Policy for a Respectful, Fair and Inclusive Workplace

Approved by the Board of Directors on May 18, 2026

Board Oversight

This policy is approved by the Board of Directors of Westport Fuel Systems Italia S.r.l. ("Board of Directors") and is overseen at Group level. The Board of Directors ensures the consistency of the Policy with the corporate strategy and, where possible, monitors its implementation through the GPG Committee, the ESG Committee, and the relevant operational functions, receiving periodic formalized reports containing key performance indicators (KPIs), principal risks, significant reports, and the status of corrective actions.

1.0 PURPOSE AND SCOPE

Westport Fuel Systems Italia S.r.l. and the companies directly or indirectly controlled by it (jointly "Westport Italia", "WFSI", "WFS Italia", the "Company", or the "Group"), consisting of the Parent Company and all companies directly or indirectly controlled by it, recognize the importance of a workplace founded on mutual respect, human dignity, and the enhancement of individual differences, and are committed to providing a working environment in which every person may expect and receive fair, courteous, and respectful treatment, while actively promoting an inclusive and responsible organizational culture.

This Policy defines the principles and commitments aimed at ensuring that every person can operate in a fair, inclusive, and safe environment, free from any form of discrimination, harassment, bullying, or retaliation, as well as from unethical conduct or behavior inconsistent with corporate values, even if not expressly prohibited by law.

The Company also adopts a risk-based approach to identify, prevent, and mitigate potential adverse impacts on people's rights in the contexts in which it operates, including, where applicable, activities along the value chain (suppliers, contractors, business partners) through measures proportionate to the identified risks.

This Policy applies to the WFSI Group and all its companies, for which its adoption, implementation and dissemination are mandatory, regardless of the country of operation, in compliance with applicable local regulations.

It applies to all workers, including permanent and temporary employees, executives, directors, agency workers, interns, collaborators, as well as anyone operating under the direction or control of the Company. The principles of this Policy also extend, where applicable, to relationships with customers, suppliers, business partners, visitors, consultants, and contractors.

It applies in all work-related contexts, including business travel, corporate events, and external interactions connected with Company activities.

The Company recognizes and respects internationally recognized human rights, in line with the United Nations Guiding Principles on Business and Human Rights, the fundamental Conventions of the International Labour Organization (ILO), and applicable European and national legislation, and undertakes to implement human rights due diligence processes consistent with such principles throughout all phases of identification, assessment, prevention, mitigation, and monitoring of impacts, including any corrective and remediation actions.

Where local laws establish stricter standards, the more stringent provisions shall apply.

2.0 TERMS AND DEFINITIONS

For the purposes of this Policy, certain terms shall have the following meanings:

- **Diversity**: the set of individual differences, whether visible or not, such as age, sex, gender identity or expression, sexual orientation, ethnicity, national origin or indigenous heritage, citizenship, marital status, pregnancy or childbirth, language, physical or mental disability, religion, creed or personal beliefs, education, cultural or social background, life experience, skills, communication styles, and other personal characteristics.
- **Inclusion**: the organization's ability to ensure full involvement, participation, and enhancement of diversity in decision-making processes and in relationships with customers, communities, and personnel, by valuing differences.
- **Discrimination**: any less favorable treatment, direct or indirect, based on a personal characteristic protected by applicable law, including the perception that a person possesses such characteristics.
- **Bullying**: intentionally repeated or seriously offensive verbal, physical, digital, or visual conduct aimed at humiliating, intimidating, isolating, or harming a person.
- **Harassment**: unwanted conduct that violates a person's dignity or creates a hostile, offensive, intimidating, or humiliating environment.
- **Sexual Harassment**: unwelcome advances or conduct of a sexual nature when:

    1. it constitutes an implicit or explicit condition of employment; or
    2. it interferes with work performance or creates an intimidating environment.

  Examples include offensive epithets, comments about a person's body, sexually explicit material, unwanted physical contact, persistent staring, and retaliation for reporting misconduct.
- Retaliation: any punitive, discriminatory, or detrimental action against a person who, in good faith, reports a violation of this Policy or cooperates in an investigation, including indirect or subtle conduct that may discourage reporting (e.g., exclusion, isolation, or informal penalties).
- Policy Owner: a member of the Board of Directors responsible for the implementation, monitoring, and periodic updating of the Policy.

