

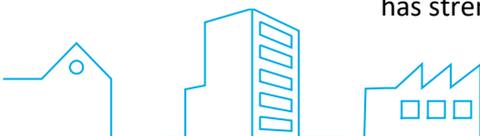
## Daikin Central Europe establishes comprehensive Leadership Development Program as part of their growth strategy

**People development** is one of the pillars supporting Daikin Central Europe's business strategy Fusion25. It aims for considerable growth scenarios by 2025 and beyond in all business areas – the traditional B2B business, the residential heating business and total solutions. One year ago, the company kicked off a comprehensive Leadership Development Program, the **Daikin Central Europe Leadership Curriculum**. By 2024, more than 170 employees in leadership positions from 16 CE markets will participate in four training modules to enable personal growth in the face of leadership challenges posed by a rapidly developing business. At the **Daikin Central Europe Leadership Conference 2023 in Budapest**, participants came together to learn from each other and define their contribution as leaders.

**Vienna, Budapest, February 2023** – "At Daikin, we have been committed to people-centered management for nearly a century. I am truly impressed to see how far the Daikin Central Europe region has come and how much it has contributed to our group's success in Europe. It all started with a small team of sales experts in 1999. Today, the organization has more than 600 employees in 16 CE countries. With no less than 250 new colleagues joining the region in the upcoming year, leadership is of utmost importance – not only at the top management, but for everyone leading a project, a team, a business unit or an entire market. We highly appreciate the continuous investment that Daikin Central Europe has made in developing its people. It is on this foundation that their leaders shape the company – not only to be a great place to work, but to be the number one partner for co-creating a unique climate," said **Toshitaka Tsubouchi, President of Daikin Europe Group**, in his opening speech at the **Leadership Conference 2023 in Budapest**.

### Leading yourself, leading others, leading an organization

"This conference was a follow-up of the **Daikin Central Europe Leadership Curriculum**. We started this tailor-made program in 2022 with the goal of sharing our common vision across 16 markets and supporting leaders in contributing to our ambitious business strategy. Only one year later, the positive impact of the trainings became visible on a large scale. The conference with 170 participants has strengthened our We Culture even further and has shown how everyone is



bringing in the full range of their personal talents,” says **Carl Lievens, Managing Director Daikin Central Europe**.

## Exchange of perspectives

“Welcoming our president Toshitaka Tsubouchi – a thought leader in the group – next to guest speakers from our mother company Daikin Europe was not just an honor. Their participation enabled the exchange of regional and local perspectives. Open talks and the sharing of thoughts were a sign of mutual appreciation and trust. Two days of insightful panel discussions and dialogue formats like fishbowls or market place sessions put strategic topics in the spotlight: Daikin’s proximity strategy, the supply situation in Europe, the growing heating business, total solutions and our traditional B2B business, as well as plenty of inspiring local initiatives,” says **Lievens**. Accompanied by an improvisation trainer, the participants experienced how to generate positive energy together and how to overcome personal and organizational patterns that hinder bold action.

## Daikin, a trusted total solutions provider

“We were grateful to host the leadership community from the CE region for two days in Budapest at the Ensana Thermal Margaret Island, owned by our key account Danubius Group. In a panel discussion their Group Technical Director, Peter Csanádi, shared his experience of working with us and his expectations for our collaboration, which gave us important insights into a real estate developer’s perspective,” says **Balasz Zuggo, Managing Director of Daikin Hungary**.

**Peter Csanádi, Group Technical Director of Danubius Group** pointed out: “Every building is different, especially in case of a refurbishment. The complexity increases when we consider new legal requirements like ESG reporting\*. We were looking for a provider that brings in first-class expertise for the best possible total solution for our heating, cooling and ventilation for our hotel projects. With Daikin, we found such a partner.”

### More information

\* [What is ESG? \(deloitte.com\)](https://www.deloitte.com)

Photo copyrights: Daikin Central Europe



## About

### Daikin Central Europe Leadership Curriculum

The Daikin Central Europe Leadership Curriculum is a tailor-made development program for leaders in 16 markets in the Daikin Central Europe region. By 2024, 170 employees in leadership positions will participate in four training modules. They are based on the concept of Positive Leadership and are focusing on leading oneself, leading others and leading an organization within the framework of the company's strategic direction. Each module is moderated by one internal and one external business coach. During the time between modules and after the modules are completed, all participants continue to work on leadership topics in peer groups.

### Daikin Airconditioning Central Europe

Daikin Airconditioning Central Europe was founded in 1999 with headquarters in Vienna, Austria, as a subsidiary of Daikin Europe N.V. The company's portfolio comprises products and solutions for heating, cooling, ventilation, air purification and refrigeration. More than 560 employees and 2,500 partners are responsible for sales and service activities in 16 countries in Central and Eastern Europe (Austria, Albania, Bosnia Herzegovina, Bulgaria, Croatia, Czech Republic, Hungary, Kosovo, Montenegro, Moldova, North Macedonia, Poland, Romania, Serbia, Slovakia and Slovenia). With Your Daikin World at the Vienna headquarters, the HVAC-R industry and the construction sector have access to a modern experience center for co-creating tailor-made solutions for hotels, retail, offices, and large commercial applications. It also includes one out of nine training centers in the region of Daikin Central Europe.

## Media contact

### Doris Passler

#### Manager Corporate Communications Central Europe

Daikin Airconditioning Central Europe Handels GmbH

Lemböckgasse 59/1/1, 1230 Vienna, Austria

T: +43 (0) 664 24 56 444

M: passler.d@daikin.at

### Karin Zuntermann

#### Marketing Supervisor Daikin Austria

Daikin Airconditioning Central Europe Handels GmbH

Lemböckgasse 59/1/1, 1230 Wien, Österreich

T: +43 (0) 1 253 21 11-206

M : zuntermann.k@daikin.at

