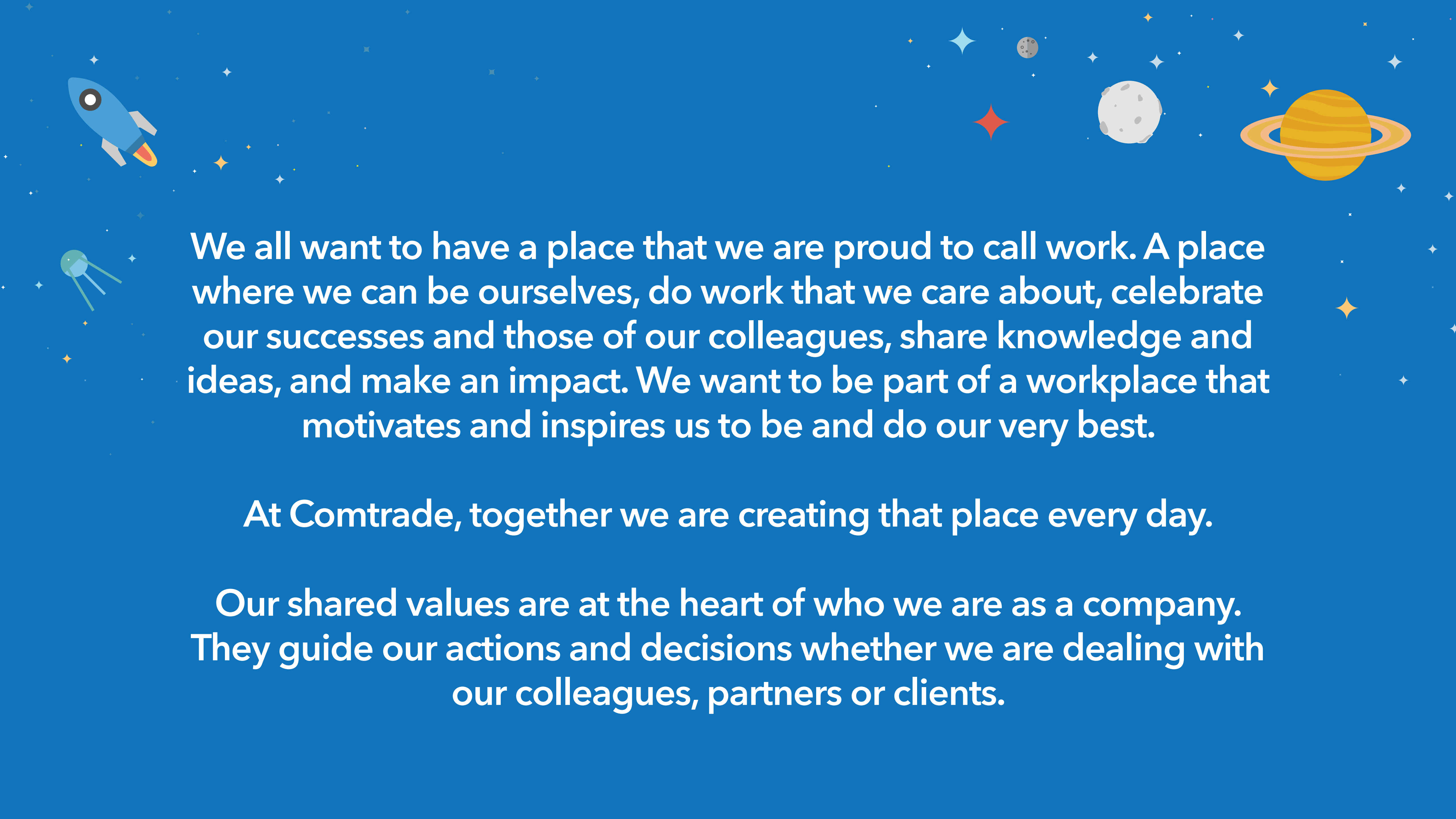




CREATING A COMPANY WE ARE PROUD OF!

Living the Comtrade values





We all want to have a place that we are proud to call work. A place where we can be ourselves, do work that we care about, celebrate our successes and those of our colleagues, share knowledge and ideas, and make an impact. We want to be part of a workplace that motivates and inspires us to be and do our very best.

At Comtrade, together we are creating that place every day.

Our shared values are at the heart of who we are as a company. They guide our actions and decisions whether we are dealing with our colleagues, partners or clients.

THE COMTRADE VALUES



A stylized illustration of a person with short brown hair, wearing a blue long-sleeved shirt and light blue pants, standing next to a tall dark blue pole. The person is holding the pole with their right hand. At the top of the pole is a teal star. A large red banner is attached to the pole, containing white text. The background is a solid light blue.

Values **all employees**
should strive for

I role model high standards
so people can feel confident
in my work.



I prioritize my work according
to business needs and look for
opportunities to contribute.



/ Achieving with Passion

I regularly review what I do
and how I do it to improve
my performance.



I ask for advice and feedback.



I take ownership for resolving problems that I encounter in my work.

