

TESTING LABORATORY AND NOTIFIED BODY

CODE OF ETHICS

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The Administrator
Eng. Stefano Calamani



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0. PREFACE

Dear Employees and Collaborators,

For many years AISICO, Laboratory No. 0424 L accredited by ACCREDIA and Notified Body within the EU for the EC Certification of Construction Products under Regulation (EU) 305/2011, has been carrying out institutional activities, in Road Safety, based on ethical, legal and professional principles.

Direct and indirect customers and stakeholders hold AISICO in the highest regard, thanks to its adherence to such principles.

To preserve our high reputation, we sought to set out the main lines of conduct we intend to adopt in all areas of our daily activity in this Document, which constitutes the Code of Ethics according to Legislative Decree 231/01 and in consideration of the requirements of current anti-corruption standards contained in both Italian legislation and international voluntary standard UNI ISO 37001:2016 "Management Systems for the Prevention of Corruption."

Compliance with the Code by all parties involved is of absolute importance for AISICO's reputation and image since proper functioning and reliability of its activities directly affect customer satisfaction, which is considered the primary goal of all services AISICO offers.

The adoption of this Code complements and enriches the rules contained in the Company Regulations, and more specifically in:

- Code of Conduct for Company Personnel;
- Personnel Guidance Manual;
- Company Regulations for the Use of the Information Technology System;
- Quality Management System Procedures.

Therefore, AISICO's various operating units must carry out activities compliant with all legal provisions and regulations, however applicable, as well as with the principles of honesty, reliability, impartiality, loyalty, transparency, fairness, and good faith.

To achieve such goals, AISICO's operators, employees, and collaborators in their functions are required to comply with the rules and procedures in force in AISICO and the precepts outlined in this Code, making their entire technical, professional, and ethical background available to the organization.

In particular, each employee is required to be familiar with the Code, to observe it, and to have it observed. To this end, AISICO is committed to ensuring the widest circulation of the Code and to providing adequate information and training tools regarding its contents to the extent of its competence.

Any conduct inconsistent with the principles of the Code shall be prosecuted and sanctioned as contrary to the values that inspire AISICO's way of acting.

AISICO will monitor compliance with the rules outlined in the Code, ensuring the transparency of operations and corrective actions put in place in the event of a breach.

Sincerely,

Aisico srl

Ing. Stefano Calamani



GENERAL PRINCIPLES

1.1. Addressees

The provisions of the Code apply to the employees of AISICO and to all those who collaborate in the performance of AISICO's services, within the context of the relationships which they maintain with AISICO.

Employees and external collaborators of AISICO (such as consultants, representatives, intermediaries, agents, etc.) are required to adapt their conduct to the provisions of the Code.

Each employee shall perform their duties with honesty, commitment and professional rigour and shall operate, above all, in compliance with the law.

The criteria of fairness, collaboration, loyalty and mutual respect must govern the relations between employees, at all levels, and between them and third parties outside AISICO.

Actions, operations, negotiations and in general any other activity carried out by AISICO employees in the performance of their work must be based on managerial correctness, transparency and completeness of information and compliance with internal procedures.

1.2. Commitments of AISICO

AISICO has appointed an internal Contact Person to collaborate with the Management in order to ensure:

- the maximum dissemination of the Code among employees and collaborators;
- the dissemination of information, training and clarification tools on the interpretation of the Code;
- the updating of the Code;
- the carrying out of checks, also by means of internal audits, aimed both at verifying compliance with the Code, and at seeking ideas for improvement.

AISICO will provide support in organizing information sessions and ensuring proper implementation of the defined procedures while avoiding and revealing misconduct.

1.3. Obligations of employees and collaborators

Each employee or collaborator has the duty to know the rules contained in the Code and has the obligation to:

- refrain from conduct contrary to the provisions of the Code;
- report to their superiors and/or the Contact Person, for subsequent reporting to the Management, any information relating to violations of the Code within the scope of AISICO's activities;
- collaborate with the structures responsible for internal control in the verification of violations;
- not undertake any other type of initiative contrary to the contents of the Code.

Each employee and/or collaborator shall, in respect of third parties who enter into relations with AISICO:

- adequately inform them of the provisions of this Code;
- demand compliance with the provisions of the Code in the performance of the activities for which they have a relationship with AISICO;
- adopt the initiatives envisaged herein in the event of failure by third parties to comply with the provisions of the Code.

