PARTNERSHIP CHARTER 2026

Impresoft Group

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Formula S.p.A.
GN Techonomy S.r.l.
HBS S.p.A.
Kipcast S.r.l.
Mainsim S.r.l.
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Qualitas S.p.A.
Syscons S.r.l.

REGISTERED OFFICE:

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www.impresoftgroup.com

PARTNERSHIP CHARTER

IMPRESOFT GROUP

IMPRESOFT'S VISION

To become a Europe-wide player in driving the digital and sustainable transformation of companies, inspiring and enabling them to embrace technology and sustainability as key drivers of their success, to improve the quality of work and life.

IMPRESOFT'S MISSION

To generate sustainable value and to be a life-long partner for medium to large enterprises in the digital transformation of their key processes and the adoption of the latest technological enablers.

We do this by leveraging our in-depth understanding of the processes, the expertise, and passion of our people, our ecosystem of excellent technology and distribution partners, and a unique and distinctive offering that simplifies complexity.

IMPRESOFT Group (hereinafter, the "**Group**," including the parent company and all subsidiaries) aims to establish business partnerships based on a high level of integrity and sustainability.

Therefore, the Group expects its **suppliers** of goods and services, **contractors**, and any other **business partners**, **beneficiaries** of social initiatives, donations or sponsorships (each, hereinafter, "**Partners**") to be effectively and demonstrably aligned with the principles expressed in this document (hereinafter, the "**Partnership Charter**" or the "**Charter**"). This requirement applies not only to the Partner itself and the activity carried out directly, but also to contractual relationships with third parties that are part of its value chain, including, as appropriate, **sub-suppliers, subcontractors, agents, representatives** or other *delegated third parties*.

The **Partnership Charter** is based on the **Code of Ethics** and the adopted **Sustainability Policies**, documents that are herein understood to be referred to in their entirety. In fact, the Code of Ethics commits The Group to adopt this Charter, which, in addition to current legislation, takes into account the values expressed in the Code of Ethics, the guidelines provided by the Sustainability Policies, and in general all aspects necessary to create relationships based on integrity and sustainability, such as human and labor rights, health and safety, environment, animal welfare, safety and quality of products and services, business integrity, and protection of privacy and intellectual property.

The Code of Ethics defines the set of fundamental principles and rules of conduct. Based on Vision, Mission and Values, they constitute a solid reference for sustainable success through the creation of shared value in the long term. Further guidance is provided by the set of adopted and periodically updated Policies, particularly the Sustainability Policies.

In line with this commitment, the Group requires, first and foremost, that its Partners be consciously informed of all the provisions set forth in the Code of Ethics, the Sustainability Policies and this Charter, as well as in any other documents made available through the corporate website in the "Sustainability" section or other means.

The Sustainability Policies extend and supplement the Code of Ethics. The Guiding Principles are its cornerstone, further detailed in six dedicated policies: Health and Safety, Diversity and Inclusion, Environment and Resources, Energy and Climate, Rights and Society, and Quality and Accountability.

Secondly, the Group reserves the right to require Partners deemed most significant to make a legal commitment to comply with the principles expressed in the Code of Ethics, the Sustainability Policies and this Charter, through the inclusion of special **clauses** in the contracts regulating the relationship with the Partner that provide for said obligation, remedies in the event of non-compliance and, when deemed necessary, even the early termination of the contractual relationship.

In any case, the Group does not intend to entertain relations with parties who refuse or have proven that they do not operate in compliance with current regulations and according to the principles expressed in the Code of Ethics and the Sustainability Policies.

Consistently, the **process of selecting potential Partners also has as a prerequisite alignment with the principles expressed here**. Subsequently, Partners undergo assessments regarding their professionalism and business and operational structure. In addition, the Group periodically submits questionnaires to Partners to self-assess their alignment with the principles expressed in this Charter, which also include, when relevant, the next first level in the relevant value chain.

