



ENVIRONMENTAL POLICY

The undersigned, Paolo Flavio Bestetti, as the Managing Director of Baxter S.r.l. and the Primary Responsible Officer of the Environmental Management System in accordance with ISO 14001 standards, declares the necessity of applying the following principles:

1. Commitment to ensuring company compliance with environmental laws and regulations as well as other applicable requirements;
2. Commitment to environmental respect and pollution prevention;
3. Commitment to raising environmental awareness among all personnel;
4. Commitment to pursuing strategic objectives;
5. Commitment to continuous improvement;
6. Commitment to transparency and communication;
7. Commitment to social responsibility;
8. Commitment to sustainable resource management;
9. Commitment to sustainable innovation.

The purpose of Baxter S.r.l. is to create new products by optimizing their production and reducing environmental impacts wherever possible to increasingly promote "Pollution-Free" products. These principles will be implemented through the following actions:

1. Analyzing the context and stakeholders in which the Organization operates;
2. Studying the product life cycle with corresponding environmental impact and risk analysis;
3. Maintaining a system for identifying and updating applicable laws and regulations in compliance with ISO 14001 standards;
4. Periodically updating significant environmental indicators resulting from Context Analysis and Environmental Analysis;
5. Reviewing and redefining environmental objectives if necessary;
6. Checking and, if necessary, adjusting programs to achieve set objectives;
7. Analyzing discrepancies between objectives and results and defining



- appropriate corrective programs;
8. Defining training programs for all personnel according to needs;
 9. Publishing a detailed and transparent annual sustainability report;
 10. Implementing policies that promote diversity, equity, and inclusion in the workplace;
 11. Promoting recycling and waste reduction in all business activities wherever possible;
 12. Investing in research and development to create eco-friendly products and innovate business processes that reduce environmental impact.

Baxter S.r.l. believes it is essential to maintain and enhance an Environmental Management System in respect of the company's social responsibility. Additionally, the company is constantly committed to promoting environmental sustainability through a structured path of continuous improvement. Baxter S.r.l. has begun drafting its first Sustainability Report in compliance with the European Corporate Sustainability Reporting Directive, CSRD (Directive EU 2022/2464/EU), as well as implementing a Corporate Strategic Plan, aimed at further integrating sustainability principles into operational and decision-making activities. This path includes the adoption of clear, measurable objectives linked to key indicators related to environmental, social, and governance issues, commonly known by the acronym ESG (Environmental, Social, Governance). Drafted and disseminated within the Organization, the Environmental Policy is also made available to the public.

Lurago d'Erba, 01/10/2024 REV.5

CEO (Chief Executive Officer)

Paolo Flavio Bestetti

BAXTER S.R.L.