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General Contract Terms and Conditions

Service contracts

Rev.4_April 2026

Background information

These General Terms and Conditions apply to all types of supply and installation contracts concluded by S.E.A. S.p.A. and its subsidiaries ("SEA" or "Buyer").

Therefore, these Conditions, the Contract and its Annexes form a single document governing the relationship between the Buyer and the Contractor for the execution of the Contract.

Any provisions contained in this document that do not apply in relation to the peculiarities of the contractual obligation are indicated in the individual contract.

SEA operates both as a Public Company, pursuant to and for the purposes of Article 150 of the Code, and as a private entity. Therefore, these Conditions apply in relation to Contracts having as their object the awarding of both contracts related to its core business, referring to the exploitation of the geographical area aimed at making the airports of Milan Linate and Milan Malpensa available to air carriers, and contracts not related to its core business.

The *core business* Contracts, which bear the Tender Identification Code (in Italian "CIG") assigned to the individual tender procedure by the National Anti-Corruption Authority (in Italian "A.N.A.C."), are subject to the provisions of the Code and are also subject, in the event of duplicate formulations, to the specific clauses marked "*bis*" in this document, in addition to those containing a reference to the CIG.

In case of *non-core business* Contracts, all references to the Code in the contractual documentation are for the sole purpose of referencing the content of the provisions referred to.

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Definitions

Below are the definitions that apply with reference to these General Contract Conditions, the Contracts, and the documents attached to them. In this context, the following expressions will be assigned the corresponding meanings.

Amicable Agreement: in ancillary contracts, an institution that allows for the (out-of-court) resolution of disputes that may arise between the Parties during the contract execution phase, following the registration of claims in the accounting documents by the Contractor, which could alter the contract amount.

Framework Agreement: a written agreement for consideration between the Buyer and the Contractor (hereinafter also referred to as the Parties) for the assignment of the performance set out therein. Its purpose is to establish the prices and conditions of future Specific Contracts to be awarded during a given period. Unless otherwise agreed between the Parties, a Framework Agreement does not constitute a commitment to purchase by the Buyer nor does it guarantee any minimum amount in favor of the Contractor.

Suspected Polluted or Confined Space: a space that, due to its specific physical conditions, is subject to the provisions of Decree 177/2011.

Contractor (hereinafter also Supplier): an economic operator, individual or formed as a temporary grouping of companies (R.T.I.), consortium, European economic interest group (G.E.I.E.), or part of a business network, entrusted with the execution of the performances under the Contract, either independently or with the assistance of one or more Subcontractors/Sub-suppliers.

Lump-sum Contract: a contract in which the consideration, accounted for based on Work Progress Statements (S.A.L.), refers to the overall performance as executed and as stipulated in the Contract, regardless of the calculations that contributed to its composition (prices and quantities).

Unit-price Contract: a contract in which the consideration is determined by applying the unit prices specified in the contract to the quantities composing the performance. Payments are therefore accrued based on the measurement of the actual activities provided.

Service Contract: contract concerning a service aimed at providing a benefit to the Buyer.

Air-Side Area: the airport area where access is controlled to prevent unlawful interference with civil aviation. Access to this area is exclusively through controlled checkpoints.

Work Area: any location where the contract performances subject to the application of Article 26 of Legislative Decree 81/2008 are carried out.

Land-Side Area: the regulated area of the airport that includes all areas open to the public. Access to this area is generally unrestricted but may be subject to restrictions or limitations under certain conditions or contingent situations. Limitations may also apply to vehicle access or the conduct of specific activities, especially if carried out for profit.

Maneuvering Area: the part of the airport used by aircraft for takeoff, landing, and ground movements related to these operations, excluding aprons.

Movement Area: the part of the airport designated for aircraft ground movements, including the maneuvering area and aprons.

Pooling (in Italian Avvalimento): a contract whereby one or more auxiliary companies commit to providing the Contractor with technical equipment, human resources, or tools for the entire duration of the contract.

Technical Specification: a detailed document containing the description, technical-functional characteristics, and execution methods of the contract performance, while also setting the minimum quality threshold.

Code: Legislative Decree no. 36 of March 31, 2023 (Public Contracts Code and annexes) and subsequent amendments.

SEA Supplier Code of Conduct: the set of principles and values SEA follows in its activities, which must be shared and respected by the Contractor, its Subcontractors, and the respective supply chain.

Code of Ethics: a document adopted by the Buyer that identifies the set of values, principles, and rules of conduct that guide the Buyer in carrying out contractual relationships. The text is available on the institutional websites of each Buyer.

Testing: a set of operations conducted by the Buyer (possibly through a specially established Testing Commission) to verify the absence of visible and detectable defects and certify that all contract performances have been carried out in a workmanlike manner and in accordance with pre-established technical specifications, as well as in compliance with applicable laws. It includes conformity checks and tests on materials and completed works. The testing will be carried out in the presence of the Contractor's Representative and appropriately recorded with the issuance of the relevant Test Certificate. If conducted during the performance of contractual activities, the testing may also take place at the Contractor's premises, and a report will be drawn up. The Structural Works Testing is required in case of construction of structural elements made of any material (reinforced concrete, wood, steel).

Buyer: Refers to Società per Azioni Esercizi Aeroportuali – S.E.A. and its subsidiaries as from time to time indicated in the Contract (also "SEA").

HSE Conditions: a document governing the obligations of the Contractor and its Subcontractors/Sub-suppliers, in the context of contract performance, relating to health, safety, and the environment. The HSE Conditions are available on the Buyer's institutional website and constitute a contractual attachment.

Procurement Contract: a written agreement for pecuniary consideration between the Buyer and the Supplier for the execution of the performance stipulated therein. All documents attached to the Contract are an integral part of it.

Specific Contract: each contract concluded under a Framework Agreement during its term, requesting the Contractor to perform the activities stipulated therein in response to the specific needs of the Buyer.

Additional/Interference Safety Costs: the detailed economic quantification by the Buyer of the costs for specific safety measures the Contractor must adopt to eliminate/reduce risks arising from the interference caused by the simultaneous presence of multiple activities in the same area. These are defined in the D.U.V.R.I.

Minimum Environmental Criteria (in Italian C.A.M.): The environmental requirements defined by current legislation and applicable to the various phases of the procurement process. They aim to identify the best environmental solution, product, or service throughout its life cycle.

Schedule: a document outlining the order and timing of contract performance. The schedule includes an estimate of the man-days (or man-hours) required for the execution of the contract performance.

Contract Execution Director (in Italian D.E.C.): a person appointed by the Buyer with the tasks provided by current regulations (Annex II.14 Legislative Decree no. 36 of March 31, 2023).

Personal Protective Equipment (in Italian D.P.I.): any equipment intended to be worn and held by workers to protect them against one or more risks that may threaten their safety or health during contract performance.

Unique Certificate of Contribution Compliance (in Italian D.U.R.C.): a certificate attesting to the regular contribution status of a company or economic operator in terms of social security and welfare contributions.

Single Certificate of Tax Compliance (in Italian D.U.R.F.): A certificate issued by the Italian Revenue Agency that certifies the regular tax compliance status of a company or economic operator.

Single Document for Risk Assessment of Interference (in Italian D.U.V.R.I.): a document drawn up by the Buyer containing the measures adopted to eliminate or, where this is not possible, minimize the risks arising from interferences due to the interaction between the activities carried out by the Contractor and those already underway on site.

Price List: a document that, in unit-price contracts, contains the prices to be applied for the economic valuation of the contract performance.

Foreign Object Damage/Debris (in Italian F.O.D.): a phenomenon sometimes present in airports where an aircraft suffers damage caused by an object (stones, gravel, plastic, etc.) on the Movement Area, due to poor cleanliness or maintenance of the area. F.O.D. also refers to the object that can cause the damage.

Technical-Professional Suitability: the Contractor's possession of organizational capabilities and availability of workforce, machinery, and equipment concerning the contract performance.

Plant: from time to time, the set of equipment and/or its components contributing to the same purpose (including all auxiliary equipment necessary for its operation).

D.U.V.R.I. Officer: a person appointed by the Contracting Employer to handle the operational and documentation management of the D.U.V.R.I.

Flight Infrastructure: infrastructure equipped for the takeoff and landing of aircraft, the transit of related passengers and their luggage, and the sheltering and refuelling of aircraft.

Stock Guard Level (Inventory Breakdown): the minimum quantity of consumables and/or spare parts that must always be available to the Buyer to ensure the proper use of the asset and carry out maintenance interventions. This quantity takes into account the variability of consumption and procurement times. The unavailability of a consumable or spare part when needed constitutes an inventory breakdown.

Design Levels: the progression of two phases, marked by different characteristics and levels of detail, through which the design activity is structured (see Technical and Economic Feasibility Design and Executive Design).

Maintenance: the combination of all technical and administrative actions during the asset's life cycle aimed at maintaining or restoring it to a condition where it can perform its intended function.

Corrective Maintenance (or Breakdown Repair): maintenance performed following the detection of a fault to restore the asset to normal functionality.

Evolving Maintenance: modifications to the asset aimed at improving functionality or adapting it to changed operational needs.

Routine Maintenance: repairs, renewals, and replacements, including those foreseen in usage manuals, aimed at eliminating asset degradation to preserve its condition and usability of all components, maintaining it in working and safe conditions, safeguarding the value of the asset and its functionality.

Predictive Maintenance: preventive maintenance carried out following the identification of one or more parameters measured and extrapolated using appropriate mathematical models to identify the remaining time before a fault occurs.

Preventive Maintenance: interventions carried out at predetermined intervals or according to prescribed criteria to reduce the likelihood of failure or functional degradation of the asset.

Extraordinary Maintenance: interventions required to repair, renew, and replace parts, including structural ones, of the asset (including infrastructure) and its annexes, aimed both at remedying significant degradation of components, systems, and works (due to loss of structural, technological, and system characteristics) and at improving performance, including energy and typological efficiency, as well as increasing its value and functionality.

Company safety charges: charges pertaining to the activity carried out by the Contractor in its capacity as "employer" and due exclusively to the measures for the management of its own risk connected with the activity carried out on behalf of the Buyer and the consequent operational management measures.

Party: each party to the Contract or Framework Agreement.

Parties: both parties to the Contract or Framework Agreement.

Personnel: the resources employed by the Contractor in the performance of the contractual activities.

Environmental and Energy Policy: a document outlining SEA's commitments to reconcile environmental protection and preservation with development, forming part of the Environmental and Energy Management System, available on the Buyer's institutional website at the following link https://milanairports.com/sites/default/files/2025-03/Politica_ambientale_ed_energetica_31.01.2025.pdf

Contractor's Representative: individual designated by the Contractor as their point of contact for the execution of the Contract.

Execution Phase Procedure Manager (in Italian R.P.E.): in *core business* contracts, the individual appointed by the Buyer to coordinate the execution phase of the Contract, ensuring compliance with the scheduled timelines,

estimated costs, required quality, as well as monitoring adherence to the regulations safeguarding the safety and health of the workers.

Technician: a person identified in plant-engineering companies qualified to carry out installation, transformation, extension and maintenance activities of the systems referred to in Ministerial Decree 37/2008, satisfying the technical and professional requirements set out in Article 4 of said Decree.

Spare Part: a new or reconditioned basic part used to replace a corresponding worn or defective part and which restores the asset to normal functioning.

Hazardous Waste: waste that exhibits one or more hazardous properties listed in Annex I, Part IV, of Legislative Decree 152/2006, and is managed and disposed of by companies authorized for waste disposal.

