



SUSTAINABLE PROCUREMENT POLICY

Welcome to TESISQUARE®

CONNECTING PEOPLE, TECHNOLOGY,
AND PROCESSES IN A COLLABORATION SQUARE

Review and approval

ACTION	FUNZIONE	NOME	DATA
Approved	Board of Directors		24/10/2025
Verified	Head of Legal	Alessandro Cassinelli	18/09/2025
	Head of purchasing	Virgilio Algisi	18/09/2025
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Update

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1. INTRODUCTION AND OBJECTIVES

This Sustainable Procurement Policy outlines the approach and commitment of TESISQUARE S.p.a. (hereinafter also only "TESISQUARE") to safeguard human rights, working conditions, health and safety, environmental management aspects, and business integrity throughout the supply chain.

TESISQUARE is committed to working with suppliers, vendors, agents, and contractors ("Suppliers") who share these values and commit to complying with this policy in the performance of their activities.

Therefore, TESISQUARE requires its Suppliers to ensure that their employees and parties involved in their supply chain of goods or services to TESISQUARE comply with the principles and guidelines set forth in this document.

This policy establishes, in line with the provisions of the ISO 20400 standard, the minimum standards relating to sustainability rules and requirements demanded by TESISQUARE from its Suppliers, which must be adhered to for the entire duration of the relationship between the parties. Furthermore, TESISQUARE asks its Suppliers to share the contents of this document with their collaborators, as well as to promote behaviours in compliance with this policy within the relevant production chain.

This framework reflects TESISQUARE's intention not only to improve its own sustainability performance but also to protect itself and reduce (or, where not possible, at least mitigate) the impact of risks arising from the supply chain, and in particular those related to the procurement of materials the company needs for the conduct of its business.

2. TESISQUARE'S COMMITMENT TO SUSTAINABLE PROCUREMENT AND GUIDING PRINCIPLES

TESISQUARE's mission is to operate within a framework of fair competition with honesty, integrity, fairness, and good faith, respecting the legitimate interests of shareholders, employees, customers, business partners, and local communities ("Stakeholders") with whom it interacts.

To this end, TESISQUARE has undertaken a path of strengthening and developing ESG themes, within which the adequate management of Suppliers is fundamental: an ethical and sustainable procurement is an effective means of promoting responsible values and practices throughout the entire supply chain, and allows for the creation of transparent and lasting relationships with its Suppliers, resulting in the sharing of the principles that inspire TESISQUARE.

Furthermore, through the adoption of an Organization, Management, and Control Model, as well as policies and procedures, TESISQUARE pursues and verifies regulatory compliance in certain relevant areas (labour law, human rights, crimes against individual personality, etc.) for the purposes of Italian Legislative Decree 231/2001.

To ensure effective supplier management and promote sustainable procurement, TESISQUARE is committed to:

- Avoiding negative impacts on the supply chain, both socially and environmentally.

- Reducing the environmental impact of its operational activities, prioritising the purchase of products and services that meet recognised standards.
- Identifying and evaluating ESG priorities, as TESISQUARE has completed a materiality analysis to identify the most significant impacts on its business and its Stakeholders.

These commitments are guided by several fundamental principles, which align every decision and action with the guidelines of the ISO 20400 standard, ensuring that sustainability is a central element at every stage of the procurement process.

- **Responsibility.** TESISQUARE recognises the importance of its role in promoting sustainability and, for this reason, commits to proactively managing the environmental, social, and economic impacts arising from its procurement activities, extending this responsibility to the entire supply chain. As an example, to ensure that Suppliers comply with high environmental and social standards, TESISQUARE has integrated sustainability criteria into its selection and qualification processes. This means it gives preference to Suppliers holding internationally recognised certifications (such as ISO 14001) or who demonstrate a measurable commitment to reducing their ecological impact and respecting workers' rights.
- **Transparency.** TESISQUARE believes in open and honest communication and commits to informing its Stakeholders by making its sustainable procurement policies and sustainability performance publicly available on its website (www.tesisquare.com). For this purpose, TESISQUARE also publishes its sustainability objectives within the Sustainability Report.
- **Ethical behaviour.** TESISQUARE acts with integrity, respecting human rights and national and international laws. This principle is reflected in a zero-tolerance policy towards child labour, forced labour, and any form of discrimination within the supply chain. To ensure respect for human rights, TESISQUARE includes clauses in supply contracts that require compliance with the Code of Ethics and conducts regular audits at high-risk suppliers to ensure they meet ethical standards.
- **Respect for Stakeholder Interests.** TESISQUARE considers the interests of all involved parties: employees, who play a key role; suppliers, with whom it builds long-term partnerships; customers, to whom it offers ethical products and services; and the local community. In fact, TESISQUARE actively collaborates with its strategic suppliers to co-develop more sustainable solutions, and for the community, it supports local initiatives that promote social inclusion, thereby strengthening its bond with the territory.

