



Partnership Charter

Approved by the Board of Directors on 27.10.2025

MiCROTEC S.p.A.
Julius Durst 98
39042 Bressanone, Italy
info@microtec.com

MiCROTEC – Innovating Wood

MiCROTEC is the global technology and market leader in intelligent wood characteristics detection to maximize value & resource efficiency for the wood processing industry. With a solid foundation and a dedicated passion MiCROTEC provides world-leading wood scanning solutions - from log to final product - along with excellent service to the industry. MiCROTEC currently operates through the parent company MiCROTEC S.p.A. and its subsidiaries.

Vision

We shape the future of the wood processing industry.

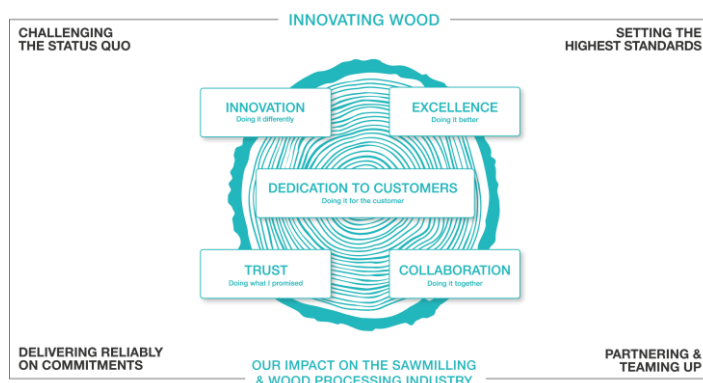
Mission

Driven by our passion, we create success and accomplishments for our customers and us, ensuring long-term growth and profitability. We constantly invest in people and solutions to earn and maintain our customers' trust.

We partner with our customers.

Values

- DEDICATION TO CUSTOMERS - DOING IT FOR THE CUSTOMER
 - o Being a protagonist in our customer's success
 - o Everyone takes responsibility for contributing to customer success.
- INNOVATION - DOING IT DIFFERENTLY
 - o Challenge the status quo - keeping MiCROTEC ahead of the game.
 - o Everyone is willing to find and propose new ways of doing things.
- EXCELLENCE - DOING IT BETTER
 - o Proud to deliver excellent work of the highest standard.
 - o Everyone aims to get better at what they do, helping others to improve.
- TRUST - DOING WHAT I PROMISED
 - o Building trust, firstly by delivering on my commitments
 - o We take commitments seriously.
- COLLABORATION - DOING IT TOGETHER
 - o Collaborate across our differences to achieve the extraordinary.
 - o No individual is smarter than all of us together.



The Partnership Charter of MiCROTEC is based on the Code of Ethics and on the Sustainability Policies adopted, documents which are understood to be entirely referred to here. The Group requires its business partners to be knowingly informed of all provisions set forth therein, as well as any other governance document made available through the corporate website or other means.

MiCROTEC Group (the “Group”, including the parent company and all subsidiaries) aims to establish business partnership based on a high level of integrity and sustainability.

Therefore, MiCROTEC expects its **suppliers** of goods and services, **contractors**, and any other **business partners**, such as **target companies**, **co-investors** in other business initiatives, **beneficiaries** of social initiatives, donations or sponsorships (each, hereinafter, a “Partner”) to be effectively and demonstrably aligned with the principles expressed in this document (hereinafter, the “Partnership Charter” or the “Charter”). This requirement concerns not only the Partner itself and the activity carried out directly by the same, but also the contractual relationships with third parties that are part of its value chain, including, as the case may be, **sub-suppliers**, **subcontractors**, **agents**, **representatives** or other **delegated third parties**.

The **Partnership Charter** is based on the **Code of Ethics** and the **Sustainability Policies** adopted, documents which are understood to be entirely referred to here. In fact, the Code of Ethics commits MiCROTEC to adopt this Charter which, in addition to current legislation, takes into account the values expressed by the Code of Ethics, the guidelines provided by the Sustainability Policies and in general all aspects necessary to create relationships based on integrity and sustainability, such as human and labor rights, health and safety, environment, animal welfare, safety and quality of products and services, business integrity and protection of privacy and intellectual property.

In line with this commitment, MiCROTEC requires, first of all, that its Partners are consciously informed of all the provisions established by the Code of Ethics, the Sustainability Policies and this Charter, as well as in any other document made available through the company website in the “Sustainability” section or other means.

Secondly, MiCROTEC reserves the right to request the Partners considered most significant to legally commit to respecting the principles expressed in the Code of Ethics, the Sustainability Policies and this Charter, through the inclusion of specific **clauses** in the contracts governing the relationship with the Partner that provide for said obligation, the remedies in the event of non-fulfilment and, when deemed necessary, also the early termination of the contractual relationship.

In any case, MiCROTEC does not intend to maintain relationships with parties who refuse or have demonstrated that they do not operate in compliance with current legislation and according to the principles expressed in the Code of Ethics and the Sustainability Policies.

Consistently, **the selection process of potential Partners also has as a prerequisite the alignment with the principles expressed here**. Subsequently, the Partners are subjected to assessments regarding their professionalism and entrepreneurial and operational structure. Furthermore, MiCROTEC periodically submits to the Partners self-assessment questionnaires regarding the alignment with the principles expressed in this Charter, which include, when relevant, also the first subsequent level in the relative value chain.

