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|  molemab we shape your world | | COMPANY QUALITY POLICY | | | 30/05/17 |
| MODULE NO. | REV. | DATE | DRAFTED | APPROVED | ARCHIVED |
| Q-007 | 02 | 30/11/23 | UGQ - AD | AD | UGQ |

The corporate policy of Molemab S.p.A. intends to protect the safety and health of its staff and the people living in the area near its production facilities, as well as safeguarding the environment in general. Furthermore, Molemab S.p.A. strives to produce products that comply with the product standards relating to the "Safety requirements for bonded abrasives" (EN12413) and the "Safety requirements for superabrasive products" (EN13236).

The protection of man and the environment must be the object of real attention, both in the fields of research and production.

The safety policy is expressed, developed and verified with annual plans. Executive responsibility for the safety policy is entrusted to the CEO and to all staff.

Ultimately our corporate MISSION is based on the following essential principles:

- **CUSTOMER SATISFACTION:** the Company must understand the present and future needs of its Customers, satisfy their requirements and aim to exceed their expectations.
- **PRODUCT AND SERVICE QUALITY:** the improvement of internal and external performance must be a permanent objective.
- **PRODUCT SAFETY:** the control of the safety parameters of our products is a primary point of our policy.
- **FLEXIBILITY IN SEIZING NEW OPPORTUNITIES:** must be the spur that projects us towards the future.
- **CONTINUOUS COST OPTIMIZATION:** without affecting the three previous principles, this is the condition for remaining top players of the market.
- **ENVIRONMENTAL SUSTAINABILITY:** the use of alternative energies and the reduction of emissions into the atmosphere is a focal point of the company, with a view to respecting the environment and the territory in which molemab is located

Furthermore, each employee must contribute to its realization through:

a- the improvement of one's own professionalism and that of any subordinates through continuous and verified training processes. Managers must create and maintain an environment that fully engages all staff.

b- critical and responsible participation in corporate problem-solving processes. People at all levels constitute a fundamental resource; through their full involvement the growth of the organization develops.

c- the belief that quality is the sum of: quality of staff - quality of product - quality of service.

d- open communication among the company departments involved. Collaboration based on the analysis of data and information must help identify, understand and manage process issues and contribute to the effectiveness and efficiency of the organization.

e- the analytical and structured survey of company performance of: personnel (professionalism, reliability, performance) – product (quality, productivity, efficiency) – service (compliance with orders and delivery times).

f- the care and cleanliness of the environment and work tools: having a tidy and clean environment helps to create a more peaceful atmosphere and reduces the likelihood of errors and/or accidents occurring.

Ome, Novembre 2023

L'ALTA DIREZIONE