SUSTAINABILITY POLICIES

2026

Impresoft Group

Impresoft S.p.A.
Impresoft Digital PA
Impresoft Engage S.r.l.
Impresoft Univerce S.r.l.
Impresoft Switzerland SA
Addiction S.r.l.
Marketplace Generation S.r.l.
Blulink S.r.l.
Formula S.p.A.
GN Techonomy S.r.l.
HBS S.p.A.
Kipcast S.r.l.
Mainsim S.r.l.
Open-Co S.r.l.
Qualitas S.p.A.
Syscons S.r.l.

REGISTERED OFFICE:

Via Bisceglie 66, Milano
www.impresoftgroup.com

SUSTAINABILITY POLICIES

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.



Sergio Gasparin
CHAIRMAN

We are distinguished by a strong commitment to ESG principles that are at the heart of our strategy and operations. We firmly believe that environmental sustainability, social responsibility, and ethical governance are critical to creating lasting value for our clients, employees, and stakeholders.
Through targeted initiatives, we invest in people's well-being and adopt transparent and accountable practices. We aim to contribute to a more equitable and sustainable future by integrating these values into every aspect of our work.



Alessandro Geraldi
CEO

"We are aware that working on sustainability should be both a concrete and inspirational endeavour, and this will lead us to *set progressively more challenging goals for ourselves. Our commitment to sustainability enables us to put people's well-being first and to make the way we think and act increasingly inclusive and able to value diversity."*

Guiding Principles

Impresoft Group publicly embraces and upholds its Values, taking them as a guide for its daily activities and turning them into strategy, goals, and actions shared with its shareholders, business partners, and all the stakeholders in its sphere of influence.

In line with the highest standards of integrity and fully aware of global challenges, through innovation, competitiveness, and sustainability, Impresoft Group places its focus on creating value based on healthy, inclusive economic growth that is respectful of human and labour rights, is in harmony with the environment, and plays an active role in combating corruption.

This virtuous path also entails the provision of transparent information, from subsidiaries or investees to the holding company, from the individual operating site to the corporate level, and from local communities to society at large, including institutions, non-governmental organizations, and representatives of the public and private sectors.

People, intellectual capabilities, social connections, and natural, technological, and financial resources are all assets that create lasting, shared value.

The Sustainability Policies extend and complement the Code of Ethics adopted by Impresoft Group. The "Guiding Principles" are the cornerstone of these policies and are further detailed in four dedicated policies:

- Health and Safety
- Environment and Resources
- Rights and Society
- Quality and Accountability

They apply in relations with all Group companies or counterparties and in the active involvement of all stakeholders in the Group's sphere of influence.

To ensure its effectiveness, this document is subject to periodic review or update.

COMMITMENTS

1. Uphold and respect internationally proclaimed **human rights**, which are universal and belong equally to every person.
2. Implement labour practices based on fair employment, **equal opportunities**, skills development, and **inclusiveness**, viewing **diversity** as a source of value.
3. Commit to ensuring the **health**, **safety**, and **welfare** of all parties involved by providing appropriate working conditions, equipment, information, and training.
4. Transparently implement and ensure **governance** and **integrity** by implementing appropriate models and effective organizational procedures.
5. Create and maintain **relationships with shareholders**, **investors**, and the **market** based on partnership, transparency, the exchange of information, and sharing commitments.
6. Invest time, skills, and resources in **supporting communities** and fostering local development with the regular involvement of all stakeholders.
7. Pursue **energy efficiency** and **climate protection** across the entire value chain, defining actions in line with the global strategy of the Paris Agreement and the principles of climate justice.
8. Help **protect the environment** and living species by using **natural resources** responsibly and respecting thesentient nature of **animals**.
9. Ensure the continuous improvement of the **quality** and **environmental and social value** of processes, products, applications, and services by promoting research, and innovation.
10. Generate and distribute **economic wealth**, both direct and indirect, creating **shared value** for investors, business partners, society and the environment.

Impresoft Group's Sustainability Policies take inspiration from the highest global benchmarks and in particular: the Universal Declaration of Human Rights, the principles of the UN Global Compact and Sustainable Development Goals, the ILO Conventions, Protocols and Recommendations, the Paris Climate Agreement, international Animal Rights Regulations and Conventions, and standards such as ISO 26000, GRI, SASB and TCFD. The Policies are also based on the industry standards and technical norms adopted by Impresoft Group.

