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How we act.

2013/2014

Who we are. How we think. How we act.



ebm-papst group of companies
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The engineer's choice

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Milestones — 50 years of ebm-papst



1963

Establishment of Elektrobau Mulfingen GmbH & Co. KG by Gerhard Sturm and Heinz Ziehl.



1965

Development of the first compact fan using EC/DC technology.



1992

Acquisition of PAPST Motoren GmbH in St. Georgen.



1997

Purchase of the Landshut plant from ALCATEL.



1998

Development of the first centrifugal and axial fans with integrated electronics. This development is the basis of products such as the EC fans.



2007

ebm-papst surpasses the turnover threshold of one billion EUR. Gerhard Sturm becomes Chairman of the Advisory Board.



2010

With GreenTech, ebm-papst emphasises resource efficiency and sustainability in products, processes and production.



2011

ebm-papst is the first to present fans made of biomaterials.

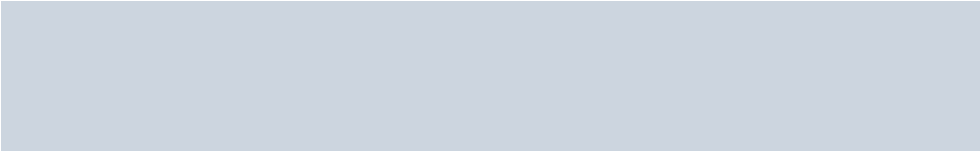


2012

During the "Every day is a GreenDay" campaign, our worldwide locations are holding promotions that feature sustainability.

2013

ebm-papst is celebrating 50 years.



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Foreword from the Managing Directors

To be successful, you have to dare to do new things. Therefore, in coming years, ebm-papst is implementing a wide variety of new developments to remain the unrivalled technological leader in the world market. In doing so, we give the creative minds in the company the freedom to think outside conventional boundaries.

Of course, the individual wants and needs of our customers always come first—this is true everywhere in the world. By building up development capacity outside Germany, therefore, we are taking the important step from being a company with an international presence to a global player.

Dr. Bruno Lindl

Thomas Wagner

Rainer Hundsdörfer

Hans Peter Fuchs

Stefan Brandl

Thomas Borst

Dirk Schallock



Foreword by Gerhard Sturm

This year, ebm-papst is turning 50—for me, of course, this is a very special anniversary. I am proud of the women and men who were with the company in those first hours and days. Their dedication laid the foundation for the breathtaking development we have seen in this half-century: from a small regional company with 35 employees, we became the international market leader with locations in 57 countries.

To ensure that we remain successful, we are not resting on our laurels. We continue to look towards the future. We still strive to ensure that each newly developed product exceeds the economic and ecological performance of its predecessor.

50
Years
The engineer's
choice

A handwritten signature in black ink, appearing to read 'Gerhard Sturm'.

Gerhard Sturm, Chairman of the Advisory Board



The DNA of ebm-papst

ebm-papst is a family business that will avoid the quarterly pressures of a public listed company. Profitability and liquidity will safeguard our corporate existence and will continue to have top priority.

Being technological leader in the field of fans and drives EC technology is the motor propelling us into the future. We fill lucrative niches in industrial and automotive drive engineering with innovative solutions.

Being global market leader, we are present in all relevant regions with our own highly qualified sales team, our application development and our own production sites. We also rely on co-operation with qualified subcontractors and encourage fair partnerships with them.

Diversification is always targeted at our core competencies of motor technology, electronics and ventilation technology, and can be implemented quickly and with synergy into the available sales network.

We stand and campaign for eco-friendly orientation and going soft on resources. We are fully aware of the social responsibility we have for our region and our staff. We actively support this corporate mission.

Originating from companies steeped in tradition, the ebm-papst group has a unique range of products that make us the world market leader in motors and fans. Knowledge of aerodynamic complexity and the perfect interplay between motor technology, aerodynamics and electronics form our core competences. We move air intelligently and quietly, and we constantly continue to set new standards in drive technology. We strive for perfect application solutions for the most diverse of industries. We not only manufacture high-volume product runs, but also customised ones.



