



**Mühlbauer**

High Tech International



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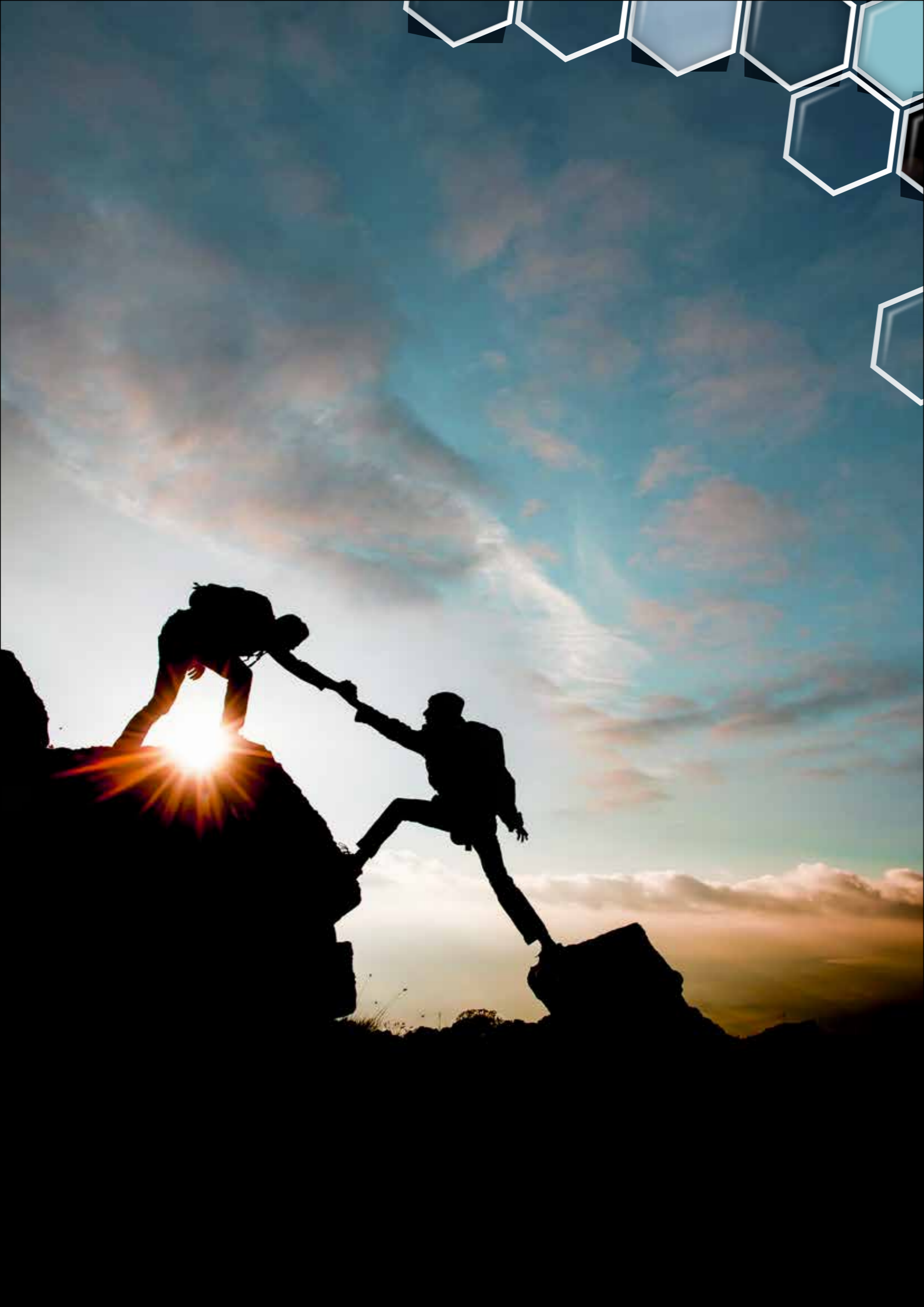
## PREFACE