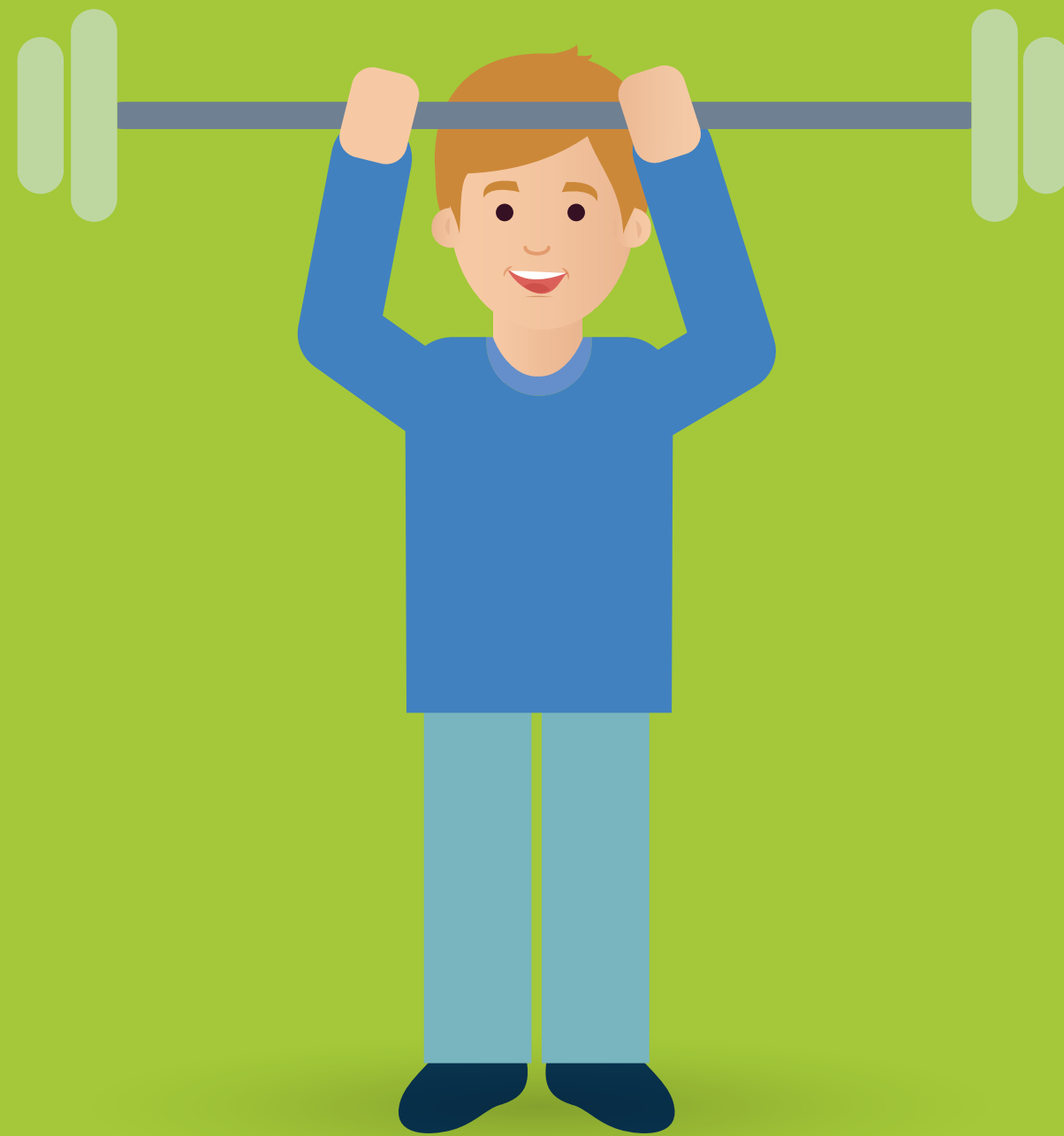


I listen to other people's opinions and put my own views forward in a constructive way.



/ Trust and Respect

I do what I say.

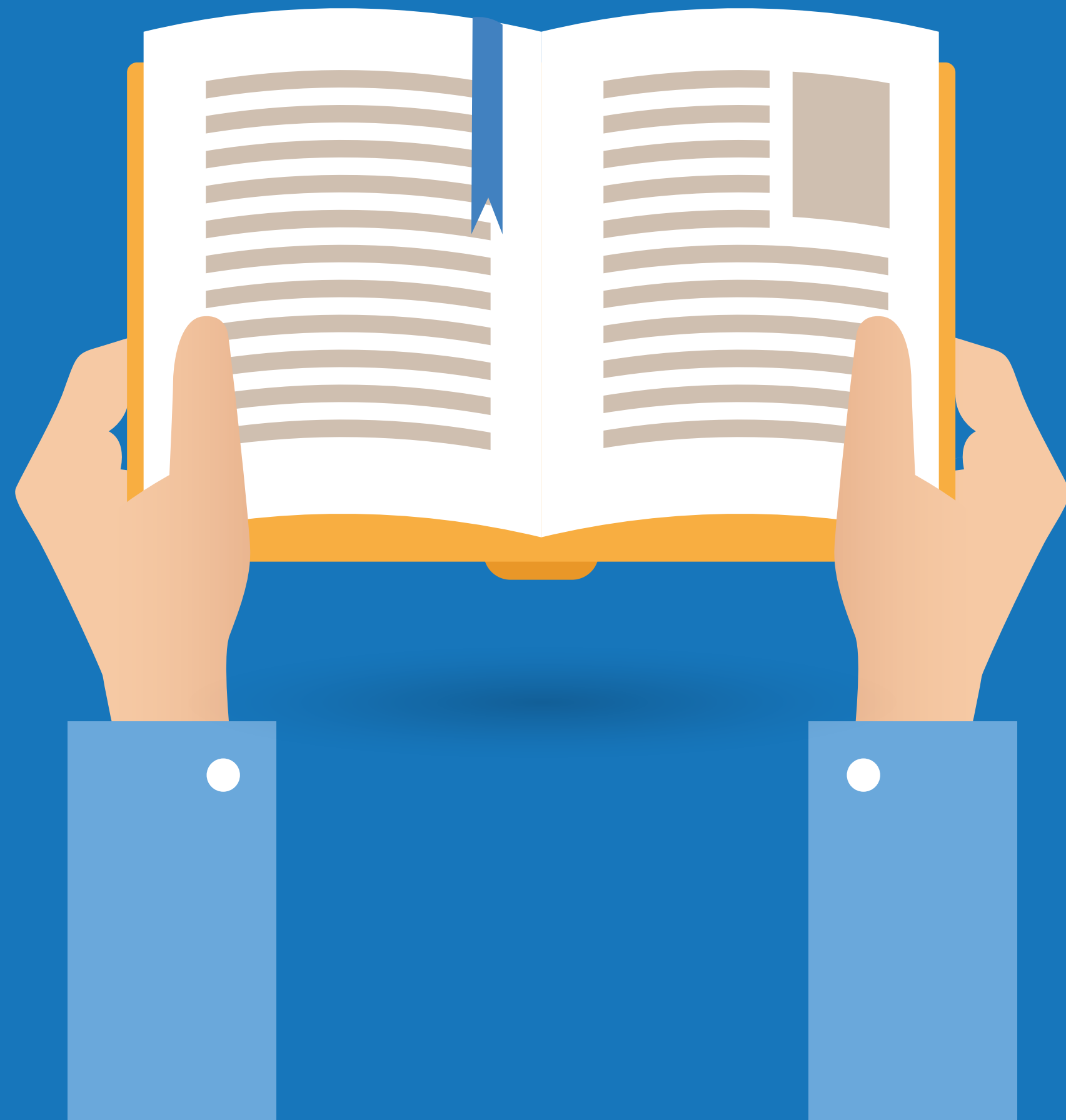


I treat others as
I would like to be treated.



