

OPERATIONAL POLICY



Pioneering Micro- and Nanophotonics

Nanocomp is a global forerunner in innovative micro- and nanophotonics and a desired cooperation partner. Nanocomp's production is based on self-developed reel-to-reel technology (R2R). The most important applications for Nanocomp products are display illumination applications.

Nanocomp's company values form the basis for its success and provide a competitive advantage. The company values are:

- ✓ Flexible and determined operations
- ✓ Customer-first mindset from start to finish
- ✓ Forerunner
- ✓ Well-being and competent staff

Meeting customer needs and expectations is part of the daily work of Nanocomp personnel. Nanocomp's offering to customers in international markets is strengthened through cooperation and partnerships with companies in various fields.

Development is based on continuous improvement in every function and process, which are monitored and guided by numerous KPIs. Personnel competence is continuously monitored. Employees are continuously developed and encouraged to participate in training, actively seek new information, and innovate. This ensures that personnel remain competitive and motivated.

To develop the working community, performance discussions, personnel meetings, work satisfaction surveys, risk assessments, and initiative activities are carried out regularly. To improve occupational health and safety and reduce work-related risks, an EHS team has been appointed, including representatives from each personnel group.

Nanocomp is committed to operating in a sustainable manner and complying with all environmental, health, and safety-related regulations and stakeholder requirements. The company sets annual EHS targets and takes actions to improve operations and reduce environmental impacts.

Our main objectives:

- ✓ Improve customer satisfaction and build long-term customer relationships
- ✓ Achieve global company growth
- ✓ Promote personnel well-being and knowledge development
- ✓ Continuously improve safe and healthy working conditions
- ✓ Continuously monitor and reduce environmental impacts
- ✓ Comply with EHS requirements from all stakeholders
- ✓ Use only emission-free energy (target: 100% by 2030)
- ✓ Continuously reduce Nanocomp's carbon footprint (target: net zero carbon by 2040), contributing to the fight against climate change

