

FREUDENBERG IN CHINA

FREUDENBERG GROUP



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INTRODUCTION

INNOVATING TOGETHER IS KEY

Excellence in technology, long-term commitment and strong partnerships have been driving the Freudenberg Group's success for more than 165 years. As a global technology group, close cooperation with our customers and partners throughout the world and here in China lies at the heart of our culture.

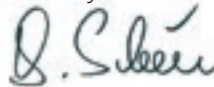
The Freudenberg Group has been developing strong business relations with China for more than a century. Today, the country is the Group's third-largest market and vital to our strategy. With our leading-edge technologies, products and solutions, we contribute to our customers' success in numerous sectors of China's dynamic economy. Freudenberg innovations "made in China" help strengthen economic development and make Freudenberg a partner of choice.

As a socially responsible company, the Freudenberg Group also prides itself on being a good neighbor, a good citizen. We actively support the engagement of our companies and employees in social and environmental initiatives. Responsibility also means striving for solutions that support global sustainability – and sustainable development in China. Our technical infrastructure in China is state-of-the-art and adheres strictly to global standards for workplace safety and environmental protection. Our product portfolio helps protect

peoples' health and the environment, by reducing CO₂ emissions, supporting renewable energies, keeping water and air clean, innovating in medical care and ensuring food and beverage safety.

Our innovations reflect the changing world around us, but the foundation of our success remains unchanged: an uncompromising commitment to excellence in technology, innovation and quality. Our stakeholders in China can rely on our continued investment here. To us at Freudenberg, innovating together is key. And we are proud to be innovating together with China.

Sincerely,



Bettina Schoen-Behanzin
Regional Representative for Asia



THE FREUDENBERG GROUP

Freudenberg is a global technology group that strengthens its customers and society long-term through forward-looking innovations. Together with its partners, customers and the world of science, Freudenberg develops leading-edge technologies and excellent products, solutions and services for more than 30 market segments and for thousands of applications: seals, vibration control components, nonwovens, filters, specialty chemicals, medical products, IT services and the most modern cleaning products.

Whether in mobility & transport, energy & resources, industry & manufacturing, healthcare & the food industry, household & textiles or services: Freudenberg connects around the world through its proximity to customers, the know-how of its specialists in some 60 countries worldwide, and its materials and process expertise. Freudenberg products are always indispensable, although mostly hidden from view.

Innovation strength, strong customer orientation, diversity and team spirit are the cornerstones of the Freudenberg Group. Commitment to excellence, reliability and proactive, responsible action belong to its core values lived for more than 165 years.

These values continue to be the basis of Freudenberg's activities globally. The Group strives for solutions that support global sustainability and lives responsibly in everything it does – in the way it interacts with employees, customers, business partners, neighbors and the environment. “Innovating Together” – close collaboration between colleagues from different areas, with customers and other stakeholders, is lived across Business Groups and world regions. This allows Freudenberg to best meet the specific needs of its customers by combining global presence with local expertise.

The Freudenberg Group is owned by more than 320 descendants of company founder Carl Johann Freudenberg. Financial independence and commercial foresight allow it to take a long-term view.

In 2015, the Group employed over 40,000 people worldwide and generated sales of more than 7.5 billion euros (including pro-rata consolidation of 50:50 joint ventures). Its global headquarters are located in Weinheim, Germany.



FREUDENBERG IN CHINA

Freudenberg has held business ties with customers and partners in China for more than 100 years. The Group has a workforce of some 6,000 employees at over 70 locations in China.

The Freudenberg Business Groups are represented with more than 20 production sites as well as numerous sales and service offices. They serve most industries in China including automotive, energy and chemical, medical and pharmaceutical, textile and clothing, and mechanical and plant engineering. The Regional Corporate Center Asia, based in Shanghai, offers the Freudenberg companies centralized support and services.

Freudenberg in China has experienced strong development in the last few years. Together with its partners in the region, the Group has invested over 2.5 billion RMB (300 million euros) in China over the last decade. Significant recent projects included the expansion of the Qingpu site with state-of-the-art research and development facilities, an administration building as well as a new training center.

Career development and professional educational opportunities have a high priority for Freudenberg. The Group offers various training programs for its

employees in China. One example is the Freudenberg Leadership Development Program Asia (FLDPA). It provides an opportunity to Chinese employees with leadership potential, who have already gained some years of work experience, to further develop their careers in a diverse and dynamic working environment.

