

INTEGRATED MANAGEMENT SYSTEM POLICY

REVISIONS TABLE

Rev.	Date	Description	Author	Checked by	Approved by	Published by
02	29.05.24	Update "History" - "Vision, Mission and Values Identity"	AD	IQA	AD	IQA
01	24.10.23	Update "Strategic Directions" – see Management Review Oct. 2023	AD	IQA	AD	IQA
00	07.10.22	Issue	AD	MSC	AD	IQA

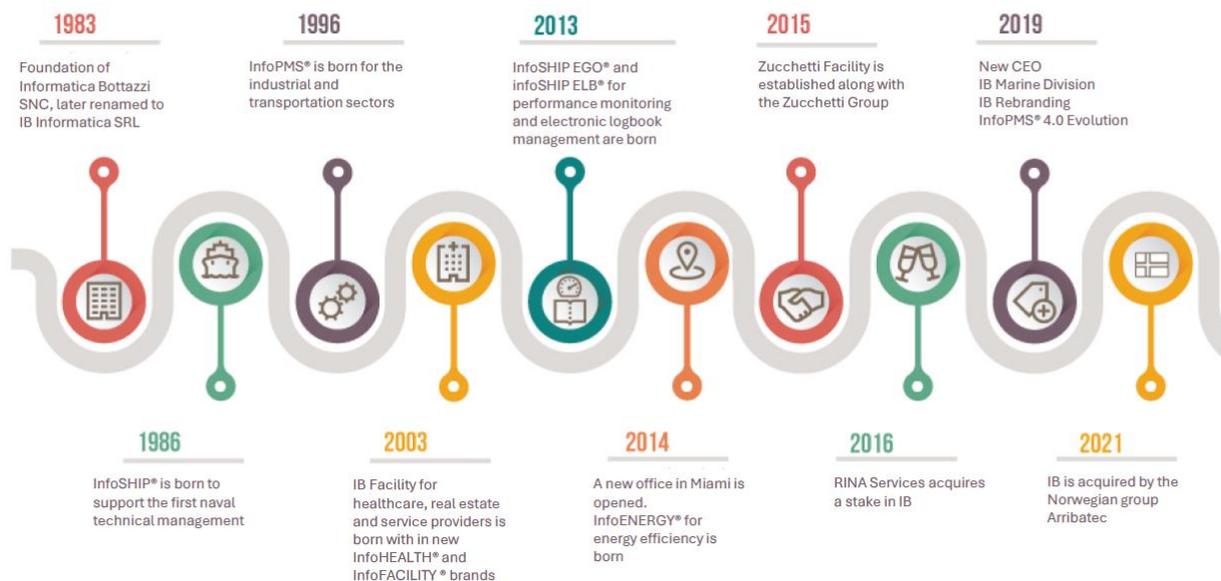
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HISTORY

IB Srl is a company with a rich history in the IT industry. Founded in 1983 as a System Integrator (Informatica di M. Bottazzi & C. SNC), the company has been involved in software design, development, and implementation for Enterprise Asset Management (EAM) since 1986.

Later, it transformed into IB Informatica Srl, specializing in analysis, software development, and system consulting for the marine sector. The company's focus began in the Italian Marine sector, expanding in the mid-1990s to the industrial sector and then to the utility world. By the early 2000s, IB Informatica had become one of the most established industry specialists in the country.

The most important milestones in the company's history are as follows:



In 2019, IB Srl underwent a rebranding journey. The company is now a software specialist focused on the maritime industry. They provide technology and professional services to help clients with their digital transformation. This includes maximizing return on assets, increasing operational control, and achieving a competitive advantage.

In 2021, IB Srl was acquired by the Arribatec Group, a Norwegian company listed on the Oslo Stock Exchange. The acquisition reinforces IB's commitment to continuous improvement.

Since 1998, IB has been certified to UNI EN ISO 9001 quality standards for both software development and customer service. They further extended their commitment to excellence in 2017 by obtaining ISO 27001 certification for information security. The new ownership by Arribatec Group confirms their support for these certifications and continuous improvement efforts.

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VISION, MISSION AND VALUE IDENTITIY

Our Vision is to simplify complex environments to become more understandable for the customer. This empowers them to make informed decisions and achieve their business goals with confidence.

Our Mission We take full responsibility for your system landscape, providing modern, flexible, and comprehensive software solutions. Our team of experts acts as your single point of contact, ensuring seamless IT delivery. This frees you to focus on what matters most - running your business.

Our Values complement those of the Arribatec Group; *they* are summarized by the acronym **RISE:**

- Responsibility: ***we take responsibility***
- Integrity: ***we act with integrity***
- Service orientation: ***we are service minded***
- Empowering: ***we empower those around us*** (internal resources, customers, partners).

