



What defines us and makes us unique

KOCH Corporate Culture
Guidelines

Dear Employees and Esteemed Business Partners,

What does KOCH Pac-Systeme stand for? What makes us unique and guides our actions? What drives and inspires us to build our success – today and in the future? The answer is something we “live and breathe” every day: our corporate culture. It defines the way we work together, determines the relationships we have with our customers and partners and, ultimately, the quality of our products and services.

And yet, it still makes sense to give our corporate culture a binding framework. To lay down the values that shape and guide our actions. As well as our mission statement and vision. And, above all, our purpose: the contribution that we, as a brand of the Uhlmann Group, make toward building a better world, hand in hand with the other brands.

These guidelines serve, if you will, as the signposts that guide our daily teamwork activities and navigate us in the right direction. Because, to paraphrase the American writer Mark Twain, “If you don’t know exactly where you want to go, don’t be surprised if you end up somewhere else entirely.”

Our values are the bedrock of our business. These five guiding principles underpin our commitment and serve as our shared compass. They have an impact both internally and externally and determine the way we work and interact. And together, they bring us a little closer every day to achieving our vision: To be the leading partner for innovative, sustainable, and tailor-made packaging solutions.



Thomas Winkler
Geschäftsführer (CEO)

Vision, Mission, Purpose and Values:
These are the four defining elements of
our corporate culture.

Our vision is our North Star that guides us and
that we keep firmly in our sights. It is the great
goal we strive for, that motivates and inspires us.

And how do we achieve this goal? By fulfilling
our mission. It formulates our central promise
and describes how we will deliver on it.

Our purpose is the overriding rationale behind
everything we do. It is the answer to the question
of how we can create social benefit and has an
impact far beyond KOCH Pac-Systeme and the
Uhlmann Group.

Finally, our values are the basic principles that
govern our actions, at all times and everywhere.

KOCH Vision – Our North Star for the future

**“We will be the leading partner for innovative, sustainable and
tailor-made packaging solutions.”**

Our commitment is to continuously build on our excellence and be
recognized as the first point of contact for the design and implementation
of first-class solutions. We engage with our partners as equals, commit for
the long term, and consistently focus on our customers' individual needs.

We develop holistic, innovative, and technically superior packaging
solutions that perfectly match the respective products and processes and
are characterized by the highest quality and flexibility.

In doing so, we contribute to a sustainable economy today and in the
future by providing energy-efficient packaging processes that use sustainable
materials and minimize the wastage of resources.

Constant curiosity and a thirst for improvement drive us to keep pushing
the boundaries of what is possible, to design unprecedented solutions for
our customers, and to boldly lead the way.

KOCH Mission – Our promise to the customers

“We strengthen your product success through comprehensive and tailor-made solutions with the highest process efficiency.”

With our expertise in packaging technologies and processes, we significantly support and improve the product success of our customers, as we offer attractive and sustainable product presentation as well as extensive supplementary functions in addition to pure product protection.

To this end, we think in terms of holistic solutions and provide advice on everything from packaging design to plant operation and optimization of production processes, as well as expertise in the design of end-to-end solutions, including custom automation. Our solutions are therefore always tailor-made and meet the highest quality requirements.

Our products ensure reliable, flexible, and efficient processes today and tomorrow, resulting in the highest process efficiency. To achieve this we are constantly developing our range of technical and digital products and services.

Uhlmann Group Purpose – Our contribution to a better world

“We ensure the global availability of sensitive products to improve quality of life for generations.”

We provide solutions along the value-added chain of packaging around the world, ensuring the integrity and safety of the products of our customers.

We are specialists for sensitive products that require special protection against external influences such as temperature, humidity, unintended use, product counterfeiting or pollution. Especially pharmaceutical and healthcare products.

With our solutions and know-how, we contribute to the quality of life of everyone who uses these products worldwide. In doing so, we contribute to a better quality of life – today and for future generations. We contribute to the lasting value of products and pursue a comprehensive sustainability strategy with a special focus on climate protection.



We are a team.

- We work together.
- We speak to each other openly and respectfully.
- We are fair, honest, and trustful in our dealings with each other.
- We accept one another and integrate with others.
- We help each other and accept assistance.
- Everyone contributes to success.

Together we achieve more.

We are innovative and flexible.

- We gather information on a broad basis.
- We are open to new ideas.
- We develop concepts and customized solutions.
- We better ourselves and our processes.
- We set standards.

Our aim is to be a trendsetter and technology leader in order to strengthen and expand our market position.



We are competent.

- We know what is expected of us.
- We are willing to learn and adapt.
- We focus on active further development regarding both professional and social skills.
- We are open about our mistakes and learn from them.
- Everyone is deployed and supported according to their abilities

**We generate solutions with added value,
thus securing our future.**

We act purposefully.

- We have clear targets.
- We convey our targets and check progress together.
- We are target-oriented.
- We focus on our targets and set priorities.
- The joint target precedes the personal goal.

We meet the expectations of our customers, shareholders, and supervisors.





We are conscientious.

- We work independently and with commitment.
- We make decisions and are aware of the consequences of these decisions.
- We are reliable and abide by agreements.
- We deploy our resources wisely and effectively.

We identify ourselves with KOCH and our work.

Basis for our actions:

- We are a team.
- We are innovative and flexible.
- We are competent.
- We act purposefully.
- We are conscientious.

The objective of our common actions is excellent quality.





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