/ Trust and Respect

I am keen to learn.



I look for different perspectives
and alternative solutions.



I see the project
as my own.



I am sensitive when dealing
with confidential information.



When I encounter a difficulty
I feel free to ask, investigate
and approach others for
advice and opinion.



I keep a positive outlook and make sure we have fun in the team, even when we work hard.



I show respect for cultural differences and all kinds of diversity.



/ Comtrade Spirit

I share ideas and
best practice
with others.



I look for opportunities to
volunteer and help.



I keep up with the industry trends and suggest improvements.



I am flexible and adapt my ways of work when needed.



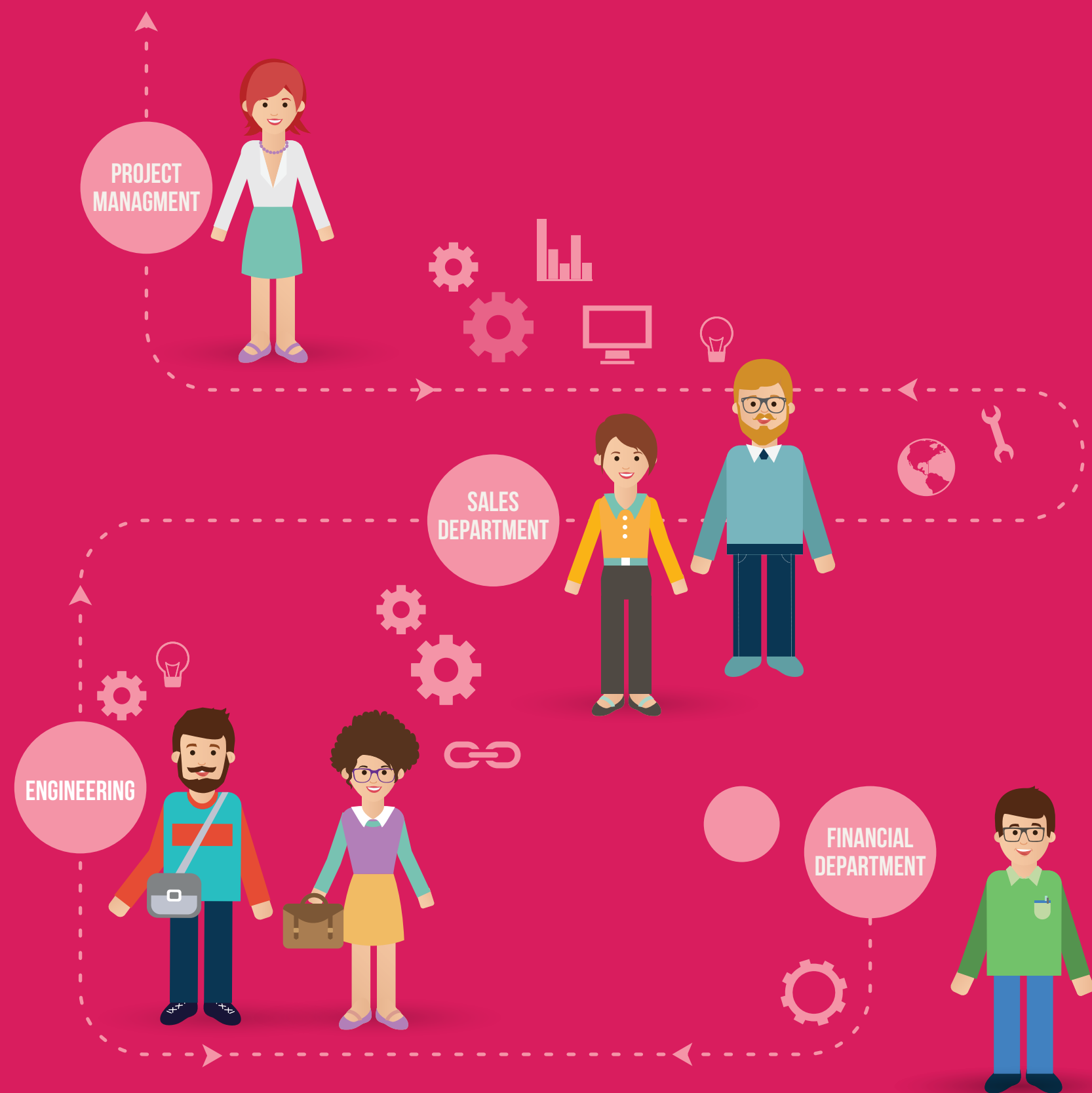


Values **team managers**
should strive for

I make sure my team members
are clear about what they have to
do and why they have to do it.



I create partnerships across departments in order to deliver the best results.