Responsibility for society is an issue that Freudenberg takes very seriously. The Group encourages social engagement and environmental protection in all countries and communities in which it operates. As an example the Freudenberg Group has rebuilt and is providing long-term help for the Ke De Bao Primary School in Haijin village near Jiangyou, one of the towns that was hit severely by the Sichuan earthquake in 2008.





- Production & Sales or Service
- Sales or Service
- Freudenberg Regional Corporate Center

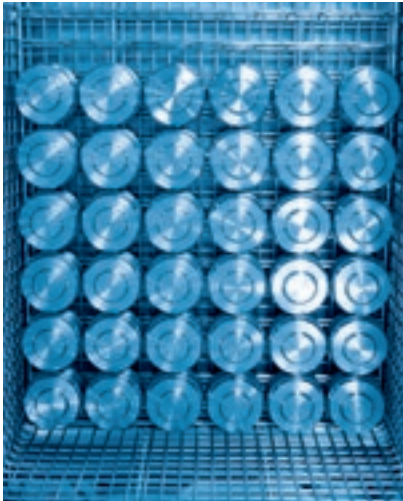
Freudenberg has a direct presence in 28 cities in China. An extensive network of dealers and distributors completes the presence in all regions.
Status: October 2016

FREUDENBERG SEALING TECHNOLOGIES IS ...

... a leading manufacturer of sealing and vibration control technology for a broad range of markets: the automotive industry, civil aviation, mechanical engineering, shipbuilding as well as the food, pharmaceuticals and agricultural sectors.

As Freudenberg's largest Business Group, Freudenberg Sealing Technologies employs some 17,000 people worldwide, including more than 2,500 people in China. Several expert sealing and vibration technology companies operate under its roof.

NOK-FREUDENBERG (CHINA) is an equal-share joint venture between NOK and Freudenberg Sealing Technologies. The company has grown dynamically



Locations: Beijing, Changchun, Chongqing, Guangzhou, Hefei, Hong Kong, Taicang, Tianjin, Wuxi, Shanghai, Wuhan

in China since it established its first production sites in Changchun and Wuxi some twenty years ago. Today, it is China's market leader in sealing solutions for the automotive and general industries. Given its strong local presence, unmatched product range and stringent quality standards, NOK-FREUDENBERG (CHINA) provides expert service to a diverse group of customers, from automotive to industrial applications, and from construction and agricultural machinery to energy and metallurgy.

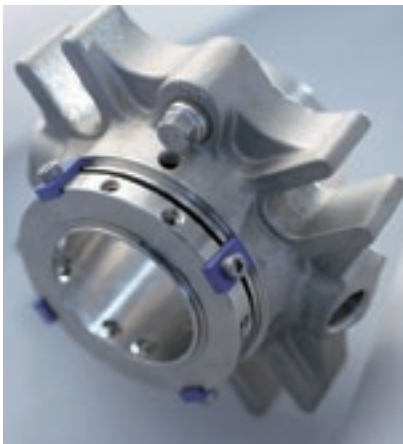
Corteco and Dichtomatik also operate in China as Freudenberg Sealing Technologies companies. Corteco is an expert for the Independent Automotive Aftermarket. Dichtomatik is Freudenberg's sales organization for technical seals. Brought together in one Business Group, the combined strengths of these companies cover market segments and serve customers in China even more efficiently.

EAGLEBURGMANN IS ...

... one of the world's leading providers of industrial sealing technology. The product portfolio includes everything from mechanical seals and seal supply systems to magnetic couplings, carbon floating ring seals, expansion joints and gaskets.

EagleBurgmann employs more than 6,000 people worldwide, around 400 of them in China.

As a leading manufacturer of industrial sealing technologies, the company offers customers a comprehensive service package. It comprises environmentally compatible solutions, standardization and application testing, aftersales service including installation, start-up, repair, and damage analysis, as well as practical training and seminars. EagleBurgmann products offer maximum



Headquarters: Shanghai. Sales offices: Beijing, Dalian, Ningbo, Shanghai, Shenyang, Xi'an, Zibo. Sales and service centers: Dalian, Dushanzi, Huizhou, Nanjing, Shanghai, Tianjin, Yulin. Production sites: Dalian, Shanghai, Tianjin

safety, are highly reliable and used in virtually all industry branches including oil and gas, refineries, the petrochemical, chemical, and pharmaceutical industries, aerospace, energy, mining, water, food processing, paper and other industries.