More information via QR code or at
www.ebmpapst.com/corporatemovie

Passionate about air and drive technology

Being close to our customers. Knowing what our customers need and the industries they work in enables us to come up with highly specialised solutions. We strive to be one decisive step ahead of our competition at all times.

Research and development. When developing new and innovative products, our restless and relentless passion drives us to achieve new standards. We see R&D investment as crucial to our success.

Perfect production flows. To provide excellent quality worldwide is our claim and promise. We not only attach utmost importance to quality standards in production, but also make sure our performance is complemented by offering world-class support and logistics.

GreenTech. The way we think and act has always been guided by the principle of eco-friendliness and sustainability. The GreenTech label brings this to the point: pro-active development, eco-friendly production, highest energy-efficiency and maximum customer benefit.

A
Only those knowing their goal are in a position to find the best and quickest way to get there. A successful company sets its goal firmly on its customers and how it can best satisfy their needs.

B
Vital for good interplay is a fair and open dialogue. And it is not the success of the individual that is the ultimate triumph, what is essential is for the team to be acting in concert to achieve the common goal.

C
Everybody who is trusted, and in whose ability to achieve something confidence is placed, can act autonomously. All colleagues including management can be relied upon to lend support at all times.

The rules we play by

Our guiding principles

- Everything we do has the customer at its focus.
- Quality is a foremost priority and is the focus of systematic planning. Our target is zero defects.
- Conscious risk management prevents defects and ensures our future.
- Teamwork with suppliers helps us become better and faster.
- We do it right the first time.

The rules we live by

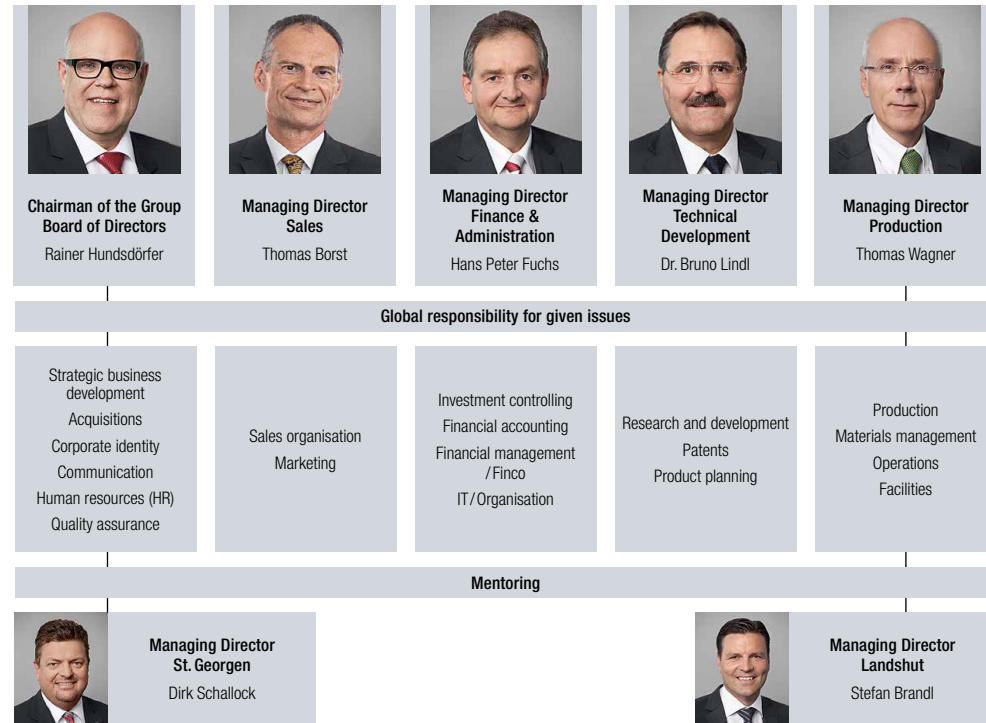
- Information is given and exchanged quickly and transparently.
- For meetings: good preparation, clear structure, maximum of two hours in length.

Our management style

- We deal fairly, openly and respectfully with one another.
- Anybody asking a question is entitled to a clear and prompt reply.
- We are friendly, professional and businesslike. Modesty is our creed.

