

AEB

makes it happen
AEB Culture Book



Making things happen with software – that’s what drives us. First, for our customers: By empowering them to evolve with the times, continually reinvent themselves, and transform powerful ideas and business models into reality. With cloud-based software that brings global trade and logistics together – software that is already helping over 5,000 businesses.

Beyond that, we also want our software to make a positive contribution to society: By making supply chains leaner and greener, more secure and equitable. And by using the profits that AEB earns to make a difference in society. That’s why we established the AEB Foundation, which supports not-for-profit educational projects. We fund our foundation from the portion of the annual profits not reinvested directly back into the company.

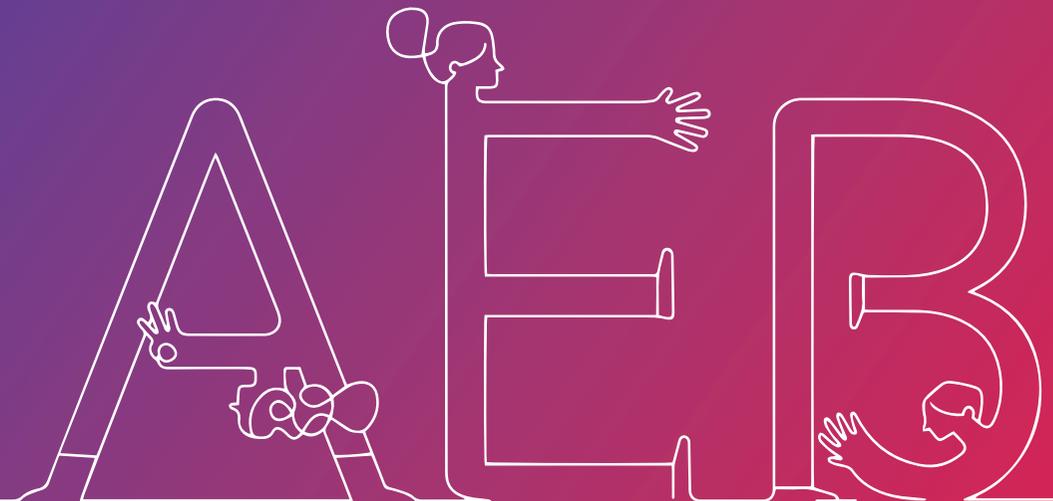
Making these changes happen is what drives the people who work here. Our employees define and shape our corporate culture through their behavior – and especially through their daily interactions.

It is this corporate culture that makes AEB special. And it’s the foundation of what makes AEB successful: For satisfied customers, for employees who love what they do, for extraordinary dedication and achievements, for open interpersonal communications – and for truly good software, commercial success, and excellent service.

Our corporate culture does not change with the wind. It should continually evolve, however, and serve as a strong bond connecting everyone in an international AEB – between Malmö and Singapore, Leamington and Stuttgart, Rotterdam and Zurich.

“The best way to live and experience the corporate culture is directly at AEB: as an employee, customer, supplier, partner – or even a competitor.

For everyone who hasn’t had that opportunity, this Culture Book is an attempt to express our corporate culture in words.”



“Successfully moving shared tasks forward is simply easier in the right workplace environment. That’s why AEB offers options for every taste: coworking spaces, a rooftop terrace, an herb garden – even next to our own private outdoor athletic area.”

