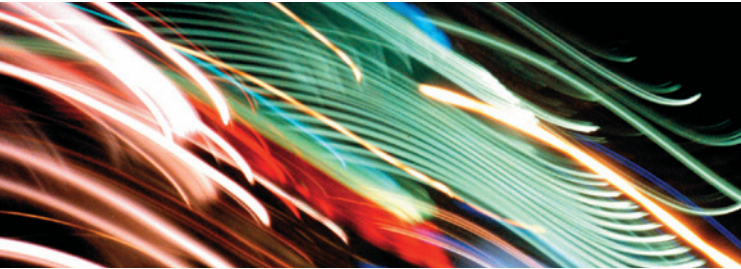


# Corporate Values



## Preamble

The values of the Zumtobel Group are firmly rooted in those of its founder, Dr. Walter Zumtobel. His name stands for innovation and courage, creativity and entrepreneurship. His commitment to long-term success, as well as to ecological and social responsibility sets the benchmark for us and signposts our way forward.

Today our Group is made up of four strong brands: Thorn, Zumtobel, Tridonic and Ledon. Together they lay the foundations for our sustainable worldwide growth.

By focusing our strengths within the Group and our partner network, we can better serve the needs of our employees, our customers, our partners and our shareholders.

## Our three core values: Passion, Performance, Partnership

Over the decades a unique corporate culture has evolved at our Group and is distilled into our three core values: Passion, Performance, Partnership. These three values shape our thoughts and actions. They are the driving force behind the realisation of our vision and mission.

## Our Vision

We aim to provide the perfect light for people and the environment.

We aim to always be the natural first choice for our customers.

We aim to secure a leading position in the global lighting market.

## Our Mission

Light is our passion and our profession - top quality light, perfectly geared to the needs of people and the environment. We have a comprehensive knowledge of light and lighting.

We build upon on a unique network of partners from the fields of research & development, technology and lighting applications. Our customers benefit from the strengths of a globally active group and our local presence.

We delight our customers with the quality of our products, services and solutions. This requires the continuous optimization of our processes and an in-depth understanding of customer needs.

Our success is based on a corporate culture that enables our employees to live their passion for light and invest and grow their knowledge and creativity. Through all of this we attain maximum customer satisfaction and the ideal balance between light quality and energy efficiency.

## Our three core values

### Passion

We are passionate about light.

We live innovation.

We show initiative and courage.

We take pride in our brands.

We enjoy working with great people.

### Performance

We are the experts in the lighting business.

We strive for excellence.

We share the will to win.

We target sustainable, profitable growth.

We treat change as an opportunity.

### Partnership

We put our customers first.

We deliver as a global team.

We learn from one another.

We believe in long-term relationships.

We respect the needs of our planet and its people.