



IT'S WHAT'S
ON THE INSIDE
THAT COUNTS.



"Innovation is the company's driving force. Our goal must be to put people and their needs at the center of what we do. Only in this way can we benefit our customers. From the earliest days of our company, this has been and continues to be our guiding philosophy."

KARL FISCHER, founder of the E.G.O.-Group



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E.G.O. products can be found in practically every German household. The number is steadily increasing around the world as well.

E.G.O. – Experts for core values.

You've probably heard of us. And we probably cross paths many times a day. You didn't know that? That's all right. Even so, it is quite likely that we interact with each other quite often. Example Stove: Perhaps you use an induction cooktop to heat up the foods you enjoy. We are one of the world's largest independent suppliers of induction technology for cooking. We are a global market leader for the radiant heating elements used in glass-ceramic cooktops. Our company founder, Karl Fischer, also invented the first electric hotplate suitable for serial production in 1931. Simply put: In considerably more than half of all cases, people around the world who cook with electricity will do so with technology and products from E.G.O. On average, you will find twelve of our products in every German household, and this number continues to increase steadily worldwide. The core values summed up in the words "made by E.G.O." are found not only in your stove, but also in washing machines, dishwashers, dryers, refrigerators, and many other household appliances and commercial machines.

All over the world, E.G.O.'s employees are working to improve the way we cook, bake, do our laundry, and wash our dishes.

Innovations for people’s everyday lives

Regardless of the type of appliance, our goals remain the same: We are constantly working on innovations to make people’s everyday lives easier and more enjoyable, and to protect natural resources. Moreover, at E.G.O. we are committed to the continuous improvement of our core values and the satisfaction of our household appliance customers.

This is how we’ve become a global market leader, represented at 20 locations in 17 countries around the world. After all, proximity to customers in the physical sense is another value that is important to us. Particularly when it comes to household appliances, there can be considerable differences between countries and continents.

If you want to satisfy your customers’ wishes, you must know them inside out.

This begins with the preferred energy source. While Europeans primarily cook with electricity, people in Asia and America tend to prefer cooking with gas. On top of this, there is a whole host of regional specificities. If you really want to fulfill your customers’ wishes, you need to be completely familiar with these differences. This is what makes proximity to customers so valuable.

Quality is something you don't really talk about because it is something you take for granted. We are going to talk about it anyway. Because we focus on quality from the initial stages of development to the installation of a product at our customer's site. The search for new areas of improvement and continued increase in quality is

within us and drives us. This persistence distinguishes all employees and is a very valuable characteristic.

In all respects, values play an important role at E.G.O. The top three are: Mission benefit. Integrity. Pioneering spirit. These are our corporate values, and they very much shape how we do things at E.G.O. That’s why we would like to present these three values to you in more detail in this brochure, explaining how we interpret them, why they are important to us, and what effect they have on what happens within the company, how we interact with customers and business partners, and how we present ourselves on the market.

Our values also have a considerable influence on the products and solutions that we develop and produce. We enjoy our role as experts for core values that are for the most part hidden away in the background. However, we also believe that mutual understanding makes any interaction between people easier and more pleasant. With this in mind, in this brochure, we want to emerge for once from the inside of our appliances to give you a better picture of who it is that you’re working with.

Together we define the kitchen living space

The E.G.O.-Group is part of a large family of companies. In addition to us, the BLANC & FISCHER Family Holding Company also includes the French Original Equipment Manufacturer ARPA, the specialist for sinks and faucets in private household kitchens BLANCO, the producer of capital goods for commercial kitchens and supplier to industry BLANCO Professional, the service providers Blanc and Fischer Corporate Services



BLANC & FISCHER Family Holding – Excellence in shaping kitchens as living spaces.

and Blanc and Fischer IT Services as well as the Italian gas component manufacturer DEFENDI. We are all active in the kitchen and laundry room sectors and together we shape kitchens as living spaces all over the world.

A brief tour through the world of E.G.O.

Please join us as we take a brief tour of the world of E.G.O. We would be happy to have you accompany us. And of course, even if you don't, we will continue to make sure that our products make your life a little easier every day, unobtrusively and almost unnoticed.

PP. 8 - 17

Mission benefit.

WHAT WE DO

PP. 18 - 27

Integrity.

HOW WE WORK

PP. 28 - 37

Pioneering spirit.

WHAT DRIVES US

Mission benefit.

Mis|si|on, the

An important assignment associated with a deployment

Benefit

The advantage someone derives from something

“The best quality
with tangible
benefits - that is
our requirement
for every E.G.O.
product.”

DIRK SCHALLOCK

Chairman of the Management Board
of the E.G.O.-Group



Mis ber

Mis|si|on, the

An important task, an assignment

Benefit

The advantage or gain that some

“To make everyday tasks easier for people, that was Karl Fischer's ambition and this thought drives all members of the great E.G.O. family every day.” At the same time, however, we never lose sight of the demands for high quality and economic efficiency that we place on ourselves. This is a direct benefit for our customers.”

DIRK SCHALLOCK

Chairman of the Management Board
of the E.G.O.-Group



Faster. Safer. Cleaner.

