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## OPERATIONAL POLICY

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

Nanocomp company values are the basis for company's success and bringing advantage in competition. Company values are:

- Flexible and efficient
- Customer satisfaction
- Pioneering
- Well being and competent personnel

Following the customer needs and expectations are part of daily actions of the Nanocomp personnel. Nanocomp offering to customers at international markets are strengthened by co-operation and partnership with the companies in different fields.

Development is based on Continuous improvement in each function and process, which are followed and guided by numerous KPIs. It is our goal to grow and improve our operations globally and serve our customer by securing improving customer satisfaction and long term customer relations.

Personnel competitiveness is followed continuously. Personnel is being continuously developed and encouraged for participating the trainings, actively looking for new information and innovating. Thus it is ensured that personnel is competitive and motivated. For developing the working community, developing discussions, personnel meetings, work satisfaction surveys, risk evaluations and initiative activities are committed regularly. For improving work health and safety and reducing the work related risks, there is EHS team nominated for the company including representatives from each personnel group.

Nanocomp is committed to comply with all the environment, health and safety related regulatories and requirements from each company's stakeholder. Nanocomp sets yearly EHS targets and takes actions to improve its operations.

Our main objectives:

- Improving of customer satisfaction
- Company growth globally
- Personnel well being and improving of knowledge
- Continuous improving of safe and healthy working conditions
- Continuous following and improving of environmental effects
- Comply with EHS requirements from each stakeholder

