METER – GROUP POLICIES

Consolidated version

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METER GROUP POLICIES

Meter Group integrates sustainability, social responsibility, environmental protection, health and safety, quality and ethics into the management of its activities, with the aim of creating lasting value for customers, people, business partners and communities.

These Policies define common principles and commitments for Group companies, in compliance with the laws and other applicable requirements in the countries where they operate, as well as with voluntarily adopted standards and commitments. Implementation takes into account the nature of activities, context, risks and opportunities and the expectations of interested parties, pursuing continual improvement.

- Sustainability
- Environment
- Quality
- Health and Safety
- Energy
- Sustainable Procurement
- Human Resources
- Human Rights and Social Responsibility
- Equality, Diversity and Inclusion
- Anti-Corruption
- Respect in the Workplace
- Data Protection and Cybersecurity

UN Global Compact · Principles 1, 2, 3, 4, 5, 6, 7, 8, 9, 10



SUSTAINABILITY POLICY

Our mission is to design and manufacture excellent products in an innovative, responsible and sustainable way, creating lasting economic, social and environmental value.

Ethics, integrity and transparency: operate fairly and responsibly; maintain zero tolerance for corruption; provide confidential reporting channels and protection against retaliation.

Human Rights and social responsibility: promote decent work and combat child labour, forced labour, human trafficking, discrimination, harassment, abuse and exploitation, including in the value chain.

People, health, safety and inclusion: protect health, safety and well-being; develop skills, equal opportunities, diversity, inclusion and work-life balance.

Stakeholders and communities: maintain open dialogue and identify, prevent and mitigate adverse impacts through a risk-proportionate approach.

Environment and climate: prevent pollution, use energy, water and resources responsibly, reduce waste and greenhouse gas (GHG) emissions, and consider biodiversity, ecosystems and the life cycle.

Innovation and sustainable products: integrate quality, performance, resource efficiency and environmental aspects into R&D and design activities, where applicable.

Responsible supply chain: promote ethics, Human Rights, H&S, social responsibility, environmental protection and circular economy principles among suppliers and partners.

Continual improvement: set consistent objectives and monitor performance to improve policies, systems, processes and operating practices.

This Policy applies to Meter Group, is communicated to workers, made available to interested parties and periodically reviewed.

ENVIRONMENTAL POLICY

Environmental protection is a priority. The Policy is appropriate to the context and to the nature, scale and environmental impacts of activities, products and services, and provides the framework for environmental objectives.

Compliance obligations: comply with environmental legislation, other applicable requirements and voluntarily undertaken commitments.

Protection and prevention: prevent pollution and reduce environmental impacts by controlling significant environmental aspects associated with the Group's activities, products and services.

Climate and energy: promote energy efficiency, reduced consumption and lower greenhouse gas (GHG) emissions and, where sustainable, the use of renewable or lower-impact energy sources.

Efficient use of resources: promote efficient use of raw materials, materials, water and other natural resources, reducing consumption and preventing waste wherever possible.

Waste: prevent and reduce waste generation and promote reuse, recovery and recycling in accordance with circular economy principles.

Hazardous substances and materials: ensure their safe and responsible management and, where possible, pursue reduction or substitution.

Biodiversity and ecosystems: consider relevant potential impacts and adopt appropriate prevention and mitigation measures.

Life-cycle perspective: consider environmental aspects of stages over which the Group can exercise control or influence, from materials through end of life.

Innovation, competence and supply chain: promote sustainable technologies, training and engagement, stakeholder dialogue and environmental principles throughout the supply chain.

Meter provides adequate resources and pursues continual improvement of the environmental management system in order to improve environmental performance.

QUALITY POLICY

Quality is essential to create value and ensure reliability, performance and conformity. The Policy is consistent with the Group's purpose, context and strategic direction and provides the framework for quality objectives.

Customer focus: understand needs and expectations, meet agreed requirements and continually improve customer satisfaction.

Compliance: comply with applicable legal, regulatory, contractual and technical requirements.