Service Level Agreement (S.L.A.): parameters that identify the service metrics that must be adhered to by the Contractor to deliver the contractual performance at a professional level. Each parameter corresponds to the application of a penalty in case of non-compliance.

Restricted Spaces: confined and/or limited spaces with specific risks for which dedicated safety measures must be implemented, not falling within the scope of confined spaces or environments suspected of pollution (Presidential Decree 177/2011).

Subcontractor: the economic operator that is a party to the subcontracting agreement.

Subcontract: written agreement between the Subcontractor and the Contractor by which the latter entrusts the execution of part of the contractual performance.

Minor Subcontractor: a party to a Minor Subcontract that does not qualify as a Subcontract pursuant to the Code.

Minor Subcontract: Contract concluded by the Contractor with third parties for the performance of activities that do not qualify as a Subcontract pursuant to the Code.

Whitelist: list kept by Prefectures, containing the names of economic operators not subject to mafia infiltration attempts, operating in the sectors most exposed to risk, as identified by Article 1 par. 53 of Law 190/2012.

Clauses

1. Price adjustment

In case of *non-core business* Contracts the applicable provisions are outlined in each Contract.

1.bis Price adjustment

1. In case of *core business* Contracts article 60 of the Code applies. For the methods of application of the aforementioned discipline, reference is made to the provisions of the Code and the Contract.
2. Different provisions are outlined in the Contract.

2. Payments - Sales

1. Invoices, addressed to the Buyer, are issued in XML electronic format and sent via the Interchange System (SDI) operated by the Italian Revenue Agency. The Buyer has registered the e-mail address at which it receives electronic invoices with the reserved area of the Italian Revenue Agency website. Therefore, it is not necessary to provide a Recipient Code and/or certified e-mail of the Buyer.
2. Invoices must bear the number of the Purchase Order and of the Goods Receipt/Performance Acquisition Form, as well as the CIG and the Unique Project Code (in Italian "CUP"), if any, according to the specifications indicated in Annex A-Instructions for electronic invoicing.
3. For operators not resident or established in Italy and for resident operators exempt from the electronic invoicing obligation, the e-mail address for sending invoices in .pdf format is fornitori.fatturepassive@seamilano.eu
4. Payment of the amounts due shall be made according to the terms and conditions set out in the Contract, end of month invoice date.
5. Payments will be made by direct bank transfer.
6. The Buyer shall proceed directly to the acquisition of the D.U.R.C. in order to verify the Contractor's contributory regularity, before proceeding to the payment of the invoices. If the D.U.R.C. is found to be irregular, the Buyer will activate the substitute intervention by withholding from the payment the amount corresponding to the non-fulfilment, for the subsequent direct payment to the social security and insurance institutions. If the Contractor does not have any employees, it shall send an e-mail to fornitori.anagrafiche@seamilano.eu with appropriate self-certification pursuant to Articles 46 and 47 of Presidential Decree 445/2000 certifying that it is not subject to the obligation to submit documentation relating to the

regularity of contributions, undertaking to update it in the event of any change.

7. The Contractor is required to communicate to the Buyer, via the certified email address fatturefornitori@pec.seamilano.eu the details of their bank account by completing the specific declaration attached to the Letter of Acceptance of the Contract. In case of *core business* contracts, this bank account is also designated as the dedicated account; therefore, the declaration is relevant for the purpose of tracking financial transactions related to the contractual services, pursuant to and in accordance with Article 3 of Law 136/2010.

8. In case of *core business* contracts, the 0.5% withholding tax is applied to the amounts due, as provided for in Article 11 paragraph 5is of the Code. Withholdings progressively withheld will be released on the occasion of the last payment, subject to verification of compliance, where applicable, and acquisition of the D.U.R.C. No interest will be paid on the sums withheld as security.

9. In case of *non-core business* Contracts, interest at the legal rate in force from time to time shall be paid in the event of late payment.

10. In case of *core business* Contracts, in the event of delayed payment, the legal interest for late payment shall be paid at the rate set out in Legislative Decree 231/2002.

11. Any transfer of the Contract, as well as all total or partial transfer of rights deriving from the same by any title, including those free of charge, is prohibited.

12. All orders of collection not recognised and authorised by SEA are prohibited.

13. The transfer of receivables is prohibited unless otherwise agreed between the Parties.

3. Tax regime

1. The consideration under the Contract is subject to the provisions of D.P.R. 633/1972.

2. The Buyer falls under the extended application of the VAT split-payment regulation. Therefore, all invoices issued with VAT, except for the exceptions provided by the same regulation, must include the note: "Transaction subject to split payment – art. 17-ter D.P.R. 633/1972."

3. In the event that the Contract is concluded with a foreign economic operator based in a foreign country (EU or non-EU), without a permanent establishment in Italy directly involved in fulfilling the contractual obligation, the

consideration will be subject to the provisions of art. 17, paragraph 2, D.P.R. 633/1972.

4. Regarding *core business* Contracts, the Contractor is required, at the time of signing the Contract and in proportion to its value, to pay the stamp duty in accordance with art. 18, paragraph 10 of the Code.

4. Traceability of cash flows

1. The *core business* Contract is subject to the fulfilment of the obligations of traceability of cash flows set forth in Article 3 Law 136/2010.

2. The Contractor therefore assumes the obligation of traceability of all cash flows inherent in the performance of the contractual activities.

3. In particular, the Contractor shall:

a) carry out, using a dedicated bank account only, all financial activity pertaining to the Contract, citing the reference CIG (and any CUP cited in the Contract). The identification details of the account must be reported to the Buyer no later than seven days after it is opened, or, in the case of an existing current account, after its first use in financial transactions relating to the Contract, together with the identity and tax code of the persons authorised to operate on it;

b) include in Subcontracts and Minor Subcontracts, as defined in Article 119 par. 2 of the Code a clause by virtue of which each contractor assumes the obligations of traceability of cash flows pursuant to Law 136/2010, to prevent their invalidity. To this end, Subcontractors and Minor Sub-subcontractors must notify the Buyer of the identification details of the dedicated current account, in the manner set forth in paragraph a) above;

c) make the contracts referred to under b) above available to the Buyer in order to enable it to carry out the required checks.

4. Pursuant to Article 1456 of the Italian Civil Code, the Contract shall be considered terminated, subject only to notification by the Buyer by means of certified e-mail, in the event of failure to use the bank transfer, or other instruments suitable to allow full traceability of the financial transactions.

5. Execution Methods

1. The service shall be carried out in accordance with the provisions set forth in the Technical Specifications and related annexes, in strict compliance with the procedures and frequency indicated therein. The Contractor is required to ensure continuity in the execution of the service.

2. The service shall be provided in such a way as not to interfere with the regular conduct of airport operations and/or inspections by the competent Authorities.

6. Compliance Verification

1. Services characterized by a high technological content or by significant complexity or innovation are subject to compliance verification by the Contract Execution Manager (D.E.C.). In core business contracts, compliance verification is carried out by the Responsible for Execution of the Contract (R.P.E.), as provided for in Article 116, paragraph 5 of the Code.

7. Minimum Quality Standards

1. The Contractor is required to ensure, in the execution of the services covered by the Contract, the achievement of minimum quality standards as specified in the Technical Specifications and related annexes.

2. The services must be delivered using operational and organizational methods aimed at optimizing performance and maintaining the constant quality level required by the Client.

8. Sustainability and Green Procurement

1. The Contractor, in line with SEA's Environmental and Energy Policy, undertakes to comply with all environmental and social sustainability aspects pursued by the Contract and to ensure the maintenance of sustainability parameters also during the execution phase.

2. The Buyer aims to contribute to the achievement of the environmental objectives set out in the "Action Plan for Environmental Sustainability of Consumption in the Public Administration" (PAN GPP), adopted to maximize the dissemination of Green Public Procurement.

3. In this context, the technical documentation of the Contract refers, where applicable, to the technical specifications and contractual clauses set out in the CAM (Minimum Environmental Criteria) in force from time to time, adopted by Ministerial Decrees; failure to comply with such requirements will result in the application of the contractually provided penalties.

9. Variations

1. In case of *non-core business* Contracts, the Buyer reserves the right to make variations in the contractual performances, either upwards or downwards, even beyond the limit of 20%.

2. Variations within the limit of 20% shall be assessed according to the prices and conditions set out in the Contract, without the Contractor having any claim for compensation.

3. Any variations beyond the 20% limit shall be assessed between the Parties and negotiated in good faith, based on the circumstances that led to their emergence.

4. If, during the course of the Contract execution, the Buyer needs to procure materials/goods necessary for the execution of the contractual activities but not included in the economic offer, the Parties shall agree on the relevant prices by means of the signing of special memoranda. The new prices thus defined will become an integral part of the economic offer attached to the Contract.

9.bis Variations

1. In case of *core business* Contracts modifications and variations are permitted only in the cases provided for in Article 120 of the Code and in compliance with the conditions and requirements set forth therein.

2. It is also without prejudice to the right of the Buyer to make variations to the contractual activities, either upwards or downwards, even beyond the limit of 20%.

3. Variations within the limit of 20% shall be assessed according to the prices and conditions set out in the Contract, without the Contractor having any claim for compensation.

4. Any variations beyond the 20% limit shall be assessed between the Parties and negotiated in good faith, based on the circumstances that led to their emergence.

5. If, during the course of the Contract execution , the Buyer needs to procure materials/goods necessary for the execution of the contractual activities but not included in the economic offer, the Parties shall agree on the relevant prices by means of the signing of special memoranda. The new prices thus defined will become an integral part of the economic offer attached to the Contract.

10. Buyer's duties

The following charges are to be borne by the Buyer:

- a. appointment of the Contract Execution Director (D.E.C.);
- b. in case of *core business* Contracts, appointment of the Execution Manager (R.P.E.);

- c. issue of permits for access to airport spaces, where provided for in the Contract in relation to the Contractor's Personnel, Subcontractors and Minor Subcontractors;
- d. issue of the "Authorisation to Drive in the Movement Area" (Airport Licence), at the Contractor's expense, if access to the movement area is provided for in the Contract;
- e. where contractually provided, the handing over of the areas affected by the contract activities, allowing free access to duly authorised Personnel;
- f. the electricity hook-up point;
- g. any other charges specified in the Contract, including those related to the performance of the Contract at a Site.