EagleBurgmann's operations in China are managed by the regional head office located in Shanghai, Pudong. There are two joint venture subsidiaries, Burgmann Dalian and Burgmann Shanghai. In 2015, EagleBurgmann acquired Tianjin Nibot Seal Technology Co. Ltd. in Tianjin, northeast China – a specialist in the maintenance, retrofit, repair and service of gas seals used, for example, in the oil & gas, petrochemical and chemical industry sectors.

The three plants in China operate as production as well as service facilities and serve customers such as CNPC, CPCC, CNOOC, Bayer and BASF. EagleBurgmann has continuously strengthened its position in the Chinese market over the past few years and has become one of the leading manufacturers of sealing technology in China.

FREUDENBERG MEDICAL IS ...

... a global partner for the design, development and manufacture of innovative medical device technologies.

Headquarters: Carpinteria (CA), USA.
Production site: Shenzhen

The comprehensive technical capabilities of Freudenberg Medical range from the design and manufacture of minimally invasive, catheter, and handheld technology to the development and production of medical components utilizing complex materials and processes. The company leads the way in manufacturing high precision silicone and thermoplastic components and tubing as well as metal hypotubes.

Freudenberg Medical and its joint venture partners, VistaMed and Cambus Medical, provide services to customers from ten locations in North America,



Costa Rica, Germany, Ireland and China. The Specialty Components business focuses on custom thermoplastic and silicone solutions as well as hypotubes and specialty needles. The Minimally Invasive Solutions business develops and manufactures specialty catheter systems and complete devices for cardiovascular, peripheral vascular, endoscopy and other applications. InHealth Technologies is a division of Freudenberg Medical that develops and manufactures Blom-Singer® voice restoration products and other ear, nose and throat devices.

The Freudenberg Medical operation in China is located in Shenzhen. The facility includes four ISO Class 8 cleanrooms. Manufacturing capabilities include cleanroom molding, assembly, packaging, and a wide range of secondary services. In 2008 the facility was certified ISO 13485 which attests to a quality management system designed and implemented specifically for medical devices. Only a small number of firms in mainland China fulfill the stringent criteria necessary to hold this certification.

VIBRACOUSTIC IS ...

... the world's leading supplier of anti-vibration solutions for the automotive industry.

Headquarters: Wuxi.
Other locations: Yantai, Shanghai

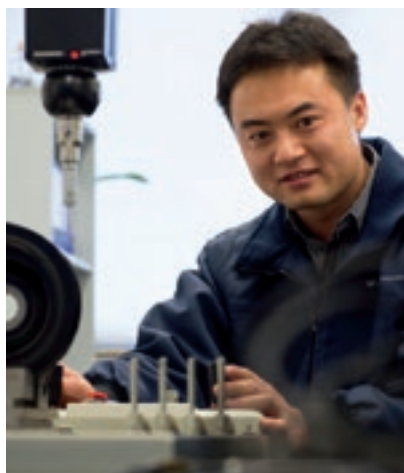
Vibracoustic's vibration control products are not visible to drivers or passengers, but are essential when it comes to comfort, safety, and durability of vehicles. They are found everywhere – from the engine to the exhaust, throughout the entire chassis, in the body, and in the steering wheel. Vibracoustic products absorb vibrations and prevent the emergence of noise. And what's more, they improve road holding and handling, while protecting cargo and ensuring economical operation in commercial vehicles.

The production plants in Wuxi and Yantai provide global OEMs and the local Chinese market with engine mounts, chassis mounts and isolators and dampers for passenger cars as well as air springs for commercial vehicles from Vibracoustic CV Air Springs.

Vibracoustic in China currently has around 1,500 employees at its three

locations and will further expand the production capacity with a new plant in 2018.

Main clients are Volkswagen, Ford, General Motors, BMW, Daimler, Fiat and Nissan.



FREUDENBERG PERFORMANCE MATERIALS IS ...

... a leading global supplier of innovative performance materials to a broad range of markets and applications such as automotive interiors, apparel, building materials, filters, hygiene, medical, shoe components and technical specialties.

Headquarters: Hong Kong, Shanghai, Suzhou, Taoyuan (Taiwan). Sales offices: Beijing, Hong Kong, Nantong, Shanghai, Suzhou, Taipei (Taiwan), Taoyuan. Production sites: Nantong, Suzhou, Taoyuan, Yangmei (Taiwan)

Freudenberg Performance Materials (FPM) offers a variety of spunbond nonwoven products. These solutions serve the automotive interiors, filter, shoe components and building materials markets. Recent innovations include Evolon®, a hydro-entangled spunbond microfilament product, as well as a variety of medical products.



