



2024

Cicor
Close 1/24

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Editorial

CEO Alexander Hagemann



[Video-Link](#)

Meet the staff

Sue Wren, Head of HR

About Sue

Cicor site: Bedford

Hobbies: I like being outdoors at weekends to enjoy the fresh air when the weather is decent, so I love walking & gardening. I find yoga really beneficial to have a good stretch & let go of any stresses.

What is your favorite place in in the world?

However boring it might sound, I always love going home. I could be on the best holiday ever but I'll always look forward to getting home.



My favourite place is probably sitting in the hot tub in the garden. I love a beach holiday with a bit of sight seeing and activity thrown in, we went to Thailand for the first time last year which was amazing and we're planning a trip to Vietnam for next year.

Her life motto:

“Be the change you want to see in the world”

Ghandi

Whether we want change in our daily lives or on a global scale, we have to step up and take the action we want to see. We can't 'do nothing', moan or blame others, we have to take responsibility, take a good look inside ourselves, recognize the part we're playing in a situation and decide if we're happy with that or if we're going to do anything differently.

Is there anything remarkable you would like to tell us?

Although I am petrified of heights, I did a solo parachute jump, voluntarily. It was in my younger years when I had no sense & somehow managed to sign up for it during Uni freshers week. Most people say they enjoy it once they've made the jump and the chute has opened but I hated every minute of it. If it wasn't for the 1-way radio telling me I was OK, I would have been pulling on my toggle to make me "go faster" & ended up in either the river or the motorway.

About Sue's job**What does a normal working day look like for you?**

It's very varied, depending on what's going on in the business. Some days I can't plan anything & enjoy responding to the flow of what's going on, whilst other days I can get quite a lot of time at my desk to work on my priorities. Recent priorities and things I've been working on have been analysing & feeding back the results of our staff survey; preparing to introduce a new recruitment tool, Avature which we're rolling out in many sites and will have a big impact in how we attract and recruit new colleagues; interviewing candidates, working on individual development plans for our team leaders, developing our people policies and liaising with managers on HR points.

What do you enjoy most in your job?

The people I work with of course. I've not been here that long and everyone made me feel very welcome, they're a supportive & encouraging team. The passion here is infectious, the team is very talented and have a real appetite for success. We've got ambitious growth plans and it's exciting to be part of that.

Who do you want to meet in the next issue of Close?

Sean Scott, STS Defence, (Cicor site Gosport, United Kingdom)



Group News

Annual Report 2023

The consistent execution of Cicor's business strategy is reflected in new record figures for order intake, sales and profitability.

The Cicor Group increased sales in 2023 by 24.5% year-on-year to a new high of CHF 389.9 million (2022: CHF 313.2 million). While organic growth contributed 11.1% and acquisitions 16.4% to sales growth, the appreciation of the Swiss franc slowed sales growth by -3.0%.

Despite the economic headwind, Cicor was able to further expand its robust order backlog. With incoming orders of CHF 399.8 million (2022: CHF 358.9 million), the previous year's figure was exceeded by 11.4% and a ratio of incoming orders to sales (book-to-bill rate) of 1.03 was achieved. Cicor Group's order backlog thus continues to represent around one year's sales.

[Cicor Annual Report 2023](#)



Sustainability Report 2023

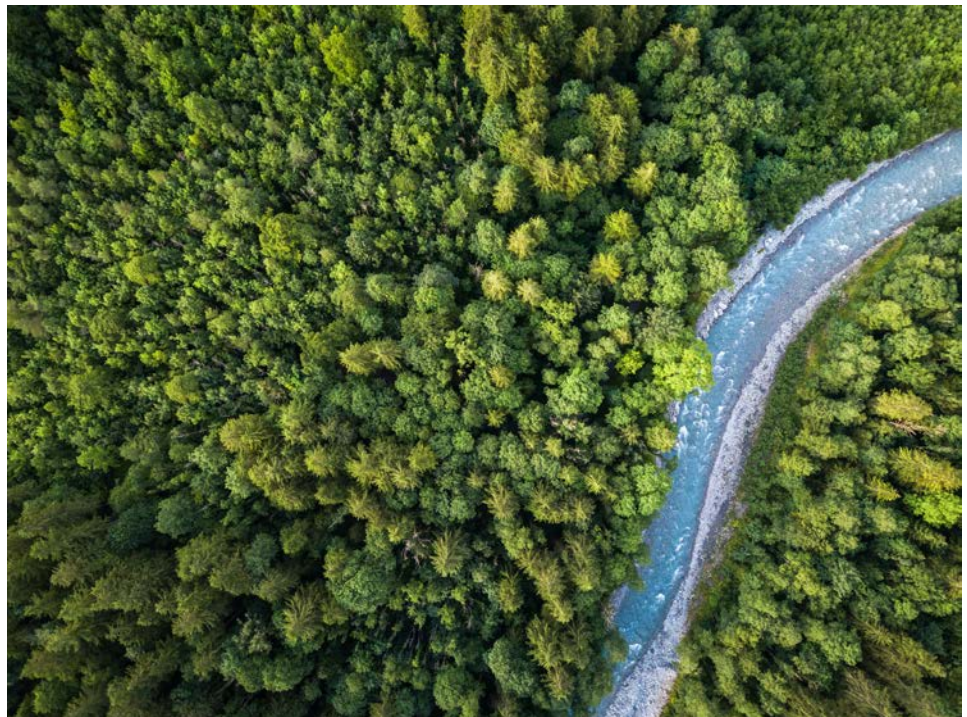
Cicor's ESG strategy was systematically enhanced in fiscal 2023.

Sustainability Report 2023

Sustainability is a high priority at Cicor and has an impact on all levels of the company. This includes updating risk management, launching projects to improve supplier management and introducing ESG indicators across all locations. The company supports social responsibility for its own employees and expects the same from its partners throughout the supply chain.

The Sustainability Report integrated in the Cicor Annual Report 2023 has been prepared in accordance with the standards of the Global Reporting Initiative (GRI) and fulfills the legal requirements for reporting on non-financial aspects in accordance with the Swiss Code of Obligations.

[Under following link you can find the Sustainability Report 2023](#)



Annual General Meeting 2024

For the first time in the history of the Cicor Group, the Annual General Meeting 2024 was held in Zurich, Switzerland.



The Annual General Meeting approved the 2023 annual report, the annual financial statements, the consolidated financial statements, the sustainability report and the appropriation of available earnings. It also granted discharge to the members of the Board of Directors and Group Management for the 2023 financial year. In addition, the Board of Directors' total remuneration for the next term of office and the remuneration elements for the Group Management for the following financial year were approved.

Daniel Frutig, Chairman of the Board of Directors, as well as the existing Board Members Norma Corio, Denise Koopmans and Konstantin Ryzhkov were re-elected by the Annual General Meeting. Daniel Frutig and Konstantin Ryzhkov were also confirmed as members of the Nomination and Compensation Committee.

Further, the independent proxy, Athemis Avocats Sàrl, Rue Jaquet-Droz 32, 2301 La Chaux-de-Fonds and the statutory auditors of KPMG AG, Zurich, were appointed by the Annual General Meeting for a further year.

The event was rounded off with a great aperitif.

Capital Market Event 2023

The Cicor Group held its annual Capital Markets Event on December 4, 2023 in Zurich, Switzerland.

It was a pleasure to welcome investors, analysts and other members of the financial community and to share the latest developments at Cicor as well as an outlook of what's to come.

CEO Alexander Hagemann opened the evening with a strategy update, discussing current trends, Cicor's position in the EMS market and, for the first time, financial mid-term targets for a 3-4 year horizon.



CFO Peter Neumann, CFA shared details on Cicor's M&A strategy, leveraging synergies, success factors for post-merger integration and the excellent results achieved through M&A.



Executive Vice President Operations Marco Kechele presented Cidor's "Doing more with less" approach, which enables the company to drive returns through operational excellence. This includes optimizing processes using new technologies such as AI, improving the layout and flow of facilities and moving towards a "smart factory". All of this has contributed to significantly improved operational performance in recent years.

Eric Pisani, CEO of Clayens, joined the event remotely from Lyon and shared the benefits of the strategic partnership between Cidor and Clayens, creating a one-stop CDMO (Contract Development and Manufacturing Organization) with unmatched expertise in both plastics and electronics.

The evening concluded with a flying dinner from the kitchen of the Widder Hotel, which once again provided excellent service in a great location in the center of Zurich.

Management Meeting 2023

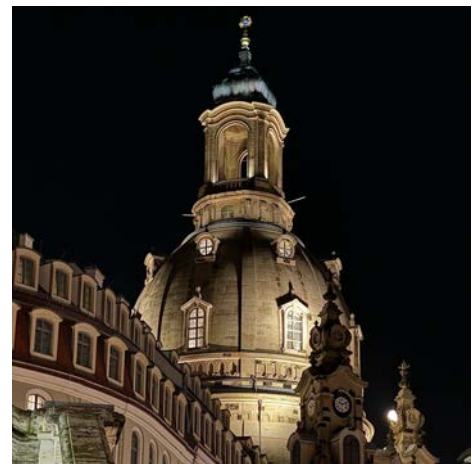
As every year, the Management Meeting took place last November. The Board of Directors, the Management Team and the Leadership Team were able to travel to Dresden – a beautiful city.

