



# ONE VALMET AUTOMOTIVE

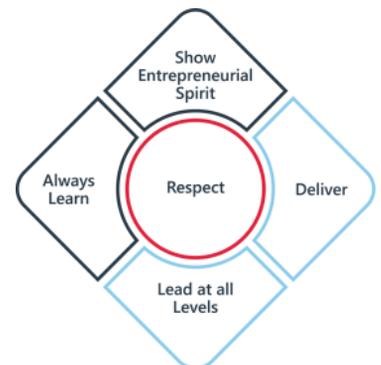
## OUR COMMITMENTS

Founded in 1968 in Finland, Valmet Automotive has shown continuous, rapidly increasing growth. Significant partnerships and acquisitions, as well as our ongoing expansion in the areas of future technologies and new mobility services, have made us bigger, more international and visible than ever before.

Today, we are a global player in the worldwide automotive industry, with locations in four countries. Now is the time to take a moment and define our essential values. We have refined our values to drive our strategy and commit ourselves to act on them. We do not have the comfort of simply believing but we have promised to act on our beliefs. Discover our core commitments – the heart and soul of Valmet Automotive.

## CORPORATE CULTURE

Valmet Automotive has more than 6,000 employees in four countries – Finland, Germany, Poland and Spain. A segment that is resiliently withstanding the pressure of change like no other. Expansion into new areas of development and service. Completely changing customer expectations. If you want to remain a player in the automotive industry, you need to take a clear stance on your roots and the way in which you act, think and lead. In other words: you need a common corporate culture which unifies the three companies Valmet Automotive consists of today. We have created five core commitments which serve as a benchmark for us across all levels and for everyone who works with us. They guide and help us to live to our values. All cultures and all areas of businesses are equally important to us and every single person counts! With the help of the Commitments, we want to create ONE uniform corporate culture from three different cultures.





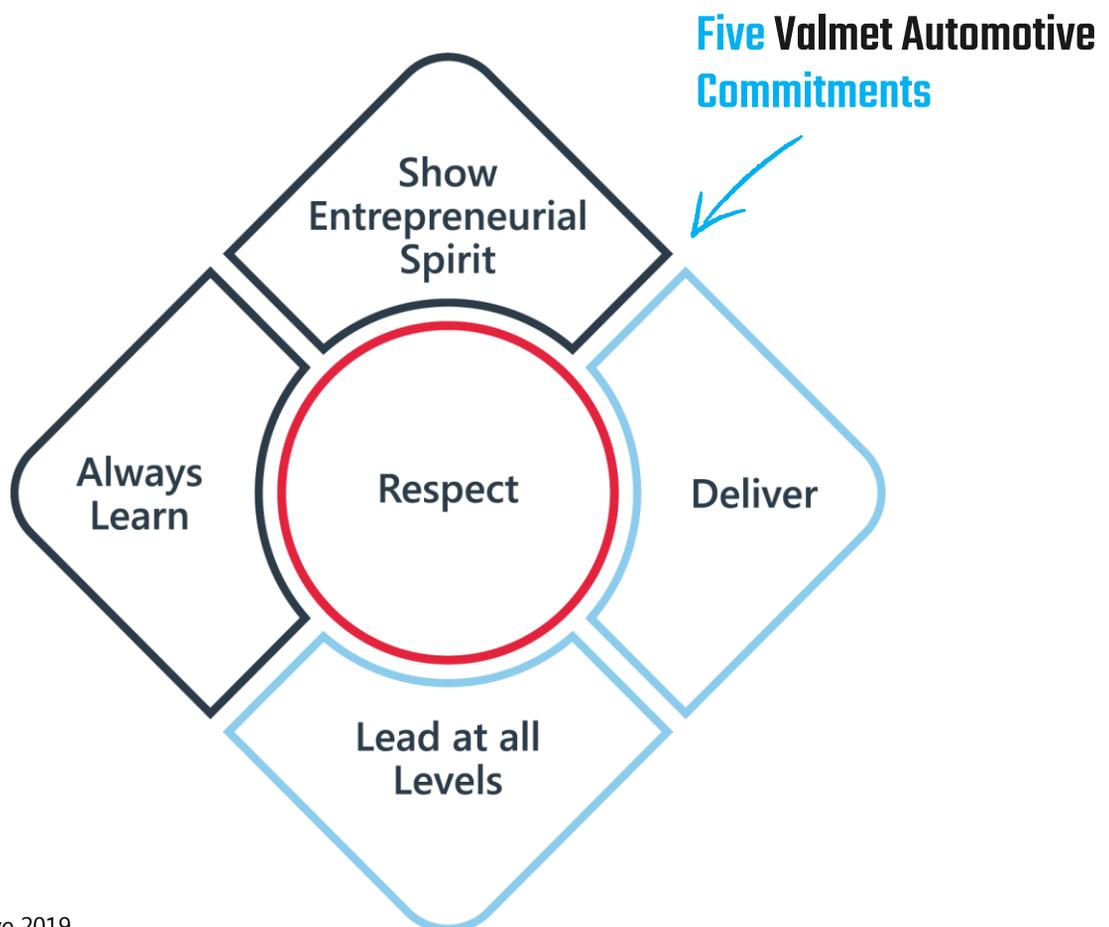
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## **Our promise: We want to take each one of you with us.**

