

How our values and enablers shape Viessmann Climate Solutions



Responsible



Team-oriented



Entrepreneurial

The pace of change in the world has influenced our behavior, the way we think about traveling, mobile work and of course work that contributes to sustainability. And most probably your life has changed too! Across the entire globe, **hybrid work models** seem to have come to the fore. Based on this, we want to accelerate our Ways of Work efforts and use what we have learned from the pandemic as well as listening to our colleagues, starting with our very core tenets.

Viessmann Climate Solutions was an early adopter to formulate its own **company principles**. These **values** were, and still are, an important contributory factor to our success.



Our Work Types & Spaces

The nature of work, the needs of each employee and our teams may differ. At Viessmann Climate Solutions, we defined **three Work Types** that include on-site, remote, or hybrid models fitting with the type of work as well as needs of our employees. It is essential to give you a **framework** in which the worktype that suits you is brought to life. Independently from our Work Types we value and place emphasis on meeting in person to co-create the future.

We believe that workspaces are a major way to truly **reflect our culture**. If we talk about co-creation, there must be space for co-creation. We have defined three area types for our offices for now: Collaboration, Social & Workplace Area. Depending on the type of work the different spaces support you in creativity & innovation, learning & talking or concentrated work & problem solving.



Workplace Enthusiast



Hybrid Pro



Digital Nomad



Leaders: The guardians of our culture

While the values are our DNA, our guiding principles and the fundamental beliefs that define our company culture, the **Leadership Practices** are explicitly for leaders, describing concrete behaviours that leaders should follow.

When joining Viessmann Climate Solutions, you can be very sure of one thing: It's about **co-creation**, not just "top down": Our leadership practices are incorporated in our leaders' daily work with their teams, when empowering people, providing what they need or giving feedback. Our leaders practice along their way and Viessmann Climate Solutions is supporting them with **training on the job**. It's not about being perfect, but it is about continuous improvement and growing.

Collaboration and communication

In order to give the maximum freedom to create the ideal working environment without compromising our cooperation, we commit ourselves to a **behavioral etiquette** that is based on our values.

Most importantly we are working towards a **common solution** and always use **adequate communication** to reach it. That is why communication is key – not only as a company, but in every aspect of our working lives.

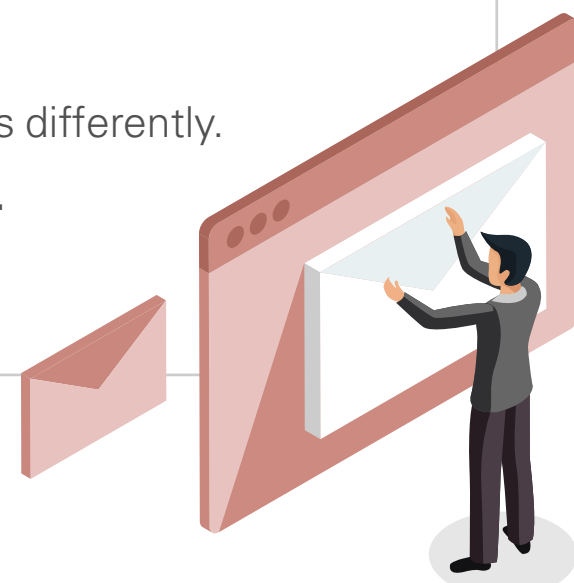
Furthermore, when it comes to **meetings**, we always ...

... schedule as **few meetings as possible** and as **many as necessary!**



We provide feedback ...

- to show **appreciation** for good work.
- to **develop** and **grow**.
- to create **awareness** on where we could do things differently.
- to communicate **expectations** and **performance**.
- to strengthen **open communication** and **trust**.

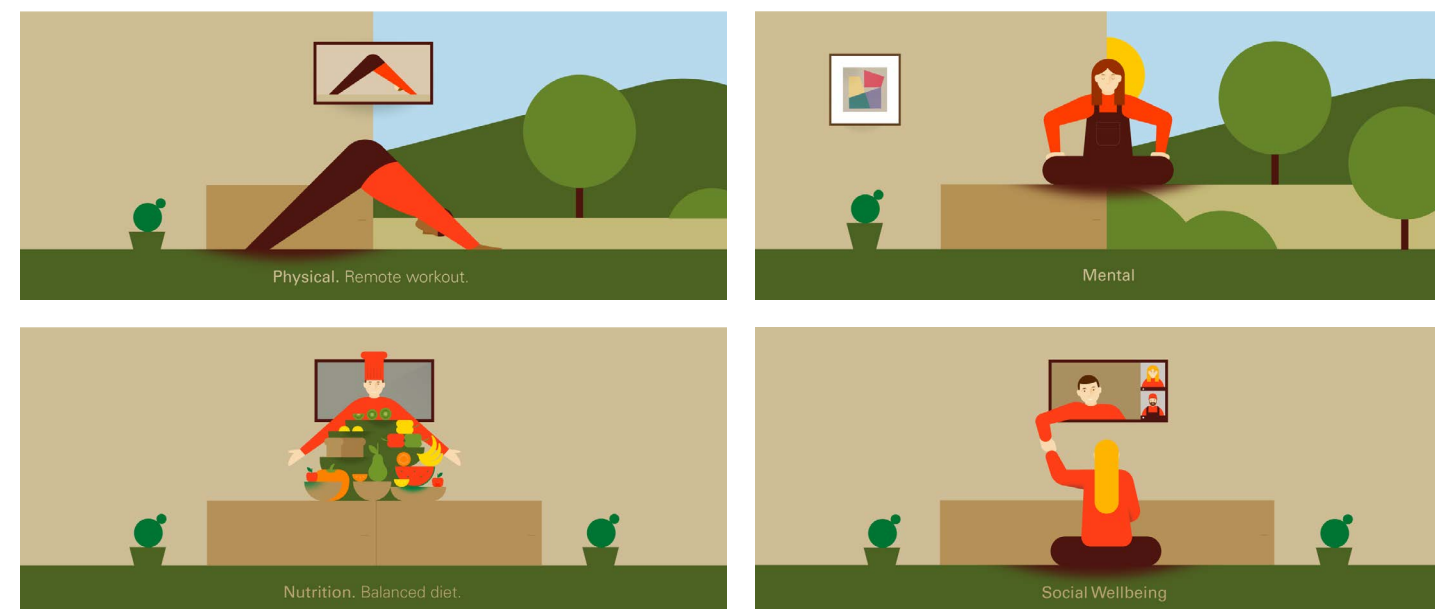


“We see ourselves as a solution provider for the entire living space – inside and outside.”

ViEnergise – our health and vitality programme

ViEnergise* is the health and vitality programme of Viessmann Climate Solutions. The aim of the programme is to provide a comprehensive range of offers and tools to help all employees stay physically and mentally healthy.

Our holistic approach focuses on four areas: **physical** health, **mental** health, **balanced nutrition** and **social/emotional well-being**.



*Participation in ViEnergise offerings is voluntary and outside of working hours.

Agility, co-creation & cross-functional teamwork

At Viessmann Climate Solutions, you hear the words '**co-creation**' and '**cross-functional teamwork**' a lot. In other organizations, you would call the same thing an 'agile way of working'. At Viessmann Climate Solutions, we call it 'co-creation' as we believe that this is the **ultimate goal** of working together.

Within cross-functional teams, colleagues with different backgrounds and expertise **bundle their knowledge** to find smart solutions.

#ViMoveForClimate

Next to ViEnergise, we also have **ViMove** which we are particularly proud of. The idea is simple: You exercise, and we reward your activity by planting trees – now in our own forests. Every kilometer and every minute counts.