If something is faster, safer, and cleaner, does it automatically have a benefit? The conclusion seems obvious, but determining the benefit is not always an easy task. Which doesn't mean that we shouldn't be asking the question. And this is exactly what we do at E.G.O. - every time before we decide to invest time, effort, and money in developing new technologies and products.



While culinary practices and methods of preparing food are part of our ancient cultural heritage, there are always ways to further improve the technology we use for cooking.

Benefit is a highly individual matter

Usefulness is a very individual thing. What some consider extremely practical may be superfluous and therefore useless for others. This makes our mission to provide real benefit a very challenging task. But this is no reason for us not to keep a close eye on our mission in everything we do. At the same time, there are also areas in the household appliances technology sector whose purpose and significance are indisputable. The careful handling of resources and our high quality standards are top of the list. If we manage to utilize technical innovations to reduce the energy or water consumption of a household appliance while maintaining its performance, that in itself is a clear benefit. All this, of course, with a consistent level of performance and quality in development, production, and in the end product.

A second, broad area in which benefit can be found is, that of all of the things that make life easier. It's often not easy to answer the question of usefulness in this context. Individuals have different preferences and experiences which become very clear, for instance, in the operation of household appliances. For instance, someone who has for many years set the temperature using a traditional dial may not want to make a change and won't, therefore, see a modern swipe function on a touch control surface as useful progress. By contrast, someone who has had a smartphone for years might find it very easy and practical if the control system in a new stove or washing machine were to work on a principle similar to that of their cell



We ensure that modern household appliances are easy to operate, for example with modern touch controls or gesture control.

50%

of sales are now generated with modern electronic products.

phone. The same person would likely be excited if we were to design our products so that they can be part of a networked, app-controlled Smart Home using Bluetooth or Wi-Fi.

For us, this means continuing to develop traditional dials and not removing them from the product lines. At the same time, we continue to develop new electronic operating panels with intuitive touch screens, driving digitalization and connectivity in household appliance technology as part of the “Internet of Things”.



From Oberderdingen out into the world: State-of-the-art thick film products are developed and produced in Germany.

Over 30,000 active products in the portfolio

Today our range comprises over 30,000 products, which are split into four divisions: Heating, controlling, converting, and connecting. Thirty thousand products... the figure may seem excessive at first glance. But our portfolio demonstrates a clear logic. The principal reason for having such an extensive amount of variants is that it allows us to provide our customers around the world with tailored systems. We offer products from entry-level up to and including the high-end segments of the European, American, and Asian markets. A glimpse at some of the current product lines makes the benefits clear.

OUR PRODUCT LINES

- HEATING
- CONTROLLING
- CONVERTING
- CONNECTING

A glance at our product portfolio.



BENEFIT FACTOR:
Reliable and efficient

Radiant heating elements manufactured by E.G.O. have been heating the cooking zones of glass-ceramic cooktops for decades.

The Classic: Radiant heating elements

The radiant heating element is the classic heating system found in the kitchen. It heats the cooking zones of glass-ceramic cooktops and is reliable, robust, and durable. When switched on, the heating element glows red below the cooktop. The resulting radiating heat is passed on to the cookware through the glass-ceramic surface. We have made continuous improvements since the first radiant heating element was developed close to 40 years ago. Today, pairing radiant heating elements with temperature sensors and an intelligent control system facilitates convenient functions such as automatic parboiling. With this function, the system parboils food on the highest setting before reducing the heat fully automatically. The advantage: The advantage? You no longer have to manually reduce the temperature in order to prevent your food from burning.

Modern cooking with Induction

Inductive cooking is an area that has seen substantial development in recent times at E.G.O. Because the heat is generated directly in the base of the pot rather than on the stovetop, this technology is especially energy-efficient. But induction systems from E.G.O. can do even more. For example, special coil shapes allow us to ensure that almost the entire surface of the cooktop can be used. In addition, the electronics know exactly where the cookware is, along with its size. For the user, this means: The ability to place the pot anywhere on the cooktop. The system activates the appropriate zone automatically. The various cooking zones can even be combined to heat large pans and casserole dishes. Precise temperature control facilitates highly differential cooking programs, such as keeping food warm, melting, and simmering. The latest generation of induction cooktops is also connective. They link up automatically with the extractor hood, ensuring that the power of the hood is adjusted as needed. This technology frees the end customer of progressively more tasks, making cooking easier and more convenient.



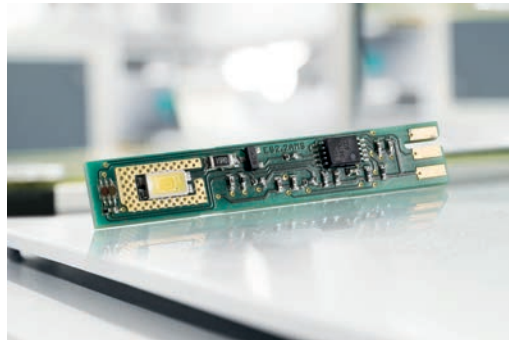
BENEFIT FACTOR:
Intelligent and energy-efficient

Modern induction systems from E.G.O. are intelligently controlled and make cooking more convenient than ever.



