

INTEGRATED QUALITY, SOCIAL RESPONSIBILITY AND SUSTAINABILITY POLICY

1. Introduction and Management Commitment

UGS considers quality, customer satisfaction, social responsibility, sustainability and continuous improvement to be fundamental elements of its corporate strategy. Management is committed to developing, maintaining and improving a Management System consistent with the applicable requirements of ISO 9001 and IATF 16949, as well as customer-specific requirements, applicable legal and regulatory obligations and other requirements subscribed to by the organization.

2. Customer Focus and Continuous Improvement

Customer satisfaction is a priority for the organization. Continuous improvement is a fundamental principle of the corporate culture. Management defines and periodically reviews objectives consistent with this Policy.

3. People, Skills and Quality Culture

Management promotes a culture in which every person is aware of their contribution to product quality and customer satisfaction.

4. Health and Safety

The company considers the protection of people's health and safety to be a fundamental value.

5. Social Responsibility and Respect for Human Rights

UGS operates in accordance with the principles of social responsibility and fundamental human rights. The company promotes working conditions that respect human dignity and encourages conduct based on fairness, integrity and responsibility.

6. Environmental Responsibility

The organization recognizes the need to reduce the environmental impacts arising from its activities.

7. Ethics, Integrity and Transparency

The company conducts its activities according to the principles of legality, fairness, transparency, integrity, confidentiality and responsibility. Conduct aimed at obtaining unlawful advantages or advantages contrary to company principles is prohibited.

8. Communication and Awareness

This Policy is communicated to people working on behalf of the organization so that it is understood and applied in the performance of their activities. Management promotes awareness that quality, product safety, social responsibility and sustainability are shared responsibilities at all levels of the organization.

9. Management Commitment

UGS Management is committed to ensuring the resources necessary to implement this Policy and to promoting a corporate culture. All people working for the organization are called upon to contribute, according to their role and responsibilities, to achieving the defined objectives.

**" Customer satisfaction
is our success "**