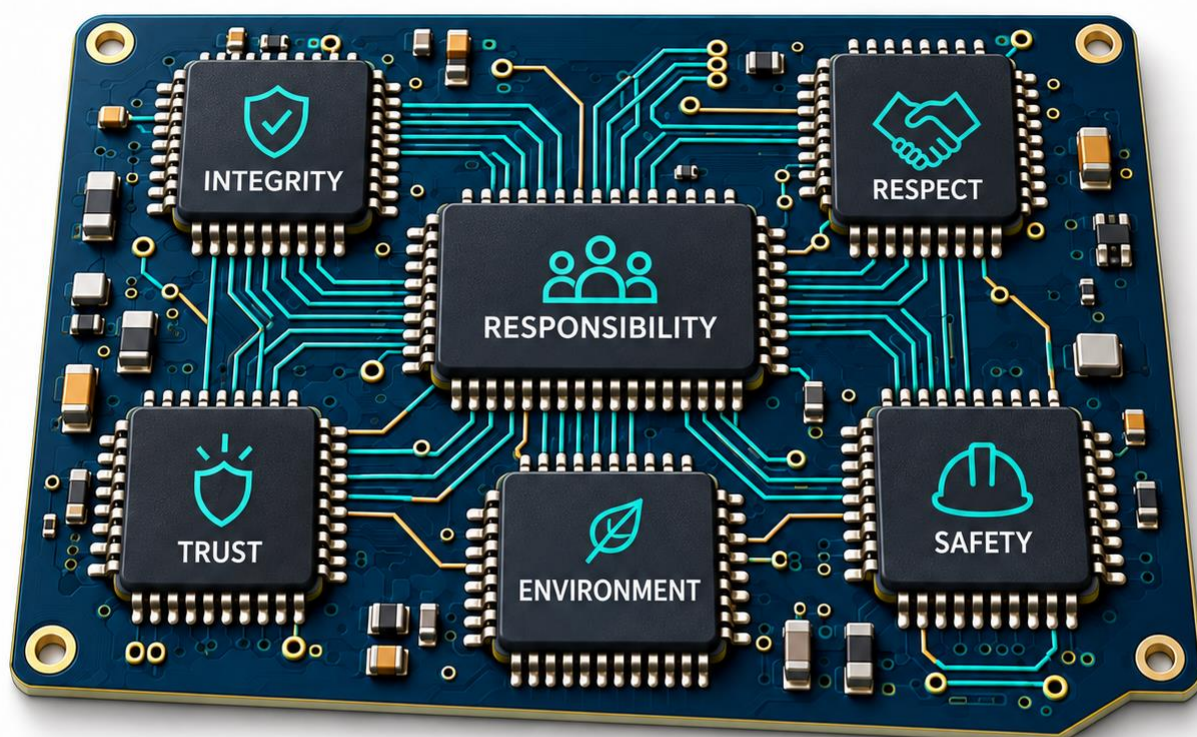




<CODE OF ETHICS/>

Our values. Embedded.

1 Purpose and scope

This Code of Ethics sets out LogicLab's values and principles of conduct in its dealings with workers, customers, suppliers, collaborators, institutions and other interested parties.

LogicLab carries out research and development of protection, control, measurement and automation systems for the electrical power and industrial sectors. Hardware, firmware and software design are at the core of the company's expertise and guide product development and the coordination of outsourced manufacturing activities.

Know-how grows through study, experimentation, practical experience and individual contributions. LogicLab encourages the development of expertise, technical discussion and the exploration of new solutions, combining initiative with rigorous verification of results. Innovation must lead to reliable products that are suitable for their intended use.

The company recognises that it operates within a complex system in which people, businesses, infrastructure, communities and the environment are interconnected. Its decisions may affect the reliability of essential services, safety, people's well-being and the use of resources. This awareness guides technological development and the company's commitment to contributing, within its role, to society's progress and environmental protection.

The Code applies to Management, employees and collaborators within their respective responsibilities. Relevant principles are communicated to suppliers, consultants and partners, who are expected to act consistently with them when carrying out assigned activities. The Code complements the Quality Policy and the Integrated Management System; company procedures, rules and other documents set out how it is applied in practice.

2 Values and Management responsibilities

LogicLab bases its activities on technical competence, quality of work, integrity and respect for people. Management promotes these values through its own conduct and business decisions, defining clear responsibilities, providing adequate resources and encouraging discussion of opportunities for improvement.

