

1. EGGTRONIC QUALITY POLICY

2. Mission and Vision

1. Mission

Innovative Technologies for a better World

2. Vision

To improve people's life and help the environment with innovative Power Electronics technologies.

3. Strategy 2023

Develop semiconductors and products based on Eggtronic's proprietary power conversion and wireless power architectures.

Eggtronic's technologies are able to downsize electronic devices, reduce carbon footprint, add cutting-edge features and achieve best-in-class performance - by attracting the most important customers worldwide, the impact of Eggtronic's green technology is potentially massive.

4. Goal

Our goal is to be a unicorn, which means a privately held startup company valued at over \$1 billion, in the field of Power Electronics - and the first unicorn present in Italy.

5. Core values

Top management within Eggtronic Engineering Spa establishes, undertakes to implement and keep updated and applicable this Quality Policy, expressing the fundamental traits of the entrepreneurial formula through:

- INNOVATION
- IMPACT
- EXCELLENCE

Eggtronic's Core Values through the continuous improvement of Quality Management System are focused on the whole product portfolio including: semiconductors and products based on Eggtronic's proprietary power conversion and wireless power architectures.

6. Explanation of the core values

Quality Policy defines the following guidelines completely embracing Eggtronic Core Values:

1. INNOVATION

We believe in innovation as the successful implementation of new ideas.

- We innovate thanks to SCIENCE and TECHNOLOGY, the building blocks for long-term GROWTH.
- We encourage CREATIVITY, as the ability to generate new ideas and combine them with existing things.
- Our creativity is stimulated by CURIOSITY, the desire to continuously learn and have an extensive multidisciplinary knowledge.
- We believe CRITICAL THINKING is crucial to ask ourselves if we are just following a habit, or if there is a better way to think or to do something.
- COURAGE is fundamental to overcome our limits, to get out of the comfort zone, and to change the status quo.
- PASSION and OPTIMISM are our driving forces to turn dreams into reality.

2. IMPACT

We aim to have a strong and positive impact on the world, both for society and the environment.

- We develop technologies and products that help the ENVIRONMENT by increasing the SUSTAINABILITY of human activities.
- We know we are PROFITABLE because we play a WIN-WIN game.
- We THINK BIG since the best ideas are useful only when adopted by a large number of people.
- SPEED is fundamental to achieve relevant results so nothing can slow us down.
- WOW! This is what we want to hear when we explain what we do, so a broader audience will quickly adopt our products.
- We want to be PRAGMATIC. We FOCUS on PRIORITIES adopting the 80-20 PARETO RULE and the EISENHOWER MATRIX, in order to be EFFECTIVE AND EFFICIENT.

3. EXCELLENCE

Launching new ideas on the market and building a new company is complicated, outstanding capabilities are key to our success.

- We **WORK HARD** to continuously improve our **HARD SKILLS**
- **DEEP KNOWLEDGE** to understand and solve complicated problems
- **WIDE KNOWLEDGE** to be creative and connect the dots
- **PRACTICE** and **PERSEVERANCE** to achieve great results (approximately 10 years of dedication, or 10.000 hours of effort)
- To be excellent persons, outstanding **ETHICS** is needed
- **TEAM** is way more powerful than single persons alone.
- **DIVERSITY** is the basis to be a great team, made of people with multiple cultures, capabilities and points of view.
- **INCLUSIVITY, UNDERSTANDING, EMPATHY** and **RESPECT** are fundamental to let a diverse team cooperate effectively.
- Each of us has blind spots and weak points: we recognize this with **HUMILITY** and we cooperate with **COMPLEMENTARY** people.
- We look for **TRANSPARENCY** and **HONEST FEEDBACK** in order to improve ourselves. We use failures and mistakes to learn and improve.
- We search for **VALID OPINIONS**, coming from **SUCCESSFUL** people. To be successful means to have several great results in a specific activity, and be able to give a clear explanation of the process.
- We always listen to successful inexperienced talents with **INTEREST**, because they may have great new points of view, not biased by the experience.
- We **HIRE, SELECT** and **INVEST** only in the **BEST PEOPLE**, with a **MERITOCRATIC** approach.
- We are **DEMANDING** with ourselves and with our team, because good is not enough.

7. Quality Policy: commitment and communication

Eggtronic Engineering Spa is continuously improving the quality Management System to realize the challenging Quality objectives and totally embracing Eggtronic Core Values.

Eggtronic Engineering Spa Management defines quality objectives at least annually as a tool for the continuous improvement of its quality management system.

Eggtronic Engineering Spa Management is strongly committed in ensuring that Quality Policy is adequately *communicated, understood, shared* and *applied* by collaborators whose activities can impact the ability of Eggtronic Engineering Spa to regularly release compliant products and services to its customers.

This Quality Policy is made available to relevant interested parties both upon request, for public consultation on the company official board and for direct consultation from the company website www.eggtronic.com or www.einova.com

Modena (MO), June 21st, 2023

Eggtronic Engineering Spa
Igor Spinella

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8. Reason for Revision

Revision	Approval Date	Description of Change
00	June 01 st 2022	First release on July 25 th 2021. Update in template MOD D1 with integration of Business Strategy 2022.
01	June 21 st 2023	Update to comply Eggtronic strategy in 2023.

9. Approvals

First Name	Last Name	Function	Responsibility	Date
Sabatina	Carlone	Quality	Author	June 21 st 2023
Igor	Spinella	CEO	Reviewer and Approver	June 23 rd 2023