

NAF MANAGEMENT POLICY

Corporate success is not a matter of chance, but the logical consequence of forward-thinking and purposeful action. What matters most is the insight and willingness of all members of staff to commit themselves personally to achieving this success and participating in its positive results. The following points serve as our guidelines in this respect.

We organise our work together with goal-oriented processes and flat hierarchies – less in the sense of dictating these processes and objectives, but rather by shaping everything together and focusing on the ongoing improvement of our joint efforts.

We measure the effectiveness of our actions and the achievement of our goals on the basis of key performance indicators. This includes regular assessment of the opportunities and risks within our processes.

OUR COMPANY PHILOSOPHY

As a family business we think and act in generations.

Our values are the basis of everything we do, and the people we work with are at the centre of all our operations.

We place particular emphasis on treating one another with appreciation and respect.

We are deeply rooted in our region and are actively involved in the local community, yet we also operate on a global scale – confident and proud of our work and always open-minded and keen to learn.

We are also constantly driven to keep improving on the positive results that we have already achieved.

This is how we embody our slogan “Driven by Innovation”.

OUR VISION

Being the world’s leading choice for high-quality, bespoke drive solutions for heavy-duty mobile machinery.

OUR MISSION

In a world where technology is constantly changing at an ever-increasing pace and demands continue to grow, it is important to remain focused on our clear goal – to create innovative products that are durable, reliable and of high quality.

Our solutions are not developed in isolation, but evolve through our ongoing dialogue with our customers and suppliers. We build long-term partnerships founded on outstanding quality, a spirit of innovation, effective technical solutions and a personal approach.

Sustainable business practices, durable products and business partnerships are the essential objectives for our long-term economic success.

We create a positive working environment and view our employees as the key to our success.

In an environment highlighted by mutual respect and trust and where creativity flourishes, work is satisfying and ideas become reality, people are motivated and enjoy their work.

This is how we grow together, guided by a clear commitment; we build the best axles in the world.

OUR VALUES

Our values are the bedrock of our actions, both as individuals and as a team – and are therefore the foundation of our success. They are not merely a decorative embellishment, but an essential prerequisite from which not only our corporate philosophy but also our management guidelines and our expertise are derived.

We welcome the diversity of all people at NAF, regardless of their background or personal characteristics; what matters is that all employees identify with these values and uphold them.

Respect

I treat people, the environment and property with respect and care.

We accept one another, recognise our differences and work in a professional environment.

Friendliness

I approach the people around me with an open mind.

We foster a positive sense of community.

Honesty

I communicate transparently and honestly.

We trust one another and strengthen our relationships.

Reliability

I comply with my commitments and agreed targets.

We can rely on one another.

Responsibility

I act consciously and take responsibility for my decisions and their consequences.

We are not afraid of making mistakes; instead, we see them as an opportunity for improvement.

Helpfulness

I offer my support.

We are a strong team.

An innovative spirit

I am open to new ideas and am not afraid to embrace change.

We shape our progress together.

Sustainability

I conserve resources and use them wisely.

We are helping to build a future worth living in.

Cost-effectiveness

I work efficiently and in a cost-conscious manner.

We all benefit from long-term success.

OUR STANDARDS

NAF can only achieve lasting success if our actions take their impact on quality, our social environment, our natural environment and the climate into account. We therefore systematically align our processes with standards of quality, health and safety, environmental protection and energy management, and set these out in an integrated management system.

Quality

The outstanding quality of our products is essential to our competitiveness. We therefore place great emphasis on the continuous improvement of our production processes and on both internal and external quality assurance. We optimise our quality management system using insights gained from the ongoing dialogue with our employees and business partners.

Environment

Our aim is to take an active role in environmental protection and thereby minimise our emissions and environmental impact. Other objectives include effective waste management, the substitution of hazardous substances and the sustainable use of our resources.

Health and safety at work

Our responsibility for health and safety at work includes promoting and protecting physical and mental health. We always focus on reducing the number and consequences of workplace accidents and risks and fostering a culture of prevention.

Regular involvement and consultations with staff and stakeholders are essential to ensuring the effectiveness of the resulting measures.

Energy

We are committed to the continuous improvement of our energy performance. Our aim is to optimise energy consumption, lower energy costs and minimise the effects on the environment and climate as far as possible. One key focus is the use of modern technologies such as photovoltaic systems as well as smart building and machine management.

Neunkirchen am Brand, 3 March 2026



Erwin Urban, Bernhard Schnabel & Dr. Norbert Knorren
NAF AG Executive Board

MANAGEMENT POLICY

March 2026



SCOPE OF VALIDITY

NAF's management policy applies at all its sites:

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