BENEFIT FACTOR:
Intuitive and individual

From a simple rotary switch to a modern, full-color touch display, E.G.O. operating panels offer an abundance of options.



BENEFIT FACTOR:
Clever and helpful

Modern sensor solutions from E.G.O. offer the user support in tasks involving washing and drying while preventing laundry mishaps.

BENEFIT FACTOR:
Precise and flexible

Thick film heating systems from E.G.O. have been designed specifically for integration into dishwashers without taking up too much space.



Human to technology:
Communication via user interface

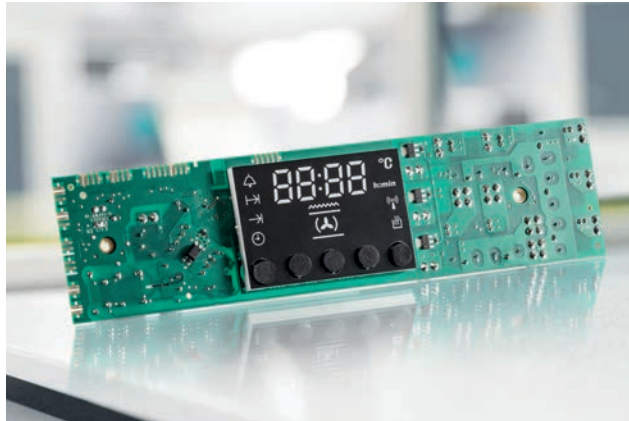
Whether you're cooking or washing, the user interface is the point of contact between you and the appliance. We offer a variety of solutions in this area, from a simple rotary switch to a modern, full-color touch display. The scope to combine different technologies is enormous. This gives household appliance manufacturers the opportunity to set themselves apart from the competition through design and operability. At the end of the day, however, what is key is that the user interface guides the user securely and intuitively through the variety of functions in complex household appliances. We aim for the user guidance to be as intuitive as possible. For example, the information and functions displayed in any given situation are those that are actually useful in that situation.

Clever sensors to prevent laundry mishaps

Movement, humidity, temperature... today there are sensors for virtually all ambient conditions. However, they are especially useful when integrated into an intelligent system. We have developed a sensor for washing machines that identifies the color of the laundry. This allows the system to suggest the appropriate wash cycle. It even detects when colored garments have ended up in a white batch of laundry and warns the user of potential discoloration. For dryers, we have developed a sensor system that identifies the material of the laundry and suggests the appropriate drying cycle. These clever aids make laundry mishaps a thing of the past.

A technology with a future: Thick film

Thick film is one of the most innovative solutions in modern heating technology. Using a process involving pressing, drying, and fusing, different substrates are combined to create especially thermally conductive surfaces. The thick film heating elements that we have developed require very little space and are easy to integrate into dishwashers. The short reaction times for heating and cooling water can be used for very effective short wash programs, for example. In addition, temperature sensors can also be integrated into the thick film heating element. These detect when individual areas get too hot – due to, for example, calcification. Warnings and automatic descaling provide effective prevention of limescale damage.



BENEFIT FACTOR:
Modular and adaptable

Control platforms from E.G.O. can be flexibly and individually adapted to meet the requirements of the household appliance industry.

Modular control platforms can be adapted to suit manufacturers' requirements

Many of our systems are designed as modular platforms. This allows our customers to customize which functions they want to use in their products. By combining different user interfaces and motor controls, household appliance manufacturers can, for example, build an entire product range on a single control platform – from the entry-level appliance with basic functions to the most sophisticated appliance. And, of course, we also work with our customers to develop completely individualized systems. In every case, our partners benefit from our decades of experience, allowing them to concentrate fully on their core competencies.



For example, E.G.O. offers controls for washing machines and dryers that are precisely tailored to customer requirements.



AHMED EDREES / Electrician trainee for devices and systems

To make people's daily lives easier.

For me, MISSION BENEFIT means having a meaningful and significant task. A task that supports the vision of my company: to make people's daily lives easier. As early as the 1920s, this vision drove our company founder Karl Fischer to develop applications and products that made cooking and baking safer. A lot has happened since then, but we all continue to work to fulfill his mission, the MISSION BENEFIT.

to be able to say that this product or idea originated from within our company. I really want to be part of this team when I finish my training. It would be great to be able to work on a product idea right from the start and see how it develops into a tangible product which, like all products and applications of the E.G.O.-Group, aims to make people's daily lives easier.

For me, most importantly, this means mastering all the skills that I will need in my job as an electrician. The company will benefit in the best possible way from my work, but for me, MISSION BENEFIT means much more: It means I am part of a large community. This community makes me proud! It's a great feeling

Integrity

Intelgrity

Virtue and character of being fair, genuine or loyal in line with the rules of a company

“A family-owned company always has a special responsibility toward its employees, customers and society – and E.G.O. takes this responsibility seriously.”