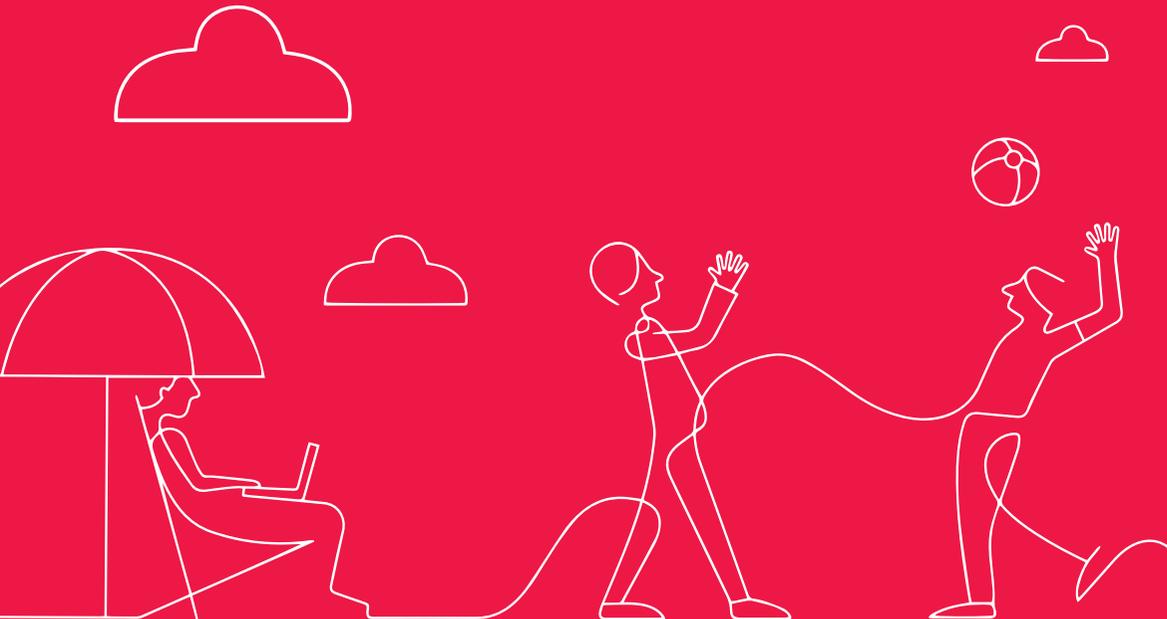
At AEB, we are convinced that people are driven by a motivation that comes from within. We want to achieve things together, make a difference, celebrate successes, evolve, and continually grow. We can do all of that better the more we enjoy our work and the more confidence we inspire in others – so that we enjoy doing what we do. And so that we meet and exceed the quality and performance expectations of our customers and partners, not to mention our own standards.

It helps to have the right surroundings in a contemporary workplace environment, with options ranging from coworking spaces, a rooftop terrace, an herb garden – even next to our own private outdoor athletic area. Everyone is free to decide where he or she wants to work.

Making a difference together: We achieve that first and foremost through a warm, open collaboration defined by trust and a willingness to help. We strive to be authentic and sincere, and that carries over into our personal interactions. It’s also how we wish to be seen from outside.

That’s why it is especially important for AEB to recruit people who appreciate our culture and enjoy working for a company with these values.

We also seek a broad range of personalities, cultures, and nationalities – a coming-together of different people bonded by mutual respect, tolerance, and an appreciation for the company and its corporate philosophy.



One of the principles guiding our actions is to ensure the stability of AEB so that all our employees and their families can count on a secure, long-term job.

We also regard it as our special responsibility to support and develop our employees. The responsibilities of each and every employee should provide stimulation and challenges that offer the opportunity for personal and professional development. Training and continuing education together with the opportunity to move into new fields are an essential element of our corporate culture.

We attach great importance to honest feedback, respectful clarity, and an open evaluation of how an employee is developing. Salary reflects an individual's performance and unique contribution to the success of the company. But we are also firmly committed to paying salaries that are fair and make sense in the context of the entire team. This goal of equitable compensation outweighs the personal expectations of individual employees.

We also feel it is important to support the unique life plan of each of our employees. We offer distinct work models aligned with the objectives of the company to accommodate a variety of life situations. This goes far beyond part-time positions, home office solutions, and flexible models for employees on parental leave. Whether it's caring for aging parents, finding more time for children, taking time off for a sabbatical or personal development: We find a solution for (nearly) any situation.

In addition to the responsibility we bear to our employees, customers, suppliers, and partners, we also feel it is important to live up to our social responsibility. AEB has established the AEB Foundation, which supports not-for-profit educational projects. We fund the activities of the foundation from our operating profits, and AEB employees work actively to ensure that the foundation succeeds and allocates its resources effectively. In this way, we give part of the value we have achieved back to society.

“Every individual has a distinct personality and lifestyle – and other responsibilities, goals, and aspirations in life alongside his or her career.

