EOSS POLICIES

APPROVED BY
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LEADERSHIP MESSAGE

At EOSS, excellence means delivering reliable solutions that meet our customers' expectations while protecting people, safeguarding the environment, using energy responsibly and protecting the information entrusted to us.

Our Integrated Management System brings these commitments together. Quality, health and safety, environmental protection, energy performance and information security are interconnected principles that guide how we design and develop our solutions, perform testing, manage projects, work at customer sites and collaborate with suppliers and partners.

As part of Prysmian, we translate the Group commitments into our daily decisions and activities. At the same time, we continue the EOSS commitments to customer satisfaction and continual quality improvement, and to preserving the confidentiality, integrity and availability of information through an effective Information Security Management System.

I expect everyone working with or for EOSS to understand the requirements applicable to their activities, identify risks and opportunities, speak up when something is not right, protect information and assets, prevent defects, incidents, pollution and waste, and contribute actively to continuous improvement. When conditions are unsafe, everyone has the right and responsibility to stop and escalate the situation.

By integrating these principles into one management system, we strengthen customer trust, operational resilience, compliance and sustainable performance, while creating long-term value for our people, our customers, Prysmian and the communities in which we operate.

Roberto Candela

EOSS CEO

Preamble

EOSS operates an Integrated Management System that brings together Quality, Health & Safety, Environment, Energy and Information Security. The system provides a common framework for governance, risk-based decision-making, objectives, competence, operational control, monitoring, audits, corrective actions and continual improvement across EOSS activities.

The Integrated Management System is based on the principles of ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISO/IEC 27001:2022. The applicable certification scope may differ by EOSS legal entity, location and activity; the relevant certificates, scopes and local management-system documentation shall therefore be considered together with this Policy.

1 Purpose and Objectives

The purpose of this Policy is to define the commitments and common principles through which EOSS consistently meets customer and applicable requirements, protects the health, safety and wellbeing of people, safeguards the environment, improves energy performance and protects information and information assets.

The Policy supports EOSS' strategic direction, and embeds sustainability, responsible business conduct, operational excellence and risk-based thinking into decision-making, investment choices, product and service development, project execution and the management of risks and opportunities.

EOSS contributes to these objectives through the design, development and delivery of monitoring solutions and related services, including solutions that can provide early warning of possible failures and support the reliable and efficient transport of energy, including energy generated from renewable sources. The principles of this Policy apply throughout the lifecycle of EOSS products, services and activities.

The objective is to establish a clear framework for setting, implementing and reviewing integrated management-system objectives and for continually improving EOSS processes, performance and resilience while strengthening customer satisfaction, protecting people and the planet, and maintaining confidentiality, integrity and availability of information.

2 Policy Owner

EOSS Management owns this Policy and is accountable for its implementation. Relevant EOSS Quality, HSE and Information Security responsibilities, supported where applicable by Prysmian functions, ensure that the Policy and the Integrated Management System are periodically reviewed and updated to reflect business needs, organizational changes, applicable legal and regulatory requirements, customer requirements, changes in risks and opportunities, and relevant Prysmian policies.

3 Applicability

This Policy applies to EOSS SA and EOSS srl and to all employees, interns, agency workers, external consultants, officers, directors and administrators. It also applies, as relevant to their activities and contractual obligations, to contractors, subcontractors, suppliers and any other person or organization operating under EOSS control or supervision.

The Policy applies to EOSS premises, laboratories, warehouses and dedicated work areas; product and software development; testing and logistics; installation, commissioning, service and maintenance; customer or third-party sites; remote activities; and business travel. Where EOSS operates at a customer or third-party site, applicable external requirements are integrated with EOSS and Prysmian requirements without reducing the level of protection, quality, compliance or information security required by this Policy or by applicable law.

4 Your Responsibility as Employee

Everyone has a role in the effectiveness of the Integrated Management System. This Policy requires you to:

a) read, understand and comply with the requirements deriving from this Policy and the procedures, instructions and controls applicable to your work;

b) comply with Prysmian's Code of Ethics and other applicable Group and EOSS policies;

c) understand customer and quality requirements relevant to your activities and promptly report defects, deviations, nonconformities or improvement opportunities;

d) report health, safety, environmental, energy or information-security concerns and events through the applicable EOSS channels;

e) protect information, systems, equipment and other assets entrusted to you and follow applicable access, data-protection and information-security requirements;

f) stop or refuse work when there is a serious and imminent danger to health or safety and promptly escalate the condition without fear of retaliation;

g) complete required training and actively support risk assessments, audits, preventive and corrective actions and continual-improvement initiatives.

5 Policy Requirements - Rules of Conduct

EOSS designs, develops, supplies and supports monitoring systems and related services within Prysmian's broader energy and telecommunications value chain. Through its Integrated Management System, EOSS is committed to:

- meeting applicable legal, regulatory, contractual, customer, Prysmian and other requirements to which EOSS subscribes;
- using risk-based thinking to identify and address risks and opportunities that may affect product and service quality, people, the environment, energy performance, information and business continuity;
- setting measurable objectives, assigning responsibilities and adequate resources, defining documented processes and controls, and monitoring performance against expected results;

- ensuring competence, awareness and, where required, formal authorization on the basis of appropriate education, training, experience, certifications or licenses;
- promoting consultation, participation, communication and the timely reporting of concerns, nonconformities, incidents and opportunities for improvement;
- continually improving the suitability, adequacy, effectiveness and performance of the Integrated Management System.

