



ISO9001-EN9100

Quality Policy

Space for Your Need

This Quality Policy outlines the strategies set forth by the Management of **RF Microtech S.r.l.** and serves as the reference for the definition and review of quality objectives.

Thanks to its recognized expertise, the Company can be considered one of the leading players in the Italian supply chain for Aerospace and Radiofrequency technologies. Therefore, it aims to strengthen its presence in the national and international landscape, becoming a hub for innovative ideas and products. The Company's **VISION** is encapsulated in the claim originally accompanying its logo: *Innovation and Technology at Your Service*.

Since its inception, RF Microtech has defined its **MISSION** as the application of cutting-edge microwave technologies to create or enhance products—both proprietary and third-party—whether niche (high value-added) or mass-market. At the same time, it seeks to foster a supportive and growth-oriented work environment, where everyone has the opportunity to grow both personally and professionally and fully express their potential. The Company's focus on the needs of Clients, Collaborators, and the surrounding environment is reflected in its renewed claim: *Space for Your Need*.

RF Microtech believes that achieving its mission requires grounding its actions in the following values:

- A firm belief that corporate research should aim at improving microwave technologies for both proprietary and third-party products. In fact, the sale of technologies and products generates profit for the company and shared value for society;
- A natural inclination toward research, fostering collaboration with Universities and Research Institutions;
- Trust in the creativity and initiative of individuals and workgroups, ensuring, when possible, time for free experimentation aligned with the company's broader goals;
- Rejection of the development of technologies that are clearly intended for harm against human beings;
- A belief that a portion of the company's profit should be used to improve the work environment, safety, and well-being of employees, as well as the social environment in which the company operates;
- Respect for the principle of reciprocity between customers and suppliers, ensuring and demanding a quality, ethical, and sustainable supply chain;
- A relationship of trust with employees, built through work methods and economic recognition aimed at improving interpersonal relationships, strengthening skills, reducing stress, and promoting a stimulating work environment;
- Openness to the international market, while committing to achieving this goal through the development of local supply chains that support the regional context in which the company operates.

RF Microtech is therefore aware that recognition of this role and the achievement of its mission objectives necessarily depend on:

- The delivery of high-quality products and services;
- The competence, preparation, and professionalism of its personnel;
- Commitment and focus on continuous improvement of its organization;
- Attention to the needs and expectations of all stakeholders;
- Collaboration with Universities and the local community;

- The establishment of a Quality Management System that ensures full availability of infrastructure and qualified resources, capable of supporting sustainable resource management, and committing to pollution reduction both in terms of emissions and waste disposal;
- The implementation of a sustainability policy focused on raising awareness about human rights, anti-corruption, and protection of the environment and society. This policy is based on values such as conducting business activities in accordance with the highest ethical standards and enhancing human capital to ensure a safe and inclusive work environment.
- Promote gender equality and inclusion in business processes, stakeholder needs assessments, the design and delivery of products and services, and the selection of employees, collaborators, and suppliers, contributing to the development of an equitable, sustainable, and responsible organizational culture

The implementation of the Quality Management System, in accordance with ISO 9001 and EN9100 standards, provides RF Microtech with guidance and motivation to achieve the following specific objectives:

1) CUSTOMER SATISFACTION, through:

- Timely, effective, and efficient identification of customers' explicit and implicit needs, by delivering products and services that comply with mandatory and applicable customer requirements;
- Offering products and services that meet customer expectations, are reliable, cutting-edge, and seamlessly integrated with the most innovative technologies on the market;
- Fulfilling fulfilment of the commitments undertaken, that is, the absolute compliance with contractual deadlines and applicable regulatory requirements, which consequently ensures the satisfaction of product requirements;
- Timely and thorough analysis and resolution of any customer complaints.

2) IMPROVEMENT OF INTERNAL ORGANIZATION, through:

- Compliance with the requirements defined in the Quality Management System;
- Involvement, participation, and awareness of all RF Microtech collaborators regarding company results and the importance of customer satisfaction;
- Use of competent, qualified, and reliable suppliers;
- Pursuit of continuous process improvement, through the application, development, and periodic review of programs and objectives defined by the Quality System;
- Implementation of specific projects to develop a work environment oriented toward excellence, both in terms of facilities management and interpersonal relationships;
- Implementation of all actions required to ensure workplace safety, prevention of cyber threats, and protection of data related to all parties involved in business operations.

This Policy is systematically reviewed at least once a year, during the Management Review, to ensure it remains aligned with company objectives and any changes in regulations or market conditions. It is communicated at all organizational levels through dedicated meetings.

Perugia, 20/08/2026

RF Microtech SRL
The CEO and CTO

