

## The corporate constitution

We meet market needs in the area of lubricants and related chemical specialties.

We supply the market with economical, technically advanced and user-friendly solutions of optimum quality at an appropriate price level.

We see market orientation, innovative power and safety and quality consciousness as key success factors in all areas of our company.

We recognize the necessity of utilizing and developing our potential in marketing, research and development, production, finance, management and organization in a targeted manner.

We are aware that every activity in our company is important for overall success. Only the constructive cooperation of all involved will lead us to success.

We also want to retain our leading position among independent lubricant manufacturers in the long term. We strive to safeguard this position by achieving and maintaining sensible market shares in our market segments and to further strengthen it through an active marketing strategy with the aim of optimum market coverage.

Our objective is to generate profits that enable us to secure the long-term development of the company and guarantee our shareholders an appropriate return on investment.

We maintain fair and cooperative behavior in all our business relationships on the basis of continuity and solidarity.

Partnership with our customers and suppliers is based on a balanced ratio between services and services in return.

We advocate compliance with statutory regulations and provisions and strive for positive cooperation with authorities and other public institutions.

We take the natural environment into account in all our activities and strive to conserve and improve it. We stand by our responsibility for the health and safety of people.

Our management and skilled employees play a decisive role in determining the success of our company. For this reason, we expect that these employees in particular identify fully with the policies and goals of the company as well as displaying a willingness to innovate, flexibility and cooperative, cost-aware and exemplary management behavior.

We promote the personal and professional development of our employees, thereby strengthening independent thinking and actions and creating a motivating working climate.

We expect a high level of professional and personal skills and corresponding performance from all employees; we remunerate their activities appropriately and in line with performance.

Cooperation among ourselves is marked by a high degree of trust; in particular, this also applies for cooperation with employee representatives.

Mannheim, December 2015

MANAGEMENT BOARD OF FUCHS SCHMIERSTOFFE GMBH