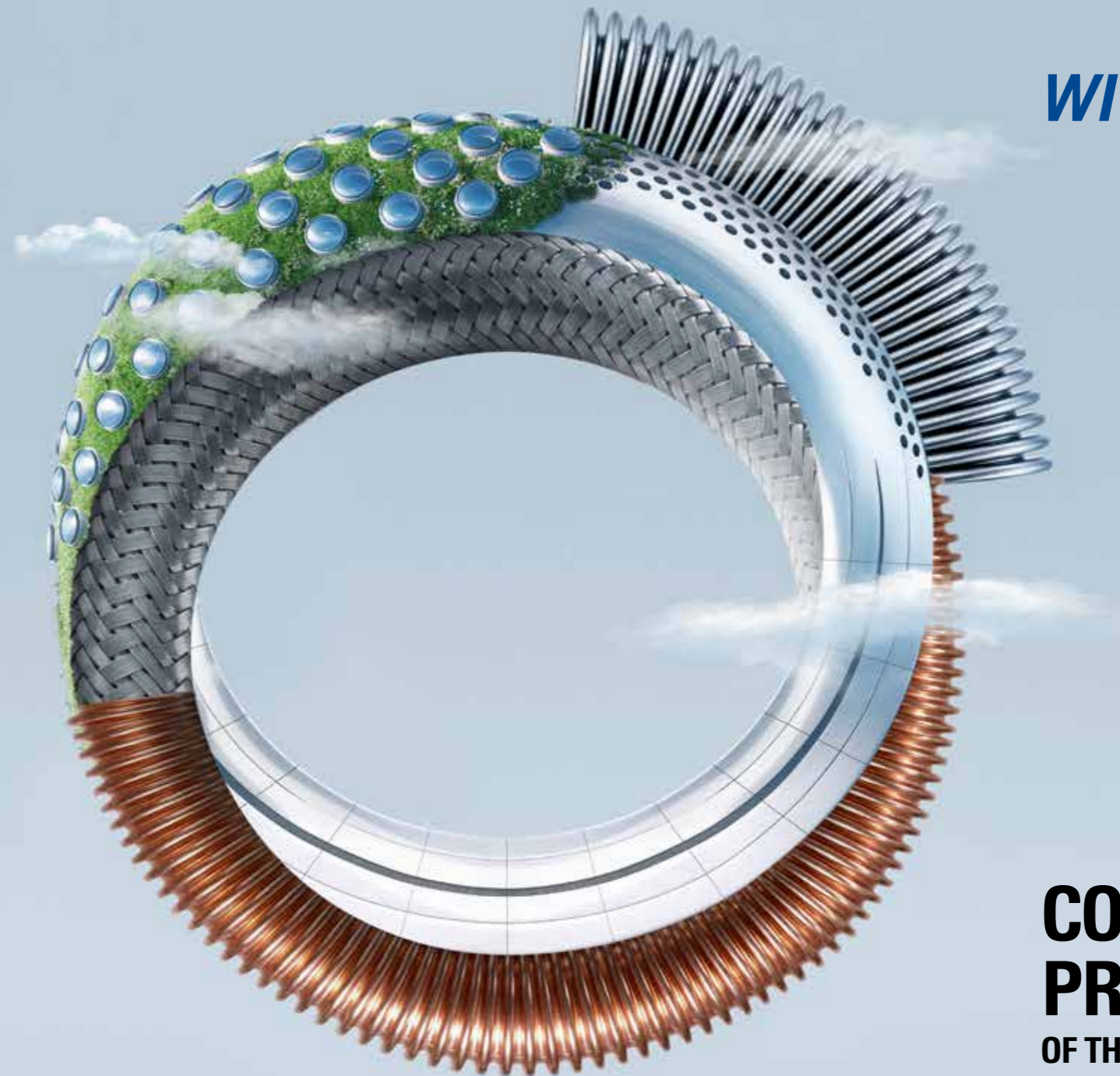


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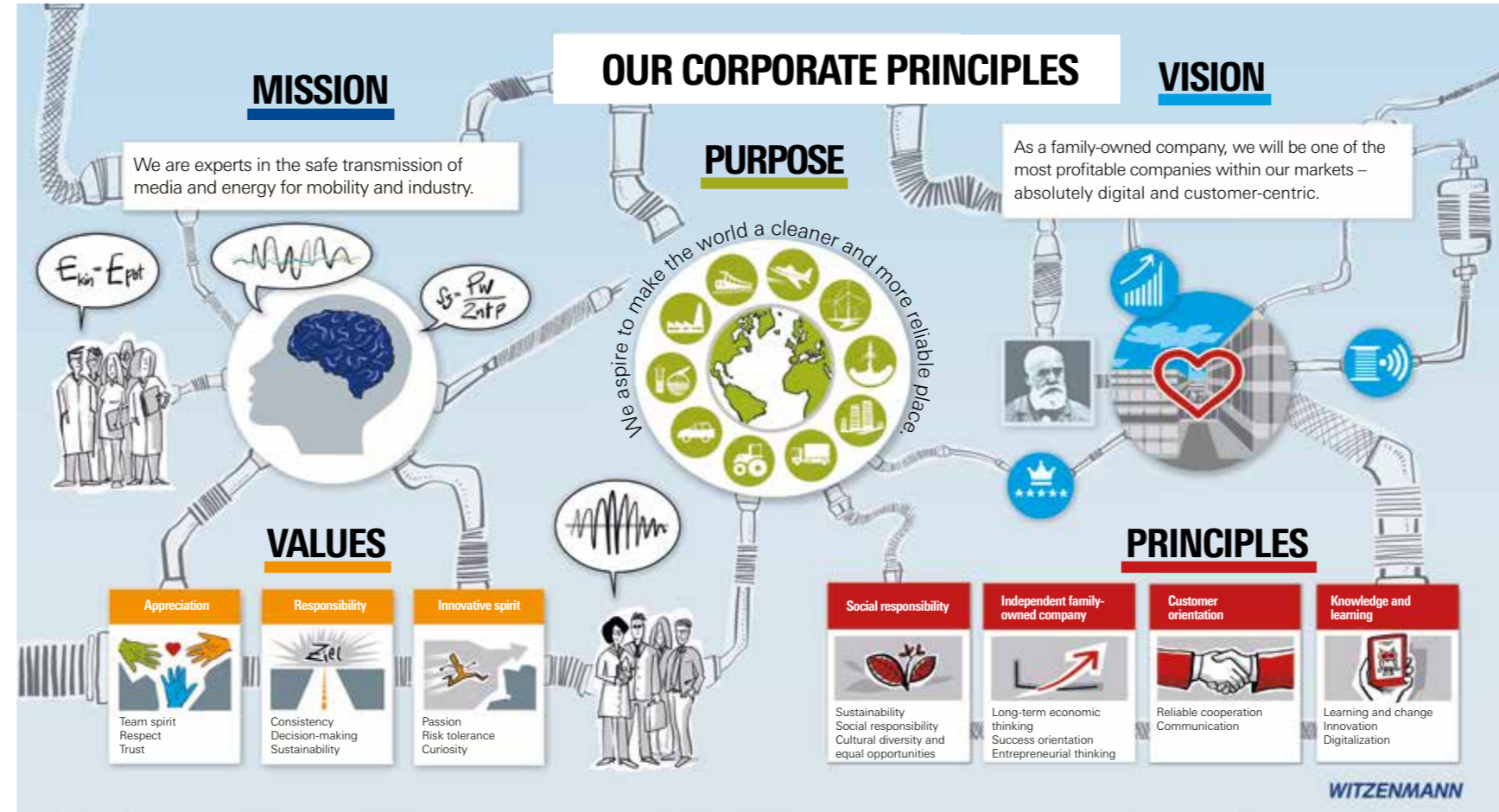
The masculine form used in the corporate principles is used exclusively to make it easier to read; it addresses all genders.



**WITZENMANN**  
managing flexibility

**CORPORATE  
PRINCIPLES**  
OF THE WITZENMANN GROUP

# JOINT CORPORATE PRINCIPLES WORKSHOP



## FOREWORD

Our corporate principles was developed by employees from the entire group. The corporate principles will help us strengthen the employees' identification with the company and to maintain the image of Witzenmann.

The vision explains our corporate goal.

The mission formulates our performance promise to our customers.

The values and guiding principles are the tools for this path. They define the demands placed on each individual and the company, to actively shape the future.