In order to waste as little time as possible on long journeys and transfers from the airport, it was decided to hold the meeting in the heart of Dresden, not far from the famous and highly symbolic Frauenkirche. As it was a long journey for most of the almost 50 participants, many travelled there the evening before and were therefore able to get the first day of the meeting off to a great start.

The first day was opened with a short welcome by Alexander Hagemann and a program overview by Jasmin Leuschner.

As the Cicor family is constantly growing, the new employees were briefly introduced and their roles explained. Rolf Bormet then presented the Buttlar, Wutha-Farnroda and Tunisia sites under the title 'The first year at Cicor'. The participants learnt facts about the new sites and gained an insight into how the integration of the sites into the Cicor Group has progressed. Alexander Hagemann presented the new STS Defence site in Gosport on behalf of Jonathan Bowley. This gave the participants an insight into the field of activity and further information.

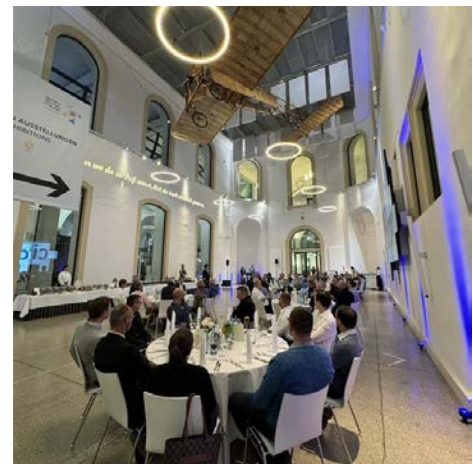
Over the course of the day, there were a number of important topics discussed by our management; trends in medical devices - impact on product development and production; successes and further potential with our key customers; the power of digitalisation in product costing; ESG (environmental, social and governance); operations (process optimisation, efficiency improvement, cost management, quality assurance, resource and supplier management); finance and IT and, of course, other topics.





As in the previous year, the Board of Directors and the Management Team once again held a panel discussion this year, during which many of the participants' questions about Cicor's strategy, priorities and ideas for the coming year 2024 were answered.

After an intensive day of meetings, there was once again an evening programme during which the participants were able to visit something regional, in this case the Transport Museum in Dresden. Exhibits on the history of the railway, road transport, air transport and shipping were on display here. The subsequent dinner with catering directly in the museum building was opened by Alexander Hagemann with a speech.



As the first day of the meeting was already very full, the second day was used to visit the two sites in Radeberg and Dresden. The colleagues were given a deep insight into production and its processes, which is of course exciting every year when a site is visited. Once again, many thanks to Michael Bork and his team for the great organisation of the guided tours of the plants!

The management meeting was officially concluded with a tour of the Radeberger brewery and a buffet lunch, and all participants were able to travel home satisfied and with many impressions and inspirations for the new financial year.

Jasmin Leuschner

Executive Assistant to CEO

Introduction STS Defence

STS Defence are delighted to have become part of the Cicor family.

There is already a “family” feel at STS Defence, as it is our people who make our business the success that it is today. We also share many of the same values as Cicor, and as such very much look forward to maximising the opportunities ahead.

Who we are:

STS Defence is a UK-based technology and engineering company, specialising in mission-critical, secure communications and networks, electronic warfare and control and instrumentation systems. We operate primarily in the Naval and Air Defence markets, helping our customers to resolve complex technical challenges by delivering innovative solutions and programmes. This means that our capability is broader than just EMS. We provide a through life capability that we summarise as Modernise (research, design and development), Manufacture (metal fabrication, PCB, cable harnesses and final assembly of equipment and systems), and Sustain (integrating and supporting solutions on military platforms).



Our employees:

As a strong, skilled team of 160+, our valued members of staff are part of an exciting, innovative technology and engineering company where our mission is to deliver solutions that make a difference. We focus on investing in our staff by offering career development programmes that enable them to reach their full potential and we have a real focus on employing young talent and helping it develop.

Based on the South Coast of England, directly opposite the Portsmouth Royal Naval Base, means that we are close to our key customer; and our employees are able to make the most of our beautiful coastal location.



Since we became part of the Cicor family in January 2024 we have embarked on integrating ourselves to the Group across all our activities and have had an incredibly positive welcome from everyone in Cicor that we have dealt with.

We are very much looking forward to continued success within the Group and ensuring that we use the extended expertise and reach to continue to delight our customers.

Sustainability Award

Congratulations to the winners of this year's Cicor Sustainability Award.

The Cicor Sustainability Award is presented annually to a project team or site that has made outstanding contributions in the area of ESG. This year's award went to an innovative and dedicated project team for their work in developing a new workflow for handling and processing incoming invoices using artificial intelligence.

This digital process will save significant amounts of time, paper and money. In the first phase, Cicor will save more than 100,000 sheets of paper per year. Over time, this process will be implemented at additional Cicor sites, multiplying its positive impact on the environment.

The prize money from the award will be donated to three organizations in Romania, Vietnam and Indonesia that support the health, development and education of children and young people.

- ➔ Asociația Dalia in Arad, Romania
- ➔ Saigon Children's Charity CIO in Ho Chi Minh, Vietnam
- ➔ Orphanage House in Batam, Indonesia

This project is a great example of how complex processes can be transformed into sustainable solutions. Many thanks to the project team for their outstanding work!

Project team: Doris Schädler, Dominique Entz, Peter Neumann, Roger Bläsi, Dirk Larisch, Daniel Scholz, Gabriella Scherrer, Anca Mang, Cristina Suci, Christina Roman, Jean-Pierre Metraux, Margit Brück



Handover of donation – Cicor site Batam

The team in Batam took the time to personally hand over the purchased groceries and electronic devices to the orphanage. Many thanks to the whole team!



Handover of donation – Cicor site Arad

Also our team from the Cicor site in Arad, handed over the donation directly to the Asociația Dalia. Asociația Dalia helps children with severe health conditions.



Introduction Evolution Medtec

When describing Evolution MedTec, three words pop up: professionalism, passion and partnership.

This is the way we developed the relationships with our customers, this is the way we like to work and live.



We started the company in Bucharest twenty years ago, first as a remote site for development aiming to provide sufficient manpower and fresh ideas in coping with the challenges typical to the Medtec industry. Shortly after, we qualified the company according to the ISO 13485, thus bringing in the basis for professional development.

The history of the company became a little bit more turbulent after 2008, due to several changes in the ownership and management, till 2018 when we had the chance to establish EvoMed as an independent company, within an MBO structure.

Over the years we developed a lot of serious, of funny, of crazy and amazing things, from implants to automotive, and from therapy devices to high-end cooling systems for Grand Marnier.

The team of 21, in Bucharest, concentrated since 2018 purely on medtech projects, leading thus the way to establish a clear focus and to develop the organization accordingly.

Over the years we met several times with the Cicor Group, that are very pleased to integrate now, probably the most relevant project being the collaboration for the development of an amazing implant dedicated to severe, pharma resistant, epilepsy.

The potential we see in the integration of Evolution Medtec in the Cicor Group is amazing. On the one side we bring deep know-how in the medtech area on the other side we extend the range of offering to the customers due to the huge potential for mass production all over the world.

We also look at cooperation and production for the European market both in Switzerland and Germany. Even before the integration, there was cooperation with the Boudry and Radeberg sites.

The post merger integration process revealed a lot of opportunities that we like to call "best of two worlds", whereby internal processes that made their proofs in Bronschhofen or Bucharest will be unified or integrated. This is nothing but a proactive creation of the future.

Dan Negrea
Sales Manager

Introduction Cicor Hartlepool

Cicor Hartlepool can trace its roots back to 1911 when Stadium was founded as a pioneer of plastic injection moulding.

Stadium Limited was incorporated as a company in England and Wales in 1929 and it quickly became famous for manufacturing motor-cycle helmets and accessories.

Over the years, the company grew and had manufacturing facilities across the country. Stadium built its Hartlepool site in 1985, and the small electronics business moved into its own building adjacent to the injection moulding business in 1989.

The electronic manufacturing business established itself and won business supplying Black & Decker in the Northeast and Sparkrite car alarms which were sold through Halfords.



Stadium's electronics business continued to thrive, and investment into surface mount technology was made. TT Electronics bought Stadium Group in 2018 and 6 years later, sold to Cicor Group, when the Hartlepool site became part of the wider Cicor community on 1 April 2024.

Cicor Hartlepool is an EMS+ business, with customers in the Automotive, Industrial, Ventilation and IoT markets. The site is going through a massive period of change and has a very healthy pipeline of new products that the team are working hard to deliver,

The change in ownership from TT to Cicor came with some concerns from our colleagues, as you would expect for any big change, but the transition for the team on site has been seamless. Since the formal, public communication of the proposed transaction there has been a high level of communication and engagement, involvement, and interaction to keep all colleagues in the Hartlepool team informed at every stage of the process (pre and post transaction close). The news and change have been met very positively by the whole team and we have had the pleasure of hosting senior colleagues from Cicor in the last few weeks as we move to integrate as quickly as possible.

Hartlepool

Hartlepool is a seaside and port town in County Durham, England.

The place name derives from Old English wording, referring to stags, and is the symbol of the town with almost 90,000 people.