Whether it's caring for aging parents, finding more time for children, taking time off for a sabbatical or personal development: We find a solution for (nearly) any situation.”



“AEB is a colorful mix.

The varying backgrounds, skill sets, and personality types of our employees – all working together as peers – make it possible to realize bold and unconventional ideas.”

All our acknowledgment and appreciation of the individual notwithstanding, we feel strongly that the only way to realize bold and unconventional ideas is through the collaborative and cumulative effect of combining various strengths on a team, in a working group, or in a conference room. These kinds of teams are not the same as departments in other companies. Teams can work together on a long-term basis or temporarily – for specific tasks or projects, for example.

The basic organizational superstructure of AEB is able to adapt and transform. It is driven by realities on the ground and responsive to changing conditions. One example of this is a task-oriented role concept that has no fixed titles or positions and therefore no job descriptions.

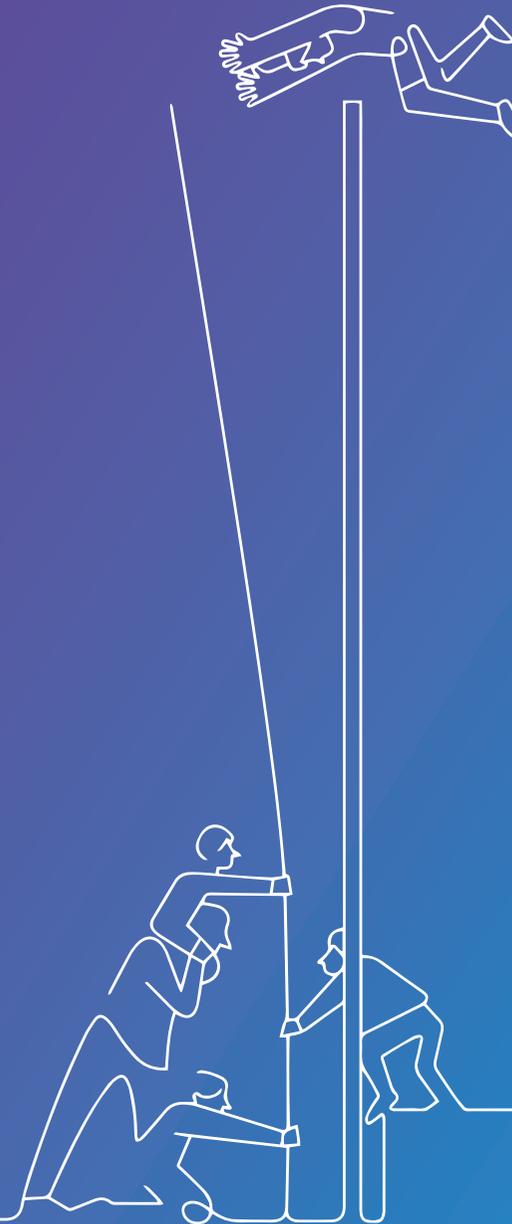
The only way to collaborate successfully and enjoy the shared journey is to take responsibility for a role, accept challenges, and drive them forward as a team – without regard to departments and hierarchies. If you motivate others, anything is possible. This teaches us to see each other as peers from day one.



In our basic organizational structure, we only want hierarchies where they do us good. Instead of hierarchies, our work at AEB is defined by our (shared) tasks, by the responsibility assumed by individuals, and by the acknowledgment they receive for their skills.

