SCAFI GROUP POLICY

SCAFI SOCIETÀ DI NAVIGAZIONE SPA is a reality that operates in the shipping industry in Italy and that for several years has consolidated, through control and participation in other companies, a specific experience and know-how in the field of port towage, deep-sea towage, maritime salvage, and port services or maritime transport in general. The Company has always been careful and determined to constantly monitor and improve where possible the quality of the provided services, with a special attention to preserve health and safety at work as well as to limit its impact on the environment.

The Management of SCAFI SOCIETA' DI NAVIGAZIONE SPA has therefore decided to implement in all the companies it controls, or connected to it, an Integrated Quality, Environmental and Occupational Health and Safety Management System, in accordance with **UNI EN ISO 9001:2015, UNI EN ISO 14001:2015 and UNI EN ISO 45001:2023** standards.

The following companies adhere to this system:

- Carmelo Noli Srl.
- Jadranski Pomorski Servis d.o.o.
- Rimorchiatori Riuniti Spezzini – Imprese Marittime e Salvataggi Srl.
- Safirem Sarlau.
- Scafi Ship Management Srl.
- Scafi Società di Navigazione Spa.

The system is integrated:

- Vertically: the holding company defines general objectives and strategies for the individual companies committed to pursuing them by adapting them to the local context.
- Horizontally: the management of the quality of the services offered and the environmental and health and safety performance are united in a single organic management tool. Any improvement initiative taken by an individual company in the group can therefore naturally be extended to all the other companies in the group.

This approach allows the group to improve the organization of its business processes, to comply with all requirements, and to enhance the image of the group as a whole and simultaneously of each individual company included in it.

In particular, the Management has set the following strategic objectives that will provide a reference for the overall assessment of the System:

- To comply in all ports in which the individual companies operate with the requirements set by the competent authorities within the framework of Concessions, Regulations and Ordinances related to the towing service;
- To comply with all requirements, both mandatory and non-mandatory, identified within the perimeter of the company's initiatives, possibly adapted to the context in which it operates and to other stakeholders;
- To provide services in accordance with the expectations of customers and other stakeholders, collaborating in the growth of the Ports in cooperation with the Authorities, the other technical-nautical services and all customers;
- To protect the environment, to prevent pollution and to control and minimize environmental impacts;
- To control and minimize risks for the health and safety of its employees, contractors and anyone working at the company's premises;
- To prevent occupational injuries and illnesses;
- To continuously improve the System performance;
- To verify the compliance with the NO ALCOHOL, NO DRUGS policy for all the employees through a program of periodic health checks;
- To look for suppliers of products and services that allow us to progressively reduce the environmental impact of our business processes by adopting an ad hoc policy;
- To create homogeneous procedures and structures at group level, in order to make the most of the synergies linked to the sharing of experience and professionalism.

All personnel are invited to actively participate in the functioning and continuous improvement of the system, and to report any discrepancy with the above objectives to the email info@scafi.it.

La Spezia, 11/05/2026

Paolo Visco, Group CEO