

Mission Statement of the FUCHS Group

FUCHS PETROLUB
FUCHS 油品集团宗旨

LUBRICANTS.
TECHNOLOGY.
PEOPLE.



LUBRICANTS. TECHNOLOGY. PEOPLE.

FUCHS PETROLUB is a global Group based in Germany which produces and distributes lubricants and related specialties around the world. The Group, which was founded in 1931, with its headquarters in Mannheim, ranks number one among the world's independent lubricant providers.

We have successful operations worldwide. To help our employees around the globe grow even more closely together, FUCHS has developed a mission statement as the basis for a uniform corporate culture. The FUCHS mission statement consists of the three pillars of LUBRICANTS.TECHNOLOGY.PEOPLE. and is based on five elementary values. It serves as the foundation and guideline for our day-to-day actions. The model strengthens the Group's corporate identity, allowing employees understand what the company stands for.

LUBRICANTS. TECHNOLOGY. PEOPLE.

FUCHS PETROLUB油品公司是一家扎根德国，活跃于全球市场的企业集团，为客户提供各类润滑油及相关产品。集团成立于1931年，总部位于德国曼海姆，是全球排名第一的独立润滑油供应商。

集团业务遍布全球，并稳步发展。为了让世界各地的员工更紧密地合作，我们专门制定了FUCHS的经营宗旨，并以此作为FUCHS企业文化的基础。经营宗旨包括三大业务支柱LUBRICANTS.TECHNOLOGY.PEOPLE.和五项核心价值，作为我们日常工作的标准和指南。经营宗旨统一了集团的企业形象，增强了员工对福斯的理解和认同。

LUBRICANTS.

FUCHS focuses on lubricants and offers solutions for all issues and fields of application in the world of lubricants.

TECHNOLOGY.

FUCHS claims technological leadership in strategically important fields of application and is acknowledged as the number one technology partner by its customers. Not only does FUCHS focus on its own lubricants, it also takes a holistic approach, paying close attention to the processes in place at its customers.

PEOPLE.

FUCHS' dedicated corporate culture, coupled with its loyal and motivated workforce, is the strategic key to its success. Our employees form the basis for this success.

LUBRICANTS.

福斯是润滑油产品专家，针对所有关于润滑及润滑油的问题，能够提供切实有效的解决方案及产品应用。

TECHNOLOGY.

在润滑油各个重要应用领域，福斯一直占据技术领先地位，是客户首选的技术合作伙伴。福斯不仅专注于自身的润滑油产品，更关心客户的工艺流程，致力于为客户提供有效的整体解决方案。

PEOPLE.

福斯的成功，离不开强调奉献的企业文化，离不开忠诚积极的员工。福斯的员工是福斯成功的奠基人和创造者。

THE FUCHS CORE VALUES

- _Trust**
- _Creating value**
- _Respect**
- _Reliability**
- _Integrity**

FUCHS核心价值

— 相互信赖

— 创造价值

— 彼此尊重

— 专业可靠

— 正直诚信

TRUST

相互信赖





Trust is the basis of our self-understanding

Mutual trust forms the basis of our cooperation within the organization and with our customers, suppliers and investors. Working on the basis of mutual trust, we develop specific solutions together with our customers. We engage in trusting collaboration with our business partners to secure the performance and quality of products, as well as reliability of delivery. Cooperation between our employees is characterized by openness and fairness, as well as mutual trust and respect. We are open and transparent in our communication with our investors.

信赖是我们了解自身的基础

相互信赖是福斯企业内部运作的基础，也是福斯与客户、供应商和投资者合作的基础。基于相互间的信任，我们与客户携手开发个性化的解决方案。我们和业务伙伴具有共识，一同打造并不断提高产品的功能和品质，加强供货能力。员工本着开放公平的原则，相互信赖，相互尊重，携手合作。我们与投资者之间的交流也是开放与坦诚的。



CREATING VALUE

—
创造价值



We deliver leading technology and first class service to our customers

We offer our customers technically future-oriented products that generate added value. Scientific and technological progress represents both a challenge and a benchmark for our product development. Our customers appreciate us as a partner in research and development. Our committed employees provide knowledgeable advice and support and analyze the specific processes of our customers to find the optimal solution. The technical performance and reliability of our products is complemented by the highest service quality.

Identify and create FUCHS Value Added

We also generate profitable growth by seizing opportunities and handling risks. Our processes are efficient. We create value for our customers, employees and shareholders. Our employees participate appropriately in this added value.

为客户提供领先技术和一流服务

我们为客户提供技术超前并能创造高附加值的产品。我们把科学技术的进步当作产品研发的动力和标杆。因此，我们作为开发伙伴赢得了广大客户的赞许。我们的员工努力工作，针对客户特定的工艺流程进行专业咨询和指导，并提供个性化的最佳解决方案。同时，我们凭借一流的服务质量，为技术性能及产品可靠性锦上添花。

我们为您创造FUCHS 专有的附加值 (FUCHS Value Added)

我们把握机会，化风险为效益，确保高效的业务流程，为客户、员工和投资者创造价值，并与员工一起分享企业取得的成果。

Provide space for innovation to explore new paths

We provide a platform for new ways of thinking and support unconventional ideas. We love research and finding new approaches for solving problems. We give our research and development staff the freedom to move away from familiar paths and implement unconventional solutions. We shape technological progress with our knowledge and the experience of a globally operating company.

