

CODE OF ETHICS of RF MICROTECH

RF Microtech has integrated a strong focus on ethical behavior and professionalism into its organization and operational activities, making fairness in both internal and external relationships a guiding principle for every decision and initiative.

These principles form an intangible yet essential asset for RF Microtech and have been incorporated into this Code of Ethics, with the aim of promoting their adoption and compliance by anyone who interacts professionally with the Company in any capacity. In this way, the Company ensures that quality, efficiency, and reliability are always accompanied by ethically sound behavior.

The ethical principles that guide RF Microtech are:

1. Legality
2. Respect for the physical and mental integrity of individuals
3. Prevention of fraud and corruption
4. Protection of the environment and society
5. Privacy and data protection
6. Trasparency
7. Safety monitoring and updates
8. Training
9. Gender Equality and Equal Opportunities*
10. Responsible Use of Artificial Intelligence*

1. Legality

Strict adherence to current national and international regulations is a non-negotiable condition for everyone involved in the Company's activities. Compliance with laws, regulations, internal policies, and the principles of this Code is not seen as a mere formality, but as a fundamental pillar to ensure credibility, transparency, and operational continuity.

No corporate objective — not even those aimed at the common good or economic results — can ever justify conduct that violates applicable laws or the ethical standards adopted by the Company.

2. Respect for the Physical and Mental Integrity of Individuals

RF Microtech recognizes the intrinsic value of every individual and is firmly committed to ensuring a work environment based on respect for physical and mental integrity, individual dignity, and fundamental human rights. Aware that people are the beating heart of the organization and the key to every sustainable result, the Company promotes a professional culture based on mutual trust, active listening, and the appreciation of individual skills.

In this context, RF Microtech rejects all forms of discrimination and is committed to ensuring equal opportunities for all its employees, valuing merit, skills, and dedication regardless of gender, age, sexual orientation, ethnicity, health status, religion, political beliefs, or personal circumstances. Likewise, any form of harassment or abuse — whether physical, verbal, psychological, or symbolic — is strictly prohibited. Hostile, intimidating, or degrading behavior, or any attitude that compromises individuals' freedom, well-being, or mental balance, creating an unhealthy or oppressive work environment, is not tolerated.

The Company firmly condemns all forms of forced or involuntary labor and promotes professional relationships based on free choice and informed consent. It also rigorously enforces the prevention of child labor in full compliance with national and international laws. Where very young workers are involved, the Company takes all necessary measures to ensure safe, educational, and age-appropriate working conditions.

Similarly, working hours are managed with respect for employees' physical and mental well-being, safeguarding their right to rest and to a healthy work-life balance. All employment relationships are governed by clear and transparent conditions, with fair wages and benefits aligned with the duties performed, in accordance with applicable laws and collective agreements.

Finally, RF Microtech recognizes and protects workers' rights to freedom of association and collective bargaining, encouraging open and constructive dialogue between social partners, with the belief that engagement and active participation are key tools for organizational growth and the defense of work dignity.

3. Prevent on of Fraud and Corrupt on

RF Microtech strongly condemns all forms of fraud and corruption — active or passive, direct or indirect — in any context or area, in compliance with applicable national and international regulations.

The Company prohibits any fraudulent behavior intended to deceive or circumvent rules, procedures, or contractual obligations, with the goal of gaining an unfair or unlawful advantage for oneself or others.

RF Microtech opposes all forms of corruption, whether in the public or private sectors. It is strictly forbidden to offer, promise, give, request, or accept — directly or indirectly — money, goods, favors, or any other benefit or advantage to or from third parties in order to unduly influence decisions or gain preferential treatment, undue advantages, or privileged conditions.

Regarding the practice of giving or receiving gifts, presents, or hospitality, RF Microtech permits such gestures only if they are of modest value, occasional, consistent with business customs, justified by specific occasions (e.g. holidays or celebratory events), and — most importantly — devoid of any corrupt intent or purpose that could appear inconsistent with the Company's principles of transparency, fairness, and integrity. Monetary gifts or items of disproportionate value, as well as benefits that could be perceived as means to influence professional decisions or behavior, are strictly forbidden.

4. Protect on of the Environment and Society

RF Microtech believes that protecting the environment is a fundamental and non-negotiable principle that must guide every industrial, managerial, and strategic decision. The Company sees environmental responsibility as a shared duty to be exercised through sustainable behaviors and full compliance with European and national regulations.

For this reason, RF Microtech actively promotes a corporate culture focused on environmental sustainability and invests in renewable energy solutions and efficient systems for proper waste disposal.

Everyone working at RF Microtech is expected to share this commitment, act with respect for the environment, and avoid any form of excessive environmental pollution.

5. Privacy and Data Protect on

RF Microtech believes that the protection of privacy and personal data is a core principle of responsibility and respect toward all individuals it engages with: employees, customers, suppliers, partners, and other stakeholders.

Aware of the value of entrusted data, the Company implements appropriate organizational and technical measures to ensure confidentiality, integrity, and availability, preventing unauthorized access, loss, or improper disclosure. All sensitive or confidential information is handled proportionately to the purposes for which it was collected.

RF Microtech fosters an internal culture of data protection, raising awareness among its staff and requiring the same level of commitment from all external parties processing data on the Company's behalf, so that privacy rights are safeguarded at every stage of the professional relationship.

6. Trasparency

At RF Microtech, every action and relationship is based on sharing information that is accurate, complete, consistent, relevant, and provided in a timely manner.

7. Safety Monitoring and Updates

The Company is committed to ensuring that all tools, protective equipment, and devices used comply with safety standards and are regularly monitored and updated according to applicable regulations and operational needs.

A culture of responsibility is promoted concerning the proper and conscious use of all safety equipment, supported by regular training sessions to ensure that all personnel are adequately informed and prepared. The protection of individuals' health and safety is an integral part of the commitment that Management dedicates to upholding the values that guide RF Microtech.

8. Training

The Company believes that continuous training and skills development are essential elements for fostering a responsible, safe, and aware workplace culture.

9. Gender Equality and Equal Opportunities*

RF Microtech recognizes gender equality as a fundamental value and promotes an inclusive culture based on respect, fairness, and the recognition and development of individual skills.

In line with the principles of UNI/PdR 125:2022, the company is committed to ensuring equal opportunities in recruitment, management, training, and professional development processes; promoting pay equity and equal access to positions of responsibility; supporting parenthood and work-life balance; and preventing any form of discrimination, harassment, or conduct that undermines personal dignity.

10. Responsible Use of Artificial Intelligence *

RF Microtech promotes the ethical, responsible, and informed use of Artificial Intelligence systems, in compliance with applicable laws and with the principles of transparency, security, confidentiality, data protection, and non-discrimination.

The use of such tools shall be proportionate to the professional purposes pursued and subject to appropriate human oversight. The outputs generated by Artificial Intelligence shall be critically assessed and shall under no circumstances relieve individuals of responsibility for the decisions made and the activities carried out.

* Variation with respect to previous version