

CEO LETTER

„The sustainable shaping of our future is in our hands.“

Dr. Lothar Seybold



Dear employees, customers, and business partners,

In this, our first CEO letter, I would like to take this opportunity at the beginning of 2023 to share with you some interesting news and information about the RAFI Group.

Last year was characterized by successes as well as challenges for our Group. Apart from the COVID-19 pandemic and its impact on our supply chains, we were also forced to deal with high inflation and the energy crisis. Yet even in these difficult times, RAFI has demonstrated its high resilience. Thanks to our broad industry diversification and manufacturing depth, we were able to ensure delivery capacity and continue our growth with both existing and new customers.

We remain committed to supporting our customers and business partners worldwide as a reliable, innovative technology leader. To this end, in 2022 we successfully implemented a slew of key projects, expanded our product portfolio, and introduced a new customer service concept. As part of our sustainability strategy, we also contributed to a number of social projects. In addition, we successfully reduced our carbon footprint and completed the first construction phase of the energy efficiency upgrade at our Berg headquarters. In line with our growth plans for the new year, we will forge ahead with the construction work in Berg, and in April the groundbreaking ceremony will take place for our new building in Bad Waldsee.

I am especially looking forward to the launch of our new Strategy 2026 this year. In terms of its implementation, we have defined OKR methods for our employees in the form of short sprints. These will help to firmly anchor our goals and raise staff awareness accordingly.

We view employee development as a key aspect of placing the RAFI Group on a sustainable and future-oriented footing. Accordingly, we support our employees with a range of training opportunities and career-boosting programs. These activities are central to securing and optimizing our manufacturing quality, even in a difficult economic environment. In 2022 we organized our first RAFI Hackathon. It triggered lots of innovative ideas from our employees that promise to deliver added value for our customers and business partners as well as for the RAFI Group itself. We also support the health and wellbeing of our staff through voluntary initiatives such as our bike leasing program and the “EGYM WELLPASS” that allows them to use various gyms and wellness facilities.

For all these reasons, we can now look ahead with confidence to 2023 – despite an increasingly complex world and various on-going crises. I look forward to continuing our successful cooperation and would like to thank you for your support and trust.

Dear employees, customers, and business partners, let’s continue to work together to create a sustainable and successful future!

Kind regards,

A handwritten signature in black ink, appearing to read 'Lothar Seybold'. The signature is fluid and cursive, written over a light blue horizontal line.

Dr. Lothar Seybold
CEO