11. Contractor's Duties and Obligations

The following charges and obligations are to be borne by the Contractor, which, as already considered, do not give rise to any increase in the contractual amount:

- a. knowledge of the environmental conditions, bearing the possible charges resulting from the occurrence of elements not evaluated at the tender stage;
- b. compliance with the special provisions governing activities at the airport in question;
- c. employ only suitable personnel, of proven capacity and numerically adequate to the needs and endowed with the necessary professional skills contractually provided for and governed, in addition to the valid certifications where required by the regulations in force;
- d. supply brand new products fully compliant with the Technical Specifications and applicable regulations;
- e. supply products – where required by the relevant legislation – with an EC declaration affixed by the manufacturer, its authorised representative established within the EU, or the importer, after having independently performed the verifications of conformity with the essential safety requirements;
- f. supply products – where required by the relevant legislation – with "IMQ certification";
- g. the return of airport access badges by the Contractor and any Subcontractors upon the expiration of the Contract, or in the event of withdrawal or early termination for any reason;

- h. the use of vehicles and equipment in a perfect state of technical and safety efficiency (as prescribed by the reference regulations in force), provided with all the conformity documentation and type-approval booklets. In particular, vehicles and equipment operating in the movement area or other operational areas must be maintained according to an established schedule that includes preventive maintenance. It is also the Contractor's responsibility to constantly update the relevant documentation and to use vehicles and equipment as intended, refraining in any case from using inefficient and/or obsolete vehicles;
- i. unless otherwise provided in the Contract, bear any costs for the use of car parks by its own Personnel and that of any Subcontractors/Minor Subcontractors;
- j. the restoration of existing structures following damage caused during the performance of contractual activities;
- k. in the event of the performance of contractual activities within a construction site, all the necessary requirements for obtaining and maintaining the "Credit License" (in Italian *Patente a credito*) issued by the competent Labor Inspectorate for the relevant territory, for the entire duration of the Contract;
- l. in the case of access to security restricted areas with a permanent airport access badge, the financial charges relating to the conduct of the airport security training course provided by the National Security Programme;
- m. provide its own Personnel and that of any Subcontractors with an identification badge with photograph, containing the personal details of the worker and the employer, and ensure that the Personnel wear this identification badge in a clearly visible way;
- n. any financial charges relating to participation in the airport safety course referred to in the contractual clause "*Airport Safety*" if present in the Contract;
- o. obtaining, at its own expense, the "Movement Area Driving Licence", if the Contract provides for vehicle access to the movement area;
- p. the costs of equipping its own vehicles/equipment, if the Contract provides for their access to the movement area;
- q. charges resulting from restrictions and/or difficulties of various kinds that may result from the simultaneous activity of other Contractors in the same areas of activity;
- r. the obligation to gain access through authorised points and to respect the roads that personnel and vehicles must use to reach the areas of activity;

- s. compliance with the requirements contained in the D.U.V.R.I., the P.S.C. or in any other document relating to safety, where annexed to the Contract;
- t. scrupulous compliance with all regulations on the protection of the health and safety of workers, assuming all liability, to all intents and purposes, towards Personnel and third parties in general, for any injury that may occur during the performance of contractual activities, as a consequence of non-compliance with the aforementioned regulations. Therefore, the Contractor and any Subcontractors must see to the implementation, under their sole responsibility, of all measures and conditions to avoid accidents, in accordance with the regulations in force. The Buyer shall be released from all liability relating to work safety, which shall be borne exclusively by the Contractor and its Subcontractors, where applicable;
- u. notify the Contract Execution Manager or Works Management Office, where contractually provided for, of all injuries, accidents/near-misses affecting Personnel, and all dangerous situations that may occur during the performance of the Contract. When such events occur, the Contract Execution Director will assess whether to carry out an investigation in accordance with the provisions of the Buyer's Occupational Health and Safety Management System (SGSSL-UNI ISO 45001:2018). The Contractor, in view of the significance of the event, will be obliged to provide the Buyer with any document that the latter deems useful to further or supplement its own analysis of what happened;
- v. indication of the name of the person in charge, i.e. of one or more supervisors, appointed by the Contractor from among its Personnel, responsible for supervising the execution of the specific contractual activities and for ensuring the implementation of the directives received from their employer pursuant to Legislative Decree 81/2008, including by verifying the compliance of Personnel with the work safety obligations set out in the contractual documents. The Buyer reserves the right in any case to verify the qualification of the designated supervisors, also by requesting from the Contractor evidence of the qualifying training and work courses pursuant to Legislative Decree 81/2008. The Contract may provide for the presence of the supervisor at the place of performance of the contractual activities;
- w. depending on the characteristics of the contractual activities, the Contract may provide for the obligation to designate a certain number of personnel to be dedicated to supervising the proper fulfilment of health and safety obligations by Personnel;
- x. the delivery to the Contract Execution Director, or to the Works Execution Manager, where contractually provided for, of the Employer's Declaration concerning compliance with the regulations for the protection of the safety and health of workers;

- y. the application towards the Contractor's Personnel and Subcontractors, of protections economic and regulatory equivalent to those provided by the current reference National Collective Labor Agreement, signed in accordance with Article 51 of Legislative Decree 81/2015, and its supplementary agreements. The Buyer shall verify compliance with this obligation during the contractual relationship, the breach of which shall result in the application of penalties and may also constitute grounds for termination of the Contract;
- z. the obligation to provide adequate training/information to Personnel on the risks of noise exposure, as well as the specific risks to which they are exposed in relation to the performance of the activity governed by the Contract;
 - aa. bear the costs of trips, local transport, travel, board and lodging for staff;
 - bb. with reference to the "Contractual Conditions on Health, Safety and the Environment", if they are part of the contractual documentation, the obligation to comply with their requirements and to ensure that its own Personnel and that of the Subcontractor comply with them;
 - cc. with reference to the "SEA Supplier Code of Conduct", the obligation to comply with its provisions, adopting consistent ethical conduct;
 - dd. with reference to the "Integrity Pact", if it is part of the contract documentation, the obligation to comply with its provisions, enforcing them on the Personnel who are required to adopt consistent ethical behaviours;
 - ee. with reference to the S.G.A.E., the obligation to provide adequate training/information to Personnel, in particular for the environmental and energy aspects related to compliance, including the use of packaging that complies with the reference legislation in force;
 - ff. as the sole producer of waste arising from the works and of waste generated by its own ancillary activities (packaging, packaging residues or handling residues), the independent management of all phases of handling, temporary storage, transport and disposal; it being understood that the Buyer is only required to verify the FIR/RENTRI documentation. It is hereby specified that the Contractor is in any case prohibited from abandoning, dispersing or depositing materials or waste within internal and external airport areas, including access roads, technical rooms and transit areas. The Contractor shall also ensure their prompt removal and proper disposal in compliance with the airport regulations, providing the relevant documentation upon request by the Buyer;
- gg. the obligation to provide the Contract Execution Manager with the safety data sheet and subsequent updates of any hazardous preparations that may be used in the performance of the Contract;

- hh. report any penalties of debarment involving the suspension of business activities pursuant to Article 14 par. 1 and Article 27 of Legislative Decree 81/2008, also with reference to Subcontractors;
- ii. report any changes occurring during the contractual relationship that affect compliance with the requirements set out in Articles 94, 95, and 100 of the Code;
- jj. an undertaking to comply with the current regulations on the transport of goods by road. The Contractor and the Subcontractors undertake to prepare and keep transport documents and to present them at roadside inspections or to the Buyer upon request. Any liability of the Buyer, as an accomplice, in the event of breach of the obligation to prepare and retain such documentation during the performance of transport, as well as breach of traffic safety regulations, is therefore excluded. The Buyer shall have the right of recovery for any disbursements related to the breach of the above obligations;
- kk. any other charge, even if not expressly mentioned, however necessary to perform the activities within the Contract scope in a workmanlike manner;
- ll. any other charges specified in the Contract, including those related to the performance of the Contract at a Site.

12. Workwear – Personnel Identification

1. The Contractor shall ensure that all Personnel engaged in the performance of the Contract, including that of any Subcontractors, are provided with and wear work clothing that is uniform in style and color, suitable for the activities to be carried out and compliant with all applicable laws and regulations.
2. Work clothing shall be maintained in proper, neat, and clean condition and shall bear a label indicating the company name of the employing entity. It shall include high-visibility reflective vests of a CE-approved type and certified in accordance with UNI EN ISO 20471.
3. Where required by specific operating conditions, work clothing shall also ensure full operability of Personnel in any weather conditions (rain, snow, cold, etc.).
4. The Contractor shall also ensure that its Personnel and that of any Subcontractors wear and keep clearly visible at all times the airport identification badges provided by the Buyer and required by E.N.A.C., using appropriate holders or integrated spaces in the work clothing.

13. Safety Rules

1. For operational safety purposes, the Contractor acknowledges and accepts that the Buyer's Safety Rules attached to the Contract and available at the link

<https://milanairports.com/it/fornitori/documentazione> — together with any procedures, regulations, operating instructions, or technical provisions referred to in the contractual Annexes — shall mandatorily apply to all activities covered by the Contract. Such Safety Rules form an integral and substantial part of the Contract and apply to all areas, departments, infrastructures, systems, and operational activities of the Buyer.

2. The Contractor undertakes to properly inform and train its Personnel and that of the Subcontractors so that the Safety Rules are complied with accurately, continuously, and consistently in all operational contexts.

3. Any breach of the Safety Rules shall constitute a material breach of contract, entitling the Buyer to apply the measures set out in the Contract, including penalties, suspension of activities, or, in more serious cases, termination of the Contract.

14. Technical and professional suitability of the Contractor

1. The Contractor declares that it has the necessary structure, technical and financial means and experience to perform the activities in accordance with the terms and conditions of the Contract, with particular reference to the quality of the products and materials used in the Contract.

2. The Contractor also declares that it is in possession of the licences, authorisations, certifications, suitable professional qualifications for itself and its Personnel, any qualifications required by law and by the principles of good engineering and the adequate know-how necessary for the perfect execution of the activities within the Contract scope.

3. In any case, the Buyer reserves the right to verify at any time whether the Contractor and the Subcontractors meet the requirements of technical and professional suitability.

15. Personnel employed in the Contract

1. Personnel, including that of the Subcontractor, must be directly employed; or be a partner, director, VAT-registered person or project worker, or have a contractual relationship with the same in accordance with the applicable labour legislation. In particular, temporary labour and secondment contracts are allowed.

2. Under no circumstances may the Contractor and the Subcontractor resort, within the entire production chain, to forced labour, child labour, or any other form of illegal exploitation of workers. Respect for and promotion of universally recognised human rights, as affirmed in the UN Universal Declaration of Human Rights and the Declaration on Fundamental Principles and Rights at Work of the International Labour Organisation (ILO), must be safeguarded and protected by the Contractor and the Subcontractor at every

stage of their activity. They therefore undertake to base their business organisation on the observance of the principle of non-discrimination by race, colour, religion, age, gender, sex and sexual orientation, language, nationality, background and social status, political opinions, union membership, health condition or disability.

3. The Contractor and the Subcontractor shall ensure that the contractual activities are carried out with the utmost punctuality and professional diligence and in accordance with the highest technical standards, and using only Personnel with appropriate levels of qualification and experience.

4. The Contractor and the Subcontractor organise the contractual activities by managing their own resources independently. Personnel shall comply exclusively with the instructions given by them, without any direct legal relationship being established between the Buyer and the Personnel. The Contractor and the Subcontractor shall be liable to the Buyer and third parties for damage caused by Personnel. The entrusting of the activities that are the subject of the Contract does not entail and indeed excludes the establishment of relationships of employment and/or of secondment of Personnel between the Parties, or direct legal relationships between one Party and the Personnel bound by employment relationships with the other Party. Consequently, in respect of its own Personnel, each Party hereby undertakes to indemnify, hold the other Party harmless and/or compensate it for the costs arising from any possible action, contention, dispute or claim, judicial or extrajudicial, that may be brought by anyone for reasons dependent on or connected to the Contract, including those that may be brought pursuant to Article 1676 of the Italian Civil Code or Article 29 of Legislative Decree No. 276/03, i.e. pursuant to accident prevention and social security legislation.

5. The Contractor and the Subcontractor expressly commit and guarantee to make every reasonable effort to ensure the proper execution of the activities within the Contract scope, even in the event of unavailability of some of the Personnel, keeping the agreed compensation unchanged, and in any case, providing advance notice to the Buyer of the additional Personnel who will perform the contractual activities.

6. The Contractor and the Subcontractor/Minor Subcontractor, in the performance of their activities under the Contract and Subcontract, shall provide Personnel with an identification badge, including a photograph, containing the worker's personal details and the indication of the employer, as required by Article 18, paragraph 1, letter u) and Article 26, paragraph 8 of Legislative Decree 81/2008.