**DOROTHEE FISCHER
AND GEORG FISCHER**

E.G.O. shareholders



Integ

Intelgrity

Virtue and characteristic of being fair,
with the rules of a community

“Family-owned companies are not subject to the mechanisms of stock or financial markets, which can often be very turbulent. This gives those responsible for the business the freedom to think long term, to act sustainably, to act on their own initiative, to invest in its employees, and to support charitable causes in the community. In short – a family firm has all the prerequisites necessary to act with integrity. And this is an opportunity we want to seize. As such, integrity is also a maxim for the way we treat employees, customers, and partners.”

**DOROTHEE FISCHER
AND GEORG FISCHER**

E.G.O. shareholders



Successful with integrity.

While the world talks about compliance and corporate social responsibility (CSR), E.G.O. is all about integrity. Not because we don't know what compliance and CSR mean or believe that they don't apply to us. On the contrary: Our work is always aligned with these requirements. But, as a value, we have consciously opted for integrity because this term expresses how we as a company want to act.



Product manager Rebecca Grill is happy to pass on her expertise and experience to trainee Philipp Reitz - we call that integrity too.

Continuing a strong tradition

Integrity is a term that is rarely used in our everyday language. For us at E.G.O. it is a concept with history: It has been used since the company was founded in 1931 to describe how we have run our business over the decades, and how we still run it today. It reminds us every day that we are part of a strong tradition that we want to continue into the future.

E.G.O. is, first and foremost, a company. This means that we have to keep our costs under control and need solid profits in order to be able to invest in our employees, the development of marketable innovations, and our buildings and installations. This is the only way that we can ensure the company's survival in the long term. However, there's always more than one way to achieve the same objective, and ours does not involve the short-term maximization of profits. We champion fairness, reliability, correctness, and long-term, partnership-based relationships – with our employees, our customers, and our suppliers. This is something that we've agreed upon with our shareholders, the descendants of the company's founders. Moreover,

the positive trend in our sales maintained for many years testifies to the economic success of our chosen path.

Approximately 5,500 employees at 20 sites in 17 countries around the world work tirelessly every day to secure E.G.O.'s success, and the company takes responsibility for these people. An extensive program of initial and ongoing training, active health management, exemplary industrial safety, and, last but not least, the trust that we place in our employees are just a few of the most important examples. E.G.O. standards apply to all employees, regardless of the country in which they work.

Particularly when it comes to our young employees, our global presence plays an important role as it allows them to gain international experience early in their careers. We have launched an internationally oriented trainee program (E.G.O. MOVE) to support this endeavor. Furthermore, we offer specific support for up-and-coming talent and numerous opportunities for further training.

150

different working time models
are offered by the E.G.O.-Group.

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A family firm in every sense

Our employees value the fact that E.G.O. treats them with integrity. For example, many families work at E.G.O. – some now in the third generation. The fact that our employees enjoy working for us is illustrated by their loyalty to the company: The average time spent working for the firm in Germany is 18 years, far above the industry average. We also have a base of long-standing employees at other sites around the world.

We firmly believe that investing in employees is worthwhile in the long term. After all, we need competent and motivated employees around the world if we are to remain at the pinnacle of technological development in our sector. We ensure that they have a good working environment with plenty of opportunities for personal and professional development – and in return, they are highly dedicated to their company.

Award-winning HR management

E.G.O.'s HR policy is seen as exceptional, even by those outside the company. The 16 prizes and awards that we've won as an employer within five years are a testament to this. An example: The expert panel for the German "CSR Jobs Award" gives accolades to employers that take responsibility – and has ranked E.G.O. in 1st place in the main category of HR management. Baden-Württemberg's Ministry of Finance and the Economy awarded us the "MINT Prize" for outstanding concepts for promoting women in the professional fields of mathematics, IT, natural sciences, and technology (MINT). The Karlsruhe Technology Region awarded

is the average number of years that employees spend working for the E.G.O.-Group.

E.G.O. the BFamily Award for being the most family-friendly company in the region. In addition to a seal of excellence for staff development, the TÜV SÜD Academy and the Federal Ministry of Education and Research awarded E.G.O. the Deutscher Bildungspreis (German Education Prize) in the category of "innovation prize", in particular for our alternative "Expert Career" model. We won the "Demografie Exzellenz Award Baden-Württemberg" with our LebensArbeitsZeitkonten (LifeWorkTime Accounts) project.

E.G.O. has also won a range of awards on the international stage, highlighting our achievements as a company and supplier: the award for "Fastest Growing Company" from the economics magazine "Puls Biznesu" in Poland, the "Top Quality Award" in Turkey, and the prize for "Outstanding apprenticeships in the Province of Tirol" in Austria, to name but a few.

Not just meeting, but exceeding customer expectations

Our customers expect innovative, high-quality, useful, and environmentally-friendly products. And they want them exactly when and where they need them. We know that, for our customers, a smooth production flow depends to a crucial extent on our complete reliability. As such, we only promise what we can deliver – meaning that our customers can plan with certainty.

After all, we aim not only to meet but to exceed our customers' expectations. We commit to conditions that make it possible for our customers to enjoy economic success. We achieve this, of course, in compliance with the specific statutory provisions in force wherever in the world E.G.O. products are used. We are pleased that



Basic research is the foundation for product development. This is when we in the materials laboratory become involved. To work together to transform the needs of the future into beneficial products.

