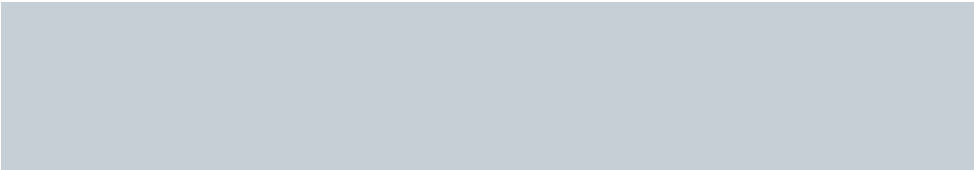




Who we are. How we think. How we act.

The engineers' choice

ebmpapst



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

ebmpapst

ebm-papst group of companies

ebm-papst Mulfingen GmbH & Co. KG

Bachmühle 2

74673 Mulfingen

GERMANY

Phone: + 49 (0) 7938 / 81-0

Fax: + 49 (0) 7938 / 81-110

info1@de.ebmpapst.com

www.ebmpapst.com

Revised April 2010

Contents

4	Foreword by the Board of Directors	20	Group management organisation
6	Foreword by Gerhard Sturm	24	Training and further education
8	Passionate about air and drive technology	26	Corporate social responsibility
10	Committed to sustainable thinking and acting	28	Awards for ebm-papst
12	Beacons in special markets	30	ebm-papst worldwide
16	The DNA of ebm-papst	32	Contact
18	The way we think and act		


Foreword by the Board of Directors



The success story of ebm-papst is intrinsically tied in with our courage to go our own way. This has again become obvious in the face of the global recession we are in. In the business year 2009/2010, we almost managed to get back to former levels and did, indeed, recover lost ground. For the current business year, we are fully optimistic and confident, as our production sites run at full capacity. This is largely due to the fact that we have a business model consistently geared to make us eco-friendly, energy-efficient and sustainable. This model pays off for our customers as well. So now we profit from the fact that we have been investing in green technology for years. Our GreenTech brand is a token of our commitment and not just a convenient label we place on our products. After all, we are fully committed to keep actively contributing to reducing CO₂ emission and going soft on resources. And to keep offering our customers high-quality products that substantially save energy costs. This is why we have been pushing investment in R&D. Because we can only maintain our cutting edge this way: being competent, quick, innovative, non-bureaucratic and customer-oriented.



Thomas Borst



Hans-Jochen Beilke



Dr. Bruno Lindl



Thomas Wagner



Hans Peter Fuchs

Foreword by Gerhard Sturm



Our strategy has paid off: continuously high investment in future products; courage to act and our readiness to adjust have helped to get our company safely through the turbulences of the global economy. Even in tough situations experienced by some of our locations, we pulled through because we are well versed in dealing with each other in an open manner based on solidarity. But we also succeeded because we focussed on EC technology long before others did, and so we are the undisputed technological leader on the world market. However, to maintain this position, we have to keep our virtues alive. This is best seen whenever our employees have enough freedom to develop ideas and perform at their best. This practised culture of being responsible and working on one's own initiative is what is known as the spirit of ebm-papst. To keep it alive, we shall continue to need the best, often rarest talents we can get. The decline in the numbers of applicants is the first indication of a demographically rooted change. For this reason, we will forcefully invest in initiatives, financing foundation professorships, and scholarships should help us to beat competition and win over the best talents available.



Gerhard Sturm

Passionate about air and drive technology

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.

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.

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 efficiencies of about 90 percent, 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, 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.

