



2024

Cicor
Close 2/24

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Editorial

CEO Alexander Hagemann



[Video-Link](#)

Meet the staff

Atefeh Jamshidi

About Atefeh

Cicor site: Bronschhofen, Switzerland

Function: Hardware Engineer

Hobbies: I enjoy traveling, as it allows me to meet diverse people and experience different cultures, lifestyles, and cuisines. I have a keen interest in politics and love staying informed by reading the news and exploring the ideas of different political parties.

In my leisure time, I'm a big fan of cinema and theater, particularly comedy films, as I believe humor is a great way to unwind and reflect on life. I also make time for running, which helps me stay active and focused.

What is your favorite place in in the world?

I really like Zurich, as it offers a unique blend of tradition and modernity.

I also have a special fondness for Tehran, my birthplace, which holds many cherished childhood memories. Additionally, I would love to visit Brazil, as I believe it has a lot to offer—vibrant dances, delicious food, stunning beaches, and much more.

Her life motto:

My personal motto is to dream big, work hard, and stay humble.

I believe that all people deserve to live in peace, regardless of their location, generation or era.



Is there anything remarkable you would like to tell us?

In my opinion, life is a journey, and we must have the courage to embrace change, take risks, and strive for a better life. It's important to explore the world, enjoy our lives, and keep moving forward. Ultimately, the journey is more valuable than the destination.

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

A typical day at our company is dynamic and collaborative. I focus on developing hardware for industrial and medical electronic devices, designing schematics and layouts using Altium, and reviewing them before release for production. We set clear priorities twice a week and work closely across teams to ensure smooth operations. The blend of technical tasks, problem-solving, and teamwork makes each day both engaging and productive.

What do you enjoy most in your job?

What I enjoy most about my job is working with cutting-edge technology, constantly striving for improvement and staying at the forefront of innovation. I also appreciate the opportunity to be part of a collaborative team where we understand and support each other in all situations. The friendly atmosphere within the company makes facing challenges easier, and the support and understanding from management during critical times ensures that employee well-being is always prioritized.

How many years have you been working for Cicor?

Around 9 years

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

Sang Nguyen Thanh, Head of Engineering (Cicor site Thuan An City, Vietnam)



Group News

Half-Year Report 2024

In July, we published our Half-Year Report 2024. Cicor has continued to grow significantly in the first half of 2024 and has advanced into the top tier of European electronic manufacturers.

Net sales reached CHF 231.3 million, an increase of 16.1% compared to CHF 199.2 million for the first half of 2023. Despite negative one-off effects from acquisitions, the operating margin remained constant at 10.7%, while EBITDA rose by 15.9% to CHF 24.7 million (first half of 2023: CHF 21.3 million). Net profit grew disproportionately, resulting in earnings per share of CHF 2.69 (first half of 2023: CHF 1.74). The outlook for the second half of the year remains positive despite the challenging environment.

Read the full Half-Year Report 2024 [here](#) (English only).

Net sales

CHF 231.3 mio.



YoY: +16.1%
HY1 2023: CHF 199.2 mio.

Markets

81% of sales in
strategic markets
Medical, Industrial and
Aerospace & Defence

EBITDA margin

10.7%



HY1 2023:
10.7%

Workforce

3'301 people

FTE as per
June 30, 2024



Footprint

19 sites

as per June 30, 2024



Hartlepool, UK

CEO Alexander Hagemann sat down for an interview at our Bronschhofen site to discuss the 2024 half-year results, Cicor's advancement into the top tier of European electronics manufacturers and the current market environment.



<https://vimeo.com/988817183?share=copy>

Finance Meeting 2024

The Finance Manager Meeting took place this year in Arad, Romania, the hometown of Systronics. The event started on the 17th of June, unfolded until the 20th and gathered 37 team members from Asia and Europe.



It was a special opportunity, not only to meet new and old colleagues from companies with a history within the Cicor group, but also new colleagues from companies that bring new dimensions, in terms of the activity area, volume and types of transactions, but also of geographical spread.

The first day was a special day reserved for our Asia team colleagues, their specific topics and best practices. On the second day everyone was eager to be greeted by Peter Neumann, our CFO, who also invited us to say a few words about ourselves while presenting a slide with a few personal and professional highlights. It was a great time to get to know each other and a moment when creativity was well put at work by everyone.

We greatly appreciated the virtual participation of Denise Koopmans, Member of the Board of Directors, who shared her perspective and answered questions from the participants.

Splitting in smaller groups and discussing interesting topics such as Customer Profitability, Inventory, Automation of document processing and, of course, Taxes involved each of us in exchanging ideas and experiences and put each of us in the position to both share knowledge and methods we apply already, as well as to learn more from those who have more experience with the approached financial topics.

After lunch, CEO Alexander Hagemann also participated in our meeting, even if virtually, while waiting in an airport for his plane. His energy and perspective on a few of the milestones in the existence of the Cicor group were inspiring and established a solid foundation for the expectations he presented us for the future.

A part of the energy boost we received then will have an impact over the coming weeks and months, but another part of it was put to good use while speaking in smaller groups about the challenges from different regions (Asia) and countries (UK, Germany, Switzerland and Romania) with an emphasis on the solutions to overcome the momentary challenges.



As a suitable ending to such a busy day, we could not have had anything less than a busy evening, so we took a bus trip to a local restaurant near Arad where the General Manager and the entire finance team from Systronics joined us for a special traditional Romanian dinner, seasoned with folk music and dances.

Wednesday, we took a shift from the financial approach of things, while trainers guided us into learning the Art of Shift from John Maxwell, as well as raising our awareness to adaptive communication and the different communication styles people might have. It was an eye-opening experience which helped us recognize not only our profile, but also understand what our colleagues or business partners could better respond to. At the end of the day, we discussed how leading with empathy is, while taking Simon Sinek's perspective on a leader's role.

After getting in touch with a different side of being a manager, we took a trip to a vineyard situated on the hills a few kilometers from Arad, where we loosened up and visited some wine cellars, learned a few things about winemaking and had dinner while tasting different kinds of wine.

It almost seemed like a blink of an eye, and yet, we found ourselves spending the last day of the conference, when we took a trip to Systronics. We were greeted by Cosmin Popa, the General Manager, who organized a visit of the production area followed by Peter Neumann's presentation of the strategic view and the closure of the event.

In addition to the valuable information exchanged, we had the opportunity to see each other, some for the first time, others to deepen existing relationships, so now we have the prerequisites to function better as a team and to stay in tune in the interpretation of the financial score in the orchestra of the Cicor group.

Mihaela Floruti

Contabil Sef

Cicor site Arad



Introduction Tracy Squires

VP Human Resources

Hello everyone

It is just over two months since I joined the Cicor Group. I have already had the opportunity to meet many people including at HQ, sites in Switzerland and UK. I recently visited Singapore, Indonesia and Vietnam with Germany soon and other sites remaining by the end of November! Thank you to all I have met for your warm welcome and support.

I'm from Hartlepool (Cicor location) moving to Gosport (Cicor location 😊) at 18 and extending part-time commitment in the Royal Navy Reserves to full time on a Naval base. I met my Husband in Gosport and now married for 32 years! 3 years later we moved to Nottingham, my Husband's home, living there for 20 years during which time we had our son who is now 25.



I worked for several large companies and global businesses including Reckitt. I was invited to join Reckitt and delighted to accept; they were looking for people who would work anywhere globally and that was me! Living and working abroad, experiencing a completely different way of life as a family, culture, places, people, languages was a career aspiration and personal dream. Finally, it came true...

In 2012, 6 weeks after my Husband was offered a transfer to Bangkok our home was up for sale and belongings packed. It was an incredible 10 years in Thailand, working in APAC regional HR leadership roles and taking the lead for global talent and succession which is a personal passion of mine. I've worked in many sectors with significant experience of manufacturing and commercial across my career including Electrolux in Asia. I spent 2 years learning Thai and whenever I spoke it always brought a smile – perhaps my accent or because nobody could understand me! It didn't matter, a connection in whatever way is worth the effort and instantly removes language or

other barriers perceived or felt. I am just starting to learn German (as a hobby) so let's see colleagues' feedback another time.



