

VISION - MISSION - VALUES – PRINCIPLES

Vision

To be a global leader in specialty chemicals, recognized for our commitment to excellence, innovation and sustainability, while fostering a culture of collaboration, diversity and continuous improvement.

Mission

To pioneer innovative solutions in specialty chemicals, deliver exceptional value to our customers, drive sustainable growth and make a positive contribution to communities.

Values

At Brüggemann, our values guide everything we do. We are committed to

- 1. Excellence:** We strive for excellence in all our undertakings and deliver outstanding products, services and experiences.
- 2. Innovation:** We focus on innovation to achieve continuous improvement, differentiation and value creation.
- 3. Integrity:** We act honestly, with integrity and transparency in all our interactions and decisions and take decisive action against any form of corruption and bribery.
- 4. Sustainability:** We proactively promote sustainable practices and awareness to protect the environment, support communities and create long-term value.
- 5. Customer Satisfaction:** We put our customers at the center of everything we do, exceed their expectations and build lasting partnerships.
- 6. Employee Empowerment:** We empower our employees to develop, grow and contribute to our shared success.
- 7. Social Responsibility:** We fulfill our social responsibility by giving back to society. We support and respect human rights and international labor standards.

Principles

- 1. Innovation:** We constantly strive to innovate and develop leading-edge solutions that meet the changing needs of our customers and the industry.
- 2. Quality:** We strive to deliver products and services of the highest quality, adhering to strict standards and best practice.
- 3. Sustainability:** We emphasize sustainability in all aspects of our business, minimizing environmental impact, conserving resources and promoting responsible practices throughout our value chain.
- 4. Customer Satisfaction:** We prioritize the needs and satisfaction of our customers and build strong, lasting relationships based on trust, integrity and mutual respect.
- 5. Employee Engagement:** We value our employees as our most important asset and encourage social dialog, a culture of empowerment, diversity, inclusion and continuous learning to develop their full potential.
- 6. Collaboration:** We foster collaboration and teamwork both internally and externally by working with customers, suppliers and stakeholders to drive shared success and innovation.
- 7. Health and Safety:** We value the safety and well-being of our employees, customers and neighbors by creating a safe working environment and promoting health initiatives.
- 8. Ethical Behavior:** In accordance with our Code of Conduct, we conduct our business to the highest standards of integrity, ethics and transparency and comply with all applicable laws, regulations and ethical principles.

By embracing these principles and values, we are committed to realizing our mission and vision for sustainable business development while maintaining the highest standards of ethics, quality and sustainability.

Heilbronn, 17 April 2025



Dr. Stefan Lätsch
Managing Director



Hans-Peter Gabski
Managing Director