DR. MICHAEL RIFFEL
Materials testing in the field of
Innovation/Research & Development

In our communication – both internal and external – we make what's happening within the company transparent and easy to understand.



NATALIE SCHULER-PERRIN
Project management in the field of
Corporate Communication



Reliable, secure, sustainable – that's how you'd describe the logistics at E.G.O. This is something we work hand in hand with our customers and suppliers to achieve.

ELISABETH OMERIDOU
Administration in the field of
Distribution Logistics



On site just in time: We deliver punctually so that our customers' production doesn't grind to a halt.

our success in this respect is often confirmed directly by our customers – in personal discussions and customer surveys, and in the form of awards granted by some of our customers to suppliers with whose performance they are especially satisfied.

We can do a lot to accomplish this, but it isn't just up to us. Although we generally have a very high vertical range of manufacture, we also use components procured from

suppliers. By working closely and with integrity in partnership with our suppliers and applying our quality and environmental targets to the parts and services that we procure from them, we ensure that E.G.O. products are of high quality and environmentally friendly. And because a sense of responsibility is also an element of integrity, we have, for example, developed an extensive system to check the quality of all supplied parts before their use in our production. Continuous quality checks

during the development and manufacturing process of our products are also standard procedure for us. If something does not pass the quality inspection, our experts will quickly find a solution - for individual cases or for the entire process.

Responsibility along the entire product life cycle.

Then there's our treatment of the environment, defined by the integrity that comes with careful stewardship. As a manufacturer, we accept our responsibility along the entire product life cycle. The course for sustainable products is already set in the development phase.

Some production steps are already specified at the design stage, which must later be integrated into the production process. Countless requests for individual components and materials from which the product is made must be made, evaluated and decided upon, tests and inspections carried out, consultations held with customers, the production process designed, and the supply chain coordinated. In all these tasks, the resource-conserving and sustainable aspect is an essential assessment factor for us in every decision.

In the life cycle assessment of E.G.O. products, the utilization phase is of particular importance. Over the years of operation, even small energy optimizations add up resulting in significant savings. Likewise, the long service life of our products and the associated disposal reduces the volume of waste.

As described in the EU Commission's action plan for recycling management, more focus will be placed on the reparability of products. This will increase the service life of products, reduce the use of resources, and avoid waste.

At the end of the product life cycle, the valuable raw materials from old appliances are recycled and reused for new products. Possible hazardous substances in components and raw materials both reduce recyclability and pose a potential hazard to all. This is why we work closely with our suppliers to provide substitutes for these materials.

And there is always room for improvement!

100 %

of all E.G.O.'s production sites work with a certified environmental management system.

We're always looking for additional opportunities to further improve the areas of waste management, soil conservation, water, energy, and emissions at all E.G.O. locations worldwide. For example, the amount of renewable energy used has gradually increased to 30% of the total energy consumption company-wide. And at the E.G.O. locations in Croatia and Austria, the company relies entirely on electricity from renewable energy sources.

Our production facilities are constantly being upgraded to achieve maximum energy and resource efficiency. For example, several tons of waste are saved annually in radiant heater production by recycling insulation waste. This protects the environment in two ways. Not only is it not burdened by waste, but also fewer resources have to be taken from nature to manufacture our products.

In transport logistics, we are continuously working to improve ourselves, our processes, and transport routes and types. Over the course of last year, the test transports by rail were expanded and we were able to achieve a positive balance. Compared to sea freight, the advantages include much shorter transit times and lower

CO2 emissions. Especially during the challenging period of the Corona pandemic, rail transport has established itself as a reliable alternative to air freight from China.

Even so, land transport continues to be an important transport route for us. For this reason, we make sure that the carriers contracted by us continue to use only vehicles that meet the Euro 6 emissions standard.

A compass for our daily work

All of these are examples of how integrity serves as the compass that guides our day-to-day work. We are aware of our role in the links between business and society, observe and analyze the consequences of our actions, and are constantly seeking to improve. We believe that integrity is an essential factor in economic success. In the long term, it lays the foundations that companies need to maintain their position in the market.



BRENDA KAISER / Purchasing Agent Trainee

Commitments made are honored.

Having the responsibility for administrative processes and looking for ways to improve them, dealing with numbers, working on projects, and having a lot of interaction with people - these were my goals for my future career.

I mentioned this in my job interview at the time and one of my current trainers said: You don't have to wait until the end of your training for that! We not only support our up-and-coming talents, but we also demand that they take on responsibility. To be honest, I didn't really believe that, but that's the way it really is.

During my training, I'm allowed to work in the various areas and departments. I learn a lot and am a valued team member everywhere. I call that integrity because commitments made are honored. And there is a feeling of cohesiveness as a group. Decency and honesty are highly valued. But INTEGRITY also has to do with fulfilling one's duty - and that is based on reciprocity. The E.G.O.-Group offers me every opportunity for a high-quality, safe training program that is full of variety. In return, I enjoy carrying out "my duties" every day. I approach the tasks and duties assigned to me carefully and with full commitment.

