



CODES OF ETHICS AND CONDUCT

Adopted by the Management Board of Auriga S.p.A. on 05/18/2021

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Premise

The Company Auriga S.p.A. (hereinafter “**AURIGA**” or the “**Company**”) is a global and international leading company in the creation, development and marketing of proprietary, multi-channel software solutions with high specialization in the banking sector.

On 09/20/2019 the Company obtained the renewal of the insertion in the List of Companies with Legality Rating, pursuant to Art. 8 of the Regulation adopted by the Italian Competition Authority with resolution no. 27165 of 15 May 2018.

The strong orientation towards technological innovation and the exclusive focus on the bank sector are the basis that allowed AURIGA to develop and diversify its offer, reaching excellent quality levels in the offering of high value-added solutions and services.

In the performance of its activities, the Company aims at the pursuit of the social object through an effective, efficient and transparent action.

In this perspective, the Company decided to implement its Code of Ethics, with the clear and transparent statement of the set of values that inspires the company in the performance of its business activity, in order to properly perform its activities and achieve its goals.

Therefore, the Company has decided to formally adopt, both in its internal and third-party relations, a set of rules of conduct that it acknowledges, accepts and shares, and that constitutes the corporate ethics.

AURIGA is also aware that the adoption of a Code of Ethics and Conduct is of primary importance in the prevention of the crimes envisaged by Legislative Decree no. 231 of 8 June 2001 (hereinafter also referred to as “Decree 231”), that introduced the administrative liability of entities in case of crimes in the legislation.

Therefore, the Company believes that a Code of Ethics and Conduct can integrate the provisions of the Model of organisation, management and control (hereinafter also referred as to “Model”) adopted by the Company according to the Decree 231 and ensure the reliability of the Company, as well as the integrity of its reputation.

In light of this, the present document (hereinafter the “Code of Ethics”), adopted by the Management Board of the Company, states the ethical principles followed by AURIGA in the performance of its activities, that must be strictly respected by corporate officers, employees, and in any case, by all those who cooperate with the Company in the pursuit of its corporate mission also as part of the Group.

To this end, the Company is committed to widely spread the Code of Ethics, envisage and inflict, with coherence, impartiality and uniformity, penalties proportionate to the occurred violations and, in any case, in compliance with the existing provisions in the field of regulation of labour relations and with the applicable national collective agreements.

This Code is an ***integral part of the Model of organisation, management and control envisaged by the Art. 6 of the Legislative Decree 231/2001*** in the field of “Regulation of administrative liability of legal persons”, approved by the Management Board of Auriga S.p.A. on 05/18/2021.

In particular, this Code is issued to integrate the principles contained in the Code of Ethics already adopted by AURIGA and shared with the companies linked and/or controlled by the latter, in Italy or abroad, in compliance with the Art. 2359 c.c. (the “Group”) in order to satisfy the requirements indicated in the Legislative Decree 231/2001, that the Company decided to adopt, as well as to provide itself with another tool for the prevention of the crimes envisaged by the Decree.

The respect of the rules of this Code is an essential part of the employees’ contract obligations, and therefore of their job performance, in accordance with and by the Art. 2104 of the Civil Code. Thus, the violation of the rules of the Code may constitute non-fulfillment of the contract obligation and offence of disciplinary nature.

The failure to comply with these rules may lead to disciplinary action. Moreover, in the cases envisaged by the law, such violation may lead to civil or criminal liability.

CHAPTER I – GENERAL PROVISIONS

1. FIELD APPLICATION AND RECIPIENTS

- 1.1 The principles set out, stating the provisions of this Code of Ethics, are binding on all the subjects that, in the Company, perform the functions of representation, administration or direction, or that perform, also in practice, the management and control of the Company, that cooperate and collaborate with it - in any capacity - in the pursuit of its goals, on all its employees without exception, and on whoever has business relations with the Company (hereinafter the “**Recipients**”).
- 1.2 In the first place, it is the duty of the corporate bodies and management to give substance to the values and principles contained in the Code of Ethics.
- 1.3 The Company strictly adheres to the principles, goals and rules envisaged by this Code of Ethics. This commitment is required not only for the personnel, but also for the external collaborators, suppliers and all those who have relations with the Company.
- 1.4 The Company does not tolerate the violation of these principles. It fights against the material and moral corruption that may undermine its own integrity, and it provides itself with organisational tools that prevent the violation of the principles stated in the Code of Ethics, by controlling their observance and concrete implementation.
- 1.5 In particular, the Company undertakes to:
 - ensure the maximum distribution of the Code of Ethics among the Recipients;
 - ensure the constant updating of the Code of Ethics, in relation to its concrete efficacy and to the change of the Company’s needs and of the existing legislation;
 - ensure any possible tool for the knowledge and the clarification about the interpretation and implementation of the rules contained in this Code of Ethics;
 - carry out verifications in an orderly manner for each violation of the rules of the Code of Ethics, evaluating the facts and taking – in case of verified violation – proper punitive measures;
 - avoid possible repercussions of any type resulting from having given some information about possible violations of the Code of Ethics.