1.4. Contact person

AISICO has appointed a Contact Person with the task of collaborating with Management in the performance of the following duties:

- monitoring compliance with the Code, assessing reports of possible breaches of the Code and activating the most appropriate checks;
- disseminating and ascertaining knowledge of the Code, organising communication sessions and other activities aimed at improving understanding of the Code;
- prepare the issuance of guidelines and operating procedures aimed at reducing the risk of violations of the Code, promoting, to the extent appropriate, its constant updating.

Among the improvement tools at our disposal (Corrective and Preventive Actions in particular), Internal Inspection Audits also play an essential role in assessing the effectiveness of the Code of Ethics. During such Internal Inspection Audits, those being evaluated may be asked questions about compliance with procedures.

1.5. Effectiveness of the Code and consequences of its violations

Compliance with the rules contained in the Code must be considered an essential part of the contractual obligations of AISICO's employees and independent contractors.

Behaviour which does not comply with the Code by an employee or non-employee collaborator of AISICO constitutes a breach of the employee's or non-employee collaborator's obligation to diligently perform the tasks entrusted to them, for which they assume personal responsibility.

With reference to the sanctions, which may be imposed, it should be noted that they shall be applied in accordance with the provisions of AISICO's disciplinary system and in accordance with the applicable legal formalities.

AISICO agrees to determine and impose, with consistency, impartiality and uniformity, sanctions proportionate, according to their gravity, to the respective breaches of the Code and in accordance with the current provisions governing labour relations.

1. ETHICAL PRINCIPLES

AISICO's competitiveness in achieving its corporate objectives is closely related to the ability of its people to activate their internal production and support synergies, according to criteria of efficiency, effectiveness and economy.

AISICO's primary objective is to provide its services to a qualified clientele, increasing and improving its presence in its market, while preserving the general interests of the company.

AISICO is guided in the achievement of its objectives by the following principles:

- compliance with all legal and regulatory provisions in force in the countries in which AISICO operates;
 - observance of the strictest rules of conduct in relations with the Public Administration in full respect of institutional functions;
 - honesty, transparency and reliability;
 - equality and impartiality in the treatment of clients, employees and non-subordinate collaborators;
 - loyalty, correctness and good faith;

- respect for its employees and independent contractors and for people in general;
- protection of the environment and safety, including the workplace.

All employees, consultants, suppliers, partners in long-term business relations and all those who have dealings with AISICO are obliged to observe the Principles. AISICO shall not initiate or continue any relationship with anyone who indicates that he/she does not intend to comply with the Principles.

In the performance of their duties, employees shall refrain from activities, which are not in the interests of AISICO. All employees may participate, outside their working hours and place of work, in activities other than those carried out in the interests of AISICO, provided that such activities are permitted by law and are compatible with their obligations as employees.

Employees must, however, avoid all activities which are or appear to be in conflict of interest with AISICO or which may, in any case, interfere with their ability to take decisions in the exclusive interest of AISICO and for which there are clear reasons of expediency.

By way of example, but not limited to, the following constitute a conflict of interest:

- co-involvement - overt or covert - of the employee or his/her family members in the activities of suppliers, customers, competitors;
- manipulation of one's functional position to achieve interests conflicting with those of the company;
- the use of information acquired in the performance of work activities to one's own advantage or that of third parties and in any case in conflict with the interests of the company;
- the performance of working activities of any kind (work and intellectual services) for customers, suppliers, competitors and/or third parties in contrast with the interests of the company;
- the conclusion, completion or commencement of negotiations and/or contracts referable to AISICO, which have as counterparts family members or partners of the employee, or legal persons of which he/she is the owner or in which he/she is in any case interested;
- the remuneration of the notified body's management team and assessment personnel does not depend on the number or results of the assessments carried out.

3. RELATIONS WITH THIRD PARTIES

3.1. Relations with non-employee collaborators

Each employee, in relation to his/her duties, shall:

- scrupulously observe the internal procedures relating to the selection and management of relations with non-employee collaborators;
- carefully select qualified and reputable persons and companies;
- promptly report to the Management, with the result of the first immediate findings, the Contact Person regarding any violations of the Code by non-subordinate collaborators ;
- expressly mention, in all contracts of non-employee collaborators, the obligation to comply with the Principles of the Code.

Non-subordinate collaborators are required to comply with the Principles contained in the Code.