Pioneering spirit

Pioneering spirit

The will to be the pioneer of a new development

At E.G.O., a pioneering spirit is part of our DNA and is passed down from generation to generation. Regardless of the position or organizational level - it is always possible to create something new."

UDO KAZENMAIER AND
MANUEL KAZENMAIER
Controlling and DH Student



Pion ing s

Pioneering spirit

The will to be the pioneer of a new de

“In the 35 years that I have worked for E.G.O., a lot has changed, especially in the area of development. Our products create excitement because we are always coming up with new ways to use them. In doing so, we take care not only to satisfy customer and market demands but to always be one step ahead of them. The determination to explore new paths and to continuously improve is what drives us all. This is why I am so happy that my husband, who works in the Controlling department, and my son, who is a DH student of Industrial Engineering and Management, also feel and live this pioneering spirit. The experience of older employees is valued just as much as the breath of fresh air that the younger generation brings to the company.”

ULRIKE HAAG-KAZENMAIER

Employee, Development



Innovation is part of our DNA.

Can innovation be learned? Yes, it can. But it's even better if it's in your DNA. Like it is with E.G.O. And we have nearly 90 years of experience with it. Because our products were high tech even back in 1931. That is why tradition and innovation are not a contradiction in terms for us. It's the perfect symbiotic relationship.



Employees at E.G.O. work every day to pave the way for future developments and in so doing maintain the pioneering spirit of company founder Karl Fischer.

High tech since 1931

The story of E.G.O. begins with an innovation that revolutionized cooking: Karl Fischer developed the first electric hotplate suitable for series production in 1931. This meant that people could afford to cook using electricity. Open cooking fires gradually disappeared from kitchens, making cooking easier and safer. We're still a global market leader in electrical hotplates, having produced over 680 million and delivered them all over the world.

But despite all of his enthusiasm for technology, Karl Fischer always had his sights firmly set on people and their needs. His inventions made everyday life easier for people. This pioneering spirit is still deeply rooted in the company and we work to maintain it every day.

The cost-effective and long-lasting hotplate is still found in kitchens around the world, but now newer technologies such as radiant heating elements and induction are dominant. Many innovations are also being made in the field of electronic control of household appliances. Whether it be heating, controlling, converting, or connecting, we can look back on a long tradition as a driver of innovation for the household appliance industry.

1,070

The E.G.O.-Group holds legally granted patents worldwide.

DEVELOPMENT

Excerpts from technological milestones

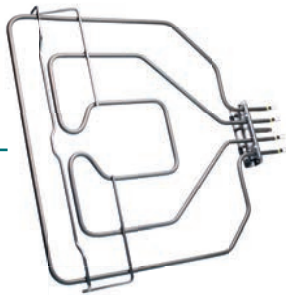
1931

Electric hotplate
Makes cooking easier, cleaner, and more convenient.



1957

Tubular heating element
Heats ovens, washing machines and dishwashers, dryers, and much more.



1967

Stepless Energy Regulators
Adjusts the output precisely and continuously.



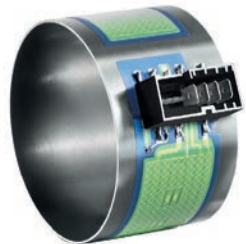
1978

Radiant heating elements
Heats glass-ceramic cooktops reliably and efficiently.



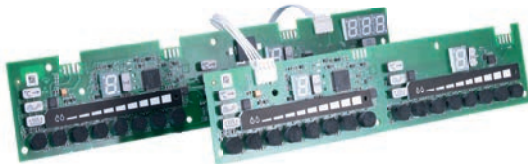
1986

Thick film
Versatile technology for heating - for example in dishwashers.



1992

Induction
Heats food quickly, evenly, and very efficiently.

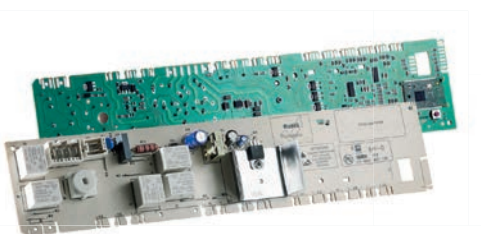


1994

Touch control
A completely new operating philosophy without knobs and switches.

2016

Electronic controls
The perfect interaction of technology in the household.



2018

Surface Cooking
Highest possible flexibility and intuitive operation.



2025

The kitchen of the future
Comfortable and sustainable to enhance the quality of life.

A holistic innovation process with clear rules

Our innovations don't come about by chance. They are the result of targeted investment and a structured process. Each year we reinvest an average of five percent of our sales in research and development – putting us way above the industry average. Our innovation process is clearly defined and follows five core criteria: integrated, intelligent, sustainable, useful, and innovative.

