



COMPANY VALUES

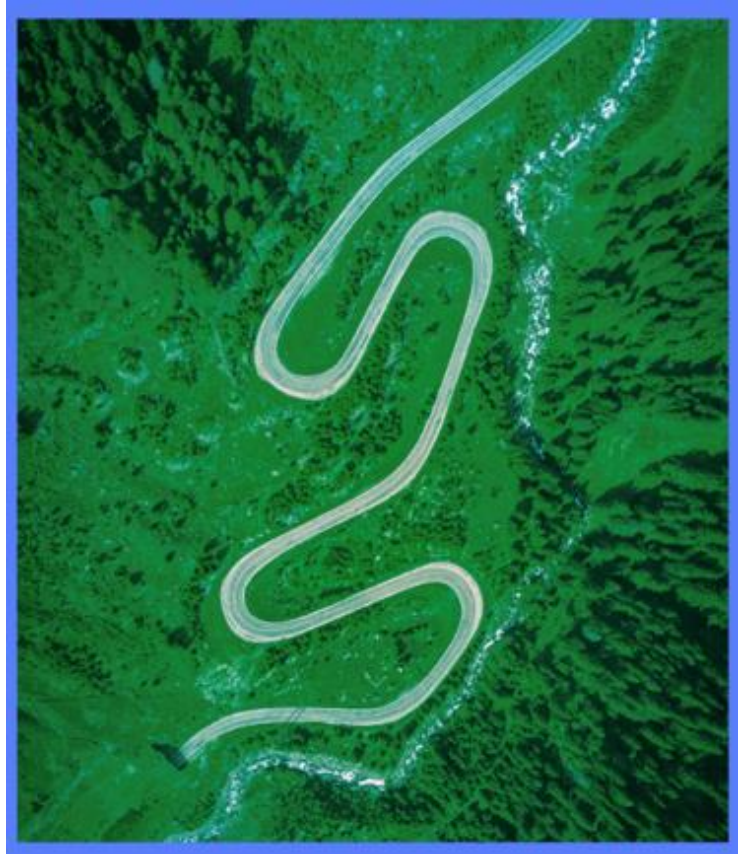
IIT Hydrogen Ltd.



IIT Hydrogen sets standards in the field of engineering consultancy and the construction of state-of-the-art plants for the production, storage and distribution of green hydrogen.

Vision:

IIT Hydrogen looks to the future with a clear vision: the decarbonisation of mobility and industry through the widespread use of green hydrogen. IIT Hydrogen wants to play a leading role in this energy revolution, leading the way towards a society where renewable and sustainable energies are the norm. IIT Hydrogen's vision is of a world in which green hydrogen becomes a fundamental pillar to reduce environmental impact and build a cleaner, more sustainable future for future generations.