Furthermore FPM offers staple fiber nonwoven products for a variety of markets including automotive interior materials, flame-retardant materials for mattresses, surfacing veils for composite applications, cable wrap, battery separators, electroinsulation, adsorptives, acoustic fabrics (SoundTex®) as well as woven and nonwoven solutions for the apparel market.

and road construction. In most facilities the production process is integrated upstream with polyester produced internally from recycled PET bottles. The company in Shanghai offers products and services to the Asia Pacific region, as well as to the global market.

FPM is a world leader in the roofing sector, where nonwovens are sold as reinforcements for bituminous waterproofing membranes. The production processes are staple fiber and spunbonded technology. Building materials also include products for thermal and acoustic insulation as well as for numerous other applications in buildings

FPM in China employs some 880 people and serves markets in the Asia Pacific region as well as globally. In China the company is represented through its joint ventures Freudenberg & Vilene Nonwovens (Suzhou) and Freudenberg & Vilene International Ltd. (Hong Kong), and the building materials business with Freudenberg PoliteX Ltd. In Taiwan, FPM is represented through Freudenberg Far Eastern Spunweb Comp. Ltd.

FREUDENBERG FILTRATION TECHNOLOGIES IS ...

... a company that provides superior filtration solutions to improve the quality of life, using its products to protect people and equipment, save energy and costs, and make industrial processes more efficient.

As a global technology leader in air and liquid filtration for some 60 years, Freudenberg Filtration Technologies develops and produces high-performance, energy-efficient filtration solutions which improve the efficiency of industrial processes, conserve resources, protect people and the environment and thus enhance the quality of life.

With its global brands, Viledon® and micronAir®, Freudenberg Filtration Technologies offers innovative filter elements and systems for the energy, health and transport (automotive, rail, marine, aviation) sectors, for general ventilation and cleanroom technology, as well as for highly specialized applications. Viledon® stands for reliable process air optimization and high-quality liquid filtration. micronAir® cabin air filters provide health protection and driving comfort while micronAir® engine intake air filters improve engine performance.

Products to improve indoor air quality in buildings and a comprehensive range of system solutions (e.g. air intake systems, highly efficient water treatment

Headquarters: Suzhou. Sales offices: Beijing, Guangzhou, Taoyuan (Taiwan). Production sites: Changchun, Chengdu, Suzhou

systems) as well as services (e.g. Viledon® filter-Cair air quality management) complete the product portfolio.

With more than 600 employees in sales and production, Freudenberg Filtration Technologies has built a strong presence in China over the past decade and continues to grow rapidly. Market activities in China are conducted together with joint venture partner Japan Vilene Company.



JAPAN VILENE COMPANY IS ...

... a leading manufacturer of innovative nonwoven materials for a wide range of applications and branches, ranging from the automotive and medical to the cosmetics industry.

Headquarters: Tokyo, Japan. Consolidated production subsidiary: Tianjin. Joint venture production sites together with Freudenberg: Changchun, Chengdu, Nantong, Suzhou

Since its establishment in 1960, Japan Vilene Co., Ltd. (JVC) has maintained its position as the leading domestic manufacturer of nonwoven materials under the theme of “Engineering Fabric Innovation,” utilizing its raw material expertise and considerable know how in the areas of production process, equipment technology and nonwoven converting and offering a wide range of products through its Automotive Materials and Industrial Materials divisions. In addition to its two main production sites and R&D Center, JVC operates five consolidated production, converting and sales subsidiaries in Japan.

JVC has developed its business with automotive interiors into a global business with production facilities close to its customers in Japan, China, the USA, Thailand and Mexico.

In very close cooperation with Freudenberg Performance Materials and Freudenberg Filtration Technologies, JVC operates a network of production and sales joint venture companies throughout Asia. The company employs some 1,800 people, approximately 170 of them in China.



FREUDENBERG HOME AND CLEANING SOLUTIONS IS ...

... a global market leader in mechanical, household and institutional cleaning products with highly recognized brands such as Vileda®, Vileda Professional®, O-Cedar® and SWASH®.



Freudenberg Home and Cleaning Solutions has been developing, producing and selling branded mechanical cleaning products successfully for more than 60 years – both for household and institutional use. The Vileda®, Vileda Professional®, O-Cedar® and SWASH® brands have become

Headquarters: Shanghai. Sales offices: Beijing, Chengdu, Guangzhou, Hangzhou, Nanjing, Shenzhen, Suzhou, Wuhan, Wuxi

synonymous around the world with quality engineering and superior product performance. Freudenberg Household Products employs more than 2,600 people in all regions of the world, over 400 of them in China.

