Revision Table

REV.	REV. DATE	DESCRIPTION	PREPARED BY	CHECKED BY	APPROVED BY
00	02/10/2025	First issue	COO	RASGI	CEO
01	21/10/2026	Revision title block update	COO	RASGI	CEO
02	27/8/2026	Update document, add object 10 & 11	COO	RASGI	CEO

Essegi System Service S.r.l. (hereinafter simply referred to as the "**Organization**") is aware that, in an increasingly globalized and interconnected market context, adopting and upholding proper, impartial, and fair conduct — which considers the economic, social, and environmental impacts of its operations — represents not only a moral obligation but also an undeniable competitive advantage.

The continuous pursuit of maximum customer satisfaction, the protection of workers' Health and Safety, as well as the protection and preservation of the environment and ecosystems potentially affected by company processes, constitute a primary and non-negotiable focus for Essegi System Service Srl.

For these reasons, the Employer and the Top Management are committed to achieving the following foundational general objectives:

1. Provide products and services that meet mandatory (legal and regulatory) and customer requirements.
2. Develop service design solutions for clients, providing a team of specialized and experienced technicians in the electronics sector.
3. Digitize business processes.
4. Zero accidents.
5. Zero occupational diseases.
6. Zero environmental incidents and minimal possible impact from company activities.
7. Constant compliance with applicable industry regulations.
8. Continuous focus on respecting personal dignity.
9. Adoption of appropriate measures to reduce climate-related impacts on production activities and workers' health and safety.
10. Reducing ongoing global climate change by curbing energy consumption, optimizing resource management, and limiting waste production.
11. Contribute to preserving biodiversity and ecosystem conditions in which the organization operates by mitigating and limiting the impacts generated by it during the ordinary management of managerial and production processes.

To achieve the above general results, the Employer and Top Management are committed to pursuing, supporting, promoting, implementing, and maintaining over time the actions aimed at the objectives listed below, including through the adoption of appropriate dedicated management tools.

In this regard, it is worth noting that, in 2020, the Organization launched a project for the progressive digitalization and computerization of documentation, as well as for the management of regulatory and legal deadlines related to the Integrated Management System (**SGI-QSSA/QHSE**), following a targeted investment with a specialized IT company, through the adoption of the software called "Discovery Quality."

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OCCUPATIONAL HEALTH AND SAFETY

- Compliance with legal requirements regarding health and safety in the workplace.
- Elimination of hazards and reduction of risks to the health and safety of all personnel performing activities under the Organization's control.
- Consultation, participation, and involvement of workers' safety representatives and all company personnel, including during significant changes to processes and work environments, with regard to hygiene and safety.
- Maintaining the highest level of cooperation and transparency with all interested parties, including—among others—the external community, institutions, and supervisory and control authorities.
- Commitment to ensuring that all employees are constantly and fully aware that health and safety—both their own and that of their colleagues—related to their specific work activities, are essential and necessary elements for the continuous improvement of the Organization's overall performance.
- The Organization also commits to preventing and counteracting any behavior misaligned or inconsistent with this Policy, which could potentially cause harm to people and/or the environment.
- In this regard, Management strictly prohibits the use of alcoholic beverages, spirits, and narcotic substances, recognizing that the effects of such substances negatively and dangerously impair work performance, and therefore can be a source and/or cause of serious accidents involving people (workplace injuries), the environment/ecosystem, company assets, etc.