2. EMPLOYEES’ OBLIGATIONS

- 2.1. The employees of the Company perform the tasks of their competence in compliance with the principles of honesty, correctness, commitment and rigour in their job and in the performance of the activities assigned and operate in compliance with the existing legislation.
- 2.2. Each action, operation, negotiation and, more generally, any activity performed by the employees of the Society, must comply with the rules of management correctness, transparency, completeness and veracity of information.

- 2.3. The criteria of collaboration, loyalty and mutual respect must be the basis of the relationships among the employees of any level and of the relationships with the third parties they come into contact with for business purposes.
- 2.4. In particular, employees are obliged to:
- respect strictly the provisions of the Code of Ethics, refraining from any behaviour against them;
 - inform the third parties that enter into relations with the Company about the provisions of the Code of Ethics and demand respect for it;
 - promptly inform the Company about possible indictments related to alleged offences attributable to working activity.

CHAPTER II – ETHICAL PRINCIPLES

1. Ethical Principles

For the achievement of its goal and in the performance of corporate activities, the Company and the Recipients are inspired by the following ethical principles (hereinafter the “**Principles**”):

- legality;
- prevention of corruption;
- impartiality;
- transparency and correctness in the management of corporate activities and information;
- confidentiality of information and protection of personal data;
- protection of corporate assets;
- promoting the person;
- occupational safety;
- protection of the environment;
- professionalism and reliability;
- loyalty and good faith;
- prevention of conflict of interest;
- protection of competition;
- fight against money laundering phenomenon;
- quality of services;
- protection of industrial and intellectual property;
- fight against tax fraud phenomenon;
- efficacy, efficiency and cost-effectiveness.

The Company refuses any behaviour that, even if aimed at the achievement of a result coherent with the Company’s interest, presents aspects incompatible with the Principles.

The Principles that must inspire the Company's activity and guide the recipients' conduct are widely specified below.

2. Legality

The Recipients' behaviour, in the work activities performed for the Company, is characterised by the most rigorous observance of the law and the applicable rules, with particular reference to the national and international regulations, in the matter of the fight against corruption and money laundering, and it is characterised by honesty and correctness.

3. Prevention of corruption

- 3.1. Auriga forbids any form of corruption, both direct and indirect, active and passive, towards any third party that comes into contact with the Company, be it a Public Administration¹ or a Private Counterpart² that operate in the name of and on behalf of companies or private entities.
- 3.2. The Company does not allow any form of payment or granting of benefits towards any Public Administration, with the aim of improperly influencing its judgment independence.
- 3.3. The Company does not allow any form of payment or granting of benefits towards a private counterpart, that is not strictly resulting from a negotiating obligation or a business relation regulated by a contract.
- 3.4. AURIGA's employees can accept and offer gifts provided that they are in compliance with the good business practices locally accepted and only if the gifts are legal, offered in a transparent and explicit way, occasional or given in the usual celebrations of gift exchange, in order not to influence, potentially or actually, the integrity and the independence of those who receive it and, in any case, it must not exceed € 150.00 indicatively.

4. Impartiality

In the management of the different social activities and in all relating decisions (including, by way of example, the selection and management of the personnel or the work organisation, the selection

¹ "Public Administration" or "Public Institutions" mean, in any country, all the public institutions, associations and state, regional and local public administration, as well as, in general, all those subjects, directly or indirectly, appointed to the care of a public interest, namely the exponents that can be qualified as public officers or public service representatives in compliance with the existing national or international regulation. In particular, the public officer is any person, nominated or elected, that exerts a legislative, administrative or judicial function, any person that exerts a public function for a public entity or a public company as well as any officer or agent of an international public organisation.

