

Mission Statement of the FUCHS Group

福斯 (FUCHS) 集團願景

LUBRICANTS.
TECHNOLOGY.
PEOPLE.



LUBRICANTS. TECHNOLOGY. PEOPLE.

FUCHS PETROLUB is a global Group based in Germany which produces and distributes lubricants and related specialties around the world. The Group, which was founded in 1931, with its headquarters in Mannheim, ranks number one among the world's independent lubricant providers.

We have successful operations worldwide. To help our employees around the globe grow even more closely together, FUCHS has developed a mission statement as the basis for a uniform corporate culture. The FUCHS mission statement consists of the three pillars of LUBRICANTS.TECHNOLOGY.PEOPLE. and is based on five elementary values. It serves as the foundation and guideline for our day-to-day actions. The model strengthens the Group's corporate identity, allowing employees understand what the company stands for.

LUBRICANTS. TECHNOLOGY. PEOPLE.

福斯石油潤滑（FUCHS PETROLUB）集團是一家位於德國的大型企業，業務範圍涵蓋全世界，專業從事潤滑油及相關產品的生產和銷售。公司成立於1931年，地處曼海姆市，在全球獨立潤滑油供應商的排名上獨佔鰲頭。

我們活躍於全球市場，業績突出。為了讓全球員工能夠更加緊密地共同成長，福斯提出了集團願景作為統一集團文化的基礎。福斯願景由三大支柱組成，即潤滑油、技術、以人為本，三大支柱依託於五大基本價值。它們為日常運作奠定基礎，指引方向。願景強化對公司的認同，讓員工明瞭公司代表的意義。

LUBRICANTS.

FUCHS focuses on lubricants and offers solutions for all issues and fields of application in the world of lubricants.

TECHNOLOGY.

FUCHS claims technological leadership in strategically important fields of application and is acknowledged as the number one technology partner by its customers. Not only does FUCHS focus on its own lubricants, it also takes a holistic approach, paying close attention to the processes in place at its customers.

PEOPLE.

FUCHS' dedicated corporate culture, coupled with its loyal and motivated workforce, is the strategic key to its success. Our employees form the basis for this success.

LUBRICANTS. 潤滑油

福斯專注於潤滑油業務，致力於為潤滑油方面所有的問題和應用領域提供解決方案。

TECHNOLOGY. 技術

福斯在具有重要策略性應用領域擁有領先的技術，在客戶中廣受認同。福斯不僅專注於做好本身的潤滑油產品，也著眼於客戶的整個製程。

PEOPLE. 以人為本

福斯的策略成就得益於自身的企業文化和忠誠、積極進取的團隊。我們的員工是一切成就的根源。

THE FUCHS CORE VALUES

- _Trust**
- _Creating value**
- _Respect**
- _Reliability**
- _Integrity**

福斯價值

— 信任

— 創造價值

— 尊重

— 可靠

— 正直

TRUST

信任





Trust is the basis of our self-understanding

Mutual trust forms the basis of our cooperation within the organization and with our customers, suppliers and investors. Working on the basis of mutual trust, we develop specific solutions together with our customers. We engage in trusting collaboration with our business partners to secure the performance and quality of products, as well as reliability of delivery. Cooperation between our employees is characterized by openness and fairness, as well as mutual trust and respect. We are open and transparent in our communication with our investors.

信任是我們自我認知的基礎

無論是企業內部合作，還是與客戶、供應商和投資者的合作，互信都是我們推展工作的基石。在互信的基礎上，我們與客戶協力開發特製化解決方案。我們與業務夥伴互相信賴，共同致力於提升產品的性能和品質並確保貨品配送的可靠性。開放、公平、相互信任和相互尊重，使得員工間的合作成效顯著。對待投資者，我們保持一貫開放和透明的態度。



CREATING VALUE

創造價值



We deliver leading technology and first class service to our customers

We offer our customers technically future-oriented products that generate added value. Scientific and technological progress represents both a challenge and a benchmark for our product development. Our customers appreciate us as a partner in research and development. Our committed employees provide knowledgeable advice and support and analyze the specific processes of our customers to find the optimal solution. The technical performance and reliability of our products is complemented by the highest service quality.

Identify and create FUCHS Value Added

We also generate profitable growth by seizing opportunities and handling risks. Our processes are efficient. We create value for our customers, employees and shareholders. Our employees participate appropriately in this added value.

我們為客戶提供領先技術和最佳服務

我們為客戶提供的產品技術領先，放眼未來，能為客戶創造更多價值。科技提昇既是我們在產品研發上的挑戰，也是標竿。做為研發夥伴，我們受到客戶的廣泛讚賞。福斯的忠誠員工經驗豐富，深入探討每位客戶的獨特製程，力求提供最佳解決方案。我們技術性能優越、品質可靠的產品更被輔以最頂級的服務品質。

界定並創造福斯附加價值

透過把握時機、掌控風險，我們在成長中創造利潤。我們的高效製程，為客戶、員工和股東創造價值。員工恰如其分地參與到價值提升過程之中。

Provide space for innovation to explore new paths

We provide a platform for new ways of thinking and support unconventional ideas. We love research and finding new approaches for solving problems. We give our research and development staff the freedom to move away from familiar paths and implement unconventional solutions. We shape technological progress with our knowledge and the experience of a globally operating company.

Act with an entrepreneurial spirit

We are entrepreneurs within our own company, focusing on the essentials, acting fast and consistently, as well as taking decisions. We know our customers and our markets. We improve processes and are not happy until we have delivered first class performance.