Expanding the business in the Asia Pacific region in general and China in particular continues to be a strategic target. To that end, Freudenberg Home and Cleaning Solutions is harmonizing its product development processes with a focus on innovation and joint product launches across borders. The aim is to achieve greater cost efficiencies, profitability and faster time to market.

Freudenberg Home and Cleaning Solutions is innovative, multicultural and has established a foundation of trust, integrity and team spirit that enables it to pursue continuous improvements throughout its operations. The company attracts and develops highly talented individuals by embracing a culture of entrepreneurial freedom within a structured work environment.

KLÜBER LUBRICATION IS ...

... a world market leader for speciality lubricants.

Headquarters: Shanghai. Sales offices: Beijing, Chengdu, Guangzhou, Hong Kong. Production site: Shanghai

With over 2,000 employees globally and some 230 people in China, Klüber Lubrication is one of the world's leading manufacturers of speciality lubricants and offers unique, customized tribological solutions to virtually all industries and markets worldwide. Many products are developed and made to meet specific customer requirements and are sold directly to OEMs, operators and end users.

Through intensive technical consultation and a wide range of services, Klüber Lubrication has acquired a reputation as an excellent partner to industry and trade. It offers more than 85 years of successful company history, industry-specific know-how, many certificates and extensive testing facilities with more than 100 test rigs.

Klüber Lubrication has been active in China for more than 30 years. Major investments in the company's local presence over the past few years underscore the growing demand for high-performance lubrication solutions in China. One example is the recent expansion of the Qingpu site (Shanghai) with state-of-the-art

research and development facilities, an administration building as well as a new training center. The new facilities were commissioned by Klüber Lubrication and Chem-Trend to even better meet the ever-increasing requirements and specific needs of local customers for cutting-edge innovations and technology.



CHEM-TREND IS ...

... a global leader in developing and manufacturing high-performance release agents and related process chemical specialities for a wide range of industry applications. Chem-Trend offers innovative solutions to meet the challenges of molding and casting operations.

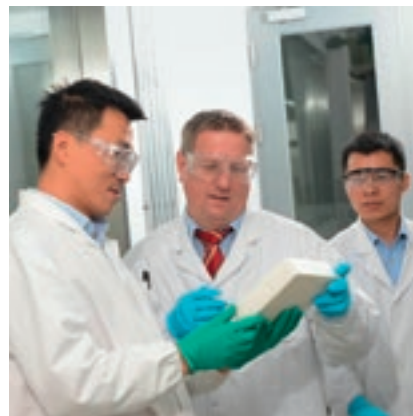
With over 50 years of product innovation and unparalleled customer service, Chem-Trend serves manufacturers worldwide in a broad range of industries including aerospace, automotive and component manufacturing, construction, wind energy, marine, electronics, household items, packaging and more.

Through decades of hands-on experience and industry insight in molding and casting operations, Chem-Trend develops and produces innovative chemical speciality solutions to meet the unique manufacturing challenges in the die-cast, general rubber, composites, polyurethane, tire, thermoplastics and wood composite industries. Across all segments, the focus lies on delivering value-adding solutions to our customers to improve quality, reduce costs and boost productivity.

Since entering the Chinese market in the 1990s, Chem-Trend has steadily expanded its operations and business in China. At the production site it operates jointly with Klüber Lubrication

Headquarters: Shanghai. Sales offices: Beijing, Guangzhou, Qingdao. Production site and R&D facility: Shanghai

in Qingpu (Shanghai), the company produces high-performance mold release agents and processing aids for automotive applications, conventional and renewable energy production, general industry, the textile, apparel and shoe industries, construction business, the transportation industry and many others. The recently expanded site houses an advanced laboratory for developing specialized regional products and will become the largest sales and manufacturing site in Asia both for Klüber Lubrication and Chem-Trend.



CAPOL IS ...

... one of the world's leading manufacturers of finishing agents for the confectionery industry. Its products play an essential role in virtually every area of confectionery manufacturing.

Headquarters: Germany. Sales office: Shanghai

Capol prides itself on its high-quality finishing agents as well as its hands-on approach and technical service to support the use of the Capol products.

The company's world-renowned surface treatments comprise polishes and glazes



for panned confectionery, anti-sticking agents for starch-molded gums and extruded licorice, barrier coatings for nutmeats and high-moisture centers. The Capol product line also includes sustainable and organic surface treatments allowing for clean labeling.

