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Annex 2	QUALITY AND ENVIRONMENT INTEGRATED SYSTEM MANAGEMENT POLICY	Year 2023

The proper implementation of the Quality and Environment Policy represents a real mission for Synergie Cad Instruments, through the definition of objectives in a continuous improvement perspective, and a high commitment on their achievement towards Partners, Customers and Suppliers, leveraging a strong synergy among Managers and Human Resources.

The orientation of the Quality and Environment Policy aims at the overall Business sustainability and complete Customer satisfaction, but also at the respect of the environment, at the detailed knowledge of the Company's procedures directly or indirectly linked to the environment, with minimization of costs and environmental impacts, in order to guarantee a sustainable business in a long-term perspective.

The Quality and Environment Policy is meant to develop a sustainable business based on solid pillars which consider the entire Market:


- guaranteeing the growth of suppliers in order to create a "value sourcing" chain;
- building strategic partnerships with Customers, based on quality and reliability of products and services;
- safeguarding the Environment for a better quality of life and work, and for a reduction of waste and costs.

The Top Management commits to supply human resources, specialized and technological competencies as well as financial resources essential for realizing and controlling the Quality and Environment System Management, in compliance with UNI EN ISO 9001:2015 and 14001:2015 norms. Quality is pursued as the instrument to manage the Company's procedures and their interactions in order to bring benefits to products but also to the productivity and cost-effective management, respecting the Environment. This has to be implemented by promoting the use of activities addressed to a sustainable development in full compliance with legal provisions, which are in force, and applicable, developing projects that involve only components that comply with ROHS regulations.

This should guarantee the prevention of significant risks linked with the products and the production of the Company, as well as risks connected with environmental impacts, referring in particular to energy saving, reduction of waste and to the use of auxiliary materials.

The established targets reflect the real potentialities of the organization and also the urgent requests of a Market in continuous and fast evolution. In order to expand its presence on the markets, the Company has to continuously increase its reliability and competencies, in order to guarantee even higher quality, efficiency and effectiveness standards. In such a path, it is very important to also analyse in advance the impact, both on processes and Environment, of new working activities and procedures to be introduced or modified by choosing the activity or process with higher added value towards the satisfaction of Customers and QESM in general, and with minimum environmental impact. This is implemented through a precise and periodic evaluation of the internal and external organization context, the connected risks and the opportunities to be taken and developed.

A key role in such a scenario is played by an adequate management of information and personnel training. The Management is indeed convinced that the esteem, motivation and professional growth

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of its own personnel is the key to success and growth for the Company, and for this reason the human resources management is a priority commitment pursued by the Top Management.

The Top Management requires team work and maximum commitment from the whole organization so that everyone, inside its sphere of knowledge and responsibilities, acts in accordance with the requirements expected from QESM. Everyone should contribute to a constant and continuous improvement as well as reinforce the image of professionalism and reliability of the brand Synergie Cad, towards Customers and Environment.

Chiari, 16/01/2023

CEO

