Code of Ethics

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1. INTRODUCTION

WYDE S.r.l. SB (the "**Company**") has adopted and disseminates this "Code of Conduct" ("**Code**"), with the aim of making employees and collaborators aware of, and ensuring compliance with, the set of values and rules of conduct to which the Company intends to make constant reference in the conduct of its business activities, safeguarding its reputation and image in the relevant market.
The Company has always been aware that the creation and dissemination of corporate values cannot be separated from an effective respect for fundamental principles such as professional integrity, personal integrity, effective protection of health in the workplace, as well as fair competition in the market by all parties operating therein.
In this perspective, the Code is therefore a reaffirmation of the Company's guiding rules and principles, which intends thereby to strengthen the climate of trust and positive collaboration with all those who, in various capacities, are interested in the common development and dissemination of the Company's values.
It should be noted that the Italian national legal system now also recognises the legal relevance and distinguishing purpose of the adoption of ethical principles and corporate conduct standards, pursuant to Legislative Decree No. 231/2001 ("**Decree**") and its amendments and variations ("Regulation of administrative liability of legal persons, companies and associations").

This Decree has in fact introduced into our legal system a novel form of administrative liability but, in truth, with strong quasi-criminal connotations on the part of the Company, which is now called upon to respond in its own right if offences (expressly provided for by the Decree) are committed in the interest or for the benefit of the entity.

The Decree identifies a particularly burdensome sanctioning system against convicted companies: among the sanctions, in fact, is also the prohibition from contracting with the Public Administration and – in the most serious cases and in the event of recidivism – measures with irreversible consequences (judicial winding-up of the company).
The Decree also provides, however, that the Code – placed within an **effective internal organisational management and control model** – may assume a distinguishing and protective force to the benefit of the Company which, in that case, would be exempt from the aforementioned sanctions.

WYDE S.r.l. SB is particularly sensitive to the issue of respect for its own integrity and has always been aware of the importance of protecting its reputation and image.

On 06/03/2026 the Company therefore adopted this Code of Conduct.

Equally, a plan for the revision of internal organisational processes has been consistently planned and outlined, starting with those corporate functions most "exposed" to the risks of involvement in the commission of offences pursuant to Legislative Decree No. 231/2001.
This plan, in the process of progressive implementation, requires the active collaboration and contribution of everyone for its continued implementation.

In order to ensure, to the extent reasonably possible, an effective compliance with the rules reflected in this Code and in the Organisation, Management and Control Model, the Company has established an **Internal Supervisory Body,** which is supported by senior staff officers in the organisational chart of **WYDE S.r.l. SB** with supervisory and monitoring duties.

The Internal Supervisory Body is described in greater detail in the remainder of this Code (cf. chapter 8).

For all the reasons specified above, it is noted that compliance with the Code is to be considered an integral part of the contractual obligations assumed by employees pursuant to and for the purposes of Article 2104 of the Italian Civil Code.
Violation of the provisions of the Code may therefore constitute a serious breach of obligations arising from the employment contract and a source of civil liability, with all consequent personal responsibility.
Equally, the Company reserves the right to protect its interests in any competent venue against third-party collaborators (agents, consultants, suppliers) who have violated the relevant provisions of this Code addressed to them and which have been the subject of contractual agreement with the Company, both in Italy and in relevant foreign countries.

In this regard, collaboration agreements include a specific express termination clause in the event of a serious violation of the organisational procedures adopted by the Company to avoid the risk of committing offences or of the ethical principles adopted by **WYDE S.r.l. SB**

The human resources of the Company, at every hierarchical level or functional responsibility, as well as third-party collaborators (where contractually required to do so), are therefore called upon to scrupulously comply with the rules and standards of conduct contained in this Code.

This Code – in conclusion – constitutes an essential element of the Company's organisational model, together with its policies, organisational provisions and Quality system (where applicable), and offers – if adequately understood, implemented and updated – appropriate legal protection to the Company.

In essence, the Code aims to be an instrument for protecting the interests of all those who – despite having different titles, roles and functions – freely contribute to the widespread and transparent creation of corporate value, collaborating with the Company.

2. SCOPE OF APPLICATION AND RECIPIENTS

The principles and provisions of this Code are to be considered binding on the Governing Body, on the shareholders, on the individuals linked to **WYDE S.r.l. SB** by an employment relationship (hereinafter also "Employees") and on all those who, in any capacity, collaborate with the Company, by way of example and without claiming to be exhaustive, intermediaries, project workers, consultants (collectively the "Collaborators").