Finally, the Group reserves the right to perform the most appropriate checks, including through documentary evidence, more detailed questionnaires and possible site visits, in order to verify whether its current or potential Partners are aligned with the principles set out in this Charter.

Human and labor rights

The Group expects Partners and third parties in their value chain, within the limits of their sphere of influence, to be effectively and demonstrably aligned with the following principles:

- the rejection of all forms of slavery and trafficking in human beings;
- the rejection of all forms of forced and child labor;
- the rejection of any behavior that constitutes physical or psychological violence, coercion, harassment, bullying, or attitudes that are in any way attributable to bullying and harassment practices;
- the rejection of any type of harassment of a sexual nature however it is carried out and, regardless of legal definitions, in any case considers unacceptable and forbidden any attitude or behavior that could create discomfort or instill fear in the other person;
- the creation and maintenance of working relationships characterized by fairness, equality, non-discrimination, attention and respect for the dignity of the person;
- the promotion of equal opportunities, particularly between genders, for every employee or candidate;
- respect for workers' rights and trade union freedoms, such as in particular freedom of association and collective bargaining;
- the adoption of selection and evaluation processes based on criteria of merit, competence and feasible and achievable objectives;
- decent working conditions, in terms of working hours, physical or mental needs, welfare and well-being;
- the recognition of fair treatment in relation to role, commitment and results achieved and the promotion a fair redistribution of the value created.

Health and Safety

The Group expects Partners and third parties in their value chain, within the limits of their sphere of influence, to be effectively and demonstrably aligned with the following principles:

- the creation and maintenance of a safe and healthy work environment and the adoption of appropriate measures to prevent accidents and health injuries by minimizing the causes of hazards inherent in the work environment;
- the provision of appropriate personal protective equipment to workers;
- the provision of adequate information and training on health and safety in the workplace;
- the implementation of procedures and systems to manage and report occupational injuries and illnesses, investigate cases, and implement corrective action to eliminate their causes;
- the availability of first aid facilities and access to necessary medical care in the event of an accident;
- the provision for all personnel of toilets, locker rooms and other basic facilities, drinking water, and, if necessary, places of rest, refreshment and sanitation facilities including for food storage.

Environment

The Group expects Partners and third parties in their value chain, within the limits of their sphere of influence, to be effectively and demonstrably aligned with the following principles:

- contribution to the fight against climate change, with decarbonization initiatives aligned with the Science Based Targets initiative and climate justice principles;
- commitment to non-deforestation and conservation of biodiversity and non-renewable resources;
- the effective elimination of Conflict Minerals from the purchase, production and use of goods;
- the promotion of a proactive transition to a regenerative, animal-sentient and low-carbon economy that is at the same time capable of creating social value;
- the promotion of responsible use of natural resources, water security and reduced consumption;
- the adoption of measures aimed at minimizing, mitigating and offsetting the footprint generated by activities on the environment and living species;
- the adoption of measures aimed at preventing possible harm to the environment through risk prevention programs and continuous improvement of the technologies used and management and control practices, even beyond the requirements and parameters dictated by current regulations;
- the adoption in production processes or services of the highest standards of environmental performance with an innovative approach aimed at sustainable solutions and responsible lifestyles and consumption.

Integrity, compliance and transparency

The Group expects Partners and third parties in their value chain, within the limits of their sphere of influence, to be effectively and demonstrably aligned with the following principles:

- compliance with all applicable local, national and international laws, regulations, technical standards and authorization requirements;
- the adoption of anti-competitive measures, for the elimination of conflicts of interest, for fair trade and marketing, for the protection of intellectual property and privacy;
- the definition of specific actions to counter corruption, embezzlement, extortion, money laundering, criminal organizations, transnational national organized crimes and any other illicit behavior committed
- the provision and transparency to the public, where required and in accordance with applicable laws and regulations, of information relating to the activities carried out, corporate structure, financial and non-financial performance;
- transparency to stakeholders and, in particular, to the community and territory in which the business is carried out;
- non-disclosure to third parties of confidential or sensitive information relating to the activities carried out.



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