3.0 PRINCIPLES AND COMMITMENTS

3.1 Prohibition of Discrimination, Bullying, Harassment and Retaliation

The Company is committed to maintaining a work environment free from any form of discrimination, bullying or harassment.

Any form of direct or indirect discrimination based, by way of example and not limitation, on gender, gender identity or expression, age, ethnic or national origin, citizenship, language, religion or personal beliefs, sexual orientation, marital status, health conditions, disability, trade union membership, political opinions or any other characteristic protected by law is prohibited.

The principle of equal opportunity applies to all stages of the employment relationship, including recruitment, hiring, training, evaluation, professional development, promotion, remuneration and termination of employment.

The Company prohibits any form of discrimination, bullying or harassment, including in cases where the conduct, while not constituting a breach of law, is inconsistent with the Company's principles and the ethical standards of the

Group.

Legitimate personnel management actions, exercised in a reasonable and respectful manner, do not constitute harassment.

Any form of retaliation against anyone who reports, in good faith, alleged violations of this policy is strictly prohibited.

The Company actively promotes a culture of respect also through awareness campaigns, employee listening initiatives and internal communication tools, as well as through periodic workplace climate surveys, analysis of results and the definition of improvement actions monitored over time, with assignment of responsibilities and verification of the effectiveness of the actions undertaken.

3.2 Personal Relationships in the Workplace

The Company respects employees' private lives and does not intend to interfere with consensual personal relationships.

However, such relationships must not create conflicts of interest, favoritism or situations that may compromise decision-making impartiality or the working environment.

As a general rule, two individuals involved in a personal relationship (family, marital, cohabitation, emotional or equivalent relationship) may not be placed in a direct hierarchical reporting relationship.

Should such a situation arise, it must be promptly disclosed to Human Resources in order to assess any organizational measures such as reassignment, modification of reporting lines or other appropriate solutions. Failure to disclose such situations may result in disciplinary measures in line with the Company's disciplinary systems and in compliance with applicable regulations, up to and including the most significant measures provided for by applicable laws and contracts.

3.3 Promotion of Diversity and Inclusion

The Company recognizes diversity as a strategic value contributing to innovation, the quality of decision-making processes and long-term competitiveness.

Diversity is taken into consideration in recruitment processes, in the composition of management and supervisory bodies, the Board of Directors, senior management and executives. The Board of Directors and Management periodically assess the composition, competencies and overall balance of governance bodies and leadership, promoting diverse candidacies, including through the involvement of external search firms where applicable.

In promotions to executive roles and succession processes, the Company takes into account merit, competencies, achieved results and the benefits arising from diversified leadership, with particular attention to gender balance and the representation of underrepresented groups. Development and succession processes are periodically reviewed in order to broaden the internal talent pool.

Hiring, evaluation, promotion and remuneration are based on merit, competence and performance consistent with corporate values, supported by objective, transparent and documentable criteria.

The Company promotes an inclusive environment through continuous training on respect, inclusion and the prevention of discrimination and harassment.

WFSI also recognizes the importance of respecting and valuing the traditions, cultures, lifestyles and social contexts of local communities in the countries where it operates, promoting open and inclusive dialogue with such communities.

The Company defines and monitors measurable objectives in the area of diversity and inclusion, such as, by way of example: representation of underrepresented groups, pay equity, access to training and professional development.

These indicators are periodically analyzed in order to identify potential areas for improvement and support the adoption of corrective and development actions with defined responsibilities, timelines and monitoring. The Company may also integrate, where possible and appropriate, diversity and inclusion objectives into management performance evaluation systems, including, where possible and applicable, a variable component of remuneration linked to the achievement of ESG and diversity and inclusion objectives, based on measurable and verifiable targets.

3.4 Women's Empowerment and Gender Gap

WFSI supports women's empowerment and actively promotes gender equality in the workplace. It adopts personnel management processes aimed at reducing the gender gap in all areas considered critical to gender balance: recruitment and hiring, professional growth opportunities, equal pay, protection of parenthood, work-life balance and prevention of gender-based violence.

In order to monitor its progress and ensure the proper implementation of the principles contained in this policy, WFSI has adopted a management model based on continuous improvement and the periodic measurement of performance indicators relating to culture and strategy, governance, HR processes, career growth opportunities within the Company, gender pay equity, parenthood and work-life balance.

