



Growing
with
Values

KNORR-BREMSE



The background is a solid dark blue color. At the top, there is a white, wavy, horizontal line that curves downwards. In the center of the image, there are several concentric circles. The innermost circle is a lighter shade of blue, and as the circles expand outwards, they become progressively darker and more blurred, creating a sense of depth and motion. The text "Growing with Values" is centered within these circles.

Growing with
Values

Enduring values for a promising future.

For us, growth is more than just a buzzword, a rising revenue curve or a new factory. It's also about the personal development of each and every one of us. Taking this wider view helps us to live up to our responsibilities to our company, society as a whole, the environment and ourselves. We call this 'Growing with Values'. And these values are an integral part of our identity. They have made us what we are today – a world leader in our sector. Our commitment to road and rail safety stretches back over generations, from the development of a new control valve for air brakes to the very latest innovations aimed at reducing emissions and fuel consumption. We believe it is crucial that we preserve these values for future generations. That is why we teamed up with over 100 employees from more than 20 countries to capture and document our values – or as we like to think of them, our corporate DNA – for all of us.

Entrepreneurship, technological excellence, reliability, passion and responsibility. These values describe who we are. They guide the way we do business each and every day and shape the way we interact with colleagues, partners and society as a whole. They help us make the right decisions and find answers to challenging questions. Only by living and breathing the values of our organization can we grow and master the challenges of the future.



KNORR-BREMSE.
G.m.b.H.







KNORR-BREMSE

KNORR-BREMSE AG

A man in a dark suit and tie stands in profile on the right side of the image, looking out a large window. The office interior features a glass railing and a white pillar. The background shows a cityscape with various buildings under a clear sky.