By living these values, IB fosters:

- ***Employee Well-being: A focus on quality work and environment attracts and retains top talent.***
- ***Customer Trust: Transparency and clear communication ensure high-quality services, safety, and continuity. Responsible contract management extends this trust to suppliers.***
- ***Collaborative Advantage: Partnering with like-minded companies creates a network of shared expertise and fosters ongoing learning.***

IB's commitment to "doing business sustainably" empowers all stakeholders.

THE STRATEGIC DIRECTIONS

This is how the Company is committed to focus its efforts to pursue its Strategic Vision in the short to medium term, dividing Sales resources by market type (cruise on the one hand and cargo on the other), both in the new market and in the existing fleet:

New market:

- The focus is and will be on the cruise market, primarily, and the cargo market in general, with medium-sized companies as the primary target.
- Geographic area: primary focus is on Europe and US, with expansion to other geographic areas

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through indirect sales.

Customers:

- Infoship: focus is on maintaining the fleet. Migration to EVO platform is underway, with a switch from the old Client/Server (C/S) application to Asset or by first providing new modules (QHSE) and maintaining the old C/S, only on customers who to date are unwilling and/or unable to migrate.
- AMOS: sale of various services. Possibility of selling new custom modules or migrating from AMOS to EVO.

The timeframe is currently set in 2024 - 2025, but subject to adjustments related to competition, market trend and geo-political situation.

IB'S COMMITMENT TO QUALITY AND INFORMATION SECURITY

The company, together with the pursuit of these fundamental objectives to ensure its development, is committed to:

- Support, disseminate and make the Integrated System Policy understandable to all company personnel by distributing relevant system documentation to company functions promoting appropriate training and communication actions through existing company tools.
- Disseminating to the outside world (customers / suppliers / partners) the Integrated System Policy through its publication in the appropriate section on its website.
- Optimize its organizational structure and processes in order to facilitate the application of the Policy and the pursuit of the objectives of the company's Integrated Management System.
- Assign to Process Owners and other stakeholders, consistent with the principle of distributed leadership, objectives related to the company's Integrated Management System, which are then subject to review and evaluation as part of the annual monitoring process.
- Identify security measures to “counter,” “prevent,” “deter,” “detect,” “mitigate,” “restore,” or “correct” threats that may affect corporate information systems.
- Enforce information security principles to customers and suppliers who are in any way involved in the processing of information that falls within the scope of the ISMS.
- Fulfill the obligations to comply with the General Data Protection Regulation (GDPR) and to adhere to the data protection principles, to establish the general responsibilities of the Data Controller, and to put in place appropriate and effective measures to be compliant with the GDPR as detailed in the reference documentation.
- Establish the Data Controller's overall responsibility for Personal Data Protection for any data processing it carries out directly or that others carry out on its behalf.
- Provide periodic evaluation of the relevance of the Policy as well as verification of its

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implementation during internal audits.

- Embrace and implement the principle of Risk Based Thinking through the implementation and periodic updating of Risk Assessment on all business processes.
- Better understand internal and external dynamics through the analysis of the context in which IB is set, as well as periodically mapping and listening to its stakeholders, not only the End Customer, to include their needs within the company's policies and strategies.
- Conduct systematic review of the suitability of the contents of the Integrated Management System, for the purpose of continuous improvement of the System.
- Be compliant with all mandatory requirements related to the relevant industry, the requirements of ISO 9001 and ISO 27001, committing to the exceeding of compliance obligations.

In addition, IB ensures:

- The development of a register of processing activities.
- The data protection impact assessment, where applicable.
- The implementation of appropriate technical and organizational measures designed to ensure data security.

and IB commits to data protection principles to ensure that all data are, among other things:

- Processed by ensuring accountability and the principles of privacy by design and by default.
- Processed in a lawful, fair and transparent manner.
- Collected for specified, explicit and legitimate purposes and processed in a way not incompatible with those purposes.
- Adequate, relevant and not redundant.
- Accurate and kept up to date.
- Not kept longer than necessary.
- Processed in accordance with the data subject's rights.
- Safe.
- Not transferred abroad without adequate protection.

It is believed that supporting and pursuing the IMS Policy enables IB to achieve its goals and pursue continuous improvement, and at the same time allows other stakeholders (customers, suppliers) to enjoy the positive effects that result.

IB is committed to arranging the necessary resources for the management of the Integrated Management System in line with the Company's Policy and objectives, guarantees all personnel maximum availability for the implementation of this Policy, and entrusts the various figures in the Company with the tasks of implementing, managing and monitoring the efficiency of the IMS.