

What is important to us

Live by our values. Let them become your inner guide.



Our values establish the fundamental Framework for our rules of conduct.

| Our corporate values

When we all embrace and adhere to the shared values and rules of conduct, we can promote cooperation, enhance the working atmosphere, and accelerate various processes, all of which establishes trust. We assess our course and determine the future vision for the company to ensure we're heading in the right direction. We acknowledge not only the evolving markets and needs of our customers but also recognise that future growth will challenge our operational units, their management teams, and all other stakeholders to the fullest extent. In short: We embrace the challenge and are committed to further growth. Our values play a key role in achieving this goal.

| Why we do this. There are three main reasons for this:

- Firstly, we require a methodology for our medium-sized company to mitigate risks and capitalise on opportunities.
- Secondly, a standardised approach is necessary across all organisational units to foster greater efficiency and effective collaboration.
- Thirdly, fostering greater cohesion at Rail Power Systems through shared company values will streamline operations for all involved.

We establish a clear and effective strategy to overcome these challenges, aiming not only to drive the development and profitability of our business but also to enhance customer satisfaction. Shared values that articulate our identity and principles as a group of companies will be instrumental in propelling our company forward in the coming decades.

INTEGRITY

We always do what is right.

■ For us, integrity means:

- We behave fairly and openly towards others.
- We do not ignore what is wrong or potentially dangerous.
- We make binding promises and commitments.
- We support all those who do the right thing.

Integrity is something we expect from our employees and our company as a whole. It is about the principles and values that guide our personal lives and our corporate conduct. We hope our customers will say about us: “We chose Rail Power Systems because we have faith in the people who work there.”



TEAMWORK

Together we are better

■ For us, teamwork means:

- We listen to one another and willingly share our knowledge.
- We pool our expertise.
- We are committed to cultivating exceptional relationships.
- We act as a part of a greater whole.

If integrity concerns our conduct both as employees and as a company, then teamwork is about how we work together. This covers every aspect – from dedicated and courteous support for customer enquiries to our interactions with colleagues, our customers and the entire supply chain.



EXCELLENCE

We aim for continuous improvement and strive to exceed expectations.

■ For us, excellence means:

- We impress with our strong motivation and commitment.
- We do not tolerate underperformance, whether from ourselves or from others.
- We do not compromise on safety or quality.
- We are always seeking out innovative, creative solutions.

Excellence relates to the products we manufacture and the services we provide. We understand that delivering quality sets us apart from our competitors. We want our customers and stakeholders to know: “When I choose Rail Power Systems, I know I’m getting the finest product available.”



RESPECT

We hold respect for others and accept social responsibility.

■ For us, respect means:

- How our products and services affect third parties and the environment is important to us.
- We treat all employees and colleagues equally and value their diversity.
- We encourage every employee and colleague to realise their full potential.
- We value the competences and skills of others.

When we talk about respect, we mean how we interact with one another, our customers and the world. Because many of our activities affect infrastructure, our work has an impact on the everyday lives of all people. We hope everyone will think: "Rail Power Systems is making every effort to treat us fairly."



ENTREPRENEURSHIP

We consciously assess opportunities and risks and feel personally responsible for the company and its assets.

For us, entrepreneurship means:

- We consistently assess the opportunities and risks within our projects and our business model and take appropriate actions.
- We consistently prioritise the interests of the company, aiming to uphold its values.
- We take ownership of our responsibilities and outcomes and are committed to our statements.
- We routinely assess whether we can perform our work with greater efficiency and cost-effectiveness.

We understand entrepreneurship as our approach to upholding the values of our company across all levels. We respond promptly to the demands of both competition and our customers. Sustainable profitability is prioritised over increasing sales or tackling technical challenges. Our experience is complemented by entrepreneurial courage and expertise.



We are already doing it.

The values of our company define the ideal way we operate. This covers projects where we collaborate with other organisations, companies, and service providers. From outstanding individual services to innovative problem solving, we have seen all of the examples across different divisions. Often, these values resonate with what we already do instinctively.

Now it's up to you.

Now, we want to instil these values as the inner guide for everyone and ensure they are applied in every aspect of our work, regardless of its nature. Each of us is responsible for putting the values outlined in our brochure into practice.

Let's get started!

Our values are interconnected. They serve as the foundation for our vision of becoming the experts in railway electrification for our customers. We are fulfilling our company's mission by executing profitable projects sustainably, manufacturing state-of-the-art products, and delivering exceptional consulting, planning, and maintenance services. The outcome will be to forge long-term partnerships with our national and international customers in order to build a better future.

Our values align closely with our code of conduct. The emphasis is on our standards and the responsibility we all bear to safeguard our company against legal disputes and reputational harm. The principles outlined provide a basis for us to integrate these values into our daily activities. Our Code of Conduct serves as a fundamental guideline for our behaviour and encourages us to reflect on ways to make our values our inner guide. These values intentionally incorporate very high principles, which then present a clear objective for us. Our values not only represent our vision for the future and how we want to be perceived, they also depict where we stand today. In doing so, we will elevate Rail Power Systems to become an even better company.

Yours sincerely



Michael Bernhardt



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