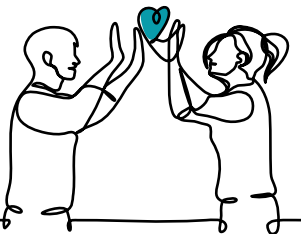


# KNAPP company values

## #WEAREKNAPP

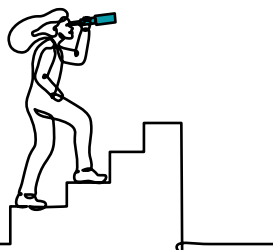
**Our five values lay the foundation for excellent collaboration with colleagues, customers, and external partners.** Each of us plays a significant role in embodying our values in all areas and thereby strengthening our positive company culture. Our managers are guiding figures who set a good example for us all.

### APPRECIATION



- We appreciate the skills and experience of each and every colleague and treat each other with respect.
- We recognize good work and take time to give constructive feedback.
- We appreciate the creative freedom and the trust that is placed in us.
- Our passion for our work and positive workplace community help us to succeed together.

### COURAGE



- We bring ideas to the table and critically assess existing processes and structures, to boost our innovative power.
- We pro-actively seek out constructive discussion with colleagues to optimize our way of working.
- We think outside the box and develop new approaches together.
- We do not shy away from problems. We address them so that we can find solutions and avoid conflicts.
- We dare to design something that we cannot foresee: the future.

### CREATIVITY



- We create space for creative work to encourage talent and new ideas.
- We are innovative, adaptable and actively drive change.
- We master challenges by adopting new approaches.
- We value our working environment and utilize creative possibilities for further development.



### RELIABILITY

- We can rely on one another and we keep our promises.
- We define clear goals and expectations, to ensure smooth collaboration.
- We understand the work steps before and after our own and ensure that we maintain quality standards.
- We help the company to succeed through performance-oriented actions.

### OPENNESS



- We value diversity and promote inclusivity by being open to different cultures, ways of thinking, and personalities.
- We give each other space and support to try out new approaches.
- We embrace a healthy error culture and see feedback as an opportunity to continuously improve.
- We all bring different experiences, education, and perspectives – and this is a good thing. Diversity is what sets us apart and makes us successful.