



We are building the world of tomorrow.

Dear Colleagues,



“HOCHTIEF is building the world of tomorrow”—that is the claim we make on ourselves and our company every day. The HOCHTIEF Vision describes what we aim to achieve together. It provides orientation for all employees, but also for our partners, clients and shareholders. Turning this Vision into reality is our long-term goal.

In this, our Principles serve us as signposts. They show what values inspire how we act at HOCHTIEF—in our daily work, internally and externally. The Principles express shared convictions in our corporate culture and support our focus on achievement.

These are our Principles: Integrity, accountability, innovation, delivery, and sustainability. It is on these five cornerstones—all firmly rooted in safety—that our success is based and on which we can build. To achieve lasting shared success, we must systematically implement the Principles and live up to them in our daily lives: That applies just as much to top executives as to every HOCHTIEF employee. Everyone should be able to invoke the Principles—but also be prepared to be measured against them.

HOCHTIEF’s Vision and Principles are an important constituent of our corporate culture. We ask everyone to live these Principles and make them a reality.

Essen, July 2015

A handwritten signature in blue ink, appearing to read 'M. Fernández Verdes'.

Marcelino Fernández Verdes
Chairman of the Executive Board

VISION

HOCHTIEF is building the world of tomorrow.

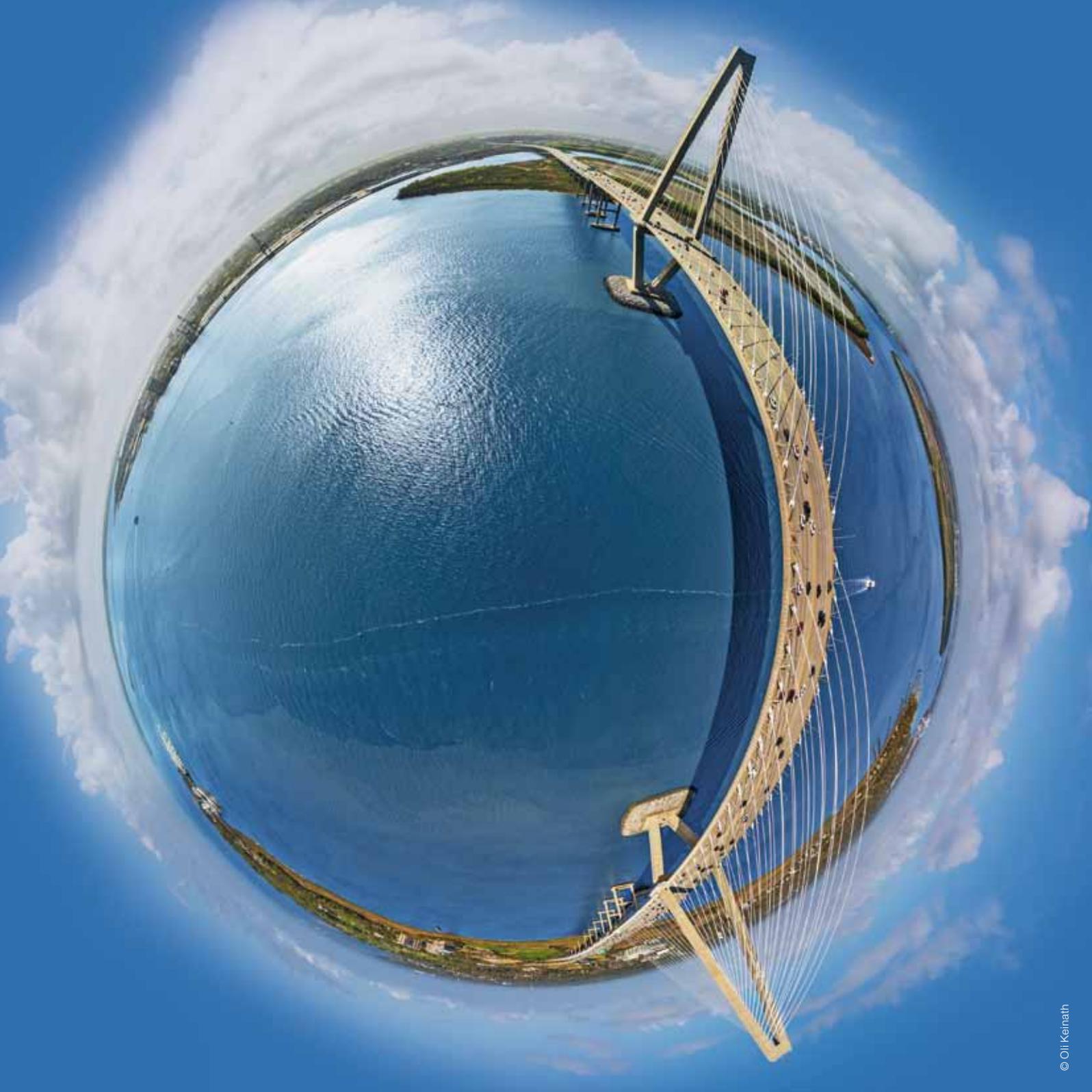
In our international target markets, we will achieve a position of market and technology leadership by employing our project management and engineering expertise in the fields of construction, engineering, PPP, and mining.

Our thinking and acting are value-based: We stand for integrity, accountability, innovation, delivery, and sustainability.

With our experience, technical excellence, and innovative solutions we realize projects that convince our customers and are beneficial to society. We use existing resources efficiently.

The knowledge, dedication, and commitment of our employees are the basis for our success. We provide them with safe, challenging and fulfilling jobs.

Together we generate sustainable earnings and create value for our shareholders.





OUR PRINCIPLES

We believe in excellence and set ourselves high standards. Our five key Principles play a fundamental role in achieving this excellence: Combining our strengths means making a difference for HOCHTIEF.

All HOCHTIEF employees are asked to follow these basic Principles—every day, in every project. We are committed to our common goals and stand together in our striving for success.



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