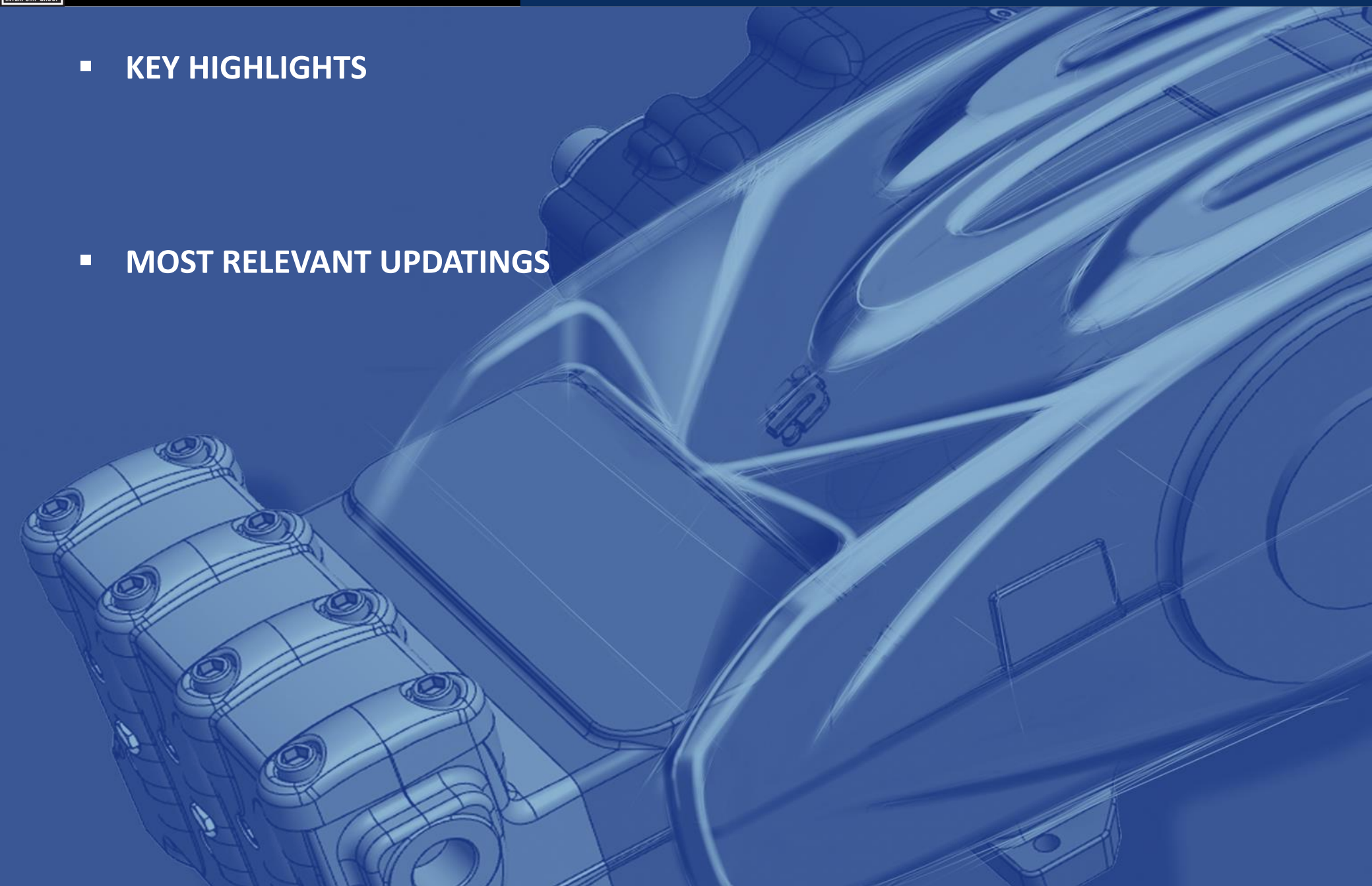
Lao Tzu

- The Code of Ethics sets out Interpump values, principles and ethical commitments
- Board of Directors updated Code of Ethics to reflect Group Sustainability commitments undertaken with 2023-25 ESG Journey and to align Group to best practices
- Sustainability commitments
 - E: sustainable growth and reduction of environmental impacts
 - S: human & labor rights protection and skills & knowledge development
 - G: confidential information management and whistleblowing