我們為創新提供空間以找尋新方法

我們提供平台給新想法並鼓勵別出心裁的創意。我們熱愛研發並熱衷於尋找新的解決方案。我們的研發人員可以自由地跳出桎梏，落實不同尋常的解決方案。我們以豐富的學識和跨國企業的經驗推動技術進步。

我們以創業精神行事

我們就是我們公司內的創業家，專注於本質，行動迅速且持久，決策果斷。我們熟知我們的客戶和市場。我們不斷追求製程改善，永不滿足，力圖百尺竿頭更進一步。

Empower employees with responsibility and accountability

We delegate responsibility to our employees and set both motivating and transparent targets. We place great emphasis on personal and professional competence. We include our employees in decision-making processes, ask questions and listen. Our actions are honest, accountable and transparent. We make success measurable.

以責任感與個人權 責賦予員工權力

我們授權給員工同時訂定激勵性與明確的目標。我們珍視員工的個人能力和專業素養。我們讓員工參與決策過程，給員工提出疑問的機會，並傾聽員工的心聲。我們的行動開誠佈公、可究責且透明，我們讓成功可被評量。

RESPECT

—
尊重





We acknowledge our responsibility towards our stakeholders, society and environment

We stand by our responsibility towards the company, its employees and the environment. In addition to this, we accept our social responsibility. We carefully steward the resources entrusted to us. By creating sustainable products and services, we make a positive contribution to preserving our environment.

Show appreciation and recognition

Our cooperation is characterized by respectful and trusting interaction with one another. We do not engage in any kind of discrimination. We respect the rights and values of every individual. We show recognition and appreciation for the work of our employees and partners. We respect the cultures of all regions and countries.

我們明確了解對股東、 社會和環境的責任

我們對公司、公司員工和環境負責。此外，我們確實履行應盡的社會責任。我們細心地管理授予我們使用的資源，透過創造永續性產品和服務，為保護環境做出積極貢獻。

我們給予尊重和認同

互相尊重和互相信任為我們的合作打下烙印。我們不歧視任何人，尊重每個人的權利與價值觀。我們尊重和認同每一位員工和業務夥伴的工作，尊重每個國家和每種宗教的文化。

Act with fairness towards our partners and employees

We treat our employees and partners both fairly and honestly. We do not pursue our personal interests. Our actions serve the interests of our customers, employees and shareholders. We require of others only what we are prepared to do ourselves.

Foster an open minded discussion culture

We always seek open discussion and let the best argument win. We communicate openly, clearly and factually. We honor and respect ideas and arguments irrespective of hierarchical levels. We live out change as a natural and welcome part of our success.

我們公平對待業務夥伴和員工

我們開誠佈公地公平對待員工和業務夥伴，而非一味追求自身利益。我們的行動是為了服務我們的客戶、員工和股東的利益。己所不欲，勿施於人。

我們力求推動開放的討論風氣

我們總是尋求開放性討論，讓最佳觀點脫穎而出。我們以開放、清晰且客觀的方式溝通。無論身在那個職位，想法和論點都將受到重視與尊重。對我們來說，選擇改變是我們成功中理所當然與受歡迎的一部份。



RELIABILITY

可靠



We walk the talk

We are a role model and live out our corporate values. We show personal commitment and passion for our field of expertise.

We set examples regarding motivation, commitment and excellent performance.

Committed to technical leadership

We work on securing technological leadership in our core business.

We develop, produce and market technically sophisticated products.

Future-oriented products bring our customers added value, help save energy and protect the environment.

我們言出必行

我們言必行，行必果，貫徹企業價值。我們在專業領域身體力行，滿懷熱情。我們為動機、承諾與卓越表現豎立典範。

我們在技術方面力爭上游

我們在核心業務領域追求技術領先，研發、生產和企劃技術精益求精的產品。放眼未來的產品為我們的客戶帶來更多價值，並能夠幫助節約能源，保護環境。

Maintain a consistent track record of performance

We are proud of our success story, which is based on performance, innovative products and exceptional customer service. Our employees are motivated to continue this success story.

Act in a responsive and transparent way

We win our orders in transparent and fair competition. We believe in the quality and performance of our products. We work as a team. In our decentralized organization, the primary focus is always on the company as a whole.

我們希望續寫輝煌

出色的性能、創新的產品和絕佳的客戶服務鑄就了我們的輝煌，對此我們深感自豪。我們的員工積極上進，希望延續輝煌。

我們的行動篤定且透明

我們透過公平透明的競爭贏得訂單，重視產品的品質和性能。我們注重團隊合作，在我們非中央集權的組織中，公司的整體性始終是優先考量。

Cooperates with
business partners

Accepting benefits



INTEGRITY

正直



We believe in a high level of ethics and adhere to our Code of Conduct

We consistently honor and respect the laws and rules of all countries in which we operate. We respect their customs and habits. Discrimination due to race, gender, religion or any other personal characteristics is not tolerated. Our Code of Conduct is the guideline for our actions and decisions. We firmly believe that success can only be achieved when our words and values are in line with our actions.

我們相信高道德標準並 遵循我們的員工守則

在所有業務推展的國家中，我們一貫遵守當地法律法規。我們尊重當地風俗習慣，對於各種因種族、性別、宗教信仰或任何其他個人特質產生的歧視採取零容忍態度。我們的員工守則是我們行動和決策的準繩。我們堅信，只有言行一致，把價值觀貫徹到行動之中，才能獲得成功。



FUCHS Group

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