

This **Management System Policy** formally expresses the intentions of the Management regarding the priority areas on which MAIOR's business activities must be based. From these intentions, the following fundamental principles are derived:

- The products and services developed by the Company must be characterized by creativity and technological innovation, and must ensure and continuously enhance customer satisfaction and trust in MAIOR's ability to process information securely.
- The competence and professionalism of personnel are critical enablers. Therefore, the Company actively promotes continuous skill development and fosters collaboration with external entities—such as universities, research institutes, and consultants—that support MAIOR in developing new technologies and spreading a robust culture of IT and workplace security at all organizational levels.
- Working conditions must be stimulating and rewarding, while fully compliant with applicable regulations. MAIOR has therefore established corporate procedures and standards and promotes a culture of worker protection, in line with principles such as the prohibition of child and forced labor, the maintenance of health and safety in the workplace, freedom of association, the absence of discriminatory or coercive practices, and the provision of fair working hours and remuneration. The Management's formal commitments to Social Responsibility are further detailed in the "MAIOR Social Responsibility Policy."
- The assessment and recognition of employees' competence and professionalism must not be influenced by gender or any other discriminatory factor. Gender equality, the rejection of all forms of discrimination, and the promotion of female empowerment have always been part of MAIOR's culture, especially given the underrepresentation of women in the sector. Recognizing that diversity management is key to organizational effectiveness and overall performance, MAIOR pursues specific goals to ensure equal opportunities. These are detailed in the Management System documentation and apply to hiring and selection processes, access to career development and training, pay equity, active participation in company activities at all levels, and the promotion of work-life balance.
- MAIOR fosters a corporate culture grounded in ethics, transparency, legality, and personal accountability. It firmly condemns any misconduct or unlawful behavior within the organization and encourages stakeholders to report any illicit acts or irregularities, in accordance with Legislative Decree No. 24 of March 10, 2023 (the "Whistleblowing" directive). MAIOR does not tolerate any form of threat, retaliation, or discrimination—actual or attempted—against individuals involved in such reporting.
- MAIOR acknowledges the strategic value of information, recognizing it as an essential asset without which no organization can operate effectively. Accordingly, it is committed to safeguarding the Confidentiality, Integrity, and Availability of the information that underpins its business. The Management's formal commitments in relation to Information Security and Personal Data Protection are further detailed in the "Information Security Policy" and the "Privacy

Policy," respectively.

- Environmental responsibility, energy efficiency, and the protection of natural resources in the geographic areas hosting MAIOR's offices are core values and primary objectives. MAIOR aims to minimize the environmental impact of its operations and is committed to combating climate change and preserving ecosystems and biodiversity. Accordingly, it seeks to reduce consumption and waste, promote waste separation, and select suppliers who demonstrate strong environmental awareness.
- MAIOR recognizes the fundamental importance of complying with national laws and other applicable regulations, as well as adhering to the provisions and interpretations of official international standards, including **SA8000:2014**, **UNI EN ISO 9001:2015**, **UNI CEI EN ISO/IEC 27001:2017**, and **UNI/PdR 125:2022** for gender equality.

These principles and values guide our strategic decisions, our corporate and individual behavior, and our relationships with suppliers, customers, and stakeholders.

The Management of MAIOR is committed to using its Integrated Management System (Quality, Social Responsibility, Gender Equality, and Information Security) as an essential tool to continuously improve products and services.

Within this system, the Risk Management approach is of paramount importance, enabling the Company to proactively address uncertainty and anticipate changes in the operational environment. A firm and ongoing commitment at all levels to comply with Risk Treatment Plans and pursue Management-defined Objectives is required, in alignment with the principle of continuous improvement.

MAIOR ensures the documentation, implementation, maintenance, and effective communication of its INTEGRATED MANAGEMENT SYSTEM and the results achieved.

CEO


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