- KEY HIGHLIGHTS

- MOST RELEVANT UPDATINGS



PREVIOUS CODE OF ETHICS

1. INTRODUCTION

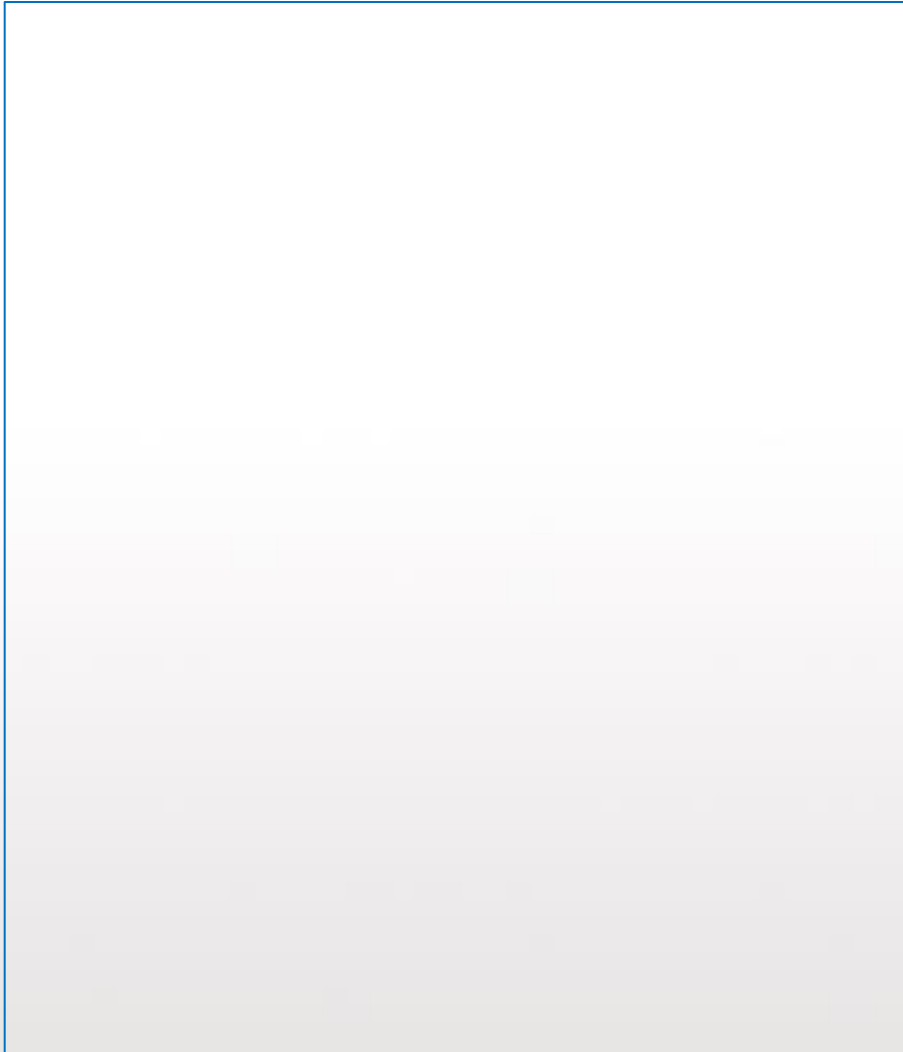
This document, entitled Code of Ethics (hereinafter also the "Code") expresses the commitments and ethical responsibilities in the pursuit of business and corporate activities accepted by the collaborators of Interpump Group companies (hereinafter also "Interpump" or the "Group"), whether they be directors, employees or collaborators in a broad sense, including those who, on a de facto basis or otherwise, manage and control a Group company or act by act in the name of/or on behalf of one of the Group companies (hereinafter also "Collaborators"). With regard to the consultants, vendors and all other third parties, including customers, that work with Interpump Group companies (hereinafter also "Third Parties"), the signature of this Code or an extract from it or, in any case, compliance with its instructions and principles, is an essential condition for the signature of contracts of any nature between them and each Interpump Group company; the provisions thus signed, or in any case approved by tacit consent or otherwise, are an integral part of such contracts. In sum, the Code of Ethics represents the set of values pursued by the Interpump Group in the daily conduct of its business activities.

