

Human resource policy for one voice worldwide

Atotech is one of the world's leading manufacturers of processes and equipment for the printed circuit board, IC-substrate and semiconductor industries (Electronics) as well as the decorative and functional surface finishing industries (General Metal Finishing). With locations in more than 40 countries in all important industrial regions of the world, we are a truly international company employing more than 4,000 people around the globe. Our employees in Asia, the Americas and Europe come from a wide diversity of backgrounds and work in a broad range of professions.

We have been very successful in implementing our global businesses through our local teams which are close to the specific needs and requirements of their countries and their customers. Competent and motivated employees are critical for us to carry on with this success story.

In terms of our human resources development and strategy, we

- Strive to hire and retain the best talents available in our respective markets
- Offer our employees competitive and attractive salary and benefits packages
- Give them the empowerment necessary to do a proper and successful job
- Afford them permanent training with respect to technical, business, marketing, language and/or behavioral skills
- Review the performance of our employees in regular intervals, develop them and appreciate excellence
- Watch out for high potentials among our teams in order to provide them with a challenging and gratifying career path
- Monitor the evolution of our global and local organizations, in particular regarding the continuity of operations.

To deploy this human resource policy and mission, we use customized tools such as job descriptions, delegation of authority, hiring, career development and training plans, annual appraisal interviews, succession planning and the like. It is essential that our business and human resources managers partner in the efficient and constant use of such tools, and deploy all corporate compliance-related documents.

With a view to further improving individual and group performance, Atotech has adopted and applies a Code of Conduct as well as a common set of cornerstone behaviors for its Electronics and General Metal Finishing businesses:

- Be attentive to other people, both internally and externally (listening)
- Have a daring mind based upon our core competencies and strategies (boldness)
- Be loyal to one another (mutual support)
- Pool our talents (cross-functionality).

By working together, globally and locally, using our proven One Voice approach, we will ensure offering better and greener products to our customers' industries, and provide sustainable and rewarding employment for our worldwide staff at the same time.



Reinhard Schneider
President of Atotech