The town has a long history of shipbuilding, and since the turn of the last century it has seen major investment projects and the redevelopment of the docks area into a marina and the fantastic local football team called Hartlepool United F.C. provides a strong focal point for the local community,

Although the area is heavily industrialised and plays an important part in the country's petro-chemical industry, there are glorious beaches at the seaside resort of Seaton Carew and a highly regarded RSPB nature reserve at Saltholme.

If you ever visit, some of the things you might want to look out for include: The National Museum of the Royal Navy, the thriving marina, and views from Seaton Carew across the North Sea.



Capability & vision

The factory has a simple vision for 2026:

- To be the supplier of choice for our customers.
- To be the employer of choice within the local area.
- To be operationally excellent in all that we do.



In terms of capability, Cicor Hartlepool has 4 SMT lines, one of which is dedicated to NPI. To complement this, we have through hole capability, box build and full functional test capability.

The site is ISO14001, ISO13485, ISO9001 and IATF16949 accredited and the goal for 2024 is to achieve ISO45001.

People

People are at the heart of what we do in Hartlepool. The safety and the physical and mental well-being of all 130 colleagues is our number one priority, and we are proud of our accident-free history.

All on site have regular briefings in line with their role, to ensure awareness of the requirements of their job, but also of the part every one of us can play as a team in ensuring a safe working place – and space – for all. The site has a record of over 2,200 days without an LTI and carries out cross-functional GEMBA walks every week to ensure we keep on top of our safety observations.

It's also important to us to gain feedback on how everyone feels about the business. In January, a pulse engagement survey was conducted with 115 out of 124 colleagues offering feedback on 14 key questions. This was an incredible response rate of 93% and the resulting feedback has been developed into both a Site Action Plan and Departmental action plans. The plan has been shared with all on site with updates committed to through our active communication and engagement forums. The SLT will lead on this important activity ensuring we learn from feedback received, continually looking to improve the experience and environment for everybody. The feedback is aligned to "8 Factors of Engagement" ensuring a clear and focused approach to action planning.

Community

The team in Hartlepool have a high concern for the local community, and support of this, with many employees either living in the town or neighbouring counties. The site has a main charity they support, Alice House Hospice, which exists to ensure people affected by a life limiting illness or the death of a loved one have the care, comfort, and support they need.

This holds a special place in the hearts of those on site with many having had experience of family or friends going through end-of-life care including in the Hospice. In the last six months the team has raised over £2,000 through a variety of on-site events and activities. A second charity, RNLI, Hartlepool Branch has recently been voted for by the team with £300 already raised.



Alice House Hospice
Serving the communities of
Hartlepool & East Durham



Last event, it was quackers!!!

Easter chicks

Eyes down, 1st puzzle!

Bingo fun

Christmas Party Jumpers

Fantastic knits!

The site supports the education and careers of young people in the local community with strong links to the Hartlepool College of Further Education. We are committed to being a supportive, local employer providing opportunities for growth and learning with two colleagues holding roles as Maintenance Apprentices (with continuing studies) and two new team members recently joining for 1-day weekly as part of their studies on T Level Engineering (16–17-year olds’).

Matthew Pemrick - General Manager

As Cicor Hartlepool begins its new start and transitional journey under the Cicor umbrella, so do I! I joined Cicor Hartlepool on 22nd April 2024 and I am excited to be joining the team in Hartlepool and the wider group. It is quite clear to see that the site has undergone significant change over the past year or so, building a healthy pipeline of new business, reaffirming necessary external accreditation status, and building a team ethic and positive culture across the site.

The safety and wellbeing of our employees is at the forefront of everything that we do, and the site is justifiably proud of its current record of over 2,200 days without a lost time accident. The engagement and participation of all employees is key to our success going forward, as we look to solidify the improvements made, and push on further to deliver excellence in quality and delivery to our customers, making ourselves a true, unequivocal supplier of choice.

We are really looking forward to sharing best practice with the other sites within the Cicor family as we target operational, technology and system improvements that will drive the business forward toward any shared goals with group and site-specific targets to enhance the company's profitability and grow revenue streams further.

In relation to myself and my background, as a professional introduction, I left school at 16 years old and served an apprenticeship in mechanical engineering qualifying as a 'miller/turner'. After some time working in the factory, I moved into Procurement and Supply Chain to progress my career achieving an MCIPS Diploma and a BA (Hons) in Business studies and Management. I moved through Operations and eventually into Site Leadership roles and have been leading businesses for the last 18 years or so. The majority of my career and all my leadership roles have been spent in the Aerospace industry.

I am married and have 4 children and 2 Grandchildren. My passions other than my family are following Bolton Wanderers Football Club of which I am a season ticket holder and I am also a keen triathlete. I mainly participate in the longer endurance events and have completed 8 full distance Ironman events with Number 9 being over in Austria this June.

International Women's Day

On the occasion of International Women’s Day, we took the opportunity to thank our female employees for their commitment and support.

Our Board of Directors is also supported by two strong women and thus has a female quota of 50%. At Cicor, equal treatment of all people regardless of sexual orientation, age, race, gender, religion, marital status, family responsibilities or disability is anchored in our Code of Conduct and does not tolerate any disadvantage or discrimination.

Some of our Cicor locations celebrated this day in their own way:

Cicor site Radeberg and Dresden (Germany)

Our sites in Radeberg and Dresden, Germany, donated a substantial sum to the “Mädchenzuflucht Dresden”. An organization that helps young women in critical situations and offers them a place to stay.

Cicor site Thuan An City (Vietnam)

Our site in Thuan An City, Vietnam, celebrated its female employees with a culinary feast.



Cicor site Arad (Romania)



The Romanian site thanks its female colleagues with beautiful flowers.

Cicor site Bedford (United Kingdom)

The Bedford site in the United Kingdom surprised its female employees with beautiful yellow tulips.

Thanks to Judy Tyda, Business Admin at the Cicor site in Bedford, UK for the great photos.



Project Management Training

Growth and the increasing globalization of Cicor Group also challenge us in the way we have to manage projects.



Is it fair to simply expect our employees to now manage multi-site projects on an international scale?

We have decided to set up a training program for our talents. Together with Akademie Würth and the experienced coach Clemens Drilling, a Cicor specific PM concept was developed in a workshop in Bronschhofen, Switzerland. Many thanks to all participants for their enthusiasm and fun in developing this concept. Interdisciplinary training courses are now offered for our employees in order to train them in professional project management, in different levels and functions.

We are fully convinced of this investment in the development of our people. Even one project implemented "better" can bring significant added value. In addition, Cicor has another building block to increase its attractiveness for new talent and experts.

Marco Kechele
Executive VP Operations

Introduction Andreas Thomann



VP Engineering EMS Division

I have already made valuable acquaintances in many projects and meetings at various Cicor locations. I am therefore all the more pleased to introduce myself here in more detail. In a nutshell, I am characterized by: Technology, family and sport.

Technology is the cornerstone of my professional life. I started my career in electronics with an apprenticeship at HPW (later part of Siemens and then Trapeze), where I acquired my basic technical skills. After serving in the Swiss Army, I studied electrical engineering at the ZHAW.

After graduating, I took up a challenging role as an embedded software developer at Noser Engineering. I worked mostly on site with customers and gained insight into many different industries and companies.

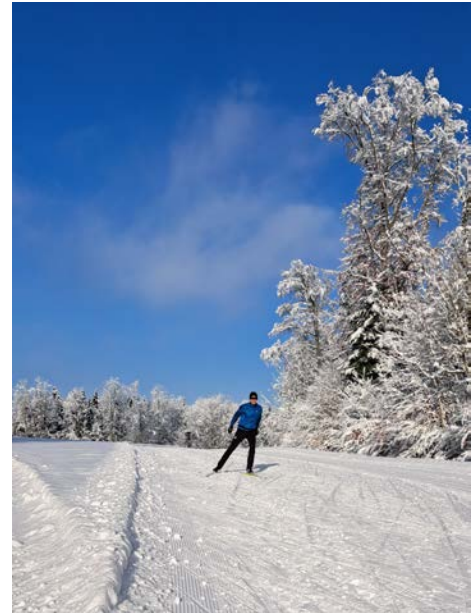
I continued my journey at Cicor, where I started 14 years ago as a project manager in development. Back then, the role of project manager included hardware and software development and a little project management. After a short time, I was able to take over as team leader of the then still small development team.

With the further expansion of product development and the division into hardware and software teams, I took on the role of Head of Development and have been part of the management team at Swisstronics Contract Manufacturing AG since 2015. While working, I completed a postgraduate diploma / master's degree in Business Administration in 2015/2016. In 2020, I also took on responsibility for Test Engineering.

For a few years now, I have been able to represent the Product Development department at Group level and take part in management meetings and strategy workshops. I am very pleased that product development is strategically important for the Cicor Group and should be further expanded. In my new role as VP Engineering EMS Division, I will continue to drive this expansion forward, coordinate development activities between the sites and represent the development division with customers and in the market. I look forward to working with all the development teams, especially the current development sites in Bucharest, Bronschhofen and Vietnam.

Family is my anchor - I am married and am the proud father of three children, aged 7, 10 and 12, who keep life exciting. We spend a lot of time together in the mountains.