16. Insurance policies

1. If the insurance cover is contractually required in relation to the specific features of the Contract, the Contractor shall do so prior to the signing of the Contract, submitting the texts to the Buyer for prior approval.

2. The policies must be issued by leading insurance companies with a rating standard of 'B++' according to the classification of AM Best Agency or, alternatively, 'BBB+' according to the Standard & Poor's Agency classification or, alternatively, 'BBB+' according to the Fitch Agency classification or, alternatively, 'Baa1' according to the Moody's Agency classification.

3. The Contract details the types of cover required, indicating their scope of operation and limits. The cover, valid on an annual basis, must be renewed from year to year, with the policy limit for each year remaining unchanged.

17. Bond

1. Where contractually required, the issuance of an appropriate bank or insurance guarantee to ensure the proper fulfillment of all contractual obligations shall be provided by the Contractor prior to the signing of the Contract, submitting the draft text to the Buyer for prior approval before issuance.

2. This bond shall be enforceable on first demand notwithstanding any objection by the Contractor. Furthermore, the guarantor expressly waives the benefits, rights and exceptions due to it under Articles 1944, 1945 and 1957 of the Italian Civil Code.

3. The Buyer shall be entitled to make use of the bond and to release it in full or in part in its favour for the compensation of damages resulting from the Contractor's breach of contract, including the payment of the amount due for breaches of the rules and regulations of collective agreements, laws and regulations on the protection, safeguarding, insurance, assistance and physical safety of Personnel, without prejudice to further actions if the bond is insufficient.

4. If, during performance, the bond is reduced by virtue of its use, the Contractor shall automatically replenish it; if it is not replenished, it shall be replenished to the original amount with the same amount withheld from the amounts still due to the Contractor. Similarly, if during the term of the Contract, the initial contractual amount is increased, the Contractor shall replenish the bond for amounts equal to or greater than Euro 10,000.00, calculated by applying the percentage of the bond to the increased value. If it is not replenished, it shall be reinstated to the original amount with the same amount deducted from the amounts still due to the Contractor.

5. The bond will be released on the sixtieth day following the contract deadline.

18. Subcontracting

1. In case of *non-core business* Contracts, pursuant to Article 1656 of the Italian Civil Code, the subcontracting of activities within the Contract scope is only permitted with the prior authorisation of the Buyer and within the

percentage limit and with reference to the specific activities indicated in the Contract.

2. For the purpose of issuing the authorisation, the Contractor shall submit a special application, at least twenty days before the commencement of the subcontracted activities, together with the documents indicated by the Buyer, via the "Site Management" platform developed by the Buyer. Authorisation is granted within 30 days of the request, which may be extended for justified reasons. Upon expiration of this term, authorisation is then deemed to have been granted. The submission of incomplete documentation does not start the running of the time limit for automatic consent.

3. The period required by the Buyer for the issue of the authorisation cannot under any circumstances be considered as just cause for delay in the execution of the Contract, and for this reason the Contractor shall have no claim against the Buyer.

4. Without prejudice to the above constraints, for the activities for which subcontracting was declared at the tender stage:

- the Subcontractor shall ensure the same quality and performance standards provided for in the Contract and grant workers economic and regulatory conditions no less favorable than those that would have been granted by the Contractor itself, including the application of a National Collective Labour Agreement in force, for which the Contractor shall provide an appropriate declaration of economic and regulatory equivalence;

- the Contractors shall pay the Subcontractors the costs related to safety and labor for the activities entrusted under subcontracting, without any discount;

- within the consideration for the subcontract, the Contractors shall grant the Subcontractors price revisions in compliance with the provisions set out in the Contract.

5. The Contractor is obliged to inform the Buyer of all sub-contracts concluded for the execution of the contractual activities, with the names of the subcontractors, the amount of the contracts, the subject matter of the activities entrusted, enclosing the documents requested by the latter. The communication must be submitted via the *Site Management* platform.

6. The Contractor and its Subcontractors shall be jointly and severally liable to the Buyer for the perfect fulfilment of the commitments undertaken by the Subcontractors in relation to the activities within the Subcontract scope. In any case, the Contractor remains solely responsible to the Buyer for the perfect fulfilment of the commitments of third-party suppliers in general. The Contractor shall also be jointly and severally liable with the Subcontractors for the fulfilment by the latter of the safety obligations provided for by the laws in force, as well as for the payment of social security and insurance contributions and withholding taxes in favour of the Personnel.

7. The Buyer shall in any case not be a party to the relations between the Contractor and its Subcontractors.

8. Orders given by the Contractor to other companies for the procurement of materials are not considered Subcontracts, but the Contractor shall still remain liable for such activities to the Buyer.

9. If, during the execution phase, the Buyer determines that one of the prerequisites for Subcontract authorisation is no longer fulfilled, the Contractor shall be warned to put an end to the irregularities detected within a term to be specified, to prevent Subcontract authorisation being revoked. Under no circumstances shall the Contractor be entitled to assert claims against the Buyer on any grounds whatsoever.

10. To process contractual payments, including the final balance if applicable, the Buyer acquires the D.U.R.C. related to the Subcontractors. If the D.U.R.C. is found to be irregular, the Buyer will activate the substitute intervention by withholding from the payment the amount corresponding to the non-fulfilment, for the subsequent direct payment to the social security and insurance institutions.

11. The Contractor shall be responsible for applying to the Subcontractor's Personnel the same National Collective Labour Agreement applied by the Contractor itself, or, alternatively, the one indicated by the Buyer in the tender, also with reference to any secondary activities identified by the latter, or another National Collective Labour Agreement in relation to which the Contractor shall provide an appropriate declaration certifying the verification of the overall equivalence of economic and regulatory protections.

12. The Contractor shall be obliged to transmit, within 20 days of the date of each payment made to it, copies of receipted invoices for payments made to its Subcontractors. Otherwise, the Buyer shall suspend the next payment.

13. The Buyer reserves the right to take the appropriate measures (withdrawal of access permits and/or suspension of payments) against the Contractor in the event of violation of the safety provisions of the Legislative Decree 81/2008.

14. The performance of subcontracted activities may not be subject to further Subcontracting.

15. Access to customs airport areas by the Subcontractor's Personnel and operating vehicles shall take place in the manner provided for in previous Article 9.

18.bis Subcontracting

1. In case of *core business* Contracts pursuant to Article 119 of the Code, the subcontracting of activities within the Contract scope is only allowed with the

Buyer's prior authorisation and within the percentage limit and with reference to the specific activities specified in the Contract.

2. In particular, under penalty of nullity, the full execution of the contractual activities cannot be entrusted to third parties, nor can the predominant execution of the activities falling under the predominant category and/or activities with high labor intensity.

3. Without prejudice to the above constraints, for the activities for which subcontracting was declared at the tender stage:

- the Subcontractor shall ensure the same quality and performance standards provided for in the Contract and grant workers economic and regulatory conditions no less favorable than those that would have been granted by the Contractor itself, including the application of a National Collective Labour Agreement in force, for which the Contractor shall provide an appropriate declaration of economic and regulatory equivalence;

- the Contractors shall pay the Subcontractors the costs related to safety and labor for the activities entrusted under subcontracting, without any discount;

- within the consideration for the Subcontract, the Contractors shall grant the Subcontractors price revisions in compliance with the provisions set out in the Contract.

4. The Contractor and the Subcontractors are jointly liable to the Buyer in relation to the activities within the Subcontract scope. The Contractor is jointly liable with the Subcontractors for their compliance with the safety obligations provided by the applicable laws, as well as for the payment of social security contributions, insurance premiums, and tax withholdings for the personnel employed in the execution of the Contract.

5. The Contractor shall be responsible for applying to the Subcontractor's Personnel the same National Collective Labour Agreement applied by the Contractor itself, or, alternatively, the one indicated by the Buyer in the tender, including with reference to any secondary activities identified by the latter, or another National Collective Labour Agreement in respect of which the Contractor shall provide an appropriate declaration certifying that the overall equivalence of economic and regulatory protections has been duly verified, in accordance with the same criteria set out in Article 11, paragraph 1, and Annex I.01 of Legislative Decree 36/2023.

6. The Subcontracting does not entail any modification to the obligations and responsibilities of the Contractor, who remains solely responsible towards the Buyer. If, during the execution of the contractual activities, the Buyer verifies that one of the requirements for the authorization of the Subcontract has ceased to exist, the Contractor will be warned to rectify the situation within a specified time frame, under penalty of revocation of the Subcontract authorization and possible compensation for damages suffered by the Buyer.

7. For all Subcontracts that cannot be classified as Subcontracts under Article 119, paragraph 2 of the Code, it is still necessary to send prior communication to the D.E.C., attaching the documents required by the latter.

8. Both the communication for the Subcontracts and the request for authorization for the Subcontracts must be submitted through the "Construction Site Management" platform at least twenty days before the commencement of the subcontracted activities. For the purpose of obtaining the Subcontract authorization, the Contractor must submit the relevant request accompanied by the documentation provided by the Code and indicated by the Buyer. The submission of incomplete documentation does not trigger the start of the deadline for the formation of the silent consent as provided by Article 119, paragraph 16 of the Code. The time required by the Buyer to issue the authorization cannot, under any circumstances, be considered a valid reason for delay in the execution of the Contract, and, for this reason, the Contractor shall not claim anything from the Buyer.

9. The execution of the activities subcontracted may be subject to further subcontracting (so-called "cascading subcontracting") only up to the first subsequent level. In any case, the limitations provided in the Contract, considering the nature and complexity of the activities, remain in force. In any case, this type of subcontracting is permitted only with the prior authorization of the Buyer, issued after verifying that the second-level Subcontractor possesses the legally required qualifications.

10. Access to the airport customs areas by the Subcontractor's Personnel and operational vehicles must take place in accordance with the procedures set out in the previous Article "Obligations and Responsibilities of the Contractor."

11. Before starting the activities, the Subcontractor, through the Contractor, must send to the Buyer the documentation certifying the reporting to the social security entities, Construction Workers' Fund (if applicable), insurance, and accident prevention authorities. The Buyer reserves the right to take appropriate measures (revocation of access permits, suspension of activities and/or suspension of payments) against the Contractor in case of failure to upload the Subcontract agreements on the "Construction Site Management" platform within 20 days before the actual start of the subcontracted activities (the Subcontract agreements must include the indication of the Subcontractor's own safety costs, as well as any Additional/Interference Safety Costs identified by the Buyer, along with the traceability clause).

12. The Buyer will remain uninvolved in the relationship between the Contractor and its Subcontractors, except for what emerges during the authorization process, without prejudice to statutory claims.

13. As a rule, the Buyer will not make direct payments to the Subcontractor.

14. The Contractor is required to submit to the Buyer, within 20 days from the date of each payment made to them, in addition to what is provided for in

Article 4, paragraph 4, letter c), copies of the receipts of the payments made to their Subcontractors, indicating the guarantee withholdings and the compensation related to recognized safety costs (if applicable) and labor costs (confirming the application of the declared National Collective Labor Agreement). Failing to do so, the Buyer will suspend the subsequent payment to the Contractor.

15. The Contractor also agrees that the Buyer may request, during the final settlement process, proof that the materials procured for the execution of the contractual activities have been paid for and undertakes, if requested, to periodically provide information on the purchase of such materials, indicating the quantities purchased and the supplier.

16. *(Optional, in case of award based on the best quality/price ratio)* Considering the Subcontractors' obligations to meet the same quality and performance standards guaranteed by the Contractor, the latter undertakes to explain and impose on all its Subcontractors:

- the quality of the materials and components possibly offered in the Technical Offer;
- its environmental quality plan;
- any other contractually required compliance.