» BEING AN ENTREPRENEUR MEANS ASSUMING RESPONSIBILITY «

It's about our future! That is why the topic sustainability becomes increasingly important – for us as a company and employer, but also for our markets and the world. From the very beginning, the Mühlbauer Group has been committed to sustainability. Our corporate strategy is based on combining economic necessity, ecological reason and social responsibility in all processes and decisions to create a solid foundation that our customers, business partners and employees can rely on at all times. This is also testified by the exceptionally high level of vertical integration, which guarantees short distances, fast delivery times and the highest quality and makes us unique on the world market. With our highly competent employees and 35 locations worldwide, we are world market leader in many of our markets; and, every day, we work hard to further develop our technologies and meet tomorrow's needs today. In a world in which the speed of innovation is higher than

ever before and changes are an essential part of everyday life, the values reliability, speed and entrepreneurial responsibility have become even more relevant. Our dedicated employees, as well as all the people around the globe who trust in our technologies are our key to success. We are all the more aware of our responsibility to society. When dealing with innovations, especially in the digital domain, the focus must not be on short-term profit maximization; our goal must be to use the latest technologies to make our lives easier and safer – and we look forward to continuing to go this course together with our employees, customers and business partners.

  
Josef Mühlbauer



## PHILOSOPHY

» IT IS OUR VALUES THAT MAKE US STRONG! «

Trust is not only the foundation on which the Mühlbauer Group has been built; it is still the basis of our business activities to the present day. Especially in times of rapid changes, it is values like trust and reliability that make us stand out in highly competitive markets around the globe. Many governments, authorities and companies all around the world appreciate this and become our partners: anyone who has the word of Mühlbauer can count on it.

Our customers cannot only rely on our word, but also on the quality of our products. In the course of our corporate history, we have built up enormous know-how in our single departments and consistently optimized the interaction between these individual business units. Through the long-standing, trusting cooperation with our partners, we have also developed a deep understanding of their concerns, as well as a distinct sense for future topics and trends.

Our employees, most of whom we have trained, schooled and educated ourselves, are experts in their fields – from research and development through manufacturing and assembly to service and consulting. In the Research & Development department alone, a team of around 500 engineers works on a daily basis to develop new technologies that gradually make our world safer and more comfortable. Thus, we can guarantee our customers the highest quality in all our products and solutions.

With our company headquarters in Roding and around 35 international locations, we are always close to our customers and our markets; thus, we can ensure to assist our partners around the world quickly and unbureaucratically and react flexibly and efficiently to their wishes and requirements – in a flexible and efficient way.



## COMPANY CULTURE

» THINK DIFFERENT – ACT DIFFERENT – BE DIFFERENT «

With our unique range of technologies, machines and solutions, we want to actively shape the future and make life a bit safer and more comfortable day after day.

For us, this means making progress every day, being open to new ideas and having the courage to embrace sustainable innovations – true to our motto THINK DIFFERENT – ACT DIFFERENT – BE DIFFERENT. That is why the area of research and development plays an outstanding role in our company. Ultimately, however, all our employees are required to actively participate, take responsibility and think and act beyond the boundaries of their departments.

Many of our technological achievements have been

developed because we make quick and unbureaucratic decisions and consistently put these into practice. Today, more than ever, this dynamic is an important prerequisite to keep pace with the global market's acceleration and convince our customers around the world of our expertise.

At the same time, as a family business that is firmly rooted in its homeland in the heart of the Upper Palatinate, we have always lived a culture of down-to-earth attitude, reliability, honesty and open communication – without losing sight of fair and respectful social interaction. These values are deeply rooted in our DNA; based on them, we have built a company that we can be proud of.



## MÜHLBAUER PARTS & SYSTEMS

» PRECISION IS OUR PASSION «

The precision part production forms the basis of the Mühlbauer Group. Our specialty is the precise processing of smallest parts; at the same time, the security-sensitive sectors in which our partners operate demand high standards.

We meet these demands with our many years of experience and the resulting expertise in precision parts construction that we have acquired. After all, it was our passion for precision from which the Mühlbauer Group once emerged.

Meeting the highest demands on quality and precision: With our highly qualified employees, state-of-the-art production technologies and decades of experiential value, we face up to this challenge every day. Meanwhile,

around 250 partners rely on our expertise. Our customers come from a wide range of industries, for example the semiconductor industry, environmental and recycling technology, robotics, aerospace, medical technology and even smart identification. As diverse as these industries are, they have one thing in common: their products' safety requires the precise processing of parts.