The organisation values professional autonomy, direct communication and cooperation to respond promptly to needs and support effective decisions. Everyone contributes to shared objectives by taking responsibility for their work and sharing the necessary information.

Financial and commercial objectives are pursued consistently with the quality of supplies, people's safety, environmental protection and the commitments undertaken.

3 Compliance, fairness and integrity

LogicLab conducts its activities in accordance with applicable laws and contractual commitments, guided by honesty, transparency and good faith. No business interest can justify conduct that is unlawful, misleading or contrary to this Code.

These principles are particularly relevant to participation in tenders and supplier qualification processes. LogicLab respects the rules of each procedure, fair competition and equal treatment, maintaining proper relations with public and private customers and other parties involved. Agreements or conduct intended to distort competition or improperly influence selection outcomes are not permitted.

Statements, bids and documentation must accurately represent qualifications, capabilities, certifications and the characteristics of the proposed solutions. Commitments are made after assessing the ability to meet technical requirements, deadlines and supply conditions, using the designated channels to clarify any uncertainties.

The same integrity applies to contract performance: deliverables and supporting statements must correspond to the activities actually carried out. Any deviations or required changes are communicated promptly and addressed with the customer in accordance with the agreed terms. Anyone acting for LogicLab must remain within their delegated authority and refer any concerns about proper conduct to Management.

4 Respect for people and equal opportunities

LogicLab protects human dignity and promotes a respectful workplace that welcomes open discussion. It does not tolerate discrimination, bullying, sexual harassment, intimidation or abuse of position. Respect is also required in digital communications and at external events connected with company activities.

The company recognises and respects differences and opposes discrimination based on gender, gender identity, sexual orientation, age, origin, nationality, language, culture, religious or personal beliefs, political views, trade union membership, disability, health or family, social or economic circumstances.

LogicLab promotes gender equality and is committed to eliminating unequal treatment and barriers to equal opportunities in access to employment, training, professional development, the allocation of responsibilities and remuneration.

Decisions concerning people are based on fair criteria relevant to their roles, such as competence, experience, responsibilities and results, without favouritism.

5 Employment relationships, communication and well-being

LogicLab establishes lawful employment and collaboration arrangements, with clearly defined terms and responsibilities. It promotes clear communication, taking account of linguistic and cultural differences so that everyone can understand work instructions, safety information and company rules, and seek clarification when needed.

Management encourages listening and supports physical and psychological well-being, taking work-life balance needs into account and seeking solutions compatible with the organisation of work.

Feedback on work and differences of opinion are addressed clearly and respectfully, based on facts and expected results. Everyone contributes to a positive environment through cooperation, fulfilment of commitments and awareness of the effects of their behaviour on colleagues.

6 Competence and professional responsibility

LogicLab values its people and supports their professional growth through training, mentoring and the sharing of experience. Everyone contributes actively to their own development by strengthening the knowledge required for their role and making it available to support collective work. More experienced colleagues support the learning and autonomy of others.

Working competently means carrying out activities with care, using appropriate methods and tools, and recognising one's own limitations. Difficulties and uncertainties must be addressed promptly through study and consultation with competent people.

Professional responsibility includes awareness of how one's decisions affect colleagues, customers and users. In design, experimentation and testing, everyone considers people's safety and relevant environmental aspects as part of technical assessments.

Errors are addressed openly and constructively, working together to understand their causes and implement improvements. Experience must lead to greater competence and more effective working methods.

7 Product quality and technical responsibility

LogicLab regards the reliability of its products as a responsibility towards customers and users. Design, manufacturing and release decisions are based on defined requirements and appropriate verification. Performance claims must be supported by reliable results and accompanied by clear information on operating conditions and limitations.

Specifications, test results and test reports must accurately describe the activities performed. Anomalies, corrective work and subsequent checks must be traceable; alterations or omissions intended to conceal problems or claim checks that were not performed are not permitted.

Inspection and testing tools and methods, including automated test systems, must evolve alongside products and the knowledge gained. Defects identified during development, testing or field use inform updates to verification activities so that they can be detected in subsequent supplies. The aim is to release products free from known defects that compromise conformity, reliability or safety. Automation still requires appropriate configurations and competent evaluation of results.

Commercial or delivery pressures do not justify omitting, bypassing or tampering with checks. Such conduct may compromise the systems in which the products are integrated, causing service interruptions and harm to people, property or the environment. Anomalies must be assessed and addressed before release.

