Centravo Group Leadership Management

Regulation **Leadership Principles**



Sustainability - "We use resources sensibly"

We are committed to sustainability, which includes responsible action in dealing with resources, employees, customers, suppliers and partners.

Focus on customers

We take customer enquiries and requirements seriously; we address enquiries and requirements as quickly as possible and inform customers of the results of the associated outcomes.

Leadership

We seek to ensure that our management structure, activities and style are exemplary. We challenge and support our employees in an objective and goal-oriented manner. We utilise our expertise when assigning tasks and responsibilities, and we jointly accept the consequences of our actions. We recognise the achievements of our employees by showing them our appreciation and providing them with feedback.

Information and communication

We communicate and provide information in an open, honest, objective, respectful, timely and responsible manner. Everyone is responsible for a functioning communication flow.

Entrepreneurial thinking and acting

We work in a goal-oriented manner, make the necessary business decisions, and initiate processes on our own initiative for the successful implementation of decisions and measures.

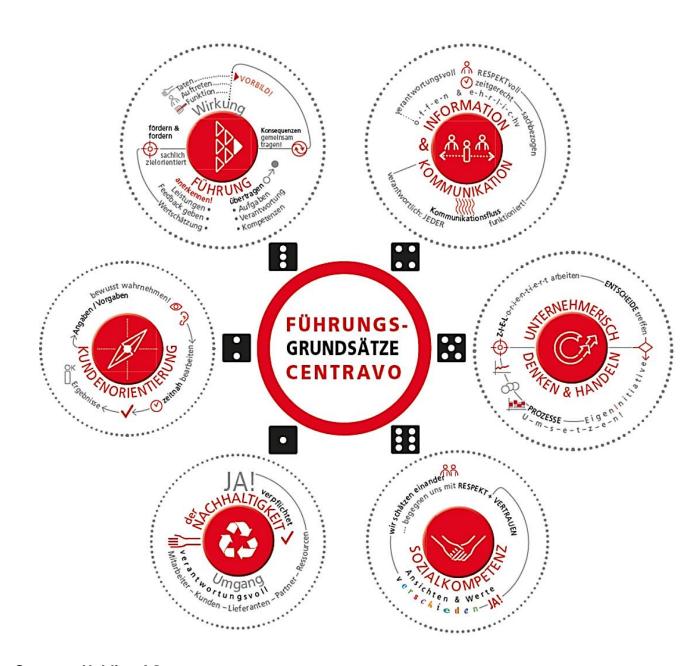
Social skills

We appreciate one another as people and display tolerance for different values and points of view. We trust one another and treat each other with respect.

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Centravo Holding AG

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