

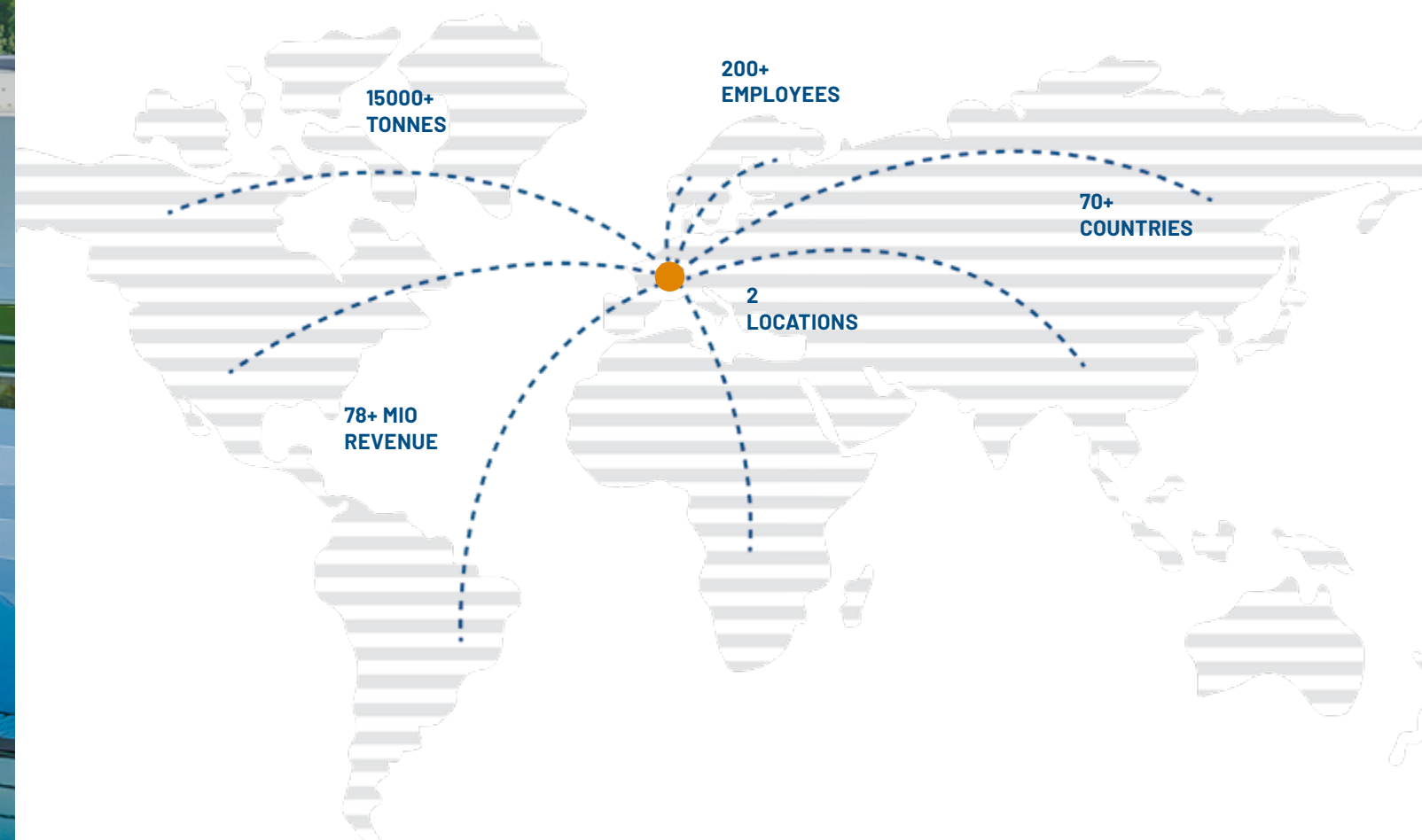
Mission Statement



Performance at its best.

FOREWORD

This mission statement defines NOWOFOL's corporate purpose, values, and vision. Our motto „Performance at its best“ expresses our commitment to delivering the best for our customers every day. This commitment has shaped our thinking and actions for over 50 years.





We cultivate a corporate culture that is characterized by motivation, a sense of responsibility, team spirit and trust.

Robert Pernath, Maria Maier, Management

WHAT HOLDS US TOGETHER

How we interact with our employees, customers, and business partners. **Values and principles** of our actions in everyday work:

Reliability and Honesty

We only promise what we can deliver and consider commitments as obligations. Our honesty and the associated feedback culture help us to continuously improve and develop positively.

Fairness and Tolerance

We maintain cooperation characterized by fairness and mutual appreciation.

Commitment, Motivation, and Team Spirit

We work together for the success of NOWOFOL and fulfill our tasks with high level of commitment and motivation. A collegial work environment where everyone pulls together is especially important to us.

