

Corporate Policy

1. Vision

Bruker Alicona is the best solution in production measurement technology.

2. Mission

We ensure quality and environmental requirements and enable further developments in production technologies for our customers.

Goals

- We are accelerating the evolution of optical metrology.
- Our goal is for optical metrology to become the preferred measurement solution for quality assurance in laboratories and production. We will then be the supplier of choice worldwide.
- We want to continuously improve and advance optical measurement technology through our products and measures. We expand application possibilities, increase user benefits and enhance the industrial suitability of optical processes.
- The products we manufacture enable the development and production of environmentally friendly products through their use.
- Through constant, sustainable and strong growth over the following years, we aim to develop into a global leader in optical 3D metrology.

3. Corporate values: What do we stand for?

- In all areas of activity, we are guided by the principle of sustainability, the holistic consideration of economic success, protection of the environment and safeguarding the interests of employees and society.
- We rely on competent employees who have a strong inner drive to deliver high quality with constant innovation in all areas of the company.
- We expect our employees to recognize and make use of their opportunities.
- We are constantly innovative.
- We are concerned with quality and verifiable precision.
- The quality of our market presence is just as important to us as the quality of our products.
- We implement the Group's compliance guidelines (Code of Conduct).
- We fulfill all legal requirements and international regulations, in particular regarding
 - Child labor and young workers
 - Wages and social benefits
 - Working hours
 - Modern slavery
 - Freedom of association and collective bargaining
 - Non-discrimination and harassment
 - Environmentand expect the same from our partners.

- We are committed to the environment and strive to constantly improve and maintain environmental conditions.

The primary objective of our Corporate Policy is to supply our customers with products and services that meet or exceed their requirements and expectations.

We focus on the requirements, wishes and needs of our customers. They are the ultimate benchmark for the quality of our products and services.

A management system in accordance with EN ISO 9001:2015 and EN ISO 14001:2015 in the latest version has been introduced in our company to achieve our objectives. By observing the following principles, customer orientation should be guaranteed at all times.

- We are concerned with quality, the environment and verifiable precision. We focus on the maximum achievable quality. Demonstrable precision is our top priority.
- Thanks to ongoing market analysis, we know the requirements and expectations of our customers and can react flexibly and quickly to market changes.
- Our deliveries arrive safely and punctually to the customer in a properly packaged condition. Agreed deadlines are adhered to.
- We only need and want as much organization as is necessary to achieve our corporate goals. In order to achieve our goals, we need strong personal responsibility from our employees and their willingness to constantly work on improvements. All employees are called upon to continuously improve the quality of their work. We follow the principle of "quality before quantity".
- All employees contribute to the realization of our quality and environmental goals. They are aware of their responsibility to achieve the quality and environmental objectives and report any deviations to their line manager immediately if they are unable to rectify them themselves.
- We work according to the zero-error principle. In all activities, all necessary measures are taken to reduce error rates to almost zero. With regard to error prevention, we follow the principle that not only the errors themselves, but above all the causes of errors must be eliminated. Reducing costs and increasing productivity while maintaining a consistently high level of quality can only be achieved if all work is carried out correctly from the outset.
- The quality of our products also depends on the quality of the purchased parts. We strive for mutually beneficial supplier relationships based on partnership. Our suppliers are contractually obliged to fulfill and demonstrate compliance with environmental requirements. We carry out regular supplier audits and assessments and support our suppliers in pursuing our common quality and environmental goals.
- The top management quality officer is responsible for ensuring that the performance of the MM system is maintained and adapted to changing customer requirements through continuous improvement.

- He must promote identification with the MM system within the company. To fulfill his tasks, he receives the support of the management and all employees in the company.
- Alicona is committed to the highest ethical and compliance standards for itself and its employees. • We respect human rights, support the equal treatment of all people, provide a safe and healthy working environment for our employees, protect the environment, have appropriate management systems in place and conduct our business in an ethically responsible manner and expect the same from our partners.

The Corporate Policy of our company is to be realized through the principles described. The Corporate Policy serves all employees as a binding guideline for quality-conscious, environmentally aware, customer-oriented and responsible action.