5.1 Quality Policy

- Aim for the total satisfaction of customer needs by understanding agreed requirements and delivering what we promise, when we promise it, with products and services that consistently meet customer expectations.
- Maintain and continually improve the Quality Management System in accordance with the principles of ISO 9001:2015 and applicable quality-related legal, regulatory, contractual and customer requirements.
- Make quality everyone's responsibility, promoting ownership of process results, prevention of errors and defects, and fostering a "right first time" mindset throughout EOSS activities.
- Use our market leadership, vast knowledge and long-lasting experience and reputation to pave the way for the Innovation of tomorrow
- Define quality objectives aligned with EOSS business strategy and support continual-improvement actions using performance data, audits, customer feedback, lessons learned and risk-based thinking.
- Strengthen the competence, awareness and motivation of our people and involve them in identifying risks, opportunities and improvements during the execution of their activities as strategic elements of the group’s ambitions for inclusiveness and value creation.
- Cultivate a positive, inclusive workplace and promote operational excellence
- Leverage innovation and technology to support customers in achieving their sustainability goals. Commit to continuously improving the environmental performance of our operations and products through responsible and resource-efficient practices.

5.2 Health and Safety Policy

- Identify hazards associated with EOSS activities, assess health and safety risks before work begins and implement preventive and protective measures according to the hierarchy of controls, giving priority to elimination, engineering and collective measures before relying on personal protective equipment.
- Maintain and continually improve occupational health and safety arrangements aligned with ISO 45001:2018 and applicable legal, Prysmian, customer and site requirements, taking account of the relevant EOSS certification and organizational scope.
- Manage technical, organizational and human factors that can influence safe performance, including interfaces with customers and contractors, changing conditions, simultaneous activities, equipment use and task-specific hazards.
- Protect and promote a healthy, safe and respectful work environment by addressing physical and mental wellbeing, travel-related health and safety risks, and risks associated with inappropriate behavior, discrimination or harassment.

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- Set measurable objectives and action plans to continually improve health and safety performance, prevent accidents and occupational ill health, and systematically learn from incidents, near misses, unsafe conditions and observations.
- Ensure that people and partners have access to safe drinking water, sanitation and hygiene at EOSS-controlled workplaces and verify adequate arrangements where EOSS activities are performed at third-party locations.
- Encourage workers to identify and communicate health and safety concerns. EOSS supports and protects good-faith reporting and recognizes the right to stop or refuse work when a condition presents a serious and imminent threat to health or safety.
- Plan and coordinate customer-site and field activities so that applicable site rules, emergency arrangements, access requirements, interfaces, competencies and protective measures are understood before work starts and remain effective throughout the activity.

5.3 Environmental Protection, Energy Management and Circular Economy Policy

- Maintain and continually improve environmental-management arrangements aligned with ISO 14001:2015 and applicable legal and other environmental requirements, taking account of the relevant EOSS certification and organizational scope.
- Apply a lifecycle perspective to identify and evaluate environmental aspects that EOSS can control or influence, from design and material selection through testing, logistics, installation, service, maintenance and end-of-life considerations.
- Prevent pollution and reduce negative environmental impacts associated with internal and external processes, products and services, while supporting Prysmian's transition toward Net Zero emissions.
- Optimize the consumption of energy, water and raw materials and adopt a systematic approach to energy management by assigning responsibilities, monitoring relevant energy uses and pursuing continual improvement in energy efficiency.
- Support Prysmian's transition toward renewable and low-carbon electricity and, where relevant, consider energy performance in the design and purchase of products, services, equipment and solutions.
- Recognize the value of nature, ecosystems and biodiversity, identify biodiversity-related risks within areas EOSS can control or influence, and apply relevant Group requirements and the mitigation hierarchy of avoid, minimize, restore and offset.
- Support Prysmian's biodiversity Net Gain ambition for 2035, relevant Biodiversity Action Plan requirements and the Group commitment to help end deforestation connected with its business within the EOSS sphere of influence.
- Promote a circular economy by reducing resource consumption, improving material efficiency and increasing recycled content in addressable materials where technically and commercially feasible.
- Reduce waste generation by prioritizing prevention, reuse and recycling over disposal, monitoring waste-related impacts and implementing improvement actions throughout EOSS operations and the value chain.
- Integrate environmental considerations into product and solution design, including the availability of environmentally preferable components, material selection, durability, resource efficiency and end-of-life recovery or recycling opportunities.

- Engage suppliers, subcontractors and other business partners to support EOSS and Prysmian commitments to environmental responsibility, energy efficiency and circularity, proportionate to EOSS influence and the risks associated with the relationship.
- Do not finance, directly or indirectly, initiatives, organizations, activities or lobbying actions aimed at hindering or weakening environmental or climate regulations.