Health and Safety

The Health and Safety Policy is an integral part of Impresoft Group's Sustainability Policies.

As a foundational element of the Group's strategies, procedures, and operations, it is applied in the Group's relations with all its companies or counterparties and in the active involvement of all stakeholders in its sphere of influence.

To ensure its effectiveness, this document is subject to periodic review or update.

Impresoft Group considers people's safety, the protection and promotion of their health, and their well-being as core values to be incorporated into all its activities. This principle covers employees, businesses, suppliers, visitors, local communities, and any other stakeholders within its sphere of influence.

The Group is committed to taking concrete measures to eliminate accidents, injuries, and illnesses caused by work activities by reducing risks in all its activities. It also aims to achieve the highest levels of collective and individual awareness, encouraging a process of continuous improvement through the adoption of effective management systems and visible leadership as the key to success.

All staff are adequately trained and equipped to perform their roles in fully safe and healthy conditions, according to operating procedures aimed at eliminating hazards and reducing risks while taking into consideration the different needs and requirements of women and men.

By their exemplary behaviour, not only in the workplace, each person values other people, promoting health and safety as a way of life.

COMMITMENTS

1. Ensure that **facilities** and **equipment** are designed, built, operated and maintained to ensure the **safety of processes and services**, in line with the sustainable approach adopted.
2. Define and adopt **operational standards** of excellence for core activities and provide the operational tools to ensure their full implementation at all sites.
3. Implement regular **workplace inspections** and appropriate **health checks** to monitor workers' exposure to and prevent any possible hazards that could compromise their health and safety.
4. Adopt **management systems** subject to regular audits and periodic updates, ensuring **process compliance** and that they are based on a **continuous improvement** approach
5. Promote **transparent and effective communication**, using the most appropriate tools for both incident reporting and analysis and the timely sharing of best practices and improvement actions.
6. Ensure that all staff attend regular training and develop individual awareness of **health and safety culture**, adopting responsible behaviour in the workplace and promoting its application in lifestyle as well.

Equality & Inclusion

The Impresoft Group promotes a work environment free from any form of discrimination or prevarication, where respect, openness to different ideas and perspectives, and mutual support can develop the potential of human capital, and where all people feel respected, treated and valued fairly, and have equal opportunities for professional growth.

Diversity of gender, professional profile, educational background, and age informs the orientation on its composition. The same general principles apply to the composition of any other Corporate Body, whose members must possess skills and experience that enable them to make a real contribution to the debate and ensure constructive and effective interaction with the Board of Directors.

Recognition and appreciation of diversity, relational equity and inclusion are the foundations of a work environment in which each individual is supported in his or her uniqueness.

The "Equality & Inclusion" Policy is an integral part of the Sustainability Policies and has the same Addressees.

It applies in relations with all counterparts, in due diligence, mergers or acquisitions, and in the active involvement of all stakeholders in its sphere of influence.

To ensure its effectiveness, this document is subject to periodic review or update and is subject to appropriate communication or training extended to all Recipients.

COMMITMENTS

1. Promote **gender balance**, starting with selection, recruitment and career development, eliminating bias and prejudice, promoting a balanced composition in the various organizational levels, and eliminating the gender pay gap, including with growth plans that favor the less represented gender.
2. Create a safe, welcoming, inclusive environment that condemns all forms of violence, strengthening people's awareness and sensitivity through training on **gender identity and sexual and affective orientation** beyond stereotypes and providing benefits for people and their households.
3. Ensuring an equitable and accessible environment for people with **disabilities** of all kinds by removing physical and even virtual barriers through technology, adapting recruitment and development processes, and promoting awareness and education among the corporate population.
4. Considering the needs of people **with clinical conditions and chronic illnesses**, providing adequate supports in terms of leave, flexibility, and ensuring equal opportunity and access to all resources and benefits offered by the company.
5. Value and respect **age diversity** to benefit from everyone's perspectives and skills, adopting flexible work arrangements to manage work responsibilities while respecting personal and family needs and stimulating intergenerational exchange of experience and knowledge.
6. Promote the inclusion of workers from **different cultures, ethnicities and countries** through programs for integrating foreign-born staff, promoting the linguistic diversity of migrant people and supporting the specific needs of employees with migrant backgrounds.
7. Promote **multiculturalism and interculturalism** in specific ways that recognize, celebrate and value the diversity of cultural traditions, beliefs and experiences, and religious orientations of staff.