Products: ensure quality, reliability and safety in relation to intended use.

Processes, risks and opportunities: apply a process and risk-based approach, managing factors that can affect intended results.

Prevention of nonconformities: control processes using appropriate criteria, information, tools, checks and records, and act on root causes.

Monitoring and listening: analyse data, feedback, complaints and other relevant information.

Continual improvement: continually improve the effectiveness of the Quality Management System and the performance of processes, products and services, using data analysis, feedback, nonconformities, experience and Lessons Learned as sources of learning and improvement.

Innovation, competence and resources: invest in R&D, technology, competence, infrastructure and adequate resources.

Supply chain: engage and monitor suppliers and partners in proportion to their relevance and risk.

Management provides leadership and commitment to QMS effectiveness and promotes a quality culture based on responsibility, ethical behaviour, customer satisfaction and continual improvement.

HEALTH AND SAFETY POLICY

Health, safety and well-being are a priority. The Policy considers the context, activities, hazards and risks and provides the framework for occupational health and safety objectives.

Safe and healthy conditions: provide suitable and safe workplaces, infrastructure, machinery, plants and equipment.

Hazards and risks: identify hazards, eliminate them where possible, and reduce and control risks according to prevention and protection principles.

Applicable requirements: comply with legal and other applicable H&S requirements in the countries where the Group operates, including requirements arising from commitments and standards voluntarily adopted by the Group.

Prevention: prevent incidents, injuries, hazardous exposures and occupational ill health.

Emergency preparedness: prepare for and manage emergency situations through appropriate plans, resources and training.

Consultation and participation: consult workers and facilitate their participation, including through representatives where provided for.

Reporting and no retaliation: encourage reporting of hazards, near misses and unsafe conditions, protecting those who report in good faith.

Competence and awareness: provide appropriate information, training and instruction so that people have the competence to work safely and understand the risks associated with their activities.

Safer technologies and solutions: where appropriate and technically feasible, evaluate innovative technologies, equipment and solutions that can help eliminate hazards, reduce risks and improve health and safety conditions.

Well-being and supply chain: promote physical and psychological well-being and encourage suppliers and contractors to apply consistent H&S principles.

Continually improve the management system and H&S performance, also using monitoring results, incidents, near misses, reports and worker consultation.

ENERGY POLICY

Meter Group is committed to continually improving energy performance and provides the framework for setting and reviewing energy objectives and targets.

Energy performance: continually improve energy efficiency, energy use and energy consumption.

Applicable requirements: comply with legal and other requirements applicable to energy use, consumption and efficiency.

Information and resources: ensure the availability of information and resources needed to achieve energy objectives and targets.

Monitoring: systematically monitor and analyse significant energy uses and consumption and energy performance, using the results to identify improvement opportunities.

Consumption reduction: promote measures to reduce consumption and avoid energy waste.

Design: support design activities that consider opportunities to improve energy performance in new, modified or renovated facilities, equipment, processes and infrastructure that can significantly affect energy performance.

Procurement: support the procurement of energy-efficient products, equipment and services that can significantly affect energy performance.

Best practices and innovation: promote good practices, technological solutions and operating methods aimed at improving energy performance.

Renewable energy: evaluate and promote, where appropriate, the use of renewable energy sources, considering technical feasibility and cost-benefit analysis.

Awareness and improvement: develop energy awareness and pursue continual improvement through objectives, actions and performance review.

The Group makes appropriate resources available and promotes continual improvement of energy performance across its activities.

UN Global Compact · Principles 1, 2, 3, 4, 5, 6, 7, 8, 9, 10



SUSTAINABLE PROCUREMENT POLICY

Meter Group integrates environmental, social and ethical criteria into procurement and supply-chain management, proportionate to the risks and relevance of the goods and services purchased.

Ethics and integrity: require fair, transparent and responsible conduct and reject corruption and improper practices.

Supplier assessment: consider environmental, social, Human Rights, labour, H&S and business ethics criteria in supplier selection, qualification and monitoring.