3.2. Relations with customers and suppliers

By virtue of all the regulations laid down for the protection of competition and the market, the employees of AISICO are required to:

- comply with the provisions of the Code;
- scrupulously observe the internal procedures relating to the management of relations with clients;
- provide accurate, truthful and comprehensive information on the products and services offered by AISICO, so that the client can make informed decisions;
- provide high quality products and services, which meet the client's reasonable expectations and protect the safety and security of the client;
- adhere to the truth in advertising, commercial and other communications.

In contracting, purchasing or procurement relations and, in general, in the supply of goods and services, AISICO employees are obliged to comply with the principles of this Code, as well as with internal procedures, in written form. In any case, the selection must be carried out in compliance with the requirements of quality, price, convenience, capacity and efficiency.

In particular, AISICO employees shall:

- scrupulously comply with the legislation in force and the internal procedures relating to the selection and management of relations with suppliers;
- adopt objective and transparent evaluation criteria in the selection of any supplier companies meeting the necessary requirements;
- obtain the cooperation of suppliers in ensuring they meet customer needs in terms of quality, cost and delivery times;
- observe and comply with the applicable legal provisions and contractual conditions in supply relationships;
- follow the principles of fairness and good faith in correspondence and dialogue with suppliers, in line with the strictest business practices.

The employee shall not:

- receive any form of compensation from anyone for the performance of an act that is part of his/her office or contrary to his/her duties;
- give or receive, in any form, whether direct or indirect, gifts, gratuities, hospitality, unless the value of the same is such as not to compromise the corporate image;
- undergo any form of conditioning by third parties who are not authorised by the same, for the taking of decisions and/or the execution of acts relating to their work.

The employee who receives gifts, or any other form of benefit, not directly attributable to normal courteous relations shall take any appropriate initiative to refuse such gift, or other form of benefit, and inform Management.

3.3. Relations with the Public Administration and/or relating to relations of public nature

AISICO's relations with the Public Administration, or in any case relating to relations of a public nature, must be inspired by the strictest compliance with the applicable legal and regulatory provisions and may in no way compromise AISICO's integrity and reputation.

In relations with the Public Administration, AISICO must not seek to influence the decisions of the institution concerned improperly.

In any case, in the course of business negotiations or relations, including commercial relations, with the Public Administration, in Italy or in other countries, AISICO undertakes not to:

- offer business and/or commercial opportunities to the personnel of the Public Administration involved in the negotiation or relationship, or to their family members;

- offer gifts, unless they are acts of commercial courtesy of modest value
- solicit or obtain confidential information, which compromises the integrity or reputation of AISICO.

In relations with the Public Administration, in Italy or abroad, it is not permitted to AISICO's representatives and/or employees to pay or offer, directly or through third parties, sums of money or gifts of any kind and entity, whether they be public officials or government representatives, to compensate or repay them for an act of their office or to obtain the performance of an act contrary to the duties of their office.

3.4. Relations with political organizations and trade unions

AISICO does not make contributions of any kind, directly or indirectly, to political parties, movements, committees and political and trade union organisations, nor to their representatives or candidates, either in Italy or abroad, with the exception of contributions due based on specific regulations.

Such contributions must be made in strict compliance with the laws and provisions in force and must be adequately documented.

Furthermore, AISICO does not contribute to organisations with which a conflict of interest may arise (e.g. environmental or consumer protection associations).

3.5. Relations with the media

Relations between AISICO and the mass media in general are the exclusive responsibility of the corporate functions and responsibilities delegated to them and must be maintained in accordance with the communication policy defined by AISICO Management.

AISICO employees may not provide information to representatives of the mass media without the authorisation of the competent functions.

In any case, information and communications relating to AISICO and destined for the outside world shall be accurate, truthful, complete, transparent and consistent with each other.

The participation of employees, on behalf of AISICO or representing it, in committees and associations of any kind, whether scientific, cultural or professional, must be duly authorised by AISICO, in accordance with internal procedures.

Employees invited to participate in conferences, congresses or seminars, or to write articles, essays or publications in general in the name of AISICO or on its behalf, must obtain the prior authorisation of the direct supervisor for the texts, reports and any other document prepared for that purpose.

3.6. “Non-profit” initiatives

AISICO encourages non-profit activities in order to demonstrate its commitment to act in the satisfaction of widespread interests worthy of appreciation from an ethical, legal, cultural and social point of view in the communities in which it operates.

