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Nuova Algis S.r.l.

ETHIC CODE

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1 - Introduction

The mission of NEW ALGIS S.r.l. focuses on growth and value creation, through the provision of innovative products and services for maximum customer satisfaction, in due respect of the legitimate interests of all parties involved to become a reference point in graphic communication. The actions of NEW ALGIS S.r.l. are guided by respect, responsibility, passion, loyalty, innovation, serenity, reliability, and collaboration. Respect is a prerequisite. Act respecting yourself, others (colleagues, partners, suppliers, customers), equipment and furnishings, company regulations, procedures, and the Ethical Code. Reliability: one is reliable when in a relationship one behaves in a way that gives the counterpart a margin of safety about our ability to meet requests or similar situations over time. Responsibility: similarly, one is responsible if, in a given situation, one is able to assess and consider the consequences of one's actions on the relationship and the people involved and respond conscientiously. Passion: commit with dedication and attention to your work by performing assigned tasks to the best of your ability. Loyalty: behave according to the principles of honesty and sincerity. Do not disclose others' private information. Avoid putting others in a bad light or discrediting them in order to stand out. Reliability: keep promises and commitments. Act in a way that demonstrates to your colleagues/partners and/or clients that they can rely on you. Promptly inform clients (colleagues, partners, clients) of any unforeseen events that make it impossible to keep commitments (partially or entirely) and of the recovery actions taken to protect them. Collaboration: share the common goal and work together with colleagues to achieve it. Promote teamwork. Always engage in dialogue with all colleagues at any level to exchange ideas and solve problems.

2 - General Principles

The company's activity is conducted in a socially responsible, impartial, and ethical manner, adopting practices of fairness and correctness in managing the employment relationship, ensuring workers' safety, promoting an ecological conscience, and fully respecting the applicable laws in the country where NEW ALGIS S.r.l. operates. All business relationships must be based on integrity and loyalty and must be maintained without any conflict between business and personal interests. To achieve this goal, the Company requires that all its directors, managers, and other employees in the performance of their duties adhere to the highest standards of business conduct, as set forth in this Ethical Code. NEW ALGIS S.r.l. shares the principles of the Universal Declaration of Human Rights of the UN, the main Conventions of the International Labour Organization (ILO), and the OECD Guidelines. The Code is intended as a guide and support for every director, manager, and other employee, whom New Algis will henceforth refer to as "collaborator," of the Company, in order to help them pursue the Company's mission most effectively. As a result, NEW ALGIS S.r.l. commits to:

- ensure the timely dissemination of the Code throughout the Company and to all recipients of the Code;
- ensure that all updates and modifications are promptly communicated to all recipients of the Code;
- provide adequate training and information support, making available appropriate support in case of doubts in interpreting the Code;
- ensure that anyone reporting Code violations in good faith is not subject to any form of retaliation;
- adopt punitive measures that are fair and commensurate with the type of Code violation and to apply such sanctions consistently to all directors, managers, and collaborators (and, where applicable, to third parties) subject to compliance with the Code;



- periodically monitor compliance with the Code's rules. Nuova Algis strives to ensure that these commitments are shared by consultants, suppliers, and any other party that may have business relations with the Company at any time.

3 - GUIDE TO THE USE OF THE CODE

3.1 - What is the Code?

The Code is a document approved by the Board of Directors of NEW ALGIS S.r.l., summarizing the rules and principles of business conduct of the Company, as well as the respective obligations and responsibilities of directors, managers, and collaborators, compliance with which is of fundamental importance for the proper functioning and improvement of the Company's reliability. The Code constitutes a fundamental element of the Company's program to ensure effective prevention and detection of violations of laws and provisions applicable to its activity. This Ethical Code, therefore, represents a distinctive and identifying element towards the market and third parties, whose knowledge and sharing, required of all those who operate in the Company or collaborate with it, constitute the foundation of our activity and the first step to contribute to the pursuit of our vision.

3.2 - Who are the recipients of the Code?

