

QUALITY AND ENVIRONMENT POLICY

CyTech s.r.l. as a Benefit Company is committed in creating a positive impact for society, its stakeholders, and the environment by operating in a transparent and sustainable way, establishing its own Policy for Quality and Environment in compliance with the ISO 9001:2015 and ISO 14001:2015 standards and according to the principles of sustainability, social responsibility, and respect for the ecosystem.

On this basis, the Organization has set the following primary objectives:

- Pursue customer satisfaction and all involved parties.
- Implement choices with a focus on both internal environmental sustainability and third-party entities that may benefit from its positive actions and influence.
- Promote a safe and healthy working environment for all employees and collaborators.
- Operate in compliance with laws and regulations.

The Management, as guarantor of the commitments undertaken with this Policy, is responsible for ensuring its distribution and audit. It also specifically undertakes that the objectives of the Policy are placed at the basis of the criteria for determining the company's strategies and individual processes, to create favorable conditions as to:

- Design and implement products and services that meet the needs and expectations of Clients.
- Ensure resources for the technological evolution of the Organization in compliance with environmental and social sustainability.
- Orient company processes towards environmentally friendly solutions by reducing energy consumption, limiting pollutant emissions and the production of waste.
- Fulfil the expectations of the Ownership in relation to the achievement of the desired rate of return.
- Develop and update indicators extended to all corporate processes as means for definition of improvement plans, assessment of risks and opportunities.
- Promote training to improve employee knowledge and skill.
- Select their suppliers both based on their ability to provide products and services, and on the assessment of ethical requirements and environmental sustainability.

Further objectives, consistent with the strategic vision expressed herein, are defined and updated by the Management on periodic review meetings of the Management System for Quality and Environment.

San Vendemiano, 3/5/2023

Massimo Fregonese (C.E.O.)