And sport? I'm all about staying active. As a cross-country skiing instructor, I like to pass on my passion for cross-country skiing. I often train myself several times a week on the cross-country ski trail or while running. I am also often out and about on telemark skis and ski tours in winter. I can also be found in the mountains in my free time in summer, whether it's climbing, mountaineering or mountain biking. As a J&S mountaineering instructor, I lead mountain tours with children all year round. This is a great opportunity to share my fascination for the mountains with my own children and those of others.



These parts of my life define who I am. I look forward to getting to know you personally, working on projects together or even going for a run together.

New position Sarah Clough

Managing Director Cicor site Bedford, UK

Hi, I'm Sarah, and I've been part of the Cicor Group since November 2021.

I am the newly appointed Managing Director of Axis Electronics in Bedford in the UK.

Previously I have had roles as the Human Resources and Manufacturing Director at Axis Electronics and most recently the VP of Human Resources for Cicor.

I am passionate about people, customer service and building a high-performance team.

I am very proud to hold this new position, the first female MD of Axis Electronics.

Axis Electronics has a great reputation in the industry for delivering exceptional quality and service. I am looking forward to working alongside the Senior Leadership team to maintain and grow our reputation in both quality and performance.



At Axis we want to continue to offer opportunities to our employees to have rewarding careers.

We are very proud to be part of the Cicor family and are looking forward to working more closely with our new colleagues in the newly acquired sites within the UK.

When I am not at work I like spending time in the French Alps with my husband Simon, where we enjoy cycling, skiing and long hikes with our dog.



Cicor Family

CICOL

CICOL



Charity

Team Cicor at the 2024 Wings for Life World Run

213 Cicor runners took part in this year's charity event, doubling last year's donation and distance.



 Singapore



 Wutha-Farnroda, Germany

On Sunday, May 5, 213 runners from 15 Cicor locations in 7 countries took part in this year's Wings for Life World Run. Together, we raised over CHF 7,000 for spinal cord research, a significant increase from last year's CHF 2,100. The Cicor Group and Friends team covered an incredible 1,211 km and finished 79th out of over 10,000 teams. A big thank you to everyone who ran, supported and donated.

Congratulations to the fastest in the group - Kallum from our Hartlepool site ran an incredible 32.3km. Phuong from Cicor Vietnam in Thuan An City covered 14.8 km to take first place in the women's team rankings. An honorable mention goes to Keith from our Newport site. As the oldest member of our team, he ran 27.8 km, placing second in the men's category.




 Thuan An City, Vietnam



 Newport, UK



 Arad, Romania

As a global event, the 2024 Wings for Life World Run united 265,818 participants around the world by uniting them around a common cause: Running for those who can't. This year's run raised 8.1 million euros for this cause.

Thank you to everyone who participated and to those who helped organize the event at the various locations. We can't wait to participate again next year and look forward to an even bigger Cicor Group and Friends team! Mark your calendars for May 4, 2025

-  **213 runners**
-  **15 Cicor sites**
-  **1,211 km covered**
-  **79th Team Rank**
-  **7,074 CHF raised**
-  **What an amazing day.
See you next year!**

See you next year!
Save the date:
May 4, 2025

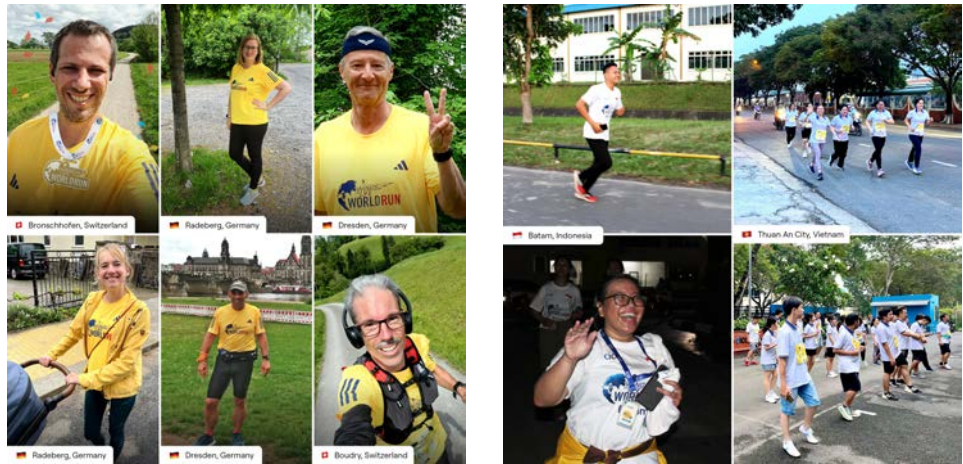
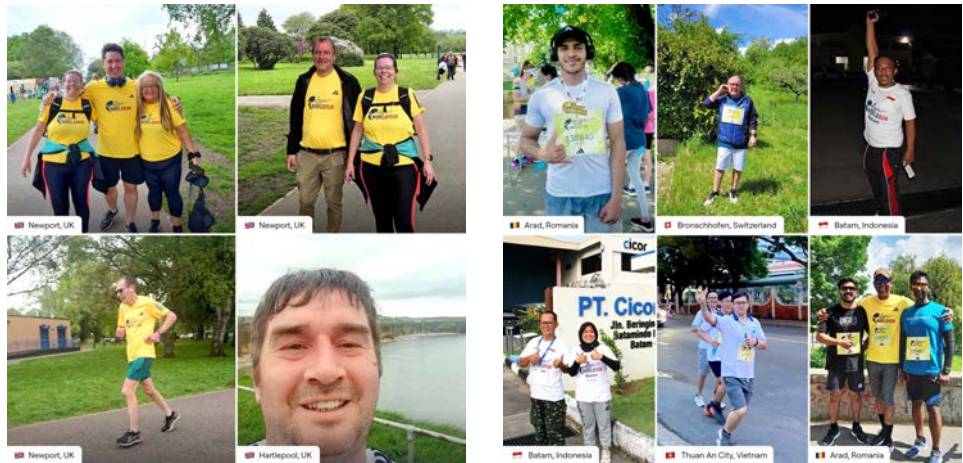


Women's Top 5

1. **Phuong, Thuan An City, 14.8 km**
2. Riikka, Bronschhofen, 14.7 km
3. Elodie, Boudry, 13.8 km
4. Atefeh, Bronschhofen, 10.1 km
5. Catia, Bronschhofen, 10 km

Men's Top 5

1. **Kallum, Hartlepool, 32.3 km**
2. Keith, Newport, 27.8 km
3. Andreas, Bronschhofen, 24.1 km
4. Thomas, Boudry, 22.3 km
5. Gheorghe, Arad, 21.3 km



Further information

More about the Wings for Life foundation [🔗](#)

More about the Wings for Life World Run 2025 [🔗](#)

#WeAreCicor

#WeAreCicorTeams

We are pleased to introduce you to our new additional WeAreCicor format "WeAreCicorTeams". This is a social media campaign that is published on our LinkedIn and Instagram channels as well as on the intranet.

Do you want to be the next team? Send an email to corporatecommunications@cicor.com and ask for more information.

AJP-Team Bronschhofen (CH) /Singapore



🔊 Get to know our interdisciplinary Aerosol Jet Printing team, which offers a wide range of competencies from materials science to industrialization skills.

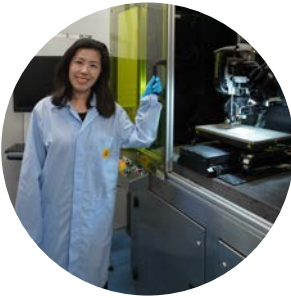
🌐 The team (David, Dimitri, Karl-Heinz, Zhen) is located at the Cicor Group sites in Bronschhofen (Switzerland) and Singapore and focuses on the development of customized #printedelectronic solutions for customers using the #aerosoljetprinting process and the expansion of the service portfolio for our customers.

💡 The team's innovative process opens up a whole new range of possibilities for our customers. In addition to enabling new applications, aerosol jet printing is a sustainable, fully additive process.



“Being part of Cicor` s aerosol jet printing team and doing application development in our lab in Singapore gives me great satisfaction in the exploration of new technologies and processes.”

David
Senior R&D in Singapore



“As a development engineer for printed electronics at Cicor, I have been given the opportunity to work on a diverse range of innovative projects, pushing the boundaries of what is possible in terms of materials, processes, and applications.”

Zhen
Development Engineer Electronic Printing in Bronschhofen

Quote Team in Bedford (UK)



● Get to know our Quote Team in Bedford (UK), which is an all-female team with a broad skillset and wide range of personal strengths, providing us with a powerful toolkit to complete the essential and business winning quote function.

📁 The five-person team is responsible for sourcing and collating all proposal cost elements to enable the creation of world-class, winning proposals. This adds value to our customers and is key to supporting business growth.

💡 The bid proposals provide a clear and concise breakdown of all the quote requirements in an easily digestible format. Providing clarity in this way strengthens customer intimacy and maintains customer satisfaction.



“My role is to support the business development team by acknowledging customer requirements and specifications to create accurate and competitive quotes to help win new and existing business.”

Sophie



“As a Material Quotation Specialist I am dedicated to providing business winning material costings and continued support in developing the processes we use and the training and development of the people we bring in to the team.”

Lynne



“Having over 20 years experience in the electronics industry in both Distribution and Manufacturing, I look at current and new work to be built at Axis and build up pricing to purchase all the items listed on a BOM. I’m also responsible for putting information through Silicon Expert providing information of obsolescence, availability and life cycle.”