Act with an entrepreneurial spirit

We are entrepreneurs within our own company, focusing on the essentials, acting fast and consistently, as well as taking decisions. We know our customers and our markets. We improve processes and are not happy until we have delivered first class performance.

我们积极开拓， 不断创新

我们为创新思想提供平台。我们热衷于科研，积极寻求解决问题的新方法、新途径。我们的研发人员享有极大的自由度，开拓创新，勇于突破。作为一家跨国企业，我们凭借自己的知识和经验，不断取得技术进步。

我们的行动秉承企业家精神

我们每个人都是公司内部的企业家，注重本质，果断决策，快速行动，坚持不懈。我们了解客户需求和市场情况，永不满足，持续改进，直至成为最佳。

Empower employees with responsibility and accountability

We delegate responsibility to our employees and set both motivating and transparent targets. We place great emphasis on personal and professional competence. We include our employees in decision-making processes, ask questions and listen. Our actions are honest, accountable and transparent. We make success measurable.

我们赋予员工责任感， 重视员工的意见

我们赋予员工责任和义务，并设定有动力的、公开透明的目标。我们高度强调员工的个人潜能和专业能力，让员工参与决策，向员工提出问题，并认真听取意见。我们的行动是坦诚的、负责任的、公开透明的。由此，成功不再遥不可及。

RESPECT

彼此尊重





We acknowledge our responsibility towards our stakeholders, society and environment

We stand by our responsibility towards the company, its employees and the environment. In addition to this, we accept our social responsibility. We carefully steward the resources entrusted to us. By creating sustainable products and services, we make a positive contribution to preserving our environment.

Show appreciation and recognition

Our cooperation is characterized by respectful and trusting interaction with one another. We do not engage in any kind of discrimination. We respect the rights and values of every individual. We show recognition and appreciation for the work of our employees and partners. We respect the cultures of all regions and countries.

我们对各利益群体、 社会及自然环境负责

我们对企业、员工和自然环境负责，同时履行对社会的承诺和责任。我们谨慎负责地运用我们所掌握的资源，通过开发可持续性产品及服务，为保护环境做出贡献。

尊重与认可

相互尊重和信任是我们合作的关键。我们尊重每一个人的权益和利益，赞赏员工和合作伙伴的每一项工作成就，也尊重各国各地的宗教与文化。

Act with fairness towards our partners and employees

We treat our employees and partners both fairly and honestly. We do not pursue our personal interests. Our actions serve the interests of our customers, employees and shareholders. We require of others only what we are prepared to do ourselves.

Foster an open minded discussion culture

We always seek open discussion and let the best argument win. We communicate openly, clearly and factually. We honor and respect ideas and arguments irrespective of hierarchical levels. We live out change as a natural and welcome part of our success.

公正对待合作伙伴和员工

我们公平公正对待员工和合作伙伴。我们不追求个人利益，而是服务于客户、员工和股东的利益。我们由己及人，以相同标准来要求自己 and 他人。

营造思想开放、 言论自由的文化

我们重视开放式的讨论，强调以理服人。我们的沟通必须公开、明确、客观，鼓励员工畅所欲言，不受管理层级的局限。我们相信，变化是成功的必经之路。



RELIABILITY

专业可靠



We walk the talk

We are a role model and live out our corporate values. We show personal commitment and passion for our field of expertise.

We set examples regarding motivation, commitment and excellent performance.

Committed to technical leadership

We work on securing technological leadership in our core business.

We develop, produce and market technically sophisticated products.

Future-oriented products bring our customers added value, help save energy and protect the environment.

我们言出必行， 言行一致

我们以身作则，在工作中用行动体现福斯集团的核心价值，在各自的专业领域倾注个人的承诺与激情，爱岗敬业，努力工作，表现卓越。

我们追求技术领先地位

我们致力于保持在重要业务领域的技术领先地位，开发、生产并销售技术先进的产品。具备科技前瞻性的产品能够为我们的客户带来高附加值，节约能源，保护环境。

Maintain a consistent track record of performance

We are proud of our success story, which is based on performance, innovative products and exceptional customer service. Our employees are motivated to continue this success story.

Act in a responsive and transparent way

We win our orders in transparent and fair competition. We believe in the quality and performance of our products. We work as a team. In our decentralized organization, the primary focus is always on the company as a whole.

我们始终如一 地延续并提升业绩

优秀的业绩、创新型产品和一流的客户服务造就了福斯的成功。这是每一名福斯员工的骄傲，将激励我们不断延续这段成功。

积极响应，公开透明

我们在透明和公平的市场竞争中取胜。我们坚信福斯产品的质量和性能。我们是一个业务分布全球、分散化管理的跨国企业，但是我们团结如同一个团队，永远将福斯集团的整体利益放在首位。

Cooperates with
business partners

Accepting benefits



INTEGRITY

正直诚信



We believe in a high level of ethics and adhere to our Code of Conduct

We consistently honor and respect the laws and rules of all countries in which we operate. We respect their customs and habits. Discrimination due to race, gender, religion or any other personal characteristics is not tolerated. Our Code of Conduct is the guideline for our actions and decisions. We firmly believe that success can only be achieved when our words and values are in line with our actions.

遵循高道德标准， 遵守行为准则

在福斯开展业务的每一个国家或地区，我们遵守当地的法律和法规，尊重当地的习俗和传统，杜绝种族、性别、宗教或者其他任何有关个人的歧视。行为准则指导我们所有的行动和决策。我们坚信，言行一致是成功的保障。



FUCHS Group

www.fuchs.com/group