I have a passion for writing and love period dramas. *Pride & Prejudice* is my 'go to' book. Sport has always been a focus, particularly running. I've completed half marathons and have finally secured a spot to run the London Marathon in 2025. Training is now definitely high on the agenda. I love to travel and plan to continue. I just can't imagine being in one place forever when there is so much to see and so many incredible places to experience.

I strive to do my best at work, gaining experience and knowledge doesn't stop that. In Nottingham, in full-time employment, I completed my PGDip with the Chartered Institute of Personnel and Development (CIPD) and MSc in Strategic HRM. I hold Levels A and B Certification of Competence in Occupational Testing with membership of The British Psychological Society and SHL Occupational Personality Testing qualification too. I have held several roles in a voluntary, professional capacity, to support my local community including as Independent Person for Audit & Governance Committee (health, crime, disorder) in a local Government (public) authority which included investigatory work.

In 2021 I returned to the UK and chose to pursue interim roles. I joined TT Hartlepool as an interim consultant for 4 months and the rest is history! It is hard to describe the experience I have had in my first few months with Cicor Group. I can honestly say, with c. 30 years' experience, there are few roles in the HR profession like this. I also want to share something else that has really stood out for me, that the Company culture and values have been felt in every single interaction with colleagues everywhere. It is a fascinating time to join the business as it continues to grow and the complexity, diversity and global reach further increases the importance of clear HR and people purpose and strategy.

It is with sincere, personal pride to have been appointed to the role of VP HR. It is also a professional highlight to have the opportunity to look and plan toward the future in an ever-evolving Company including working with a hugely experienced HR leadership team.

I wish you all kind regards and look forward to meeting you as my Cicor journey continues.

Introduction PengSoon

Managing Director, Cicor sites Dongguan and Suzhou

I was born and raised in Penang, Malaysia. From a young age, I was fascinated by movement, building things, and mathematics, which naturally led me to pursue mechanical engineering as my field of study. I was fortunate to be introduced to computer programming during my undergraduate years, a skill that later became invaluable in managing operations throughout my career.

At the very start of my career, I spent a brief but formative period with a Japanese semiconductor manufacturer (Hitachi Semiconductor). This experience provided a solid foundation in Japanese lean manufacturing principles, the semiconductor industry, and epoxy molding processes.

During my 15 years at Motorola, I gained exposure to various functions, with a primary focus on quality management, Six Sigma continuous improvement, and procurement. My deep interest in data analytics and Six Sigma methodologies led me to pursue a Master's degree in Statistics on a part-time basis. I was certified Six Sigma black belt in 2002 and had the opportunity to conduct Six Sigma courses and provide project consultancy both internally at Motorola and externally, gaining valuable experience across diverse manufacturing processes and component technologies with world-class suppliers. In addition to the exciting negotiations, I focused extensively on developing an activities-based cost model for electronics assembly and PCB/flex boards during my time in procurement. The principles behind this model remain relevant and have significantly streamlined the costing estimation process for most products and services whenever I need to make an estimate.

My curiosity about how sales and services function inspired me to join Dell's customer experience team, where I worked on driving improvements across sales, marketing, manufacturing, and logistics in the Asia Pacific region.

One of the most pivotal chapters in my career was joining Dongguan, which, despite requiring a prolonged period away from family, allowed me to fully dedicate myself to factory transformation. Over the first five years, the transformation journey included a complete factory layout redesign, major equipment upgrades, new manufacturing processes, implementing a Manufacturing Execution System (MES), introducing a new ERP system, and developing a Lean Kaizen system. Perhaps the most rewarding part was upgrading the skillset of the workforce, including advanced training in Python programming for back-office functions like customer service, HR, finance, and supply chain.

Now, I'm excited to collaborate with all my Cicor colleagues to deliver an exceptional customer experience!

Outside of work, my passions are running, swimming, and biking, which help me maintain both physical and mental strength and discipline. My ideal vacations involve scuba diving trips or participating in marathons.



Introduction Ben Stancliffe

Managing Director, Cicor site Gosport

STS Defence have been part of the Cicor Group since January 2024. I have been the Managing Director since the beginning of June this year, having previously been the Finance Director for 2 years.



I have spent the majority of my career in finance and general management positions within the transport and defence sectors, always in engineering companies, often in high pressure environments with critical customer requirements. Working in these environments has led to a real understanding of the crucial role that engineering and technology plays throughout all of our lives and the importance that high quality products and engineering services have on delivering for customers; something that we at STS take extremely seriously and continue to invest in, aiming to provide exceptional service to our customers.

I am very excited at the prospect of leading STS Defence through our next period of growth as part of the Cicor family. We have grown steadily for the last 3 years and I can see future growth as the Defence sector continues to perform strongly in the UK and Europe.

We have spent a lot time and effort during the course of this year reviewing and improving processes, recruiting and training new staff and making upgrades to our facility. We have just started on a year long building project to further improve our facility which we look forward to moving in to in the summer of 2025.

When I am not at work I enjoy filling my time by being outdoors as much as I can; if I'm not walking my dog on the beach I might be cycling or walking in some of the fabulous Hampshire and Sussex countryside. I enjoy tackling longer hikes with friends, the most

notable being the GR20 which is a walking route that follows the mountains of Corsica from top to bottom and covers 200km.

I also enjoy escaping to Greece when I can where I walk in the mountains and snorkel in the amazing water of the Southern Mediterranean.



Introduction Andy Tubbs

Managing Director, Cicor site Newport, United Kingdom

Hi, I am Andy,

I have been part of the Cicor family since April when Cicor acquired part of TT Electronics. My passions in life are my family, my work and Formula 1.



I was born in London, when I was 13 my parents moved to the Isle of Wight (A small island off the south coast of England) and purchased a small hotel. I lived there for 18 years, my leisure activities were sailing and mountain biking.

I started my career in Plessey (Latterly Siemens Defence & BAE) in 1983 when I started as an apprentice fitter/wireman, during my apprenticeship I studied Mechanical engineering. In 1988 I started working purchasing, I had several promotions and held several positions eventually leading a small team of buyers. My ambition was to be a purchasing manager, so I decided to leave Siemens. In 1998 I relocated from the Isle of Wight to Wales and joined TT Electronics as Purchasing Manager in what is now Cicor Newport. Whilst at TT I held several supply chain roles spanning various locations around the world. In 2014 I held my first General Manager position, this was in Timisoara Romania. Over the next 8 years I was General Manger in a few factories for TT, before coming home to Newport.

I have been back at the Newport site for nearly 3 years, and I enjoy every day I come to work. My passion throughout my working life and in running a business is employee engagement. I believe if people feel valued and work in a good environment it is better for the people and we are all more productive, so it is also better for the business. In Cicor Newport we have many activities around engagement and employee

development. We had all of the Cicor leaders onsite in September and showed them how proud we all are of our business. The feedback was amazing

In my private life, I have a wife, 2 daughters and a son who are 33, 29 and 20 years old and a granddaughter (Nellie) who is nearly 3. We are a close family and do lots of family things together. My wife and I spend most of our spare time in Mojacar Spain. I am learning Spanish but very slowly. I have been watching formula 1 since I was 6 years old, mainly from my sofa and occasionally I get to see the real thing.



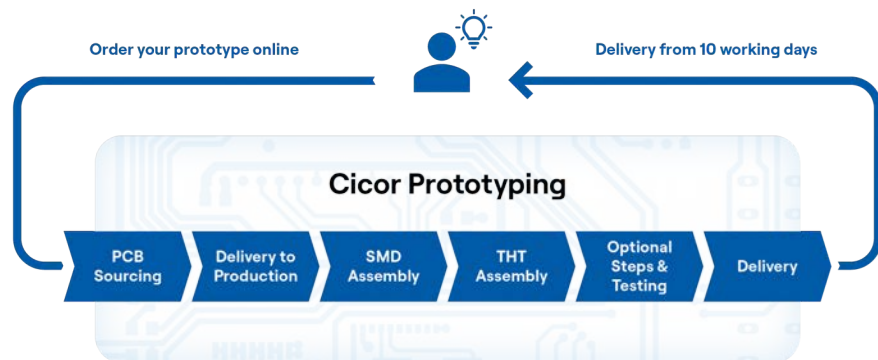
Cicor Prototyping

Cicor PCBA prototype shop launches on 12 November 2024

On 12 November 2024, Cicor officially opens the PCBA prototype shop, which enables developers to conveniently order high-quality PCB prototypes online. With a production time from 10 working days and the flexibility to realise various requirements quickly and efficiently, the shop offers an attractive solution for customers worldwide.