Beacons in their special markets



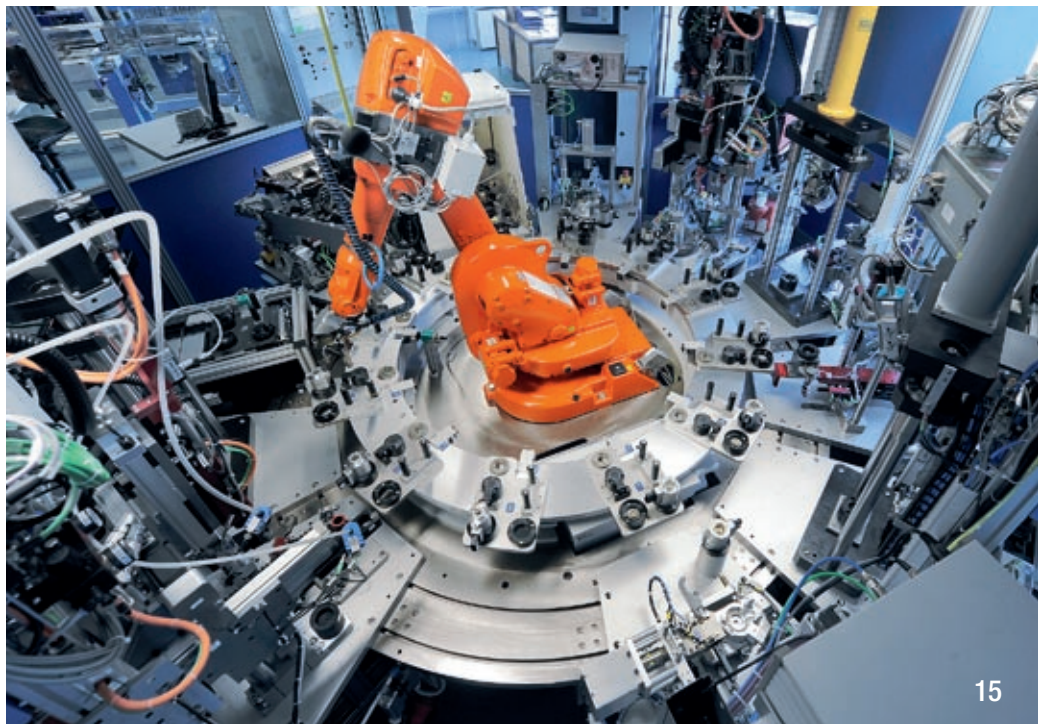
Three sites, one common goal: The perfect interplay between motor technology, aerodynamics and electronics will realise top performances for all our business segments.

Mulfingen is the corporate headquarters and the largest production site within the company with its two operations in Niederstetten and Hollenbach. Mulfingen is pioneer and protagonist of our innovative EC technology and has its focus on ventilation, air-conditioning and refrigeration, as well as on mechanical and industrial engineering.

St. Georgen is pioneer and trendsetter in the fan world and our specialist for intelligent solutions in the field of minute drives mainly in the automotive, rail and electronics industry. Our range of products includes solutions such as sensor blower, electronics cooling, steering boosters and actuators.

Our focus in **Landshut** is on highly-reliable solutions for household appliances, heating and a wide variety of other applications. The product range includes solutions for gas and oil heating units, for fuel cells, tumble driers or fridges.





The DNA of ebm-papst



ebm-papst is and will remain 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. However, we strive to seize any lucrative niche in industrial and automotive drives and be a step ahead of our competitors.

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

Diversification always draws on our core competences motor technology, electronics and ventilation and can be easily and quickly implemented in the existing sales network with synergetic effect.

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

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.

Our guiding principles

- Everything we do has the customer at its focus.
- Our operating units will remain manageably sized to allow them to work quickly and without red tape.

The rules we live by

- Information is given and exchanged quickly and transparently.
- We work efficiently together in an atmosphere of mutual respect and focus. Our meetings, for instance, are well prepared, clearly structured, have defined responsibilities, last a maximum of 2 hours and can be tracked and traced in concise minutes.

Our management style

- Anybody asking a question is entitled to a prompt reply.
- In dealing with each other, fairness and open dialogue are essential.

