

Quality policy for ESG management

Scope

This document represents Microtest Group's Quality Policy for ESG Management, detailing its key principles and responsibilities with respect to Quality, the Environment and Corporate Social Responsibility. This document should be read in conjunction with, and does not supersede, Microtest Group's Code of Ethics. This Policy also supports the underlying principles disclosed within the Supplier Code of Conduct, as relevant for Microtest Group's suppliers.

The Policy and its underlying principles, where relevant and applicable, apply to all entities controlled by Microtest Group. The Policy should not supersede any national legislative requirements.

The Policy must be distributed to all employees and published on Microtest Website upon joining the Group and annually with support from dedicated training. All employees and functions of Microtest Group must be aware of the content of this Policy and must meet its underlying objectives and commitments, ensuring compliance and effective integration.

All employees should report and flag any instances of misconduct and / or non-compliance with this Policy to their direct reports and/or through the whistleblowing system, accessible [here](#).

The Policy is subject to continuous monitoring and review, at a minimum and formally, annually. To support the implementation of the Policy, a review against the Policy's commitments and of relevant and material ESG Key Performance Indicators (KPIs) and targets will be carried out.

To achieve the goals and commitments as set out in this document, the CEO appoints the Quality Manager, Environment and Corporate Social Responsibility Manager (QMR) as the responsible owner for the implementation and application of the IMS and the representative of management into Social Performance Team (SPT) for monitoring the Social Accountancy System.

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Microtest Group ("Microtest") provides products and professional services associated to microelectronics with due focus towards customers' needs and expectations, with the aim of achieving the highest levels of customer satisfaction, whilst paying due regard to the effective management of potential impacts of its activities towards the environment and its communities.

Microtest will operate in accordance with this Policy for Quality, Environment and Corporate Social Responsibility, considering the needs of all its key stakeholders (*including but not limited to its clients*) and will aim to continuously improve the contents of the Policy in line with stakeholders' expectations and needs.

Furthermore, and accordingly, Microtest and all its employees will:

- Ensure that its customers and all other relevant stakeholders (employees, suppliers, local communities), needs and expectations are defined; converted into requirements; and fulfilled with the aim of achieving customer and stakeholder satisfaction;
- Upgrade methods and tools to the best quality attainable and to the state of the art, reducing production cycle time;
- Conform to the requirements of applicable standards and binding laws, with particular attention to environmental protection and sustainability, workplace health and safety and workers' protection;
- Commit to respect the applicable national labour legislation and the major international conventions set forth in the SA8000 standard regarding child labour, forced labour, the health and safety of workers, non-discrimination/non-harassment/humane treatment, whistle-blowing, working time, remuneration, the freedom of association and the right to collective bargaining, the collaboration, support and control of suppliers, as detailed within Microtest's Code of Ethics and Supplier Code of Conduct;
- Evaluate its suppliers and monitor their respective supplies, with reference to the quality of products and services, sourcing of materials as well as conformity with the issues of Corporate Social Responsibility, Environmental Protection and Workers' Safety;

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- Improve competency, awareness and motivation of employees via training, education and dedicated projects;
- Continuously adapt systems and processes to the most secure, modern and effective technologies aimed at reducing environmental impacts;
- Efficiently utilize the natural resources necessary for its activities, such as energy and water, promoting consumption reduction and / or reuse of products and materials;
- Commit to the efficient use of transportation to reduce the impact on environment, promoting car-pooling/car-sharing and public transportation use (where possible for the employees);
- Commit to protecting the environment and preventing pollution from the product life cycle or material used in the processes working for reducing the impact in term of climate change;
- Maintain a transparent and collaborative relationship with public bodies, private and public authorities, privileging, as far as possible, relations with the most environmentally friendly organizations;
- Maintain conformity with established management systems (for instance, for Microtest S.p.A., with ISO 9001:2015, IATF 16949:2016; ISO 14001:2015, SA8000:2014 and D.Lgs 231/2001) standards and references, for the development of an integrated management system (IMS);
- Commit to continuously improve this Quality, Environment and Corporate Social Responsibility Policy in an integrated manner and in line with the continuous improvements made to the assets and business performance.

Additionally, the President:

- Commits the company functions to achieve specific and relevant goals for Quality, Environment and Corporate Social Responsibility;
- Applies qualified, internal or external staff independent of the organization to verify the IMS;
- Commits the Group to inform its customers and stakeholders about its performance on quality, social responsibility, environmental protection and health and safety of employees;
- Commits the Group to limit as much as possible the use of hazardous or potentially hazardous substances in all its processes and activities;
- Commits the Group to reduce waste production from its own processes and activities, trying to prioritize the reuse of products and materials;
- Confirms with his signature the commitment of Management to implement and maintain the IMS described in this Manual and to achieve a path of integration of quality issues, social responsibility, environmental protection and workers' health and safety and general protection.

Date

09/05/2025

Signature of the Legal Representative


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