This step is an important milestone in Cicor's digital transformation and underlines our commitment to providing innovative solutions for the electronics industry.

More information can be found here: cicor.com/prototyping



Engineering Day

On 23 May, the second Engineering Day took place at the headquarters in Bronschhofen, Switzerland.



Our customers had the opportunity to learn more about the capabilities in the field of miniaturisation. Stefan Koller, VP Global Sales, gave a brief overview of the entire Cicor Group and Andreas Thomann, VP Engineering Services, presented miniaturisation in product development.

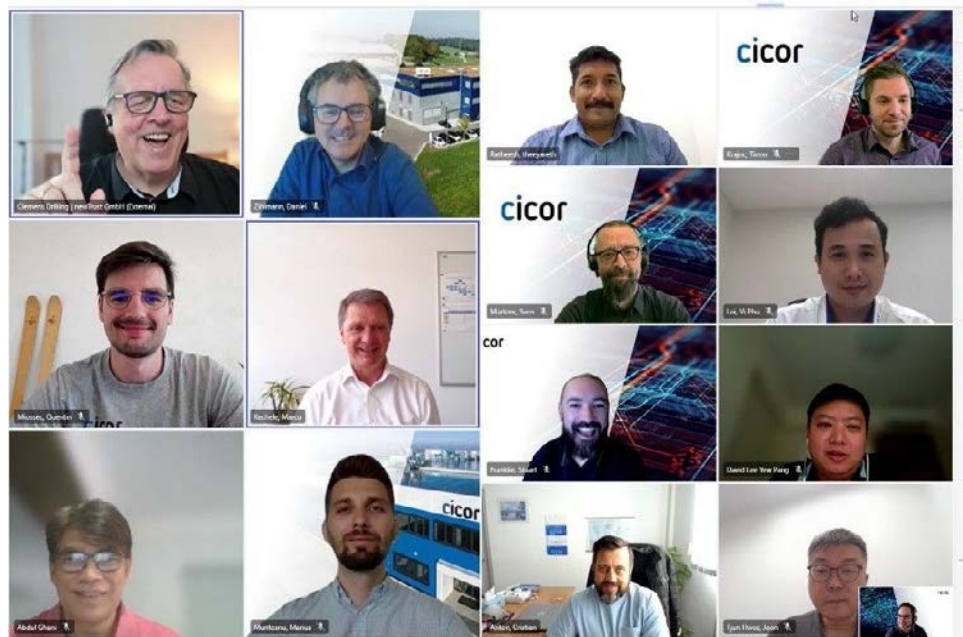


Dan Negrea from our Cicor site in Bucharest, Romania, presented a case study from the development department. This was followed by an interesting presentation by Karl-Heinz Fritz, VP Technology, on the topic 'Modern circuit carriers as a key factor in the miniaturisation of electronic devices'. Finally, Adrian Bangerter from MicroContact AG gave a very interesting guest lecture on fine-pitch contacting.

The event was rounded off with lunch and an interesting tour of the plant.

Project Management Training

Project management is an essential part of modern business management. It refers to the application of knowledge, skills, tools and techniques to fulfil the requirements of a specific project. It involves the planning, execution and monitoring of projects to achieve specific objectives while keeping project timelines, costs and resources under control.



To improve our project management skills and support the development of our valued employees, we offer global project management training for selected employees.

Our aim is to define a common language for managing individual projects and to train the most important processes and workflows.

The training courses take place online over eight half days. The first group completed the first course in May. Groups two and three will follow in June and autumn. In a second phase, advanced training with face-to-face attendance will follow.

“The project management training was very helpful and provided good knowledge of techniques for identifying objectives,

phases, milestones and their execution. The practical part at the end of each session was even more interesting and it is worth attending this programme.”

Ratheesh Theeyareth,
Chief Engineer Precision Plastics, Singapore site

“The training provides a fantastic opportunity to share ideas and personal experiences with participants from other Cicor sites and enables more efficient collaboration by introducing a common PM language. As an engineer, I found the importance of careful SMART goal and work package definition particularly relevant, and I learnt useful techniques for change request management.”

Stuart Franklin
Engineer, Bedford site, United Kingdom

“In project management, Cicor has to speak one language, even though Cicor is multilingual. It was a pleasure to learn and practise this language with colleagues from all over the world.”

Sven Martens
Project Manager, Radeberg site, Germany

“The course was important for me so that I have a common thread with the appropriate tools to successfully carry out a project. ”

Daniel Zihlmann
Project Manager R&D Services, Bronschhofen site, Switzerland

From the positive course feedback, it can be concluded that the participants not only recognised the need for a common mindset and access to practical methods to increase the project manager's impact, but also greatly appreciated them.

Alexander Rinner
Project Manager Digitalisation

WPO-Impuls Event

Karl - Heinz Fritz, VP Technology, had the pleasure of showcasing Aerosol Jet Printing technology at the Innovation Island of WPO-Impuls in Uzwil, Switzerland.



WPO-Impuls serves as a vibrant platform where regional companies connect with young talent and experienced leaders to present their latest innovations in an interactive setting.

At our Innovation Island, we had insightful discussions and networking opportunities to explore the future of electronics and technology together.

Unfortunately, we didn't win, but it was a great opportunity to showcase one of our technologies to a wide audience in the Bronschhofen region.

Webinar

Engineering Webinar: Reflective measurement of SpO2 in biometric devices



The webinar, presented by Andreas Thoman, VP Engineering Services and Dan Negrea from our site in Bucharest, Romania, explained various methods used to optimise data acquisition and gave an impression of the achieved and achievable accuracy of the measurements.

Thick-film Webinar: Thick-film substrates - A reliable powerful technology



In this webinar, Dr Bernd Schauwecker, Angela Rebs and Dr Günter Repper from the Cicor site in Radeberg, Germany, present the basics of the technology and the materials used. In addition to the standard, the latest developments for higher integration and special functionalities will be presented. As an inspiration for the use of thick film based technical solutions we will present some applications from our production.

You can watch the recordings under the following link:

<https://thecicorgroup.clickmeeting.com/webinar-recording/VdJi19710> 

Global Sourcing Workshop

At Beginning of June 2024 the Cicor Global Sourcing team met again for three days, this time in the lovely city of Eisenach for the Second Global Sourcing Workshop. The event was very professionally hosted by our colleagues in Cicor Digital Elektronik GmbH and was led by Gabriella Scherrer, VP Strategic Sourcing, and Marco Kechele, EVP Operations.



Since our last Global Sourcing meeting in Arad, the Cicor family has expanded and in Eisenach we had the chance to meet also the purchasing representatives of the newly merged companies. Not at all surprising, it was like we had known each other for ages; therefore, the connections and fruitful discussions were immediately established.

If the first workshop was about goals, strategic initiatives and roles that purchasing has to play in order to make a significant contribution to the overall success of Cicor, the second one went a little bit more in depth, allowing us to share different - but so similar - purchasing experiences influenced by the markets and industries each company covers. The ideas start to grow about how we can use our different experiences, energies and abilities to increase the Cicor purchasing power. We really started feeling like a Cicor family!

The frame of the discussion was brought to us by Marco Kechele who shared with us the Cicor Group strategy for the next 5 years and the vision of the Cicor management team, which helped us better shape our sourcing discussions and strategies.

After having the roles and tasks established during our first workshop in Arad, the Global Category Managers for Passives and PCBs presented their activities and their first results, discussing also the next steps of their strategies. This was closely followed by the China-Sourcing strategy. The discussion defined the first actions which would help us bring value to the supply chain by involving our colleagues in the Dongguan factory.