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, such as:

Annual planning | Appointing management staff | Involvement in special events | Information about key business activities | Agreeing annual targets and assessing local managers

The sponsor is the chairman of the Advisory Board for the subsidiary (if relevant). **He plays no role in day-to-day business.**



**Chairman of
Advisory Board**
Gerhard Sturm



**Chairman of Board
of Directors**
Hans-Jochen Beilke



**Managing Director
Sales**
Thomas Borst



**Managing Director
Finance &
Administration**
Hans Peter Fuchs



**Managing Director
Technical
Development**
Dr. Bruno Lindl



**Managing Director
Production**
Thomas Wagner







Training and further education

Whether in sales, production, R&D, service or administration: Our staff are our most valuable asset and are highly qualified, creative, highly flexible, committed and extraordinarily motivated. In all our national and international locations, our staff permanently strives to meet new challenges with exemplary commitment and flexibility. In doing so, they safeguard our competent cutting edge against the global competition. In return, we support various initiatives:

- Sponsoring company for the regional youth research competition “Jugend forscht”
- Founding member of the “Innovation Kocher & Jagst Region” and of “Showcase Region Hohenlohe”, both high-profile initiatives to boost the region
- Endowed professorships and scholarships at universities
- Partner of the Dual Universities Mannheim, Mosbach and Schweningen
- Internships, practical terms and mentoring of BA/MA theses
- Above-average training quota of seven percent



Corporate social responsibility

We appreciate and welcome the commitment of our staff. We support their enthusiasm and will to achieve great results together and to never be satisfied with the way things are but try and go for more. Also, we are deeply rooted in our region, this giving us a reliable base from which to operate successfully on an international market. And we know how important it is to get and keep young people enthusiastic about something. Therefore, with ebm-papst being one of the biggest employers in Hohenlohe, we see it as a matter of course to accept social responsibility and to support sports and culture in the region.

We carefully select the sponsoring activities, with a special eye to team spirit. This is why we mainly sponsor team sports, particularly on youth level.

- Sports and cultural sponsorship
- Hosting ebm-papst Marathon
- Hosting ebm-papst Indoor Football Champion tournament



01



02



03



04



05



06

Quality pays off — Awards presented to ebm-papst

These awards say it all. Maximum efficiency, minimum noise, long service life, high energy-saving potential and eco-friendliness were the decisive arguments for different juries throughout the world convincing them just how unique ebm-papst EC technology is. EC motors and fans won prestigious innovation awards in the most diverse areas. Quality distinguishes.

01 Green technology award 2009 | 02 Hermes Award 2010 nominee | 03 Material award 2008 | 04 Design Award 2009
05 Germany, Land of Ideas – Selected Site 2010 | 06 Energy Efficiency Award 2008





ebm-papst worldwide

	2008/2009	2009/2010	Changes in %
<i>Sales revenue</i>	1,056 million €	986 million €	-6.6
<i>Export quota</i>	70 %	70 %	
<i>Investments *</i>	63.7 million €	42.2 million €	-33.8
<i>R&D expenditure *</i>	53.6 million €	52.0 million €	-2.6
<i>Employees (31.03.2010)</i>	9,740	10,226	+5.0
<i>Production sites</i>	17	17	
<i>Distribution sites</i>	57	57	
<i>of which subsidiaries</i>	48	48	

* at locations in Germany

We welcome your feedback!
Please feel free to contact us with any question,
suggestion or query.

Hans-Jochen Beilke

Chairman of the Board of Directors

Thomas Borst

Managing Director Sales

Hans Peter Fuchs

Managing Director Finance & Administration

Dr. Bruno Lindl

Managing Director Technical Development

Thomas Wagner

Managing Director Production

Geschaeftsfuehrung@de.ebmpapst.com

Phone: +49 (0) 7938 / 81-7105

ebm-papst

Mulfingen GmbH & Co. KG

Bachmühle 2

74673 Mulfingen

GERMANY

Phone: + 49 (0) 7938 / 81-0

Fax: + 49 (0) 7938 / 81-110

info1@de.ebmpapst.com

www.ebmpapst.com

ebmpapst