Risk-based approach: identify and address significant ESG risks in the supply chain using measures proportionate to risk.

Human Rights and labour: promote decent work and combat child labour, forced labour, human trafficking, discrimination, harassment and exploitation.

Environment: promote efficient use of resources, pollution prevention, waste reduction, circular economy and reduced environmental footprint.

Materials and products: encourage responsible sourcing and materials and components that meet applicable requirements and sustainability criteria.

Diversity and local value: where appropriate, support inclusive procurement and opportunities for local suppliers and social enterprises.

Corrective action and remedy: where significant nonconformities or adverse impacts are identified, request appropriate corrective or remedial action and reconsider the relationship where necessary.

Responsibilities and engagement: define responsibilities for implementation and communicate sustainability expectations to suppliers and partners.

The Policy is periodically reviewed and supports continual improvement of the Group's supply-chain sustainability performance.

UN Global Compact · Principles 1, 3, 6

HUMAN RESOURCES POLICY

People are a key asset for Meter Group. The Group promotes fair, respectful and inclusive working conditions, professional development and constructive dialogue.

Fair employment conditions: apply transparent and fair employment practices in accordance with applicable legal, contractual and collective requirements.

Working time: respect applicable requirements on working hours, rest periods, leave and overtime.

Fair pay and benefits: provide pay and benefits at least in line with applicable legal, contractual and collective requirements and compensate overtime, night and holiday work in accordance with applicable requirements.

Living Wage: support the principle and periodically assess the adequacy of remuneration against recognised benchmarks appropriate to different geographical contexts, defining improvement actions where necessary.

Freedom of association: respect the right to join or not join trade unions and to collective bargaining without discrimination, intimidation or retaliation.

Training and development: invest in technical, professional and managerial skills.

Equal opportunities and well-being: combat discrimination, protect health and safety and support work-life balance.

Dialogue and privacy: promote listening, feedback and participation and responsibly manage worker-related information.

The Group promotes a culture based on responsibility, collaboration, respect and continual improvement.

HUMAN RIGHTS AND SOCIAL RESPONSIBILITY POLICY

The Group recognises respect for Human Rights and fundamental labour rights as an essential principle and promotes decent, fair, safe and respectful working conditions, including in the value chain through a risk-based approach.

Children and young workers: combat child labour and protect the health, safety, education and development of young workers.

Forced labour and trafficking: prohibit forced, compulsory, bonded or involuntary labour, human trafficking, undue restrictions, retention of identity documents and coercive deposits.

Fair and voluntary employment: ensure recruitment, employment and termination are based on transparency, fairness, voluntariness and applicable requirements.

Health and safety: provide safe and healthy workplaces and prevent injuries and occupational ill health.

Freedom of association: respect freedom of association and collective bargaining without discrimination, intimidation or retaliation.

Dignity and non-discrimination: combat discrimination and harassment and prohibit corporal punishment, coercion, verbal abuse and degrading treatment.

Working time, remuneration and privacy: comply with requirements on working time, rest and leave; promote decent remuneration and protect worker privacy and personal data.

Participation, risks and reporting: involve workers and representatives, assess social risks and provide accessible, confidential and retaliation-free reporting channels.

Remedy and value chain: adopt corrective and remedial actions and require consistent principles from suppliers, subcontractors, labour agencies and partners.

The Group defines responsibilities and provides adequate resources for implementation, monitoring and improvement of the Policy, pursuing continual improvement.

EQUALITY, DIVERSITY AND INCLUSION POLICY

The Group recognises the value of individual differences and promotes a fair, inclusive and respectful environment in which every person can express their potential.

Equal opportunities: apply fairness and non-discrimination in recruitment, hiring, roles, remuneration, training, evaluation, development, promotion and termination.

Non-discrimination: combat discrimination based on personal characteristics protected by applicable law or unrelated to job requirements.

Diversity and inclusion: value different experiences, skills, cultures, perspectives and individual characteristics.

Gender equality: support equal opportunities in access to employment, remuneration, development, career growth and responsibility.