The Code applies to all members of the Board of Directors, managers, employees of NEW ALGIS S.r.l., and other individuals or companies acting on behalf of and for the account of NEW ALGIS S.r.l. NEW ALGIS S.r.l. strives to ensure that the Code is considered a standard of excellence for business conduct by those subjects with whom it maintains long-term business relationships, such as consultants, experts, agents, dealers, and suppliers. Recipients who violate the principles and rules contained in the Code damage the trust relationship established with the Company. 3.3 - Where does the Code apply? The Code applies in all countries where NEW ALGIS S.r.l. is present and applies to all aspects of the Company's activity. 3.4 - Where can the Code be found? The Code can be consulted by all directors, managers, and other collaborators in an accessible location, with the most appropriate methods and in accordance with local norms and customs. The Code is available on the NEW ALGIS S.r.l. website. Copies of the Code can also be requested from the Human Resources Office. 3.5 - Can the Code be modified? The Code is subject to revision by the Board of Directors. The revision activity takes into account, among other things, constructive comments and suggestions received from directors, managers, other collaborators, and third parties, regulatory developments, and established international practices, as well as the experience gained in applying the Code itself. Any changes to the Code resulting from this revision activity are published and made available using the methods described above.

4 - BUSINESS CONDUCT

NUOVA ALGIS S.r.l. conducts its activities by requiring all its directors, managers, collaborators, and other recipients of the Code to carry out their activities consistently with its values of business

conduct. All its directors, managers, collaborators, and other recipients of the Code must be aware that they represent NUOVA ALGIS S.r.l. and that their actions influence the Company's reputation and its internal culture.



4.1 - Conflict of Interest Situations

All decisions made on behalf of NUOVA ALGIS S.r.l. must be made in the best interest of the Company. Therefore, directors, managers, collaborators, and other recipients of the Code must avoid any possible conflict of interest (or even the appearance of a conflict of interest), particularly regarding personal, financial, or family interests (for example: financial or commercial interests in supplier companies, customers, or competitors; improper benefits derived from the role within the Company, etc.) that could influence (or appear to influence) the independence of decision-makers when evaluating what is in the best interest of NUOVA ALGIS S.r.l. and the most appropriate way to pursue that interest.

Any situation that constitutes or may constitute a conflict of interest must be immediately reported to one's immediate superior or to the Personnel Manager. Each collaborator must communicate in writing to their superior if they have a financial, commercial, professional, or family relationship with entities or individuals who have ongoing business relationships with the Company, which could influence (or be perceived as influencing) the impartiality of their decisions towards third parties.

4.2 - Prohibition of Use of Confidential Information

All directors, managers, and other collaborators are strictly required to observe the laws regarding the abuse of confidential information applicable in the relevant jurisdiction. In particular, under no circumstances should directors, managers, collaborators, and other recipients of the Code use (or disclose to unauthorized third parties) non-publicly available information acquired in the course of their position within NUOVA ALGIS S.r.l. for personal gain or to benefit other third parties.

Sensitive confidential information is always handled by directors, managers, and collaborators with the utmost respect for the specific procedures and rules established for this purpose by NUOVA ALGIS S.r.l.

4.3 - Obligation of Confidentiality

The know-how and intellectual property developed by NUOVA ALGIS S.r.l. constitute a fundamental resource that every director, manager, collaborator, and other recipient of the Code must protect. In case of improper disclosure of such know-how and intellectual property, NUOVA ALGIS S.r.l. could suffer both financial and reputational damage. Therefore, all directors, managers, collaborators, and other recipients of the Code are required not to disclose to third parties information concerning the technical, technological, and commercial knowledge of NUOVA ALGIS S.r.l., as well as other non-public information related to NUOVA ALGIS S.r.l., unless such disclosure is required by laws or other regulatory provisions or where expressly provided for by specific contractual agreements with which the parties have undertaken to use them exclusively for the purposes for which such information is transmitted and to maintain confidentiality.

The confidentiality obligations of the Code also apply after the termination of the employment relationship.

4.4 - Corruption and Illicit Payments

NUOVA ALGIS S.r.l., its directors, managers, collaborators, and other recipients of the Code are committed to respecting the highest standards of integrity, honesty, and fairness in all relationships within and outside



the Company, in accordance with national and international laws against corruption. The Company does not tolerate any form of corruption (accepting or offering money to obtain an improper commercial advantage) towards public officials, representatives of international organizations, or other third parties related to a public official, or towards legal entities or individuals, or other subjects otherwise indicated by applicable laws. No director, manager, collaborator, agent, or other representative may directly or indirectly accept, solicit, offer, or pay sums of money or other benefits (including gifts or presents, except for commercial items of modest economic value commonly accepted), even as a result of undue pressure. NUOVA ALGIS S.r.l. and its directors, managers, and other collaborators shall not engage in or be involved in activities that imply the laundering (i.e., acceptance or processing) of proceeds from criminal activities in any form or manner.

