

DMA S.r.l., company active in the development and production of diagnostic systems for railway infrastructure, has adopted an Integrated Management System compliant with ISO 9001, ISO 14001 and ISO 45001 standards, as well as UNI/PdR 125 for gender equality. The implementation of the Information Security Management System compliant with ISO/IEC 27001 is also underway, with completion expected in 2026, in order to ensure:

- product quality, with particular attention to railway safety and stakeholder satisfaction.
- Environmental protection and pollution prevention.
- the health and safety of workers, preventing accidents and occupational diseases.

DMA bases its organizational culture on essential ethical and strategic values that represent the guiding principles for its decisions and daily activities:

- Sustainable development, innovation, responsibility and long-term vision;
- Promotion of equality, respect for diversity and individual freedoms;
- Customer focus and stakeholder satisfaction;
- Protection of the environment, health and safety at work;
- Transparent dialogue and active involvement of all stakeholders;
- Promotion of pioneering spirit and continuous staff training.

Objectives and Commitments – QUALITY

DMA S.r.l., company based on its technological specialization and strategic role in the railway sector, commits to:

- Providing products and services compliant with regulatory and contractual requirements and customer needs, aiming for excellence and customer satisfaction;
- Promoting a widespread culture of quality inspired by the values of responsibility, innovation and sustainability;
- Maintaining and improving the quality of business processes through a process-based and risk-based approach (risk-based thinking);
- Minimizing business risks through preventive actions, mitigation plans and careful management of non-conformities;
- Strengthening the protection of company data and information through the implementation of the Information Security Management System (ISO/IEC 27001) within 2026;
- Ensuring railway safety as a priority and cross-cutting objective in every operational activity;
- Pursuing continuous improvement of performance through periodic review of objectives and the enhancement of human and professional resources;
- Optimizing operational efficiency across all company areas, with particular attention to responsible resource use and supply chain sustainability;
- Selecting and managing qualified and reliable suppliers, promoting ethical and compliant behavior throughout the entire supply chain;
- Operating in compliance with legal obligations and other applicable requirements, in line with the principles of the Code of Ethics and the Integrated Policy.

Objectives and Commitments – ENVIRONMENT

DMA aims to promote a proactive environmental approach, anticipating regulatory changes and seizing opportunities for sustainable innovation related to its technological specialization in the railway sector.

The organization engages in:

- Complying with applicable environmental legislation and other compliance obligations;
- Evaluating and controlling significant environmental aspects, reducing their impacts;
- Preventing pollution and responsibly managing waste by prioritizing recovery, reuse and recycling;
- Rationalizing the use of natural and energy resources;
- Monitoring and reducing CO₂ emissions into the atmosphere;
- Limiting the use of new packaging materials, prioritizing the reuse of previously used packaging;
- Containing and reducing noise produced by equipment, decreasing exposure for workers and the external environment;
- Promoting the use of low environmental impact materials;
- Raising supplier awareness through the Sustainable Procurement Policy.

Objectives and Commitments – HEALTH AND SAFETY

DMA considers the protection of workers' health and safety a fundamental and strategic value, recognizing the individual as the core of organizational development and valuing employees as key resources. This commitment translates into concrete actions aimed to:

- Eliminating hazards and reducing risks to workers' health and safety, with the objective of preventing accidents, near misses, incidents and occupational diseases;
- Ensuring safe, healthy and comfortable workplaces, protecting the physical and psychosocial well-being of personnel;
- Providing adequate and constantly updated infrastructure, equipment and personal protective equipment (PPE);
- Clearly defining tasks, roles and responsibilities in the field of health and safety, distinguishing operational responsibilities between Management and Department Managers;
- Implementing structured activities for verification, supervision and control of the effectiveness of prevention and protection measures adopted;
- Encouraging the participation and active consultation of workers and their representatives in all decisions concerning safety;
- Implementing effective emergency plans and ensuring active cooperation with Public Authorities in critical situations;
- Ensuring continuous training, information and instruction on occupational health and safety (OHS), also extended to suppliers and subcontractors;
- Promoting awareness among all personnel and external stakeholders through clear and transparent communication of the OHS Policy;
- Integrating safety principles into the broader strategic development of the company, also in relation to its specialized technical know-how in railway diagnostics, the new governance with foreign capital (since 2022), and LEED & WELL certification projects, demonstrating a commitment to sustainable and innovative work environments.

DMA promotes the continuous improvement of the Integrated Management System, translating this principle into systematic and measurable actions aimed at increasing the effectiveness, efficiency and sustainability of its processes through:

- Independent internal audits and periodic management reviews;
- Monitoring of environmental, quality and safety performance indicators;
- Introduction of performance indicators related to information security, in line with the ISO/IEC 27001 certification process;
- Effective management of non-conformities, incidents and corrective actions;
- Evaluation of opportunities for innovation and process optimization;
- Involvement, motivation and development of human resources.

Management Commitment

Company management has an active and central role in guiding, supporting and improving the Integrated Management System, expressing its commitment with concrete actions aimed to:

- Taking full responsibility for the implementation, effectiveness and continuous improvement of the Integrated Management System;
- Promoting awareness of stakeholder requirements and the active involvement of all personnel in achieving objectives related to Quality, Environment and Occupational Health and Safety;
- Providing adequate human, technical, economic and training resources to achieve system objectives;
- Ensuring the alignment of the system with the company strategy, guaranteeing its monitoring and continuous updating;
- Gradually integrating information security management into the company strategy, in line with the future ISO/IEC 27001 certification planned for 2026;
- Ensuring the dissemination and understanding of this Policy at all levels of the organization and making it available to relevant stakeholders;

- Periodically reviewing the Policy to ensure its adequacy with respect to the context, strategic objectives and internal and external needs.

The present **Integrated Management System Policy** represents the reference framework for the implementation, maintenance and continuous improvement of the System. It is the basis on which the organization defines its strategic and operational objectives related to Quality, Environment and Occupational Health and Safety.

Strategic and operational objectives defined within the Integrated Management System are translated into **annual and measurable plans**. They are identified and updated during periodic management reviews, taking into consideration any change in the context, stakeholder needs and performance monitoring data. These objectives are communicated to the involved personnel to ensure awareness, active participation and full engagement.

The Policy is periodically reviewed to verify its continued adequacy, coherence and relevance with respect to the organizational context, risks and opportunities, as well as the company's strategic direction. In the event of significant changes, it is revised and redistributed.

This Policy is communicated and made accessible to all personnel through internal channels such as email and company notice boards, thus promoting full knowledge, understanding and sharing.

Informational meetings may be organized to support the dissemination and proper understanding of the document.

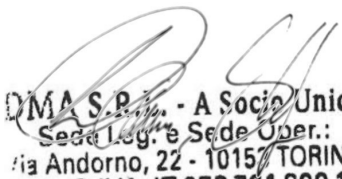
For external stakeholders, the Policy is also available upon request from the Integrated Management System Manager and can be consulted online on the company website.

Management appoints the Integrated Management System Manager (RSGI), responsible for coordinating the implementation, maintenance and improvement of the System, ensuring consistency among the different areas, promoting continuous improvement and ensuring the correct internal and external communication of this Policy.

Information security management, currently under implementation, is specifically governed by **the Information Security Policy**, which forms an integral part of the Integrated Management System.

Turin, 19.09.2025

Chief Executive Officer



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