Capol entered the Chinese market in the mid-1990s and has built a successful business together with a local distribution partner over the past years. A local technical sales representative, based at the Klüber Lubrication site in Shanghai, was established in 2015 in order to further expand the business. By strengthening its local activities, Capol aims to intensify the support of its local distribution partner, enable faster and more efficient market cultivation, and even better meet the specific needs of its Chinese customers.

OKS IS ...

... the leading supplier of speciality lubricants and chemotechnical products for maintenance and industrial operation.

Headquarters: Germany. Sales office: Shanghai

The world of lubrication technology is undergoing rapid change. Driven by increasing demands for efficiency, economy and reliability, there is a growing need for products that are easy to use and dispose of in line with environmental and workplace safety requirements. Through its network of technical and mineral oil dealers, OKS is able to reach both commercial users and industrial customers.

The company's portfolio includes around 150 standardized products and a number of customer-specific, high-performance products for the reduction of friction, wear and corrosion. This includes pastes, oils, greases, corrosion protection products, maintenance products, dry lubricants, and bonded coatings. OKS supplies plant engineers, equipment operators, craftsmen, maintenance professionals and process engineers with the products they need for the cleaning, degreasing and protection of surfaces against abrasion, wear and corrosion. Its products reduce assembly times, make disassembly easier and extend the service life of components.

OKS started to market products in China in 1988, based on a strong business relationship with a distribution partner in Hong Kong. Since then the distribution network has been extended to serve all important industrial areas in China. In 2013, a local sales representative for China, based at the Freudenberg Regional Corporate Center (FRCC) in Shanghai, was established in order to support local distribution partners in growing their OKS business continuously.

OKS Spezialschmierstoffe GmbH has been a member of the Freudenberg Chemical Specialities SE & Co. KG, a company of the Freudenberg Group, since 2003.



SURTEC IS ...

... a company that develops, manufactures and markets value-added chemical specialities for industrial surface finishing processes such as metal pre-treatment, industrial parts cleaning and functional and decorative electroplating including plating on plastics.

SurTec is active in more than 40 countries, wherever metal or other surfaces are produced to specifications. SurTec offers competent solutions for the thorough cleaning of sensitive alloys, for matt pickling and anodizing of aluminum, for reliable galvanizing of electroplated steel, for electropolishing of stainless steel or the decorative chrome plating of plastics – in all applications for surface cleaning, corrosion protection and finishing. The company's tailor-made products and processes are supplied directly to customers in almost all sectors of industry.

Headquarters: Hangzhou. Sales offices: Chongqing, Guangzhou, Hangzhou, Shanghai, Tianjin. Production site: Hangzhou

SurTec, founded in 1993 in a management buy-out from the Unilever Corporation, has many years of experience in surface treatment. With about 400 highly qualified employees throughout the world and high-grade products often developed and produced to meet customers' individual requirements, SurTec is a strong brand combining top quality and performance with environmental compatibility.

The company has been manufacturing at its Hangzhou site in China for more than 15 years, and has some 70 employees.



FREUDENBERG IT IS ...

... a certified global provider of managed services and cloud computing. FIT is recognized as an innovative strategic partner and provider within the SAP ecosystem, earning some of the highest customer satisfaction ratings in the industry.

Freudenberg IT Asia (FIT Asia) is a full-service IT provider for industrial enterprises. Its service portfolio covers all facets of the modern IT and SAP landscape – from a variety of outsourcing offerings to system optimization and system operating services, from process and SAP consulting to cloud computing and advanced data security.

With a proven track record of more than 200 well-implemented SAP projects, FIT Asia is an expert in this field. In terms of hosting, FIT Asia serves both international and domestic customers from its two data centers in Suzhou.



Offices: Shanghai, Suzhou

Together with its SAP AMS (application management service), its infrastructure setup business as well as its helpdesk, Freudenberg IT Asia is optimally positioned to provide high-quality end-to-end services.

A strong asset compared to other IT service providers are FIT Asia's manufacturing solutions, allowing flexible production control with direct SAP integration. Drawing from the strengths of the global technology group Freudenberg, FIT Asia is an IT expert in the areas of industrial manufacturing, automotive, high-tech, engineering and construction.

FIT Asia has been operating for more than ten years and is continuously growing its business in Asia. Key success factors are the strong international backbone of Freudenberg IT with globally standardized solutions and methodologies in 16 locations in Europe, America and Asia as well as a strong partner network, in particular with SAP.

