

## European Newsletter – Special Edition

### One Team, One Purpose

Carpenter focuses on shared values



PURPOSE



VISION



MISSION



VALUES

### Purpose, Vision, Mission, Values define our culture

Last year, Carpenter revised our Purpose, Vision, Mission and Values. These ideas guide the way every facet of the company carries out its quality work.

Our culture is built upon these ideas:

**Purpose** – We exist to enhance the quality of people's lives.

**Vision** – We want to be admired for our unmatched efficiency, innovation, and delivery of products and solutions that make our world healthier, safer and more comfortable.

**Mission** – We invest for the long-term to create value for the mutual advancement of our company, customers and communities.

**Values** – We take pride in our work, are open to improvement and are stewards of our resources.

We want these concepts to become part of everyday processes at all Carpenter locations! Facilitate discussions among your coworkers about how the work you do helps us achieve our Mission. Nominate your colleagues as Carpenter Heroes when you see them living our core values.

By keeping these ideas at the forefront of our minds through decision-making processes, we ensure our employees, customers, partners and communities get the best from us.

Our Purpose, Vision, Mission and Values statements also remind us that regardless of our location or job function, we're all on the same Carpenter team, working toward a common goal of bringing comfort to people's lives.

### A message from Jessica Grasso



Since the integration has begun, I've gotten a lot of questions about Carpenter culture and mission: what does it mean to be a Carpenter employee, and what are the values of the company.

Carpenter's values reflect the organization's core ethics, aspirations, and the way the company aims to contribute to society. It is important to share with all of you the fundamental principles and beliefs that guide our actions.

Personally, I like the value "Open for Improvement," because "constantly improve" guides my career path since the beginning. Status quo is not an option for me, and I love this feeling that at Carpenter, the doors are always open for ideas of improvement.

I hope you will find also a part of you in these Carpenter Co. Purpose, Vision, Mission and Values statements.

– Jessica Grasso, Vice President – Human Resources, EMEA and APAC

Special Edition | Comments? [newsletter@carpenter.com](mailto:newsletter@carpenter.com)

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## A diverse team

Although Carpenter is now more geographically diverse than ever, our company continues to operate as one cohesive team.

To commemorate our successful acquisition of Recticel Engineered Foams, every employee will receive a gift kit containing a branded t-shirt, water bottle, lanyard and tote bag. This is a fun way to celebrate the occasion and to give all associates a tangible reminder of how our team has grown.

You'll notice that our new One Team logo is featured on the t-shirt and welcome card. The logo incorporates all of the languages that now make up the Carpenter family: Arabic, Chinese, Danish, Dutch, English, Estonian, Finnish, French, German, Hindi, Norwegian, Spanish, Swedish and Turkish.

Banners featuring the One Team logo were distributed to all new locations as another way to welcome our new coworkers. These banners are the first official Carpenter signage in our acquired facilities, and they were met with great enthusiasm.

We hope that the One Team logo will continue to be a visible representation of our diverse team for the exciting opportunities ahead!

## SAFETY CORNER

### Safety Day in September

Recticel legacy locations will participate in Safety Day at the end of September. Each year, there is a specific emphasis. For 2023, it is on hand safety, ensuring even the most routine of tasks are done in a safe and secure manner. This is just one of the many excellent practices of legacy Recticel that Carpenter is proud to support.

You'll learn more about the event in a future edition of the newsletter. In the meantime, please be mindful of safety guidelines and practices in your workplace. We all have a right and responsibility to be safe and healthy at work.

## EMPLOYEE SPOTLIGHT

### Employee Recognition

Congratulations to all employees who are celebrating significant milestones in their Carpenter careers this quarter. We thank you for your dedication.