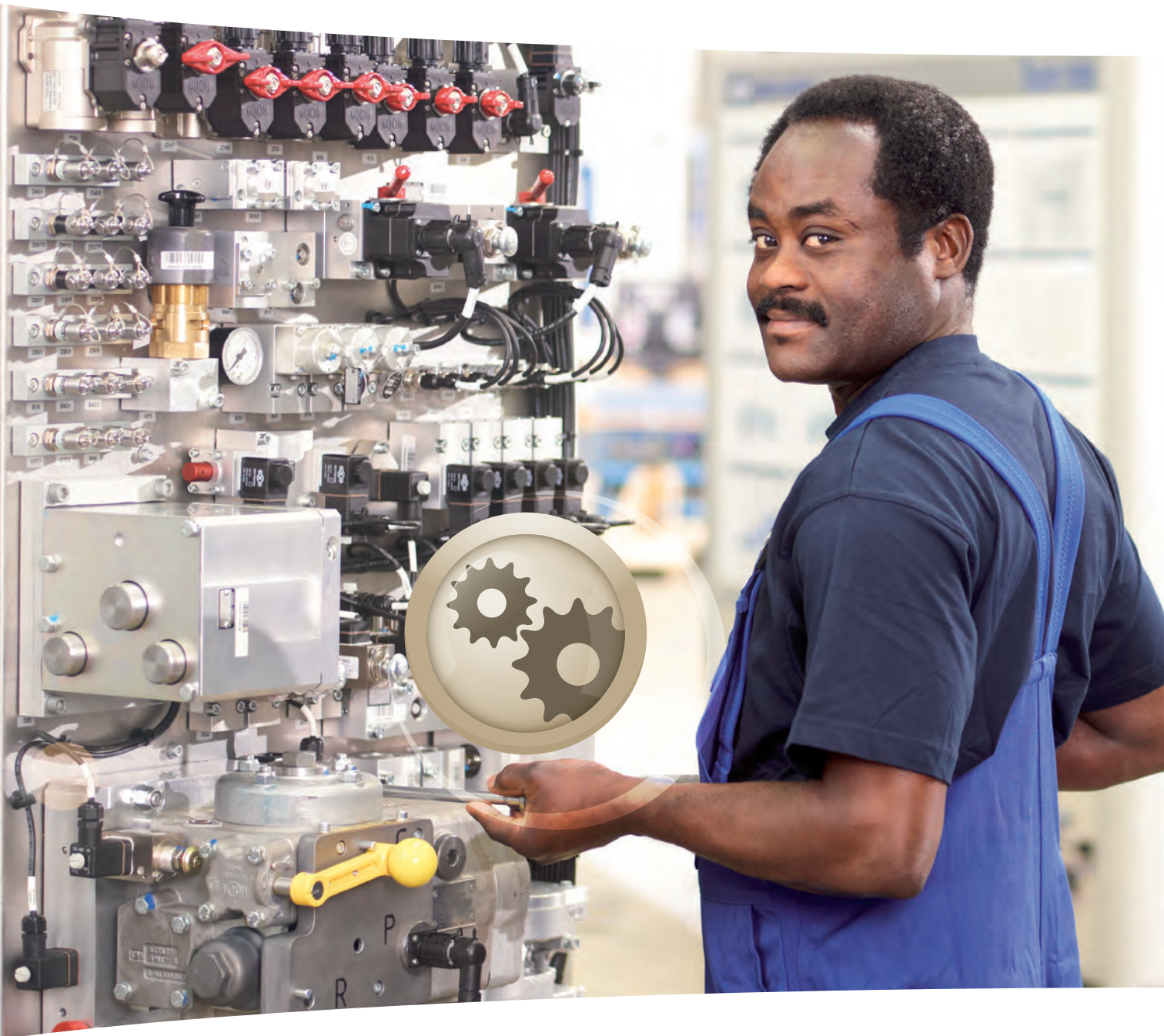
Entrepreneurship

Knorr-Bremse sees challenges as opportunities for long-term profitable growth. As a family-owned business we think in generations. We identify future demands and have the open-mindedness and courage to develop new business areas. We set ourselves clear targets and focus on performance and execution with a view to achieving our business goals.

The Knorr-Bremse global success story started out in the mid-eighties with a bold and determined step. A visionary decision to focus on the core brake business for rail and commercial vehicles, expand internationally and develop a system strategy drove strong growth over the following decades and the transition to the role of technology and market leader. Today, the same determination and strategic focus is

driving our success in markets from Melbourne to Moscow. We create decentralized structures that enable us to adapt quickly to local requirements. We think ahead of the curve, anticipating solutions that meet the needs of our customers. And we have our sights firmly set on further growth. Over 100 locations in more than 30 countries bear testament to our success. And with each year, we keep growing.







Technological Excellence

Knorr-Bremse offers technological expertise and competence in all the areas in which we operate. We analyze market and social trends and are open to new ideas. Our focus is on anticipating customer needs and creating customer value, offering innovative, leading-edge and competitive system solutions. We encourage everyone to use their knowledge to help improve and develop sustainable products and services.

*As the world speeds up, we make sure it stays safe. Every innovation and every milestone marks a further step in our journey. Our **experience**, market expertise and investment in research and development keep us ahead of the pack. We pioneered air disc brakes for trucks, for instance, and are positioned technology leader for electronic stability*

and driver-assistance systems. Our technology delivers the braking power for the longest and heaviest trains rolling across all continents and is designed to deliver top performance in both stifling heat and freezing cold. In everything we do, we always aim to focus on maximum value for our customers.



Reliability

Safety is Knorr-Bremse's main focus – we do not compromise on this. Our products and services call for excellent quality standards in all areas and processes. We keep our promises and personally ensure that the demands of our customers, partners and colleagues are met.

When we start work in the morning, many people around the world are already relying on our technology. And about 29,000 employees are relying on each other and our company. And so it is hardly surprising that quality and reliability are such big priorities for us. At Knorr-Bremse, 99.9 percent simply isn't good enough. This commitment extends down to the smallest processes. The initiatives that we imple-

ment under the umbrella of our Knorr Excellence program make us faster, better and more accurate than others. We demand a lot from ourselves. And a lot from our products. Before they can be used all over the world, we test them thoroughly, putting them through their paces near the Arctic circle and in the desert to make sure they function perfectly anywhere in the world, any time of the day or night.



