

iQONE

HEALTHCARE GROUP

Values & Culture

1

Respect
& Trust

2
Excellence

3
Pragmatism

4
Integrity

Discipline **Teamwork** Collaboration Humility
Entrepreneurship Customer & patient
focus **Fun** Discipline Teamwork Collaboration
Humility Entrepreneurship **Customer
& patient focus** Fun **Discipline**
Teamwork **Collaboration** Humility Entre

Values of iQONE

We respect everyone we come in contact with, customer, patients, partners, colleagues. We trust them and we are trustful.

**Respect
& Trust**

Excellence

Everything we do is done with high quality standards to improve the life of the patients that receive our products.

We do not overcomplicate things while going for excellence. We keep things as simple as possible and « down to earth ».

Pragmatism

Integrity

We conduct business in a manner that is compliant with all laws and regulations and we are honest in our business and personal interactions.



The cultural pillars at iQONE

1. Discipline
- 2. Teamwork Collaboration**
3. Humility
- 4. Entrepreneurship**
5. Customer & patient focus
- 6. Fun**

1. Discipline

We execute with discipline, focussing on what really matters and we take full accountability for our commitments. We comply to company's rules, processes and decisions and each employee leads by example and becomes a role model for the others.

2. Teamwork

We communicate openly, share ideas and collaborate to achieve the common goal of serving our customers and their patients the best possible way. We trust each other and we constructively challenge each other to improve the quality of our decision. We celebrate and reward our successes.

3. Humility

No single individual is more important than our company or our customers. We help each other, we recognize mistakes and we learn from them. We continuously educate ourselves as a way to improve service to customers and their patients. We do what needs to be done and we do not shy away from low level or unpleasant tasks.

4. Entrepreneurship

We use our size as an advantage. We are curious and approach the market in a proactive and creative/out-of-the-box way. When the circumstances require it, we react fast and find pragmatic solutions to our challenges. We are flexible and adaptable and go the extra mile to get the desired results and win.

5. Customer & patient focus

We genuinely care for our customers and their patients. We meet customers, understand and address their needs faster than our competitors. We deliver high quality of service, science and products.

6. Fun

We make iQONE a fun place to work. We are spontaneous and informal. We care about each other and we encourage employees to optimize their work-life balance.



iQONE

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iQone Healthcare Group

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