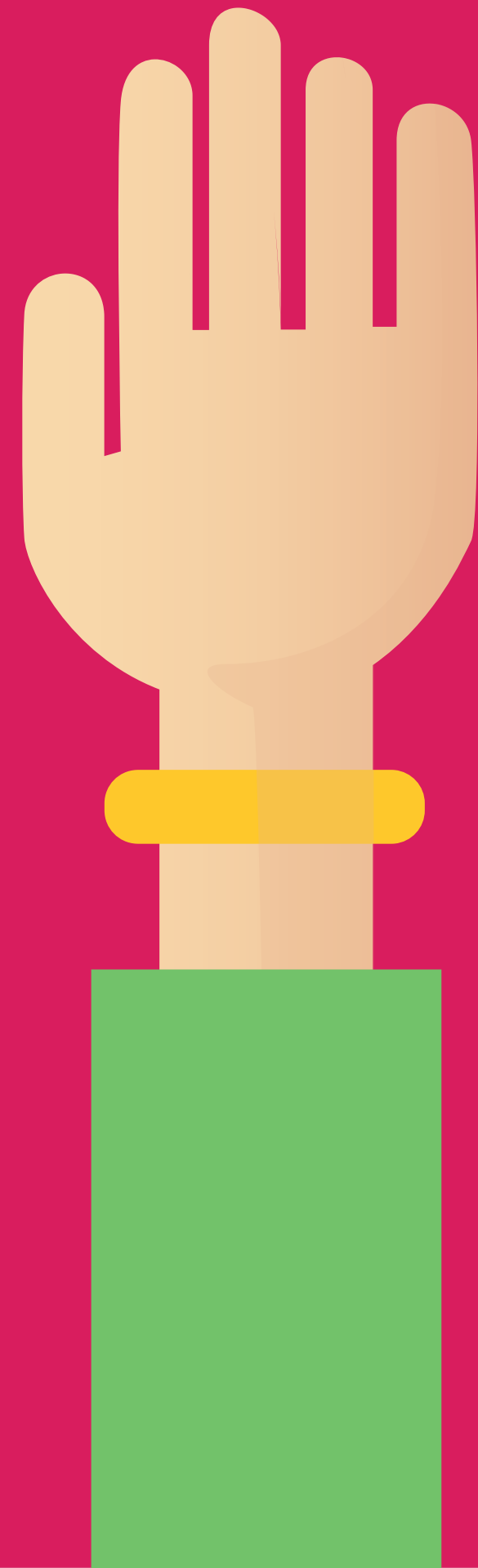


I encourage others to do the same.

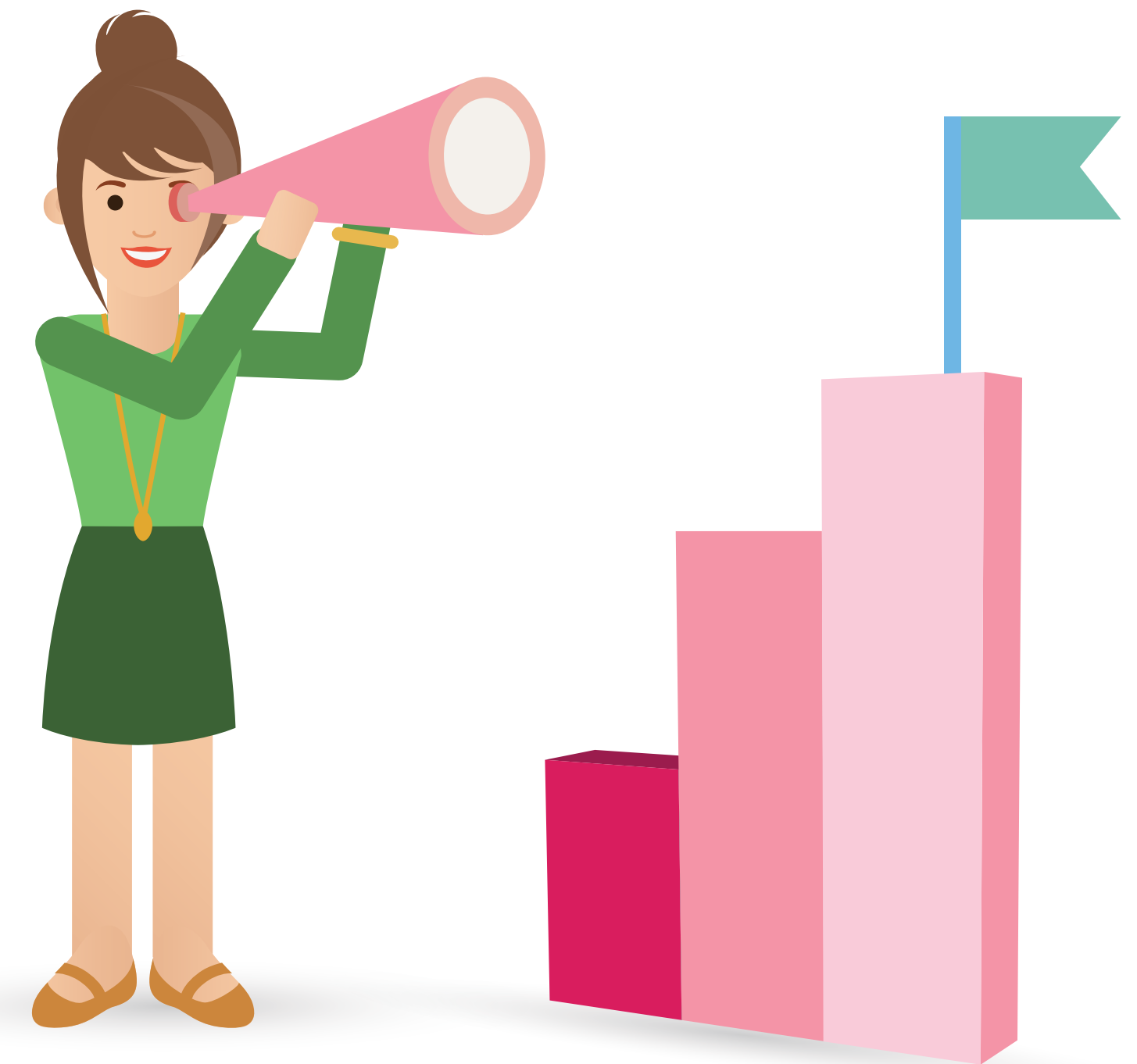


/ Achieving with Passion

I take personal accountability
for delivering my own and my
team's results.



I role model high standards.