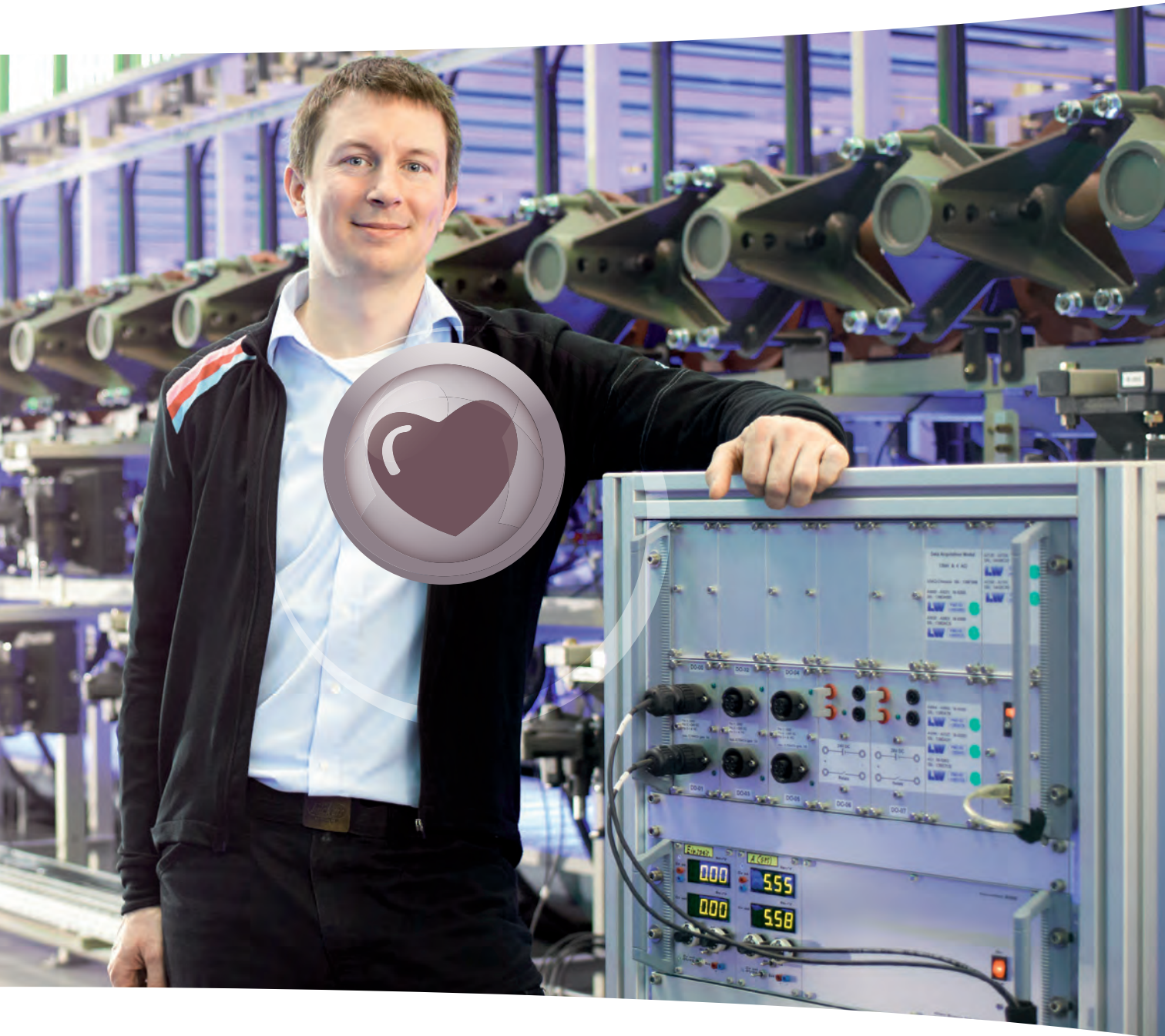


Passion

We love what we do. Challenges inspire our creativity. Everybody is eager to fulfill their personal potential. Knorr-Bremse employees are dedicated specialists in their field and are passionate about performing well. We are committed to fulfilling our targets and are prepared to go the extra mile. We recognize good performance and celebrate extraordinary success.

When Georg Knorr developed his first control valve for air brakes, he was almost certainly following his innate desire to invent. But what really drove him to excel was the passion for his work, his determination to push his own personal boundaries and to make an increasingly mobile world a safer, more

technologically advanced place. Today, every one of us is still driven by this passion. It spurs us on to develop and implement new ideas. It is hardwired into every aspect of our work. It is what makes us happy to go to work every morning. And that would certainly make our founder smile.





Responsibility

Knorr-Bremse is a global company with multiple cultures, and we aggregate the strengths of all our individual employees. We value and promote diversity and foster personal development as a key factor for success. Fairness determines the way we work, and our governance systems assure compliant behavior. In conducting our business we meet our social and environmental responsibilities within local communities.

As our company grows, so too does our sense of responsibility – not just to our company, but also towards society at large, the environment and ourselves. We value a culture of mutual respect and honesty. And we encourage our employees to grow personally through global talent development and training programs. Beyond the company walls, we express our sense of corporate social responsibility

through our Global Care and Local Care projects. In addition, we use both financial and environmental indicators to chart our success, measuring everything from resource efficiency through energy savings to environmentally friendly materials. Just another example of our commitment to generating sustainable value.





A man with glasses and a beard, wearing a white shirt and a striped tie, is looking down at a smartphone in his hands. He is standing in a factory or industrial setting, with various pieces of machinery and equipment visible in the background. The lighting is bright, and the overall atmosphere is professional and focused.

Values that shape the future.

Our values have shaped the growth and success of Knorr-Bremse from the very beginning. And we want it to stay that way for the next hundred years. The future holds many challenges, from urbanization, eco-efficiency, digitization, and automated driving. To master these, we will all need to grow further. We can only preserve our values and pass them on to future generations if we live and breathe them ourselves. And so we should draw inspiration from them as often as possible, using them to guide our everyday actions. They are our identity. Our corporate DNA.





Knorr-Bremse Group