The agenda continued with updates regarding the digitalization of processes, including the LUMINOVO quotation tool, which is used more and more in the RFQ process by the Cicor sites.



We did not forget about Supplier Compliance which has become part of our day-by-day purchasing process. Michele Veraguth, Group Compliance Officer, brought us the latest news about the Supply Chain Act and the updates to the Integrity Next platform. The platform enables us to successfully implement the Supply Chain Act provisions.

Arrow Electronics- the biggest electronic supplier of the Cicor Group - was invited to the meeting, to present solutions, programs and opportunities which should potentially help us be more competitive in front of our customers.

This Workshop could not have been complete without the visit of the two Cicor Digital Elektronik GmbH factories, one in Wutha-Farnroda and the second one in Buttlar. Each of them had their own specific and impressive performances and the visit enlarged our understanding about the potential of the German Cicor factories.

After a 3-days Workshop, sharing important feedback contoured the event into ideas about what best practices to implement. It has made us understand that together we are stronger. Moving forward, reaching our goals will make the Cicor Group more competitive.

Simona Ciobanu
Purchasing Manager

New Cicor site in Sweden

On 8 November Cicor has acquired the Swedish development company Nordic Engineering Partner AB and thus establishes a significant presence in the Nordics.

The acquisition of Nordic Engineering Partner (NEP) AB gives Cicor a presence in Sweden, one of Europe's leading markets for advanced electronics in the healthcare technology, industrial and aerospace & defence sectors. The four engineering offices in the Stockholm area offer customised development services and prototype production for complex electronic systems. NEP has an attractive customer base in Cicor's target markets which, together with Cicor's existing customers, provides a strong platform for further growth. Nordic Engineering Partner has 45 employees and generated sales of SEK 52 million with an attractive operating margin in the last financial year ended 30 June 2024.

The integration of NEP is another important step in the transformation of Cicor towards becoming the leading pan-European electronics design and manufacturing partner in its chosen markets by 2028. Following the acquisition of Evolution Medtech (Bucharest, Romania) earlier in 2024, the acquisition of NEP again doubles Cicor's product development capacity and significantly broadens the portfolio of capabilities.



We warmly welcome our new colleagues to the Cicor team.



Charity

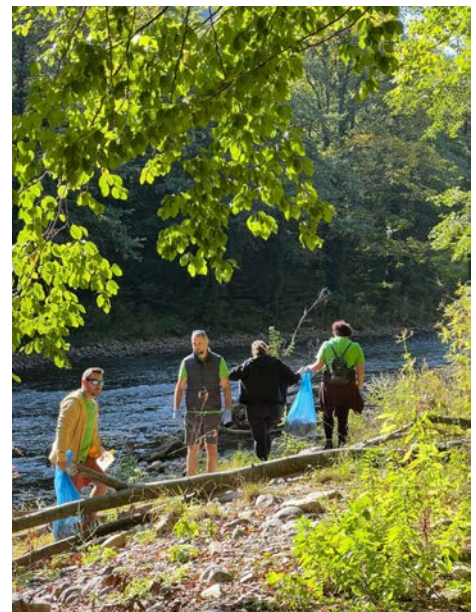
At Cicor, we attach great importance to making a positive contribution to society. Over the past six months, we have worked together for various charitable causes, including the international Clean Up Day, our participation in the Cycling Challenge and the Women's Run in Bern. We also have employees who are privately involved in charitable activities, further strengthening our commitment to a better world - our "Shining Heroes".

Cicor CleanUp Day

20 September, was World CleanUp Day and some of our Cicor Group sites took part in the event by collecting litter in the local area. Here's a look at the activities at our sites:

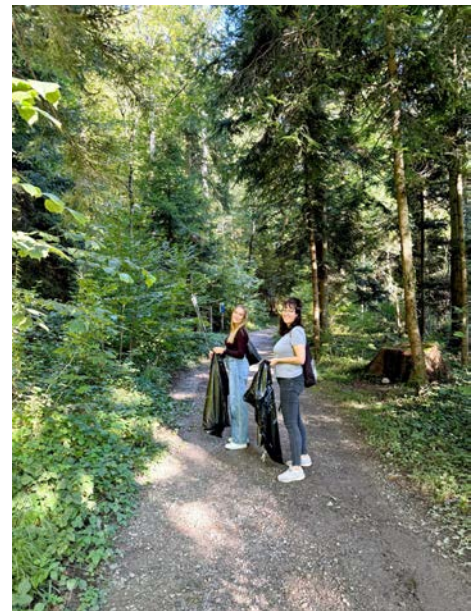
Arad, Romania

Our team in Arad contributed by cleaning up a tourist trail in the countryside.



Cicor Management AG, Switzerland

The Cicor management team in Switzerland collected waste in the forest and rounded off the event with a BBQ.



Newport, United Kingdom

More than 70 employees took to the streets around the Newport site and in the local community to pick up litter and improve walkways. The team collected 1.5 tons of litter!



Bedford, United Kingdom

The Bedford team collected significant amounts of litter in their local area.



Hartlepool, United Kingdom

Cicor Hartlepool employees visited the local beach to collect litter. Although the sun was not shining, the weather was very pleasant (no rain!) and everyone enjoyed taking part and doing something for the local community and the environment!



Batam, Indonesia

Around 50 employees from the Batam site took part in this event. The clean-up included the factory premises and the 2 to 3 km surrounding area within the Batamindo Industrial Park.





Dongguan, China

The Cicor site in Dongguan brought together 20 volunteers to take part in the campaign. Together, they successfully collected around 10kg of plastic waste.



A big thank you to everyone who took part and contributed to making our environment cleaner!

Women's run 2024

Our female employees from the Cicor Group sites in Boudry and Bronschhofen in Switzerland successfully completed the Swiss Women's Race in Bern.



Congratulations to all who run in this fantastic event.

The money raised will go to a foundation that raises awareness of breast cancer and supports people affected by the disease.



Cycling Challenge

Two Cicor Group teams, Team Axis Electronics Ltd and Team STS Defence , took part in this year's Extra Miles challenge!



The teams cycled 1000 miles (approx 1609 km) in relay in the Loire Valley in France . So far they have raised an incredible £10,000 for charity!

The journey has been filled with stunning scenery and great camaraderie.

A huge thank you to everyone for the supported, it made the hills and rain showers go by quicker ❤️!



#WeAreCicor

#WeAreCicorTeams

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

Molding-Team Batam (Indonesia)



● Get to know our Production Molding Team at our Cicor site in Batam (ID). The perfect molding background knowledge and skills allow our team to achieve many improvements for production productivity, which is the attention appreciated by top management and shared within the Cicor Group.

● The team consistently demonstrates efficiency in the molding process, ranging from high-precision products to micro-molding, all meeting stringent quality standards. They prioritize continuous improvement to align with the company's overarching goals.

● With new projects on the horizon, we are facing new challenges to develop molds that will benefit both Cicor and ensure customer satisfaction.



“I have been working at Cicor for 4 years, what I like is there are new challenges every day in molding production process which we solve together as a team to develop and expand our skills with new technologies.”

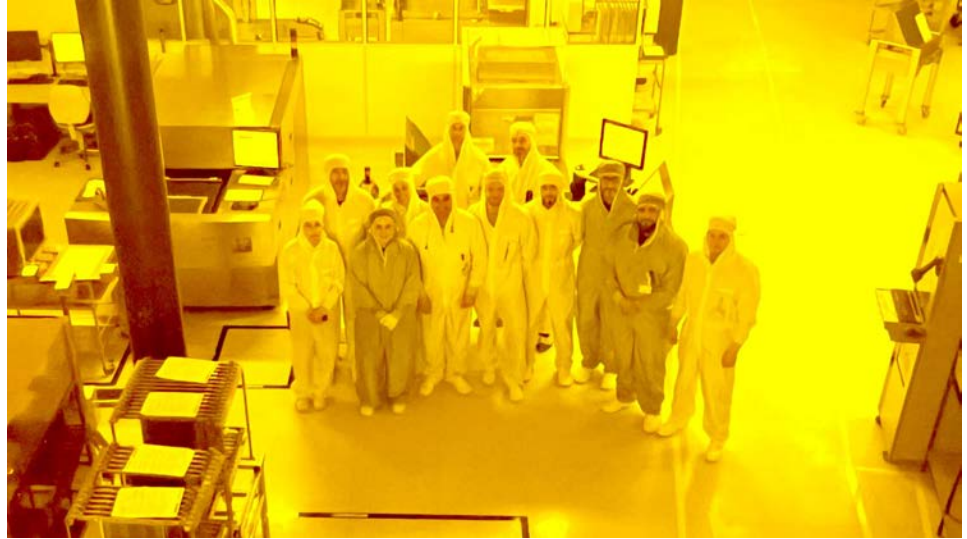
Matthew



“I have been working at Cicor for 13 years with experience can apply my passion for machine in different areas. So I get to know various product and am able to work many new upcoming projects.”