Furthermore, **WYDE S.r.l. SB** undertakes to require all external parties that interact with the Company (such as partners, clients, suppliers) to maintain conduct in line with the general principles of this Code as well as the Organisation, Management and Control Model pursuant to Legislative Decree 231/01, for this purpose disseminating its content and promoting awareness thereof.

3. ETHICAL PRINCIPLES

This Code of Conduct aims to make explicit and protect the ethical values recognised as fundamental by **WYDE S.r.l. SB**

3.1. Legality

All recipients of this Code are required to comply with applicable national and EU legislation. **WYDE S.r.l. SB** and its recipients condemn recourse to unlawful or otherwise improper conduct towards the community, public authorities, clients, workers, investors, suppliers and competitors, which can in no circumstances be justified for the achievement of their economic objectives.

In no case may the pursuit of the particular interest of the subscribing parties justify conduct that does not comply with the rules of conduct provided for by law, the Code or the adopted Organisational Model.

3.2. Loyalty

All activities, internal and external, shall be inspired by the utmost loyalty and integrity and all parties subject to the provisions of this Code shall operate with a sense of responsibility, in good faith and establishing correct professional and commercial relationships, in accordance with applicable regulatory requirements and the *best practices* of the market.

In no case may the pursuit of the interest of **WYDE S.r.l. SB** justify conduct that is not honest and does not comply with the provisions of law.

3.3. Transparency and completeness of information

All actions and relations with *stakeholders* and *shareholders*, as well as those between the recipients of this Code and third parties, shall be carried out ensuring correctness, completeness, accuracy, uniformity and timeliness of information, so as to enable the parties concerned to make independent and informed decisions.

3.4. Impartiality

WYDE S.r.l. SB undertakes to avoid in its relations, both internal and external, any form of discrimination based on age, gender, sexual orientation, state of health, race, nationality, political and trade union opinions and religious beliefs.

3.5. Confidentiality

The Company ensures the protection of confidentiality – in compliance with the General Data Protection Regulation (GDPR, EU Regulation 2016/679) and Legislative Decree 196/2003, as last amended by Legislative Decree 24/2023.

Confidentiality must concern information acquired or processed in connection with or on the occasion of carrying out the Company's activities and related obligations.

Every party of **WYDE S.r.l. SB** shall refrain from collecting confidential data, unless such data are necessary for the performance of the contractual service or for compliance with legal obligations. In any event, the related processing – like the processing of any information and personal data relating to natural persons – is carried out in accordance with the applicable legislation mentioned above.

Similar confidentiality is guaranteed with regard to data and information relating to legal persons, such as principals, clients, suppliers and other commercial partners.

Confidentiality is a value that **WYDE S.r.l. SB** also protects through its collaborators who are required not to use and/or disclose to unauthorised parties confidential information for purposes unrelated to the conduct of their own activities. Confidential information includes, by way of example only, technical information relating to products and procedures, corporate strategies, and financial reports.

The Company has adopted and implemented a specific Privacy Policy which identifies technical and organisational security measures that must first and foremost be applied to protect and safeguard personal data and the privacy of natural persons, but which represent an indispensable tool for ensuring the confidentiality of information relating also to legal persons.

In particular, the adoption of specific behavioural rules is required, including:

- not communicating one's own access credentials to the IT systems used by **WYDE S.r.l. SB** and complying with the internal regulations on IT security;
- avoiding unnecessary copies of confidential documents;
- avoiding displaying confidential documents in publicly accessible areas such as lifts, waiting rooms, etc.;
- not leaving confidential documents on desks or inside meeting rooms or anywhere else where unauthorised persons might view them;
- avoiding discussions that might result in the disclosure of confidential information in highly frequented places such as lifts, restaurants and means of transport;
- ensuring the protection of the confidentiality of information with regard to professional staff and support personnel such as administrative staff, couriers and cleaning personnel.

3.6. Quality

WYDE S.r.l. SB bases its activities on the satisfaction and protection of its clients, commercial partners and suppliers, listening to requests that may favour an improvement in the quality of the products and services provided.

