

Quality Policy - Essentials 2022

Whilst 2021 has proven a year of recovery, in 2022 we should see our activity boosted by the industrial rate increases in Aerospace and the air traffic recovery. In the years to come, I believe our customers will increasingly appreciate Testia services and products, as a solution to some of their own industrial challenges. I am confident they will recognize our added value, through our expertise and our technology!

Acknowledging that the global context in which we evolve as a company, as employees and as citizens is becoming more and more volatile, it becomes all the more important that we as Testia have well defined and clear set of priorities. Therefore, the following 'Essentials' constitute our referential throughout the company and intend to unify our collective efforts:

1. Finance: increase revenues by 20% vs 2021 and improve profitability, whilst drastically limiting overdue and sustaining our R&D allowance
2. Operations: ensure an On-Time Delivery over 90% in our operations and reach at least 80% booked capacity in training
3. Quality and continuous improvement: increase the effectiveness and the level of standardization of our EN9100/ISO9001 Quality Management System, obtain additional certification, whilst benefiting from our ERP & IT transformation to sustain change
4. Strategic Development:
 - BL1 Training & Certifications: harmonize training material and expand training into non aerospace
 - BL2 Inspection Services: implement tangible cost improvement initiatives, demonstrating immediate benefits at our customers
 - BL3 Engineering Services: develop Periodic Verification capabilities across our sites
 - BL4 Product & Equipment: deliver to critical Development Milestones, up to market introduction of new Products and Software
5. Customer: perform an exhaustive customer satisfaction survey to identify their challenges and post-pandemic trends, and further expand our customer base in- and outside Aerospace
6. People: improve Testia attractiveness as an employer, focus on retaining and developing our talents

I am confident each Testia employee can personally contribute and make a difference to achieving these Essentials which will greatly support Testia's sustainable growth and continued success in the years to come.

As prime accountable, I personally commit to support each of our employees in contributing to satisfy our customers, our shareholder and our statutory and regulatory requirements. At Testia we also promote a risk-based management culture, embedding continuous improvement mindset across the Company.



David Rottembourg
Testia President