

## Quality and environment policy

### The values of Satisloh Italy

- **Integrity & Respect** → An inclusive, respectful working environment is the foundation of our organization.
- **Entrepreneurial Spirit** → Proactivity, adaptability, personal initiative and ownership are at the heart of our actions.
- **Passion** → Our passion creates a winning culture and is the fuel that drives our organization forward.
- **Solution Orientation** → Our customers are at the center of our business and the reason for our success.
- **Ambition** → Being outstanding is our commitment to best-in-class products and exceptional services.
- **Protect the environment** → reduce negative impacts of our activities optimizing the positives in order to protect natural resources.
- **Thinking sustainably** → reduce energy consumption and waste production, introduce technological innovations to reduce the impact

Satisloh Italy S.r.l. adopts an integrated system for quality and environmental management that aims to achieve the following objectives: satisfaction of stakeholders; compliance with laws; compliance with contractual regulations, design and production of safe and easy-to-use products, continuous improvement of business processes and environmental performance.

In this regard, the **Four Pillars** for Quality Management have been made official

- **Customer focus:** We listen to, understand and respond to our customers' needs. We build long lasting, trusted partnerships. We are solution-oriented and greatly value delivering on our promises.
- **Continuous improvement:** We plan, execute, measure and adjust. We continuously innovate our products and services. We learn from past mistakes/setbacks and see obstacles as opportunities.
- **Knowledge & awareness:** We are curious and open-minded; and keen to adapt to new situations. We continuously learn about quality and take an active role in shaping our Quality DNA. We follow internal policies and procedures and hold each other accountable.
- **Customer focus ownership:** We go the extra mile. We count on each other as we can only be successful as a team. We understand how each individual's contribution supports our mission.

The quality and environment management system adopted is conform with the international standard UNI EN ISO 9001 2015 e UNI EN ISO 14001 2015 and cover the following scope: **Design and construction of systems and secondary for the surface treatment of optical substrates via thin film deposition.**

By signing this document, Company's Management is committed to support and implement all actions necessary to achieve the above objectives. Annually we will perform an internal audit to check the compliance with this policy and actions implemented.

Settimo Milanese, April 9 2024  
Luca Cavadini – Managing director of Satisloh Italy Srl