

COMPANY CULTURE



AMANDUS KAHL today looks back on more than 140 years of machine and plant construction. What started out as a small production facility founded by Otto Behrmann in Hamburg's Eiffestrasse has developed into a sizeable medium-sized machine and plant construction company with around 430 employees and 28 000 m² of production and office space on 50 000 m² of company premises in Reinbek / Glinde.

Today, the main business of AMANDUS KAHL consists of planning and manufacturing machines, plants and production facilities for processing, conditioning, and pelleting. Our customers come from the food industry and renewable energy sectors. Furthermore, our machines are used in the feed industry, the chemical and pharmaceutical industry and the field of disposal and recycling. In 2022, AMANDUS KAHL expanded its product portfolio with the addition of the fluidized bed technology for various industries. Based on our extensive know-how and long-standing experience, we develop fluidized bed plants for continuous as well as discontinuous (batch) operation for drying processes, agglomeration, spray granulation, micro-encapsulation, and coating applications.

Since the very beginning, our aim has been to develop technical solutions for our customers in terms of efficiency and profitability. Satisfied customers and satisfied employees are the goal of all our activities and in fact are inextricably interconnected. Only through the contribution of every staff member can we succeed in achieving high-quality work results and satisfaction among customers and employees.

Our ambition:

We are active worldwide in different market segments and are always on the lookout for new application possibilities.

We stand out from our competitors through selected key machines, which makes us unique and enables us to provide better solutions for our customers' needs.

Research, planning, development, and a high degree of in-house production are fundamental to our quality. We offer training in a wide range of professions in order to ensure quality also in the next generation.

Synergies with research centers, institutes and universities as well as the dialogue with our international customers are essential functions of our company. We provide service, product testing facilities, a worldwide network of representatives, technicians, subsidiaries, and sales offices.

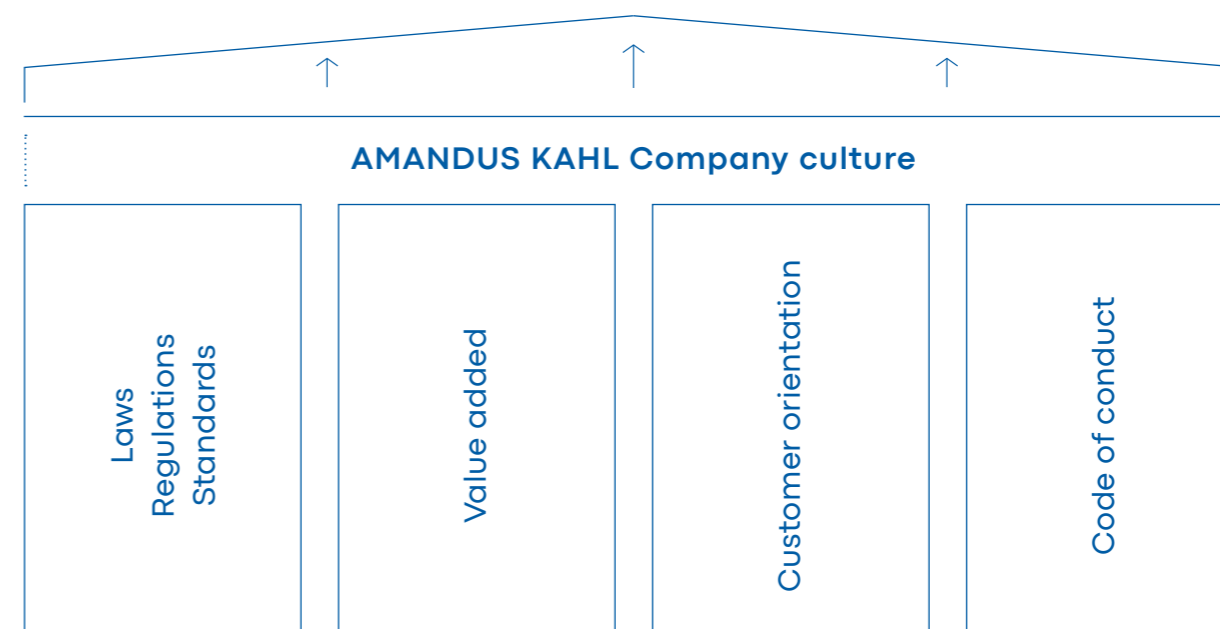
Our success is rooted in our focus on customers and on technical solutions designed to create added value that is convincing. Here, our employees and our code of conduct play an important role in how we are perceived by our customers and suppliers and in ensuring that we get on well with each other.