Group management structure

The areas of responsibility of management are clearly defined. In addition to their main duties, the ebm-papst Group Directors also serve as mentors and Supervisory Directors for one or more subsidiaries. This supervisory office means that the Group Director closely liaises with the responsible Managing Director of his assigned subsidiary in key issues of strategic importance and plays an active role in decisive tasks. The mentor is the chairman of the Advisory Board for the subsidiary (if relevant). He plays no role in day-to-day business.



ebm-papst worldwide



● Sales offices

● Production facilities

www.ebmpapst.com/worldwide

Financial figures at a glance

	2011/2012	2012/2013	Change in %
Sales revenue	€ 1,377 million	€ 1,349 million	-2.0
Export share	72 %	72 %	
Investments	€ 85 million	€ 92 million	+ 8.2
R&D expenditure	€ 69,5 million	€ 74 million	+ 6.5
Employees (31 March)	10,564	10,891	+ 3.1
Production Sites	17	18	
Distribution Sites	57	57	
of which subsidiaries	48	48	



Deutscher Nachhaltigkeitspreis

Top 3 Deutschlands nachhaltigste Zukunftsstrategien (Konzern) 2012



DEKRA Award 2012

UNTERNEHMEN IN KOOPERATION MIT DER WIRTSCHAFTSWOCHEN

EBM-PAPST MULFINGEN GMBH & CO. KG
BACHMÜHLE 2
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SEITEK IN DER KATEGORIE UMWELT
FOKUS 2012: „HERAUSFORDERUNG ENERGIEWENDE“

ebm-papst Mulfingen hat mit einem selbstentwickelten SmartGrid und dem internen Programm GreenTech ein ganzheitliches Konzept zur Erzeugung von Energie entwickelt. Nicht nur in der eigenen Produktion wird die Energieeffizienz maximiert – auch die Kunden werden dazu bei, dass der Energie- und Rohstoffverbrauch zurückgeht.

Stuttgart, 13. Oktober 2012

Stefan Kießl
Vorstandsvorsitzender
DEKRA SE

Richard Pöhl
Chairman of the Board
WirtschaftsWoche



Schulzhausen, Buch, Buchenackerstraße, 40, Wackerhof und Technologieng. | DEKRA Certification GmbH, 70563 Stuttgart