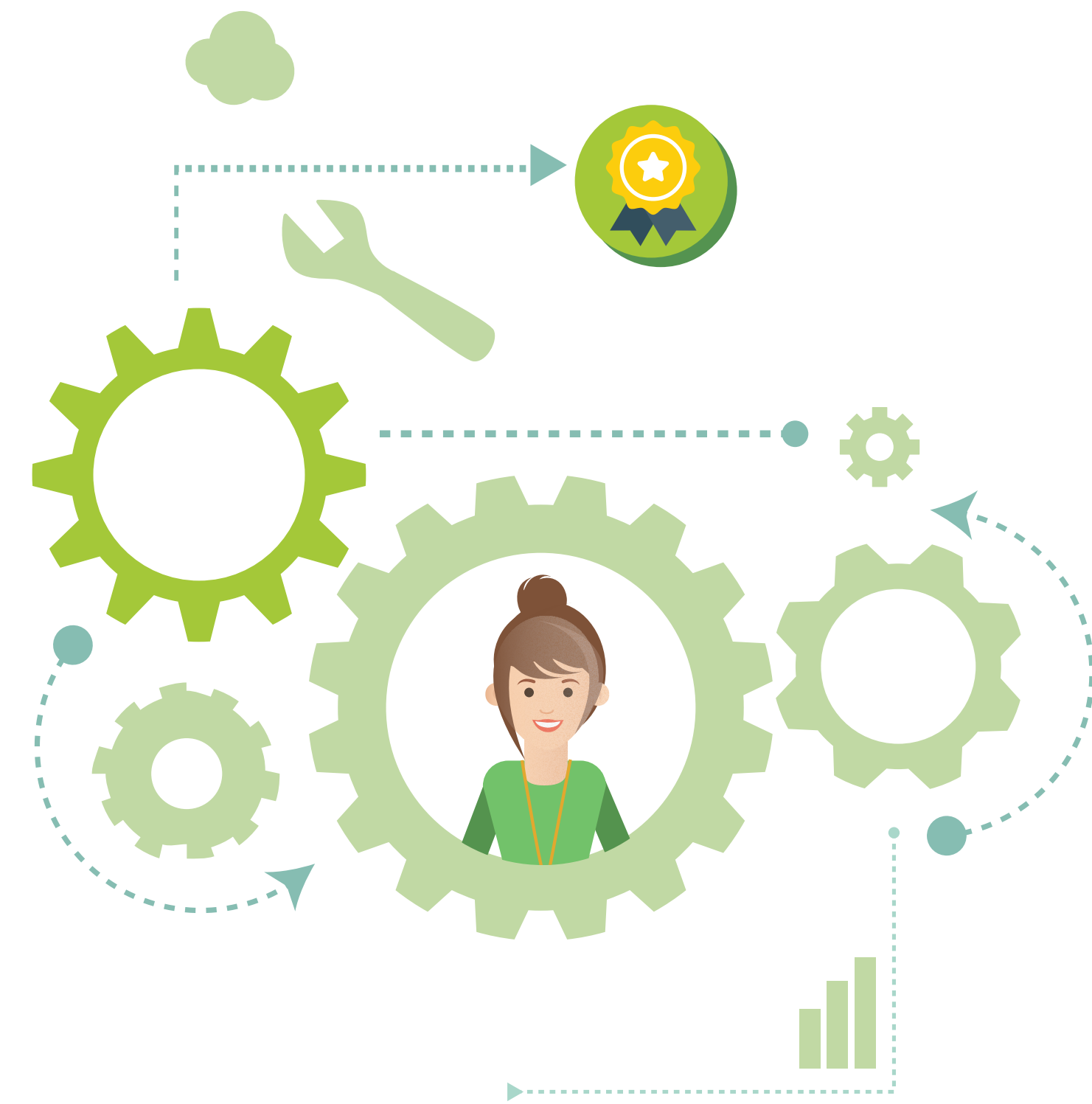


/ Achieving with Passion

I give promises to customers,
which are realistic and achievable.



I treat customers with respect
and always deliver the best
service.

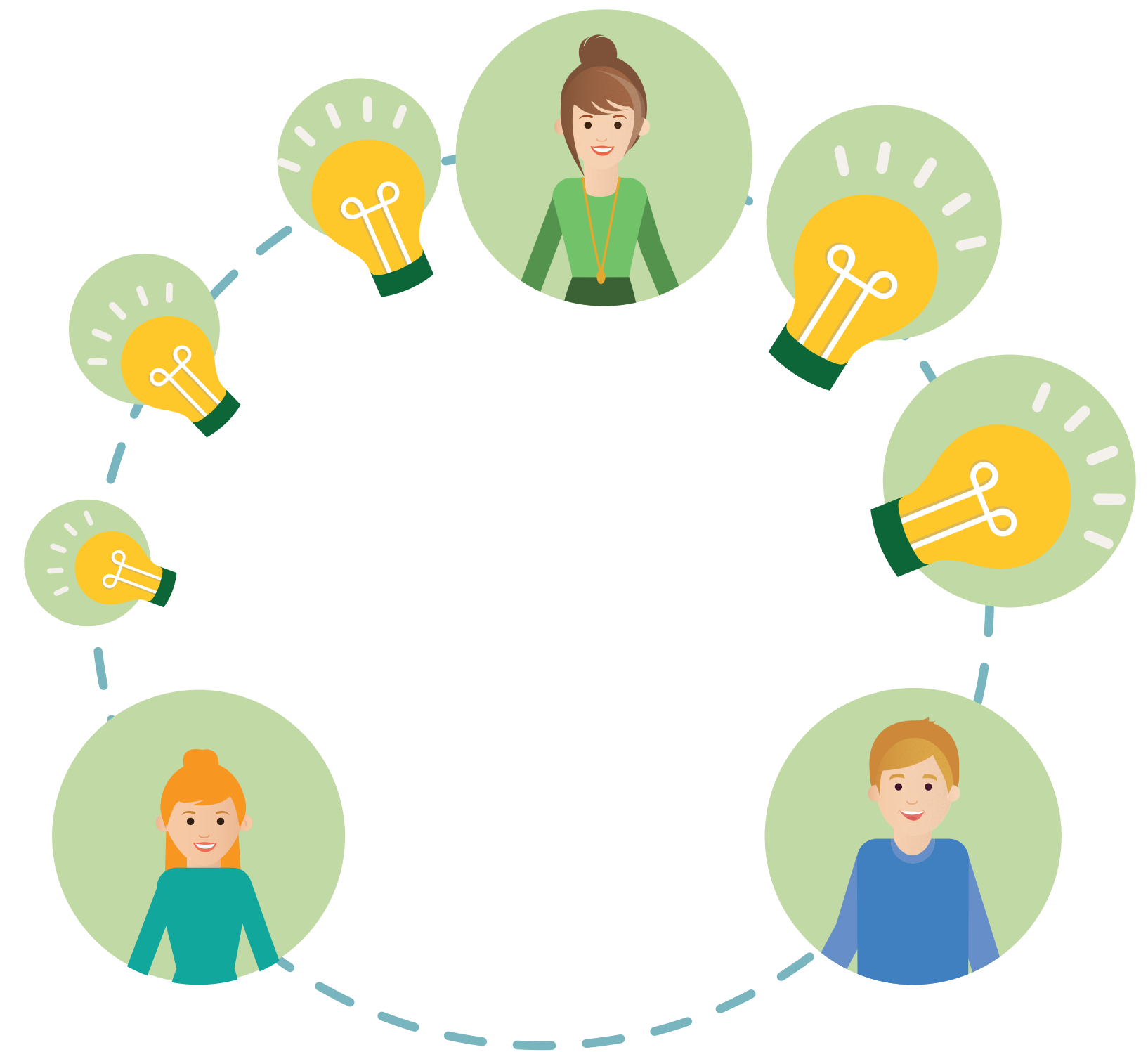


/ Trust and Respect

I take the time to listen and have open discussion with the team.