Energy & Climate

The Impresoft Group understands how climate change is exacerbating risks and affecting health, livelihoods, the food chain, water supply, human security, biodiversity, and economic growth, while inequalities continue to worsen, especially for the most vulnerable.

In the 2015 Paris Agreement, world governments committed to containing global temperature rise to well below 2°C above pre-industrial levels and to continue efforts to limit warming to 1.5°C. To achieve this goal, greenhouse gas emissions must halve by 2030 and reach net-zero by 2050.

Ambitious climate action, through science-based emission reduction targets, guides the Society toward a net-zero economy, supporting its sustainable growth.

The Energy and Climate Policy is an integral part of the Sustainability Policies and has the same Addressees.

It applies in relations with all counterparts, in due diligence, mergers or acquisitions, and in the active involvement of all stakeholders in its sphere of influence.

To ensure its effectiveness, this document is subject to periodic review or update and is subject to appropriate communication or training extended to all Recipients.

COMMITMENTS

1. Promote over the entire life cycle the use of **fuels with low environmental and carbon footprints** and adopt management methods aimed at reducing their consumption.
2. Maximize over the entire life cycle the use **of renewable electricity**, through self-generation, guaranteed purchase contracts or purchase of guarantee of origin certificates, and adopt management modes aimed at reducing its consumption.
3. Promote, in business and commuting**, low-carbon footprint mobility** solutions that are functional and accessible to all.
4. Proactively address the **challenge to climate change** by pursuing GHG emission reductions across the entire value chain, setting **science-based targets** in line with the **Paris Agreement** and with **climate justice** and equity at the heart of these efforts.
5. Adopt **transparent accounting and reporting systems** for GHG emissions, according to recognized standards and subject to regular audits.
6. Encourage employees, suppliers of goods and services, contractors, target companies, customers and any other business partner, investor or beneficiary **to behave and make choices** in line with the **low-carbon transition**, supporting projects and initiatives, including with local communities, aimed at promoting the necessary awareness.

1.

Environment and Resources

Impresoft Group is committed to preventing, minimizing, mitigating, and offsetting the footprint generated by the Group's activities on the environment and living species, and recognizes the need for a proactive transition to an economy that is regenerative, respectful of the sentient nature of animals, and low-carbon, while capable of creating social value.

To this end, it actively promotes the development of feasible practical solutions, in collaboration with agencies and other stakeholders operating responsibly in related production and consumption cycles, promoting the exploitation of alternative resources, the design of sustainable products, and the dissemination of eco-efficient technologies and management modes.

Low-carbon transition, responsible use of resources, and promotion of responsible lifestyles preserve natural capital and create value for the Group.

The Environment and Resources Policy is an integral part of Impresoft Group's Sustainability Policies.

As a foundational element of the Group's strategies, procedures, and operations, it is applied in the Group's relations with all its companies or counterparties and in the active involvement of all stakeholders in its sphere of influence.

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COMMITMENTS

1. Ensure that **facilities and equipment** are designed, built, operated, and maintained to reduce the environmental footprint by using the best available technology in new facilities or when upgrading or replacing existing facilities.
2. Promote **responsible access to natural resources** over their entire life cycle and adopt management methods aimed at reducing the consumption of natural resources and preserving their availability and quality.
3. Protect **water and soil quality** to safeguard collective usability and protect **biodiversity** even outside protected areas, ensuring the best management of any historical environmental pollution.
4. Valorise waste, prioritizing **recycling, salvaging** of materials, and recovery of energy, and resorting only as a last resort to environmentally and socially responsible forms of disposal.
5. Proactively address the **challenge of climate change** by targeting the overall reduction of greenhouse gas emissions over the entire life cycle, implementing measures aimed at energy conservation, plant and supply and distribution chain efficiency, and designing products and services that contribute to the global Paris Agreement goal.
6. Define and implement internal benchmark standards for assessing and **monitoring** environmental performance to establish and monitor improvement targets.
7. Adopt **management systems** subject to regular audits and periodic updates.
8. Encourage employees, suppliers, customers, and end users to adopt environmentally friendly **business behaviours** and to make environmentally friendly **business choices** by supporting projects and initiatives, including with local communities, aimed at promoting environmental awareness and the transition to **sustainable lifestyles**.

Rights and Society

The Rights and Society Policy is an integral part of Impresoft Group's Sustainability Policies.

