



thyssenkrupp

Insights \_ Polysius



# Polysius - People are the most important resource of transformation

Climate change, urbanization and globalization are the key challenges of our time. More sustainable cement production can be part of the solution. To achieve this, we need to push technological boundaries. We need to broaden our view and take a holistic view of the cement plant with all its upstream and downstream processes - from fuel extraction to dealing with emissions.

With around 3,800 employees worldwide, thyssenkrupp Polysius is one of the few full-range suppliers for the cement industry - from individual machines to complete plants. 28 locations worldwide form a close-knit network. Knowledge of regional markets and geographical proximity to our customers are the particular strengths of our workforce, which comes from 46 nations.

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Luc Rudowski, Head of Innovation: "We share our knowledge, combine it and create something new from it - across companies, industries and countries. Our businesses benefit from the fact that we think and work across divisions. "together" is a promise we make to our customers, our partner companies and ourselves. We are one team, we work together, we learn from each other and we develop together. Because the really big goals can only be achieved together. "

One of these major goals is the decarbonization of industrial production. The unbroken global trend toward urbanization with the associated necessary expansion of infrastructure is increasingly coming into conflict with the issue of sustainability and presenting the cement industry with unsolved tasks. Together with its long-standing customers, thyssenkrupp Polysius is therefore developing appropriate solutions and products and taking the next step in cement plant engineering. Thanks to the expertise of its employees, thyssenkrupp Polysius is developing answers that are sustainable, green, automated and equipped with facilities as part of an increasingly digital value chain.

Michael Hinz, Global Head of Human Resources: "We are convinced that the diversity of our workforce makes us more successful as a company! Diversity helps us find new perspectives and drives creativity and innovation. That's why we promote a working environment in which all employees can freely develop their talents. The foundation for this is tolerant and cosmopolitan cooperation, where there is no room for discrimination."

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**The bottom line:** Because in the end it is the competence, motivation and teamwork of our employees that will determine whether thyssenkrupp Polysius succeeds in mastering the current challenges and achieving economic success.

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