



**Guiding principles
of the Komax Group**

Our creed – our conduct

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Introduction

Komax is an international and globally competitive company operating in the assembly automation and wire processing market. A large number of our clients are active worldwide, be it in the automotive industry or the household electronics, medical technology and photovoltaic sectors.

The constantly evolving and ever-changing market in which we operate places high demands on all its players. Companies are therefore required to have a convincing strategy and a binding system of values for all their employees. The principles outlined in the present document provide the necessary guidance. They cover the values and goals by which Komax can be measured and describe how we see ourselves as a company as well as our corporate culture.

Our history

Komax was founded in 1975 by Max Koch as a three-man operation, based in a garage in Lucerne. In 1982, while still a fledgling company in the wire processing industry, Komax launched the world's first electronically controlled fully automatic crimping machine. This was followed by targeted expansion abroad, with a number of subsidiaries being set up around the globe. In 1996, management bought out the company under the leadership of Leo Steiner. One year later Komax achieved a stock exchange listing.

Since going public, Komax has pursued a consistent growth strategy, expanding in size both through organic growth and acquisitions. Today, Komax is the clear global leader in the production of wire-processing systems and one of the foremost providers of assembly automation. We here at Komax think internationally and are flexible, fast and precise. We are constantly improving ourselves and view change as a great opportunity.

Our activities/What we do

We create value for our customers, employees, shareholders and suppliers. A consistent focus on the needs of our customers and fast response to their requirements, use of the latest technology, ongoing innovation, across-the-board quality and constant process optimization are all crucial factors in this respect.

Our values

We are proud of our people and they are proud of Komax.

The motivation, attitude, expertise and creativity of our employees are the keys to our success. We encourage the personal development of our staff, mutual trust and tolerance, team work and as much delegation of responsibility as possible. Komax puts its faith in employees who are creative and develop new ideas, knowing that even small steps can often bring about major innovations. Komax advocates equality of opportunity and is against any form of discrimination. We support our people in their professional development and ask them to show initiative and personal commitment as well as loyalty. We honour these qualities by sharing the Group's profits with employees whenever it enjoys above-average success.

We impress our partners with high quality.

A perfectly functioning Komax machine helps our clients to process their orders quickly and to a high standard of quality. In this sense, we are constantly creating outstanding customer benefits. We offer our customers innovative solutions, which equip them to face up to ever-fiercer competition. Satisfied customers become enthusiastic partners as the result of close and long-term collaboration. Our customers' success is our success too.

We act fairly and tolerantly at all times.

We abide by the rules of the market and act properly, respecting the customs and conventions of the countries in which we operate.

We accept responsibility towards people and the environment.

As an innovative company we are aware of our responsibility towards society. Environmental, health and safety aspects are taken into account in everything we do. We regard it as our corporate duty to take responsibility for the environment. For this reason we promote environmental awareness among our employees and encourage a responsible approach to the use of resources.

We promote transparency.

We provide our employees, business partners, shareholders and the general public with open and factual information about our activities. Tours of our production facilities can be arranged. We are aware that the value of our company does not depend solely on financial numbers. Our good reputation and credibility also generate value.

Our strategy and our goals

Komax pursues a growth strategy. We intend to meet the need for customer closeness and service of our globally active client base through steady growth. Under this strategy, Komax concentrates on developing, producing and selling high quality investment goods and services for wire processing and assembly automation. Komax is striving to achieve substantial sales growth against this backdrop. We are determined to link our economic success with social and ecological sustainability.

To secure the future of our company as well as its economic independence, we will maintain our market leadership through outstanding technological and operational performance and high earnings power. Ongoing investment in research and development is vital to the company's success. Innovative products are the main foundation for healthy growth and the opening up of new markets. They are the principal growth drivers for our company.

We live our mission, according to which, as "Professionals in Advanced Automation", we not only meet the expectations of our customers, we exceed them.

Our future

Future success depends upon all Komax employees accepting these guiding principles. To guarantee future success, we will act in accordance with these principles worldwide. We, the Komax Group Management, undertake to live up to the high standards of our guiding principles, to call for and encourage their implementation and to measure ourselves in terms of how successfully they are put into practice.

The Group Management
of the Komax Group

The Komax logo consists of the word "komax" in a bold, lowercase, sans-serif font. The letters "k", "o", "m", and "a" are blue, while the letters "x" and "s" are red.



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