4.5 - Reputation

The corporate image of NUOVA ALGIS S.r.l., as well as the reputation and sustainability of its products, are necessary conditions for its present and future existence. Therefore, directors, managers, and collaborators of NUOVA ALGIS S.r.l. are required to always and scrupulously respect the Code. It is of fundamental importance that collaborators share with each other the commitment to respect the Code and cooperate with the Company in the enforcement of its provisions.

4.6 - Competition

NUOVA ALGIS S.r.l. recognizes the fundamental importance of a competitive market and is committed to fully respecting the laws on competition and other consumer protection laws applicable where it operates. NUOVA ALGIS S.r.l. and its directors, managers, and collaborators shall not engage in practices (such as creating cartels, market allocations, production or sales restrictions, conditional agreements, etc.) that constitute a violation of competition laws. In the context of fair competition, NUOVA ALGIS S.r.l. will not knowingly violate the intellectual property rights of third parties. The legal consequences of non-compliance with such laws can be serious. Furthermore, compliance with such laws is essential for maintaining the reputation of NUOVA ALGIS S.r.l.

4.7 - Embargo and Export Control Laws

NUOVA ALGIS S.r.l. is committed to ensuring that business activities are carried out in such a way as not to violate the applicable national or international embargo and export control laws in the countries where the Company operates. Legislation on embargo, customs controls, and exports is

complex. The legal consequences of their non-compliance can be serious. Furthermore, compliance with such laws is essential for maintaining the reputation of NUOVA ALGIS S.r.l.

4.8 - Confidentiality

In the course of its normal business activities, NUOVA ALGIS S.r.l. collects a significant amount of personal data and confidential information, which it undertakes to treat in compliance with all privacy laws in force in the jurisdictions in which it operates and with the best practices for the protection of privacy. To this end, NUOVA ALGIS S.r.l. guarantees a high level of security in the selection and use of its information



technology systems for the processing of personal data and confidential information. The Company issued and disseminated a privacy policy in October 2017 in preparation for the GDPR (European Regulation 679/2016), which came into force on May 25, 2018, to which the Company has complied.

4.9 - Counterfeiting

Nuova Algis ensures that all products supplied by them are of high quality and reliability. Nuova Algis acts to prevent the use of counterfeit parts in its products and to have processes to detect and report counterfeit or presumed counterfeit parts that may arise in the supply chain intended for the Company.

5 - COLLABORATORS

NUOVA ALGIS S.r.l. recognizes that the motivation and professionalism of its staff are essential factors in maintaining competitiveness, creating value for stakeholders, and ensuring customer satisfaction. The following principles, in accordance with national laws, the Universal Declaration of Human Rights of the United Nations, and the Fundamental Conventions of the International Labor Organization (ILO), confirm the importance of respect for the individual, ensure fair treatment, and exclude any form of discrimination. NUOVA ALGIS S.r.l. supports the protection of fundamental human rights.

5.1 - Child Labor and Forced Labor

NUOVA ALGIS S.r.l. does not employ any form of forced labor, compulsory labor, or child labor. It does not employ individuals below the age established for entry into work by the regulations of the place where the work is performed and, in any case, under the age of fifteen, except for exceptions expressly provided for by international conventions and local legislation. NUOVA ALGIS S.r.l. also commits not to establish or maintain business relationships with suppliers employing child labor, as defined above.

5.2 - Minority and Indigenous Peoples' Rights

Nuova Algis is committed to protecting the rights of vulnerable groups within their company and supply chain, particularly the rights of women, indigenous populations, minors, and migrant workers. Nuova Algis adopts internal measures to ensure equal pay and opportunities across all levels of employment. Nuova Algis also implements measures to address health and safety concerns

particularly prevalent among female workers, including but not limited to sexual harassment prevention, offering physical protection, and providing reasonable accommodation for nursing mothers.

5.3 - Land Rights and Forced Evictions

Nuova Algis commits to ensuring that individuals utilizing lands, forests, and water resources essential for sustenance cannot be unlawfully evicted and that land or resources cannot be taken for acquisition, development, or other purposes. Nuova Algis commits to listening to the concerns of local residents and will do what it can to create positive impacts through their involvement.