The category of the "Private Counterparts" includes, instead, by way of example but not limited to, (potential or actual) customers, providers, subcontractors, consultants for the supply of goods, services and professional services, as well as any other counterpart that has business or institutional relations with the Company for any reason.

and management of the providers, etc.), the Recipients must operate with impartiality in the best interest of the Company, making decisions with professional rigour, transparency and according to objective and neutral assessment criteria.

5. Transparency and correctness in the management of the activities and corporate information

- 5.1. The Company believes that the accounting transparency as well as the record of accounting entries according to the principles of truth, completeness, clarity, precision, accuracy and compliance with the existing regulation are the basic requirement for an efficient control.
- 5.2. In particular, each action, operation or transaction must be correctly registered in the corporate accounting system according to the criteria envisaged by the law and the applicable accounting principles; moreover, it must be properly authorised and it must be verifiable, legitimate, coherent and fair.
- 5.3. In order to ensure the requirements of truth, completeness and transparency for the accounting documents, a proper and complete supporting documentation must be kept in the document of the Company for each accounting operations, in order to allow:
 - the accurate accounting record;
 - the prompt individuation of the characteristics and the motivations underlying this operation;
 - the easy reconstruction of the process of decision, authorisation and realisation, as well as individuation of the levels of responsibility.
- 5.4. The Company's asset is managed in a correct and honest way; therefore, all the Recipients contribute to protect its integrity in order to ensure the maximum protection.
- 5.5. Regarding their competence, each Recipient acts in a way that each data relating to management is correctly and promptly registered in the accounting.
- 5.6. In the management of social activities, the Recipients are obliged to give, also outside the Company, transparent, truthful, complete and accurate information, by refraining from sharing fake news or performing fake operations.
- 5.7. With particular reference to the budgeting procedure, the Company considers the truthfulness, correctness and transparency of financial statements, relations and of other social communications envisaged by the law as to be an essential principle in the conduct of business and a guarantee of fair competition. Consequently, the management or competent corporate departments are not allowed to hide information or give partial or misleading representation of economic, patrimonial and financial data of the Company. Therefore, all the external and internal collaborators engaged in the production, processing and accounting of such information are responsible for the transparency of the accounts and balance of the Company.

6. Confidentiality of information and protection of personal data

- 6.1. The Company considers confidentiality to be an essential rule for any conduct. AURIGA protects the confidentiality of information that constitutes the corporate asset or of information and personal data in its possession, in the most rigorous observance of the existing legislation, even in the matter of personal data protection.
- 6.2. Therefore, the confidentiality obligation extends not only to all corporate data that are not already public and to the management methods of business processes, but also to information concerning employees, customers, providers and business partners. The Company undertakes to protect information concerning its personnel and third parties, produced or acquired inside the Company and in business relations, avoid any improper use of such information and ensure the privacy of the people concerned in compliance with the applicable regulation.
- 6.3. No Recipient can benefit in any way, directly or indirectly, from the use of confidential information or personal data, acquired when performing the activities for the Company, nor give such information to others, recommend nor convince others to use such information.
- 6.4. No Recipient can provide any news to press operators or other means of communication and information without having been authorised previously by the people in charge of the external communication.
- 6.5. In the communication of confidential information to third parties, allowed to corporate subjects authorised for professional or office reasons, it must be expressly declared the confidential nature of such information and the observance of the confidentiality obligation to the third party need to be requested.
- 6.6. The confidentiality is ensured also through the adoption of adequate measures of corporate data protection stored on computer support. In case of access to electronic information protected by password, the latter can be acknowledged exclusively by the persons appointed, that are obliged to accurately guard it and not to share it.

7. Protection of corporate assets

- 7.1. Corporate assets must be used with care and responsibility in order to ensure the protection and the integrity of such assets, avoiding improper uses that may cause harm or that are against AURIGA's interest or that may damage its reputation.
- 7.2. It is expressly forbidden to use corporate assets for personal needs or for reasons other than those of service.

8. Promoting the person

- 8.1. Human resources represent an essential and precious value for the Company and its development.
- 8.2. The Company protects the value of human being. In this perspective, AURIGA does not allow any discriminatory action, nor any form of harassment and/or personal or sexual

offence. Therefore, the Company undertakes to ensure that in the work environment there is no form of discrimination based on age, sex, sexual orientation, language, nationality, political opinions, religious beliefs or other personal characteristics unrelated to work.

