



## VINVENTIONS GUIDING PRINCIPLES

We live by 6 Guiding Principles that define who we are and how we behave:

### CUSTOMER PROXIMITY

- We all serve our customers with passion for detail – both external and internal customers.
- We listen carefully and truly understand our customers' needs.
- We delight our customers beyond their expectations.

### INNOVATION

- We innovate in all aspects of our business – people, products and processes.
- We create viable differentiation. Therefore, Vinventions should do what only Vinventions can do!

### LOCAL ENTREPRENEURSHIP

- We make decisions as close as possible to the action.
- We give entrepreneurial freedom to “do what’s right” – hand-in-hand with transparency, accountability and superior performance.
- We unfold the full potential of our associates and empower them along the way.

### OPEN TEAMWORK

- We mutually respect, trust and support each other, including our customers, suppliers and partners.
- We cherish diversity of thoughts, beliefs, gender, race, etc.
- We communicate openly, do what’s right and enjoy our Vinventions Journey together.

### SUSTAINABILITY

- We minimize the environmental impact of all our products and practices.
- We minimize waste in all functions and strive for excellence at all times.
- We continuously improve the quality, customer delight and cost-effectiveness of our products and practices.

### LONG-TERM RESPONSIBILITY

- We lead by example, hold each other accountable and achieve our objectives.
- We fundamentally do what’s right long-term for our stakeholders<sup>1</sup>.
- We ensure a safe workplace for our associates.
- We are always and everywhere fully compliant with the law and with these Guiding Principles.

<sup>1</sup> Including customers, employees, shareholders, suppliers/partners, communities, etc.