

# Integrated Management System Policy

## Quality · Health & safety · Environment · Sustainability

Variosystems' purpose is to be the most trusted and sustainable electronics services partner worldwide. Guided by our four strategic focus areas - customer satisfaction - value-based culture - operations excellence - sustainable growth, we aim to create long-term value for our customers, employees, partners, and society while ensuring safe, efficient, and responsible operations across all our locations.

To achieve this, Variosystems operates a globally harmonized Integrated Management System (IMS) that combines our commitments to quality, product safety, occupational health & safety, environmental protection, and sustainability. The IMS applies to all business activities and all Variosystems sites worldwide and forms the foundation for how we plan, operate, and continuously improve.

### Customer focus, compliance, and reliability

We are committed to consistently meeting and exceeding customer expectations as well as statutory, regulatory, and industry-specific requirements. This includes requirements for highly regulated industries such as medical technology, aerospace, and ATEX-regulated applications. Product and service conformity, safety, and reliability are essential to everything we do.

### Process excellence and continuous improvement

We apply a process-based and risk-oriented approach to manage our activities effectively. By identifying risks and opportunities early, monitoring performance, preventing non-conformities, and learning from experience, we continuously improve our processes, customer satisfaction, and overall business performance. Continuous improvement is a shared responsibility and a key driver of sustainable growth and investment.

### Health & safety

The health and safety of our employees and partners is a top priority. We are committed to providing safe and healthy working conditions at all Variosystems locations. Through clear standards, appropriate training, and the right tools, we actively prevent injuries and occupational illnesses and foster a culture in which safe behavior is encouraged, expected, and continuously improved.

### Environmental protection

We take responsibility for minimizing our environmental impact. Our commitment includes waste reduction, recycling, pollution prevention, energy efficiency, resource conservation, and the continuous improvement of our environmental performance throughout our operations and value chain.

### Sustainability and collaboration

Sustainability is an integral part of our decision-making and a shared responsibility. We work closely with customers, suppliers, and employees to promote responsible practices and long-term value creation. By making conscious and forward-looking choices today, we contribute to a more sustainable future for generations to come.

Our Integrated Management System enables Variosystems to deliver excellence, safety, and sustainability, today and in the future and supports our ambition to remain the most trusted and sustainable electronics services partner worldwide.

Stephan Sonderegger, CEO



Josipa Maršanić, Head of Quality & ESG

