

Nice Headquarters, September 15th, 2025

Nice, a global leader in home and building management solutions, is committed to delivering high-quality products while designing a Nice World that improves everyday life and living environments. By simplifying daily routines, enhancing experiences, and designing sustainable spaces, Nice actively contributes to a better quality of life. This commitment starts at the top and extends to every individual in the company. Each person at Nice embodies and promotes the core **Nice Values**, which guide the way of working and interacting:

- **Nice:** driven by an innovative, agile, humble, and curious mindset.
- **Inclusive:** fostering a diverse, equal, and empowering environment, always open and receptive to new perspectives.
- **Collaborative:** cultivating trust, teamwork, integrity, and transparent communication.
- **Environmental Conscious:** striving to give back more than what is taken, with a strong focus on sustainability.

Through these values, Nice reinforces its role as a trusted global partner, shaping solutions that combine technology, design, and responsibility.

Nice adopts a Total Quality Management (TQM) approach, integrating quality principles across all functions and processes. The goal is to pursue zero defects, supported by a culture of continuous improvement, preventive actions, and process excellence.

This includes:

- Systematic monitoring of quality performance;
- Risk-based thinking;
- Strong customer support and root cause analysis;
- Full alignment with applicable regulations, ISO 9001 and certification criteria.

Quality is not just a goal but a shared responsibility that is embedded in every decision and activity. Through a culture of continuous improvement, preventive actions, and process optimization, the company delivers safe, compliant, and innovative solutions that consistently meet or exceed customer expectations.

Occupational health and safety are absolute priorities. Nice adopts a proactive approach to cultivating safe behaviours and raising awareness across the organization. A safe and healthy workplace is considered a fundamental right for all Nice People, embedded into training, daily operations, and company culture to minimize risks and promote long-term well-being.

Nice operates its worldwide business with sustainability at its core, aligned with ISO 14001 criteria. Nice sees **environmental** performance as both a competitive strength and a shared responsibility towards communities, customers, stakeholders, employees and the planet. Nice recognizes the importance of efficient, cost-effective and environmentally responsible use of **energy**. Nice remains vigilant in minimizing resource consumption, and it is continuously committed to solutions that improve the energy efficiency of its operations. This dedication is reflected in the meticulous integration of green design principles that prioritize energy efficiency, material reduction, and the use of recycled and recyclable materials.

Juan Mogollon

Chief Executive Officer
Nice S.p.A.