Jo

#WeAreCicor Statements

cicor

“For me, Cicor means involvement and development. I have been a team leader since I was 19 and have been in continuous learning and professional development ever since.”

Daria
Production Team Leader
Arad (Romania)

#WeAreCicor



cicor

“Finding the best thermals on your track, makes you able to stay on top and helps to increase your traveled distance. Taking the right decisions, finding the best opportunities in a business environment also let stay your business on top and growing”

Uwe
Managing Director, Ulm/Wangs (Germany/Switzerland)

#WeAreCicor



cicor

“It’s been an incredible ride these few years, we couldn’t have made it this far without the teamwork and family bonding. As a result of the hard work, our entire team move forward.”

Edo
IT Support, Batam (Indonesia)

#WeAreCicor



cicor

“Through our actions, we provide our customers with technical solutions for the manufacture of increasingly complex products.”

Michel
Core Engineering Manager, Boudry (Switzerland)

#WeAreCicor



cicor

“I have been a quality control inspector for many years, so new products and new technologies are always a source of inspiration for me. Our goal is always to satisfy the most demanding customers with quality. I love my current job!”

Thi Tuyet
QC Leader, Thuan An City (Vietnam)

#WeAreCicor



cicor

“I work with high performance racing car teams to guarantee product quality and on-time delivery to enable them to win world championships - a big challenge, but always rewarding.”

Sean
Quality Assurance Engineer, Bedford (United Kingdom)

#WeAreCicor



cicor

“I really enjoy working at Cicor because I’m constantly learning new things and every day is different – additional challenges and creative tasks motivate me. I’m grateful to support our Executive Board and the Board of Directors in a wide variety of tasks. Cicor is a great company to work for with a fantastic collaborative team and atmosphere.”

Jasmin

Executive Assistant to CEO, Bronschhofen (Switzerland)

#WeAreCicor



Cicor Group on Social Media

Over the past few months, we have worked with various Cicor employees to create entertaining social media content.

Instagram

For our Instagram account [cicor.group](#) we have produced some This or That - Interviews with different Cicor employees. Here are some of our first interviews, if you want to see more, follow us on Instagram!

[This or That with CEO Alexander Hagemann](#)



[Video-Link](#)

This or That Interview with Sarah Clough




This or that

with Sarah our
VP Human Resources

[Video-Link](#)

This or That Interview with Luat Nguyen, Managing Director Thuan An City (Vietnam)



This or that

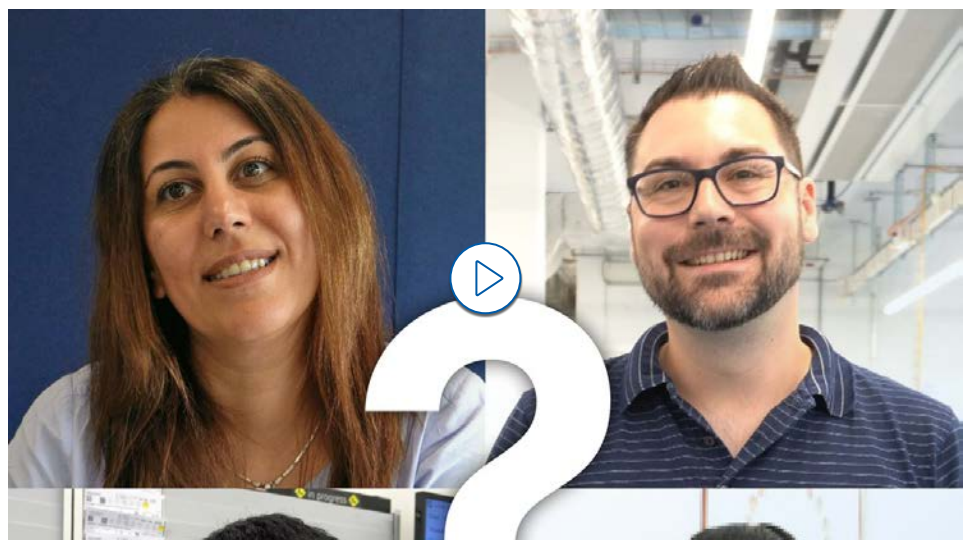
with Luat
Managing Director
of the Cicor site in
Thuan An City

The graphic features a light blue background with a white diagonal shape. The text 'This or that' is prominently displayed in a large, bold, black font. A play button icon is positioned over the word 'or'. Below the main title, the name 'Luat' and his title 'Managing Director of the Cicor site in Thuan An City' are written in a smaller, black font. In the top right corner, there is a small video thumbnail showing a man in a blue blazer smiling.

[Video-Link](#)

Another series of content is our employee-quiz at different production site. Followed you can see our quiz from Bronschhofen (Switzerland), Dresden (Germany) and Boudry (Switzerland). Same if you want to see more, follow us!

Employee-Quiz Cicor site Bronschhofen, Switzerland



Employee-Quiz Cicor site Dresden, Germany



[Video-Link](#)

Employee-Quiz Cicor site Boudry, Switzerland



[Video-Link](#)

LinkedIn

LinkedIn is a powerful tool for professional networking, recruiting, and showcasing our company to potential clients, partners, and employees. As a leading player in our industry, it's important that we have a strong presence on LinkedIn.

Follow Cicor on LinkedIn

To stay up-to-date on company news, make sure to follow our company page on LinkedIn. This will also show your support for our brand and give you access to all of the great content we share on the platform.

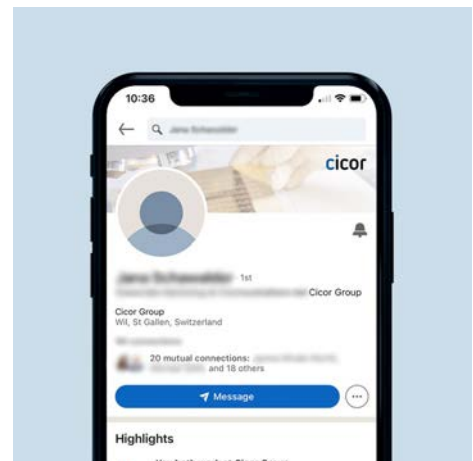
Cicor Group on LinkedIn: <https://www.linkedin.com/company/cicorgroup/>

Set Your Current Employer to Cicor Group

Make sure to set your current employer to "Cicor Group" on your LinkedIn profile. This will help others quickly identify where you work and highlight your association with our company. You can do this by clicking the "edit" icon on your profile, right next to your current position. In addition, please add your local site to your job title. Example: "Key Account Manager (Cicor Site Boudry)".

Profile Banners

To help you brand your LinkedIn profile with our company identity, we've created custom profile banners that you can easily add to your profile. This will help you stand out and showcase your connection to our company. You can update the banner by clicking the "edit" icon on the top right in your personal profile. The banners can be found in the intranet under Cicor Group > Marketing and Communications > Social Media.



General LinkedIn Tips

Here are three additional tips to help you make the most of your LinkedIn experience.

- Make your profile complete and professional by adding a clear profile picture, an informative headline, and a comprehensive summary.
- Engage with your network by sharing relevant content, commenting on posts, and connecting with others in your industry.
- Continuously grow your network by reaching out to new connections and participating in LinkedIn groups related to your field.

By following these simple steps, you can help us build a stronger, more connected community on LinkedIn and achieve our goals of expanding our reach and reputation in the industry. So let's get started and make the most of this valuable resource!

For any questions about Cicor's activities on LinkedIn, feel free to contact corporatecommunications@cicor.com. We are happy to help!



Site news

Batam, Indonesia

Breakfasting with all employees



As dawn broke on March 28th, 2024, it marked a significant occasion at PT Cikor Panatec - the annual breakfasting event. This cherished tradition goes beyond mere sustenance; it embodies the spirit of unity and gratitude, essential values for our company.

For us at PT Cikor Panatec - Indonesia, the annual breakfasting routine holds a special place. It serves as a reminder of the importance of taking a break from our daily tasks to reconnect with our colleagues. In a fast-paced work environment, these moments become essential for fostering togetherness and teamwork.

Moreover, breakfasting is an opportunity for us to express gratitude. It allows us to appreciate the dedication and hard work of our colleagues, as well as the support we receive from group management. In sharing a meal together, we acknowledge the collective efforts that drive our success.

Furthermore, breakfasting highlights the diversity within our company. As colleagues from various backgrounds come together, we celebrate our differences and learn from each other's unique perspectives. In this shared experience, we strengthen our sense of community and mutual respect.

In conclusion, breakfasting at PT Cikor Panatec, accompanied with festive package to all employee, is not just a company function; it's a manifestation of our values and beliefs. It reminds us of the importance of unity, gratitude, and diversity in achieving our common goals. Let us continue to embrace these values, not only during breakfasting but in every aspect of our work together.



Bedford, United Kingdom

Farewell Paul Chaplin and Tracie Gannon

End of March we said Farewell to two long serving colleagues; Paul Chaplin (MD) and Tracie Gannon (buyer).

They have been with us 15 years and 8 years respectively so we will miss them hugely.

We gave them a good old Axis send off with speeches, cakes, flowers & gifts and learnt that Paul has cycled a thousand miles for the Cycle Challenge and his love of Kit Kats has cost him £4.5k during his time here – no wonder he had to ride so many miles.