ENVIRONMENTAL RESPONSIBILITY AT FREUDENBERG – COMMITTING TO A SUSTAINABLE FUTURE

At Freudenberg, striving together for solutions that support global sustainability is both a strong motivation and a concept for success. The company encourages environmental protection wherever it is active – from its manufacturing processes to the buildings it operates through to the products and services it offers.

A prime example of environmental protection at Freudenberg in China is the Freudenberg & Vilene Interlinings plant in Nantong. The company has repeatedly been awarded the title of “Green Company” by the local government for ensuring that



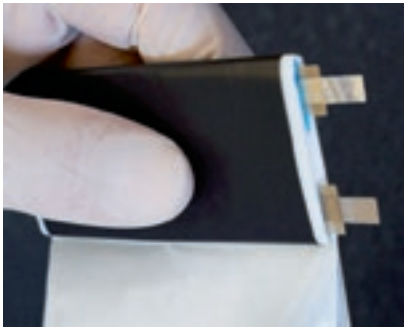
high environmental standards in water management are met. The award honors the purity of the water which is discharged during the production process. Since 2012, the facility has also been using natural gas for its energy supply, which has considerably reduced CO₂ emissions and eliminated SO₂ emissions altogether at the site.

Freudenberg innovations “made in China” also contribute to China’s overall sustainable development. The Group offers a broad range of products to support environmental protection and renewable energies.

It offers comprehensive solutions for China’s wind energy market, for example, with products for various applications in the wind power aggregates and components industries such as sealing, vibration control or lubrication.

The Low Emission Sealing Solutions (LESS) portfolio of Freudenberg Sealing Technologies is a major advancement in the automotive industry: It focuses on all components in cars and commercial

vehicles that influence fuel consumption and engine efficiency, helping customers to reduce CO₂ emissions and meet stringent new environmental standards. It also supports the marketing of advanced technologies such as alternative power and electric vehicles.



For e-mobility in particular, Freudenberg has developed a unique solution in the face of the fire risk inherent in lithium batteries: Its innovative battery separator made from nonwoven material allows ions to flow more freely and is highly fire-resistant.

As a sealing and filtration technology expert, Freudenberg also provides a series of products for use in fuel cell technology.

Freudenberg Filtration Technologies offers a range of high-performance filtration solutions that improve the efficiency of industrial processes, conserve resources, and protect people and the environment. Viledon® air filters used in ventilation and air-conditioning (HVAC) systems, for example, have a large dust holding capacity combined with a low pressure drop curve. The reduced pressure drop saves valuable energy, reduces CO₂ emissions and avoids unnecessary costs. Viledon® eee.Sy, a turnkey air intake system for gas turbines and compressors, ensures the improved energy efficiency of turbomachinery. The system lowers energy consumption and increases profitability through the use of waste heat.

SOCIAL RESPONSIBILITY AT FREUDENBERG – EARTHQUAKE SCHOOL PROJECT

For Freudenberg responsibility for society is part of our self-conception and therefore taken very seriously. As a good Corporate Citizen we lend a helping hand in the communities we do business in or feel connected to.

Together with the local education authority, for example, the Freudenberg Group rebuilt the elementary school in Haijin, a village in Sichuan province, which had been completely destroyed by the devastating earthquake in May 2008. The school, now called Ke De Bao Primary School, was reopened in August 2009 in time for the beginning of the

new school year. It was the first school to have been reconstructed with help from a foreign donor.

Equipped with a two-story classroom, a canteen and multi-purpose hall as well as a playground and sports ground, the school provides some 300 students with the right setting for a successful start to their education. Freudenberg employees visit the school each year and organize various initiatives such as extra learning experiences, a Christmas party and an annual summer camp project where students and teachers are offered a variety of lessons.



In the meantime the first children have graduated from the elementary school. “Freudenberg Help,” the association established specially for the elementary school project, is continuing its assistance and supporting students in Haijin – both financially and personally – as their education progresses.

The Ke De Bao Primary School has been awarded repeatedly by Chinese authorities for its overall teaching quality. Freudenberg has also received numerous awards for the support it has given to the school in the past years.

Education – much like environmental protection – is a field Freudenberg is particularly active in as part of its corporate citizen approach across the globe. e², a global Freudenberg program, aims to build on this long-standing commitment. It supports projects which promote access to education and environmental protection through funding, company volunteering as well as expertise.