3.7. Diligence and accuracy in contract performance

The contracts and assignments entrusted to **WYDE S.r.l. SB** are performed diligently in accordance with what the Parties have established. The Company undertakes not to exploit conditions of ignorance or incapacity of its counterparts. In existing relationships, anyone operating in the name and on behalf of **WYDE S.r.l. SB**, or with autonomy from the Company but nonetheless for activities related to it, must not take advantage of contractual gaps or unforeseen events to renegotiate the contract with the sole aim of exploiting the position of dependence or weakness in which the counterpart may find themselves.

3.8. Fair competition

WYDE S.r.l. SB considers it essential to promote fair competition, which it regards as being in its own interest as well as in the interest of all sector operators, clients and *stakeholders* in general.

To this end, it undertakes to protect the value of fair competition by refraining from collusive, predatory and abuse of dominant position behaviour.

3.9. Workplace safety

WYDE S.r.l. SB undertakes to protect safety and health in the workplace by implementing the provisions of Legislative Decree 81/08 and considers respect for workers' rights to be fundamental in the conduct of its economic activities.

WYDE S.r.l. SB adopts all the necessary tools to prevent the commission of intentional and negligent offences while, at the same time, preparing adequate defensive measures in the event of unlawful conduct occurring within the Company.

Every employee or collaborator of **WYDE S.r.l. SB** must engage in conduct that does not endanger their own or others' safety.

In the event of concern about the state of safety, the individual is required to notify their superior or the safety consultant or the Governing Body.

It is prohibited for every collaborator of **WYDE S.r.l. SB**, to use machinery or tools for which they do not have the required expertise.

WYDE S.r.l. SB must ensure that all operational machinery is correctly functioning and has the required safety certifications.

3.10 Environmental protection

All personnel of **WYDE S.r.l. SB** are required to respect the environment, adopting all precautions prescribed both by internal policy and by personal good judgement.

All collaborators of **WYDE S.r.l. SB**, in the performance of their duties, are required to comply with the necessary prescriptions aimed at preventing the atmospheric and noise pollution that their work could generate.

WYDE S.r.l. SB, among the various ecologically compatible options, undertakes to adopt the one that proves technically far-sighted, in consideration of the rights of future generations, within the limits of the economic sustainability of the related costs, and undertakes also to minimise the environmental impact of its services.

The operational choices of the company will be implemented in compliance with the specific applicable regulations and taking into account environmental issues.

4. CONDUCT IN BUSINESS MANAGEMENT

4.1. General principles

The individual and collective conduct of the recipients of this Code, in the conclusion of any transaction, must be realised in full compliance with applicable laws and the ethical values of **WYDE S.r.l. SB**

This Code of Conduct is an integral part of the same system of operational and behavioural rules set out below, which must be complied with:

- Organisational Model pursuant to Legislative Decree 231;
- Organisational procedures.

In professional and commercial relations and relationships, fraudulent practices and conduct, acts of corruption and favouritism are prohibited.

The Governing Body, Employees and Collaborators must ensure that every business decision is taken in the interest of the Company, in line with the principles of sound corporate and entrepreneurial management of the Company itself. They must, therefore, avoid all situations in which a conflict of interest between personal or family economic activities and the roles held may arise, such as to interfere with or undermine the ability to make decisions in an impartial and objective manner. They also avoid abusing their position to gain undue advantages for themselves or for others.

In commercial transactions, particular care is required in the receipt and spending of coins, banknotes, credit instruments and values in general, in order to avoid the risk of introducing counterfeit or altered values into the market.

The use of cash is limited to the strictly necessary.

4.2. Relations with clients and principals

WYDE S.r.l. SB bases the excellence of its products and services on attention to clients and principals, and on the willingness to meet their requests. The objective pursued is to guarantee an immediate, qualified and competent response to the needs of clients and principals, guiding its conduct by correctness, courtesy and collaboration.

In the context of relations with clients and principals, the Governing Body, Employees and Collaborators of the Company are required to:

- develop and maintain favourable and lasting relationships;
- not discriminate against clients and principals nor seek to unduly exploit positions of strength to their disadvantage;
- operate in compliance with applicable regulations;
- always respect the commitments and obligations assumed towards them;
- provide accurate, truthful and complete information so as to enable the contractual counterpart to make an informed decision;
- adhere to truth in advertising and other communications;
- not disparage competitors.

In particular, contracts with clients / principals must be formalised in a written agreement.