QUALITY

- Full compliance with applicable mandatory, voluntary, and contractual requirements, as well as those set forth in applicable technical regulations.
- Quality and conformity of products and services, with the fundamental premise of achieving full and complete customer satisfaction.
- Continuous improvement of the quality management system through the ongoing attention of the entire Organization toward increasing the effectiveness and efficiency of its processes.
- Ongoing training of human resources aimed at filling any training gaps, as well as enhancing and strengthening already acquired skills.
- Enhancement of roles and responsibilities through the development and improvement of specific skills of human resources.
- Ensuring that the skills progressively acquired and improved can be applied in the workplace, also with the aim of creating a more stimulating environment that provides incentives, operational autonomy, and opportunities for workers.
- Flexibility in production capacity, a characteristic that has always distinguished the Organization and represents a fundamental element of its success in target markets.
- Ongoing monitoring of the management system, maintaining competitive pricing in line with the reference market, and improving them where possible, while duly considering the principle of "sustainable economic profit."
- Continuous technological innovation supported by research and development.
- Analysis and planning of value-added processes, also through the identification of appropriate and meaningful Key Performance Indicators (KPIs) that allow for monitoring, correction, and improvement.
- Proactive involvement of suppliers in sharing principles, rules, and requirements to be met in the provision of both tangible and intangible goods and services.
- The company adopts all appropriate measures to ensure a high level of protection of personal data of data subjects, such as customers, employees, and suppliers, promoting the development of a culture of confidentiality.
- Pay special attention to climate change, ensuring that most of the measures adopted do not negatively impact customer satisfaction.
- The development and implementation of actions aimed at the protection of personal data are based on the following guiding principles:
- Lawfulness, fairness, and transparency of data processing;
  - Data minimization, ensuring processing is limited to what is necessary in relation to the purposes pursued;
  - Storage limitation, keeping personal data for no longer than is necessary for the purposes for which they are processed;

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- Control and assessment of the impact of processing for data protection purposes;
- Application of adequate technical and organizational measures to ensure the security of personal data.

HUMAN RIGHTS

ESSEGI SYSTEM SERVICE, S.r.l:

- Rejects the use of forced or compulsory labor and ensures working conditions that comply with current laws and regulations. The performance of work, whether regular or overtime, is a free expression of the workers' will and is carried out without any form of physical and/or psychological coercion.
- Recognizes the right of its employees to freedom of association for the defense and promotion of their interests, as well as the right to be represented by trade unions or other representative bodies, in accordance with applicable laws and practices in Italy.
- Believes that wage policies, benefits, and working conditions must guarantee an adequate standard of living for all workers. For this reason, the company promotes a working environment in which all employees receive fair and equitable pay and benefits, in line with the type of work performed and their contractual classification.
- Is committed to respecting the rights of local communities in the countries where it operates and to reducing the social and environmental impact of its activities at production sites.
- Rejects all forms of discrimination based on ethnicity, skin color, gender, age, disability, sexual orientation, religion, political opinions, nationality, or social origin.

ENVIRONMENTAL PROTECTION

- Environmental protection and pollution prevention as a key element of its activities.
- Prevention of environmental accidents and unwanted events in general.
- Compliance with the Organization's environmental obligations, including current legislation and any voluntary agreements concerning its significant environmental impacts.
- Optimization of resources, including the rational and efficient use of energy, progressive reduction (where possible) and recovery of production waste, as well as the minimization of water and energy consumption.
- Continuous improvement of the environmental management system in order to enhance the Organization's environmental performance and minimize sources of pollution.
- Constant and full awareness among all employees that protecting the environment and the broader ecosystem is an essential and necessary element for the continuous improvement of the Organization's overall performance.
- Special attention to all activities during the design phase of new plants and/or their modifications, with the aim of achieving the greatest possible reduction of environmental impacts and pollution.

In addition, the Organization commits to:

- Appointing a responsible person for managing environmental aspects;
- Continuously monitoring production processes and tracking environmental aspects;
- Adopting procedures for the prevention and management of environmental emergencies;
- Providing adequate training to company personnel on relevant environmental aspects;
- Implementing an improvement program.
- To assess and monitor the environmental impact throughout the life cycle of one's activities and products, in accordance with the principles of Life Cycle Assessment (LCA)

Overall, the Organization is committed to providing the necessary technical, economic, and professional resources to fully achieve the objectives of its environmental policy.

The Organization's commitments are based on constant attention to the effective management of human resources. Training, information, instruction, and awareness-raising for employees, external collaborators, suppliers, and contractors - aimed at developing a culture of quality, environmental protection, occupational health and safety, and respect for personal dignity - form the foundation of the Organization's success.

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This Integrated Policy serves as a behavioral guideline and a reference for the principles that all personnel operating under the Organization’s control must follow in the performance of their duties. It represents the framework for planning and operational management of all the Organization's activities.

This Integrated Policy is made available for consultation by all employees and must be widely disseminated at all levels of the Organization.

CREAZZO (VI), 27/8/2026

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