

# Political Involvement Policy

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Isoclima Group does not make contributions to candidates or political parties in any type of elections, and also prohibits political involvement of any kind on the company's behalf. Isoclima Group employees and consultants have the right to participate individually in the political process, and to make voluntary contributions of their non-working time and personal resources to support candidates and political parties of their choice.

Isoclima Group does not control, direct or influence any employee's or Partners' political activities or affiliations. Employees or Partners engaging in personal political activity must do so as private citizens, not during paid work hours, and without using company resources for political purposes. Employees must comply with all applicable laws in this regard.

Any employee who believes that there is a conflict between applicable law and our policies, or who feels that a violation of a policy has occurred may report to Body of Vigilance.

Except as specifically permitted, Isoclima Group does not allow use of company workplaces, Partners network, or other resources for political campaign, fund-raising, or political purposes.

Isoclima Group does not permit its employees or Partners to distribute campaign literature, solicit campaign contributions, or participate in other political activities during paid working hours, in compliance with local laws.

You may make personal contributions of non-working time and money to the candidates or party of your choice, provided you do not use Isoclima Group resources and do not suggest that your action, constitutes Isoclima Group's support.

Isoclima Group does not allow, except as expressly permitted by this policy:

- Making, copying, or distributing political materials using Isoclima Group or resources, or engaging in other political activities during paid working time.
- Any suggestion that a private, personal donation of time or money constitutes Isoclima Group support.
- Offending co-workers with inappropriate political messages.

Isoclima Group undertakes not to make contributions of any kind, directly or indirectly, to political parties, movements, committees and political and trade union organizations, nor to their representatives or candidates, except for the contributions due - in full transparency - on the basis of specific regulations.

Este, 11.07.2022

PAOLO CAVALLARI  
(Chief Executive Officer)