In our daily work, we want to develop products and solutions that are a decisive factor for the treatment, conditioning, and processing of input products for our customers around the world!

Our company culture will help us to live up to this standard. It is built on four elementary pillars, or principles:

- Laws / regulations / standards
- Value added
- Customer orientation
- Code of conduct

Our principles will be binding for all employees in their actions both within the company and externally.





Laws / regulations / standards

- We comply with existing laws, regulations and standards!
- We adhere to our company's internal rules, regulations, and instructions throughout our daily work!
- We act responsibly and strive for continuous development in the areas of safety, health, and environmental protection.

Value added

- Our striving for the company's, our customers' and our colleagues' success is born out of our desire to secure our cooperation in the long run!
- Our work must be guided by the principle of sustainability in thinking and action – every day!
- Consistency gives our employees and our customers a sense of security and confidence in our products and our future!
- Initiative and room for development are the driving force behind our creativity and innovative strength!

Customer orientation

- Serving our customers and meeting their expectations is our main motivation!
- The customer value of our products and services is of paramount importance for us!
- We solve our customers' problems!
- Our customers perceive us as competent, polite, reliable, respectful, attentive, trustworthy and convincing!

Our code of conduct

1. Communication

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| <ul style="list-style-type: none"> → We always treat all interlocutors with respect and consider this to be self-evident! → Our communication is objective and not personal! → We always treat colleagues, customers and suppliers with respect! → We are honest and speak the truth! → We are striving to constantly improve our thinking and actions! → We consider different opinions and experiences to be an enrichment for our company. → We support each other because we know that this is the best way to bundle our skills for the benefit of our customers and to ensure the success of our company. | <ul style="list-style-type: none"> → Conflicts are part of our daily work – they are essential for change and further development. We do not let any dispute arise from them! → We adhere to the 10 meeting rules. → We are always available for our customers and colleagues and always respond in the shortest possible time! → We are always loyal and trustworthy towards colleagues and superiors. → We share our knowledge for the sake of efficient and productive cooperation, especially with younger employees. |
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2. Professional action

- We continue to develop our quality standards and make sure that everyone adheres to them!
- We solve problems as quickly as possible, constantly look for new solutions and have the courage to take the initiative!
- In carrying out our activities, we always act and think professionally for the benefit of AMANDUS KAHL and their goals and values.
- We regularly fulfil, check and evaluate procedures, agreements and working methods!
- We are open to change!

3. Binding agreements

- We make agreements that we mean to keep.
- Reliability and commitment are our hallmark characteristics in our respectful, friendly, open and honest dealings with our customers and with each other.
- Internal agreements are also binding for us. Services that we announce or promise we will fulfil in full.
- Through lean and transparent processes, we enable our customers to monitor the adherence to deadlines and the execution of work.
- We know that we win over customers through the quality of our work.

4. Team spirit

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| <ul style="list-style-type: none"> → Every colleague should be able to make his or her contribution. Therefore we support each other in order to exploit our full potential and thus ensure an optimal result! → Special knowledge and abilities are promoted and trained! → We are well aware that the performance of each individual benefits the entire company as well as our customers! | <ul style="list-style-type: none"> → We cultivate an intense and interdepartmental exchange in the company, allowing all participants to offer their ideas and suggestions! → We share our knowledge and experience with other colleagues and superiors and increase the expertise of all! → We are aware that a team is more than just the sum of its parts! |
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Our company culture shall be the framework that defines our thinking and actions. It constitutes the foundation of a new culture in which we are "fit for the future" and able to move forward together with our customers and business partners to achieve our goals while never losing sight of the "we". Particularly our executives are called upon to live this culture and serve as a model for all other employees. After all, we are convinced that our company culture has a significant influence on the long-term success of AMANDUS KAHL GmbH & Co. KG.

In keeping with the motto:

We cannot foresee the future, but we can shape it together!