**50 years:** Denmark: Karsten Fabrin. **45 years:** Sweden: Glenn Petersson. **40 years:** Sweden: Thomas Holmqvist | Belgium: Stephan Meuleman, Peter Van Puyenbroeck, Marnix Matthys, Dirk Versporten | France: Eric Dhennin, Luc Lecot | Finland: Esa Nissila. **35 years:** France: Florent Jaguelin, Nathalie Maussion | Sweden: Susanne Nilsson, Camilla Cedmert | Belgium: Beatrice Bastin, Yvan De Clercq, Pascal De Wilde, Christiaan Van Doorselaere, Jean-Pierre De Veirman, Yves De Witte, Aser Eeckman, Yves Schuddinck | United Kingdom: James Hall | Germany: Stefan Schindler | Finland: Merja-Liisa Vuori, Helena Arjoranta, Sari Kononen, Tiina Villikka. **30 years:** Denmark: Lene Madsen | Belgium: Mario Cours | United Kingdom: Tim Faciani, Tina Davies | Germany: Bianka Engel | France: Dominique Mosnier, Olivier Laurent. **25 years:** France: Jean-Christophe Bourdais, Sylviane Thuret, Olga Arnt, Philippe Pelissier | Sweden: Jasmina Huskic | Belgium: Jonathan Allaert, Bram De Pauw, Johan Eraerts, Thierry Francois, Geert Schepens, An Tremont | United Kingdom: Craig Jubb, Stuart Robson | Germany: Jürgen Schmitz-Dreßler. **20 years:** France: Franck Gourbillon, Frédéric Meermans | Sweden: Daniel Bäckström | Belgium: Nico Seghers | United Kingdom: David Fisher | Germany: Andreas Kahler, Maren Nolte-Günther, Arne Kynast, Lorena Battistoli, Alexey Skabelin, Valerij Ruge | Turkey: Cüneyt Alkan | Switzerland: Biljana Zdravkovic, Stipo Turic. **15 years:** Germany: Matthias Kieper, Heiko Kupfer, Marius Deppe, Christian Junghans | Sweden: Fadil Cirikovic | China: Chengqi Hou, Virginia Ni | Belgium: Tania De Smet, Xavier Doom | Estonia: Marge Leitalu | United Kingdom: Thomas Rhodes | Switzerland: Naim Aliti | France: Julien Vizade, Arnaud Robillard, Fabienne Saint Ouen. **10 years:** France: Sandrine Belnoue, Joël Lelong, Odile Paillard, Julien Peigner, Alice Laurant | Norway: Odd Charles Berild | China: Stephanie Shen, Feng Han, Liang Zhang | Estonia: Vadim Maramzin | United Kingdom: Barry Crothers, Ewa Jagodzinska, Jana Rajcaniova, Richard Smart, Michael Davis | Germany: Niklas Gotthardt | Turkey: Aynur Kar | Switzerland: Giovanni Alagna. **5 years:** Belgium: Aaron Lapeire, Xander Platteeuw, Johnny Debruyen, Jeffrey De Brouwer, Olivier Leemans | France: Peggy Lopez-Plaza, Dominique Algourdin, Julien Lesage, Sébastien Letort, Lionel Planchenault, Vanessa Richou, Melanie Estorez, Sébastien Colombel, Marilyne Lebonte, Florian Rouen, Carine Pottier, Stéphanie Niel | Germany: Sylwia Bieluch, Cornelia Winterstein, Michael Liebhold, Florian Wahle, Julian Streicher, Eduard Schulz, Markus Weidemann, Angelo Ferrigno, Daniel Fröhlich, Torsten Höfig, Claudia Monecke, Vladimir Samko, Christoph Spiller, Ludger Bartczewski, Michael Hiller, Jasmin Rapp | Sweden: Rebecca Daher, Henrik Lundin, Ahlem Ben Mraidha Ep Chebi, Mirko Timarac, Jesper Fransson, Helen Simar | Finland: Markus Hanski, Jesse Hamalainen, Raul That | China: Amanda Leng, Andy Ren, Yafei Yang, Haibin Gu | United Kingdom: Josef Szemblerski, Aki Bray, Craig Bennett, Luke Healey, Jason Longson, Daniel Coman | Switzerland: Monika Mazur, Muhammet Yilmaz, Halis Aslan.