5.4 - Freedom of Association

NUOVA ALGIS S.r.l. employees are free to join a union in accordance with local laws and the rules of various labor organizations. NUOVA ALGIS S.r.l. recognizes and respects its employees' right to be represented by unions or other elected representatives in accordance with local legislation and practices in force. When NUOVA ALGIS S.r.l. negotiates with such representatives, its actions and conduct are aimed at a constructive approach and relationship.

5.5 - Equal Opportunities

NUOVA ALGIS S.r.l. is committed to offering equal opportunities in employment and career advancement to all employees. The personnel manager must ensure that, for all aspects of the employment relationship, such as hiring, training, compensation, promotions, transfers, and termination, employees are treated in accordance with their ability to meet the job requirements, avoiding any form of discrimination, particularly discrimination based on race, gender, sexual orientation, social and personal status, physical and health condition, disability, age, nationality, religion, or personal beliefs.

5.6 - Harassment

NUOVA ALGIS S.r.l. considers any form of harassment or offensive behavior absolutely unacceptable, such as those related to race, sex, or other personal characteristics, which have the purpose and effect of violating the dignity of the person to whom such harassment or behaviors are directed, both inside and outside the workplace.

5.7 - Private or Public Security Forces

Nuova Algis does not delegate or engage private or public security forces for the protection of its business projects if the use of security forces could lead to human rights violations.

5.8 - Environment and Working Conditions All collaborators must strive to maintain a decent and collaborative work environment where the dignity of each individual is respected. In particular, all collaborators of NUOVA ALGIS S.r.l.:

- must not work under the influence of alcohol or drugs;
- in places where smoking is not prohibited by law, they must be sensitive to the needs of those who may experience physical discomfort due to the effects of "second-hand smoke" in the workplace;
- must avoid behaviors that could create an intimidating or offensive atmosphere towards colleagues or subordinates in order to marginalize or discredit them in the work environment;
- do not employ child labor;
- do not use forced labor;
- recognize and respect the right to work and freedom of association;
- do not tolerate any form of discrimination;
- ensure a healthy and safe working environment for all collaborators;
- comply with working hour regulations;
- consider local communities;
- do not tolerate any form of corruption.



5.9 - Compensation and Working Hours

The compensation and benefits provided to NUOVA ALGIS S.r.l. collaborators meet at least the legal requirements established. Regarding working hours and paid leave, NUOVA ALGIS S.r.l. adheres to local legislation and practices in the country where it operates.

5.10 – Hiring and Promotions

NUOVA ALGIS S.r.l. collaborators are prohibited from accepting or soliciting promises or payments of money, goods, or benefits, pressures, or performances of any kind that may be aimed at promoting the hiring of an individual as an employee or their transfer or promotion.

5.11 – Internal Control System, Corporate Information, and Accounting Records

All managers and collaborators of NUOVA ALGIS S.r.l. are required to maintain effective internal control systems. To achieve this standard, they are required, among other things, to maintain accurate and complete internal records of all business activities and to ensure that operations and the assumption of contractual obligations have been properly authorized by the appropriate hierarchical superior. Additionally, business expenses must be accurately and promptly recorded.

5.12 – Company Assets

All administrators, managers, and collaborators of NUOVA ALGIS S.r.l. must use the company's assets and resources to which they have access or custody efficiently, exclusively to achieve the company's objectives and purposes, and are also required to use such assets in ways suitable for protecting their value. Furthermore, all administrators, managers, and collaborators of NUOVA ALGIS S.r.l. are responsible for protecting these assets and resources against loss, theft, and unauthorized use or disposal. Any use of such assets and resources that may be contrary to the interests of NUOVA ALGIS S.r.l. or that may be dictated by professional reasons unrelated to the employment relationship with NUOVA ALGIS S.r.l. is prohibited. All administrators, managers, and collaborators of NUOVA ALGIS S.r.l. are required to follow the Company's Guidelines

regarding the use, access, and security of software and other information technology systems, email, the Internet, and the internal portal.

5.13 – External Activities

Managers and collaborators of NUOVA ALGIS S.r.l. cannot be part of Boards of Directors of other companies without the authorization of NUOVA ALGIS S.r.l. and cannot engage in entrepreneurial activities on a recurring basis that interfere with their respective obligations to the Company. All employment relationships of managers or other collaborators of NUOVA ALGIS S.r.l. with business partners of the Company or competitors, or the provision of services to them, require prior written authorization from their respective hierarchical superiors.



5.14 - Obligations

The Code is an integral and substantial part of the employment relationship of every manager and collaborator of NUOVA ALGIS S.r.l.. Consequently, NUOVA ALGIS S.r.l. requires all managers and collaborators to strictly observe the provisions of the Code. Any violation of the provisions of the Code is therefore treated firmly with the consequent adoption of adequate punitive measures (which in certain cases may lead to the termination of the employment relationship). Therefore, all managers and collaborators are required to:

- read and understand the Code and, if necessary, attend training courses;
- adopt actions and behaviors consistent with the Code and refrain from any conduct that may harm NUOVA ALGIS S.r.l. or compromise its honesty, impartiality, or reputation;
- promptly and in good faith report any violations of the Code;
- fully cooperate with any investigations conducted regarding Code violations, maintaining the strictest confidentiality about the existence of such investigations and actively participating, if required, in auditing activities on the functioning of the Code.

5.15 – Collaborators in Positions of Responsibility

Anyone within NUOVA ALGIS S.r.l. who holds a position of hierarchical superior, sectoral manager, or executive must set an example and foster a positive climate among collaborators, encouraging transparent exchange of ideas and proposing leadership and guidance in accordance with the business conduct principles contained in the Code and, through their behavior, demonstrate to collaborators that compliance with the Code is a fundamental aspect of their work, ensuring that collaborators are aware that results are never disconnected from compliance with applicable laws and the Code. All hierarchical superiors, managers, and executives must report any cases of non-compliance with the Code to the Personnel Office.

6 – HEALTH, SAFETY, AND ENVIRONMENT

6.1 - Health and Safety in the Workplace

NUOVA ALGIS S.r.l. recognizes health and safety in the workplace as a fundamental right of collaborators and a key element of the company's sustainability. All decisions made by Nuova Algis s.r.l. must respect health and safety in the workplace. NUOVA ALGIS S.r.l. has adopted and continues to improve an effective health and safety policy at work based on preventive, individual, and collective measures to minimize potential risks of workplace injuries. NUOVA ALGIS S.r.l. aims to ensure excellent working conditions at an industrial level, according to the principles of hygiene, industrial ergonomics, and individual organizational and operational processes. It believes in disseminating a culture of accident prevention and risk awareness among workers and actively promotes it, particularly through appropriate training courses and information. Collaborators must consider themselves personally responsible and adopt the preventive measures established to protect their health and safety communicated through specific directives, instructions, training, and information. Each collaborator is responsible for the proper management of safety and must not expose themselves or other workers to hazards that may cause injury or harm to themselves.



6.2 - Environmental Protection in Work Processes

NUOVA ALGIS S.r.l. considers environmental protection a key factor to be promoted in the overall approach to business activities, committing to comply with the requirements of ISO 14001 standards. NUOVA ALGIS S.r.l. is committed to continuously improving the environmental performance of its production processes and meeting all major legislative and regulatory requirements. This includes developing and extending an effective Environmental Management System, which is based on the fundamental principles of minimizing environmental impact and optimizing the use of resources. NUOVA ALGIS S.r.l. encourages and motivates collaborators to actively participate in implementing these principles by disseminating information and regular training courses and expects collaborators to play an active role in applying these principles in their work activities.

6.3 – Environmental Impact and Product Safety

NUOVA ALGIS S.r.l. recognizes that its activities have an impact on the environment and undertakes to minimize it, adopting a comprehensive approach to minimizing and managing the environmental impact of its activities throughout the entire life cycle of the products it manufactures. This includes paying particular attention to the selection of raw materials, the use of natural resources, the energy efficiency of the production process, and the management of waste. All employees must adhere to the guidelines and procedures established to minimize the environmental impact of the company's activities. Additionally, NUOVA ALGIS S.r.l. pays particular attention to the safety of the products it manufactures, adopting measures to prevent accidents and protect the health and safety of consumers and users.

7 – EXTERNAL RELATIONS

NUOVA ALGIS S.r.l. and its collaborators are required to maintain and improve their relationships with all categories of stakeholders, acting in good faith, with loyalty, fairness, transparency, and with due respect for NUOVA ALGIS S.r.l.'s fundamental values.