- 8.3. The Company adopts criteria of merit and valorisation of abilities, skills and possibilities of the individuals in the selection and personnel management policies.
- 8.4. The Company does not establish any working relationship, nor any form of collaboration with persons that do not own a valid residence permit and it does not collaborate with companies that use irregular workers or that violate the labour standards generally applied or envisaged by international regulations.
- 8.5. The Company ensures to all employees equal opportunities, committing to ensure that the authority is exerted with equity and correctness, avoiding any form of abuse.

9. Occupational safety

- 9.1. The Company promotes and ensures health and occupational safety of the employees in all the environments where they perform their working activity.
- 9.2. Furthermore, the Company undertakes to ensure working conditions that respect individual dignity as well as safe and healthy working environments, also through the spreading of knowledge on safety and risk acknowledgment, promoting responsible behaviour from everyone.
- 9.3. In particular, the Company undertakes to:
 - spread and consolidate the knowledge on safety, developing risk acknowledgment and promoting a responsible behaviour;
 - look for the best safety standards that are available and suitable for corporate activities on the basis of consolidated scientific and technological knowledge;
 - implement preventive actions in order to ensure health and safety of the workers;
 - promote training programmes aiming at empowering the corporate personnel in the field of health and occupational safety;
 - involve and raise awareness in the corporate subjects, at any level, on the management of the problems related to occupational safety;
 - ensure comprehension, application and maintaining the correct operational procedures, the existing rules of safety and the provisions of the direction at any level of the corporate organisation, in the knowledge that a correct training and information of the workers constitutes an essential tool to improve the corporate performance and occupational safety.
- 9.4. In this perspective, any Recipient is required to personally contribute, in their activity, to the maintaining of the safety of the working environment where they operate and behave responsibly in order to protect their and others' health and safety.

10. Protection of the environment

- 10.1. AURIGA, in consideration of its corporate activities, believes that the protection of the environment is of primary importance. To this end, in the management of corporate activities, the Company takes into maximum account the environmental protection, pursuing the improvement of environmental conditions of the community where it operates and using the best available technologies for the environmental protection and efficiency.
- 10.2. In particular, the Company pays attention to the following aspects:
- constant commitment to reduce the impact on the environment;
 - evaluation of environmental impacts of all new activities and corporate processes;
 - collaboration with internal (e.g., employees) and external subjects (e.g., institutions responsible for the control) to optimise the management of environmental problems;
 - pursuit of adequate levels of environmental protection through the implementation of management and monitoring systems;
 - promotion of action aiming at implementing separate collection, recycling and correct waste disposal, paying particular attention to the choice of the providers of waste management services.

11. Professionalism and reliability

- 11.1. All the activities of the Company must be performed with the maximum commitment, care, professionalism and reliability.
- 11.2. The Recipients are required to perform activities of their competence with a commitment adequate to their responsibilities, protecting the Company's reputation.

12. Loyalty and good faith

In the performance of the corporate activities, loyalty and good faith are required in the spirit of mutual respect and collaboration, as well as the fulfillment of the obligations accepted by contract and of the required performances.

13. Prevention of conflict of interest

- 13.1. The Recipients must avoid (and are obliged to report) situations and/or activities that may cause conflicts of interests or that could interfere with the ability to make impartial decision, for the protection of the Company's interests.
- 13.2. Conflicts of interest means, by way of example but not limited to, the case in which the Recipient pursues an interest that differs from the corporate mission of the Company or

performs activities that may interfere with the ability to make decisions in the sole interest of the Company, meaning that the Recipient personally benefits from the business opportunities of the latter.

- 13.3. More generally, in the relations with third parties, the Recipients must act in a correct and transparent way, with explicit prohibition to play illegitimate favorites, collusive practices or ask for personal benefits for them or others.
- 13.4. In case of conflict of interest, the Recipient must report to their company representative, in compliance with the decisions that will be made.

14. Protection of competition

The Company believes in healthy and loyal competition as well as in competitive market, and it acts in compliance with the relevant legislation. Therefore, misleading behaviour, agreement between current or potential competitors that may integrate forms of unfair competition or violation of the existing legislation are forbidden.