In addition to our products' quality, our partners also value our flexibility and speed. Thanks to our in-house parts production at three separate production sites in Germany and Slovakia, we are not only independent of market fluctuations, but can also react flexibly and quickly to our partners' requirements – if necessary, even overnight.



## AUTOMATION

» WE MAKE INNOVATIONS READY FOR SERIES PRODUCTION. «

Our machines are at the heart of all our solution and component projects. As a classic mechanical engineering company, we are specialized in the production of modern, efficient and high-quality products. In the course of time, we have gradually completed our product portfolio. Thus, we can support our customers as a complete solution provider.

In our business unit AUTOMATION, the threads for all machines – such as for the production of passports, cards, semiconductor-related products, RFID or flexible solar cells – converge. Experts from research and development, production and service work hand in hand to develop new machines and make existing ones even more reliable and efficient – in line with our motto: “We make innovations ready for series pro-

duction.” Through our intensive research and development activities, we have developed numerous new markets and a strong market position as technology leader.

All necessary components, from the precision part to the software, are produced in-house, so that we can guarantee quality and reliability, as well as the long running time of our machines. Especially in the case of comprehensive projects in which we provide our partners with the complete production chain, we can accept overall responsibility for the project. Furthermore, we accompany our partner during the entire project period. Through our worldwide service network, we can respond to requests in a quick, easy and flexible way, thus ensuring the smooth flow of the project.



