



## Protektor Guidelines – Work with Us on The Future

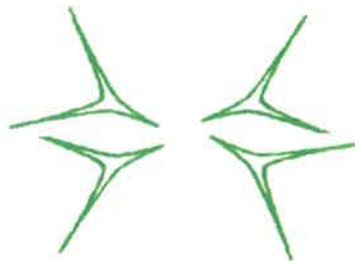
### Our Mission:

Economic Performance

Economical Compatibility

Social Responsibility

Responsible  
Corporate Governance



We focus on all processes from procurement to delivery to our customers, that affect the quality of our products and services, resource and energy efficiency, as well as occupational safety and environmental protection. We take the Environmental Social Governance criteria into account in our decisions.

### Our Vision:



- We are leaders in our segments.
- We work on innovations of significance
- We always question the limits of what is possible.
- We are trendsetters and problem solvers for our customers; our customers associate competence and trust with us.
- We are a profitable, growing and independent family business that pursues long-term goals instead of short-term profit-taking.
- We have a lean and goal-oriented process organisation with clear responsibilities.
- Our success is based on all our employees. Health and safety of all staff is always the highest priority. Trust is the basis of our actions. Team spirit takes precedence over decisions made by individuals. Information exchange motivates us.



## Our Guidelines:

- We respect and protect human rights and the rights of employees, ensure and promote equal opportunities and prevent all forms of discrimination and exploitation in all our business processes.
- We respect, protect and promote the well-being and health of our employees.
- We take into account and respect all stakeholders and their interests in all processes.
- In our continuous improvement process, we increase resource efficiency and reduce the use of natural resources as much as possible.
- We increase energy efficiency, use renewable energies and reduce greenhouse gas emissions in line with our targets or compensate for them in the most climate-neutral way possible.
- We take responsibility for our products and services by making the value creation process and the product cycle sustainable and creating transparency in this regard.
- We ensure the long-term success of the company and provide jobs in the region.
- We promote innovations for products and services, especially with regard to sustainability and the promotion of the economy.
- We act sustainably also in the context of financial decisions.
- We prevent corruption and operate a zero-tolerance policy.
- We generate added value for the region in which we do business, and beyond.
- We provide incentives for rethinking and innovative action at all levels of the company and involve both our employees and all other stakeholders in a continuous process to increase corporate sustainability.

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Dr. Christof Maisch      Dr. Andreas Metzger



Martin Barsch      Dr. Jörg Böllhoff