17. Orders placed by the Contractor with other companies for material procurement are not considered Subcontracts, but the Contractor will still remain responsible towards the Buyer for such activities.

18. The Contractor is required to inform the Buyer of all Subcontracts, which are not Subcontracts, entered into for the execution of the contractual activities entrusted, including the names of the Subcontractors, the amount, and the object.

19. In the case of the Contractor resorting to the use of the Availing Institute, Article 104, paragraph 3 of the Code will apply.

20. For the purpose of paying for the contractual activities, including the final balance, where applicable, the Buyer will acquire the D.U.R.C. of the Subcontractors. In the event of a non compliant D.U.R.C. certificate related to the Subcontractor, the provisions of Articles 119, paragraph 8, and 11, paragraph 6 of the Code will apply.

21. The authorization of Subcontracts concerning the activities listed in Article 1, paragraph 53 of Law 190/12 cannot be granted without prior verification of the Subcontractor's registration in the Whitelist established at the territorially competent Prefecture.

19. Construction site management

1. The Contractor is obliged to use the "*Construction Site Management*" platform created and developed by the Buyer, in compliance with the

applicable legislation, airport regulations and its own corporate best practices, for the operational management of works, service and supply contracts. This system provides excellent support in the management of the contract and the interactions between Buyer and Contractor, ensures the traceability of processes (e.g. Subcontract request, Subcontract communication, accident management, safety management, waste management, transmission of Contract documentation, etc.) and security in the processing of data and information.

2. For this purpose, the Contractor shall access the system by connecting to the web address

<https://seamilano.hylandcloud.com/221eac/Account/Login.aspx>

to request the issue of access credentials.

3. It is the Buyer's responsibility to issue these credentials and to provide adequate support and training on how to use the platform. Access credentials shall be issued only to the Contractor, who shall be solely responsible for their correct use and for the uploading, as owner, of his own information and that of any Subcontracts.

20. Deliverables - Patents - Copyrights and other rights of use

1. The term "Deliverable" means, but is not limited to, any report, document, template, study, strategy, service model, technical architecture, design, computer product, software, specification, documentation abstract and summary and any other product and material developed specifically for the Buyer and supplied by the Contractor (individually by the Contractor or jointly by the Contractor and the Buyer or by the Contractor and third parties) in the course of the performance of the activities governed by the Contract, as identified in detail in these Conditions, in the Contract and in the annexes thereto.

2. From the moment of acceptance of a Deliverable by the Buyer, the Buyer becomes the sole owner and proprietor of the relevant economic utilisation rights, as well as of the documentation supporting the project. If the Deliverable implies works owned by third parties, it is agreed that the Buyer and its subsidiaries and/or affiliated companies must be transferred and/or given appropriate evidence of all documents relating to the rights and faculties granted to the Contractor by such third-party owner and must in any case be granted the licence for the works owned by third parties for an unlimited period of time. The Contractor undertakes to indemnify the Buyer and its subsidiaries against any detrimental consequences arising from any legal action brought or threatened by third parties, if such action is based on the claim that what is made or sold (i) infringes a valid copyright, (ii) infringes a patent, or (iii) constitutes misappropriation of a commercial or industrial secret. In such a case, the Contractor shall reimburse the Buyer for any damage

or expenses, including legal fees and expenses, that the latter may have incurred as a result of the orders issued by the competent judge or arbitrator or by virtue of settlements relating to the aforementioned claims. The Contractor shall be free to use within the scope of its ordinary and further business activity, including where carried out on behalf of third parties, its general competence, knowledge and experience, as well as any ideas, concepts, know-how and techniques that have been used or developed in the course of the performance of the activities governed by the Contract, even where included in the Deliverables.

3. Any patent, copyright, or other right owned by the Contractor, or of which the Contractor is a licensee, relating to software or other tools used in connection with the performance of the Contract (technology, skills, know-how and information relating to the efficient use thereof), is and shall continue to be the property of the Contractor, or in the Contractor's exclusive use. The Buyer therefore undertakes to respect these rights and not to disclose information concerning their content. All patents, copyrights, or other rights owned by or licensed to the Buyer (concerning technology, skills, know-how and information regarding the efficient use thereof), are and shall remain the property of the Buyer, or in the exclusive use of the Buyer, and the Contractor therefore undertakes to respect these rights and not to disclose any information pertaining to their content.

21. Liability of the Contractor

1. The Contractor is independently responsible for the correct execution of the contractual activities in compliance with the current regulatory provisions. The Contractor is also liable for any damage that may be caused to the Buyer and/or any third party due to omissions, negligence, or other breaches related to the execution of the contractual activities attributable to the Contractor, even if performed by third parties. Furthermore, the Contractor commits to indemnifying the Buyer from any future compensation claims that may be made by third parties in connection with the Contract.

2. In line with the obligation mentioned in the previous clause, the Buyer reserves the right to include in the Contract under the article "Insurance Policies" the requirement for the Contractor to take out appropriate insurance policies under the conditions and with the coverage limits specified therein.

3. Should the Contractor fail to prove at any time during the execution of the Contract the full validity of the insurance coverage as per clause 2 above, the Contractor must immediately rectify such deficiency. This is without prejudice to the Buyer's right to claim compensation for any damage suffered in the event of Contract termination.

4. If the insurance coverage is limited due to the non-payment of the premium, pursuant to Article 1901 of the Civil Code, the Buyer reserves the right to make the payment directly within a period of 60 days from the Contractor's non-

payment. The Buyer retains the option to seize any contractually provided security deposit or to deduct the corresponding amount from the first useful payment.

5. In any case, the Contractor retains full liability for damages, whether covered or not covered and/or exceeding the coverage limits of the insurance policies mentioned in clause 2 above.

22. Contractor's Representative

1. The Contractor shall be represented to all effects in its relations with the Buyer by one of its appointees identified in the Contract, who, subject to approval, also following any investigations prescribed by current legislation on the fight against mafia crime, shall be vested with all powers to bind the Contractor. This representative shall also be in charge of, to the extent of his competence, the responsibilities of the Contractor and, in particular, compliance with the scheduling of contractual activities, their execution, verification and accounting.

2. The Representative, who must have adequate knowledge of the Italian language, is in charge of the organisation of the contractual activities and represents the Contractor in relations with Buyer with regard to all aspects and problems of a contractual and managerial nature.

3. The Representative is in particular responsible for:

- the organisation of the Contract;
- the quality of contractual activities;
- the planning and management of the personnel assigned to the execution of the Contract;
- the adoption of all measures necessary for the perfect execution of the Contract and, above all, compliance with the prescribed quality standards;
- the efficiency of the procurement of materials and equipment necessary for the execution of the Contract;
- supervision of the Contract in the manner provided for in the Technical Specifications.

If provided for in the Technical Specifications, the aforementioned Representative must be provided with a suitable mobile telephone for availability.

4. The Buyer is entitled to demand the replacement of the Representative or Personnel in the event of proven negligence or indiscipline. The Contractor shall promptly comply with such request.

23. Contract Execution Manager

1. In case of *non-core business* Contracts, the "Contract Execution Manager", designated by the Buyer, or his delegate, shall be responsible for the fullest possible control over the correct execution of the Contract, by verifying the

conformity of the activities rendered, in relation to the contractually defined objectives and technical, economic and qualitative characteristics.

2. He is responsible for any updates of the specific risks existing in the areas concerned by the activity governed by the Contract.

3. His tasks include, but are not limited to: taking care of relations with the Contractor on behalf of the Buyer, approving each action plan, document, report and final statement, verifying the correct execution of the contractual performances and their conformity, applying the Penalties, and approving any variations to be made to fulfilment.

23.bis Contract Execution Manager - Execution Phase Supervisor

1. In case of *core business* Contracts, the "Contract Execution Director", as defined and governed by Annex II.14 D.Lgs. 36/2023 Ministerial Decree no. 49/2018, and the Execution Phase Supervisor, designated by the Buyer, or their delegates, shall be responsible for the broadest oversight of the correct execution of the Contract, by verifying the conformity of the activities rendered, in relation to the contractually defined objectives and technical, economic and qualitative characteristics.

2. He is responsible for any updates of the specific risks existing in the areas concerned by the activity governed by the Contract.

3. His tasks include, but are not limited to: taking care of relations with the Contractor on behalf of the Buyer, approving each action plan, document, report and final statement, verifying the correct execution of the contractual performances and their conformity, applying the Penalties, and approving any variations to be made to fulfilment and, where applicable, to ensure compliance with any requirements imposed by A.N.A.C.

24. Events of force majeure

1. The performance of each Party's obligations may be suspended for so long as that Party is prevented from performing such obligations by the occurrence of events of an extraordinary nature, which the Parties could not have foreseen or prevented by the exercise of ordinary care, including but not limited to war, riot, disorder, acts of terrorism, pandemics, expropriation or requisition of equipment or facilities, sabotage, fire, flood, earthquake, strikes, not due to the fact of the Party invoking this provision, or legal regulations and decisions of authorities having the effects referred to in this paragraph, or other circumstances resulting in a supervening impossibility of performance within the meaning of Article 1463 of the Italian Civil Code or excessive onerousness thereof pursuant to Article 1467 of the Italian Civil Code.

2. Upon the occurrence of any of these circumstances, if the Contract can no longer be properly performed, the Parties may renegotiate the terms of the contractual relationship in good faith or, alternatively, terminate it.

3. This is without prejudice to the right of the Party to whom such a right is granted to withdraw from the Contract.

25. Withdrawal

The Buyer reserves the right, pursuant to Article 1671 of the Italian Civil Code, to withdraw from the Contract in the course of performance. Such decision will not produce any right for the Contractor to compensation for damages, but only payment of the activities duly performed.

26. Termination

1. In case of *non-core business* Contracts, in the event of non-performance of the contractual obligations, after an open verification of the seriousness thereof, the Buyer reserves the right to request termination of the Contract for breach.

2. Moreover, pursuant to Article 1456 of the Italian Civil Code, the Contract shall be understood to be terminated, subject only to notification by the Buyer by certified e-mail, in the event of:

- a. serious violations of the law by the Contractor during the term of the contract;
- b. suspension, for any reason not provided for, of the performance of the contractual services by the Contractor;
- c. disputes entailing the application of Penalties in excess of the amount contractually defined in Article "Penalties";
- d. failure to fulfil obligations towards employees, illegal employment;
- e. breaches of the requirements of the S.G.A.E. by the Contractor's or Subcontractor's Personnel leading to the termination of the Contract;
- f. breaches of the "Contractual Conditions on Health, Safety and Environment", if they are part of the contractual documentation, by the Personnel of the Contractor or the Subcontractor that lead to the termination of the Contract;
- g. behaviour incompatible with the prescriptions contained in the "SEA Supplier Code of Conduct";
- h. repeated and serious breaches, notified in writing, entailing risks to the safety and health of workers and/or Personnel of the Buyer and/or third parties;
- i. violations of obligations undertaken in the field of cybersecurity;

- j. breach of the provisions that entail the revocation of authorisations and/or licences;
- k. breach of the regulations on liability of legal entities pursuant to Legislative Decree 231/2001;
- l. serious and/or repeated violation of the principles contained in the Code of Ethics of the Buyer;
- m. failure to provide evidence of the full operability of insurance coverage, if contractually stipulated, as regulated in paragraph 3 of the previous "Contractor's Liability" Article;
- n. failure to apply, towards the Contractor's and Subcontractors' Personnel, economic and regulatory protections equivalent to those provided by the current reference National Collective Labor Agreement, signed in accordance with Article 51 of Legislative Decree 81/15, and its supplementary agreements, as regulated by letter x) of the previous "Contractor's Duties and Obligations" Article;
- o. repeated and serious violations, contested by written warning, of the requirements of EU Regulation No. 139/2014 where the Contract contains the "Airport Safety" clause;
- p. repeated and serious breaches of the regulations regarding the safety and protection of workers contained in Legislative Decree 81/2008;
- q. suspension of business activity ordered pursuant to Article 14.1 Legislative Decree 81/2008;
- r. failure to comply with the contractual obligations, for which express termination is envisaged.

