



ORGANIZATIONAL CULTURE IN ACTION

Knowledge and values lead to success

In 2019, the Feintool Group updated its mission statement. Under the headings of motivation, focus, and success, it concisely outlines the company's organizational culture – how Feintool operates, based on which values, and towards which goal.

Integrity and respect within the team

Feintool emphasizes international collaboration where diversity is desired and constructive engagement, mutual respect, and polite interaction are absolutely essential. Bullying and sexual harassment are strictly forbidden. Feintool is committed to creating fair working conditions and opportunities for all employees, regardless of gender or ethnic background.

All of the company's policies aimed at ensuring that employees act with integrity and responsibility when interacting with each other within the group and externally are based on the Feintool Code of Conduct, which each and every employee receives. All employees receive regular training in this respect. Among other things, the Code of Conduct addresses topics such as conflicts of interest, information and data protection, conduct towards business partners and third parties, and prohibits any form of preferential treatment. Violations of the anti-corruption policy can lead to dismissal. This set of rules also makes employees aware of their obligations with regard to occupational safety, health protection, fire prevention, and environmental protection.

Irrespective of this, the Feintool Group observes all of the guidelines applicable at its locations.

Sets of rules

- ▶ Code of Conduct
- ▶ Employee handbook
- ▶ Occupational safety and health policies
- ▶ Human resource policy
- ▶ Environmental policy
- ▶ Social media guidelines

Fair business partnerships

Feintool knows that excellent relationships with customers, suppliers, and researchers are based on values such as reliability, fairness, mutual trust, and a sense of responsibility, but also on professional qualities such as decades of experience and cutting-edge expertise. All of our employees are under an obligation to comply with the rules of fair competition within the framework of the applicable legal requirements. Suppliers are selected exclusively on the basis of objective criteria.

A partner par excellence

Feintool Obertshausen has worked with Punch Powertrain for many years – just one of many examples of a long-term customer relationship. The Belgian transmission manufacturer supplies parts for vehicles from well-known brands. Feintool has now signed a new series production agreement to supply precision parts for Punch Powertrain's dual clutch (hybrid) transmissions. Feintool's experience is what made the difference. "We were already on board during the development process. This allowed us to put forward considerations regarding technical feasibility and potential optimizations at an early stage and ultimately save time and money," explained Leonhard Trinkl, key account manager at Feintool.

Sustainable and safe

Responsibility for the safety and health of customers and the protection of natural resources are part of our company policies and mission statement. Feintool is guided by the principles of sustainability – all of its products and manufacturing processes must meet stringent environmental, economic, and social standards and always be state of the art. This is why we continuously optimize processes and make them energy-efficient and environmentally friendly. Our objective is to manufacture safe products and do our part to create an environment worth living in. Feintool offers its own training courses for customers' press operators who work on the resource-saving FB one.

Complaint management

Violations of applicable legal requirements and company policies such as the Code of Conduct are not tolerated. Managers are required to ensure that violations are identified, investigated, and rectified. They are responsible for reporting on these matters to the CFO of Feintool International Holding AG and to the companies' compliance officers at regular intervals. The Executive Board monitors compliance.

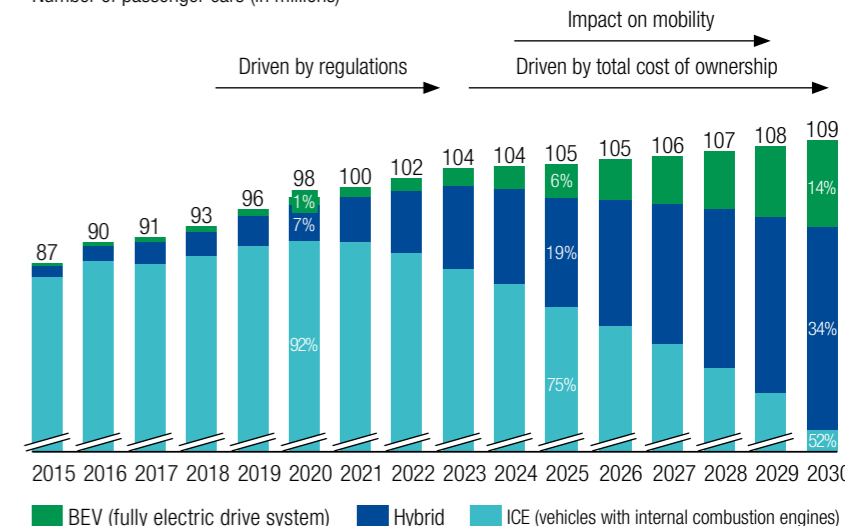
If violations occur, employees can contact an ombudsman, even anonymously. Misconduct can have an impact on the employee's employment relationship and lead to claims for damages. Feintool investigates all violations of the rules.

Sharing expertise

Feintool develops exactly the right solutions for demanding industries and is synonymous with exceptional service quality. This also includes comprehensive knowledge sharing – the technology leader offers a basic and advanced training program along the entire process chain, making its customers' teams experts in "fit production" and keeping them up to date on the latest developments. Experienced instructors share first-hand knowledge in training modules that can be selected according to trainees' needs and requirements.

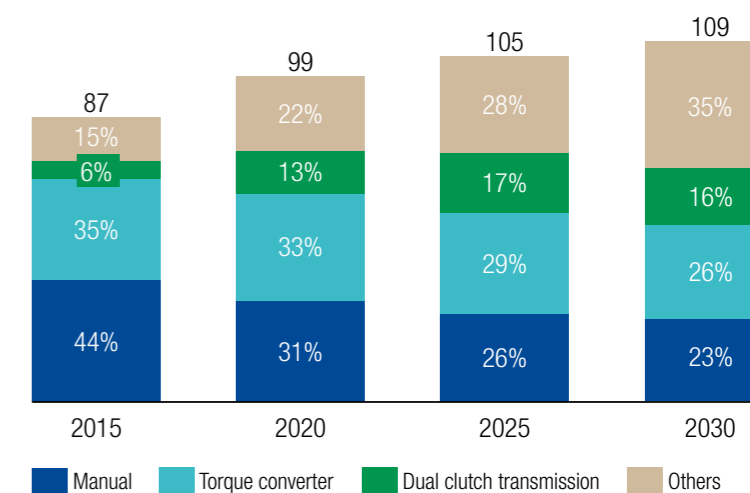
Change in automotive drive systems

Number of passenger cars (in millions)



Transformation of the transmission market

Number of passenger cars by transmission type (in percent and in millions)



The annual customer symposium organized by Feintool US Operations is also dedicated to sharing knowledge and exchanging ideas. In 2019, around 50 leading OEMs and automotive suppliers came together for the event in Cincinnati focused on "Navigating the Unknown." As such, the event centered around the question of whether it is possible to increase productivity in an environment that is primarily shaped by pressure from international competition and disruptive technologies, but also by trade wars.