STAKEHOLDER GOVERNANCE POLICY

Florim USA follows a stakeholder-focused approach to governance that reflects its commitment to responsible business practices, including its role as a Benefit Corporation and certified B Corp. The company evaluates success not only through financial performance, but also by considering the social and environmental impacts of its decisions.

Florim USA considers how its actions affect people, the environment, the broader economy and society as a whole. The company is committed to operating in a responsible, transparent manner and to treating its stakeholders with respect.

Florim USA recognizes a broad group of stakeholders across its value chain, including employees, customers, suppliers and business partners, investors, local communities, and the environment. These stakeholders are identified and periodically assessed through structured processes, including double materiality analyses. These assessments help the company understand the nature of each relationship, the level of influence, and the potential economic, social, and environmental impacts of its activities.

Business decisions are made with these factors in mind. By considering stakeholder interests alongside potential impacts, Florim USA aims to operate responsibly while continuing to improve its products, processes, and overall performance.

The company is committed to creating long-term value through its activities. This includes delivering high-quality, innovative products; supporting employee well-being and professional growth; working collaboratively with suppliers and partners; engaging with local communities; and reducing environmental impact through the responsible use of resources.

Ongoing dialogue with stakeholders is an important part of this approach. Florim USA regularly seeks input and feedback to better understand expectations, identify areas for improvement, and strengthen relationships. This engagement takes place through a variety of channels, including direct communications, feedback and listening initiatives, training programs, partnerships with external organizations, and the publication of its Sustainability Statement, which shares progress and future goals.

Through this governance model, Florim USA aims to balance economic performance with social responsibility and environmental stewardship, supporting sustainable, long-term value creation.

This policy is shared with all employees and made available for internal and external reference. It is approved by Florim USA's senior leadership, who are responsible for ensuring that these principles are applied consistently across all areas of the company's operations and integrated into day-to-day decision-making.

July 2026

Florim USA Stakeholders: