

INTEGRATED POLICY

MISSION

Building technology to shape a better future

SECO is a tech company and recognises technology to transform its customers' products and create added value. Through its solutions, SECO aims to contribute to building a better future by placing innovation, expertise and execution capabilities at the service of the evolution of the products and markets in which it operates.

VISION

A digital, sustainable, intelligent future

SECO looks to a future in which physical devices will become increasingly connected and capable of enabling digital experiences in the real world through IoT, in which technological innovation is accompanied by sustainable solutions and environmentally conscious manufacturing, and in which interaction between people and machines continues to evolve through the development of artificial intelligence.

PURPOSE

This Policy is intended to:

- guide SECO's decisions, behaviours and processes in line with shared principles of responsibility, integrity, quality, people protection, environmental stewardship and continuous improvement;
- ensure consistency between the Code of Ethics, management systems, business processes and SECO's other internal regulatory documents;
- promote an integrated approach to the management of significant risks, opportunities and impacts, including those related to sustainability matters and the value chain;
- support compliance with applicable requirements, as well as the traceability of activities and the reliability, availability and transparency of relevant information, including financial and sustainability-related information;
- foster a Group culture based on responsibility, transparency, stakeholder engagement and continual improvement.

SCOPE

This Policy applies to all SECO companies and covers SECO's relevant activities, processes and decisions.

Its principles are implemented in a consistent and proportionate manner, taking into account the nature of the activities carried out, the relevant risks, the applicable regulatory context, the requirements of the adopted management systems and the level of organisational maturity of each SECO entity. Where relevant, SECO also promotes these principles throughout the value chain through dialogue, cooperation and the definition of expectations towards suppliers, partners and other relevant parties.

COMMITMENT

SECO recognises sustainability as a relevant element of the way it operates and creates long-term value. In this context, it promotes an increasingly structured approach to process management, focused on continual improvement and attentive to quality, people protection, environmental stewardship, information security and compliance with applicable requirements. Management systems are one of the tools through which these principles are translated into day-to-day business practice.

1. Quality, innovation and customer value

SECO is committed to ensuring quality, reliability, safety, technical expertise and innovation across the solutions, products and services it provides, by promoting robust processes, strengthening skills and fostering an approach aimed at creating value for customers throughout every stage of the commercial and project lifecycle.

To this end, SECO undertakes to:

- meet applicable requirements, including customer requirements and relevant statutory and regulatory requirements;
- provide a framework for setting quality objectives;
- promote the continual improvement of the quality management system;
- support the monitoring and enhancement of customer satisfaction.

2. Occupational health and safety

SECO is committed to providing safe and healthy working conditions that are appropriate to the organisation's purpose, size and context, as well as to the nature of its occupational health and safety risks and opportunities.

To this end, SECO undertakes to:

- prevent work-related injuries and ill health;
- eliminate hazards and reduce occupational health and safety risks;
- fulfil compliance obligations and other applicable requirements;
- promote consultation and participation of workers and, where present, their representatives;
- continually improve its occupational health and safety management system and provide a framework for setting and monitoring occupational health and safety objectives.

3. Environment and responsible use of resources

SECO is committed to protecting the environment, in a manner consistent with the organisation's purpose and context, as well as with the nature, scale and environmental impacts of its activities, products and services

To this end, SECO undertakes to:

- prevent pollution;
- protect the environment, including through the responsible use of resources across the entire product life cycle, climate change mitigation and adaptation, and the protection of biodiversity and ecosystems, where relevant to SECO's context;
- fulfil its compliance obligations and other applicable requirements;
- continually improve the environmental management system in order to enhance environmental performance and provide a framework for setting and monitoring environmental objectives.

4. Information security and data protection

SECO recognises information security and data protection as essential to safeguarding the company's information assets, as well as those of customers, partners, employees and all relevant interested parties.

To this end, SECO undertakes to:

- protect data and information against unauthorised access, loss, alteration, improper disclosure and theft;
- adopt appropriate measures to ensure the security of systems, networks and digital tools;
- comply with applicable laws and other relevant requirements relating to data protection, information security and the proper use of technology;
- promote training, awareness and accountability on information security matters;
- continually improve information protection measures and processes.

COMMUNICATION AND REVIEW

SECO promotes the implementation of this Policy by adopting the measures necessary to ensure its application, maintenance and ongoing monitoring.

SECO also ensures that this Policy is communicated to internal and external interested parties, including employees, collaborators, suppliers, partners and other relevant parties, through publication on institutional channels and, where appropriate, through communication, awareness and training initiatives, in order to promote knowledge of and awareness of the principles and commitments set out herein.

This Policy is subject to periodic review, also in light of changes in the internal and external context, the results of monitoring and verification activities and the evidence arising from the management systems adopted by the Group, in order to assess its continuing suitability and effectiveness and, where necessary, to update it.

Arezzo, 2026 April 3rd

Chief Quality Officer
Paolo Cottini

