



THE

# Company Principles

OF THE TRUMPF GROUP



TRUMPF



THE  
**Company  
Principles**  
OF THE TRUMPF GROUP

WE ARE A FAMILY-OWNED  
COMPANY WITH A CLEAR SET  
OF VALUES AMID  
CHANGING TIMES.

As such, we bear a special responsibility  
towards our customers, partners,  
employees, and society.

We set the highest standards for ourselves and  
for our actions, internally as well as externally.

This we are sure of:

TRUMPF will enjoy sustained success if we  
fulfill our customers', employees' and  
owners' expectations and wishes to the best  
of our abilities, and perceive our social  
environment as part of our entrepreneurial activities  
– as we have always done without conforming  
to the zeitgeist.

The Company Principles specified in the following  
clarify our values and goals with  
regard to TRUMPF's key stakeholders.



# OUR customers

OUR BUSINESS SUCCESS  
DEPENDS LARGELY ON OUR  
CUSTOMERS' SUCCESS.

The decisive driver behind our actions is to convince our customers with our products and solutions. We have to be their guarantor of innovation and reliable partner in equal measure.

WE OFFER OUR CUSTOMERS  
A GLOBALLY LEADING PORTFOLIO  
OF SOLUTIONS.

Our products and solutions are state-of-the-art, efficient, safe, and sustainable – giving our customers clear competitive advantages.

WE SPEAK OUR CUSTOMERS'  
LANGUAGE.

To enable our customers' success, we need to know their requirements and needs. Our aspiration is to be present and close to them in the given regions of the world.

TRUST, FAIRNESS AND STANDARDS  
FIGURE PROMINENTLY IN  
OUR DEALINGS WITH CUSTOMERS,  
PARTNERS AND SUPPLIERS.

We expect ourselves to deliver excellent performance at all times, and we hold our business partners to the same standard. In doing so, we conduct ourselves in keeping with the principles of the "Honorable Merchant."



# OUR employees

OUR HIGH STANDARDS OF PERFORMANCE AND QUALITY ALSO APPLY TO OUR EMPLOYEES.

Loyalty to TRUMPF and total commitment to the company's best interests are a matter of course for us. Every employee represents us internally and externally and is therefore an ambassador for our company. We also expect our managers to be role models for their employees, to lead their teams to success, and to strategically advance TRUMPF.

WE FOSTER AN ENVIRONMENT WITHIN THE COMPANY THAT GIVES OUR EMPLOYEES THE FREEDOM TO TAKE RESPONSIBILITY AND REALIZE CREATIVE SOLUTIONS.

In doing so, we attach great importance to an esthetic working environment. Our actions are motivated by our powerful creative drive. We promote our employees' personal and professional skills through a wide range of development and training opportunities.

MUTUAL RESPECT, APPRECIATION AND TRUST ARE ESSENTIAL TO US IN OUR INTERACTIONS WITH ONE ANOTHER.

We live by the principles of an open feedback culture, take a clear stance, and conduct ourselves on an equal footing. Diversity is important to us in every respect, not least because it enables us to assert ourselves in the competition for customers, technologies, and talent. We categorically reject any form of discrimination.

WE PLACE GREAT IMPORTANCE ON OCCUPATIONAL SAFETY WORLDWIDE.

At all TRUMPF Group locations, we apply the highest standards for occupational health and safety. The mindful, protective and appreciative handling of the company's intellectual and material property is a matter of course for all of us.



# OUR ownership

INDEPENDENCE IS IMPORTANT  
TO US.

To this end, we strive for continuous above-average growth and a level of profitability that enables us to realize, by our own efforts, our considerable investments in research and development as well as to maintain our customer- and employee-centric focus.

WE CREATE ENDURING ENTERPRISE  
VALUE AND THUS SECURE  
SUSTAINABLE BUSINESS SUCCESS.

We always factor loyalty to our locations and employees into entrepreneurial decisions.

WE STAND FOR  
SUSTAINABILITY.

As shareholders of a family-run company, all our actions serve to maintain future competitiveness and profitability as well as our company's focus on values. Our value system as shareholders also encompasses our strong commitment to social and cultural engagement.





OUR  
SOCIAL  
environment

WE ARE COMMITTED TO THE LIBERAL BASIC ORDER, TO THE SOCIAL MARKET ECONOMY, AND TO FREE COMPETITION.

We comply with the laws of the countries in which we operate and respect the given cultural environment.

WE SEE OURSELVES AS PART OF SOCIETY AND WANT OTHERS TO SHARE IN OUR SUCCESS.

To this end, we support select projects that promote the give-and-take of social interaction at various levels. We appreciate it when our employees engage in society.

THE EXCHANGE OF IDEAS WITH RELEVANT PUBLIC OPINION LEADERS SUCH AS THE MEDIA, POLITICIANS, SCIENTISTS, AND ASSOCIATIONS IS PART OF OUR ENTREPRENEURIAL ASPIRATIONS.

We strive for an open and objective dialog and play an active role in shaping developments. We reject any form of political radicalism.

AS A FAMILY-OWNED COMPANY, WE ATTACH GREAT IMPORTANCE TO ECONOMIC AND ENVIRONMENTAL SUSTAINABILITY AS THE BASIS OF LIFE FOR FUTURE GENERATIONS.

We are deeply committed to protecting natural resources and firmly believe in shaping the world for the better through innovation. To this end, we search for technically and organizationally efficient solutions in keeping with the best practices of our time - and have done so for 100 years.

TRUMPF SE + Co. KG

Johann-Maus-Straße 2  
71254 Ditzingen

Phone +49 7156 303-0  
info@trumpf.com  
www.trumpf.com

photo credit:  
Dawid Sokołowski, JJ Ying,  
Ryan Baker, Robynne Hu