Since records began in 2019, Tracie has ordered 30,370 order lines, spent approx. £20m of our customer's money and engaged with 245 suppliers.

We're very lucky that Paul will still be part of our team in the bigger picture, in another role as non-exec on the Cicor UK Board, we best get some Kit Kats in.



Blue Monday

There is something known as “Blue Monday” in the UK which is supposed to be the unhappiest day of the year, this year was 20th January. At Axis, we decided to lift our spirits with some free yoga sessions so staff could embrace the day with some deep breaths and gentle movement



Sue Wren
Head of HR

Bronschhofen, Switzerland

Dangerous goods shipping: IATA DRG CBTA specialist courses for the safe transportation of lithium-ion batteries at Swisstronics in Bronschhofen

Employees from various departments at Swisstronics recently took part in specialised training courses to learn how to ship dangerous goods safely. One focus was on the transport of lithium-ion batteries, which are frequently found in electronic devices due to their widespread use and require special care.



The departments that took part in the training courses ranged from logistics and shipping, engineering and production to sales and order processing. The training courses were conducted in collaboration with experts in the field of dangerous goods regulations to ensure that employees developed a comprehensive understanding of the legal requirements and the correct packaging and labelling methods.

The courses covered a variety of topics including identification of dangerous goods, classification of lithium-ion batteries, correct packaging techniques, emergency response and legal requirements for international transport. The participants received practical training sessions so that they could immediately apply what they had learnt in their respective areas of work.

This course is of great importance to Swisstronics, as improper handling of lithium-ion batteries harbours considerable risks, ranging from fires to environmental impacts. Training employees not only improves safety in the workplace, but also ensures compliance with regulations. The focus on continuous training and education regarding the transportation of dangerous goods, particularly lithium-ion batteries, illustrates Swisstronics' proactive approach to safety and legal compliance in an increasingly globalised economy.

In interviews, participants spoke positively about the training, emphasising its relevance to their daily work and praising the practical approach of the courses. The knowledge acquired not only helps to prevent accidents, but also strengthens customer confidence in the company's reliability when handling dangerous goods and ensures the rapid delivery of finished products in the interests of the customer.

Loredana Mirizzi

Head of IG, Warehouse, Shipping



Boudry, Switzerland

To combat sedentary workplace, Cicorel introduces movement breaks.

It's well known that sedentary activities are a main factor that leads to the occurrence of many physical complaints. The human body is not built to sit still for 8 hours a day: eyestrain, neck or shoulder tension, hip pain, sciatica and "a lot of other pains" can be caused by sitting for too long. This is particularly true in visual inspection departments, where our colleagues must have to stay focused while performing intermediate and final inspection.

At Cicorel we were planning to bring more movement into our visual control department and Nicole's arrival a few months ago gave us the opportunity to benefit from experience she made at her former employers. She had taken part in gentle gym groups at work, and most importantly she had been trained to lead these groups. With great enthusiasm, she suggested to organize 5-10-minute sessions every afternoon. The program includes eye yoga, neck and shoulder relaxation, leg activation, etc.



Eye yoga exercise

Few words from Nicole Magnin-Franz - visual control operator and "gym leader" - working at Cicorel since 6 months:

It was already an ongoing program in the company I worked before, when they called for volunteers to run the classes. As a former sportswoman I was attracted by the project. I was able to run the classes for almost 2 years in this company. When I arrived at Cicorel, I talked about it with my colleagues who seemed to be interested, as well as the management. The program was initiated quickly and today it's working well, and I think everyone is enjoying it.

Few words from the workshop manager - Mehdi Dornier working at Cicorel since 18 years:

I immediately found the idea interesting; I knew it has been done in other companies and it's really something I wanted to set up. I think it's beneficial for everyone, for muscle relaxation, and it's a convivial moment to share.... relaxing for better concentration.

Colleagues from other departments are welcome and are starting to join us and I hope that the group will become bigger.

Few words from the HSE manager - Sophie Sarrazin working at Cicorel for 3 years:

I have been convinced of the benefits of movement in the prevention of musculoskeletal disorders since a long time. We had already started to promote active breaks: getting up at least every 2 hours, doing eye relaxation exercises, ... But the most effective are these movement breaks. It's perfectly fitting to the needs of visual control colleagues, and it's a really enjoyable time.

Few words from Joelle Salvi - visual control operator - working at Cicorel for 15 years:

When I first heard about this idea, it sounded strange - doing gymnastics at work !? - but at the same time a good idea. It's true that sometimes I go to work at 1.30 p.m. and realize at 4.30 p.m. that I hadn't moved because I was so caught up in my work. After 2 months, I've found that it feels really good. There are movements I already knew, but new ones as well. It's a much-appreciated relaxing bubble where you become aware of your body in the middle of a very concentrated day with binoculars.

Sophie Sarrazin-Bulber

HSE



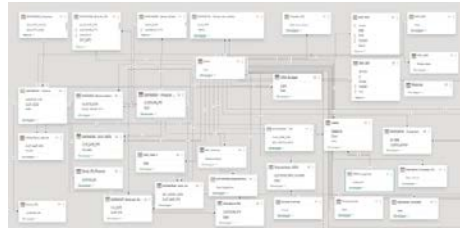
Stretching to end the session

Data Management Optimization with Power BI

Effective data management is essential for strategic decision-making, the use of intelligent dashboards becomes a major asset for companies. Cicorel has decided to develop its own dynamic dashboard using Power BI software.

The main objective of this project was to consolidate the company's key performance indicators (KPI) in one place, while automating updates as much as possible to eliminate manipulations across various files. Power BI software is the ideal tool to meet this requirement, as it allows consolidating data from various sources into a single location and offers a large range of visualizations.

For each department, the list of indicators to be monitored was reviewed with each manager, followed by the set-up phase to gather the required data. Then, the focus was put on creating an efficient and dynamic visual presentation.



Extract from the configuration of data links in our KPI Dashboard

This KPI dashboard provides an overview of the main performance indicators, segmented by department. It is fully automatic and retrieves most of its information directly from our ERP, reducing manual data entry: this makes obtaining information more efficient while minimizing the risk of errors. Once the dashboard is set up, a simple refresh updates the data.

It contains a wide range of diverse data, which makes the analysis complete, but through a complex configuration: over 30 data tables are linked.

The KPI Dashboard allows users to navigate easily through the data and obtain information in minimal time. Moreover, its intuitive design enables simplified handling, allowing a rapid adoption by the users.

To conclude, this project demonstrates how Power BI can transform the way companies manage their data. By consolidating various information, simplifying processes, and focusing on efficiency and accessibility, this dashboard offers new possibilities for proactive and efficient monitoring of Cicorel's KPI.

Stéphanie Duteil

System Data Controller

Carlos Tardon

Manager Quality & HSE



Example of a KPI dashboard - non contractual photo

Introduction Adrien Jordan, Head of Sales

I'm thrilled to share my journey with you, particularly my role as Head of Sales at Cicorel. I'm Adrien Jordan, residing in the serene Val-de-Ruz region of Neuchâtel, Switzerland. Since February 2024, I've had the privilege to lead the Sales team at Cicorel. However, my journey into technology and business spans back to significant milestones, including my academic pursuits.



My professional journey began with a role as a project leader at STMicroelectronics, where I specialized in compact modeling for three enriching years. This hands-on experience provided invaluable insights into the world of technology and innovation, setting the stage for my subsequent endeavors.

Building upon my industry experience, I sought to further expand my horizons by pursuing higher education. In 2017, I achieved a PhD in nanoelectronics, representing years of dedication, research, and perseverance. This doctoral journey not only deepened my understanding of the field but also honed my analytical and problem-solving skills.

Following my PhD, I transitioned to a new phase of growth and exploration. In 2021, I seized the opportunity to broaden my skill set and knowledge base by pursuing an MBA specializing in Smart & Sustainable Business in Grenoble Ecole de Management in France. This immersive experience not only expanded my perspective but also equipped me with invaluable insights into navigating the complexities of modern business landscapes.

My professional trajectory has been marked by diversity and evolution, from project leadership roles to my current position as Head of Sales at Cicorel. Each step has been guided by a steadfast commitment to excellence, innovation, and driving positive change within organizations.

Beyond work, nothing is more important to me than spending quality time with my cherished family – my wife and our soon-to-be three-year-old daughter. Together, we treasure our moments, often venturing into the stunning landscapes of Val-de-Ruz and its surrounding areas for rejuvenating hiking experiences.

Sports have always been an integral part of my life, serving as a conduit for self-discovery and personal growth. While football may have been a childhood passion, running has emerged as my primary focus, allowing me to push my limits and strive for personal bests. Additionally, my brief foray into biathlon provided valuable lessons in focus, resilience, and composure under pressure – a mindset that I carry into both my personal and professional endeavors.



As I continue my journey with Cicorel, I am driven by a steadfast commitment to contributing to our growth and success. Together with my dedicated colleagues, I am eager to navigate the challenges ahead, forge meaningful partnerships, and drive innovation that propels us to new heights of achievement.

In essence, my journey is a testament to the power of passion, perseverance, and the unwavering pursuit of excellence.

