

## Quality Policy

CIBAS S.r.l. is the parent company of CIBAS Group, a multinational group specializing in the design, manufacture and marketing of permanent magnets and magnetic devices.

CIBAS S.r.l. is particularly involved in research and development of innovative products, design of new products on behalf of customers, management of business relationships with customers, sales and supply chain, from procurement to delivery to customers.

CIBAS S.r.l. caters to the global market and spans several industries: automotive, home appliances (white goods), industrial, hardware, home automation, IOT products, medical devices, and any industry that produces products with permanent magnets and/or magnetic devices.

### Our **Mission**:

*we are strongly focused on developing increasingly innovative magnetic products that are environmentally, safety and people friendly.*

### Our **founding principles** and **core values** are:

*experience - knowledge - passion - innovation - research and development - quality - reliability - punctuality  
professional ethics - loyalty - ethics - respect for the environment*

### Top Management has set the following **macro-objectives**:

- To present itself to the market as a company with high competence and a high degree of flexibility in customizing products for customers
- Create synergistic relationships with customers and suppliers for research and development of innovative products.
- Minimize the impact on the environment related to the life cycle of products made on Cibas design.
- Provide employees and contractors with a suitable, safe and motivating work environment.
- Continuously improve the satisfaction and trust of customers and all stakeholders.
- To continuously improve the quality management system, the products and services provided, even in the face of changes in the economic, social and political environment.

### The **tools** that Top Management intends to use to achieve these goals are:

- Setting specific annual goals that contribute to the achievement of the macro goals.
- Involvement of people who work with and in CIBAS and support for the effective participation of all people in the company's management system to achieve the set goals.
- Enhancement of the company's know-how and professionalism, promotion of training paths for skills growth
- Consideration of professional expectations
- Maintenance of ethical behavior and compliance with applicable laws and regulations.

This Policy must be made available to all interested internal and external stakeholders in order to give transparency to the strategic objectives of CIBAS Srl.

Milan, September 15, 2022

CEO  
Riccardo Chiappa