

Supplier Code of Conduct Statement

SUSTAINABILITY PRINCIPLES OF THE MEDIOLANUM GROUP

The **vision** of the Mediolanum Group is to create a better world with a focus on the well-being of people and the planet. It aims to build deep and lasting human relationships based on trust and transparency. Its **mission**, on the other hand, is to offer personalised and innovative consulting that accompanies people at every stage of their lives. The Group is committed to operating responsibly and sustainably, contributing to the well-being of the community and anticipating the challenges of the future. To sum up, the Group presents itself as a reliable partner, which focuses on the needs of people and is committed to creating a positive impact on society.

The values of the Mediolanum Group revolve around people and their well-being. **Freedom** is the foundation, understood as freedom of choice and authentic relationships with others. The **relationship** is at the centre of every interaction, built on trust and understanding of individual needs. **Responsibility** is a constant commitment to society, manifested through concrete and sustainable actions. **Sustainable innovation** is the drive towards the future, with the aim of improving people's lives and protecting the environment. Finally, **positivity** is the energy that drives the company, and its ability to face challenges with optimism and to find innovative solutions. To sum up, the values of the Mediolanum Group outline a business model focused on people, ethics and sustainability, with the aim of creating a better future for everyone.

The Group bases its sustainability strategy on four fundamental pillars. Firstly, **economic responsibility**, which promotes an ethical and solid business model, aimed at creating sustainable value in the long term, based on responsible and transparent management of resources and relations with stakeholders. Secondly, **responsibility towards customers**, with a commitment to ensuring transparent relationships and promoting innovation through financial products and services that respond to customer needs in a responsible and inclusive manner. The third principle is **responsibility towards employees**, based on the enhancement of human capital, promoting development, diversity and inclusion policies, as well as guaranteeing well-being and safety at work. Lastly, **responsibility towards the community and the environment**, through the Group's commitment to reducing environmental impact and supporting communities, with actions aimed at promoting social inclusion and environmental sustainability, in line with the Sustainable Development Goals of the United Nations.

Over the years, recognising the importance of the subject within the core principle of economic responsibility and its connection to responsible procurement policies in risk management, the Group has enhanced its supplier evaluation criteria by integrating the analysis of the social and environmental impact of the products and services provided. To date, the Group's Supplier identification process assesses aspects related to governance and ethics, as well as aspects related to respect for human rights, workers' health and safety, and environmental performance.

The Group promotes a wide range of activities aimed at further improving the sustainability of relationships with Suppliers, through specific tools and periodic meetings, in order to achieve greater integration between the respective business cultures.

Aims

The Group's Supplier Code of Conduct has the primary purpose of promoting fair, transparent and sustainable business relationships with all business partners. Aligning with the principles established by the existing Code of Ethics and the Risk Culture Policy, where applicable, within the individual companies comprising the Group, as well as in compliance with the international guidelines defined by ISO 20400 and the United Nations Global Compact, the Code aims to prevent and combat any form of corruption, conflict of interest and unlawful conduct. Furthermore, in line with the Group's sustainability policy, the Code encourages Suppliers to adopt responsible practices in relation to the environment and human rights, therefore contributing to the creation of an ethical and sustainable supply chain. The specific objectives include the protection of the Group's reputation, compliance with applicable laws and regulations, the promotion of fair competition and the enhancement of a corporate culture based on integrity and social responsibility, as well as full awareness and commitment to management of the risks inherent in daily professional activities.

The MIFL and MIL Supplier Code of Conduct is aligned to the group's aim.

Fundamental principles

MIFL and MIL encourages its critical or important business partners to promote the highest ethical and professional standards in compliance with the ten principles of the United Nations Global Compact.

Respect for people

MIFL and MIL encourages its Suppliers to respect for fundamental human rights in all activities and relationships along the supply chain, also through compliance with the provisions of the ILO (International Labour Organisation) convention. This includes the rejection of any form of labour exploitation, precarious employment, child labour, forced labour, human trafficking and discrimination, while promoting safe, decent and inclusive working conditions. Suppliers must ensure the fair treatment of all workers, respecting trade union rights and promoting diversity and gender equality.

Respect for the environment

MIFL and MIL encourages its Suppliers to adopt responsible practices to protect the environment, while minimising the negative impacts of their transactions. This includes the efficient use of resources, the reduction of greenhouse gas emissions, the sustainable management of waste and the adoption of technologies and processes that favour the transition to a low environmental impact economy. Suppliers are invited to

develop innovative solutions to improve the environmental sustainability of their activities and products.

Respect for integrity

MIFL and MIL encourages its Suppliers to ensure the utmost commitment to promoting ethical and transparent behaviour in all commercial transactions. This involves the rejection of all forms of corruption, fraud and unethical behaviour, as well as the promotion of a corporate culture based on integrity and on the identification and management of risks. Suppliers are expected to implement internal control policies, while ensuring that their transactions are conducted in a legal and transparent manner, with a particular focus on the correctness of contractual practices and data protection.