WFSI encourages directly or indirectly controlled companies to adopt management models tailored to the maturity of their respective contexts and likewise focused on measurement, continuous improvement and the reduction of the gender gap

4.0 ROLES AND RESPONSIBILITIES

Compliance with this policy involves all organizational levels.

The Board of Directors ensures that the principles of respect, diversity and inclusion are integrated into corporate strategies and processes and periodically receives information regarding the implementation of the policy and relevant cases.

The Board of Directors and Management promote, through their conduct, a corporate culture based on respect, acting as role models and preventing risk situations.

The Human Resources Department operationally manages reports, coordinates internal investigations, supports the persons involved, promotes training and awareness initiatives, and supports the collection, analysis and reporting of data relevant for monitoring ESG indicators relating to the workforce, ensuring traceability of the activities carried out, retention of evidence and availability of documentation for audit purposes.

All employees and collaborators are responsible for maintaining conduct that is respectful and compliant with this policy, promptly reporting any violations, participating in training activities where required, and actively contributing to an inclusive environment in compliance with corporate values and contractual obligations.

5.0 IMPLEMENTATION, REPORTING AND MONITORING

5.1 Reporting

Anyone who believes they are the victim or witness of a violation of this policy is encouraged to report it without delay through their supervisor, the Human Resources Department or through the reporting channels made available by the Company, accessible to all personnel and appropriately communicated through corporate tools.

This policy is also made available to external stakeholders, including suppliers, business partners, consultants and other third parties, through the corporate website and/or through specific contractual or informational communications or other available Company means. Such parties may submit reports using the Company's publicly accessible whistleblowing channels or through dedicated contact details indicated on the corporate website.

The Company guarantees that reporting channels are accessible and managed in a manner ensuring confidentiality, impartiality and protection of reporting persons, in compliance with applicable whistleblowing regulations and international best practices and are periodically monitored.

Reports may also be submitted anonymously, where permitted by local regulations. Failure to report serious violations may constitute a disciplinary offense. Internal reporting does not limit the right to contact the competent authorities.

All reports are handled with seriousness, confidentiality, impartiality and timeliness. The Company undertakes to conduct accurate investigations and to communicate the outcome within the limits permitted by law according to defined and monitored timelines.

In the event of a confirmed violation, proportionate corrective measures will be adopted, including disciplinary actions up to dismissal for just cause.

The Company ensures, where necessary, the adoption of proportionate remedial measures and support for the persons involved, including through organizational, training or disciplinary interventions, as well as follow-up activities to verify their effectiveness and prevent recurrence.

5.2 Training and Prevention

The Company promotes periodic training and awareness programs on the topics of respect, prevention of harassment, diversity and inclusion, addressed to all organizational levels.

Particular attention is devoted to managerial roles, so that managers are able to prevent, recognize and manage non-compliant behavior.

Participation in training programs is monitored and, for specific corporate populations (e.g. managers), may be made mandatory; the data collected are used to assess the effectiveness of initiatives and to plan targeted and improvement interventions.

5.3 Monitoring and Review

The Company periodically monitors the effectiveness of this policy also through the analysis of indicators relating to workforce composition, gender equality, reports received and investigation outcomes, in compliance with personal data protection regulations.

Monitoring includes, where possible, quantitative and qualitative indicators in line with the main ESG reporting standards (e.g. ESRS), such as: workforce composition, turnover rates, gender balance, possible pay gaps, number and type of reports, management timelines and actions undertaken.

The monitoring results are shared with the competent governance bodies and, where applicable, included in the Group's sustainability reporting, as well as used for any ESG ratings or assessments and to define and monitor continuous improvement plans with defined responsibilities, KPIs and timelines.

This policy is subject to periodic review every three years or upon the occurrence of significant changes, in order to ensure its adequacy with respect to regulatory and organizational developments, also on the basis of monitoring results, reports received and the evolution of regulations and international best practices. Where local regulations provide for more stringent standards, the stricter provisions shall apply.

6.0 RELATED POLICIES

This policy is consistent with the main corporate governance instruments and with internal management and reporting systems, and is integrated with other corporate governance tools, including codes of ethics, corporate policies and internal control systems.

The Company also promotes the adoption of principles consistent with this policy by suppliers and business partners through codes of conduct, contractual clauses and, where applicable, assessment, monitoring and audit activities, with the possibility, in the most serious cases, of suspension or termination of the contractual relationship.