

SUPPLEMENTARY FOUNDATION DEED

TGW FUTURE FOUNDATION

THE FOUNDATION'S PHILOSOPHY

As co-founder of TGW Group, it is the wish of the founder of TGW Future Foundation that the company should continue to be run in his mindset and spirit – in particular with regard to the relationship between the company and the people working there. In specifying his intention, the founder provided the governing board of the foundation with these general guidelines for exercising the ownership rights for the TGW Group:

- i) In case of doubt, sustainable management of the TGW Group is to be prioritized over assisting beneficiaries.
- ii) In 2004, the co-founder and then owner of TGW, Ludwig Szinicz, signed over a 100% share of the company to TGW Future Foundation. The purpose of this donation was to ensure that the TGW Group would continue to be sustainably managed, as the founder intended, and that the group shall be able to maintain its independence.
- iii) Ownership of the company is not the main focus of this foundation model: after all, TGW Group is owned neither by an individual, nor by a company, but rather by the Foundation itself, which has no owner. The substance of the company is ring-fenced. It is more the case that TGW is a “loan” to the people who work there. It should exist for those people. Safeguarding the company's future is the priority when allocating company revenue.
- iv) The Foundation's main task is: to support learning and personal development, while respecting excellence in enterprise. Sustainable economic success of TGW Group provides the necessary foundation for fulfilling these tasks.
- v) One could say: TGW is a cow. No one is permitted to carve a steak from this cow. Rather, she must be lovingly cared for, so that she can provide as much good milk as possible and rear healthy calves. The milk should be shared in a fair and prudent manner, one that takes into consideration the care and further development of the cow. A substantial share of the milk must be available to the cow for her to raise her calves.
- vi) As people, we can choose from the options which life offers us, make decisions and so shape our own personal development. We endeavour to make wise decisions, which will make our lives happier. Therefore, we are always searching for purpose in this life. Purpose in life includes fulfilment in our work. This forms the foundations of success and achievement in work.
- vii) Therefore, in TGW Group, it is to be ensured that every employee understand what the company's purpose is and what the purpose of their contribution through their work is for achieving this overall purpose. TGW Group is also to create conditions in the company that enable individuals to organise their professional and personal life in a meaningful way.
- viii) In light of the Foundation's philosophy, TGW Group is not merely an economically oriented entity, driven exclusively by financial interests, but rather a meaning-based organization that fosters human and professional growth as well as economic success. Interaction between people in TGW and people outside of the company should be based on shared values. The prevailing culture within TGW Group should be one of freedom from fear, imbued with respect and trust. People should be able to rely on the goodwill of their peers.
- ix) TGW Group does not exist only for the people in the company itself, but also to facilitate the task of the Foundation, “to support learning and growing”, for young people outside the company. This shall take place through projects undertaken by the charitable Future Wings Foundation and/or through other suitable legal entities in the future. Future Wings Foundation is a subsidiary of TGW Future Foundation. 10% of the financial results of TGW Group are to be allocated for fulfilling this task.

In exercising its ownership rights, the Foundation's governing board is to promote the sustainable implementation of these guidelines and compliance with them across the whole of the corporate group. Both in the appointment of organs in TGW Group and within the governing board of the foundation in accordance with 7.4 of the Foundation Deed, upon selecting the person to be appointed, it should be ensured that such person is willing to identify with these general guidelines.