8 Relations with customers, suppliers and partners

LogicLab builds relationships with customers, suppliers and partners based on trust and clear commitments. Technical and commercial information must enable informed choices; any differences are addressed through professional discussion and in accordance with agreements.

Suppliers are selected and assessed against criteria relevant to the supply, such as technical competence, quality, reliability, commercial terms and applicable environmental and safety aspects.

The company promotes a network of partners with complementary expertise, able to contribute in a coordinated way to the various stages of product development and manufacture. It encourages lasting cooperation, technical discussion and shared objectives.

Where possible, LogicLab supports the local industrial community, recognising proximity as an opportunity for more responsive cooperation and the development of local expertise, while meeting supply requirements and taking partners' competitiveness into account.

Outsourcing manufacturing activities does not remove LogicLab's responsibilities towards the customer. The company ensures that requirements are clear, documentation is available and results are verified.

9 Conflicts of interest and improper benefits

LogicLab makes decisions on the basis of competence, fairness and impartiality. Anyone acting on behalf of the company must exercise independent judgement and prevent personal interests or other relationships from interfering with professional responsibilities.

Situations that may give rise to a conflict of interest, including a potential conflict, must be communicated promptly to Management and handled transparently, safeguarding objective decision-making and the trust of the parties involved.

LogicLab bases its professional and commercial relationships on the quality of its solutions, its expertise and its reliability. It does not permit the offering, promising, requesting or acceptance of benefits intended to improperly influence decisions or obtain preferential treatment.

The same principles apply to consultants, intermediaries and partners who represent the company or act on its behalf.

10 Administrative and financial integrity

LogicLab promotes transparent and responsible administrative and financial management, in compliance with tax and contractual obligations. Resources are used appropriately and efficiently for authorised purposes.

Transactions must be properly documented and recorded so that their purpose and execution can be traced. Everyone contributes to the reliability and completeness of the information provided, including in dealings with external advisers.

Any errors or inconsistencies are reported and corrected promptly, preserving the integrity and traceability of information.

11 Relations with authorities and oversight bodies

LogicLab maintains fair, transparent and cooperative relations with public authorities, supervisory bodies, certification bodies and other oversight organisations, respecting their respective roles.

Designated personnel provide truthful, relevant and documented information and facilitate the proper conduct of audits and inspections, protecting confidentiality in accordance with applicable requirements. All conduct must respect the independent judgement of those involved and the integrity of the evidence presented.

Audit and inspection findings are addressed through professional discussion based on objective evidence. LogicLab follows through on its commitments and uses the feedback received to improve its processes.

12 Confidentiality and information protection

LogicLab protects personal, technical, commercial and organisational information belonging to the company and to third parties. Its use and sharing must serve authorised purposes and be limited to what is needed for the activities performed.

Everyone protects the data and documents entrusted to them, preventing unauthorised access, copying, transfer or disclosure. Information about individuals is handled with discretion and respect for their privacy.

Confidentiality commitments continue after the relationship ends, in accordance with applicable requirements and agreements. When the relationship ends, company documents, materials and information must be returned or handled in accordance with authorised instructions.

13 Company assets and intellectual property

LogicLab's tangible and intangible assets support operational continuity and innovation. They include equipment and infrastructure, together with know-how, designs, software and technical documentation developed through research and experience.

Everyone uses entrusted resources with care, preserving their integrity, functionality and availability. The same care is required for assets provided by customers, suppliers and partners.

In research and development, solutions and results must be documented and retained to support continuity of work and the authorised sharing of knowledge. LogicLab values individual contributions to the growth of this knowledge base.

The use of knowledge and results in collaborative work respects the agreements and rights of the parties involved. Third-party software, components and content are used in accordance with applicable licence terms, checking their provenance and conditions of use, modification and distribution, even when freely accessible.

14 Digital Tools

LogicLab promotes the use of digital tools to support research, improve processes, facilitate collaboration and make company knowledge more accessible. Digitalization should contribute to the quality of work, the traceability of activities and the reduction of repetitive tasks and duplicate documentation.

These tools are used in accordance with company authorisations and rules, protecting access credentials, personal data, know-how and information belonging to customers, suppliers and partners. Everyone uses IT resources responsibly, limiting access to and sharing of information to the needs of their assigned activities, while preserving document integrity and operational continuity.