4.3. Relations with suppliers

WYDE S.r.l. SB undertakes to select its suppliers based on objective assessments of competence, competitiveness, quality and price, in order to pursue a procurement policy aimed at achieving maximum competitive advantage and equal opportunity for every supplier.

In relations with suppliers, the Governing Body, Employees and Collaborators of the Company shall be required to:

- establish efficient, transparent and collaborative relationships, maintaining an open and frank dialogue in line with the commercial customs of the sector;
- obtain the collaboration of suppliers in constantly ensuring a favourable quality/cost ratio;
- apply the contractually agreed conditions;
- require suppliers to comply with the principles set out in the Code of Ethics;
- operate in compliance with applicable regulations, demanding their punctual and consistent observance.

4.4. Relations with external collaborators

The Governing Body, Employees and other Collaborators of **WYDE S.r.l. SB** are required, in their relations with External Collaborators, as defined in the General Part of the Organisational Model, to:

- carefully assess the opportunity to engage the services of External Collaborators, selecting highly qualified counterparts;
- establish efficient, transparent and collaborative relationships;
- obtain the cooperation of External Collaborators in ensuring a favourable ratio between quality and cost of the service;
- require compliance with the contractually agreed conditions;
- require Collaborators to comply with the principles of this Code of Ethics and the procedures set out in the Model adopted pursuant to Legislative Decree 231/01, including a specific provision to this effect in the relevant contracts;

- operate within the framework of applicable legislation and require its punctual observance.

5. RELATIONS WITH THE PUBLIC ADMINISTRATION

The concept of Public Administration includes all those parties that may be so qualified under applicable legislation. By way of example only and without claiming to be exhaustive, this concept includes public officials understood as bodies, representatives, agents, members, directors, employees, consultants and persons entrusted with public functions or services, of public institutions, of public administrations, of regulatory and supervisory authorities, of public bodies at international, national and local level, as well as private entities entrusted with public services, concessionaires of public works or public services and in general private parties subject to public law.

Relations with the Public Administration must be conducted solely and exclusively by the corporate functions authorised to do so and must be inspired by principles of diligence, transparency and honesty.

L'Organo Amministrativo, i Dipendenti ed i Collaboratori di **WYDE S.r.l. SB** must maintain conduct inspired by the utmost correctness and integrity in relations with employees and representatives of public bodies, political forces and trade unions. In particular, it is not permitted to offer money or gifts to managers, officials or employees of the Public Administration or to their relatives, unless these are gifts or benefits of modest value made occasionally in the context of normal courtesy relations.

Equally, the Governing Body, Employees and Collaborators of **WYDE S.r.l. SB** are prohibited from offering or accepting any object, service, performance or favour of value in order to obtain more favourable treatment in relation to any dealings with the Public Administration.

In the event of participation in public service tenders called by the Public Administration, operations must be conducted in compliance with applicable legislation and correct commercial practice.
Where **WYDE S.r.l. SB** avails itself, for this purpose, of a third party or, in any event, of an external collaborator, such party shall be subject to the same provisions applicable to the Company's employees. The Company may not be represented by a third party where that party is in a situation of conflict of interest.

There is an express prohibition both on all corporate representatives directly, and on External Collaborators by means of specific contractual clauses, from:

1. engaging in conduct such as to constitute the offences against the Public Administration considered above (Articles 24 and 25 of the Decree);

2. engaging in conduct that, while not constituting in itself an offence falling among those considered above, could potentially become such;

3. creating any situation of conflict of interest with the Public Administration in relation to the aforementioned criminal offences.

In the context of the aforementioned conduct, it is in particular prohibited to:

a. make cash disbursements to public officials;

b. distribute gifts beyond what is provided for by company practice (that is, pursuant to the Code of Ethics, any form of gift offered or received, exceeding normal commercial or courtesy practices, or in any event aimed at obtaining preferential treatment in the conduct of any business activity).
   In particular, any form of gift to Italian and foreign public officials (even in those countries where the giving of gifts is a widespread practice), or to their family members, that may influence their independence of judgement or induce them to ensure any advantage for the company, is prohibited. Permitted gifts are always characterised by their modest value or because they are aimed at promoting initiatives of an artistic nature (for example, the distribution of art books), or the brand image of the company. Gifts offered – except those of modest value – must be adequately documented to allow the required checks;

c. granting other advantages of any kind (promises of employment, etc.) in favour of representatives of the Public Administration that could produce the same consequences as those provided for in the preceding point b);

d. providing services to Partners that cannot be adequately justified in the context of the association established with those Partners;

e. recognising remuneration to External Collaborators that cannot be adequately justified in relation to the type of assignment to be carried out and prevailing local practices;

f. making false statements to national or EU public bodies in order to obtain public grants, contributions or subsidised financing;

g. using amounts received from national or EU public bodies by way of grants, contributions or financing for purposes other than those for which they were intended.