And we'll come to you personally to do so. In extensive workshops, we will present the commitments to you and jointly take a closer look at what they mean for your daily work. It is important to us that we involve you in this process – and that you feel involved. Corporate culture always begins at the basis, with each and every one of you.

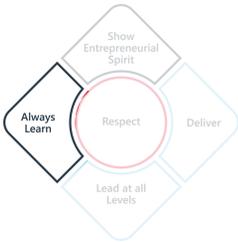
## **Your work on site: In the end it is always about improvement**

Learning, delivering, leading, entrepreneurial thinking, respect – all these commitments are meant to be more than just big words; **they are meant to help you bundle energy and improve performance, results and the cohesion of your group.** Our industry is facing enormous challenges, which we can only overcome if we all pull together. We are confident that we will succeed in this in our One Valmet Automotive – together with you.

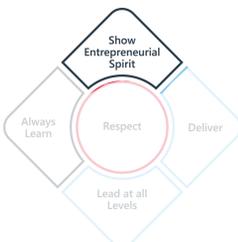




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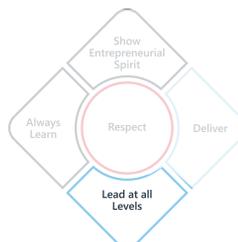
**ALWAYS LEARN** We are never too busy and never feel too good not to learn continuously. The willingness to open up new fields, to explore and to listen, is shaping us more than ever. We want to continuously improve ourselves and the company. Global and local knowledge are in harmony with each other. We conduct comprehensive market and data analyses to stay one step ahead.



**SHOW ENTREPRENEURIAL SPIRIT** We are innovative, curious, open. And when we have almost reached our goal, we passionately take that last step. We love what we do. We are characterized by a clear strategic discipline to make a profit: Despite all our inventive talent, we are embedded in the overriding goals and targets of the Group as a whole – and communicate them consistently. We want to think beyond our locations, act entrepreneurially and be economically successful.



**DELIVER** We want to be the best in everything we develop, manufacture, plan, test and offer our customers as a service provider. We never deliver "just like that". This applies both in an external and internal sense. Our systems and processes that are used globally are just as best-in-class as our employee and process management. We are always focused.



**LEAD AT ALL LEVELS** is essential for us. It takes place at all levels, from the smallest unit to the Group Management Team. Only the willingness to lead enables us to make decisions and take responsibility for the big picture. To this end, we develop leaders across all business units who are passionately dedicated to the "One Company" principle.



**RESPECT** Respect is the foundation on which we cultivate our relationships – with our customers and partners, with our service providers and suppliers, with our "people" at all locations and at all levels. But respect also shapes the attitude we have towards our industry and our business: We take what we do seriously. Respect is at the heart of our corporate culture.