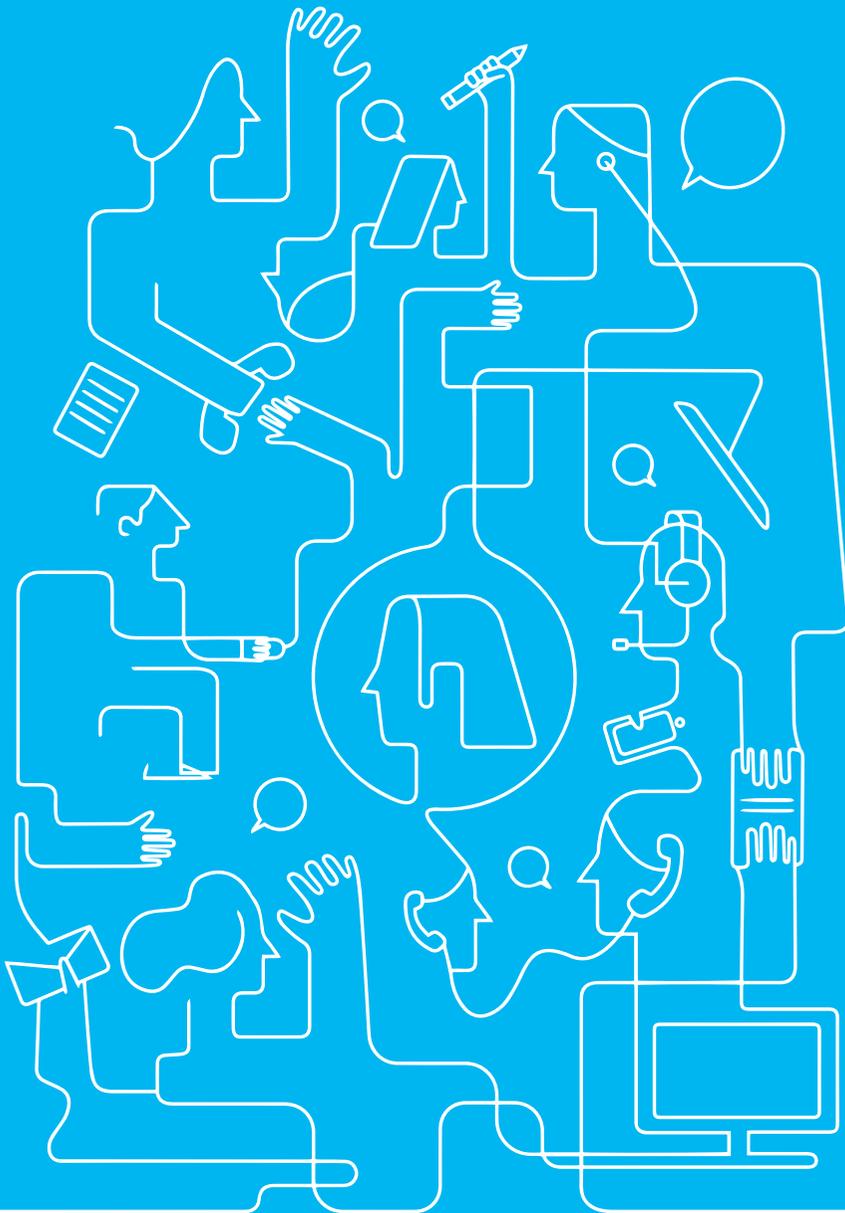
Everyone at AEB should feel encouraged and able to take on a leadership role. For a customer problem. For a project. For a highly specialized issue. For an idea. For something that helps our customers, AEB, or society – in ways both big and small. Leadership means taking on responsibility, getting others on board, fighting for an issue. Not letting go until you've found the best solution. This kind of leadership is not something assigned to you – it is something you sense and embrace.

But leadership means more than just moving forward tasks, projects, and issues on your own. It's also about creating the conditions for added value and opening up to innovations that advance the company's mission. And keeping both in a healthy balance. Leadership makes it possible for people to have an impact in the right areas and grow beyond their own limitations. Leadership should align with AEB's values, but it also depends on the given situation, so it changes with the times.



“Leadership makes it possible for people to have a surprising impact in the right areas and grow beyond their own limitations.

We want to experience this together by having everyone share in strong leadership.”



AEB's success depends in large part on a holistic focus on the customer. Our customers should be at the very heart of how we think and act. We seek to enrich and improve their professional lives with our products and solutions.

For this, we want to understand the business of each customer – the challenges and demands they face – and offer the appropriate services. An inexhaustible curiosity for the unique challenges of our customers is what drives us to continuously refine these services.

Our goal is to make things as simple as possible for our customers, exceed their expectations, and work with them to make them more competitive. This makes us an active part of their value chain, helping them to continuously improve.

“We want to help our customers overcome challenges and successfully navigate change. This is the basis of our success. And the more successful we are, the greater our contribution to society can be. That’s why working at AEB means making things happen.”

AEB

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