I discuss ideas they have for improvement.



/ Trust and Respect

I mentor others and support their development.



I create a work environment where people feel encouraged and supported.

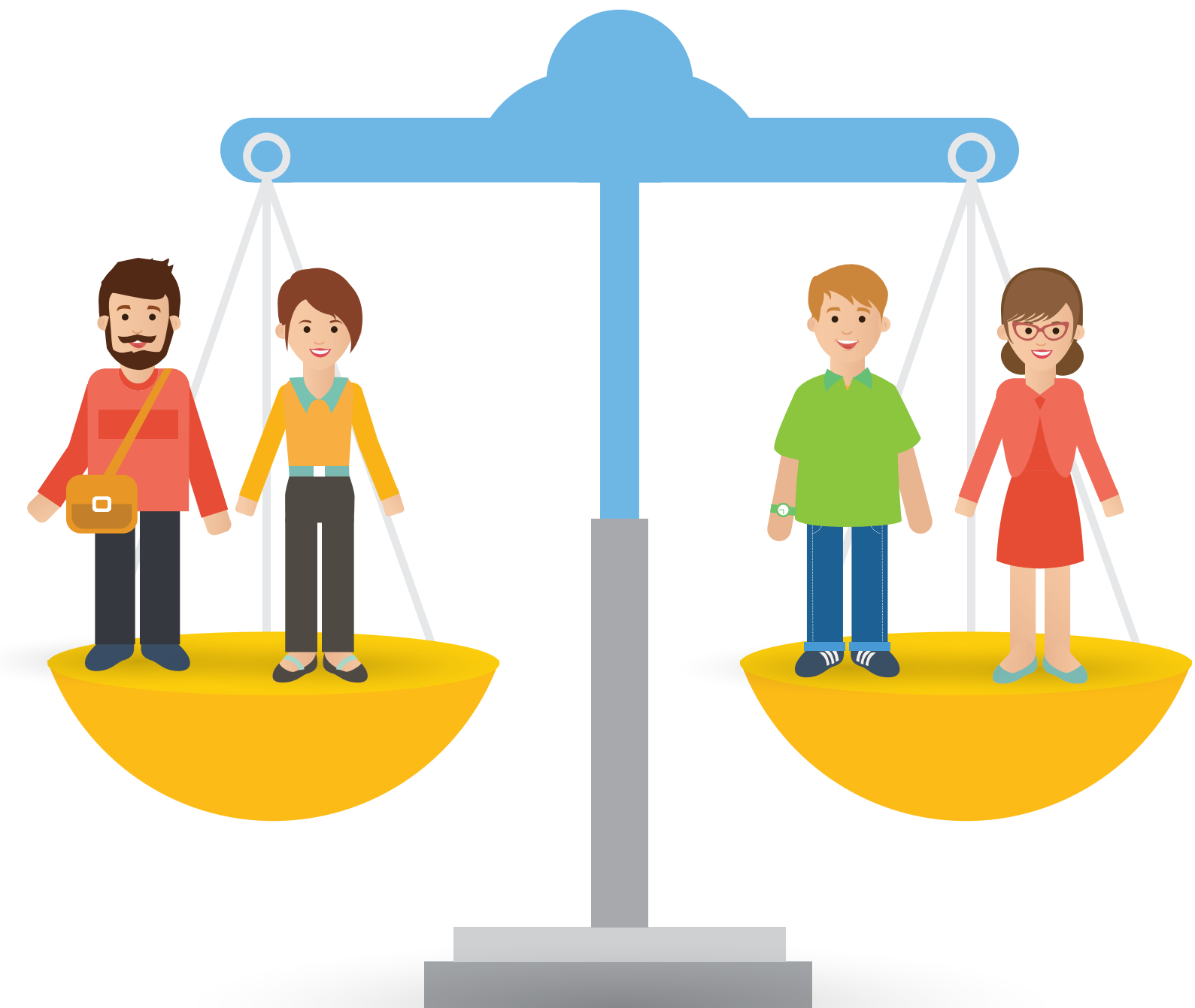


/ Trust and Respect

I help my team see how their role and our teamwork contribute to the overall company success.



I make sure I am clear and fair and that people know where they stand.



I improve and develop our services and contribute to the future of our business.



/ Entrepreneurship & Innovation

I thank people for their good work and recognize those who do the extra mile.



I always give honest feedback and encourage others to do the same.



/ Entrepreneurship & Innovation

I express an optimistic and 'can do' attitude and help others overcome challenges.



I bring people together to build relationships.



/ Comtrade Spirit

I promote a learning environment,
where employees can share ideas
and information.