7.1 - Customers

NUOVA ALGIS S.r.l. aims to fully meet the expectations of the end customer. All administrators, managers, and collaborators are required to act in a way that exceeds customer expectations and continually improves the quality of the company's products and services. For NUOVA ALGIS S.r.l., it is essential that its customers are treated with fairness and honesty. Therefore, NUOVA ALGIS S.r.l. requires its managers, collaborators, and other Code recipients to ensure that every interaction with customers is characterized by honesty, professional correctness, and transparency. Collaborators must follow the company's internal procedures to achieve this goal by developing and maintaining productive and lasting relationships with customers, offering safety, assistance, quality, and value supported by continuous innovation.

7.2 - Suppliers

Suppliers play a fundamental role in improving the overall structural competitiveness of the Company. To consistently ensure the highest level of customer satisfaction, Nuova Algis selects suppliers using appropriate and objective methods that consider not only quality, innovation, costs, and services offered



but also social and environmental performance and the values outlined in the Code. All managers of NUOVA ALGIS S.r.l. and collaborators are encouraged to establish and maintain stable, transparent, and cooperative relationships with suppliers.

7.3 - Public Administration

Relationships with public institutions must be managed only by delegated functions and collaborators. All these relationships must be conducted transparently in compliance with NUOVA ALGIS S.r.l.'s values. Small gifts or courtesies (where permitted by law) to representatives of public institutions must be of modest value and appropriate and must not be interpreted as seeking undue advantages for NUOVA ALGIS S.r.l. The Company acts in full cooperation with regulatory and governmental bodies within the scope of their legitimate activities. If NUOVA ALGIS S.r.l. is subject to legitimate inspections by public authorities, it will cooperate fully. NUOVA ALGIS S.r.l. aims to make a positive contribution to the future development of regulations and standards for the screen printing industry and all other sectors related to digital printing.

7.4 - Trade Unions and Political Parties

Any relationship of NUOVA ALGIS S.r.l. with trade unions, political parties, and their representatives or candidates must adhere to the highest principles of transparency and fairness and comply strictly with applicable laws. Contributions in money, goods, services, or other benefits are prohibited, except for those imposed or expressly allowed by law and, in the latter case, authorized by the competent corporate bodies of the Company.

7.5 - Communities

NUOVA ALGIS S.r.l. is aware that its decisions can have a significant, direct, and indirect impact on the local communities in which it operates. Consequently, NUOVA ALGIS S.r.l. must take appropriate steps to inform these communities about significant actions and projects and must promote open dialogue to ensure that their legitimate expectations are duly considered. NUOVA ALGIS S.r.l. requires its collaborators to behave responsibly, respecting the cultures and traditions of each country in which NUOVA ALGIS S.r.l. operates, and to act with integrity and in good faith to earn the trust of the community.

7.6 - Communication and Corporate Information

NUOVA ALGIS S.r.l. recognizes the primary role of clear and effective communication in internal and external relations, ensuring the highest standards in the communication of information to provide a clear and transparent presentation of its economic, social, and environmental performance. External communications must be timely and coordinated at the NUOVA ALGIS S.r.l. level to derive all the benefits from the Company's size and potential and to ensure completeness and accuracy. Collaborators of NUOVA ALGIS S.r.l. tasked with disseminating information to the public, whether through speeches, conference participation, publications, or any other form of presentation, must adhere to NUOVA ALGIS S.r.l.'s directives and receive, if necessary, prior approval from the designated company body. NUOVA ALGIS S.r.l. aims to preserve public trust in the integrity of its activities through open reporting and discussions with other parties to improve understanding of internal and external issues related to health, safety, and environmental aspects of its activities and products. Communications to economic and financial markets and regulatory bodies must always be provided promptly and accurately, comprehensively, correctly, clearly, and understandably, and in any case, in compliance with applicable laws. This form of communication must be managed exclusively by collaborators specifically responsible for communications



to economic and financial markets and regulatory authorities, and in strict compliance with the Code and the current policies of NUOVA ALGIS S.r.l.

7.7 - Relations with the Media

Communicating with the media plays an important role in shaping the Company's image; therefore, all information concerning NUOVA ALGIS S.r.l. must be provided truthfully and consistently only by responsible individuals and collaborators responsible for media relations, strictly respecting the company's policies. All other responsible parties or collaborators must not provide non-public information related to NUOVA ALGIS S.r.l. to media representatives or have any contact with them aimed at disseminating confidential company news, instead ensuring that any media inquiries are directed to the appropriate person or department.