TECURITY®

» GLOBAL SECURITY THROUGH TECHNOLOGY. «

The increasing security needs of many citizens are closely associated with ever-growing demands for state-of-the-art security systems to identify and verify documents as well as individuals. At the same time, the demand for mobile identification solutions by means of standard devices such as smartphones or tablets is growing – a fact which in turn is driving forward innovation in the area of digital ID.

As a specialist in the design and implementation of complex ID projects with a comprehensive solution character, we develop innovative ID systems adapted to individual requirements. In close cooperation with our partners, we do not only supply machines and software, but also accept complete responsibility for the project's implementation – from design and set-up

of the infrastructure on site through data collection to the issuance of highly secure ID documents to citizens. All hardware and software components required for a project are developed and manufactured in-house; in the TECURITY® Center at our headquarters in Roding, our machine, software and service experts work closely together to fulfill our partners' wishes and requirements.

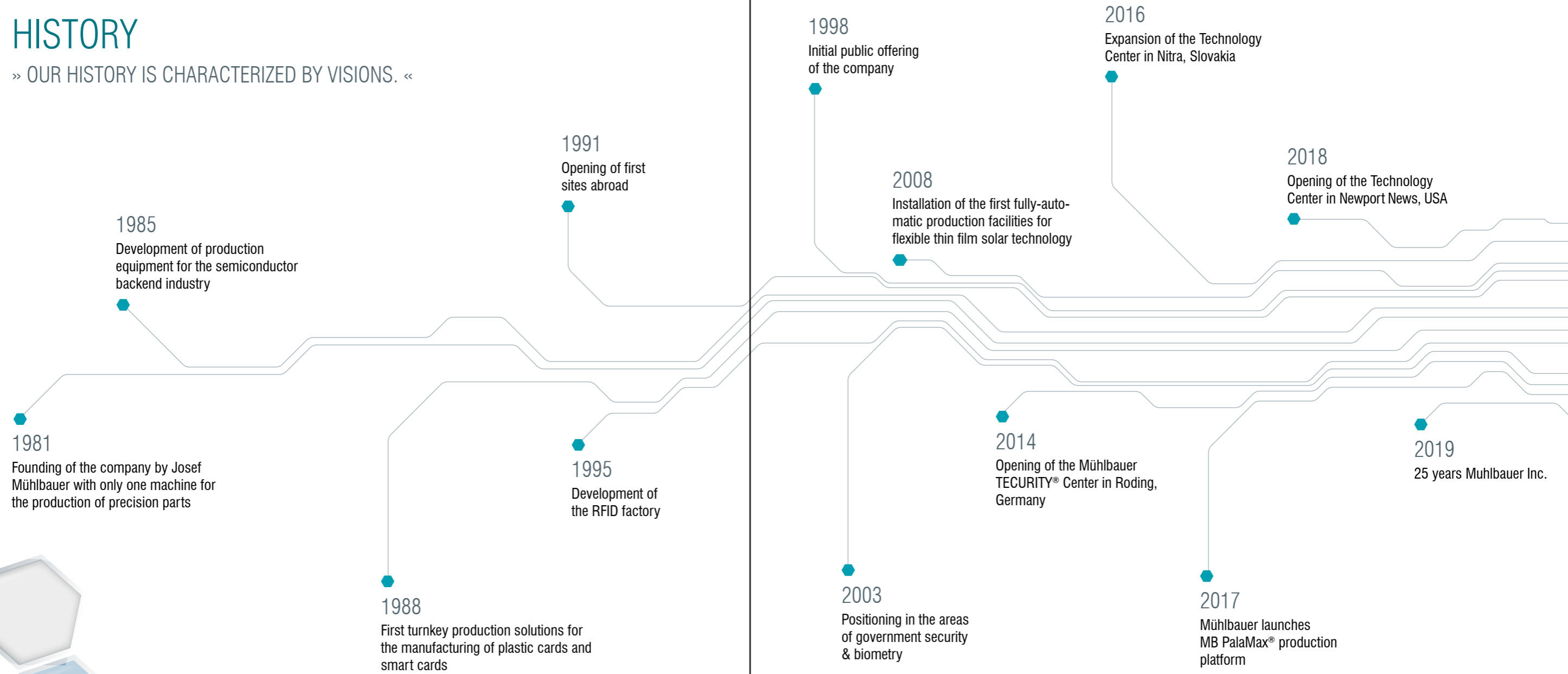
With our expertise gained in more than 300 ID projects for governments, government agencies and industrial customers around the world, we know that every solution project is unique. That is why we tailor each project to the customer's requirements and expectations to ensure that every solution is implemented quickly, flexibly and in highest quality.