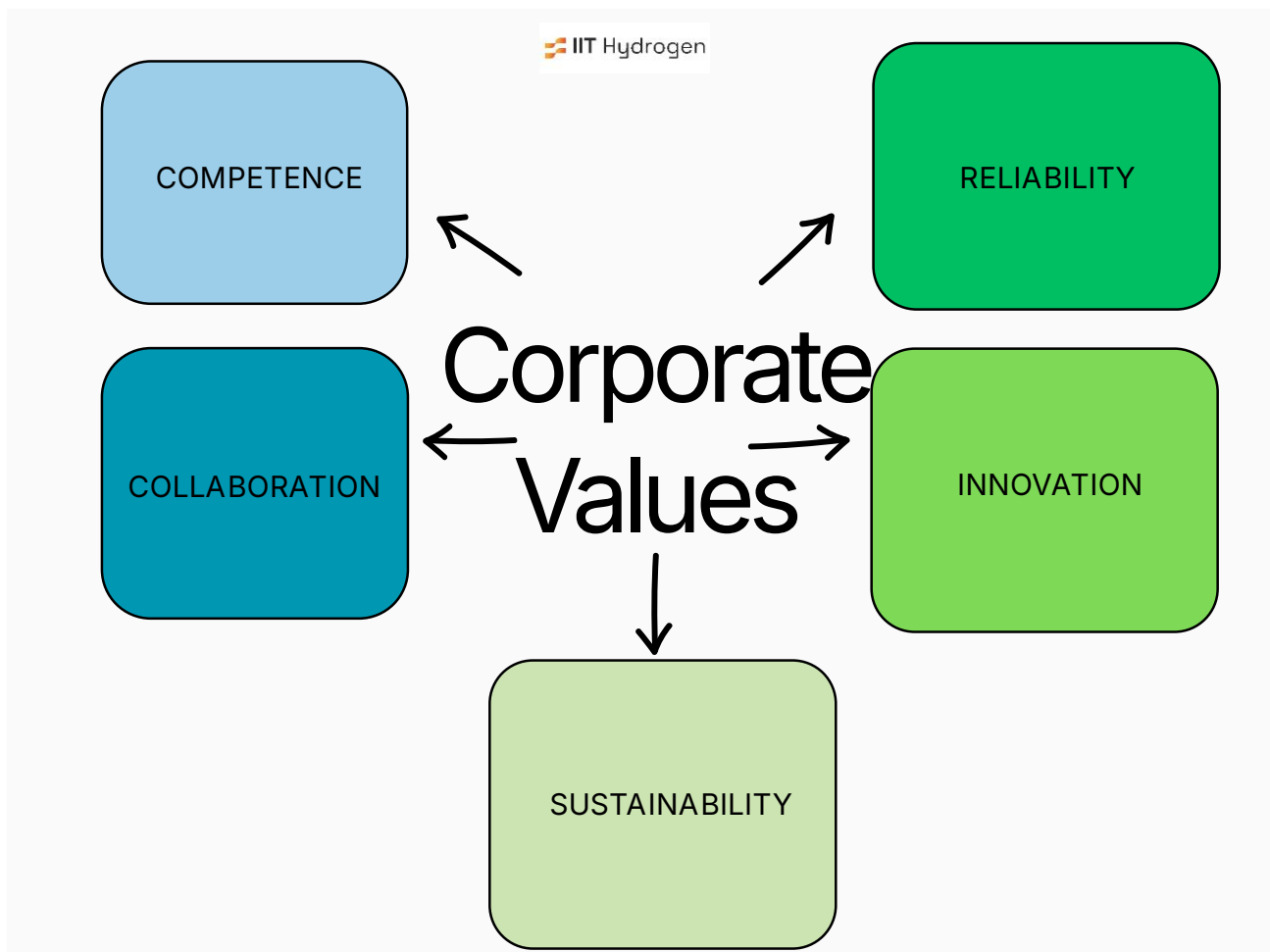
Mission:

IIT Hydrogen provides high quality engineering consultancy and state-of-the-art facilities, putting green hydrogen at the heart of its business. IIT Hydrogen's mission is to develop innovative and sustainable solutions that enable its customers to embrace the transition to a cleaner energy future. IIT Hydrogen is committed to ensuring efficiency, reliability and sustainability in every project, thus contributing to the growth of a sector that is fundamental to the well-being of our environment.

