

OUR 5 COMMITMENTS

LEADING THE WAY FOR CORPORATE CULTURE

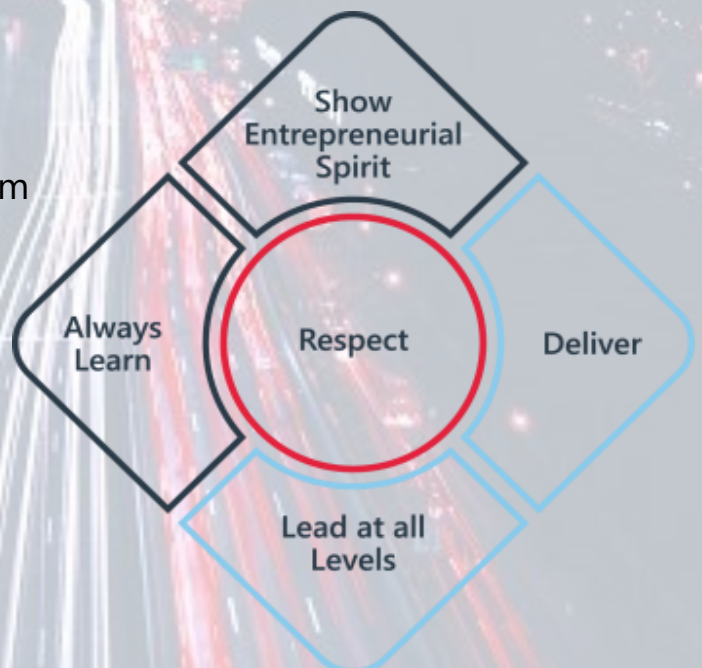
Valmet Automotive - founded in 1968 in Finland

We are a global player with locations in Finland, Poland, and Germany. We have shown continuous growth through significant partnerships and acquisitions, as well as our ongoing expansion in the areas of future technologies and new mobility services. All this has made us bigger, more international, and visible than ever before.

To remain a top service provider who expands business in new areas of development and service in the industry with changing customer expectations, we need a clear understanding on our common culture in the ways we act, think, and lead.

We have created 5 Commitments that serve as our benchmark across all levels. They guide and help us to complete our daily work and to follow our vision. For us, every single person counts, and all business areas are equally important.

We have promised to act on our 5 Commitments, as they form the foundation of our company and will help us on our journey where we continue towards the future.





VALMET AUTOMOTIVE

ALWAYS LEARN – Learning never ends, it is a journey of a lifetime

We are never too busy or 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 when we always stay one step ahead, learning from the past and looking forward.

SHOW ENTREPRENEURIAL SPIRIT – Think business oriented, be open and innovative

We are innovative, curious, and open. When we have almost reached our goal, we go for that last extra step. Entrepreneurship is a key driver of future business opportunities. We encourage everyone to think creatively and open their minds to new ideas and directions. To see things from new perspectives can create us as a company new and great things in a changing environment.

We want to think beyond our locations, act entrepreneurially and be economically successful.

DELIVER – Stand behind your work and your promises

We want to be a reliable, trusted, and flexible partner for our customers. We develop, manufacture, plan, test and offer our customers the best service in the industry. Our systems and processes that are used globally are just as best-in-class as our employee and process management. We are always focused.

Let's stand behind our promises and show our colleagues that together we can reach the next level. We are all experts in our own work.

LEAD AT ALL LEVELS – Take responsibility and ownership for your work

Willingness to lead and be experts in our work enables us all to make decisions and take responsibility for the big picture. Every function, team, and individual counts.

More power means more responsibility. We are on our way to a learning organization where it is acknowledged that the best understanding and expertise is where the work is done. It is essential for us as a company that decisions are made in the business - where the work is carried out.

Lead at all levels takes place at all levels of Valmet Automotive.

RESPECT – Show respect in your actions at all levels

Respect shapes the attitude we have towards our industry and our business. It is a foundation on which we cultivate our relationships with our customers and partners, with our service providers and suppliers, but most importantly with our own people at all locations and at all levels.

Respect is at the heart of our corporate culture where we don't see titles, we see humans. Show respect in your behavior, words, and actions. Diversity is our strength.