Finally, MiCROTEC reserves the right to carry out the most appropriate checks, also through documentary evidence, more detailed questionnaires and any site visits, in order to verify whether its Partners, current or potential, are aligned with the principles established in this Charter

The **Code of Ethics** lays down the fundamental principles and rules of conduct. Based on Vision, Mission and Values, they constitute a solid point of reference for sustainable success through the creation of shared value in the long term. Further guidance is provided by the various policies adopted and periodically updated, particularly the Sustainability Policies.

The **Sustainability Policies** extend and integrate the Code of Ethics. The “Guiding principles” are their cornerstone of these and are further detailed in six dedicated policies: Health and Safety, Diversity and inclusion, Environment and Resources, Energy and climate, Rights and Society, Quality and Responsibility.

The Partnership Charter of MiCROTEC is based on the Code of Ethics and on the Sustainability Policies adopted, documents which are understood to be entirely referred to here. The Group requires its business partners to be knowingly informed of all provisions set forth therein, as well as any other governance document made available through the corporate website or other means.

Human and Labour Rights

MiCROTEC expects Partners and third parties in their value chain, within the limits of their sphere of influence, to be effectively and demonstrably aligned with the following principles:

- ✓ the refusal of all forms of slavery and human trafficking;
- ✓ the refusal of all forms of forced and child labour;
- ✓ the refusal of any behaviour that constitutes physical or psychological violence, coercion, harassment, bullying or an attitude in any case attributable to bullying and harassment practices;
- ✓ the refusal of any type of sexual harassment however carried out and, regardless of the legal definitions, still considers any attitude or behaviour that could create discomfort or arouse fear in the other person as unacceptable and prohibited;
- ✓ the creation and maintenance of working relationships characterized by fairness, equality, non-discrimination, attention and respect for the dignity of the person;
- ✓ the promotion of equal opportunities, especially between genders, for any employee or candidate;
- ✓ respect for workers' rights and trade union freedoms, such as in particular the freedom of association and collective bargaining;
- ✓ the adoption of selection and evaluation processes based on criteria of merit, competence and possible and achievable objectives;
- ✓ decent working conditions, in terms of working hours, physical or mental demands, well-being and welfare;
- ✓ the recognition of fair treatment in relation to the role, commitment and results achieved and the promotion of a correct redistribution of the value created.

Health and Safety

MiCROTEC expects Partners and third parties in their value chain, within the limits of their sphere of influence, to be effectively and demonstrably aligned with the following principles:

- ✓ the creation and maintenance of a safe and healthy work environment and the adoption of adequate measures to prevent accidents and injuries to health by minimizing the causes of dangers inherent in the work environment;
- ✓ the supply to workers of adequate personal protective equipment;
- ✓ the provision of adequate information and training on health and safety in the workplace;
- ✓ the implementation of procedures and systems to manage and report accidents and occupational diseases, investigate cases and implement corrective actions to eliminate their causes;
- ✓ the availability of first aid facilities and access to necessary medical care in the event of an accident;
- ✓ the provision for all staff of toilets, changing rooms and other basic services, drinking water and, if necessary, places for rest, refreshment and health facilities, including for food storage.

The Partnership Charter of MiCROTEC is based on the Code of Ethics and on the Sustainability Policies adopted, documents which are understood to be entirely referred to here. The Group requires its business partners to be knowingly informed of all provisions set forth therein, as well as any other governance document made available through the corporate website or other means.

Environment

MiCROTEC expects Partners and third parties in their value chain, within the limits of their sphere of influence, to be effectively and demonstrably aligned with the following principles:

- ✓ the contribution to the fight against climate change, with decarbonisation initiatives aligned with the Science Based Targets initiative and climate justice principles;
- ✓ the commitment to non-deforestation and to the conservation of biodiversity and non-renewable resources;
- ✓ the effective elimination of Conflict Minerals from purchase, production and use of goods;
- ✓ the promotion of a proactive transition towards a regenerative economy, respectful of the sentient nature of animals and with a low carbon content, capable at the same time of creating social value;
- ✓ the promotion of the responsible use of natural resources, water security and the reduction of their consumption;
- ✓ the adoption of measures aimed at minimizing, mitigating and compensating the footprint generated by the activities on the environment and living species.
- ✓ the adoption of measures to prevent any harm to the environment through risk prevention programs and continuous improvement of the technologies used and management and control practices, even beyond the requirements and parameters dictated by the legislation in force;
- ✓ the adoption, in production processes or services, of the highest standards of environmental performance with an innovative approach aimed at sustainable solutions and responsible lifestyles and consumption patterns.

Integrity, Compliance and Transparency

MiCROTEC expects Partners and third parties in their value chain, within the limits of their sphere of influence, to be effectively and demonstrably aligned with the following principles:

- ✓ compliance with all laws, regulations, technical standards and authorization requirements applicable at local, national and international level;
- ✓ the adoption of anti-competitive measures, for the elimination of conflict of interest, for fair trading and marketing, for the protection of intellectual property and privacy;
- ✓ the definition of specific actions to combat corruption, embezzlement, extortion, money laundering, criminal organizations, trans-national national organized crimes and any other illegal behaviour committed;
- ✓ the provision and transparency to the public, where required and in compliance with applicable laws and regulations, of information relating to the activities carried out, the corporate structure, financial and non-financial performance;
- ✓ transparency towards stakeholders and, in particular, towards the community and the territory in which the activity is carried out;
- ✓ the non-disclosure to third parties of confidential or sensitive information relating to the activities.

The Partnership Charter of MiCROTEC is based on the Code of Ethics and on the Sustainability Policies adopted, documents which are understood to be entirely referred to here. The Group requires its business partners to be knowingly informed of all provisions set forth therein, as well as any other governance document made available through the corporate website or other means.