Bambang

Cleanroom Team in Boudry (Switzerland)



● Meet our clean room team at the Cicor site in Boudry, Switzerland. This highly trained and experienced team of 12 produces highly sophisticated and precise PCB for the most demanding applications.

🕒 This includes the application of photosensitive film (hence the yellow lighting), the performance of exposure processes, the application of solder mask coatings, and optical inspection. These tasks require a variety of roles within the cleanroom, each of which demands a high degree of versatility. Thanks to their extensive knowledge and strong team spirit based on shared Cicor values, the team supports each other and is able to perform at the highest level, even on the most complex projects.



"I am very happy to produce complex PCBs for medical applications that improve people's daily lives."

Sarah
Clean Room Operator



"I have been working at Cicor in Boudry for 24 years and I am proud to be part of the evolution of the company its products."

Veronica
Clean Room Operator

#WeAreCicor Statements

cicor

“Working in a team is a constant exercise in willpower, motivation and communication. Success is becoming a team.”

Oti
Production team leader, Arad (Romania)

#WeAreCicor



cicor

“I am fascinated by the production of complex products and compliance with high customer demands and this in an ISO Class 6 clean room. I really enjoy the responsibility of coordinating, motivating and developing the team.”

Jeannine
Teamleader Medical Assembly, 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.

Shining Heroes of the Cicor team – your private engagement makes the difference

With our newest Instagram campaign we want to shine the spotlight on our employees who use their free time for something good.

André, Cicor site Bronschhofen, Switzerland



Shining Heroes ✨
of the Cicor team

Meet André (Darth Vader & Din Djarin / The Mandalorian), Account Manager at our Cicor site in Bronschhofen, Switzerland, who volunteers with the 501st Legion.

The 501st Legion is an all-volunteer organisation that promotes interest in Star Wars by building and wearing high quality, faithful costumes and contributing to the local community through charity and volunteer work. For example, visits to children's hospitals.

Giving back to the community is a top priority for the 501st Legion. For this reason, the 501st Legion proudly refers to itself as the „Bad Guys Doing Good“.

Thank you for your engagement, André.

Roel, Cicor site Newport



Shining Heroes

of the Cicor team

Meet Roel, Project Engineer at our Cicor site in Newport, United Kingdom, who teaches children inline puck hockey.

Roel is part of a team of passionate volunteers including senior players and parents, who teach inline puck hockey to children from 5 to 16 years of age. The club has been active since the 80's.

He trains the children every Friday evening for 2.5 hours on a special roller hockey rink. The benefits of the sport include a full-body workout, full-body coordination, emotional control, self-esteem and a sense of belonging and camaraderie.

Thank you for your engagement, Roel.

Cosmin, Cicor site Arad



Meet Cosmin, Production Line Manager at our Cicor site in Arad, Romania, who is a black belt in Traditional Japanese Jiu-Jitsu (3rd Dan).

With years of experience in the art of self-defence, driven by a passion for martial arts and a desire to give back to the community, Cosmin has founded an ONG called „Self-Defence Academy“, an organisation dedicated to teaching the art of self-defence to children as young as 6 years old.

Through this initiative, Cosmin aims to give young children the skills and confidence they need to protect themselves, while instilling important values such as discipline, respect and perseverance.

By combining his expertise in jiu-jitsu with a commitment to community service, Cosmin is helping to shape the next generation of confident, capable individuals.

Thank you for your engagement, Cosmin.

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

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

Employee-Quiz Cicor site Wangs, Switzerland



This or That Interviews

Michelè Veraguth, Compliance Officer Cicor Group



Marco Kechele, COO

This  **or**
that

Karl-Heinz Fritz, VP Technology

This  **or**
that

Karl K

Karl-Heinz Fritz, VP Technology

This or
that

A light blue play button icon is positioned over the letter 's' in the word 'This'.

Marco Kechele, COO

This or
that

A light blue play button icon is positioned over the letter 's' in the word 'This'.



Site news

Bedford, United Kingdom

Axis Bedford – Gemba Walk and 5S: Driving Excellence Through Collaboration

Our Gemba Walk and 5S initiative has become a cornerstone of continuous improvement, enhancing efficiency and fostering a deeply engaged, cross-functional team. This project has united departments, from frontline workers to senior management, all working together to transform our operations.

A Cross-Functional Effort

The success of the Gemba Walks stems from the active participation of teams across the company. Every week, areas rotate for review, ensuring that every department receives attention. These walks are designed to be highly efficient, starting with a 5-minute follow-up on previously recorded actions and concluding with a 5-minute wrap-up.

Actions are recorded on local whiteboards, ensuring transparency and visibility for the entire team. The simplicity of this system encourages swift action and clear accountability, with the progress of tasks highly visible to all. This exposure has brought great collaboration and discussions during our operations meetings.

A Tool Built by Our Team for the Team

What makes this initiative even more remarkable is that the Gemba/5S program and action tracking tool were designed entirely by our team. This was a true team effort, aimed at creating a system that's simple enough for everyone, from the shop floor to senior management, to understand and use effectively. The tool includes a clear and simple scoring system that allows us to easily track actions and results, making follow-ups straightforward and accessible for all levels.



Focused and Effective Action

With actions tracked on the Gemba dashboard, our team is empowered to address issues proactively. The ability to visualize and prioritize actions in real-time has streamlined follow-ups and led to more meaningful conversations during team reviews. By combining Gemba Walks with the 5S methodology, we've not only improved operational efficiency but also fostered a workplace culture of accountability and continuous improvement.

The results speak for themselves, and we are excited to build on this momentum as we continue to refine and grow our operations.



Axis Manufacturing team building day – Friday 16th August

After last years success we wanted to have another team building day at Wyboston lakes where we wanted to grow relationships, understand each other's ways of working and focus on communication and problem solving alongside some 'mickey taking'.

Since last year we have had a re-structure and various new leaders across multiple roles so it was a great opportunity to forget the day to day and spend some time getting to know each other in a different environment.

As always, the day was well attended, we had the large majority of the leadership team alongside Sarah Clough (MD) and representatives from the SLT and quality departments.

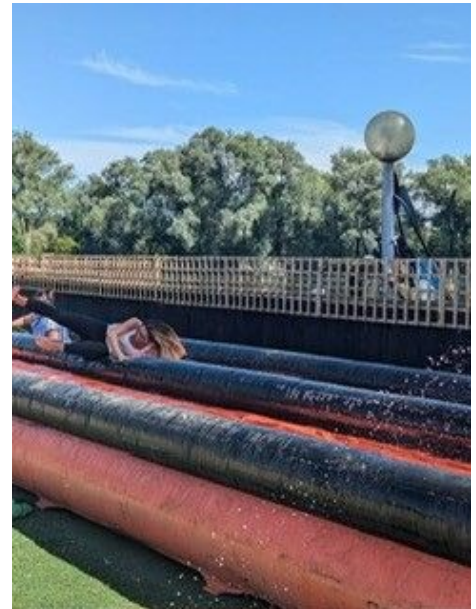
The day was broken up into 3 elements:-

1. Build your own Catapult

The group was split into 2 groups of 9 and we were each given the same material and 30mins. The idea of the game was to build a catapult and see who could fire an egg the furthest distance. The rules were simple and for the launch to be 'eggceptable' the egg needed to be caught. There was some pretty impressive catching and some pretty poor designs but we won't go into the details in case anyone gets upset.



