



Press Release

ZEISS Vision Care Germany is an award-winning employer

Recognition for employee-oriented corporate culture: Following certification as a Great Place to Work®, the Aalen-based company has now also received the award "Best Employers Manufacturing & Industry 2024"

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AALEN/Germany, 14/March/2024

ZEISS Vision Care Germany has been recognized as one of the best employers in the industry competition "Best Employers Manufacturing & Industry 2024" by Great Place to Work®. The award stands for outstanding commitment towards creating a trusting and supportive culture of collaboration at the workplace. In 2023, ZEISS Vision Care Germany had already gained the certification as a Great Place to Work® based on positive survey results. Companies that achieve this certification can then apply to become a "Best Place to Work".

Attractive corporate culture ensures recognition

Being a great place to work is an important strategic goal for ZEISS Vision Care. Through measures such as regular feedback and comprehensive training programs, ZEISS aims to ensure that employees not only feel part of the company, but also actively participate in shaping its future.

Judith Beale, Head of Human Resources at ZEISS Vision Care, is proud to receive the award: "It's an honor to be one of the best employers in manufacturing & industry in Germany. This award recognizes the dedicated work among all colleagues to create a modern, fair, supportive and appreciative working environment." ZEISS stands also for clear values, which are also decisive for the development and continuous maintenance of the corporate culture.

Companies of all sizes took part in the latest industry competition organized by the international certification platform Great Place to Work®. They voluntarily agreed to undergo an independent audit of their workplace culture by the Great Place to Work® institute and the judgment of their own employees. Topics covered in the extensive survey – encompassing around 70 questions – included team spirit, fairness, appreciation, respect, and trust in managers. Almost three quarters of the ZEISS Vision Care workforce took part. 85 percent of them agree with the statement that ZEISS is a good or very good place to work.

"We take the award as an incentive to continue to develop as a company and team – while offering positive opportunities and prospects for each individual. All teams have identified potential and agreed on specific measures to make us even better as the best employer," says Beale.



Locations worldwide recognized as Great Place to Work® due to positive survey results

A further 15 ZEISS Vision Care locations worldwide took part in the survey. Argentina, Brazil, China, Colombia, the Republic of Korea and Mexico also received the Great Place to Work® award at the first attempt. The company scored particularly well internationally in terms of pride, fairness, and corporate image.

About Great Place to Work®

The Great Place to Work® institute supports companies worldwide in developing a successful corporate culture and thus their competitiveness. Great Place to Work® certifies organizations and companies of all sectors and sizes on the basis of a representative and anonymous employee survey. Surveys are conducted annually in 170 countries worldwide with more than 20 million employees from 10,000 companies. This makes Great Place to Work® – with over 60 locations – a leading international benchmark-based authority in the analysis, further development, and visualization of employer attractiveness. Every year, outstanding employers also receive international, national, regional, and industry-specific recognition as 'Best Employers' for their exceptional performance. In Germany alone, Great Place to Work® supported more than 1,000 companies of all sectors and sizes this year.

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About ZEISS

ZEISS is an internationally leading technology enterprise operating in the fields of optics and optoelectronics. In the previous fiscal year, the ZEISS Group generated annual revenue totaling 10 billion euros in its four segments Semiconductor Manufacturing Technology, Industrial Quality & Research, Medical Technology and Consumer Markets (status: 30 September 2023).

For its customers, ZEISS develops, produces and distributes highly innovative solutions for industrial metrology and quality assurance, microscopy solutions for the life sciences and materials research, and medical technology solutions for diagnostics and treatment in ophthalmology and microsurgery. The name ZEISS is also synonymous with the world's leading lithography optics, which are used by the chip industry to manufacture semiconductor components. There is global demand for trendsetting ZEISS brand products such as eyeglass lenses, camera lenses and binoculars.

With a portfolio aligned with future growth areas like digitalization, healthcare and Smart Production and a strong brand, ZEISS is shaping the future of technology and constantly advancing the world of optics and related fields with its solutions. The company's significant, sustainable investments in research and development lay the foundation for the success and continued expansion of ZEISS' technology and market leadership. ZEISS invests 15 percent of its revenue in research and development – this high level of expenditure has a long tradition at ZEISS and is also an investment in the future.

With over 43,000 employees, ZEISS is active globally in almost 50 countries with around 30 production sites, 60 sales and service companies and 27 research and development facilities (status: 30 September 2023). Founded in 1846 in Jena, the company is headquartered in Oberkochen, Germany. The Carl Zeiss Foundation, one of the largest foundations in Germany committed to the promotion of science, is the sole owner of the holding company, Carl Zeiss AG.

Further information at www.zeiss.com

ZEISS Vision Care

ZEISS Vision Care is one of the world's leading manufacturers of eyeglass lenses and ophthalmic instruments. The unit is allocated to the Consumer Markets segment and develops and produces offerings for the entire eyeglass value chain that are distributed globally under the ZEISS brand.