For the purposes of implementing the conduct referred to above:

1. relations with the Public Administration in relation to the aforementioned risk activity areas must be managed in a unified manner, appointing a specific person responsible for each transaction or set of transactions (in the event of particular repetitiveness thereof) carried out in the risk activity areas;

2. association agreements with Partners must be defined in writing, highlighting all the conditions of the agreement itself – in particular with regard to the economic conditions agreed for joint participation in the procedure – and must be proposed or verified or approved by at least two parties belonging to **WYDE S.r.l. SB**;

3. assignments conferred on External Collaborators must also be drawn up in writing, indicating the agreed remuneration, and must be proposed or verified or approved by at least two parties belonging to **WYDE S.r.l. SB**;

4. no type of payment may be made in cash or in kind;

5. declarations made to national or EU public bodies for the purpose of obtaining grants, contributions or financing must contain only absolutely truthful information and, in the event of obtaining the same, a specific report must be issued;

6. those who perform a supervisory and oversight function with respect to obligations related to the conduct of the aforementioned activities (payment of invoices, use of financing obtained from the State or EU bodies, etc.) must pay particular attention to the implementation of those obligations and immediately report to the internal control body any irregular situations.

6. HUMAN RESOURCES MANAGEMENT

WYDE S.r.l. SB bases its policies on the selection, remuneration and training of Employees on criteria of professionalism, competence and merit. The Company rejects any form of discrimination or favouritism aimed at facilitating recruitment or the award of assignments.

Equally, the Governing Body, Employees and Collaborators must act and conduct themselves with impartiality, avoiding any disparity of treatment and working to maintain an internal climate that respects the dignity and personality of the individual.

WYDE S.r.l. SB promotes equal opportunities in the selection of employees and agents/collaborators/brokers, under the responsibility of the Directors, through recourse to objective assessments of the professional and psycho-attitudinal profiles of candidates.

7. ADMINISTRATIVE AND ACCOUNTING MANAGEMENT

WYDE S.r.l. SB operates in compliance with applicable legal and regulatory provisions governing the preparation of financial statements and the preparation of mandatory administrative and accounting documentation.

Information must be truthful, accurate, complete and clear so as to ensure transparency in accounting registration activities, guaranteeing shareholders and third parties a clear picture of the economic, financial and equity situation of the Company.

To this end, the documentation of elementary facts, to be recorded in the accounts in support of the registration, must be complete, clear, truthful, accurate and valid and must be filed for all appropriate verification. The related accounting entry must completely, clearly, truthfully, accurately and validly reflect what is described in the supporting documentation. In the case of balance sheet items based on valuations, the related entry must be made in compliance with criteria of reasonableness and prudence, clearly illustrating in the related documentation the criteria that led to the determination of the value of the asset.

Anyone who becomes aware of possible omissions, falsifications, or irregularities in the keeping of accounts and basic documentation, or in any event of violations of the principles established by the Code of Ethics, is required to promptly report them to the Internal Supervisory Body referred to in the following point 8.

All corporate functions are required to provide maximum cooperation for the correct and timely recording of management facts in the company's accounts.

8. IMPLEMENTATION RULES AND FINAL PROVISIONS

The efficiency and effectiveness of the internal supervisory system are a prerequisite for the conduct of business activities in accordance with the rules and principles of this Code.
All recipients of the Code are, therefore, called upon to guarantee its effective operation.
To this end **WYDE S.r.l. SB** undertakes to adopt specific procedures, instructions and/or regulations, aimed at ensuring the concrete observance of the provisions of the Code, also establishing the criteria for the appointment of the members of the Internal Supervisory Body pursuant to Article 6(b) of Legislative Decree 231/01, to which supervisory and sanctioning powers shall be attributed.

In particular, the **Internal Supervisory Body (O.d.V.)**:

- monitors the functioning and observance of the Organisational Model, intervening where appropriate to suggest modifications and/or additions;
- constitutes a reference point both for the Company's employees who wish to contact it to report unlawful conduct, and for parties who have not complied with the provisions of the Organisational and Management Model;
- coordinates with the Company's management regarding the conduct of disciplinary proceedings, in order to assess the adoption of any disciplinary sanctions.