# HISTORY

» OUR HISTORY IS CHARACTERIZED BY VISIONS. «



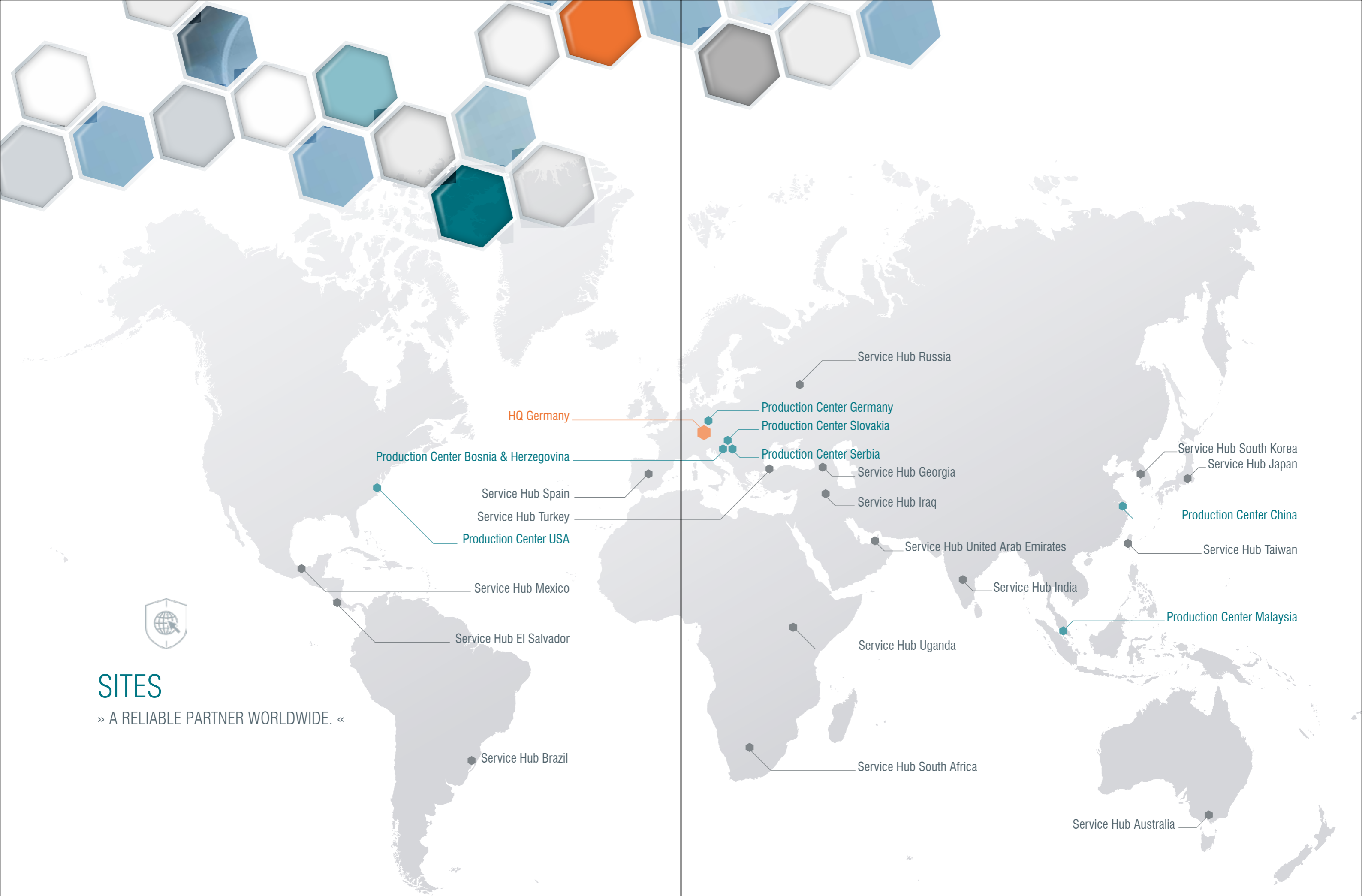


## MÜHLBAUER WORLDWIDE

» GLOBALLY NETWORKED, AT HOME IN RODING. «

Our partners and employees alike benefit from our international orientation. With 35 production and service locations around the world, we are always close to the customer, understand cultural peculiarities and can quickly react to questions and requests. At the same time, the international environment offers our employees many exciting opportunities to develop on a professional and personal level. It is our international approach to re-

cruiting, as well as the intensive, cross-site cooperation, which promote our employees' intercultural competences. Our in-house MÜHLBAUER ACADEMY provides a wide range of additional training offerings. In many corporate sectors, a temporary posting to one of Mühlbauer's locations abroad is possible. Thus, people with a passion for international work find the best conditions for a successful career at the Mühlbauer Group.