2. Relay racing across wet inflatables When the team were briefed that they wouldn't be getting very wet this was quite a surprise, but everyone took it in their stride and fantastic fun was had watching everyone fall over whilst desperately trying to regain their balance. It is fair to say the competitive element of the day really shone through and there was some gamesmanship. At one point, one team member was spotted filling up the bucket with his glass!



3. BBQ

As always one of the best bits of the day was where we were treated to a feast by the excellent hosts, who served up a meat feast and we were able to finish our debate over which team really won. This debate lasted into the evening and through the newly created WhatsApp group but after one event each, we decided on a draw which left it open for a replay next year.



Boudry, Switzerland

BCN Tour 2024



The BCN Tour runs from April 24 to May 29, 2024, criss-crossing various regions of the canton of Neuchâtel.

Created in 1986 at the initiative of BCN, the event attracts over 6,000 runners of all ages and backgrounds every year.

The main race takes place over six stages, with a new course of around 10 km every Wednesday evening. But the BCN Tour is also, and above all, a race that offers an incredible diversity of scenery, from city to country to mountain. And all in a wonderful atmosphere.

For the occasion, two Cicorel teams, "Cicor Un" and "Cicor L", have been created to promote conviviality between colleagues and to proudly represent our company. We are delighted with the success of this second participation, with a total of 17 participants this year!

So a big thank you to Cicor for allowing us to share these beautiful, emotionally-charged moments. And come on, we're counting on you to come and cheer us on at the next stage.

Thomas Rossier
Technicien CAO



25th Anniversary in Boudry

Founded in 1966 in Lausanne, Cicorel moved to Boudry in 1999, where during the years all PCB manufacturing activities of the Cidor Group got centralized.



1999 – 2024 : 25 years that Cicorel is being located in Boudry. This was a great opportunity to celebrate with our employees on September 6th, offering them a program of “Swissness” activities.

We departed from Boudry in the morning by bus to the region of “La Gruyère” where several activities were carried out. At first we went to the Maison du Gruyère to experience an interactive exhibition, “a journey to the heart of the senses”, during which we could discover all the secrets of the making of famous Gruyère-AOP Swiss cheese.





After this interesting visit, we travelled by funicular and cable car to the summit of Moléson at 2002m altitude, a well-known mountain providing a 360° view on the Swiss landscapes and the Alps. Once arrived at the summit, we were welcomed by a group of traditional alphorn musicians. Some of us also tried to play the instrument and could find out how difficult this is...

At lunch at the Restaurant "Le Sommet" we enjoyed delicious food and we had the opportunity to look back at the development of Cicorel over the past 25 years. It was also a good moment for me to express my gratitude for being part of Cicorel's journey for 5 years and to say a great thank you to our employees for their contribution to the fantastic evolution of the company.



Back to the valley in the middle of the afternoon we went to the Maison Cailler in Broc, that invites you to explore the world of Cailler at their chocolate factory.

We could discover how chocolatier pioneers developed the Swiss chocolate and learn about the history of the Cailler chocolate factory during an interactive tour. Of course, we did some chocolate tasting also and more importantly we could buy some to take back home.

In the late afternoon we went back close to Boudry, where we ended the day with a dinner in the beautiful restaurant "La Taverne" in the Castle of Colombier.

To remember this special anniversary and event, all employees received a gift including a special Swiss knife.

A great thank you to everyone for participating and for spreading a very good spirit and a lot of joy during the whole day and especially to the colleagues who helped organizing this celebration day, that will stay in our minds and in our hearts.

Benoît Füeg

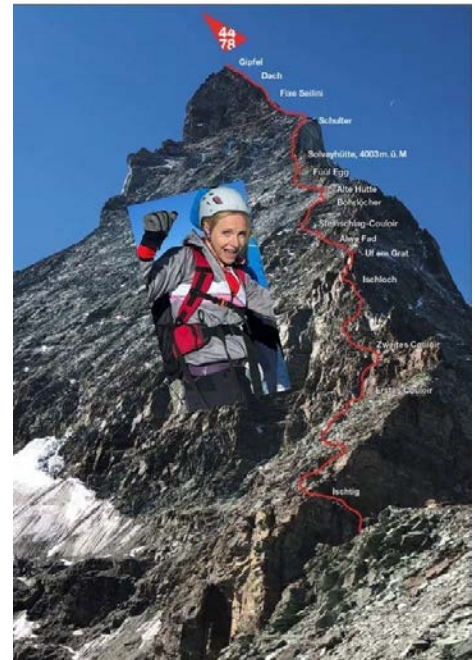
Managing Director



My Ascent of the Matterhorn: One of my many life projects accomplished

The Matterhorn, standing at 4,478 meters, is one of the most iconic and revered mountains in the Alps. Its first ascent, achieved by Edward Whymper on July 14, 1865, is an adventure etched in the history of mountaineering, not to mention in collective memory due to the numerous fatal accidents that have marked it since. With an average of 8 to 10 deaths per year, the Matterhorn constantly reminds us of the dangers of the mountains and the necessity of rigorous preparation.

My plan to ascend the Matterhorn took shape several years ago, driven by a personal desire to push my limits and confront one of the world's most prestigious peaks. My ascent was postponed once due to early snowfall, but this only strengthened my resolve to conquer this formidable mountain.



The Day Before the Ascent: Zermatt, the Hut, and the Doubts

Zermatt, being the starting point of this adventure, is a picturesque mountain resort perched at 1,600 meters, where Alpine traditions meet modern and refined tourism. Its atmosphere perfectly embodies the feeling of a high-altitude expedition departure.

The day before the ascent, we found ourselves, climbers and guides, in the Hörnlihütte hut where the atmosphere was filled with nervousness and excitement. This refuge, perched at 3,260 meters, is where everyone prepares themselves, lost in their thoughts, doubts, and desires to succeed. Conversations are sparse, punctuated by exchanged glances and mechanical gestures to prepare equipment. The anxiety of the unknown mingles with the excitement of the upcoming challenge. A small glass of red wine reminds us that we are in the Valais and that it's important to stay calm. It is in these moments, that one fully realises the magnitude of the commitment that an ascent like the Matterhorn represents. At 9:30 pm it's lights out, (non-negotiable), and we all fall into a deep sleep, despite the snores of our dormitory companions.

The Wake-Up Call: Time to Depart

The alarm goes off at 3 am, and there's a palpable tension in the air. Breakfast is quick, taken at 3:30am, with the aim of providing us with enough energy for the titanic effort ahead. At 3:50am, we leave the hut in complete darkness, headlamps attached to our helmets and walk into the unknown. It is silent, with only the sounds of crampons on rock and deep breathing disturbing the stillness of the breaking dawn.

The Ascent: Equipment and Progression

The ascent from the Hörnlihütte is a demanding endeavour, where every detail matters. The equipment is meticulously chosen: crampons, ice axe, helmet, harness, ropes, and clothing suitable for the changing conditions of high mountains. The guide, the true conductor of this vertical symphony, plays a crucial role in securing technical passages and maintaining the pace of progression.

As we progress, the first light of day appears at the Solvay Hut, located at 4,003 meters. The sunrise over the Matterhorn is an indescribable sight, where the first orange hues caress the snowy slopes and jagged rocks. It's a magical moment that only reinforces your motivation to continue, despite the fatigue and altitude becoming increasingly apparent.

The Challenges of Altitude and Descent: A Parallel with the Professional World

Climbing at such altitudes teaches you to manage your breathing, listen to your body, and adjust your pace based on how you feel. The ascent is marked by valuable exchanges with other climbers, moments of solidarity that highlight the importance of teamwork. Everyone moves forward with their own motivation, but we are all united by the common goal of reaching the summit. Each step is a reminder of the importance of perseverance, teamwork, and the ability to manage the unexpected. Just as in a business project, it involves careful planning, anticipating obstacles, and advancing with determination, even when conditions are far from ideal.