15. Fight against money laundering phenomenon

- 15.1. The Company requires maximum transparency in business operations and in third-party relations, in compliance with national and international legislation, in the matter of fight against the money laundering phenomenon. All financial transactions are justified by contractual relationships and are performed through means of payment that ensure traceability.
- 15.2. The Recipients cannot start business relationships on behalf of the Company with partners, providers, customers or third parties that do not ensure reliability or that do not have a good reputation or whose name is associated to money laundering events.
- 15.3. AURIGA forbids the Recipients to replace or transfer money, goods or other utilities resulting from illegal activities, or to perform other operations that may hinder the identification of the origin of these activities.
- 15.4. The Company does not acquire goods that, on account of the offer conditions, call into question the lawfulness of their origin, and it does not have business relationships with subjects that are considered to be involved in illegal activities.
- 15.5. The Company undertakes to prevent the use of its economic-financial system for money laundering or terrorist financing purposes (or any other criminal activity) by their customers, providers, employees and counterparties with whom the Company performs its activities.

16. Quality of services

The Company pays particular attention to the quality of materials and the processes of its activities, with the aim of ensuring customer satisfaction, in conformity with the reputation that characterises the activity of the Company. Therefore, the Recipients are required to provide truthful, precise and exhaustive information on the quality and type of materials and processes provided as well as

perform adequate control on the quality and professionalism of the providers of the goods used in the company production.

17. Protection of industrial and intellectual property

- 17.1. The Company ensures, in compliance with the legality principle, the respect of internal, community and international rules that protect industrial and intellectual property.
- 17.2. The Recipients are required to protect the industrial and intellectual property of the Company and promote the correct use, for any purpose and form, of all intellectual work, including any software used for the accounting and billing management, in order to protect the property and moral rights of the author.
- 17.3. For this purpose, it is forbidden to have conducts generally aimed at the duplication and replication, in any form and without right, of another's work.
- 17.4. It is forbidden to use unauthorised software and databases on the computers of the Company.

18. Fight against tax fraud phenomenon

- 18.1. The Company ensures the respect of all existing tax rules.
- 18.2. The Company undertakes to respect tax obligations in compliance with the terms and conditions established by the legislation or competent Tax Authority.
- 18.3. The Company undertakes to perform the actions, facts and business started in order to respect the forms of taxation that are compliant with the real economic nature of the operations.

CHAPTER III - RELATIONS WITH THIRD PARTIES

1. Relations with Public Administration and Independent Administrative Authorities

- 1.1. The relations with the Public Administration, public officers or public service providers and, in any case, any relation involved with publicity, must always strictly respect the provisions of the applicable law, the principles of transparency, honesty and correctness, and it cannot undermine the integrity and reputation of the Company.
- 1.2. The management of relations, of any kind, with the Public Administration is exclusively reserved to the appointed corporate representatives.
- 1.3. In the relations with the Public Administration, the Recipients must not improperly influence the decisions of the latter and, in particular, of the officers that operate or decide on its behalf.
- 1.4. The Recipients shall refrain from any behaviour against the Principles, including, by way of example but not limited to:
 - give or promise gifts, money or other benefits in order to influence the decisions of the officers that operate or decide on behalf of Public Institutions; notwithstanding the aforementioned provisions, hand-outs of modest value and gifts of courtesy within the limits of the uses and customs are allowed, provided that they do not undermine the image of the Company and that do not influence the independence of judgment of the public subject;
 - provide untruthful information or omit to communicate relevant facts, if requested by the Public Administration;
 - receive unduly contributions, fundings or other disbursement of the same type, denominated in any way, that are given or disbursed by Public Institutions, through the use or the submission of false or mendacious documents, or through the omission of due information;
 - provide any type of profit unduly (e.g., licenses, authorisations, reduction of obligations also related to social security) to the Company by means of artifice or fraud;
 - alter in any way the functioning of a computer or telematic system of the Public Administration or intervene without right and in any way on data, information or programmes contained in one of the aforementioned systems;
 - exploit existing or alleged relations with a representative of the Public Administration in order to unduly receive or get promises of money or other financial benefit as payment for illegal mediation with the Public Administration, or pay someone that performed an operation against the office duty or also an omission or delay of an operation of the office.
- 1.5. The Company undertakes to give full and scrupulous actuation to possible requests from Public Administration, Independent Administrative Authorities or Authorities appointed to control and monitor the sectors linked with its activities.