The introduction or modification of digital tools and connections must be assessed and authorised in accordance with company procedures. Anomalies, suspicious access, data loss and potential IT security incidents must be promptly reported to DIR or RGQ so that appropriate measures can be taken.

15 Human Capital and the Responsible Integration of Artificial Intelligence

LogicLab recognises its human capital as a source of added value: people's knowledge, experience, critical thinking and sense of responsibility form the foundation of the company's activities. Artificial intelligence is a tool for developing this asset and enhancing its contribution.

Its integration builds on three fundamental elements of the organisation: competencies, functions and processes.

Competencies should grow through the use of AI. Its use should encourage learning, deeper technical understanding, comparison of solutions and the ability to address complex problems. People retain an understanding of the activities they perform and the results they use, preventing reliance on the tool from eroding their knowledge and professional autonomy.

Company functions retain their responsibilities and decision-making authority. AI supports them by reducing the burden of repetitive and secondary tasks, enabling people to devote greater attention to specialisation, design, critical assessment and activities where human input is essential.

Within processes, AI is integrated to improve the effectiveness of activities, the availability of information and the coordination of work. Any automation is assessed and authorised, maintaining human control over operations, decisions and results. Efficiency gains must be accompanied by the protection of quality, safety, confidentiality and the company's knowledge assets.

LogicLab therefore also evaluates the benefits of artificial intelligence in terms of people's development, the quality of work and the organisation's ability to preserve and expand its competencies. AI must support human capital without replacing people's role, judgement or responsibility.

16 Occupational health and safety

LogicLab considers health and safety protection an integral part of work and promotes the prevention of occupational injuries and illnesses. Everyone follows the instructions received, uses equipment and protective measures correctly, and pays attention to their own safety and that of others.

Appropriate competence and operating conditions must be ensured in laboratory, development and testing activities. Urgency does not justify exposure to uncontrolled risks or bypassing safety measures.

Hazards, incidents and near misses are reported promptly. Where a hazardous condition arises, the affected activity is suspended and those responsible are informed, without exposure to further risks.

Management encourages the consultation and participation of workers and their representatives, valuing their observations and proposals.

17 Environmental responsibility

LogicLab promotes the responsible use of resources and the reduction of the environmental impacts of its activities. Personnel follow company guidelines on resource consumption, materials, packaging and waste, and report wasteful practices or situations that may cause environmental harm.

Design and organisational decisions consider relevant environmental effects throughout the product life cycle, including opportunities to extend service life, facilitate maintenance and encourage the reuse and recovery of materials, while meeting technical and safety requirements.

The company considers climate-related factors and the protection of biodiversity and ecosystems in relation to its activities and capacity to act, involving partners in areas where it can exert influence.

Statements about environmental characteristics and benefits must be based on verifiable evidence.

18 Raising concerns and internal dialogue

LogicLab considers direct dialogue and mutual trust essential to addressing difficulties and improving working practices. Everyone is encouraged to raise questions, observations and concerns, including those relating to compliance with this Code, responsibly and with respect for others.

Management is available to listen and gives due attention to matters brought to its notice, encouraging impartial assessment and solutions appropriate to the situation. Personal or confidential matters are handled discreetly, involving only those whose participation is necessary. Anyone raising a concern in good faith must not face retaliation or adverse treatment.

Any resulting action is proportionate to the nature of the issue and is handled within existing company responsibilities and, where relevant, through the tools already provided by the Integrated Management System. Internal dialogue does not affect the ability to contact the competent authorities in accordance with applicable requirements.

19 Implementation, communication and review

Management promotes the implementation and understanding of the Code. Anyone working for LogicLab is expected to be familiar with the provisions relevant to their role and to seek clarification when in doubt.

Conduct inconsistent with the Code is assessed in light of the facts, responsibilities and seriousness of the situation. Any resulting measures are taken in accordance with applicable requirements and contractual arrangements.

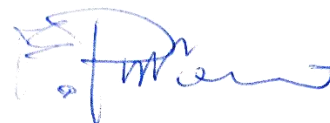
The Code is explained to personnel, made available on the company noticeboard and published on its website. Management, supported by the Quality Manager, reviews its suitability when significant changes occur or when experience indicates a need to do so.

The Code takes effect on the date of approval by Management.

Carate Brianza, 28 September 2026

Management

Dott. Fabrizio Pirovano



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