The descent, however, should never be underestimated. After the euphoria of reaching the summit, fatigue and decreased alertness make this phase even more dangerous. Errors in judgment or accumulated fatigue can turn the return phase into a perilous experience. At this stage, it is crucial to stay vigilant, focused, and manage fatigue while maintaining the same rigour and attention as during the ascent. This serves as a powerful metaphor for the working world: it's not enough to reach your goals; you must also know how to descend safely, managing successes without losing sight of the risks inherent in situations of change or transition. Descents are sometimes more difficult than ascents, a lesson that resonates both in the mountains and in managing complex projects.

The Fulfilment of a Personal Dream

At the summit, the sense of accomplishment is unparalleled. Seeing the world from the peak of the Matterhorn is to witness the fulfilment of a personal dream, an achievement that goes far beyond statistics or the difficulties encountered. It is a powerful reminder that the most ambitious goals are often the ones that teach us the most about ourselves. In climbing the Matterhorn, I learned that every summit, no matter how challenging, is accessible through hard work, perseverance, and passion.

This adventure was all the more profound as it was shared with my boyfriend, who followed and supported me in climbing this imposing rocky pyramid.

Kathia Debely

Finance Director

Dongguan, China

Birthday party

In July, Dongguan team came together to celebrate the birthdays of 34 employees. This special event not only made each employee feel the warmth of the team but also strengthened the bonds of friendship and camaraderie among colleagues.



Y2024 Kaizen Awards & Sharing Event

Cicor Dongguan held its Y2024 Kaizen Awards & Sharing Event on August 21 (Wednesday), marking the fourth year of the event since its inception in 2020.

Aligned with our Lean Manufacturing Roadmap, this year's focus was on data digitization and automation. The event showcased advancements such as paperless workflows and cross-application automation driven by Python, in addition to traditional mechanical automation and other Kaizen activities. The award presentation for the top Kaizen contributors was honored by Cicor Group CEO, Alexander Hagemann.



Internal Trainers' Award

On China Teachers' Day, September 10, we honored 12 internal trainers for their dedicated contributions to employee training throughout Y2024. Their efforts have significantly enhanced our workforce's professional skills and have been instrumental in driving the company's overall progress.



Mid-Autumn Festival

To celebrate the Mid-Autumn Festival on September 17, the company prepared exquisite boxes of mooncakes for all employees, sharing festive blessings and the warmth of family reunion, while embracing the charm of traditional culture.



Dresden, Germany

Automated electrical measuring station using a Cobot system



The importance of automating production processes through the use of collaborative robots, also known as Cobots, is constantly increasing. These robots are flexible, versatile and designed to work safely and efficiently with human employees. Their use offers companies numerous opportunities to increase productivity, reduce costs and optimise the working environment.

An automated electrical measuring station with a Cobot system has been in use at the Cicor Deutschland GmbH site in Dresden since June 2024. This measuring station is used for the electrical testing of assemblies. Modern test procedures are available for this purpose, which enable both functional tests and in-circuit tests of assemblies. A needle bed adapter is used to contact the electronic assemblies.

The Cobot used is a UR10e, which has a working range of 1300 mm and a maximum load of 12.5 kg. With its six joints and 360-degree rotation, it precisely mimics the movements of a human arm. Its repeat accuracy of ± 0.05 mm makes it ideal for inserting assemblies into the test fixture with sub-millimetre precision. Thanks to integrated safety functions such as force and power limitation and speed adjustment, the Cobot can be used in direct co-operation with humans without a safety fence.

The Cobot removes the assembly from the magazine, scans it before testing and places it in the needle bed adapter. This is automatically closed using a pneumatic cylinder so that the assembly is connected to the test needles. After successful testing, the booking is made in the ERP system. The Cobot then removes the assembly and

sorts fault-free assemblies into a separate magazine, while faulty ones are placed in a separate box.

The use of the Cobot relieves the employees in the testing area by taking over monotonous tasks and allowing production to continue even after the regular working hours of the human colleagues.

Sebastian Görlich, Florian Reimann

Engineering / Test field

Ice Cream Treat for Everyone!

Mid August, colleagues at both locations in Radeberg and Dresden enjoyed a refreshing surprise during their lunch break: ice cream for everyone! It was a great opportunity to catch up and enjoy a small break together in the summer weather. Social events like these strengthen team spirit and make the workday a little bit sweeter.



Newport, United Kingdom

Charity events

Our team at Cidor Newport are extremely passionate about charities and the local community, this comes from the top down with our Managing Director Andy (Tubbs), taking part in a sponsored 26K walk across the local mountains to raising over £2,000 for British heart foundation in memory of 2 local Risca legends Bobby and Malcolm, to the McMillan Cake bake where several members of staff donned their aprons and did their best Marry Berry impressions to raise over £425 for such a worthy cause with Laura winning with her delicious lemon Roulade and Fran doing the Alzheimer's memory walk and rising £550.



Our next big push will be for Movember (men's cancer and mental health) before doing our annual Christmas fundraiser for the local Children's Hospital Noah's Ark foundation.

Sponsorship

We aim to assist and participate in our local community as much as possible, continuing the theme from previous years we have sponsored a variety of local sports teams from the Cascade under 12s girls football team, Blackwood under 8's rugby team, Islwyn Ladies bowling club, Risca Rugby club, Ynysddu rugby club & Newport Schools Rugby.



2024 - Islwyn Ladies Bowling Club

Peter Scully
HR Manager

Radeberg, Germany

Ice Cream Treat for Everyone!

Mid August, colleagues at both locations in Radeberg and Dresden enjoyed a refreshing surprise during their lunch break: ice cream for everyone! It was a great opportunity to catch up and enjoy a small break together in the summer weather. Social events like these strengthen team spirit and make the workday a little bit sweeter.



Suzhou, China

Kaizen Highlights-2024

Cicor Suzhou Factory started to carry Kaizen Program since March 26,2024 and the 1st Kaizen recognition conference was held on April 29,2024 to thank all participants whose suggestions were adopted. All participants received small gifts to recognize their efforts.

Since the implementation of the Kaizen program in end of March 2024, the Suzhou factory has witnessed a surge in innovative ideas and proposals for enhancing operational efficiency and reducing cost. Up to end of April, a total of 55 improvement suggestions have been put forward, of which 13 have been approved for implementation. Notably, three of these approved projects are expected to bring direct cost savings for the company.

Departments across the factory have contributed numerous ideas and thoughts, demonstrating a collective commitment to continuous improvement. These initiatives range from optimizing production processes to enhancing resource utilization, reducing waste and making better 5S.

Especially employees from departments show great interests in raising ideas and proposals to improve efficiency and make environmental better.

We hope that Cicor Suzhou can engrain continuous improvement into its DNA and make it a part of company culture in future.



Obtaining Food-grade Manufacturing License of China



The Cicor site in Suzhou has successfully obtained a license to manufacture food-safe products in the People's Republic of China. The acquisition of this certificate will further support one of our key customers in Suzhou to drive online and offline sales in the Chinese market.

In addition, obtaining this certificate also proves that the Suzhou factory has met food-grade production in terms of quality control. The customer also express their gratitude to Suzhou factory for our dedication and efforts during the certification process. We will be looking forward to a long-term cooperation.

Thuan An City, Vietnam

CEO Alexander Hagemann's Visit to Cicor Vietnam



On June 18, 2024, we had the honor of hosting our CEO, Alexander Hagemann, at Cicor Vietnam. His visit celebrated our achievements, tackled industry challenges, and inspired us with a vision for the future.

Alexander's appreciation for our seamless transition and commitment to continuous improvement was truly motivating. The fab tour and Q&A session left us feeling more connected and confident in Cicor's direction. This visit has energized our team, and we're excited to reach new heights together.



Open Door Day Event

Open Door Day event at Cicor Vietnam Fosters Engagement and Learning Today, Cicor Vietnam hosted its second Open Door Day event, welcoming employees' children and 30 students from the German International School in Ho Chi Minh City. The event exemplified a remarkable blend of students from international and local schools, fostering an environment of shared stories and collaborative play. Throughout the event, students had the chance to interact with staff members and explore future career paths. They asked numerous insightful questions about the company's machinery, products, organizational structure, and compensation packages. A highlight of the day was the hands-on experience with soldering irons, where students created products under the guidance of instructors. The students' quick mastery and application of soldering techniques left a lasting impression on the instructors.