UPDATE CODE OF ETHICS

1. INTRODUCTION

The mission of Interpump Group S.p.A. (hereinafter, also "Company" or "Interpump") is to pursue excellence in management through innovation and quality. Innovation is a permanent objective and is the result of constant research into materials, techniques, products and conducted with the aid of the most advanced equipment. Quality permeates every activity of the company. A prerequisite of quality is the meticulous, methodical and constant control and verification of every step of production, from the acquisition of raw materials to the final product. The quality assured by Interpump is the result of a shared and widespread culture within the Company. Products are designed to be efficient, easy and intelligent to use, guaranteed, able to meet market requirements and where possible to limit energy consumption, respecting the user and the environment.

PREVIOUS CODE OF ETHICS



UPDATE CODE OF ETHICS

2. SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY

[New Paragraph]

Interpump Group S.p.A. and its subsidiaries are inspired by principles of impartiality, honesty, fairness, confidentiality, transparency, equity, cohesion, collaboration, teamwork, professional ethics and respect for diversity.

The Parent Company, Interpump Group S.p.A., adopts a corporate governance system aligned with international best practices in corporate governance and ensures maximum transparency, in terms of sustainability and corporate social responsibility, through dialogue with and involvement of its Stakeholders, i.e. those categories of individuals, groups or institutions whose contribution is required to achieve the mission of Interpump and who have significant interests gravitating around the company's activities.

Interpump Group promotes sustainable development and is committed to creating long-term value for the benefit of its Stakeholders and the surrounding community. In carrying out its business activities, Interpump promotes respect for human rights, labour, environmental protection, social, economic and cultural rights, as well as the protection of individual freedom, in all its forms, repudiating any discrimination, violence, corruption, forced labour or exploitation of child labour.



PREVIOUS CODE OF ETHICS

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UPDATE CODE OF ETHICS

Interpump Group adheres to the OECD Guidelines for Multinational Enterprises and to the United Nations Guiding Principles on Business and Human Rights. Interpump Group is also committed to measuring and communicating externally its sustainability performance, particularly in the ESG areas.

PREVIOUS CODE OF ETHICS

4.3 Management Of Collaborators

Interpump Group promotes the involvement of Collaborators in the performance of work, including their participation in discussions and decisions contributing to the achievement of corporate goals. Compatible with corporate requirements, listening to various points of view helps managers to make the final decisions. This said, Collaborators must always contribute to implementing the decisions made.

UPDATE CODE OF ETHICS

8.3. **Development and Safeguarding of Collaborators**

[No significant changes to the paragraph introduction]

Interpump Group promotes the involvement of its Collaborators in the performance of their work, also foreseeing moments of participation in discussions and decisions functional to the realization of company objectives. Listening to the various points of view, compatibly with company requirements, enables the manager to formulate the final decisions. Collaborators must, however, always take part in the implementation of the decisions taken.

Interpump Group considers the knowledge and skills of its Collaborators to be essential elements in the pursuit of excellence and sustainable growth. The Group promotes training initiatives, committing itself to offering tools and moments of interaction, coordination and access to know-how at all organizational levels.

PREVIOUS CODE OF ETHICS

4.15 Relations With Customers And Product Quality

Interpump Group considers customer satisfaction to be a factor of primary importance in its success. Accordingly, particular attention is paid to understanding the needs of customers and preparing the solutions that best fit their requirements. Specifically, the strategy of Interpump for the products/services offered is to guarantee adequate quality standards, based on predetermined levels, and to monitor periodically the perceived level of quality.

UPDATED VERSION OF THE CODE OF ETHICS

8.16. Customer relations and product quality

Interpump Group considers customer satisfaction a factor of primary importance to its success. Consequently, particular attention is paid to understanding customers' needs and to providing solutions that best meet their requirements. In particular, Interpump's policy is to guarantee adequate quality standards of the services/products offered on the basis of predefined levels and to this end it periodically monitors perceived quality.

Furthermore, Interpump Group's companies strive to develop and implement its products with innovative technical solutions that minimise environmental impact and energy consumption and guarantee customers maximum safety.

PREVIOUS CODE OF ETHICS

4. CRITERIA OF CONDUCT

4.18 Environment

Interpump Group undertakes to protect the environment, which is construed as a primary resource.

UPDATED VERSION OF THE CODE OF ETHICS

8. CRITERIA OF CONDUCT

8.19 Environment

Interpump Group considers the environment a primary asset. **Interpump Group's companies, as far as technologically possible, are committed to reducing the environmental impacts within its operating processes, with particular attention to energy saving, water consumption, reduction of emissions into the atmosphere and reduction of waste production.**

[The paragraph continues without significant changes compared to the previous version]