3. In any case, the Contractor shall indemnify the Buyer for any expenses incurred and damages that may arise to it and/or third parties due to the breach of contractually assumed obligations. To this end, the Buyer will proceed with the enforcement of the bond, if contractually required, without prejudice to the obligation to compensate for any additional damage suffered by the Buyer.

4. Subject to control, the Buyer shall pay for the activities duly performed, assessing them as a percentage of the contractual consideration.

5. The Contract shall be considered terminated in the event of termination of the Agreement between the Buyer and E.N.A.C., without the Contractor being awarded any indemnity or compensation.

26.bis Termination

1. In case of *core business* Contracts, in the event of non-performance of the contractual obligations, after an open verification of the seriousness thereof, the Buyer reserves the right to request termination of the Contract for breach.

2. Moreover, pursuant to Article 1456 of the Italian Civil Code, the Contract shall be understood to be terminated, subject only to notification by the Buyer by certified e-mail, in the event of:

- a. serious violations of the law by the Contractor during the term of the contract;
- b. suspension, for any reason not provided for, of the performance of the contractual services by the Contractor;
- c. in the cases provided for in Article 122 of the Code;
- d. disputes entailing the application of Penalties in excess of the amount contractually defined in Article "Penalties";
- e. failure to fulfil obligations towards employees, illegal employment;
- f. breaches of the requirements of the S.G.A.E. by the Contractor's or Subcontractor's Personnel leading to the termination of the Contract;
- g. breaches of the "Contractual Conditions on Health, Safety and Environment", if they are part of the contractual documentation, by the Personnel of the Contractor or the Subcontractor that lead to the termination of the Contract;
- h. behaviour incompatible with the prescriptions contained in the "SEA Supplier Code of Conduct";
- i. behaviour inconsistent with the commitments undertaken by signing the "Integrity Pact" if it is part of the contractual documentation;
- j. the Contractor, its legal representative, directors and technical directors are subject to measures and/or proceedings under current legislation on the fight against mafia-related crime;
- k. repeated and serious breaches, notified in writing, entailing risks to the safety and health of workers and/or Personnel of the Buyer and/or third parties;
- l. violations of obligations undertaken in the field of cybersecurity;
- m. breach of the provisions that entail the revocation of authorisations and/or licences;
- n. breach of the regulations on liability of legal entities pursuant to Legislative Decree 231/2001;

- o. serious and/or repeated violation of the principles contained in the Code of Ethics of the Buyer;
 - p. failure to provide evidence of the full operability of insurance coverage, if contractually stipulated, as regulated in paragraph 3 of the previous "Contractor's Liability" Article;
 - q. failure to apply, towards the Contractor's and Subcontractors' Personnel, economic and regulatory protections equivalent to those provided by the current reference National Collective Labor Agreement, signed in accordance with Article 51 of Legislative Decree 81/15, and its supplementary agreements, as regulated by letter x) of the previous "Contractor's Duties and Obligations" Article;
 - r. repeated and serious violations, contested by written warning, of the requirements of EU Regulation No. 139/2014 where the Contract contains the "Airport Safety" clause;
 - s. repeated and serious breaches of the regulations regarding the safety and protection of workers contained in Legislative Decree 81/2008;
 - t. suspension of business activity ordered pursuant to Article 14.1 Legislative Decree 81/2008;
 - u. failure to comply with the contractual obligations, for which express termination is envisaged.
3. In any case, the Contractor shall indemnify the Buyer for any expenses incurred and damages that may arise to it and/or third parties due to the breach of contractually assumed obligations. To this end, the Buyer will proceed with the enforcement of the bond, if contractually required, without prejudice to the obligation to compensate for any additional damage suffered by the Buyer.
4. Subject to control, the Buyer shall pay for the activities duly performed, assessing them as a percentage of the contractual consideration.
5. The Contract shall be considered terminated in the event of termination of the Agreement between the Buyer and E.N.A.C., without the Contractor being awarded any indemnity or compensation.

27. Environmental and Energy Management System

1. The Environmental and Energy Management System (in Italian "S.G.A.E.") is based on the fundamental principles of environmental protection and energy efficiency, according to current legislation. The Contractor is therefore obliged to comply with the provisions of the S.G.A.E. procedures connected with the activities covered by the Contract, which are published on the Buyer's institutional website and form an integral part of the Contract.

2. The Contractor is obliged to provide adequate training/information to Personnel, particularly with regard to the environmental and energy aspects connected with the performance of the contractual activities.

3. Failure to comply with the provisions of the S.G.A.E. shall constitute justified grounds for termination of the Contract by the Buyer, which reserves the right in such a case to bring the ensuing actions for compensation and damages (including image damages).

28. Single Risk Assessment Document

1. Where provided for in the contract, the Contractor must prepare and deliver to the Buyer's representative the "Information Form" for each of the areas governed by the contractual activities, drawn up on the basis of the "Risk mapping by uniform areas" and the relevant D.U.V.R.I. (Article 26 of Legislative Decree 81/2008) included in the contractual documentation, in order to enable it to prepare the final D.U.V.R.I., an integral part of the Contract. The purpose of the information form is to collect the elements of the Contractor's activity that may give rise to the interference risks that may occur in the context of the activities under the Contract, on the Buyer's premises. The resulting special measures and prescriptions must be signed for acceptance by the Contractor during the joint preliminary inspection. In the event of subcontracts, the Contractor shall deliver copies of the DUVRI to the subcontracting companies and shall have them fill in the information forms identifying any existing interference risks and subsequently hand them over to the Buyer's representative. These forms will constitute an update of the D.U.V.R.I.

2. The Contractor shall be responsible for coordinating the activities of all subcontractors working on site. The Buyer reserves the right to suspend the activities, upon notification by its appointee, and to remove companies that repeatedly fail to comply with the D.U.V.R.I. It is the Contractor's duty to implement, at its own responsibility, all measures and conditions pertaining to work hygiene and safety in order to prevent illness and accidents; the Contractor must do so in accordance with the provisions of the D.U.V.R.I. and its updates by the Buyer's Appointee. Therefore, while the Contractor declares that it has taken note of the specific risks existing in the work environment in which its personnel will be called to work, pursuant to the relevant laws in force, it hereby agrees to indemnify the Buyer against any accident at work that its personnel may suffer and against any damage that may be caused to third parties. Any consequences, whether of a criminal or civil nature, in the event of an injury or damage, shall therefore be borne exclusively by the Contractor, whereas both the Buyer and the personnel in charge of the management and supervision of the activities shall be completely exonerated. The Contractor undertakes to comply with the prescriptions of the document "Hazard/Risk Mapping by Uniform Areas", the text of which, with reference to the contractual activities, the Contractor declares to know and accept.

3. If the contractual activities are to be carried out within a "construction site" of the Buyer or of third parties, the Contractor shall comply with all the protection obligations provided for in Title IV of Legislative Decree 81/2008, as amended. In detail, the Contractor shall comply with the prescriptions of the Safety and Coordination Plan (PSC) relating to the existing site (which will be made available to the Contractor by the Buyer), to draw up the Operational Safety Plan (POS), in compliance with the model made available on the website "Constructions Site Safety" (<https://milanairports.com/it/b2b/sicurezza-cantieri>) to be delivered to the Buyer, abide by the instructions provided by the Execution Phase Safety Coordinator (CSE) and participate in the coordination meetings called by the CSE. The Contractor may only access the site following the delivery of its OSP and its suitability assessment by the CSE, and after coordination with the Works Management Office and the CSE. Even in the case of activities carried out on site, any additional/interference safety costs required by the Contractor are included in the contractual activities. The Contractor shall bear the safety costs related to the preparation actually performed. The Contractor shall be jointly and severally liable with the Subcontractors for the fulfilment by said Subcontractors of the safety obligations laid down in the legislation in force.

4. The Contractor is also obliged to comply with the provisions of the "Health, Safety and Environment - HSE Contract Conditions", where these are included in the contractual documentation.

29. Airport Regulations

The Contractor acknowledges that, in compliance with the provisions of Article 2 par. 2 of Law 265/2004, the Buyer has prepared the document "Airport Regulations" for the Airports it manages, available at the link <https://milanairports.com/it/i-nostri-aeroporti/milano-malpensa> and <https://milanairports.com/it/i-nostri-aeroporti/milano-linate>, compliance with which is compulsory for all Contractors, Subcontractors and Entities that carry out activities at such Airports.

30. Compliance with airport regulations

1. The Contractor declares that it is aware of and undertakes to comply with the laws, regulations, agreements and ordinances that govern activities at the Airports, including the movement of persons and/or vehicles, as well as the Buyer's duties and obligations towards the state administration with regard to service continuity and airport management. In particular, the Contractor shall comply with the provisions issued by Order of the competent E.N.A.C. Airport Directorate and connected with the activities governed by the Contract.

2. The applicable Ordinances, published on the Buyer's institutional website, form an integral part of the Contract.

31. Changes in company structures - Termination of activity

1. Without prejudice to the non-transferability of the Contract, it is specified that:

a. changes in the ownership structure resulting from the transfer/lease of a company/company branch as well as from acts of transformation, merger and demerger of the Contractor shall have no effect on the Buyer until they have been reported to the latter by means of a certified e-mail to the address appr.app@pec.seamilano.eu to verify that the transferee, or the entity resulting from the transformation, merger or demerger, meets the qualification requirements set at the time of the award. Within the following 60 days, the Buyer may object to the new party taking over the Contract, resulting in termination of the Contract if the above-mentioned requirements are not met. After 60 days have elapsed without opposition from the Buyer, the take-over by the Contractor shall become effective;

b. in the event of transfer, leasing of a company or company branch by the Contractor, or by the bodies of the insolvency procedure, the Contractor's take-over shall in any case be subject to the verifications referred to in a) above;

c. in the event of termination of the activity constituting the Contractor's company object, the Buyer shall terminate the Contract.

2. In all the above cases, the Buyer's right to compensation for any damage caused to it shall remain unaffected.

32. Liquidation-Bankruptcy-Insolvency proceedings

1. In case of *non-core business* Contracts, if the Contractor enters into liquidation, the Contract may be terminated, without prejudice to the Buyer's right to obtain any damages that may be due to it from the liquidator.

2. If the Contractor is subject to insolvency proceedings, the provisions of Royal Decree No. 267/42 shall apply.

32.bis Liquidation-Bankruptcy-Insolvency proceedings

1. In case of *core business* Contracts, if the Contractor enters into liquidation, the Contract may be terminated, without prejudice to the Buyer's right to obtain any damages that may be due to it from the liquidator.

2. If the Contractor is subject to insolvency proceedings, by analogy to the provisions of Article 124 of the Code, or of Article 68 paragraph 17 and 18, where applicable, shall apply.

33. Compliance with the Organization and Management Model pursuant to Legislative Decree 231/2001 and with the Anti-Bribery Management System

1. The Contractor declares and guarantees that it is aware of and complies with the legislation concerning the administrative liability of legal entities, in particular, the provisions of Legislative Decree No. 231/2001 (“Decree”) and the anti-corruption legislation, as applicable from time to time.