**Dr. Andreas Kämpfe**

Chairman  
of the Board of  
Management

**Philip Paschen**

Deputy-Chairman  
of the Board of  
Management

**Dr. Eberhard Wildermuth**

Managing Director

**Heiko Pott**

Managing Director

# THE ELEMENTS OF OUR CORPORATE PRINCIPLES AT A GLANCE

## PURPOSE

**WE ASPIRE TO MAKE THE WORLD A CLEANER AND MORE RELIABLE PLACE.**

## MISSION

**We are experts in the safe transmission of media and energy for mobility and industry.**

## VISION

**As a family-owned company, we will be one of the most profitable companies within our markets – absolutely digital and customer-centric.**

## VALUES

- Appreciation
- Responsibility
- Innovative spirit

## PRINCIPLES

- Social responsibility
- Independent family-owned company
- Customer orientation
- Knowledge and learning



**WE ARE EXPERTS  
IN THE SAFE TRANSMISSION  
OF MEDIA AND ENERGY  
FOR MOBILITY AND  
INDUSTRY.**





# WE ARE EXPERTS IN THE SAFE TRANSMISSION OF MEDIA AND ENERGY FOR MOBILITY AND INDUSTRY.

## EXPERTS

We stand for expert knowledge, quality, development competence, global presence, flexibility and reliability. As a partner to our customers, we offer services and support to our product portfolio.

## SAFE

We fulfill the required services/ specifications completely, even in the most difficult environments.

## TRANSMISSION

We offer solutions that transport elements between different locations (coupling, routing, control).

## MEDIA AND ENERGY

Gases, liquids, free flowing or pumpable solids, energy

## MOBILITY

Target customers from mobility industries (e.g. automotive, rail, aerospace)

## INDUSTRY


Target customers from other manufacturing industries (e.g. chemicals, energy, etc.)

# "TOMORROW WE WILL START THE EXPERIMENTS." \*

Heinrich Witzenmann in 1885 at the age of 56, inventor of the flexible metal tube.

\*This quote was the result of the considerations of Heinrich Witzenmann and Eugène Levavasseur, to replace the hemp and rubber hoses used at the time with a sturdy metal tube. Four years later, at the age of 60, he started producing flexible metal tubes in Pforzheim. That was the birth of today's flexible metal tube and expansion joint industry.

Heinrich Witzenmann believed in his vision.

