

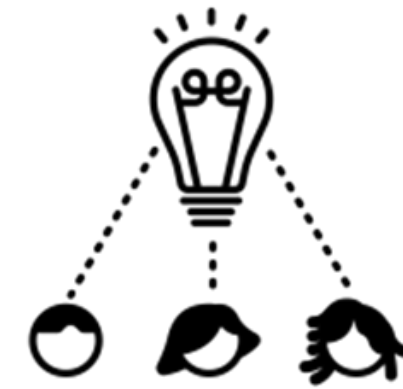
# HARSCH

## THE 4 PILLARS



### CULTIVATING EXCELLENCE

The excellence of our services and customer satisfaction must be our priority. We strive to be perceived as the best in our field. This is the fruit of constant hard work and can never be taken for granted. We also want to set ourselves apart from our competitors by developing innovative approaches and drawing on our workforce, know-how and collective intelligence.



### BELIEVING IN COLLECTIVE INTELLIGENCE

Our teams are made up of people with complementary profiles, and these differences are our strength. Together we are better and we are committed to collective success. We trust each other and listen to each other's points of view, even if they differ from our own. The company is made up of different activities and professions, which together form a coherent whole and enable us to develop winning synergies.



### HAVING THE COURAGE TO UNDERTAKE

We are able to see the opportunities that come our way and have the courage to seize them, if the time is right. We're not afraid to step out of our comfort zone and challenge ourselves. We want to develop our agility to adapt to changes in the market and support the creativity of our employees.



### SHARING THE VALUES OF A FAMILY-OWNED COMPANY

We are a company on a human scale, where the development of our employees is important to us and part of the company's success. We favour long-term investments and adopt a long-term vision to develop our activities in a coherent and harmonious way. We are determined to make a long-term commitment and consolidate our achievements.