2. The Buyer declares and acknowledges (i) having adopted the Organization and Management Model pursuant to Legislative Decree No. 231/2001 (“Model 231”), available on its website; (ii) having adopted a Corruption Prevention Management System certified according to UNI ISO 37001:2016 “Anti Bribery Management System” (“Corruption Prevention Management System”), of which the Anti-Corruption Policy is an essential component, available on the same website (“Policy”); (iii) having appointed a supervisory body pursuant to Legislative Decree No. 231/2001 (“OdV”), responsible for overseeing the observance and effective implementation of Model 231 by all recipients; and (iv) having implemented internal controls (including, by way of example, a procedural system) capable of preventing the commission, including attempted commission, of the crimes foreseen in Model 231, for which the sanctions provided by the Decree apply, as well as corruption offenses and prohibited behaviors defined by the Corruption Prevention Management System and the Policy.

3. The Contractor declares to have been made aware by the Buyer (i) of the adoption of Model 231 and (ii) of the adoption of the Corruption Prevention Management System and the related Policy, which constitute an integral and substantial part of the Contract and to which the Contractor expressly commits to comply with all its provisions.

In particular, the Contractor undertakes to:

- a. not practice or tolerate, even with regard to its supply chain, any form of corruption, both generally in its activities and specifically for the purpose of obtaining contracts from the Buyer;
- b. comply with Model 231 by adhering to the ethical principles and behavioral rules indicated therein, as well as its controls, in particular, by way of example, the procedural system of the Buyer;
- c. report directly and promptly to the OdV any violations of Model 231 and/or its controls that it becomes aware of, through the dedicated reporting (whistleblowing) channel available on the Buyer’s website;
- d. comply with requests for information or document presentation from the Buyer and/or the OdV;

e. stay informed of updates and changes to Model 231 and the Policy by acquiring them from the Buyer's website.

4. If the Contractor or its Personnel (i) fail to fulfill the obligations assumed under this clause, or (ii) engage in behaviors that, at the discretion of the Buyer, conflict with the provisions of Model 231 and/or the Policy, the Buyer shall have the right to declare the Contract terminated by law pursuant to and for the effects of Article 1456 of the Civil Code and to adopt all legal remedies as well as any contractual remedies to protect its rights, interests, image, and reputation, also being able to claim compensation for any further damages suffered.

34. Code of Ethics and Antimafia Regulations

1. The Contractor declares and guarantees that it is aware of and complies with the anti-mafia legislation in force from time to time and that it will always conduct its operations with integrity, ethics, honesty, transparency, and good faith, adopting suitable and adequate corporate governance tools for this purpose. The Contractor also declares and guarantees that it will always conduct its operations in line with best practices in the field of ethics, including with reference to its supply chain.

2. To guide its activities according to the highest ethical standards, the Buyer has adopted the Code of Ethics, which is to be considered an integral and substantial part of the Contract. It is understood, in this regard, that the Code of Ethics includes all the principles set out by the anti-mafia legislation in force from time to time, which the Buyer adheres to and respects with the aim of combating mafia infiltration in the context of measures to fight organized crime.

The Buyer therefore undertakes to establish relationships exclusively with parties that meet the requirements of the aforementioned anti-mafia legislation.

To this end: (i) it will verify the regular registration of the Contractor in the Whitelist, where applicable; or (ii) it will consult the "National Anti-Mafia Database" to ascertain the absence of any cause for disqualification, suspension, prohibition, or attempted mafia infiltration. The Contractor must, in any case, act in compliance with the provisions of the anti-mafia legislation in force from time to time.

3. The Contractor declares and guarantees that there has been no mediation or other third-party intervention for the conclusion of the Contract, and that it has neither paid nor will pay anyone, directly or through other parties, sums and/or other compensation as mediation or similar fees aimed at facilitating the conclusion of the contract itself.

4. The Contractor declares to have been informed by the Buyer of the adoption of the Code of Ethics, which it expressly undertakes to comply with in all its provisions.

In particular, the Contractor agrees to:

a. neither engage in nor tolerate, even with reference to its supply chain, any unlawful conduct, either in general in the context of its activities or specifically for the purpose of securing contracts from the Buyer

b. comply with the Code of Ethics by adhering to the ethical principles and standards of conduct specified therein

c. report directly and without delay to the Buyer's Ethics Committee any violations of the Code of Ethics that come to its attention through the dedicated whistleblowing channel available on the Buyer's website

d. comply with requests for information or document submissions made by the Buyer and/or its Ethics Committee

e. stay informed about updates and changes to the Code of Ethics by acquiring the updated text from the Buyer's website.

5. Should the Contractor or its Personnel (i) fail to comply with the obligations undertaken under this clause, or (ii) engage in conduct that, at the Buyer's discretion, is in conflict with the provisions of the Code of Ethics and/or anti-mafia legislation, the Buyer will have the right to declare the Contract terminated by law pursuant to and for the purposes of Article 1456 of the Civil Code and to adopt all legal remedies as well as all contractually provided remedies to protect its rights, interests, image, and reputation, including seeking compensation for any additional damages suffered.

35. Antimafia regulations

1. The effectiveness of the *core business* Contract and the issuance of any authorization for *core business* Subcontracting are subject to a resolutive condition—where the relevant economic requirements apply—of the absence of measures and/or proceedings pursuant to anti-mafia legislation.

2. If the prerequisites are met with respect to the nature of the contractual activities, the award of the Contract and the authorisation of Subcontracting relating to the activities listed in Article 1 par. 53 L. 190/12 may not occur unless it has been determined that the Contractor/Subcontractor is included in the Whitelists set up at the competent local Prefectures.

3. The occurrence of the aforesaid measures or proceedings, at any time ascertained, shall be cause for immediate termination of the Contract, without the Contractor having any claim whatsoever for any reason or title whatsoever.

36. Privacy

1. The Parties adhere to the fundamental principles for the protection and safeguarding of personal data dictated by Regulation (EU) 2016/679 (the "GDPR") as well as Italian Legislative Decree 196/2003 as subsequently modified by Legislative Decree 51/2018 and Legislative Decree 101/2018 (the "Privacy Code" and, jointly with the GDPR, as well as with the related measures/decisions applicable on the matter and issued by the Italian Data Protection Agency, the "Privacy Legislation"). The Parties declare that any personal data of which they become aware in the course of the contractual relationship will be processed solely for the purpose of executing this Contract and fulfilling any corresponding obligation of a tax, accounting and administrative nature, as well as any other legal obligation directly or indirectly deriving from this Contract. Each Party acknowledges that such processing is compulsory, as it is done in execution of a contractual obligation, with the consequence that any refusal to provide such data would not allow the completion of this Contract, and also undertakes to process the data in a lawful and fair manner, collecting and recording such data for specific, explicit and legitimate purposes, taking care to verify that the data is relevant, complete and not excessive in relation to the purposes for which it was collected and/or subsequently processed, all in full compliance with the Privacy Legislation. In particular, each Party expressly authorises the entry of its own data and the data of its Personnel in the databases of the other Party, allowing the other Party to process and communicate its data to third parties, if such processing or communication is necessary for the following purposes related to the contract: (a) fulfilment of specific accounting and tax obligations; (b) management and execution of the relationship and contractual obligations, as well as the corresponding information aspects; (c) purposes connected to obligation provided for by laws, regulations or EU legislation, as well as provisions given by Authorities legitimately empowered to do so; (d) management of disputes; (e) statistical purposes and surveys on the relevant company standards; (f) internal control activities.

2. The data will be processed using manual and/or automated methods, and in compliance with technical and organisational measures suitable for ensuring a level of security appropriate to the risk, in accordance with the provisions of the Privacy Legislation. The Parties mutually acknowledge that the data will be processed within the European Economic Area. If one of the Parties intends to transfer the data processed in connection with this Contract to countries outside the European Economic Area, it shall promptly notify the other Party.

3. Each Party and its Personnel are guaranteed the rights expressly recognised by the Privacy Legislation, and in particular those set out in Article 15-21 of the GDPR, including the right to obtain confirmation of the existence or non-existence of personal data and to know their content and origin, to verify their accuracy or request their supplementation or updating, rectification, deletion or transformation into anonymous form, as well as to request the blocking of

personal data processed in violation of the law and to oppose their processing in any case for legitimate reasons by means of a written notice to be sent to the other Party, the data controller, and the right to the portability of its own personal data and the right to lodge a complaint, a report or an appeal with the Italian Data Protection Authority, if the conditions are met.

4. The Parties undertake, each to the extent of its competence, to maintain confidentiality and to adopt all technical and organisational security measures imposed by the Privacy Legislation to protect the data collected in the performance of the Contract against accidental or unlawful destruction, accidental loss and damage, alteration, unauthorised disclosure or access and against any other unlawful and unauthorised form of processing. The Parties mutually acknowledge that they will act as autonomous data controllers for the performance of the processing, each within its own sphere of competence. The Parties undertake to ensure that all Personnel comply with the Privacy Legislation, including aspects relating to the security and confidentiality of personal data.

5. Furthermore: a) the Contractor, pursuant to the Privacy Legislation, undertakes: (i) to inform the Personnel that their personal data will be communicated to the Buyer for the fulfilment of legal obligations relating to the Contract, specifying also that the Buyer, as autonomous data controller, will process the data in compliance with the Privacy Legislation and (ii) to deliver to the Personnel the Buyer's privacy policy ("Buyer's Policy" under Annex B) attached hereto pursuant to Article 14 GDPR; b) in the event of Subcontracting, the Contractor undertakes: (i) pursuant to the Privacy Legislation, to inform the Subcontractor that its personal data and, if necessary, the personal data of its Personnel, will be communicated to the Buyer for the fulfilment of legal obligations related to the Contract, also specifying that the Buyer, as autonomous data controller, will process the personal data in compliance with the Privacy Legislation; (ii) to ensure that the Subcontractor provides its own Personnel with the Buyer's Policy Statement (Annex B) and (iii) to include a clause in the subcontract that contains the provisions under (i) and (ii).

6. For the above purposes, each Party hereby undertakes to indemnify and hold harmless the other Party from any damage caused to it as a result of any failure to comply with the provisions of this Article and/or any breach of the Privacy Legislation.

37. Confidentiality

The Contractor undertakes, for a period of five years from termination of the contractual relationship, not to publish any documentation, data and/or information connected with and/or deriving from performance of the Contract and undertakes not to disclose them to third parties nor to use them for purposes other than those connected with the appointment. It likewise undertakes to ensure confidentiality and protection from any undue disclosure

not expressly authorised by the Buyer of any information that it comes to know by virtue of the Contract. In particular, it undertakes to return/destroy all documentation that comes into its possession during performance of the Contract.

38. Information Security - Cyber Security

1. The Contractor undertakes to adopt all technical and organizational measures, applicable according to the best current reference standards, aimed at ensuring the highest level of security for the network, information systems, and technical and telecommunications infrastructures it uses in the context of performing the contractual services. This includes ensuring adequate and proportionate risk management, as well as implementing all necessary security and data protection measures for digital information acquired from the Buyer. The systems, networks, and ICT assets used by the Contractor, as well as the data processed in the context of the supply, must be protected against accidental or unlawful destruction, accidental loss or damage, alteration, disclosure, or unauthorized access, and any other unlawful or unauthorized form of processing.