Best regards,

Adrien Jordan

Dongguan, China

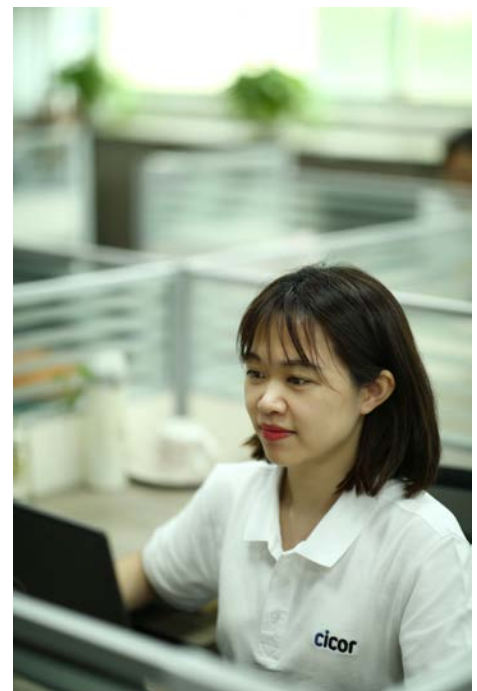
Opening Ceremony



On April 1, 2024, TT Dongguan officially joined the Cicor Group in Switzerland and started a new Cicor era. Pengsoon Lee, General Manager of Dongguan site, warmly welcome Cicor group leadership team on Apr.11 with a grand opening ceremony celebrated together with all Dongguan employees.



First Day as part of the Cicor Group





Dresden, Germany

New painting line started up

Electronic assemblies are increasingly being protected with a coating for current applications in order to increase the climatic resistance of the assemblies. This is intended to increase the reliability of electronic systems and extend their service life.

The Cicor Deutschland GmbH site in Dresden commissioned a new production line for the automatic, selective coating of assemblies in March 2024. The centrepiece of the line is the MYSMART MYC50 coating system by MYCRONIC AB. It has various application valves for the application of paint and sealing materials. Cicor Deutschland in Dresden is thus able to carry out both large-area and difficult painting of assemblies efficiently and precisely in the working area (X/Y/Z) of 530x380x70mm. Maximum process reliability is achieved through the use of continuous paint flow control, laser needle measurement and fully automatic control of the paint application width. The integrated laser height measurement of the substrate also helps to optimise the coating application.

The set-up process of the coating line is designed for efficiency. This means that the paint can be processed directly from the original container without any further transfer processes. In addition, the conveyor belt width of all systems in the production line is automatically adjusted when the product is changed.

The coating system has an interface to the ERP system. It is therefore able to track the batches of coating materials to be used and check their validity in terms of material and expiry date.

In addition to the technical process parameters of the production systems, the health and safety of the employees is also very important to Cicor Germany. For this reason, when procuring the coating line, the decision was made in favour of systems that are fully encapsulated and each equipped with a powerful and monitored extraction system.



Thomas Schönfeld

Process Engineer, Cicor Deutschland GmbH

Newport, United Kingdom

Women Leaders in Electronics Awards



Cicor Newport attended the Women Leaders in Electronics Awards in London, where Helen Whistance (Head of Programmes) was nominated for the 'Returner of the Year' award and was Highly Commended. Helen was nominated by Ewa Madzia (Programme Manager).



Left to Right – Peter Scully (HR Manager), Hannah Lloyd (Programme Manager), Ewa Madzia (Programme Manager), Laura Boldizsar (Programme Coordinator), Dr. Valerie Lynch (Founder, AND Technology Research) Helen Whistance (Head of Programmes), Joanna Chmura (Programme Coordinator), Sarah Bateman (Programme Coordinator), Andy Tubbs (Managing Director), Laszlo Mudriczki (Sales Director).

Newport Park Run

Cicor Newport took part in the Newport Park run on Saturday 9th April. It was a really good morning and the training paid off with some fantastic achievements. Andy Tubbs even took part, doing his 5K whilst in China!

We all enjoyed the morning but a massive well done to Keith Grey, who managed to finish 10th out of the 214 runners!

We might just make the Olympic squad!



Radeberg, Germany

Learning beyond borders: the success story of colleagues from different Cicor sites



For several years, the Cicor Group has been manufacturing electronic glasses for a customer that use light pulses to treat myopia. These glasses are classified as a medical device according to ISO 13485 and are intended to help children, mainly in Asia, to correct their eyesight. Why primarily in Asia, you may ask. In contrast to Europe and the USA, where myopia is estimated at 30-40%, in Asia it is up to 80%.

The product itself consists of glasses, which are currently manufactured at the Cicor site in Radeberg (Germany), and an electronic housing for charging the glasses, which is manufactured at the Bronschhofen site (Switzerland). Part of the spectacle production and the housing are currently being transferred to Cicor in Batam (Indonesia). In the future, PCBA production for the glasses will take place in Radeberg and assembly in Batam. For this reason, Agus Supriadi, Dwindha Amalia and Nur Hidayati from Cicor Batam visited our site in Radeberg from January 15 to 19, 2024.

They received expert on-site support and training from Carolina Jockusch and Timm Krajnc. The product involves many process steps, from PCB assembly and various electrical tests to optical bonding and final assembly.



The successful collaboration and joint efforts of each of us have shown that distance is no limit to teamwork. Here's to continued productive and inspiring collaboration!
#WeAreCicor



Thin wire bonder investment

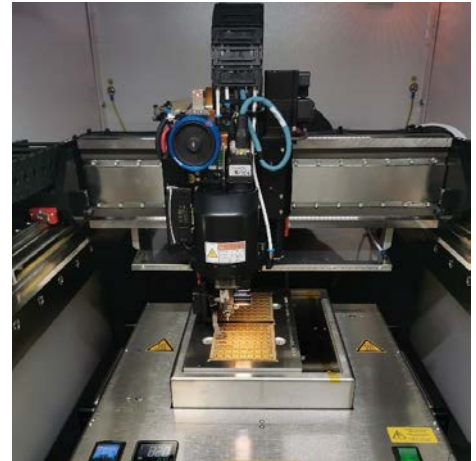
The growth of the site in Radeberg requires an extension of the production capacity also for wire-bonding.

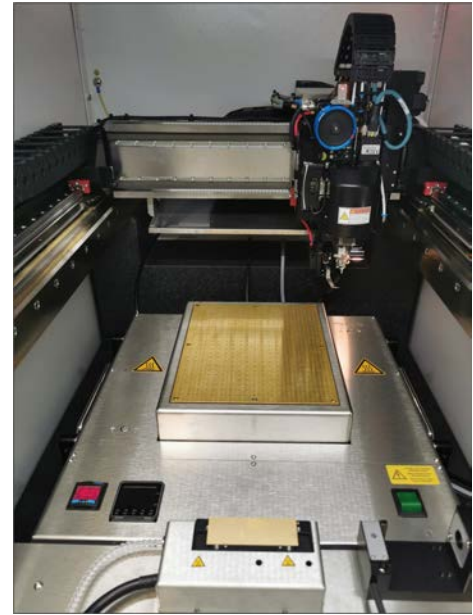
Cicor RHe Microsystems GmbH put a new thermosonic ball wedge thin wire bonder into operation in February 2024. The fully automatic high-speed wire bonder "Bondjet BJ855" by Hesse Mechatronics GmbH can be used for a fully automatic process as well as for manual operation. The machine can be used to process Au thin wires between 17.5 µm and 50 µm.

The built-in "bi-transducer" is the centrepiece of the bonding head and can be operated at either 120 kHz or 60 kHz, which considerably increases the range of applications for the bonder. The large working area (X: 305 mm; Y: 410 mm; Z-stroke: 31 mm) offers the possibility to process a wide range of product formats. The built-in heating table and the debonding station enable adjustable bonding temperatures of up to 200°C.

The integrated "E-Box" visualisation system enables control-supported and reproducible setup of the bond head elements. It includes a camera for optical visualisation of the bonding capillary and wire guide as well as extensive graphical aids for adjustment and position control.

The E-Box significantly reduces the time required for adjustment work per machine.





With an outstanding speed of 2 wires per second and a repeat accuracy of $\pm 1 \mu\text{m}$ (at 3σ), the system is state of the art.

With this investment, Cicor RHe guarantees both the continued high quality and the flexibility between manufacturing in small series and production in large quantities.

Boris Garkuscha
Process Engineering

Investment in a second COBOT system

Thanks to simple programming and innovative tool systems, modern cobots (collaborative robots) support companies with more complex tasks in process automation.

The fully automated assembly of measuring stations using a mobile COBOT "UR5" from Universal Robots GmbH was already successfully implemented in 2021. In order to be able to reliably process increased production quantities in a three-shift operation, another COBOT of the new generation "UR5 e-series" was put into operation in 2024. Once the risk assessment has been successfully completed, COBOTs can work beside or with humans without guards.

The following work was carried out when merging the robot systems and the measurement processes at the existing test stations:

- Measuring station adaptation with automatic contacting of the high-frequency measuring head to the test base using a linear drive from item®
- Installation of a stationary protective cover with integrated safety light curtain for protection by emergency stop in the event of intervention during the active contacting / measuring process
- Realisation of an automatic restart after the end of the hazardous situation
- Extension of the existing test programme for controlling the linear drive and communication with the robot via the MODBUS® protocol to start the measurement cycle after placement and transfer of the measurement result to the robot for storage in error categories after the measurement
- Complex programme creation on the robot with high-precision image processing system
- Intelligent safety monitoring to prevent intervention in the work area through emergency stop and automatic restart on the robot
- Process stability - automatic detection means that incorrect insertion or a forgotten measurement is NO longer possible

Project team:

Steffen Richter

Test Engineering

Boris Garkuscha

Process Engineering



Export control training

On 7 February, Anja Greising conducted an exposure control training.



