

Testia Quality Policy 2025 (“Essentials”)

Dear all,

2024 turned out to be another successful year for our company! With a 15 % growth, we demonstrate sustained customer loyalty, increased brand recognition and a high demand for our products and services.

Turning our focus to 2025, we further strive to progress with our vision to become the aerospace reference in structural integrity and pursue our mission to “making flying safe”. We do so through our 2025 Essentials.

The following 2025 Essentials guide our collective focus, help us manage uncertainties and ensure each employee understands their contribution to the company's success.

Because we at Testia:

1. Care about our people:

- by retaining our talents
- by attracting new talents
- by increasing average employee seniority level

2. Focus on customers:

- by delivering on-time in BL 2, BL 3, BL 4 catalogue products
- by delivering on-time our inspection machines
- by ensuring customer satisfaction for BL 1, BL 2, BL 3, BL 4
- by implementing a users club for Smart UE1, Clad Tool, Smart Scan, Thickness Tool

3. Act with quality and integrity:

- by improving on quality delivery of off-the-shelf products
- by preventing quality escapes
- by obtaining new accreditations
- by monitoring supply chain performance
- by ensuring adherence to ethics & compliance regulations

4. Strengthen our financial performance

- by delivering operational planning performance
- by improving gross margin across all business lines
- by identifying and delivering cost saving initiatives

5. Broaden our market perspective

- by achieving product order intake
- by increasing branding recognition
- by achieving diversification outside aerospace
- by developing materials and processes services outside Airbus
- by launching new international activities

6. Prepare our future

- by developing and maturing Testia automation
- by extending the NDT Cadet Academy perimeter
- by keeping our product market competitive
- by achieving RISE milestones (resilience, innovation, sustainability, expansion)

I am personally committed to supporting each of our employees in their efforts to meet the needs of our customers, shareholders, and statutory and regulatory obligations. At Testia, we also foster a risk-based management culture, integrating a continuous improvement mindset throughout the company.

Toulouse, 04 March 2025



David Rottembourg
CEO Testia