

| HUMAN RESOURCE POLICY

The most important resource of Valmet Automotive is a high-skilled, innovative and flexible workforce. Our goal is to be an employer by choice and a cooperation partner for the stakeholders.

- We support the empowerment of our employees and create an environment for innovation
- We improve our skills and efficiency by developing our employees strategy-directed.
- We operate agile and efficient for the benefit of our stakeholders
- We create a safe and stable work environment for our employees
- We have a fair, individual- and company-performance-based compensation including incentives, which contributes to the companies' competitiveness



Olaf Bongwald, CEO Valmet Automotive

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