2. In relation to the above paragraph 1, and without prejudice to any additional specific obligations regarding personal data processing provided in the Contract, the Contractor declares and guarantees: (i) that it has implemented and will maintain for the entire duration of the Contract — also on behalf of its subcontractors and sub-suppliers pursuant to Article 1381 of the Italian Civil Code (where applicable and without prejudice to Legislative Decree 36/2023 for core business contracts) — internal security measures and procedures compliant with applicable regulations, best market practices, and international standards, ensuring protection for both itself and the Buyer from vulnerabilities and cyberattacks of any kind. In particular, since the Buyer has obtained ISO 27001 certification, the Contractor undertakes to adopt all measures ensuring that the supply covered by the contract complies with said certification and agrees to adapt its operational methodologies and procedures to any international standard required and communicated by the Buyer; (ii) that it has implemented all appropriate security measures to ensure a high level of protection and cyber risk mitigation for the Buyer (especially considering the Buyer's complex structure, the industry in which it operates, and the type of services it provides).

3. The Contractor undertakes (i) to provide the Buyer, upon request, with all information relating to compliance with the obligations under the Contract and applicable regulations, and (ii) to consent to audits and inspections by the Buyer, including through third parties appointed by the Buyer.

4. The Contractor shall notify the Buyer within 24 hours (or a shorter period if required by applicable regulations) of becoming aware of any incident affecting the Contractor or any subcontractors that impacts the continuity of the supply. In particular, if such incidents may affect an ICT asset necessary for

the provision of essential services by the Buyer, in accordance with Law No. 133/2019 and DPCM 131/2020, the Contractor must comply with the same notification deadlines set out in DPCM 81/2020.

5. Without prejudice to the above, if the Contractor qualifies specifically as a digital service provider, it undertakes to act in compliance with the applicable cybersecurity regulations for the entire duration of the contractual relationship with the Buyer.

6. The Contractor is required to implement a business continuity management system specifically related to the supplies covered by the Contract, which shall include, but not be limited to, a Business Continuity Plan (BCP), a Disaster Recovery Plan (DRP), and Crisis Management Plans (CMP), where applicable, which must be detailed, comprehensive, and aligned with industry best practices. Unless the existence of an adequate business continuity management system is certified by an internationally recognized certification and provided to the Buyer, the Contractor undertakes to make the above-mentioned documentation available to the Buyer upon simple request, appropriately redacted where it contains strictly confidential information whose disclosure could compromise the effectiveness and security of the business continuity management system itself. If the Buyer identifies deficiencies or gaps in the documents adopted by the Contractor, duly justified in writing, the Contractor undertakes to amend its business continuity management system within the timeframe agreed upon by the Parties. Should the Contractor unjustifiably refuse to make such amendments, the Buyer shall have the right to terminate the Contract pursuant to Article 1456 of the Italian Civil Code, without prejudice to compensation for any resulting damages. The Parties agree that any updated or modified version of such documents adopted by the Contractor must be submitted to the Buyer. In any case, the Buyer shall have the right to verify the quality of the protection measures provided in the business continuity management system and their compliance with the Buyer's objectives and corporate standards, including through the exercise of access and audit rights provided in the Contract.

7. Should the Contractor or its Personnel fail to comply with the obligations set forth in this clause, the Buyer shall have the right to terminate the Contract pursuant to Article 1456 of the Italian Civil Code and to adopt all legal and contractual remedies to protect its rights, interests, image, and reputation, including seeking compensation for any additional damages suffered.

39. Contractual documents

1. These Conditions, the Contract and the documents annexed thereto, govern the contractual relationship between the Buyer and the Contractor for the performance of the Contract.

2. In the event of differences of interpretation due to discrepancies between the above documents, the Contractor shall abide by, in order: the Contract, these Conditions and the other Contractual Annexes, according to the order of presentation indicated in the Contract under the clause "Annexes".

3. If a contract document provides for alternative or divergent activities, the Contractor shall perform the activities according to the Buyer's choice. The same applies if the divergences relate to the dimensions or characteristics of an object as resulting from drawings drawn to a different graphic scale.

40. Communications between the Parties

All communications between the Parties shall take place exclusively in writing by electronic means, i.e. certified electronic mail. To this end, the Parties shall exchange their respective certified e-mail addresses.

41. Law governing the Contract

The Contract is subject in all respects to Italian law.

42. Disputes

The Parties shall endeavour to settle amicably any disputes that may arise regarding the interpretation and execution of the contractual terms and conditions in their entirety. If this is not possible, the Court of Milan shall have exclusive jurisdiction.

43. Reference

For all matters not expressly governed by these Conditions, the Contract and its Annexes, reference must be made to the Italian Civil Code, where applicable.

Annex A - Electronic invoicing instructions

Please include the following information in the XML invoice:

- **Purchase Order:** in the section *FatturaElettronicaBody – DatiGenerali – DatiOrdineAcquisto*, complete *IdDocumento* with the purchase order number.

Below is an example of how to complete it:

```
<DatiOrdineAcquisto>  
<IdDocumento>4100012345</IdDocumento>  
</DatiOrdineAcquisto>
```

- **C.U.P. (Unique Project Code):** in the section *FatturaElettronicaBody – DatiGenerali – DatiOrdineAcquisto*, complete *CodiceCUP* with the project code. Below is an example of how to complete it:

```
<DatiOrdineAcquisto>  
<CodiceCUP>A12B34567890123</CodiceCUP>  
</DatiOrdineAcquisto>
```

- **C.I.G. (Contract Identification Code):** in the section *FatturaElettronicaBody – DatiGenerali – DatiOrdineAcquisto*, complete *CodiceCIG* with the order number. Below is an example of how to complete it:

```
<DatiOrdineAcquisto>  
<CodiceCIG>12345678AB</CodiceCIG>  
</DatiOrdineAcquisto>
```

- **Goods Receipt/Service Acquisition Form:** in the section *FatturaElettronicaBody – DatiBeniServizi - DettaglioLinee – AltriDatiGestionali*, complete *TipoDato* with the string "EM" and *RiferimentoTesto* with the goods receipt number. Below is an example of how to complete it:

```
<AltriDatiGestionali>  
<TipoDato>EM</TipoDato>  
<RiferimentoTesto>5000123456</RiferimentoTesto>  
</AltriDatiGestionali>
```

- **Declaration of Intent:** in the section *FatturaElettronicaBody – DatiBeniServizi - DettaglioLinee – AltriDatiGestionali*, complete *TipoDato* with the string "INTENTO", *RiferimentoTesto* with the transmission protocol of the declaration of intent, and *RiferimentoData* with the date of the declaration of intent. Below is an example of how to complete it:

```
<AltriDatiGestionali>  
<TipoDato>INTENTO</TipoDato>  
<RiferimentoTesto>12345678901234567-123456</RiferimentoTesto>  
<RiferimentoData>YYYY-MM-DD</RiferimentoData>  
</AltriDatiGestionali>
```

Annex B - Personal data processing policy statement

Dear Sir/Madam,

Pursuant to Article 14 Reg. EU 2016/679 ("**Regulation**" or "**GDPR**"), and in compliance with the provisions of Legislative Decree 196/2003, as subsequently modified by Legislative Decree 51/2018 and Legislative Decree 101/2018 ("Privacy Code"), the Buyer, in its capacity as the Data Controller of your personal data (the "Data Controller" or "SEA"), following the transfer of your personal data (such as personal data, contact details, personal data contained in resumes or copy of your identity document) ("Personal Data") by the Contractor and in connection with the performance of the contract to which this policy statement is annexed (the "Contract"), provides you with the following information regarding the processing of your Personal Data for the purposes specified below and strictly related to the performance of the Contract.

The Data Protection Officer ("DPO"), domiciled for the execution of the assignment at the Data Controller's head office, can be reached at privacy@seamilano.eu.

1. Purposes of the processing of Personal Data and legal basis

Purpose

Your Personal Data is processed within the scope of the Controller's business and in relation to the Contract, without your consent, for the purposes set out below:

- a) purposes strictly related to the performance of the Contract;
- b) in compliance with obligations under laws, regulations and EU legislation in relation to the Contract;
- c) defensive purposes of the Buyer.

Legal basis

- for the purpose referred to in point a), the legal basis of the processing is identified pursuant to Article 6(1)(b) of the GDPR
- for the purpose referred to in point b), the legal basis of the processing is identified pursuant to Article 6(1)(c) of the GDPR
- for the purpose referred to in point c), the legal basis of the processing is identified pursuant to Article 6(1)(f) of the GDPR.

2. Nature of provision of data and consequences of opposing transfer

The provision and processing of your Personal Data, which shall be transferred to the Buyer by the Contractor, are indispensable for the performance of the

Contract. Therefore, failure to provide it would make the performance of the Contract impossible.

3. Processing methods

Your Personal Data shall be processed in accordance with the principles of fairness, lawfulness and transparency in both paper and electronic form. The availability, management, access, storage and usability of Personal Data is guaranteed by the adoption of technical and organisational measures to ensure appropriate levels of security in accordance with Articles 25 and 32 of the GDPR, as well as the adoption of the specific warranty measures provided for in Article 2-septies of the Privacy Code for the processing of data relating to health.

4. Retention of Personal Data

Your Personal Data will only be kept for as long as necessary to achieve the purposes for which it is collected, respecting the principle of minimisation set out in Article 5.1.c) of the GDPR and the legal obligations to which the Data Controller is bound. More information is available from the Data Controller, or by contacting the DPO at the contact details provided.

5. Categories of data recipients

In the course of its activities and in pursuit of the purposes set out in paragraph 1 above, the Controller may communicate your Personal Data to:

- natural persons authorised by the Data Controller to process personal data pursuant to Article 29 of the GDPR and Article 2-*quaterdecies* of the Privacy Code by reason of the performance of their work duties (e.g. own staff, system administrators, etc.);
- state supervisory authorities, public administration bodies, public security authorities, judicial authorities and insurance companies, and other entities, bodies or authorities acting in their capacity as autonomous data controllers, to whom it is mandatory to disclose Personal Data by virtue of legal provisions or orders of the competent authorities.

In any event, the complete, up-to-date list of data recipients may be requested from the Data Controller or the DPO, at the above-mentioned addresses.

6. Scope of dissemination of data and transfer of personal data outside the EU

Personal Data is not/will not be disclosed (meaning the provision of personal data to unspecified persons, in any form whatsoever, including by making it available or consulting it), except where disclosure is required, in accordance with the law, by police forces, judicial authorities, information and security bodies or other public entities for purposes of defence or state security or for the prevention, detection or prosecution of criminal offences. With regard to

the possible future transfer of Personal Data to Third (non-EU) Countries, the Data Controller informs you that all processing will be carried out in compliance with the law or according to one of the methods allowed by the law in force, such as the consent of the data subject, the adoption of Standard Clauses approved by the European Commission and the selection of parties adhering to international programmes for the free circulation of data (e.g., EU-USA). Further information is available from the Data Controller or the DPO by writing to the above-mentioned addresses.

7. Rights of the data subject

You have the right to access your Personal Data at any time, pursuant to Articles 15-22 of the GDPR. In particular, you may request the rectification, deletion or restriction of the processing of your Personal Data in the cases provided for in Article 18 of the GDPR, the revocation of the consent given pursuant to Article 7 of the GDPR, portability of your Personal Data in the cases provided for by Article 20 of the GDPR, and you may also lodge complaint with the competent supervisory authority pursuant to Article 77 of the GDPR (Personal Data Protection Authority). You may send a request to object the processing of your Personal Data pursuant to Article 21 of the GDPR in which you give evidence of the reasons justifying your opposition: the Data Controller reserves the right to evaluate your request, which would not be accepted in the event of the existence of a compelling lawful basis for processing that overrides your interests, rights and freedoms. Requests should be addressed in writing to the Controller or the DPO at the above addresses.