3. CORPORATE PRACTICES TO PROMOTE SUSTAINABILITY THROUGH SUSTAINABLE PROCUREMENT

TESISQUARE is aware that sustainable procurement constitutes a pillar of sustainability, and precisely for this reason – through the adoption of this policy – it commits to pursuing the following sustainable procurement practices:

- Purchasing goods and using services in line with international principles aimed at achieving a lower social, environmental, and economic impact of its activities, paying particular attention to the continuous renewal of company tools and assets made available to its employees.
- Ensuring the correct management and monitoring of activities related to ESG themes concerning working conditions, such as human rights, development, valorisation, and training of people.
- Prioritising the use of means that have a minimal impact on the environment, both locally and nationally, from the perspective of performing its functions and activities.
- Ensuring priority to Suppliers who have documented and implemented environmental, social, and ethical sustainability policies and practices within their organisation.
- Including sustainability criteria as part of the supplier selection and evaluation process.

The promotion of sustainability in the supply chain is also defined in this Policy with the aim of improving TESISQUARE's environmental and social impacts, including through the commitment to favour the procurement of goods and services from ethical and responsible Suppliers and in line with the commitments made and the sustainability vision adopted by TESISQUARE.

All the aforementioned practices are aimed at generating further positive impacts on corporate sustainability.

4. SUPPLIER SELECTION AND QUALITY PROCESS

TESISQUARE believes that the careful selection of Suppliers represents the fundamental requirement for creating a lasting relationship with commercial partners. Development, growth, and efficiency begin precisely in the phase of selecting the Supplier with whom to initiate collaboration.

TESISQUARE's Suppliers are selected based on a rigorous, continuous, and objective qualification process, aimed at pursuing the mission of sustainability, while simultaneously protecting the final customer and the Company's image.

The aforementioned qualification process is carried out through evaluation parameters concerning:

- Technical-productive and service capabilities.
- The ability to provide and guarantee adequate service levels.
- Financial solidity.
- Ethical behaviour.
- Commitment to sustainable development.

- The presence of certified corporate systems.
- Respect for the environment.
- Social responsibility.
- Management of health and safety in the workplace.
- The capacity for corruption prevention.

Suppliers are invited to implement the necessary mechanisms to identify, determine, and manage risks in all areas covered by this policy and to comply with all applicable legislative requirements, as well as to constantly improve the suitability, adequacy, and effectiveness of their sustainability policies through the implementation of appropriate measures.

Subject to agreement with the Supplier, TESISQUARE reserves the right to conduct audits related to the implementation of the principles set out in this document.

4.1 MANAGEMENT OF RELATIONS WITH SUPPLIERS

The guiding principle followed by TESISQUARE is to acquire the necessary goods/services with the best quality/price ratio to meet the objective of cost containment, ensuring quality and service levels adequate for customer satisfaction, while duly considering operational risks and complying with general guidelines on quality, environment, ethics, occupational health and safety, and sustainability.

It is necessary for Suppliers to assume their responsibility along the entire end-to-end supply chain, from producer to supplier to final user, and to maintain behaviour that respects the values guiding the Company ; for this reason, TESISQUARE actively involves its various partners and Suppliers in its processes.

TESISQUARE provides for differentiated contractual conditions based on the different types of supply and requires its Suppliers to sign specific contractual clauses that include compliance with obligations for the protection of health, safety, and the environment, as well as the request for delivery of documentation related to contributory, environmental, occupational health and safety, social responsibility, sustainable development, and anti-corruption aspects, where available.

5. COMMITMENT TO DISSEMINATION, IMPLEMENTATION, AND REVIEW OF THE POLICY

This policy integrates with the other policies and procedures adopted by TESISQUARE and is published on the company website www.tesisquare.com.

The Company commits to the dissemination of the principles affirmed in this policy with all its reference Stakeholders, both internal (such as employees) and external (such as Suppliers).

This policy has been formally approved by the TESISQUARE Board of Directors.

Its concrete implementation is the responsibility of the Head of the Legal Department, while the constant updating and adaptation to new regulations and best sustainability practices are entrusted to the Head of the Purchasing Department. Both managers act under the direct supervision of the CEO.

Any non-observance or non-application of this policy will lead to the application of corrective measures and, depending on the severity of the violation, may be considered a serious infringement of company rules. Consequences may include formal warnings and, in the most serious cases, disciplinary sanctions. The company also reserves the right to terminate contractual relationships with suppliers who do not comply with the principles established in this policy.

This policy will be subject to periodic review based on regulatory and legislative developments, the dissemination of new best practices, and the analysis of indications provided by the various corporate Stakeholders.