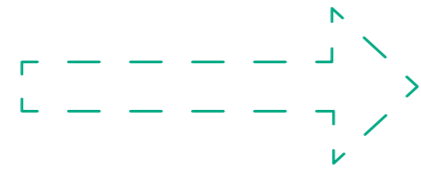


# Vision. Mission. Strategy.

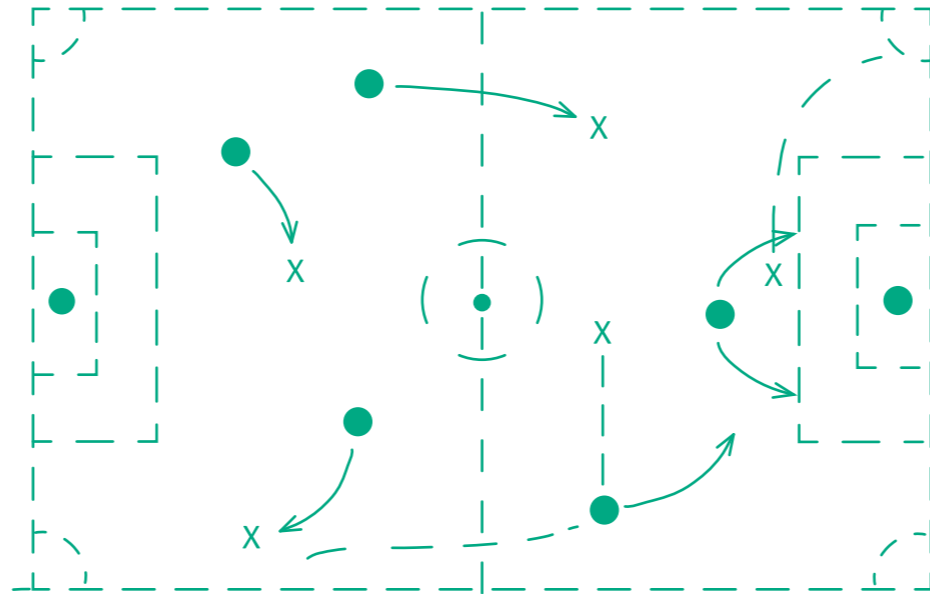
Vision. Creating sustainable solutions.  
We make the world sustainable.



**Mission.** The core of our work is innovative, sustainable products and technologically leading system solutions, which are aligned to the market and contribute to a sustainable economy.

We operate successfully with a corporate culture that is powerful, honest and convincing.

We stand by our responsibility for employees, society and the environment and intend to motivate others to follow our example.



**Strategy.** With our product and technology portfolio tailored to our target markets, we position ourselves as a quality leader and innovation driver. To get there, we invest heavily in research and development. Our sustainable solutions are precisely tailored to the needs and specific requirements of our customers.

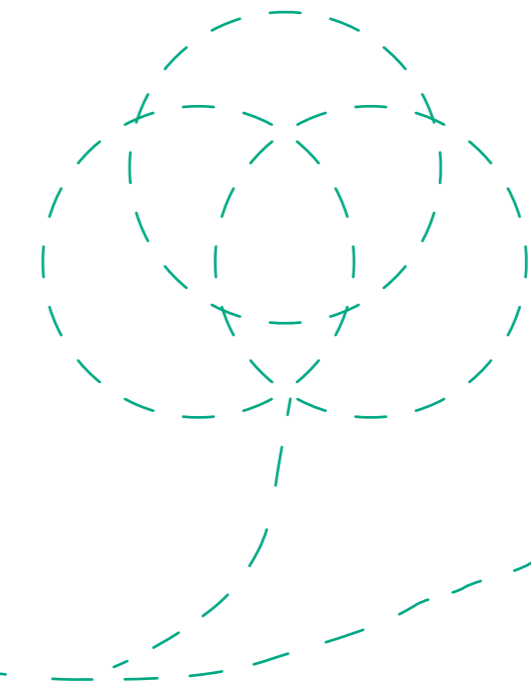
As an independent foundation company, we have a long-term view. To ensure maximum flexibility and a perfectly functioning value chain, we carry out a high level of manufacturing in-house. The professional expertise of our manufacturing begins in the development phase.

For us, sustainability is a distinguishing feature and the benchmark we apply to every decision we make. We strive for a continuous increase in performance and a stable balance between environmental protection, economy and social responsibility.

Operationally, we are a modern, agile, continuously learning organization organisation, characterised by interdisciplinary teams. We pursue our vision and mission with highly motivated and engaged employees. We are guided by curiosity, courage and foresight.

Our employees are entrepreneurs within the company; they are qualified, self-improving and act independently and proactively. Our co-operation is based on a culture of trust with a goal-oriented, collegial and consultative management style.

# Sustainability.



When we talk about sustainability, we mean three main areas: **economy, ecology and social responsibility**. The basis for long-term economic success in our view is a socially balanced society and an intact ecology.

We stand behind the ethos of the common good economy that money and markets should serve the people and not vice versa. Our sustainability report is issued by the strict criteria of Economy for the Common Good and published on our website for maximum transparency.

**Economic Responsibility.** As an independent foundation company, we are not solely concerned with quarterly figures but have the freedom to plan and act on a long-term basis. Thanks to our economic success, we are a long term, stable and reliable partner for our customers.

Economic success is the basis for implementing our vision. In our entrepreneurial decisions, we are not guided by pure profitability, but also by their effect on the common good. We see growth as the result of our actions, but not as a goal per se.

**Integrated Management Systems.** We are constantly working on the continuous improvement of our management systems and processes as well as on the continuous improvement of our products. We systematically implement our strategic goals and our vision. In doing so, we are agile in adapting to changing market conditions and the effectiveness of our measures.

**Ecological Responsibility.** Climate change is a fact of life for each and every one of us. As a company, we too have a responsibility to future generations. Since 2009, we have taken many measures to ensure that our company is consistently geared towards sustainability. For example, we have been producing our products in a carbon-neutral manner since 2010. We have been generating more electricity than we consume since 2013. Find out more at [www.elobau.com/sustainability](http://www.elobau.com/sustainability).

**Social Responsibility.** elobau is a foundation company; this ensures the permanent and independent preservation of the company. 10% of the profit goes to the charitable foundation to initiate or promote projects in the fields of education, environmental protection and integration ([www.elobau-stiftung.org/en/](http://www.elobau-stiftung.org/en/)).

As a foundation company, we maintain a reliable and sustainable partnership with our employees. Our internal motto is: For each other - with each other.

**At elobau the focus is on people.** As a company deeply rooted in the region this principle is of central importance to us. We offer a working environment that is healthy in every aspect as well as the highest possible level of job security.

**Human Rights, Compliance and Fundamental Ethical Values.** Integrity is the highest premise of our daily actions. Our values and manners are transparently summarised in the elobau Code of Conduct and can be viewed on the website. This content is available to all elobau employees in printed form and applies to everyone in the company. We are committed to complying with the law and regulations and provide resources for this purpose as part of our integrated management system.

We are also committed to respecting human rights following the ILO International Labour Organisation and the UN's guiding principles of business and human rights and are committed to finding effective industry solutions to eliminate human rights violations along our value chain. We categorically oppose the use of our products in military applications.

# OUR CORPORATE VISION