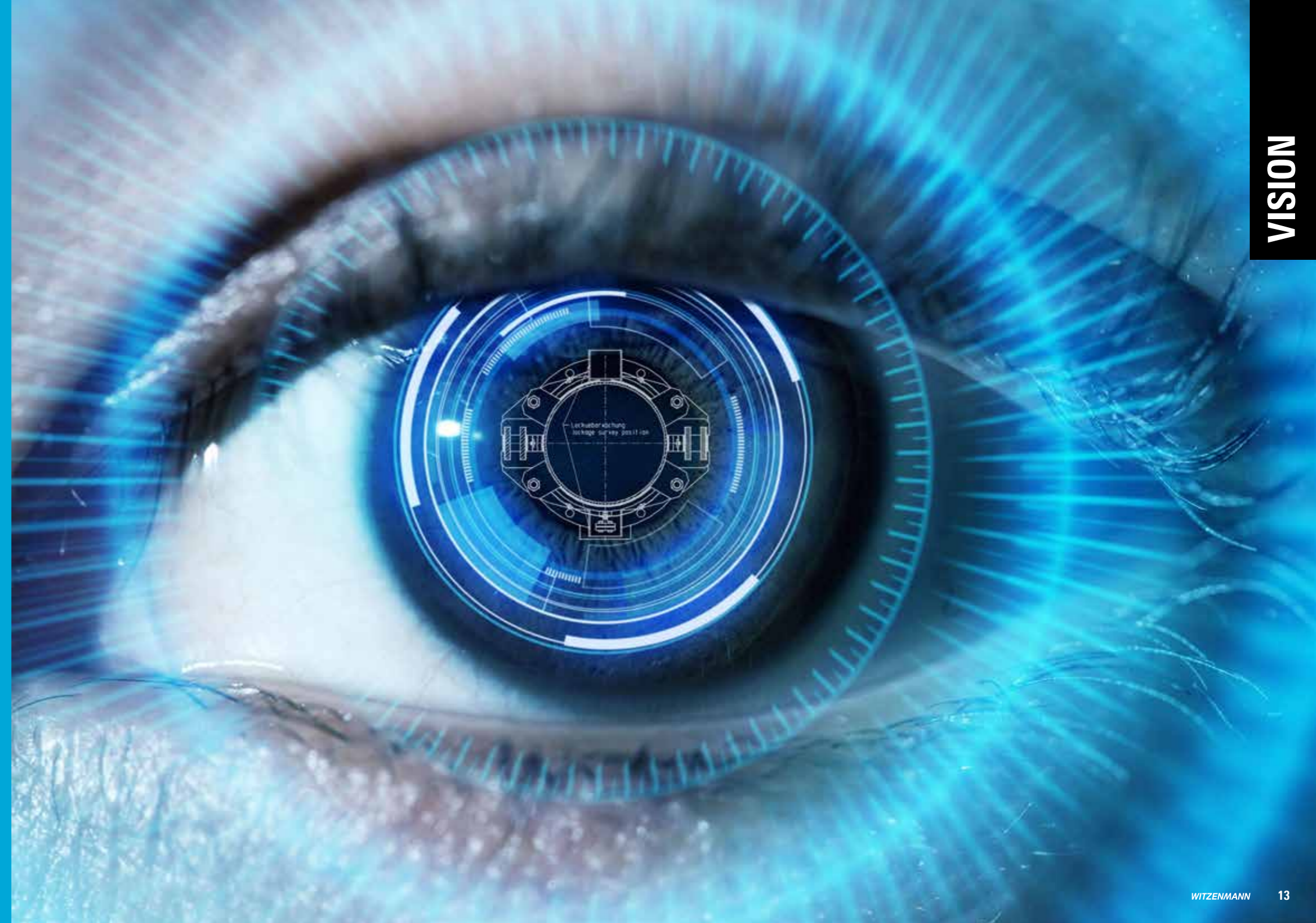


"Our aim is a vision of the future,  
that we want to achieve.  
It presents the development scenario  
for Witzenmann and is the guideline  
for the development of the entire group.  
The vision determines our long-term action:  
For each group company as well as  
for each individual employee."

**Dr. Andreas Kämpfe**  
Chairman of the Board

”

**AS A FAMILY COMPANY  
WE WILL BE ONE OF THE  
MOST PROFITABLE COMPANIES  
WITHIN OUR MARKETS –  
ABSOLUTELY DIGITAL  
AND CUSTOMER-CENTRIC!**



VISION

**AS A FAMILY-OWNED COMPANY, WE WILL BE ONE OF THE MOST PROFITABLE COMPANIES WITHIN OUR MARKETS – ABSOLUTELY DIGITAL AND CUSTOMER-CENTRIC!**



**FAMILY-OWNED COMPANY**

As a family-owned company we stand for long-term entrepreneurial thinking, loyalty, reliability and cohesion.

**WE WILL**

We are not quite there yet – but it is our claim!

**MOST PROFITABLE COMPANIES**

Only if we succeed in being profitable above the market average we will secure our competitive edge and be able to make long-term investments in the future.

**WITHIN OUR MARKETS**

We concentrate on the markets where we can play a significant role now or in the future.

**ABSOLUTELY**

Consistent and flexible - while maintaining our profitability targets and our integrity.

**DIGITAL**

We take advantage of the opportunities presented by digital technologies for new business models, products and processes