Additionally, they used microscopes to magnify and observe the intricate details of small products, enhancing their understanding of product structures. The event concluded with engaging games that promoted connection, transcending differences in educational backgrounds, nationalities, and languages. The Open Door Day at Cicor

Vietnam fostered an inclusive atmosphere, encouraging open communication, integration, sharing, and holistic development for all students.



Cicor Vietnam Team Building: Unity, Teamwork and Fun

On July 5th and 6th, the entire Cicor Vietnam team, along with two special guests, Peng Soon from Cicor Dongguan and David from Cicor Suzhou, participated in a fantastic 2-day, 1-night team-building event at the 5-star The Grand Ho Tram Hotel.

The event started with introductory games and name repetition activities on the bus, setting the tone for a fun and engaging trip. We visited and boiled eggs at Binh Chau Hot Springs, which was a unique and enjoyable experience for everyone.

The evening was highlighted by a fiery gala night filled with delicious food and lively music. Everyone, including the guests, danced together, creating a vibrant and joyous atmosphere. It was a wonderful opportunity to unwind and connect with colleagues in a relaxed setting.

The next day, we participated in team-building games designed to strengthen our unity and collaboration. These activities not only helped us recharge after hours of hard work but also connected different departments, fostering better understanding and teamwork.

The atmosphere throughout the event was filled with laughter and joy, especially during the team-building challenges that required us to rely on each other's strengths. The organizers ensured a great balance between work and play, making the experience both productive and enjoyable.

The event concluded with everyone in high spirits, having created unforgettable memories and strengthened bonds. It was an incredible experience that fostered a positive work environment and highlighted the power of unity and teamwork.



Wangs, Switzerland

Mud, water, sweat and challenges!



On 17 September, a small but brave group from the Cicor site in Wangs set out to take on the challenging Mud Run in Widau Ruggell, Liechtenstein.

They overcame around 50 obstacles along an 8-kilometre route in the rain.

From jumping into the cold water of the canal to icy baths and crossing a ring of fire – they mastered everything! Despite the cold, dirt and some scrapes at the beginning, they persevered as a team to the end and overcame every obstacle

The feeling of crossing the finish line together after all that was indescribable! After the last obstacles, which once again demanded everything from us, they were able to look forward to a warm shower and let the day come to an end exhausted but proud.

Part of the entry fee proceeds will go to the SOS Children's Village Liechtenstein.

A huge thank you to everyone who was there and made this day unforgettable!

Stefanie Jageregger

Management assistance



November is Health Month: Workshops to Promote Well-Being

In November, the focus at Reinhardt Microtech AG in Wangs is on health. In collaboration with experts from Physio Ost, four (or possibly five) workshops are being offered to give participants a better understanding of various aspects of health promotion in both theory and practice. Each workshop lasts about two hours and covers different but equally important topics.

Overview of the workshops:

1. **Back pain** is a common complaint in modern society. This workshop provides knowledge about the causes of back problems and offers practical exercises for prevention and relief.
2. **Workplace ergonomics:** An ergonomically designed workplace can prevent numerous complaints. This workshop shows how workplaces can be optimally set up and which simple adjustments can lead to greater comfort and health. The practical part includes easy-to-implement exercises for everyday work.
3. **Knee problems** can severely restrict freedom of movement and lead to chronic pain. This workshop highlights the most common causes of knee complaints and offers preventive measures and exercises to relieve pain.
4. **Nutrition and its influences:** A balanced diet has a major influence on health and well-being. This workshop discusses healthy foods and ways to optimize your diet. The program is rounded off with practical tips and recipes.

5. **KPNi - Nutrition and inflammation in the body:** The optional fifth workshop covers the topic of clinical psycho-neuro-immunology (KPNi) and the role of nutrition in inflammation in the body. It shows how nutrition and inflammation are linked and what measures can be taken to reduce pro-inflammatory processes. In addition, the interplay between exercise, regeneration and nutrition is discussed and their influence on general health is highlighted.

These workshops provide a comprehensive insight into various health areas and impart knowledge that can be used to improve personal well-being. The health month of November thus offers a valuable opportunity to learn about preventive measures and how to apply them in practice.

Stefanie Jageregger

Management assistance

New photovoltaic system put into operation by Reinhardt Microtech AG



In August, RMW's new photovoltaic system was successfully put into operation. This system represents a significant step towards sustainability, as it produces environmentally friendly electricity and offers financial benefits at the same time.

Sustainable power generation

The photovoltaic system makes a significant contribution to reducing CO₂ emissions and helps the environment by generating clean, renewable electricity. By using solar energy, the need for fossil fuels is reduced, which contributes to a sustainable and environmentally friendly energy supply.

Financial benefits

In addition to the ecological benefits, the new system also offers significant financial benefits. The energy generated by the photovoltaic system reduces electricity costs and makes the company less dependent on external electricity suppliers. This leads to long-term savings and strengthens the economic position of Reinhardt Microtech AG.

Success on the first day of operation

On the first day after commissioning, the system already showed its potential by generating 130 kWh of electricity. This output underlines the efficiency and performance of the photovoltaic system and gives a positive outlook on future electricity production.

The commissioning of the photovoltaic system is an important step for RMW in achieving both ecological and economic goals. The sustainable production of electricity makes a valuable contribution to environmental protection, while the financial benefits strengthen the company's profitability.

Stefanie Jageregger

Management assistance

Events

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

Swiss Medtech Day

Bern, Switzerland

11 June 2024



PCIM Europe

Nueremberg, Germany

11-13 June 2024



MedtecLIVE

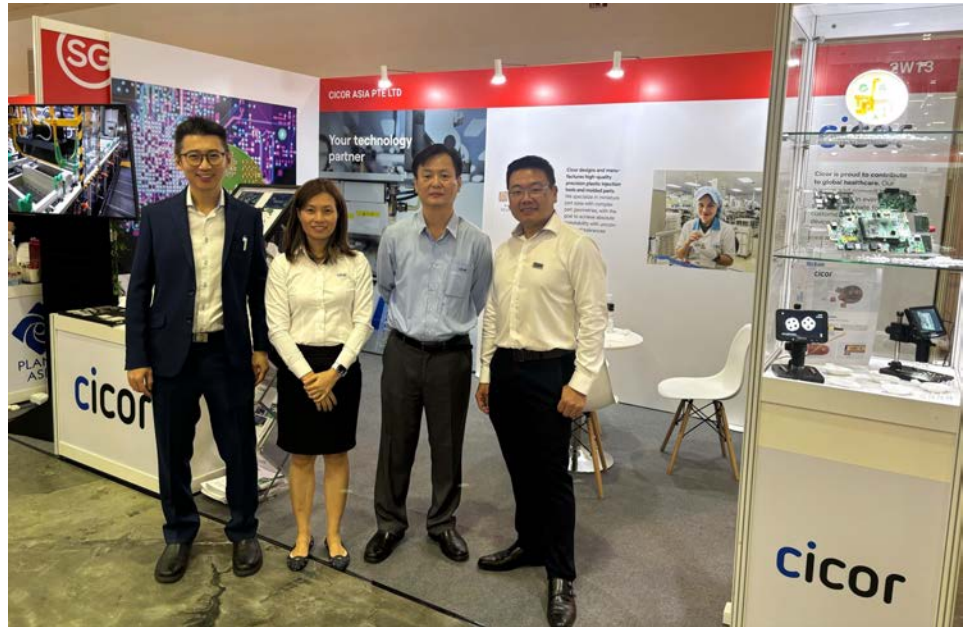
Stuttgart, Germany
18-20 June 2024



Medical Manufacturing Asia

Singapore

11-13 September



Planned exhibitions

- **Compamed, Dusseldorf, Germany**
11 - 14 November 2024
- **Electronica Munich, Germany**
12 - 15 November 2024