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|  | QUALITY MANAGEMENT SYSTEM | | | | | | |
| | COMPANY POLICY | | | | | | |
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SYGMA ITALIA SRL, in the person of its Employer, undertakes to implement a Quality Management System in accordance with the ISO 9001 standard, adopting this company policy and disseminating it to all company levels. The interested parties operating in the company are called, each according to their own operations, to commit themselves and provide their own concrete contribution to ensure:

1. The conformity of the service provided

1. Operating with competence and professionalism.
2. Preparing and implementing quality controls.
3. Consider the Customer as the pivotal point on which the Organization depends and from which needs must be extrapolated, met and exceeded expectations.
4. Ensuring the greatest possible correspondence between the needs of the Customers, the products/services provided and competitiveness.
5. Monitor the context in which the company operates and the expectations of customers, in order to take advantage of the possibility of reducing and controlling the risks and threats identified and optimizing the strategic planning of improvement plans.
6. By adopting a risk-based thinking approach, in order to determine the risks and opportunities that have the potential to affect the operation and performance of your quality management system, both positively and negatively.
7. Involving the Staff and implementing the company's skills.
8. Spreading a culture of Quality through the involvement of Staff;
9. Defining an adequate organizational structure, allocating the necessary resources to ensure the application of the principles of this policy, periodically verifying the degree and effectiveness of application.
10. Communicating appropriate information to suppliers to ensure their involvement in the application of the principles of this policy.
11. Maintaining efficient management of corporate IT resources, implementing effective solutions for data storage and preservation of customer and supplier properties.

2. Compliance with delivery times

1. Effectively managing communication with the customer.
2. By scheduling production based on customer needs.
3. Entrusting the implementation of the service to competent and experienced personnel.

3. Compliance with the requirements on health and safety at work and the well-being of workers

1. Identifying the applicable legal requirements and their updates.
2. By identifying hazards in advance and periodically assessing risks.
3. Implementing the necessary prevention and protection measures to limit the risk of accidents and accidents to workers during the performance of their activities.
4. Periodically consulting the workers also through their representatives.
5. By continuously informing, training and training workers.
6. Improving workplaces and common areas
7. Ensuring employee well-being through welfare, safety and corporate culture
8. Reduction of the environmental impact of the activities and materials used

4. Environmental protection and pollution prevention

1. Identifying the applicable legal requirements and their updates.
2. Reducing waste production, atmospheric emissions and energy consumption through the adoption of the best technologies and solutions available compatibly with financial availability and production needs.
3. By monitoring the consumption of energy resources and the consumption of water resources used in order to be able to detect anomalies that lead to waste and take the consequent corrective actions.
4. Implementing an effective and certifiable EGS (Environment, Governance, Social) system

5. Development on the Territory

1. By providing employment opportunities to the local community.
2. By transmitting positive values to workers.

6. Continuous improvement

1. Defining, pursuing and monitoring measurable periodic objectives related to company performance in terms of health and safety and environmental impact through the definition of adequate improvement plans.
2. By making available the human and financial resources to implement the objectives and improvement plans.
3. Defining procedures that allow the achievement of the performance levels, periodically defined in the Management Review and kept under control by specific indicators.

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7. Involving staff in the process of achieving these goals.

1. Using non-conformities as a starting point for improvement through possible corrective actions.
2. Designing and managing changes to activities or processes in order to minimise health and safety risks and associated environmental impacts.

Short-Term Strategies (0–12 months)

→ Internal optimization

1. Technical training of staff on ISO 9001 and quality management processes applied to Site & Project Management.
2. Continuous training in HSE and Project Control, with periodic updates on environmental regulations, safety on site and management of operational risks.
3. Digitization of management processes, through the development of internal software and artificial intelligence tools for personnel selection, document management and monitoring of project performance.
4. The consolidation of a company Academy is underway, dedicated to specialized training on:
 1. *Safety Management* and *Site Management* according to SYGMA operating standards;
 2. Project & Construction Management methodologies;
 3. digital tools and AI applied to construction site management and process quality.

→ Marketing and visibility

1. Targeted campaigns on social networks and search engines to enhance Site & Project Management, HSE and specialist training services.
2. Integrated communication on the SYGMA Academy, with presentation of training programs and growth opportunities for technicians and professionals.
3. Participation in trade fairs and conferences in the construction, energy, safety and technological innovation sectors.
4. Collaborations with universities, training institutions and professional associations for the joint development of training courses and applied research projects.

→ Pilot projects and incentives

1. Launch of internal pilot projects to test new digital solutions and integrated construction site management methodologies.
2. Implementation of the AI system for personnel selection, with the aim of ensuring a more accurate matching between skills and project requirements.
3. Participation in tenders and incentives for the digitization of processes and certified technical training.

Medium-Term Strategies (1–3 years)

→ Commercial expansion

1. Extension of Site & Project Management services to new geographical areas and industrial sectors with high technological value, in particular towards the development of projects concerning the production of hydrogen and biofuels.
2. Development of the Academy as an internal center of excellence, also open to customers and partners, for the dissemination of best practices in the field of Safety, Quality and Construction Management.
3. Introduction of advanced AI systems for quality control, document management and predictive planning of construction site activities.

→ Sustainability and social impact

1. Inclusive recruitment policies and training of local staff, with professional growth and certification paths.
2. Promotion of the culture of safety and quality, also through awareness-raising initiatives promoted by the Academy.
3. Enhancement of the territory and reduction of the environmental impact of projects, in line with the company's **ESG** objectives .
4. Periodic redefinition of strategic objectives, based on the evolution of the regulatory environment and market needs.

The company policy provides that the Company's Quality Management System is documented through a Manual, Procedures, Instructions and Forms. The documentation of the Integrated System is kept updated and used as a basis for the assessment and certification of the Company System by customers and the bodies in charge.

The Employer personally undertakes to periodically review and subsequently disclose this company policy, verifying its validity and the level of compression by the entire organization.

Udine (UD), 30/06/2025

The Chief Executive Officer

 ITALIA Srl

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