8 - ACCOUNTING AND INTERNAL CONTROL

NUOVA ALGIS S.r.l. adopts financial planning and control standards and accounting systems consistent with the accounting principles applicable to the Company and compliant with current laws. In carrying out this practice, NUOVA ALGIS S.r.l. operates with maximum transparency consistently with the best business practices, aiming to:

- ensure that all transactions are duly authorized, verifiable, and legitimate;
- ensure that all transactions are executed timely, accurately recorded, and accounted for and properly documented in accordance with applicable accounting principles and best practices;
- identify, analyze, and diligently manage entrepreneurial risks associated with all NUOVA ALGIS S.r.l. activities;
- establish rigorous business processes that ensure management decisions (including those related to investments and divestments) based on sound economic analyses that include a risk assessment and provide assurance that company assets are used optimally;
- ensure that decisions on financial, tax, and accounting issues are made at an appropriate managerial level and in full compliance with current laws;
- promptly prepare documents to be sent to supervisory authorities or to be disseminated to the public and ensure that these documents are complete, accurate, reliable, clear, and understandable. NUOVA ALGIS S.r.l. considers transparency in the accounting recording methods of individual transactions essential for its success. Therefore, NUOVA ALGIS S.r.l. requires all collaborators to provide accurate, timely, and detailed reports on financial transactions and other business transactions. Collaborators must keep truthful and accurate records of all financial transactions and other business transactions, accompanied by adequate supporting documentation. Internal audits, as part of a verification program or at the request of NUOVA ALGIS S.r.l.'s management, examine the quality and effectiveness of the Internal Control System and report to the Company's Board of Directors. NUOVA ALGIS S.r.l. collaborators are required to provide support in verifying the quality and effectiveness of the Internal Control System. All managers and other collaborators involved in preparing and presenting documents to supervisory authorities or to the public ensure, to the best of their ability, that such documents are complete, accurate, reliable, clear, and understandable. Collaborators, or Code recipients who become aware of deficiencies and/or falsifications in the accounting or documentation on which accounting records are based, must report the matter to the manager or the designated person, who may, in turn, involve the Chairman of the Company's Board of Directors. If the deficiencies concern the



immediate supervisor or the designated person, the collaborator and/or Code recipient must directly address the Chairman of the Company's Board of Directors.

9 - IMPLEMENTATION AND WARRANTIES

NUOVA ALGIS S.r.l. is committed to achieving the highest standards of excellence regarding its moral, social, and business responsibilities to stakeholders. The Code defines NUOVA ALGIS S.r.l.'s expectations of administrators, managers, and other collaborators and third parties with whom it does business and the responsibility they are required to assume to implement these policies. NUOVA ALGIS S.r.l. is responsible for ensuring that these expectations are understood and implemented by its collaborators. The Company organizes the dissemination of the Code and its values within its organization. The rules contained in the Code of Ethics complement the behavior that collaborators are required to observe under current civil and criminal laws and the obligations provided for by collective bargaining agreements. Any sanctions for violations of the Code, proportionate to the particular violation of the Code, are adopted by hierarchical superiors and the Human Resources Office, in accordance with current laws and relevant national or company labor contracts. Any form of retaliation against those who have made good-faith reports of possible violations of the Code or requests for clarification on the application of the Code constitutes a violation of the Code. Similarly, it is a violation of the Code for anyone to accuse other collaborators of violating the Code knowing that such violation does not exist. Violations of the Code damage the trust relationship established with the Company and may lead, among other consequences including legal proceedings, to the termination of any fiduciary relationship between NUOVA ALGIS S.r.l. and the collaborating party in question, with contractual and legal consequences regarding the employment relationship provided by current regulations. In the event of a violation of the Code by executives in carrying out activities in high-risk areas, non-compliant behavior with the Code's provisions, or in cases where the executive allows subordinates hierarchically or functionally to adopt non-compliant behaviors with the Code and/or in violation of it, the most appropriate measures will be applied in accordance with the current regulations. Any behavior by external parties (consultants, freelance collaborators, suppliers, partners, etc.) that contradicts the lines and rules of conduct outlined in the Code may lead to the termination of the relationship. Any exemptions, even partial and limited in time and scope, from the provisions of the Code may be authorized exclusively for serious and justified reasons only by the Company's Board of Directors.

10 - WHISTLEBLOWING

Reports can be submitted in the following ways: by postal service; to benefit from the guarantee of confidentiality, the report must be enclosed in a sealed envelope marked "Attention of the Chairman of the Board of Directors".