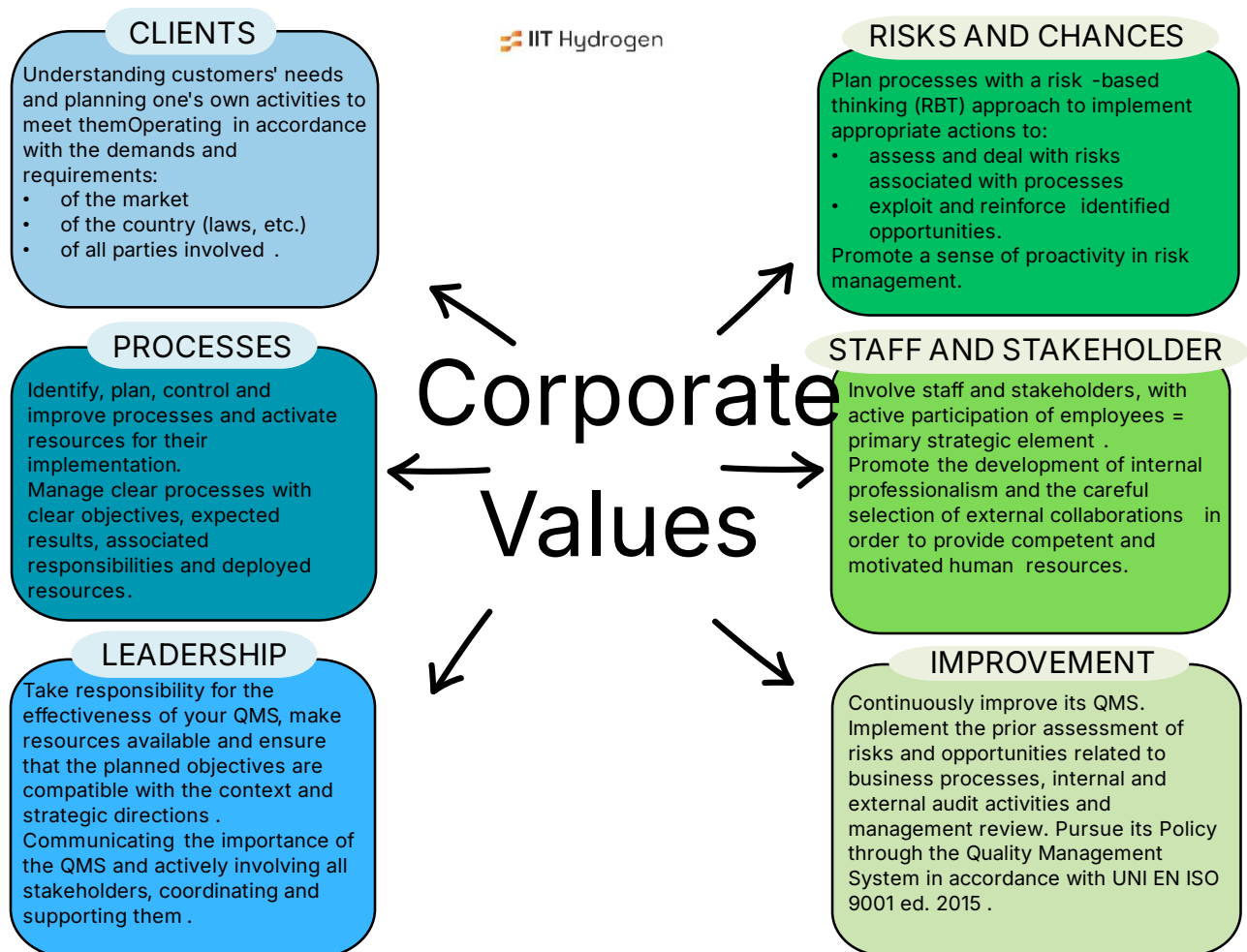
IIT Hydrogen is at the forefront of European projects together with local and international partners. The aim of these European projects is the dissemination of zero-emission technology with the implementation of hydrogen mobility infrastructure in the Alpine region to create a replicable model.

Safety and the environment are cornerstones in the activities of IIT Hydrogen: knowledge of the systems, continuous training and the application of procedures mark the company's commitment in carrying out its activities.

In order to guarantee a product/service marked by the utmost satisfaction of its customers and, more generally, of all stakeholders, the organisation defines its Corporate Values as reference principles.



IIT Hydrogen's corporate values are reflected in all the organisation's activities, towards employees, partners, customers and stakeholders.



Customer and stakeholder orientation

The organisation strives to understand the needs of its customers and to plan its activities in such a way that they are fully met.

It also aligns its activities with the requirements and needs of:

- the target market
- the country in which it operates, in compliance with laws and regulations
- all parties involved in its critical processes.

Process-oriented approach

The organisation views its various activities as processes that need to be planned, managed and continuously improved, and activates the resources for their implementation to the best of its ability.

The organisation manages its processes in such a way that they are clear:

- the objectives to be pursued and the expected results
- the associated responsibilities and the resources deployed.

Leadership

The organisation takes responsibility for the effectiveness of its QMS, provides all necessary resources and ensures that the planned objectives are compatible with the context and strategic direction of the organisation.

The organisation communicates the importance of the QMS and actively involves, coordinates and supports all interested parties.

Assessment of risks and opportunities

The organisation plans its processes using risk-based thinking (RBT) in order to implement the most appropriate measures to

- assess and manage the risks associated with the processes
- exploit and strengthen identified opportunities.

The organisation promotes an appropriate level of proactivity in dealing with its risks at all levels.

Involvement of staff and stakeholders

The organisation is aware that the involvement of staff and stakeholders, together with the active participation of all employees, is an important strategic element.

It promotes the development of internal professionalism and the careful selection of external collaborations in order to have competent and motivated human resources.

Improvement

The organisation sets itself the constant goal of improving the performance of its QMS.

The pre-assessment of risks and opportunities related to company processes, internal and external audits and management review are the tools used by the organisation to continuously improve.

The tool that the organisation has chosen to implement its policy is a quality management system that complies with UNI EN ISO 9001 (2015 edition).

The management



17 March 2025