AISICO's employees, compatibly with their functions, are required to participate actively in the definition of the individual initiatives undertaken by AISICO, in accordance with and in compliance with AISICO's intervention policies, and to implement them in accordance with the criteria of transparency and honesty.

In compliance with AISICO's Principles, contributions may therefore be made to non-profit associations with regular statutes and articles of association, which are of high cultural or charitable value of national importance.

Sponsorships, which may relate to social, sports, entertainment, art and culture, are only intended for events offering a guarantee of quality.

In any case, when choosing the proposals to which adhere, AISICO must pay attention to any possible conflict of interest of a personal or corporate nature.

4. GOVERNANCE

4.1. Corporate governance

Reputation is a value of fundamental importance to AISICO. To this end, in the interests of shareholders, employees, independent collaborators and all those who enter into business relations and/or contact with AISICO, management principles must be observed which are the most suitable for guaranteeing the best possible realisation of AISICO's activities in compliance with the rules of good corporate governance and the provisions of the Code.

4.2. Accounting records

Every operation or transaction must be correctly recorded in the Company's accounting system in accordance with the criteria indicated by law and the applicable accounting principles, and must be authorised, verifiable, legitimate, consistent and congruous.

In order for the accounting system to meet the requirements of truthfulness, completeness and transparency of the data recorded, adequate and complete supporting documentation of the activity carried out must be kept on file at AISICO for each operation, to allow:

- accurate accounting records;
- the immediate determination of the characteristics of and the reasons for the operation itself
- the easy formal chronological reconstruction of the operation;
- verification of the decision-making, authorisation and implementation process, as well as identification of the levels of responsibility.

Each employee is therefore obliged to collaborate - to the extent of his or her competence - to ensure that all facts relating to the management of AISICO are correctly and promptly recorded in the accounts.

Employees and independent collaborators of AISICO, the latter insofar as they are authorised to do so, who become aware of omissions, falsifications or negligence in accounting records or supporting documentation, are required to report these promptly to Management.

4.3. Internal controls

The term "internal controls" refers to all the instruments necessary or useful for directing, managing, verifying and pursuing AISICO's activities in order to ensure compliance with laws and corporate procedures, in order to protect corporate assets, effectively manage corporate activities and clearly provide true and correct information on AISICO's financial, economic and asset situation.

It is AISICO's duty to disseminate, at all levels, an internal culture characterised by an awareness of the existence of controls and oriented towards the exercise of such controls.

In the context of their duties, the employees of AISICO shall therefore be obliged, to the extent of their competence:

- to the definition and correct functioning of the control system

- to responsibly safeguard corporate assets, whether tangible or intangible, instrumental to the activities carried out and not to misuse them.

Internal Auditing and any appointed auditing company shall have free access to data, documents and any information useful for carrying out internal control and auditing activities.

4.4. Anti-money laundering

Neither AISICO nor any of its employees shall be implicated, in any way or under any circumstances, in events relating to money laundering, deriving from illegal or criminal activities.

Before establishing relationships or entering into contracts with non-occasional suppliers and other partners in long-term business relationships, AISICO and its employees must ensure the moral integrity, reputation and good name of the counterparty.

AISICO undertakes to comply with all national and international regulations and provisions on anti-money laundering.

5. PERSONNEL POLICIES AND WORKING ENVIRONMENT

5.1. Human Resources

Human resources are considered a primary element and a crucial factor for the existence and future development of AISICO.

In order for the skills and competences of each employee to be enhanced and each employee to express his or her potential, the competent corporate functions shall:

- apply criteria of merit and professional competence when taking any decision in respect of employees;
- select, hire, train, remunerate and manage employees without any discrimination, ensuring that everyone can enjoy fair and equal treatment, regardless of gender, age, nationality, religion, ethnicity;
- guaranteeing each employee equal opportunities with regard to all aspects of their working relationship with AISICO, including, for example, professional recognition, remuneration, refresher and training courses, etc.

Employees must be aware of the Code and the conduct it prescribes; to this end, AISICO undertakes to implement continuous training and awareness programmes on issues relating to the contents of the Code.

AISICO agrees to protect the psychological and physical integrity of its employees, respecting their personality and avoiding any possibility of their being conditioned or inconvenienced. To this end, AISICO reserves the right, in order to protect its image, to consider as relevant even those behaviours outside of work, which, due to their resonance, are considered offensive to civil sensitivity, and shall intervene to prevent insulting or defamatory interpersonal attitudes.