HERMES AWARD

2 0 1 3

TOP FIVE

Deutschland Land der Ideen

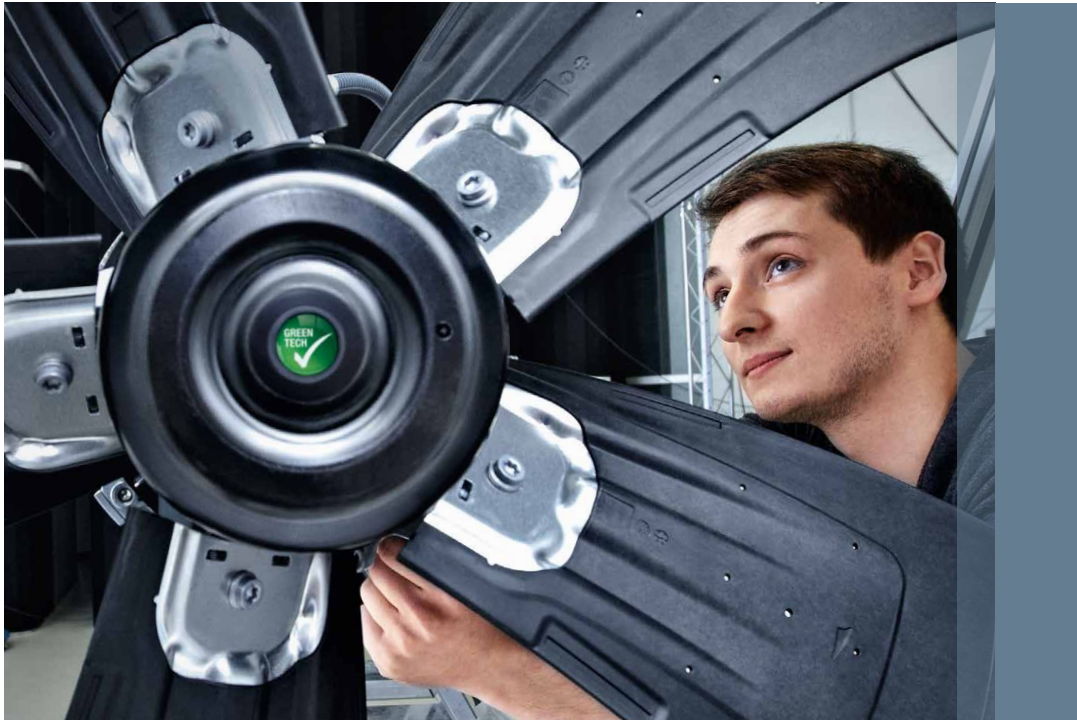


Awards for ebm-papst

These awards speak for themselves: the high energy efficiency and innovative design of our products, outstanding commitment to climate and environmental protection, and the GreenTech philosophy persuade a wide variety of expert juries around the world. Products and projects from ebm-papst have won high-profile awards in a wide variety of areas.

www.ebmpapst.com/awards





Committed to sustainable thinking and acting

GreenTech is our corporate philosophy regarding efficient use of resources and sustainability. At the heart of GreenTech, we have ebm-papst EC technology. In our most efficient motors and fans, this technology achieves very high efficiency rates, makes for maximum energy savings, substantially longer service life and keeps the products maintenance-free.

The materials and processes we use are already optimised in the conceptual stage and with an eye to eco-friendliness, a positive energy balance and recyclability. In our production processes, GreenTech also stands for maximum energy efficiency. Of key importance are the use of photovoltaics, making intelligent use of waste heat and ground water cooling, not to mention our own ventilation and air-conditioning.

Customers can easily rationalise the benefits of the GreenTech platforms. Already, these products often fall way below the thresholds to be implemented in future—and this often several fold. This way, we create values that not only benefit our environment but also benefit the client and user.



Sustainability as guiding development principle

Research & development For practically every application in ventilation and drive technology, ebm-papst offers the ideal solution. If not, our engineers and technicians in R&D will co-operate with our customer to come up with a new and tailor-made solution. The fan specialist applied for 250 patents in Germany and 550 abroad in recent years.

With patents, each detail counts. Take, for instance, our winglets—a development borrowed from modern aviation. They are fitted to the blade ends of the impeller and result in a considerable noise reduction at even higher efficiency. A ground-breaking innovation is the first use of the wood-plastic composite epylen in the construction of fans. The epylen fans—a world first—have been developed to meet the requirements of industry. Using sustainable materials saves crude oil and reduces the emission of CO₂.

Our ambition is to produce 15 percent of our products from sustainable materials by 2015. Speaking of 2015, here is yet another important detail: The new ErP thresholds of the European Union which come into effect as of 2015. Well, ambitious as we are, our EC fans have been in compliance with those thresholds since 2010.

www.ebmpapst.com/erp2015

ErP2015
EXCEEDS THE NORM

All GreenTech EC fans from ebm-papst meet the minimum efficiency requirements of the ErP Directive.



Effective environmental protection in production

Production At 18 production sites in Germany, Hungary, Slovenia, China, India and the USA, we pledge to always use resources efficiently. To live up to this pledge, we continually review and improve our manufacturing processes.

We do not only meet globally binding quality and environmental standards, we exceed them in every respect.

This also applies to our products: all of the motors and fans we produce conform to applicable standards, have few harmful substances and are energy-efficient, durable and recyclable; in addition, we exclusively use environmentally sound packaging and shipping methods.



Creating markets by being accessible

Sales & distribution With our export share of more than 70 percent and our presence in 57 countries throughout the world, we are found all around the globe. In each country, our sales offices boast a tight-knit network of representatives and engineers not only keenly trained to advise on the complete ebm-papst product range, but also ready to serve as your link to the R&D centres. Our internationally geared sales organisation supports our customers in their efforts to effectively and lastingly meet the global targets agreed on in the climate summit.

Our eight core segments in the markets all profit from our know-how and expertise. Not only because of quick and professional realisation of projects, but also because ours is the most comprehensive range of highest efficiency fans and blowers due to our GreenTech initiative. This initiative focuses on energy efficiency, quality and eco-friendliness, paired with workplace safety and cost-effectiveness. Without doubt, the complexity of pioneering solutions is going to increase tremendously. For this reason, we actively engage in transfer of knowledge and information in dealing with our partners, and of course we invest heavily in staff training and seminars.

