

Innovation

Vision: What do we want to be? >> We are the expert for UV, LED, IR and excimer technology and are recognised as such. We are successfully positioning ourselves in profitable market segments

with future potential.

NOIS SILVERY OF SILVER Mission: Dur way to the goal! >> We know the wishes and individual needs of our customers and offer customised UV, LED, IR and excimer solutions based on our standardised components.

Our 6 Value groups

Market / customer orientation

- We place the customer at the centre of our actions and our structures
- We offer customers an excellent price/ performance ratio
- We constantly scrutinise our solutions in a market and customer-oriented manner

Innovative strength

- We are open to change even if it means
- We are already investing in the future of our company today
- We work hard to be better than our competitors

Quality awareness

- We understand quality as the basis of our actions
- · We define quality according to the requirements of our markets and customers
- We continuously improve our processes and solutions

Acting responsibly

- We are further expanding our position as a strong employer
- We act in an exemplary manner and take responsibility
- We act sustainably for people and the environment and fulfil our emissions targets

Profit-orientation

- We are a sustainably profit-orientated company
- We operate responsibly and with a sense of
- We involve our employees in our success and are socially committedl

Working together

- We speak openly express and respect constructive criticism
- We recognise mistakes and use them as an opportunity for improvement
- We work in teams in a solution-orientated way
- We work with lean, efficient and digital processes

> WE HAVE THE CURE