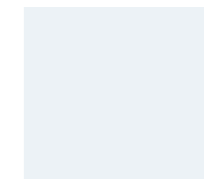
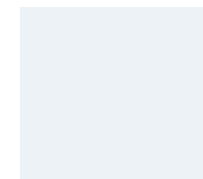
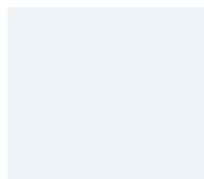
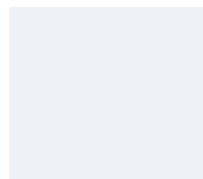
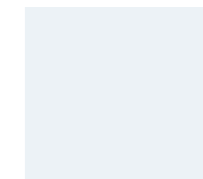
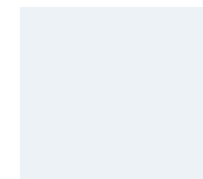
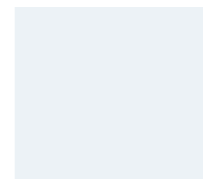
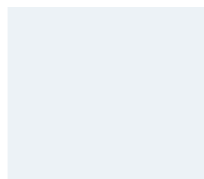
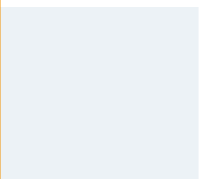
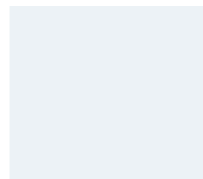
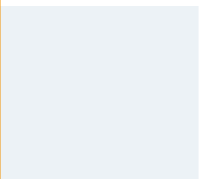
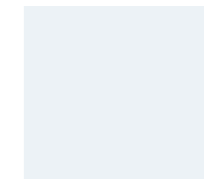
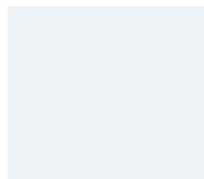
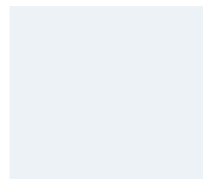
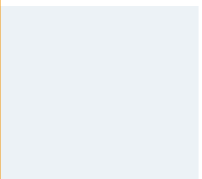
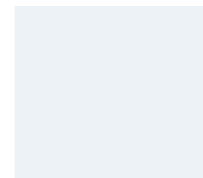
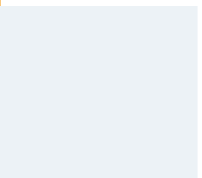
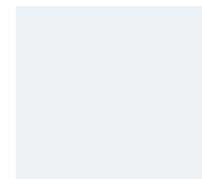
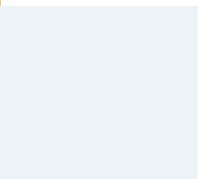
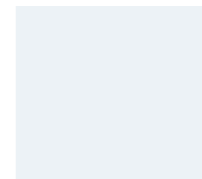
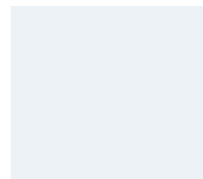
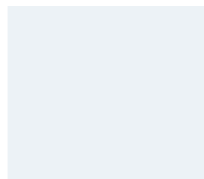
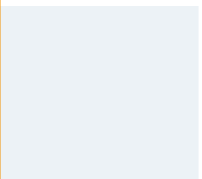
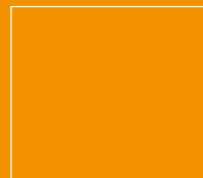
**CUSTOMER-CENTRIC**

We focus our actions and our competencies on our customers - without neglecting our power as a source of inspiration.





IT IS  
THE VALUES  
THAT  
DEFINE US.



VALUES

## RESPONSIBILITY

- **Consistency.**  
We pursue our goals consistently. Decisions are made on time and are binding.
- **Decision-making.**  
Every employee makes decisions and thus bears responsibility for his or her tasks.
- **Sustainability.**  
We are responsible - ecologically, economically, socially.

## INNOVATIVE SPIRIT

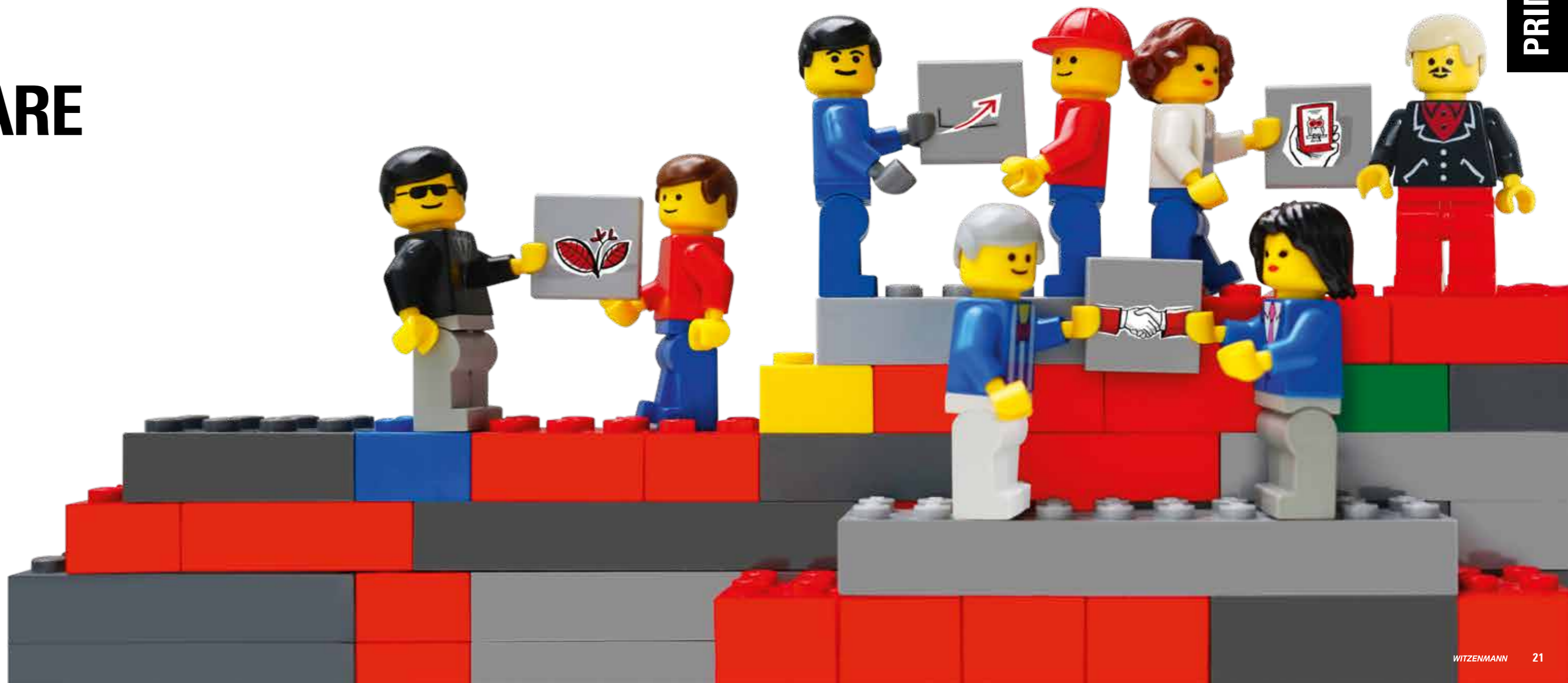
- **Passion.**  
We approach new things with courage and creativity. Our enthusiasm impresses our internal and external partners.
- **Risk tolerance.**  
Venturing into new territories entails risks – which we are ready to take. We see mistakes as an opportunity to learn from.
- **Curiosity.**  
We are eager in our quest for new ideas and challenges.