Openness and Trust

We encourage open and trusting communication, including constructive criticism. Problems are addressed directly, and we seek solutions together. We talk with each other, not about each other.

Respect and Courtesy

We treat each other and everyone we work with respectfully and courteously, as this is the only way good cooperation is possible. Our guiding principle is: „Treat others as you would like to be treated.“



***Our strength in production lies in our team –
for our customers, this means reliability and
top quality in every film.***

Harald Stauber, Head of Production



WHAT DRIVES US FORWARD

Our employees

The appreciation and responsibility towards our employees are crucial for us. Their work, qualifications, and motivation are the key to NOWOFOL's shared success. Therefore, mutual respect, openness, trust, tolerance, and fairness form the basis of our cooperation.

„Can't be done“ doesn't exist! Competent and self-responsible teams guarantee the necessary flexibility and continuous development.

Andreas Holzmann, Manager Electrical Engineering
Albert Thalhauser, Manager Mechanical Engineering





For over 50 years, NOWOFOL has been developing and producing films of the highest quality and reliability – that's our brand essence

Thomas Haitzmann, Quality Assurance Manager

Quality and Services:

„Performance at its best.“ – This standard has served as a benchmark for NOWOFOL since its founding.

Our customers worldwide value us as a reliable partner with excellent products and high product diversity. The uniqueness of our products is based on our modern plant technology, continuous development of production processes (digitalization), our employees' extensive know-how, and our high customer and service orientation.



Our aim is to achieve the best possible results for each individual customer through intensive collaboration and in-depth technical understanding.

Igor Siset, Head of Production and Purchasing Raw Materials



As a world market leader in our segment, we strive to continuously open up new markets and fields of application with our innovative products.

Christian Muhm, Head of Sales MDO Film

Customer and Application Orientation:

Together, we strive daily to give our customers the best.

We understand their needs and expectations and continuously develop new, individual products and solutions in close cooperation. Our goal is to create unique selling points and optimize their production processes.

We place great value on trusting business relationships. Our food safety policy includes our unrestricted commitment to producing high-quality and safe films for the food industry that not only meet the basic requirements of good manufacturing practice but also always consider our customers' specific expectations.



Our constant pursuit of innovation inspires us anew every day.

Andreas Freutsmiedl, Head of Sales Fluoropolymer Film

Innovative Strength:

Ingenuity and inventive spirit have characterized NOWOFOL employees since our founding.

With great passion, we continuously develop and produce new film solutions for and with our customers. We identify and evaluate relevant trends early to consider them appropriately.



Agility and Continuous Optimization:

On a stable foundation, we develop the necessary flexibility to operate successfully in dynamic global markets.

Through continuous development, learning, and improvement, we always stay at the cutting edge. Our size, lean structure, and employee commitment allow us to respond quickly and efficiently to customer wishes. Self-responsible teams ensure flexibility and constant optimization of our film solutions. At the same time, we shape our future by consistently seizing opportunities in relevant market segments.



Companies worldwide trust NOWOFOL's expertise. This trust is based on our unconditional pursuit of the highest quality and the combination of expertise and long-standing experience.

Ulrich von Großmann, Head of Research & Development



Our goal is to create a balance between economic and environmental interests.

Micha Häusler, Export and Logistics Manager



Environmental protection has always been an important topic at NOWOFOL.

STRATEGIC PRIORITIES

SUSTAINABILITY

At NOWOFOL, we act responsibly and sustainably to ensure long-term economic success. This applies to our treatment of employees, protection of company assets, and responsible use of natural resources such as energy and raw materials.

For years, we have been developing and implementing measures for greater energy and climate efficiency. We have offset unavoidable emissions through high-quality CO² climate protection certificates, making us a climate-neutral company.

Environmental protection has always been an important topic at NOWOFOL. We have committed to continuous measurement and optimization of energy consumption (ISO 50001 certification) and our environmental impacts (ISO 14001 certification).

Social Responsibility

NOWOFOL takes its social responsibility seriously. Our employees' work and motivation are crucial factors for our success. Therefore, we place great value on appreciating and protecting our employees' well-being, regardless of gender, origin, or skin color. We strive to provide all employees with long-term job security, good working conditions, and the best possible occupational health and safety.



With our products, we want to make people's daily lives safer and easier.

Karin Ferber, Controlling

STRATEGIC GOALS AND VISION: WHERE WE WANT TO GO

Our vision is to become the most sustainable manufacturer of technical specialty films. In doing so, we make a contribution that goes beyond our own advantage and has a positive impact on society and the environment.



Our actions aim to secure the future and success of the independent company NOWOFOL through continuous and sustainable development. We build on our strengths and consistently use our opportunities and potentials.

Our strategic goals are: to be a premium partner for our customers, promote healthy company growth, drive the transformation towards more sustainability, and be a top employer in the region. Together, we strive for excellence in all areas to grow profitably and sustainably increase the company's value.



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