

WEGGER

quality air / quality life

MISSION STATEMENT

Corporate culture and values

We are a family business

WEGER is a 100% family-owned business. Our corporate culture reflects the values we believe in and that guide us in our actions.

Vision

Climate with a system – for people, processes, and a shared future. We create air for living and a climate for well-being – at all times and in every situation in life. Thanks to innovative technology, we develop intelligent, resource-efficient solutions that make our world more livable and sustainable.

Mission

We develop ventilation and air conditioning systems that meet not only today's needs, but also those of tomorrow: reliable, sustainable, and technologically advanced. Our mission is to motivate current and potential customers to choose our solutions (products and services) that combine comfort, efficiency, and responsibility.

With respect for our customers, employees, partners, and suppliers, we are shaping a future in which economic strength, social responsibility, and sustainability go hand in hand.

In our relationships with them, we are committed to:

- / **Solution orientation**
- / **Fairness**
- / **Honest communication**
- / **Opportunities for participation**

We are committed to living our **values** in our everyday corporate culture. In all our business activities and decisions, we take different perspectives into account and pay attention to the impact on people and the environment.

Our promise of quality

We guarantee the quality of our products and services by consistently meeting all customer requirements, legal requirements, and internal standards, and we go above and beyond by creating exciting features that offer real added value.

Reliability, durability, and ease of maintenance form the foundation of our brand promise and characterize the entire process chain, from development to production to customer service.

For us, quality means much more than simply meeting requirements: it is synonymous with responsible resource management and continuous improvement of our processes, products, and services. We always focus on the essentials: the needs and success of our customers.

We are a reliable partner

Our expertise and customer focus, as well as flexibility and adherence to deadlines, are our top priorities. We are not interested in short-term success, but focus on the long term. Sincerity and clarity in our consulting services, as well as the utmost care in the execution of our work, are our top priorities. Only satisfied customers guarantee a long-term partnership and thus the success of our company.

The basis of WEGER's success: our employees

We rely on highly motivated and competent employees who remain loyal to us over the years and are enthusiastic about our company. Their expertise, commitment, and loyalty are the driving force behind our continuous development. We want enthusiastic, qualified, and motivated employees and managers, and we create the right conditions for this.

Supporting our employees

In order to promote and support professional and personal development in a targeted manner, we support the growth and development of our employees. To this end, we create the appropriate conditions: we offer secure jobs and a healthy working environment.

Occupational safety and health

We create the conditions for a pleasant working atmosphere and are committed to complying with legal and regulatory requirements to protect employees from accidents and illness in the workplace. In particular, issues such as occupational safety, health protection, and environmental protection are of great importance to the company.

Suppliers are our partners

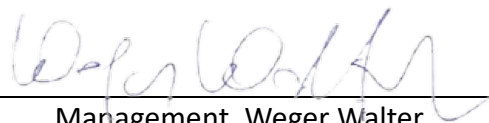
We work closely with our suppliers to ensure that they meet our high-quality standards. Business relationships must be based on principles of fairness and cooperation.

Environment and sustainability

Environmental protection, including pollution prevention, is of great importance to us. Thanks to technically advanced products and production processes, we are committed to saving energy and conserving resources, not only from an economic but also from an ecological point of view. Our company's material and substance flows are monitored and controlled to ensure waste prevention, recycling, and proper disposal.

To meet our customers' expectations, we have established a quality management system based on ISO 9001:2015, ISO 45001:2018, and ISO 14001:2015 standards. This quality management system is actively applied and continuously improved by all WEGER employees.

Casteldarne, 14.10.2025



Management, Weger Walter