A pioneering spirit needs a certain environment if it is to thrive and develop. For example, not every new road

leads to the finish line. It's important to know this, and a company must be able to make it through the rough times if it is to explore new paths successfully. This is why we at E.G.O. have a culture that permits failure. Two things are important here: Wrong turns must be identified as such as early as possible, and mistakes analyzed in order to be able to learn from them in the future. In addition, cost benchmarking should not be applied to an idea at the very beginning. At E.G.O., ideas can be both creative and unusual in the initial stages and don't immediately need to yield to the obligation of cost efficiency. The Research Day held on a regular basis

in our research department creates a platform and the necessary freedom for such ideas to develop. However, the requirements become stricter with each phase of the innovation process: Like a funnel, we take on a large number of ideas but push through and consolidate only the promising concepts. This allows us to ensure that our innovations meet the requirements of the market and of our customers and are consistent with our values.

This approach has proven to be very successful. We regularly present new concepts, solutions, and products to our customers at our innovation events. We generate

5 %

is the amount of their annual sales E.G.O. reinvests in research and development. This is more than the industry average.

roughly a third of our revenue with products that have not been on the market for more than three years. On average, we register at least one new patent a week. The E.G.O.-Group currently holds a total of more than 1,000 legal patents. These figures testify to the innovative power within the company.

Every idea counts

The commitment that our employees bring to their work is difficult to describe using only numbers. The culture of innovation at E.G.O. is supported by all of its employees, not just the 240-or-so technicians and engineers who work in the field of innovation, research, and development. We've introduced an international ideas management system in order to ensure that everyone is able to make their contribution toward improving the company. Colleagues at all locations and from all departments can submit their ideas and suggestions for improvement using an online form. Each individual idea is carefully examined, and the employee receives constructive feedback. We receive an average of around 2,000 suggestions this way each year including, for example, how we can easily save

energy or how production procedures can be optimized. Good ideas, whether big or small, are of course rewarded.

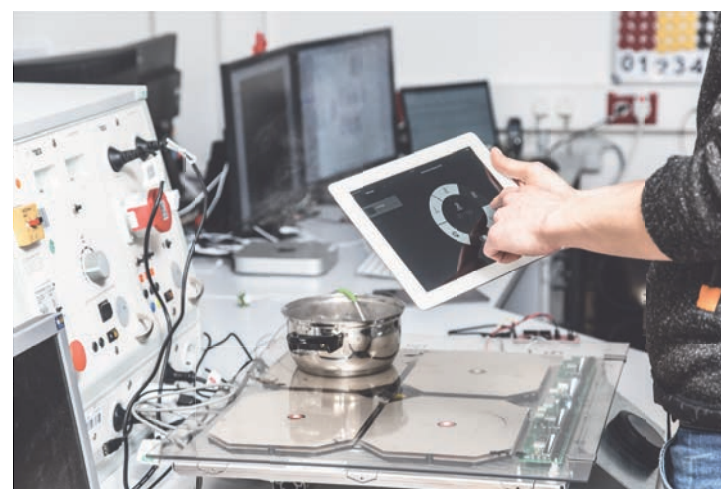
Also rewarded are whole sites that achieve big things. We've been giving out Best Practice Awards within the company for several years now. They go to sites that are, for example, especially successful or have developed particularly well. The rewards include a big celebration for the employees – after all, success should be applauded. This generates motivation and energy to tackle new challenges.

A network of brilliant minds

We do, of course, also derive inspiration and support from pioneers outside the company. Alongside our two main development sites in Oberderdingen, Germany, and Lliçà de Vall, Spain, and the development centers in China, Mexico, and the US, we have a large network of external cooperation partners. These include universities and research centers in Germany, Israel, Japan, and the US.

EXCERPT FROM KARL FISCHER'S SKETCHBOOK

What used to be written down by hand is now realized using the latest technology. But what has not changed is the fact that thorough work is the most important prerequisite for successful innovations.



Control your cooktop using the tablet? Just one of E.G.O.'s many approaches for the kitchen of the future.

Cooking, baking, and laundry of the future

What will the kitchen and laundry room of the future look like? To be honest: We're not quite sure either. However, we do have a few really good ideas that will help to shape the household of tomorrow. And we're already laying the foundations. For example, all of our control platforms for household appliances are equipped with Bluetooth interfaces as a standard feature. Because one thing is clear: The household of tomorrow will be smart and connected. Taking part in various international decision-making bodies is allowing us to actively help shape the networking of household appliances. We're also working diligently on voice and gesture-supported controls for household appliances. On even faster and more efficient preparation of food. On the most energy-efficient ways we can possibly find to clean dishes and laundry – perhaps even without water.