Thuan An City, Vietnam

ICT - TRI13 Installment: A Leap Forward in Testing Efficiency

December 2023 marked a milestone for the Cicor team, particularly for Team Test CVN, as we welcomed the new ICT system TRI13 into our arsenal. This addition has expanded our ICT test systems to a total of seven, significantly enhancing our testing capabilities. The TRI13 system brings to the table an impressive capacity for interchangeable adapters and provides much-needed relief for the overload experienced by other test systems. With the ability to test up to 512 pins per system, the TRI13 stands as a testament to Cicor's commitment to technological advancement and efficiency.

Looking ahead, the team plans to revolutionize the manual fixtures with an enhanced locking mechanism. This innovation will enable automatic closing and opening during each test, enhancing safety, reducing operator errors, and streamlining the testing process.



New TRI13 ICT Test system (left) adjacent to with TRI11 ICT Test system (right).

FCT – Rethinking Innovation in Working Methods

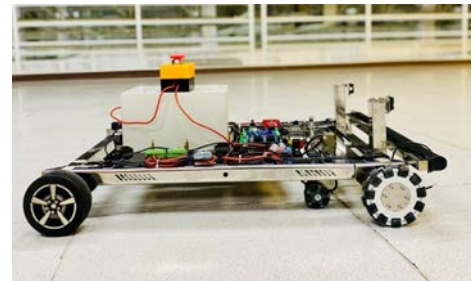
Our Engineering Services Department is redefining collaboration and consultancy in project execution. From the initial stages to the final implementation, Cicor Vietnam is dedicated to offering bespoke solutions tailored to the unique needs and budget constraints of our clients. We've had the privilege of working alongside notable names, assisting in the development of test specifications for functional testing that precede prototyping, pre-series, and mass production phases.

Our approach is particularly beneficial for startups facing challenges related to process optimization, design for manufacturability (DFM), design for testability (DFT), design for assembly (DFA), and financial constraints. Through standard consulting practices, we ensure the production of PCBAs that meet global standards set by bodies such as IPC and ISO.

In a bid to move away from conventional testing equipment, our department has pioneered the development of custom testing solutions. By leveraging our in-house system, Swisstronics, we've introduced innovative modules and PCBs that are tailored to meet the technological needs of each client, highlighting our commitment to cost-efficiency, adaptability, and market leadership.

AGV Robot: Setting New Standards in Automation

The CVN Engineering Team is at the forefront of automation with its focus on Automated Guided Vehicle (AGV) robots. These robots, designed to operate independently of human intervention, are ideal for transporting parts or finished products in scenarios that would otherwise be hazardous, tedious, or repetitive for human workers.



Our current project involves the development of an AGV tasked with delivering packages within the factory premises. This AGV is equipped with cutting-edge features such as magnetic line following, anti-collision sensors, RFID stations for precise positioning, autonomous charging capabilities, dashcam recording for data collection, and an integrated mobile app for real-time management and tracking.

Expected to be completed within the next 2-3 months, this AGV represents a significant step forward in optimizing factory automation and underscores Cicor's unwavering commitment to innovation and efficiency.

Stay tuned for more updates as we continue to push the boundaries of technology and collaboration, making Cicor a leader in engineering solutions.



Cicor Vietnam Engineering Services Team

Wangs, Switzerland

The Step Challenge 2024: Working together for health and team spirit

In March 2024, nine teams eagerly took part in the step challenge to stand up for their health and strengthen their team dynamics. Equipped with pedometers, the teams began to collect their steps, with the results being read off weekly.

Each team member played their part, motivated the others and pushed each other to perform at their best. But the challenge was more than just a competition for steps – it was an opportunity to grow together and support each other.



The excitement grew from week to week as the teams worked hard to achieve their goals. Together we collected a total of 4,263,188 steps from March 01, 2024 to April 02, 2024. Already in the first week, team "The Featles" made an impressive start by collecting 200,093 steps. Although the team suffered a setback due to injury and their performance tailed off, they unfortunately fell just short of making it into the top 3.

The top 5 participants are all women, led by Michèle with 404,076 steps, followed by Alessia with 288,588 steps, Barbara with 255,693 steps, Esti with 245,897 steps and Nicole with 234,877 steps.

Now to the winning teams:

Third place went to the "Litho Pfützeler" team with 515,002 steps. Congratulations to them! In second place is the "Finance" team with 536,932 steps!

And finally, the unbeatable team "Gantner and Noel" took first place with an impressive 724,452 steps. Congratulations on this outstanding achievement!

The step challenge was not only a test of endurance, but also proof of how much can be achieved when people work together. It was a sign that health and team spirit can go hand in hand.

Stefanie Jageregger

Management assistance



Efficiency gains through the replacement of the recooler at Cicor Reinhardt Microtech Wangs

On Friday, 19 January, 2024, the sustainability efforts of Cicor Reinhardt Microtech Wangs reached another milestone when the production plant's recooler was successfully replaced. The new recooler is not only energy-efficient, but also environmentally friendly.

Thanks to a well-planned and coordinated campaign, the replacement could be carried out without any interruption to production. This is proof of Cicor Reinhardt Microtech Wangs' commitment to sustainable production and shows that environmental protection and efficiency can go hand in hand.

The new recooler will help to reduce energy consumption and minimize the environmental impact, which not only brings ecological but also economic benefits.

Cicor Reinhardt Microtech Wangs is thus setting a further example of responsible and future-oriented corporate management.

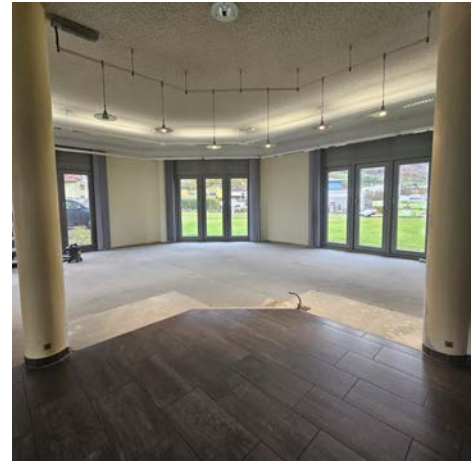


Modernization and expansion: New offices at Cicor Reinhardt Microtech AG Wangs

Cicor Reinhardt Microtech AG Wangs has recently made significant changes to improve the working environment and meet increasing demands. The entrance area has been redesigned with bright and modern glass panels, which not only improves the aesthetics but also creates a pleasant atmosphere.

The redesign has resulted in two new offices, which have been allocated to the Avor and Export and Shipping departments. This expansion enables improved organisation and collaboration between the teams, which has a positive impact on work processes.

The modernisation and expansion of our offices underline our commitment to offering our employees optimum working conditions and positioning Cicor Reinhardt Microtech AG Wangs as an attractive employer.



A farewell full of gratitude: Vladimir Stepanek retires

On 29 February 2024, a day as rare as the employee we are saying goodbye to, a long-standing member of our team went into well-deserved retirement. Stepanek Vladimir, known as Mirek, employee no. 4 and Quality Manager at Cicor Reinhardt Microtech AG Wangs, is leaving us after many years of dedicated work.

We would like to take this special moment to thank Mirek for his tireless dedication, outstanding skills and valuable contribution to the improvement of our organisation.

As Quality Manager, he was not only responsible for ensuring the highest standards in our products, but also for fostering a culture of excellence and commitment throughout the team.

His many years of loyalty and tireless commitment not only contributed to the development of Cicor Reinhardt Microtech AG Wangs, but also enriched the working environment for all of us. We will greatly miss his professionalism, his expertise and his warm-hearted personality.

As we say goodbye to Mirek, we would like to send him our sincere wishes for a well-deserved retirement. May this new phase of his life be filled with happiness, health and fulfilling moments.

Thank you again, Mirek, for your tireless work and your valuable contributions. You will always remain a valued member of our Cicor Reinhardt Microtech AG Wangs family.



Events

Below you find impressions of our last trade fair participations. And our outlook for future exhibitions.

Compamed

Dusseldorf, Germany
November, 13 - 16 2023



MD&M West

Anaheim, CA, USA
February, 6 - 8 2024



Conecto ZHAW

Winterthur, Switzerland

March, 7 2024



Embeddedworld

Nuremberg, Germany

April, 9 - 11 2024



Planned exhibitions

- **Swiss Medtech Day, Bern, Switzerland**
11 June 2024
- **PCIM Europe, Nuremberg, Germany**
11 - 13 June 2024
- **MedtecLIVE with T4M, Stuttgart, Germany**
18 - 20 June 2024
- **Med Manufacturing, Singapore**
11 - 13 September 2024
- **Medtech China, Shanghai**
25 - 27 September 2024
- **Compamed, Dusseldorf, Germany**
11 - 14 November 2024
- **Electronica Munich, Germany**
12 - 15 November 2024