As a foundational element of the Group's strategies, procedures, and operations, it is applied in the Group's relations with all its companies or counterparties and in the active involvement of all stakeholders in its sphere of influence.

To ensure its effectiveness, this document is subject to periodic review or update.

Impresoft Group supports internationally proclaimed human rights as the inalienable rights of all individuals, based on the recognition of the dignity, freedom, and equality of human beings. Relationships with all its stakeholders are built on mutual commitment, active partnership, trust, transparency, and long-term collaboration.

The Group is committed not to being complicit in human rights abuses in its supply chain and business relations with any of the countries with which it does business. Likewise, it does not maintain relations with organizations that do not guarantee equality of opportunity and treatment, discriminating based on gender, age, ethnicity, nationality, social conditions or origins, religion, sexual or political orientation, or any other belief.

It builds relationships with local communities by understanding their needs, promoting sustainable local projects that do not generate relationships of dependence, and regularly engaging stakeholders.

Values, Codes, and Policies define the mandatory prerequisites for establishing and maintaining relationships of any nature in the Group's sphere of influence.

COMMITMENTS

1. Stipulate eighteen as the **minimum age** for access to any kind of employment or work that, by its nature or the conditions under which it is carried out, could endanger the health, safety, or moral integrity of minors.
2. Ensure **full equality** of opportunity, treatment, and **inclusion** regardless of gender, age, ethnicity, nationality, social conditions and origins, religion, sexual or political orientation, or any other beliefs, rejecting all forms of forced labour, mental or physical coercion, harassment, and sexual and verbal abuse.
3. Respect basic **labour rights** such as freedom of association and collective bargaining, ensuring the payment of social security contributions, reasonable working hours, and payment of fair wages.
4. Regard people as a strategic resource, promoting **professional** and career **development** while respecting equal opportunities and implementing **work-life balance** initiatives aimed at meeting the needs of families and the needs of all employees.
5. Ensure **healthy and safe working conditions**, free access to drinking water and restrooms, and, wherever necessary, suitable work or residential facilities, canteens, and break rooms or places where staff can store and consume food and beverages.
6. Promote programs to **safeguard health** and **help communities** affected by natural disasters or public health emergencies.
7. Support all forms of **schooling**, local **skills**, growth and, where in line with the Group's values, arts, sports, cultural and social activities.
8. Support programs aimed at public utility or user services, contributing to the development of adequate infrastructure and improving the **quality of life** of communities.

Quality and Accountability

Impresoft Group works to ensure and continuously improve the quality of its products, processes, and services. To this end, it takes a systematic approach aimed at meeting increasingly challenging quality requirements, creating value throughout the product life cycle, and improving relationships with its customers and suppliers.

Combining its sustainability vision with growing market demands, the Group aims to understand, control and communicate the technical, environmental, and social performance of its products and services throughout their life cycle, from raw material sourcing to production and final disposal or reuse.

In addition, as far as is feasible within its sphere of influence, it promotes more sustainable applications and the responsible consumption of products and services.

Activities, products, and services aligned with the Group's Codes and the requirements of relevant standards create value for the market and promote sustainable lifestyles.

The Quality and Accountability Policy is an integral part of Impresoft Group's Sustainability Policies.

As a foundational element of the Group's strategies, procedures, and operations, it is applied in the Group's relations with all its companies or counterparties and in the active involvement of all stakeholders in its sphere of influence.

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COMMITMENTS

1. Ensure that **facilities and equipment** are designed, built, operated, and maintained to ensure the **food safety** of products, processes, and services, in line with the sustainable approach adopted.
2. Adopt ways of **monitoring** and controlling production cycles and service activities based on appropriate instrumentation, metrics and procedures operated by qualified technicians.
3. Promote the development of a **culture for quality** through the adoption of **management systems** based on internationally recognized frameworks subject to periodic updates and regular audits.
4. Ensure across the entire value chain product authenticity, and **compliance** with all applicable standards, technical regulations, codes of practice, market requirements, and customer demands.
5. Commit to gaining and maintaining the **trust of suppliers and customers** by ensuring the technical, environmental and social qualities of products, processes and services, fair business conditions and expert assistance.
6. Make available and **responsibly communicate** to customers, retailers, end-consumers, and stakeholders information on technical, environmental, and social performance, including the potential effects on health and safety of the materials used, and the products marketed.



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