

QUALITY, HEALTH, SAFETY AND ENVIRONMENT POLICY

This policy is designed to guide Ixys in overseeing tasks relating to initiative participants, customers, partners, and the environment, in a reassuring way. This will contribute to achieve the desired quality in our deliveries, as well as a healthy and safe workplace for all employees.

QUALITY

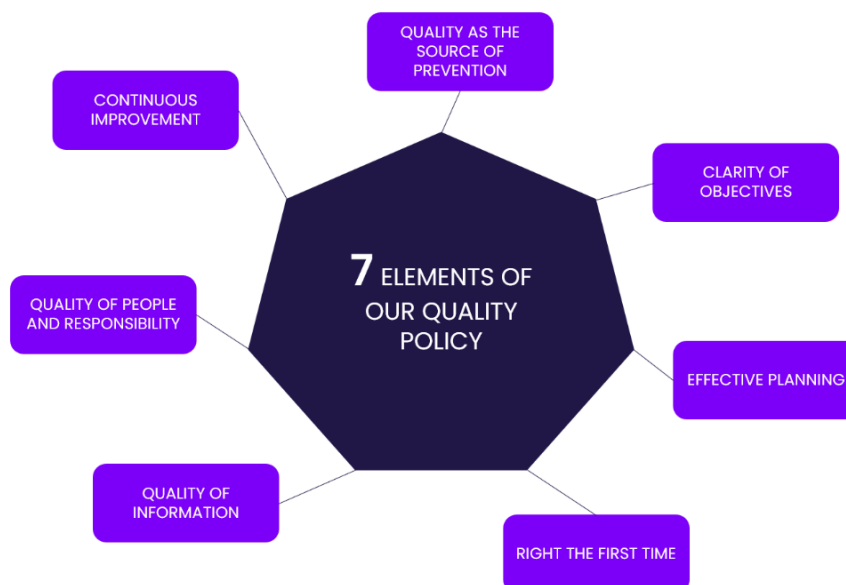
Ixys commit to fulfil requirements in line with relevant standards, laws, and authority requirements, as well as continuously improve our quality management system.

Our customers are to always experience the quality of our products and services in accordance with their requirements and expectations. We shall be marked-oriented and offer our customers efficient and environmentally friendly solutions.

Reliable, Creative, Technological and Personal – our core values, shall form the basis of a good corporate culture, create excitement, and ensure quality in all stages of our practices.

The best solution for our customers is created by our in-depth knowledge and expertise. We shall be the preferred partner, with high professional competence and good business ethics.

Our quality policy defines our mission to achieve and maintain an excellent level of quality in all our activities and is based on these 7 elements:





HSE

Ixys is committed to provide a healthy and safe work environment for all employees. Our commitment is based on the belief that accidents can be prevented by working systematically with our HSE management system. The goal is to identify HSE risks arising from our activities and implement corrective measures that will reduce the risk of an unwanted event.

At Ixys, no task or activity shall be prioritized over **health, environment or safety**. The workday at Ixys will be marked by an environment that promotes health and safety, built on foundations of openness and trust.

We shall achieve this through visible management commitment, implementation of systematic internal control measures, risk evaluations and measures to continuously identify and reduce health hazards and environmental risks.

Health, environment, and safety shall be integrated in all planning and implementation of our activities to achieve a good HSE culture in the company. All employees must show and exercise caution in their work. Our goal is to have **ZERO** injuries and accidents.

ENVIRONMENT

Ixys commit to fulfil requirements in line with relevant standards, laws, and authority requirements and to prevent pollution. The company shall adopt the most environmentally friendly methods as possible. We shall achieve this by improving our environmental competence, and by influencing our customers and suppliers through our involvement in environmental issues.

We are committed to minimizing any adverse effects on the external environment resulting from our activities. Simultaneously, we will persist in enhancing our products, technology, and software to present a more environmentally friendly alternatives to our customers in comparison to existing solutions.

Ixys has established a quality, HSE and environmental management system that is certified in accordance with NS-EN-ISO9001:2015 and NS-EN-ISO 14001:2015.

Review date: 01.02.2024

A handwritten signature in black ink that reads "Vidar Haus".

Vidar Haus
Managing Director
Ixys AS