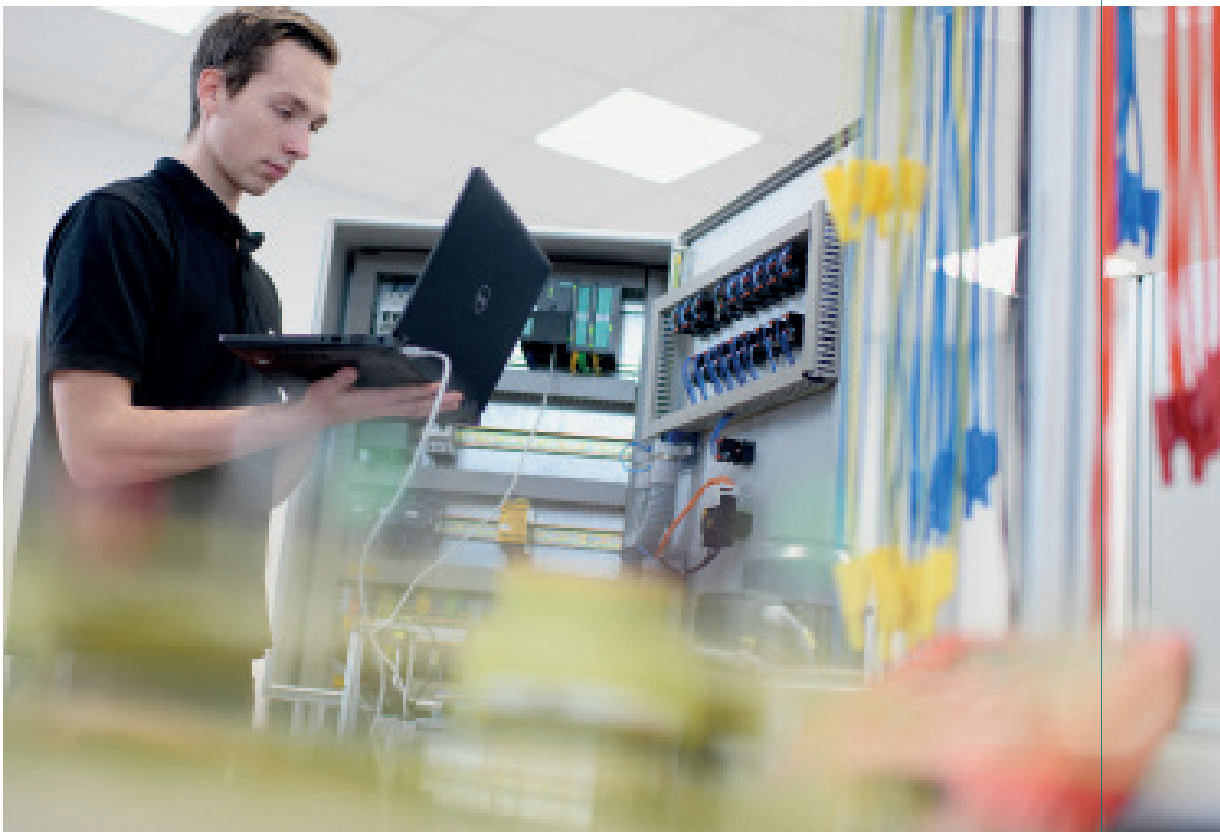
What is also certain is that technology at home will relieve individuals of more and more tasks, as is already happening with assistance systems in vehicles. Many of the household appliances of the future might not even need to be controlled by people but will know intrinsically what needs to be done. Autonomous driving, autonomous cooking, autonomous laundry. Sound exciting? We think so too! Regardless of where development goes, we will use our pioneering spirit to help guide it.

Innovation events in Berlin - on location when the rest of the world is our guest.

For many years we have been presenting ideas, projects, and innovations to our customers at an event. First in Oberderdingen and since 2016 in Berlin in order to meet our customers at the same time as one of the largest industrial trade shows. Not on the exhibition grounds, but in a contrasting and at the same time unusual environment, such as "Classic Remise", the unique center for high-quality classic cars, or in the Orangery of Charlottenburg Palace.



In 2018, the historical ambiance of the Orangery of Charlottenburg Palace provided a charming contrast to E.G.O.'s forward-looking solutions - tradition in perfect combination with innovation!



**BENJAMIN SCHÄUFELE / Student at the Dualen Hochschule (DH),
Field of study: mechanical engineering**

We live it daily. Pioneering spirit

In my mechanical engineering studies at the DH, I learn technical basics and a lot about technologies that have been tried and tested for years. It's fun and fascinating. What was the inventor thinking to come up with this idea? Finding a solution for a technical challenge or pursuing an idea even though you can't be sure whether it will result in a product later, that's what PIONEERING SPIRIT means to me. And this is particularly desired in the E.G.O.-Group: Our company founder Karl Fischer was a pioneer:

Not only did he advance cooking with electricity, but he also made it safer! He is the inventor of the first electric hotplate suitable for

series production and expanded his business into neighboring European countries in the 1930s. These are just a few of many examples. He exemplified the PIONEERING SPIRIT in the company, which is still passed on and thus preserved to this day. After successfully completing my studies, I would like to continue to be part of this team and do pioneering work in my field.

I would be really proud of that. Maybe someday one of the products I have developed will be used in tens of millions of household appliances to make everyday life easier for people all over the world! Who knows?

"Thank you for following us on this brief journey through the world of the E.G.O.-Group. Regardless of where they are, we're working diligently to ensure that E.G.O.'s core values continue to work as unobtrusively, reliably, and seamlessly for as long as possible. And should you choose to purchase a new appliance and to discard the old one, you will, in all likelihood, be making use of new properties and functions with the energy-saving potential of the next generation of innovative technologies from E.G.O. We look forward to continuing to be there for you every day.



DIRK SCHALLOCK
Chairman of the Management Board of the E.G.O.-Group



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