



QUALITY POLICY INCA General Management Declaration

Revi n°8 - 09/01/2026

INCA SPA GNRAL MANAGEMENT DECLARATION

The Management of INCA SPA is inspired by the international standard UNI EN ISO 9001:2015 in the development and implementation of its Quality Management System and is committed to consistently applying the principles set out in this "Quality Policy" within its organization.

The Management of INCA SPA places at the centre of its interests the high quality level of its organization, made up of People, Processes, and Products aimed at understanding and consistently meeting the expectations of Customers and all interested parties. The professionalism and well-being of its employees, as well as the sustainability of its business and compliance with applicable legal requirements, are integral parts of INCA SPA.

Management is committed to identifying, analysing, and addressing Risks that may affect the conformity and quality of products and services, to monitoring the context in which it operates, and to assessing Opportunities that arise either as such or as a result of risk analysis, in order to continuously increase Customer and stakeholder satisfaction, provide high-quality products, and ensure the required service level.

Management considers it essential that internal personnel are aware of the importance of their contribution to the effectiveness of the Quality Management System and of the implications arising from any non-conformities with requirements. In a spirit of mutual collaboration, Management is willing to listen to and consider any suggestions that may contribute to the qualitative improvement of the Management System.

Customers purchase our products for various reasons, but primarily because over the years they have become synonymous with quality, completeness of range, and reliability. When designing and manufacturing our products, we undertake a commitment to sustainability, reduction of environmental impacts, and, more generally, to improving the health and safety conditions of our workers.

In compliance with INCA SPA's Guiding Principles and Professional Code of Conduct, Management is firmly committed to disseminating this Quality Policy and promoting a Culture of Quality at all levels of the organization, with an approach focused on the Continuous Improvement of Products and internal Processes.

Management believes in the value of sharing and properly understanding the objectives planned within the organization, so that they are embraced by everyone and each individual contributes to their achievement. Management promotes and encourages collaboration with Workers' Organizations, Employers' Associations, Supervisory Authorities, and third-party representatives.

The achievement of Quality, Environment, Health, and Safety objectives is developed along the following main lines of action:

- analysing its context, defining relevant internal and external factors and risks that may influence the results expected by Customers and interested parties;
- understanding the needs and expectations (implicit and explicit) of Customers and interested parties and, accordingly, developing and improving products and services;
- maintaining a safe working environment by managing all activities with a preventive approach aimed at avoiding occupational diseases, accidents, and injuries;
- minimizing environmental impacts by implementing pollution prevention programs, waste reduction initiatives, and natural resource conservation measures;
- selecting, whenever possible, increasingly eco-friendly raw materials;
- being ECOSMART: INCA SPA is committed to laying the foundations for sustainable business growth by placing environment, health, safety, and employee well-being at the core of its activities;
- operating with a Management System designed to define commitments, identify responsibilities, set objectives, and monitor progress;
- providing adequate training to Resources and actively involving every collaborator (workers and their representatives), encouraging a proactive approach to achieving objectives;
- enhancing, improving, and continuously monitoring the skills and capabilities of internal personnel and suppliers;
- committing to a process of continuous improvement.

Management also undertakes to define and review, during the Management Review, this document, the processes, and the objectives of the Management System, as well as to monitor the achievement of such objectives through periodic analysis of business performance and qualitative development.

This Policy will be made available to all interested parties using the most appropriate communication channels and sharing criteria (notice boards, training/information sessions, etc.), and the results achieved during the continuous improvement process will be communicated to Workers through the available communication channels.

Date: 09/01/2026

General Management