Employees shall therefore be required to cooperate in maintaining a company climate of mutual respect and not to adopt attitudes that may damage the dignity, honour and reputation of each one.

5.2. Responsibilities

To provide the contracted service, in accordance with the tasks, objectives and responsibilities assigned, without delegating to other employees or collaborators the performance of activities or the adoption of decisions for which they are responsible;

5.3. Diligence

Each employee or collaborator is required to fulfill the obligations related to his or her position with diligence and loyalty and to respect and protect the company's assets through responsible behavior.

Respect the working hours, if employees, unless justified, and limit the absences from the workplace to those strictly necessary; devote adequate resources, in terms of time and dedication to the tasks assigned for the pursuit of the relevant objectives, if collaborators.

5.4. Respect

Adopt a respectful and sensitive behaviour towards others, avoiding to serve under the influence of alcohol, drugs or similar substances and to consume or dispose of such substances for any reason during work performance;

5.5. Honesty

Using the goods and resources made available in compliance with their intended use and in such a way as to protect their preservation and functionality, since each recipient is considered directly and personally responsible for the protection and preservation of the goods and resources entrusted to him/her for the performance of his/her duties;

Therefore, they agree not to use office telephone lines for personal needs, except for emergencies, and comply with the provisions of the Company's Regulations for the use of the computer system, needed for Internet and e-mail services. They also agree not to use company vehicles to carry out personal tasks and not to transport people from outside the Company, unless expressly authorised;

No one may justify illegal or improper behavior by citing as an excuse that he was ordered to do so by his superior. No exceptions to compliance will be allowed. Regardless of level or position, no one will be allowed to incite an employee or collaborator to commit an illegal action. The principle of honesty requires all employees and collaborators of AISICO to refrain from any behavior that could be (or even appear to be) included in the following definition of bribery contained in the current international voluntary standard (Standard UNI ISO 37001:2016): offering, promising, providing, accepting, or requesting an undue advantage of any value (which may be economic or non-economic), directly or indirectly, and regardless of location, violating applicable law, as an inducement or reward for a person to act or omit to act in connection with the performance of that person's duties.

5.6. Confidentiality

AISICO respects the confidentiality of the personal information of its employees and internal and external collaborators. Therefore, access to personal data is limited to duly authorized persons who have a real need for it. Authorized employees and contractors with access to personal data shall observe the highest principles of confidentiality regarding its use. No one shall disclose personal information about employees or contractors to outside persons without due authorization from AISICO. AISICO's commitment to respect the confidentiality of its employees and contractors is not an authorization to conduct personal activities in the workplace. All employees and contractors must protect, within their sphere, the confidentiality of AISICO's proprietary information. It is forbidden for anyone to use information acquired while performing their duties for purposes unrelated to that performance. Recipients undertake not to disclose, use or communicate information and or any other kind of news, documents, data, etc., related to the acts and operations proper to each task or responsibility that are strictly confidential without specific authorization.

5.7. Conflict of interest

Avoid all situations and activities in which a conflict of interest may arise between personal economic activities and the duties held in the Company or the interests of the Company itself. If, in any case, situations of conflict or potential conflict should arise, on an occasional basis, the utmost communication and transparency is required towards the manager or the referent function for any necessary measures.

5.8. Gifts

Accept or offer, directly or indirectly, acts of commercial courtesy, such as gifts, payments and benefits, only when they are such that they cannot be interpreted as a way of acquiring advantages for oneself or for the Company in an improper way. Any employee or collaborator who receives/offers gifts such that they cannot be attributed to normal, correct relations of courtesy must directly inform his/her manager or the relevant department and refuse.

5.9. Harassment in the workplace

In order to contribute to the creation of a professional climate, in which all colleagues feel positively involved in the achievement of the company's objectives, AISICO requires that harassment of any kind does not occur in internal and external working relations, such as: the creation of a hostile working environment for individual workers or groups of workers, unjustified interference with the work of others or the creation of obstacles and hindrances or other forms of pressure which harm the professional prospects of others.

AISICO shall not tolerate sexual harassment, i.e. the subordination of opportunities for professional growth or other advantages to the provision of sexual favours, or proposals for private interpersonal relations, which may disturb the serenity of the recipient, when unwelcome.

5.10. Abuse of alcohol or drugs; smoking

All employees shall refrain from working under the influence of alcohol or drugs, or substances having a similar effect, and from consuming such substances in the course of their work. Chronic alcohol and drug addiction shall be treated in the same way as in the above cases, if it affects the performance of work and can disrupt its normal course.