“WE ALL TAKE CARE” – BRINGING THE GUIDING PRINCIPLE “RESPONSIBILITY” TO LIFE

Freudenberg is committed to good corporate citizenship wherever the Group operates. Its employees also assume personal responsibility for health, safety, security and the environment at the company’s locations worldwide. The “We all take care” initiative encourages every Freudenberg employee to contribute their ideas on further improving and promoting workplace safety and environmental protection. The aim is to foster a culture in which everyone feels responsible for a safe working environment, good relations with company stakeholders and for minimizing potential risks at each site.

Group-wide annual awards for outstanding projects foster identification with the initiative. Positive contri-

butions are shared as best practices, bringing continuous improvements for the entire company. A recent example is the project “Good visibility increases safety” developed at the Suzhou plant. Employees in manufacturing identified and eliminated sources of risk, raising awareness and improving overall safety at the site.

Freudenberg significantly reduced its accident rate globally over the past years and has been able to maintain it on a low level compared with the industry sector.

Many of the company’s environmental measures also go well beyond legal requirements. Some 90% of the Freudenberg Group’s production sites around the world operate an environmental management system pursuant to ISO 14001 or EMAS. The medium-term objective is for all production sites worldwide to achieve this international certification.



BEING PART OF AN INNOVATING TEAM – FREUDENBERG AS AN EMPLOYER

Freudenberg understands the long-term commitment of its employees as a major success factor for its business. As a consequence, career development through ongoing training and further education are cornerstones of the Freudenberg Human Resources policy.

The company's global talent management program supports employees in their life-long learning process. It offers a wide range of opportunities enabling them to continue their development and gain international experience – across individual Business Groups, functions and countries.

The global Freudenberg Leadership Development Program (FLDP), for example, offers leadership training for management talents in all regions. Its target group is young managers who have either just taken on their first leadership tasks or are about to do so. The corresponding program in China, the Freudenberg Leadership Development Program Asia (FLDPA), was first implemented in 2006. Every two years, a group of Freudenberg top executives carefully selects talents from across the Freudenberg companies to participate in the two-year structured management program. It includes management- and leadership-related training, seminars as well as project phases and

presentations. In the meantime, FLDPA alumni events have taken place, with extremely positive participant feedback.

A further career program for employees in China is the High Value Contributor Forum (HVCF). It supports managers or experts who have worked for Freudenberg for at least five years to further develop their leadership skills, enhance their professional knowledge, and strengthen their network within the Freudenberg Group.

No matter where they work, Freudenberg employees experience a culture of trust that enables them to take responsibility much earlier than in many other companies. A spirit of entrepreneurship in thought and action is the fundamental attitude that unites its over 40,000 employees in more than 60 countries worldwide.



GUIDING PRINCIPLES

FREUDENBERG GROUP

VALUE FOR CUSTOMERS

We are committed to anticipating, understanding and meeting our customers' needs and expectations.

As a diligent supplier with a passion for detail, we provide indispensable support to make our customers successful. We deliver superior value through our commitment to quality, service and reliability, supported by our global presence.

INNOVATION

As a multinational company of German origin competing in global markets, our established tradition of innovation and renewal benefits our customers. Constant innovation in everything we do is essential for our long-term financial success. We are leaders in continuous improvement and our culture encourages and rewards creativity and initiative from all our employees.

LEADERSHIP

Entrepreneurship is our heritage and the foundation of our success. We continue this tradition through delegated responsibilities, freedom of action and personal accountability.

We believe in solid leadership based on personal example, modesty, putting trust in people and promoting team spirit. We are committed to developing our future leaders within the Freudenberg Group in order to safeguard this style.

PEOPLE

As a family company, we are devoted to our employees' well-being and personal development. We reject all forms of discrimination and harassment and show understanding and respect in our dealings with each other.

We promote a multi-cultural environment where employees work together in worldwide teams to enrich our culture and capability. We believe in the value of enduring relationships with customers, suppliers and industrial partners.

RESPONSIBILITY

Our company and its family shareholders together are committed to protecting the environment and being responsible corporate citizens in all countries and communities in which we do business. We take all possible care to ensure the safety of the workplace and of our products.

As a family company, we strive for the highest standards of personal behavior. Fairness and integrity guide our conduct amongst ourselves, towards our business partners and the general public.

LONG-TERM ORIENTATION

After more than 165 years, the Freudenberg Group is and will remain a wholly owned family enterprise. We strongly believe that our long term business orientation is a major strength that benefits our customers and partners.

While we are not averse to reasonable risks, financial prudence and solidity will continue to determine the scope and speed of our strategic development. Freudenberg has a long and successful tradition of worldwide cooperation, alliances and partnerships which enable us to better serve our customers and strengthen our competitive position.

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