5.4 Information Security and Data Protection Policy

Information is a critical EOSS asset. EOSS is committed to implementing, managing, monitoring, reviewing, maintaining and continually improving its Information Security Management System in accordance with ISO/IEC 27001:2022, applicable contractual requirements and applicable data-protection legislation, including Regulation (EU) 2016/679 where applicable.

Specifically, EOSS ensures the implementation of security measures aimed at:

- Protecting the confidentiality of information by preventing unauthorized access, use or disclosure and by applying appropriate access controls according to defined roles and business needs.
- Protecting the integrity of information by preventing unauthorized, accidental or inappropriate alteration, deletion or corruption and by maintaining appropriate controls over information processing and change.
- Maintaining the availability of information and information systems to authorized users when needed, in accordance with operational and business requirements.
- Ensuring that employees and other relevant persons receive suitable training and awareness on Information Security and Data Protection and understand their responsibilities when handling information and using EOSS systems and assets.
- Applying appropriate checks and controls before granting third parties access to EOSS information, systems or other organizational assets, and manage such access according to approved requirements.
- Promptly reporting suspected or confirmed information-security events, unauthorized access, loss or inappropriate disclosure of information through the applicable EOSS reporting and escalation channels so that containment, investigation and corrective action can be initiated.

5.5 EOSS SA Social Policy

EOSS SA is aware that its performance depends heavily on the quality and the commitment of its personnel.

EOSS SA is fully aware that it needs motivated and outstanding personnel and that in return, it must offer them social dispositions in recognition of their commitment.

In addition to cantonal and national conventions (ITL Vaud and Swiss Federal Constitution Art 23/28), EOSS SA complies with international labour conventions, such as forced labour, union freedom, discrimination at work and child labour (ref. International Labour Organization and Universal Declaration of Human Rights).

EOSS SA expects its suppliers and subcontractors to support its commitment to social and environmental responsibility.

EOSS SA commits to participate to the social development by taking internship student on regular basis.

6 Consequences of a Policy violation

As an EOSS employee, you are expected to uphold the highest standards of ethical conduct and integrity, in full alignment with the Group's Code of Ethics. Compliance with the Code of Ethics and with this Integrated Management System Policy is a fundamental responsibility of every employee and of every person to whom this Policy applies.

Any breach or suspected non-compliance will be addressed in accordance with applicable local legislation, contractual arrangements and established disciplinary procedures. These measures are essential to safeguarding EOSS and Prysmian, protecting people, customers, information, the environment and business interests, and reinforcing a culture of accountability and trust.

7 Reporting a Policy violation

As an EOSS employee, you are required to report any Operating Instruction violation to:

a) the **Integrity First Helpline**; or
b) your Regional Compliance Team or the other designated subjects mentioned in Section 6.1 of the **Helpline Policy**.

Operational quality concerns, nonconformities, health and safety hazards, unsafe conditions, near misses, accidents, environmental events, energy-performance concerns and information-security events should also be reported promptly through the applicable EOSS management-system channels so that timely preventive, containment or corrective action can be taken.

Any form of retaliation for reporting a violation or legitimate concern, including threats and attempts of retaliation, is strictly prohibited. EOSS and Prysmian are committed to ensuring that employees can raise good-faith concerns when they have reasonable grounds to believe the matter reported is true, without adverse personal or professional consequences.

8 Audit, monitoring and continuous improvement

EOSS Management is responsible for ensuring periodic review of this Policy and the Integrated Management System, considering changes in the organization and its context, customer expectations, risks and opportunities, performance results, incidents and nonconformities, applicable legislation and standards, Prysmian requirements and relevant best practices.

EOSS monitors implementation and effectiveness through integrated objectives and performance indicators, customer feedback, process monitoring, risk and opportunity reviews, environmental-aspect reviews, inspections, incident and

information-security event learning, internal and external audits, corrective actions and management review, as applicable to the relevant management-system scope.

The Prysmian Compliance Function and Internal Audit Department may also perform, using a risk-based approach, monitoring or audit activities aimed at verifying the correct enforcement of this Policy within the organization.

9 Related documents

The following Documents and Standards are related to this Policy and must be consulted by all EOSS employees for further guidance. Part of such documents are available in the Ethics & Integrity Section of our Company's Intranet and are also publicly available within the correspondent Section of our Corporate website.

a) Prysmian Health, Safety, Environment and Energy Policy, approved by the Prysmian S.p.A. Board of Directors on July 29, 2026;
b) Prysmian Code of Ethics;
c) Prysmian Health, Safety and Environment Manual;
d) Prysmian Enterprise Risk Management Policy;
e) Prysmian Helpline Policy;
f) EOSS Integrated Management System procedures, processes, risk assessments, operating instructions, information-security controls, emergency arrangements and other applicable documented information;
g) ISO 9001:2015 - Quality management systems;
h) ISO 14001:2015 - Environmental management systems;
i) ISO 45001:2018 - Occupational health and safety management systems;
j) ISO/IEC 27001:2022 - Information security management systems;
k) Regulation (EU) 2016/679 and other applicable data-protection requirements, where relevant.