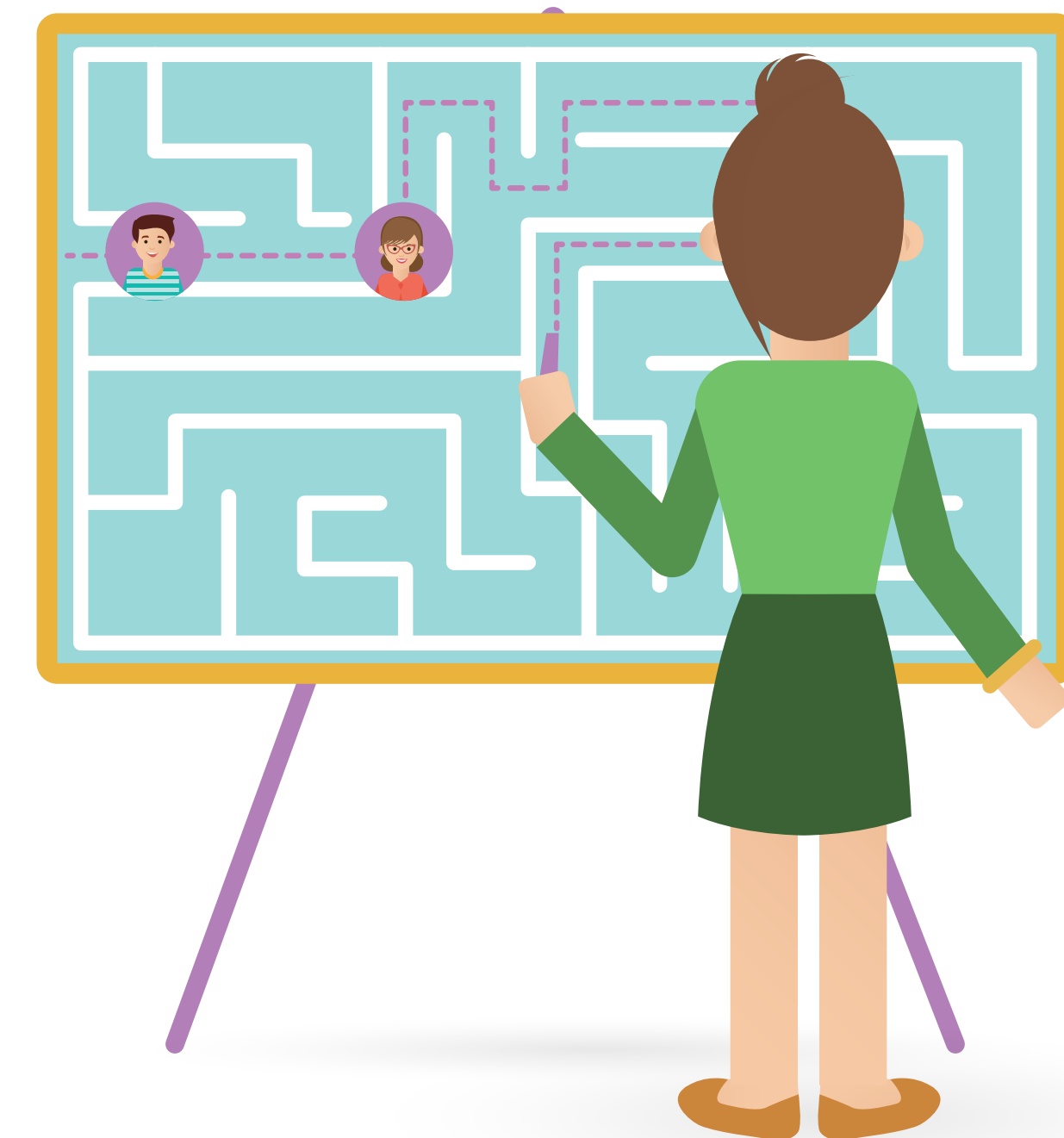
I admit I don't know everything.
I ask for the opinions of others.



I turn problems
into experience.

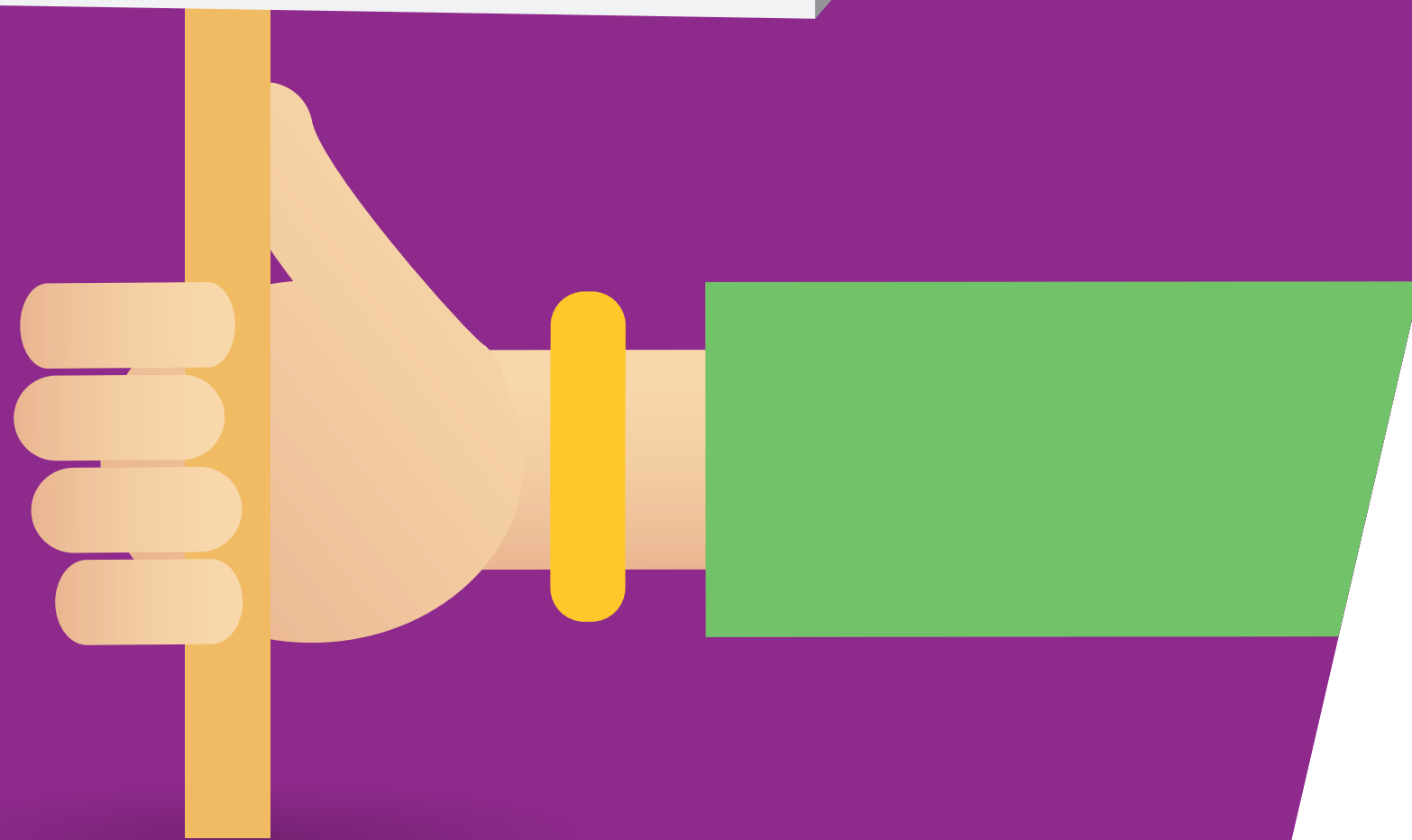


I encourage others to learn
from successes as well as
from difficult experiences.