## APPRECIATION

- **Team spirit.**  
We work together on solutions and share success and failure. Helping each other and passing on our knowledge is important for us.
- **Respect.**  
We are polite and honest with one another. We respect different ideas and opinions and discuss them with an open mind.
- **Trust.**  
Our behaviour is reliable. We trust in the skills of our colleagues and employees. We appreciate their performance and commitment.



**GUIDING PRINCIPLES ARE  
THE BUILDING BLOCKS  
FOR OUR ACTIONS  
IN THE ENTIRE  
WITZENMANN GROUP.**





## SOCIAL RESPONSIBILITY

### ■ Sustainability.

Our actions are ecologically responsible. We use resources wisely and minimize environmental risks.

### ■ Social responsibility.

We offer our employees secure jobs and fair pay. Work, family and life balance is important for us.

### ■ Cultural diversity and equal opportunities.

We promote cultural diversity, equal rights and reject any form of discrimination.



## INDEPENDENT FAMILY-OWNED COMPANY

### ■ Long-term economic thinking.

As a family business, it is important to us to remain economically independent in the long term.

### ■ Success orientation.

Our claim is to rank among the best. Our actions are focused on success and profit.

### ■ Entrepreneurial thinking.

We see ourselves as a team, with the willingness of each and every employee to commit themselves to Witzenmann. We pursue our corporate goals responsibly and consistently.



## CUSTOMER ORIENTATION

### ■ Reliable cooperation.

We are a binding and fair partner to our internal and external customers. Customer satisfaction is our top priority.

### ■ Communication.

Our actions are authentic and we communicate openly and clearly – internally and externally.



## KNOWLEDGE + LEARNING

### ■ Learning and change.

We are open to new things. We actively shape change. We support employees in their professional and personal development. Feedback helps us to improve continuously.

### ■ Innovation.

We open the door to creativity. Enriching external impulses help us develop innovative products.

### ■ Digitalization.

We use the opportunities offered by digitization to optimize our processes and further develop our business.



”

**WE ASPIRE TO MAKE  
THE WORLD A  
CLEANER AND MORE  
RELIABLE PLACE.**



## WE ASPIRE TO MAKE THE WORLD A CLEANER AND MORE RELIABLE PLACE

### WE ASPIRE

We can not achieve this alone, but together with our customers.

### MAKE

We have a design claim – both with our existing solutions and with new ideas.

### THE WORLD

Our responsibility spans the globe.

### CLEANER

We contribute to reducing emissions and using fewer resources.

### RELIABLE

Our solutions offer maximum operational reliability and dependable processes. We stand by our word and our corporate values.



# WITZENMANN 2030

Creative corporate principles cards of the employees from the workshop



# EMPLOYEE CORPORATE PRINCIPLES WORKSHOP