The operational conditions for achieving the maximum effectiveness of action of the Internal Supervisory Body concern:

- the unrestricted access to relevant corporate information without hierarchical constraints that could affect its independence of judgement, including in relation to the Company's senior management;
- the obligation of information, on the part of any corporate function, upon the occurrence of events or circumstances that may be of relevance for supervisory purposes.

9.1. General principles

The effectiveness of the Code of Ethics is also linked to the adequacy of the sanctioning system.

Sanctions shall be proportionate to the severity of the infraction, the intensity of the mental element in terms of negligence or intent, and any repetition of the infraction.

Recidivism will also be taken into account for the purposes of imposing any expulsive sanction.

The establishment of good faith in engaging in conduct constituting incorrect application of the principles and rules established by the Code may constitute grounds for exemption or mitigation.

Such sanctions will be preliminarily ascertained through the pre-investigation activities conducted by the Supervisory Body. The latter will report to the employer who, in their prudent judgement, having taken into account all the circumstances of the specific case, will impose the disciplinary sanction deemed most appropriate.

9.2. Measures against subordinate employees subject to national collective labour agreements (CCNL) for the sector

Subordinate employees are subject to the disciplinary sanctions provided for by the CCNL, in compliance with the procedures provided for by Article 7 of the Workers' Statute.

In application of the general principles indicated above, violation of the provisions of the Code may result in the application of the following sanctions:

a. verbal reprimand;
b. written warning;
c. fine not exceeding three hours of hourly pay calculated on the minimum contractual rate;
d. suspension from work and pay for up to a maximum of three days;
e. dismissal pursuant to Art. 238 CCNL

In application of the general principles indicated above, violation of the provisions of the Code may result for managers in the application of DISMISSAL pursuant to Article 2118 of the Civil Code (justified dismissal, with notice) or pursuant to Article 2119 of the Civil Code (summary dismissal for just cause).

The contestation of infractions is carried out by the Governing Body; disciplinary proceedings and the imposition of sanctions fall, within the limits of competence, within the remit of the parties to whom the Company management confers the relevant powers.

9.3. Measures against the governing body

In order to set a clear example of expected conduct, the Governing Body, at the time of appointment and/or upon receipt of a copy of the Model, sign the declaration of knowledge and agreement with its content, including with regard to the disciplinary provisions contained therein, with a commitment to compliance therewith.

As the maximum sanction, the convening of the Shareholders' Meeting for the revocation of the appointment and/or an action for liability is provided for, without prejudice, in any event, to the right to compensation for damages caused to the Company.

9.4. Measures against consultants and suppliers

Violation of the provisions of the Code by Consultants or Suppliers shall require, for the corporate functions that have dealings with them, the obligation to activate all contractual and legal instruments available for the protection of the company's rights, including, where applicable, termination of the contract and compensation for damages.

10. DISSEMINATION OF THE CODE

10.1 Distribution to employees

In order to enable all employees to become acquainted with the content of the Code, a digital copy of the Code will be published on the company website.

The date from which the Code enters into force must be specified, noting that failure to comply with the rules set out therein gives rise to the application of the disciplinary sanctions specified in the preceding chapter.

For the purposes of the effectiveness of this Code, it is the Company's objective to ensure, both for existing staff and for those who will be recruited, correct knowledge of the rules of conduct contained therein.

It is the duty of the Supervisory Body to promote awareness of the Code among employees, including through the distribution of circulars and the scheduling of information meetings.

10.2 Information to "parties" other than employees

All "Parties" other than employees shall be informed of the adoption of the Code by **WYDE S.r.l. SB.**

The communication must be evidenced in writing (e.g. exchange of e-mails).

It is the duty of the Supervisory Body to promote awareness of the Code among external parties of the Company, who may contact the O.d.V. in the event of doubts and the need for clarification.

11. MONITORING AND UPDATING OF THE CODE

WYDE S.r.l. SB undertakes to refine and/or update the provisions of this Code of Ethics also in relation to changes in the corporate structure, the business activities carried out and the market.

To this end, any proposed amendments put forward by *stakeholders* will be subject to prior review by the Supervisory Body, which will issue a non-binding opinion to the parties competent to approve the amendments.