Reasonable accommodation: where applicable and reasonably possible, adopt measures enabling full participation by people with disabilities or specific needs.

Respectful behaviour: raise awareness and counter discriminatory, offensive or exclusionary behaviour.

Reporting: provide appropriate, confidential and retaliation-free means to report conduct contrary to this Policy.

Value chain: encourage suppliers and partners to adopt consistent principles of non-discrimination, equal opportunity and respect for diversity.

The Policy is communicated to workers, made available to interested parties and periodically reviewed.

ANTI-CORRUPTION POLICY

The Group operates with integrity, fairness, transparency and accountability and adopts zero tolerance towards any form of active or passive, public or private, direct or indirect corruption.

Applicable laws: comply with anti-corruption laws and other applicable requirements in the countries where the Group operates.

Improper payments and advantages: prohibit offering, promising, granting, requesting or accepting undue advantages intended to influence a decision.

Gifts and hospitality: allow them only when appropriate, transparent, reasonable and compliant with internal rules and applicable law.

Conflicts of interest: require timely disclosure and transparent management of actual or potential situations.

Third parties: apply risk-proportionate measures in the selection and management of intermediaries, consultants, agents, suppliers and partners.

Records: ensure transactions are authorised, documented and recorded accurately, completely and transparently.

Donations and sponsorships: manage them with transparency, traceability and compliance, avoiding improper advantages.

Awareness and reporting: communicate the principles, provide training where appropriate and ensure confidential channels and protection against retaliation.

For Italian companies to which it applies, these principles are further supported by the Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001. The Group also promotes these principles among suppliers and partners.

RESPECT IN THE WORKPLACE POLICY

Everyone has the right to a workplace based on dignity, respect, fairness and collaboration, free from bullying, discrimination, harassment, sexual harassment, intimidation and offensive behaviour.

Bullying and intimidation: do not tolerate repeated or serious conduct that is offensive, intimidating, humiliating, threatening or abusive.

Discrimination: do not tolerate unjustifiably unfavourable treatment based on protected characteristics or factors unrelated to job requirements.

Harassment: prohibit unwanted conduct that violates dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

Sexual harassment: prohibit unwanted conduct of a sexual nature, whether verbal, non-verbal or physical, that violates dignity.

Responsibility: require respectful conduct from everyone and particular attention from managers in promoting a fair environment and addressing concerns.

Reporting: allow victims or witnesses to use available reporting channels; informal resolution is optional and never a prerequisite.

Confidentiality and no retaliation: protect those who report in good faith or cooperate in an investigation.

Managing violations: assess reports impartially and promptly and take corrective or disciplinary measures in accordance with applicable law.

The Group also promotes the principles of this Policy in relationships with suppliers, contractors and other business partners.

DATA PROTECTION AND CYBERSECURITY POLICY

The Group protects personal data, information and information systems to safeguard people, ensure business continuity and maintain stakeholder trust, in compliance with applicable laws and through a risk-proportionate approach.

Lawfulness and transparency: process personal data on legitimate grounds and provide appropriate information to data subjects.

Purpose and minimisation: collect and use data for specified and legitimate purposes, limiting it to what is necessary.

Accuracy and retention: keep data up to date where necessary and retain it for periods consistent with purposes and requirements.

Confidentiality, integrity and availability: adopt technical and organisational measures appropriate and proportionate to the risks.

Access: apply authorisations consistent with responsibilities and operational needs.

Cyber risk: identify and assess risks and adopt prevention, protection, detection, response and recovery measures.

Continuity and resilience: adopt appropriate backup, recovery, continuity and resilience measures for critical systems and information, according to risk and operational needs.

Incidents and rights: manage incidents and required notifications and ensure the exercise of rights recognised by applicable laws.

Privacy/security by design and third parties: consider requirements when designing or modifying processes, products, services and systems and when managing suppliers.

The Group defines responsibilities, develops awareness and monitors the adequacy of measures. GDPR, NIS2 and national provisions apply to Group companies to the extent that they are applicable.



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