Bundled expertise

The perfect interplay of motor technology, aerodynamics and electronics ensures the best performance for our business sectors. As a worldwide innovation leader in fans and motors with over 15,000 different products, ebm-papst has the ideal solution for virtually all air technology and drive engineering tasks.

Mulfingen is the seat of the company headquarters and, with the two branches in Niederstetten and Hollenbach, the Group's largest location. Mulfingen is considered the pioneer and protagonist of innovative GreenTech EC technology for fans and is focussed on ventilation, air-conditioning and refrigeration technology as well as mechanical engineering and the finishing equipment industry. The product portfolio of the location in the Hohenlohe region includes axial and centrifugal fans and blowers. In production and office space totalling 90,000 square metres, ebm-papst employs a staff of 2,800 here.



Bundled expertise

St. Georgen is considered a pioneer in the global world of compact fans and drives. Particularly in industrial drive engineering, the location has grown to become a system supplier. The location in the Black Forest region supplies intelligent solutions for industries such as rail technology, electronics and telecommunications. In addition, the Herbolzheim plant is being developed into a high-technology centre for the key automotive industry. In production and office space totalling 50,000 square metres, ebm-papst St. Georgen employs a staff of 1,500.

Landshut concentrates on solutions with the highest reliability and efficiency for heating engineering and household appliances. With a number of strategic heating sector acquisitions in recent years, ebm-papst Landshut has developed from a supplier to a system provider in the area of heating and condensing boiler technology. The product and service portfolio includes applications for gas and oil heaters, fuel cells, clothes dryers and refrigerators. Some 1,000 employees work in Landshut in a total of 35,000 square metres of production and office space.



Expertise on site

As a global company, we must respond ever more quickly to the local requirements of the various regional markets. Therefore, in addition to our global sales network, we also set up development centres in core regions such as **India**, **China** and the **USA**.

Our local customers thus have a development partner directly at their door who can provide an optimal response to their individual needs. We employ a staff of some 5,600 in our development and production sites outside Germany.







Making the world greener

Environmental awareness in everyday life is just as important to us as the energy efficiency of our products, processes and productions. This is what we stand for with our “GreenTech” label. With the “Every Day is a GreenDay” campaign, first launched in 2012 and initiated by trainees, we are spreading this philosophy around the entire world.

In 2013, the campaign entered its second round. Many green promotions related to environmental awareness and energy savings were launched at our subsidiaries around the globe to coincide with the UN World Environment Day on June 5. They all have one thing in common: they lead to long-term—and measurable—results.

 www.greentech.info

 www.greenday.ebmpapst.com



Training and further education

Whether in sales, manufacturing, development, service or administration, our employees are the most important building block for our success and have an outstanding high degree of qualification, creativity and dedication that is well beyond the norm—and we intend to keep it that way. With a broad spectrum of professional development programs, our employees expand their knowledge throughout their entire career path. In this way, we secure our competitive edge in the global marketplace. However, our particular emphasis is on young people. Accordingly, we have a wide variety of initiatives designed to awaken young people's enthusiasm for technology:

- Partner of universities and Cooperative State Universities
- Internships and mentoring of BA/MA theses
- Above-average training quota
- Executive and extra-occupational MA studies
- Worldwide assignments abroad



Corporate social responsibility worldwide

We draw life from our employees' dedication to the community and know how important it is to spark people's enthusiasm in a cause. As a reflection of our self-image, we at ebm-papst take our social responsibilities seriously at all of our locations around the world, supporting sports, culture and social projects.

- Endowed professorships and scholarships at colleges and universities
- School sponsorships
- Sports and cultural sponsorship
- Organiser of the ebm-papst Marathon and Indoor Championships in football
- Sponsoring company of "Jugend forscht", the regional youth research competition
- Support for international aid projects such as "Engineers without borders"
- Worldwide support for charitable organisations such as "Goodwill Media"
- Fundraising programs for charitable donations such as the Christmas tombola
- Climate and environmental protection with the global GreenDay campaign

 www.ebmpapst.com/csr

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