

**TECHNOGYM "The Wellness Company",  
creator and first company in the world to promote Wellness,  
defines its VALUES AND VISION, including:**

**"the Wellness Lifestyle"**

**OUR MISSION:** to help people live better through health and exercise education

**OUR VISION:** to enable 100 million people worldwide to live the Technogym Experience

**OUR STRATEGY:** **Wellness on the go** - the Technogym Experience anytime, anywhere

**The Health and Safety Management System is one of the tools we use to implement our Vision.**

Technogym's primary values are respect for the individual, the health, safety and wellbeing of employees in the workplace, and social development in the context we operate in.


Every day, Technogym demonstrates its commitment by monitoring its processes, implementing tools that guide the adoption of safe behaviour in the performance of activities by its workers, and requiring the improvement of performance by all its partners and suppliers. Technogym provides its expertise, innovation, as well as instrumental and financial resources aimed at the continuous improvement of health and safety. Putting in place prevention measures aimed at reducing or eliminating risks makes Technogym competitive and reliable for all stakeholders.

### **Health, Safety and Wellbeing Policy**

For Technogym, the adoption of the ISO 45001 Management System is one of the tools it uses to guarantee the sustainability of its business. **Guaranteeing the health and wellbeing of everyone, of all ages, promoting a healthy and safe workplace (Scope 8), in full compliance with the commitments of the UN Agenda 2030.** For Technogym, **engaging, motivating and empowering all stakeholders**, workers, clients, suppliers, institutions and communities means an assumption of responsibility for the entire community.

The Management team adopts the measures necessary to ensure that the Management System:

1. Is appropriate to the corporate Vision and Goals.
2. Provides a reference framework to establish and review occupational health and safety targets.
3. Is documented, implemented and shared with stakeholders.
4. Guarantees compliance with applicable national and international regulations and standards.

 <p>The Wellness Company</p>	<p><b>POLICY</b> for the protection of workers' health, safety and wellbeing</p>	<p><b>TMS</b> Technogym Management System</p>
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5. Represents a commitment to pursuing sustainability, including through the preventive analysis of all risks, eliminating them and transforming them into opportunities.
6. Ensures progress towards the achievement of employee wellbeing, encouraging everyone to have a positive mindset, aimed at eliminating risks and reducing hazards in their day-to-day activities.
7. Engages and involves workers and their representatives, aware that health and safety management is the responsibility of the entire corporate organisation, from Top Management to every worker.
8. Improves, through health and safety training and information initiatives, the awareness of all workers regarding the perception of risk, making them an active part of continuous improvement.
9. Engages external companies in an improvement process that is aimed at raising awareness of health and safety within their organisations and in relation to external parties.

Health and safety in Technogym are part of its value chain.

Focusing on and continually improving the workplace environment is not just a way for the company to comply with laws and regulations and reduce operational, financial and reputational risks, it is also one of the ways in which it achieves its corporate Mission.

Governance of these aspects is therefore part of a wider initiative, in the interest of internal stakeholders and of the external social context in which the company is growing today.

The well-established culture of prevention has resulted in the resilience of the company's processes, which have allowed, and will continue allow, the mitigation of any impacts due to rapid changes that could have repercussions on day-to-day operations.

The correct governance by Management of health and safety aspects is a guarantee of continuity for all stakeholders.

Management ensures the regular review of this document, taking into consideration any changes to the Organisation, to the context it operates in, to the development envisaged in the industrial plan, to the acceptable risk levels and the effects of actions undertaken in terms of the continuous improvement of products, services and processes.

Pierluigi Alessandri  
Technogym SpA Vice-Chairman