I am proactive; I deal with risks and problems before they escalate.

PLAN B



I act with courage and lead change.



Values **strategic leader**
should strive for



I represent the public face of the Company, promote its values and act as an ambassador for the company.

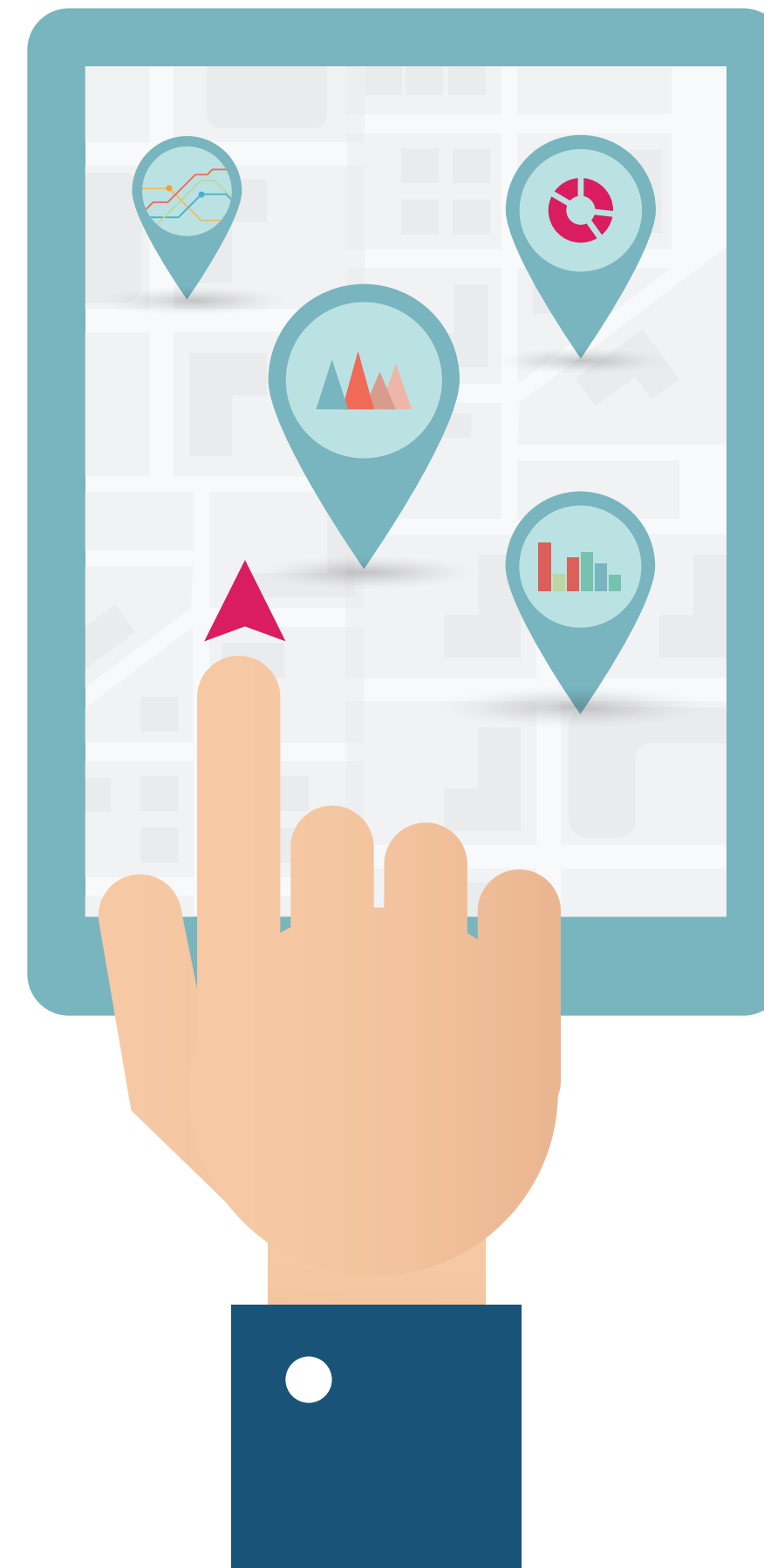


/ Achieving with Passion

I listen to employees and customers, to understand the impact that business decisions have on them.



I support employees in navigating through complex and novel situation.



/ Achieving with Passion

I encourage the development
of Company wide-talent.



I make sure the company
uses all of our capabilities
in the best possible way.



/ Trust and Respect

I am approachable. I invite discussion and sharing of ideas, opinions and information across the company.



/ Trust and Respect

I create opportunities to involve employees and customers in the improvement of products and services.



I actively build and develop partnership with local communities and address environmental and social topics.



I celebrate achievement
and publicly acknowledge
the success of individuals,
teams and our business.



/ Comtrade Spirit

I take part in informal gatherings
and team-building events.



I make sure employees
have a good work-life balance.



I take responsibility for
the business directions I take.



I never agree to terms which
have a negative impact on the
company long-term.



I promote learning of new approaches, techniques and technologies.



I motivate teams and individuals by talking about their ideas, thoughts and aspirations for the future.



The Comtrade values

Achieving with Passion

Comtrade Spirit

Trust and Respect

Resilience

Entrepreneurship and Innovation



**LET'S FULFILL OUR VALUES AND CREATE
A COMPANY THAT WE CAN BE PROUD
TO CALL OUR OWN!**