2. Relations with providers, customers and business partners

- 2.1. The Company sets up the relations with customers, providers and partners exclusively based on criteria of trust, quality, professionalism, respect of the rules and loyal competition.
- 2.2. The choice of providers and the determination of the relating conditions of purchase are decided by the appointed corporate functions that operate on the basis of objective parameters of quality, benefit, price, ability and efficiency. In any case, the Company requires that the providers operate in compliance with the applicable law.
- 2.3. The commitments and relation management with the current or potential providers must be performed in compliance with the provisions envisaged by the Code of Ethics in the matter of prevention of conflict of interest, stated in the CHAPTER II, paragraph 13.
- 2.4. Exhaustive and accurate information on materials must be ensured to the customers, even in terms of quality profile, in order to allow informed choices. Promotion initiatives that may lead customers to a wrong perception of the materials are expressly forbidden.
- 2.5. In the relations with its customers, AURIGA ensures professionalism, availability, promptness of answer to their needs, and it undertakes not to initiate any legal or discriminatory action against them.
- 2.6. The choice of business partners falls on operators that satisfy the criteria of ethics, reliability, good reputation, credibility in the reference market and professionalism.

3. Relations with institutions and other organisations

- 3.1. The Company does not promote political parties and trade unions, nor give them, directly or indirectly, contributions of any kind, excluding contributions based on specific provisions.
- 3.2. The Company does not promote nor have relations with organisations, association or movements that pursue, directly or indirectly, purposes against the law.
- 3.3. Possible sponsorships, contributions for charity or other forms of generosity are disbursed on the basis of pure liberal spirit, in order to promote social and humanitarian activities, activities that promote and protect human rights, cultural activities, educational or school activities, activities for environmental protection, sport and free time.
- 3.4. In the assessment of the offers to adhere to, the Company verifies that there are not potential individual or corporate conflicts of interest.

CHAPTER IV – ETHICAL PRINCIPLES

1. Actuation and control

- 1.1. All Recipients must actuate and contribute to the actuation of the Code of Ethics within the limits of their competences and functions.
- 1.2. The Company undertakes to give maximum diffusion to this Code of Ethics for all the Recipients through specific communication activities.
- 1.3. The control on the respect of the provisions of the Code of Ethics is appointed to the heads of concerned departments and the Supervisory Body, established according to the Legislative Decree 231/2001.
- 1.4. For the monitoring on the status of actuation of the Code of Ethics, the Management Board uses the Supervisory Body established according to the Decree 231, that can acknowledge the Recipients' behaviour that does not respect the Principles.
- 1.5. In particular, without prejudice to the obligation to report to the Judicial Authorities if envisaged by the law, the Recipients report (even anonymously) to the Supervisory Body (or to the head of the department that refers to the aforementioned Body), possible illegal practices and/or occurred or alleged violations of the Principles that they have acknowledged in their work activity.
- 1.6. The reports are transmitted via communication channels established by the Company and described in the Model of organisation, management and control adopted by the Company according to the Decree 231. The modes of management of the report ensure confidentiality on the identity of the reporter, in compliance with the applicable provisions.
- 1.7. In any way, the reporter will not undergo repercussions (disciplinary actions, downgrading, suspension, termination etc.) nor will be discriminated in any way in the labour treatment, following the reported performed in good faith or alleged violations of the Code of Ethics.

2. Sanctioning consequences and contractual remedies

- 2.1. The respect of the rules of this Code of Ethics is an essential part of the employees' contract obligations, in accordance with and by the Art. 2104 of the Civil Code.
- 2.2. The possible violation of the provisions of the Code of Ethics may constitute non-fulfillment of the obligations of the work relationship and/or disciplinary offence, in compliance with the procedures envisaged by the law and by the applicable national collective bargaining agreement, even relating to the conservation of the work relationship, and it may lead compensation for the deriving damage.
- 2.3. The respect of the principles of the Code of Ethics is an essential part of the contractual obligations undertaken by all those who have business relations with the Company. Consequently, the possible violation of these provisions may constitute non-fulfillment of the undertaken contractual obligations, with any legal consequences relating to the termination of the contract or the appointed task, and the following compensation for damage.

3. Approval of the Code of Ethics and amendments

- 3.1. The Code of Ethics is approved by the Management Board of the Society on 05/18/2021, with immediate effect starting on this date.
- 3.2. The Code of Ethics is published on the institutional website of the Company and it is brought to the attention of the Recipients in the most suitable modes.
- 3.3. Possible amendments and/or updates of the Code will be approved by the same Administrative Body and promptly communicated to the Recipients.