AISICO undertakes to guarantee the health and safety of all persons present in its workplaces; smoking is prohibited in its workplaces, except in authorised areas marked by special signs.

6. PROTECTION OF SAFETY AND THE ENVIRONMENT

AISICO is committed to contributing to the development and well-being of the environment in which it operates, constantly pursuing the protection of the health of its employees, other collaborators and the communities affected by AISICO's activities.

The operational management of industrial activities shall refer, in compliance with current legislation on the prevention and protection of the environment, to the most appropriate criteria of environmental protection and energy efficiency, in order to reduce the relative impact on the environment.

AISICO shall contribute to the promotion and development of scientific and technological research, so that products designed and processes developed are increasingly compatible with the environment and aim at safeguarding the safety of customers, as well as characterised by an ever greater attention to the safety and health of employees and the protection of the communities in which AISICO operates.

AISICO has adopted an occupational health and safety management system that complies with Legislative Decree 81/08 and the simplified procedures provided by the Ministry of Labor for small and medium-sized enterprises.

AISICO employees shall actively participate, within the scope of their duties, in the process of risk prevention, environmental protection and health and safety protection.

Compliance with safety regulations is the foundation of civil coexistence and guarantees one's safety and that of others.

It should be noted that non-compliance with safety regulations entails, in addition to legal sanctions, disciplinary measures against those who fail to comply.

7. CONFIDENTIAL INFORMATION AND PROTECTION OF PRIVACY. INSIDER TRADING

7.1. Confidential information and protection of privacy

The activities of AISICO constantly require the acquisition, storage, processing, communication and dissemination of data, documents and information relating to negotiations, proceedings, operations and contracts to which AISICO is a party.

AISICO's databases may contain personal data which is protected by privacy legislation, data which may not be disclosed externally and, finally, data which may cause damage to AISICO if disclosed.

Each employee is therefore obliged to protect the confidentiality and privacy of information acquired through their work.

All information, knowledge and data acquired or processed by employees in the course of their duties shall belong to AISICO and may not be used, communicated or divulged without the prior and specific authorisation of their superior.

Each employee shall:

- acquire and process only such data as are necessary and directly related to their duties;
- store such data in such a way as to prevent third parties from gaining knowledge thereof;
- communicate and disclose the data within the framework of the procedures laid down by AISICO or subject to the authorisation of the person delegated to do so;
- determine the confidential and reserved nature of the information in accordance with AISICO's predefined procedures;
- ensure that there are no confidentiality obligations arising from relations of any kind with third parties.

AISICO for its part undertakes to protect the information and data relating to its employees and third parties, and to avoid any improper use thereof.

7.2. Insider trading

All employees and independent contractors shall comply with national and international regulations on insider trading. No employee or collaborator may therefore derive any advantage whatsoever, direct or indirect, personal or financial, from the use of information protected under the aforementioned regulations, where such information is not in the public domain.

To this end, e.cl. "price sensitive" information is of particular importance; the communication of such information to third parties must take place in compliance with the procedures adopted by AISICO, exclusively by authorised persons and in any case in accordance with the provisions in force and in observance of the principles of parity and simultaneousness of information.

8. MONITORING AND SAFEGUARDING BODY

To ensure full compliance with its Code of Ethics, AISICO srl, within the framework of its Corporate Management Systems Procedures, has established a Supervisory Board which has the primary task of verifying and ensuring full compliance in the performance of its activities with the principles of independence, impartiality, confidentiality.

The Regulations of the Supervisory Board duly define the composition, duties, appointment, and operations of the Supervisory Board.

ACCEPTANCE

This Code establishes corporate standards and practices regarding the conduct of all AISICO employees and contractors.

Compliance with the laws and principles of integrity and honesty is of paramount importance to the sustainability of our organization.

This Code of Ethics enshrines the individual commitment of each employee or collaborator to act responsibly on behalf of AISICO.

I, the undersigned _____

DECLARE

that I have read AISICO's Code of Ethics and am aware that as an employee or collaborator, I must:

- adhere to the behavioral principles outlined in the Code;
- attend the refresher courses offered by AISICO on this subject;
- seek advice when in doubt as to the proper conduct to be adopted;
- report any action that appears contrary to the above principles;
- I am aware that failure to comply with the Code and AISICO's other corporate rules and procedures may give rise to corrective action.

Date _____

Signature _____