## SITES

» A RELIABLE PARTNER WORLDWIDE. «



## VOCATIONAL TRAINING

» TRAINING IS THE HEART OF OUR ENTERPRISE. «

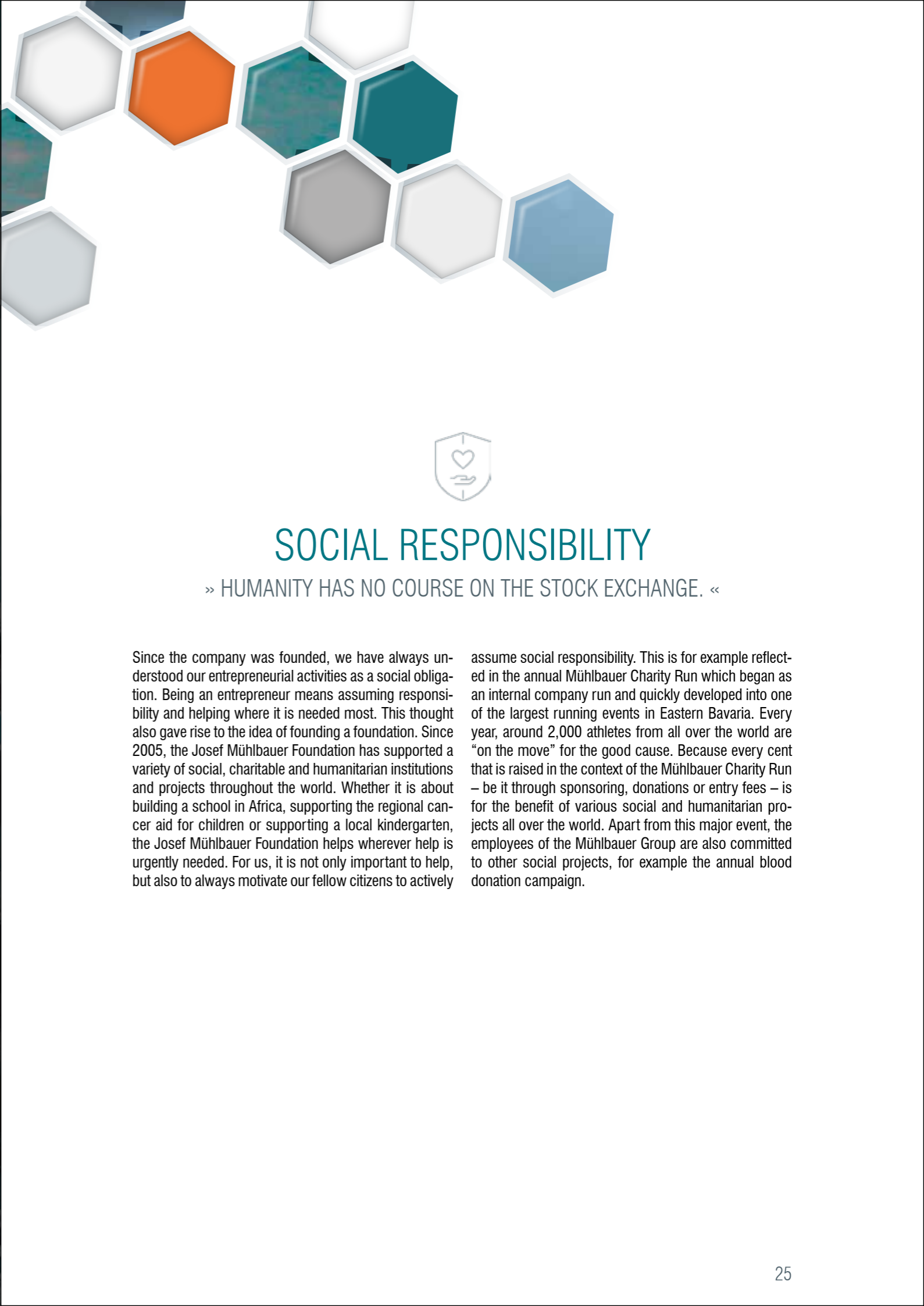
From the very beginning, training was the heart of our enterprise; and even today, trainees are a vital part of the Mühlbauer Group, which was once built up by apprentices. In the meantime, we have supported thousands of young professionals to start their working lives. Whether it is as a mechatronics engineer, IT specialist or a cook – the wide range of training opportunities offers the right way for anyone who enjoys learning new things and assuming responsibility. This path often leads to impressive careers: around 70 percent of our global executives have completed an apprenticeship at the Mühlbauer Group. Three out of four employees have completed a vocational training at Mühlbauer – this is well above the German national average. The principle

of our training is 'demand and promote'. From the very beginning, our trainees learn to assume responsibility and work as a team. In doing so, they shall develop not only professionally, but also personally. Even after the successful completion of the vocational training at the Mühlbauer Group, our young talents' journey is not over yet. As skilled employees, they have a variety of opportunities for further training, for example in our in-house MÜHLBAUER ACADEMY, which accompanies our employees in their individual development. In addition, our partners worldwide also benefit from this kind of knowledge transfer: Like our trainees, we also support and train our partners, thus maintaining an intensive technology and knowledge transfer.





Mühlbauer Spendenlauf 2019



## SOCIAL RESPONSIBILITY

» HUMANITY HAS NO COURSE ON THE STOCK EXCHANGE. «

Since the company was founded, we have always understood our entrepreneurial activities as a social obligation. Being an entrepreneur means assuming responsibility and helping where it is needed most. This thought also gave rise to the idea of founding a foundation. Since 2005, the Josef Mühlbauer Foundation has supported a variety of social, charitable and humanitarian institutions and projects throughout the world. Whether it is about building a school in Africa, supporting the regional cancer aid for children or supporting a local kindergarten, the Josef Mühlbauer Foundation helps wherever help is urgently needed. For us, it is not only important to help, but also to always motivate our fellow citizens to actively

assume social responsibility. This is for example reflected in the annual Mühlbauer Charity Run which began as an internal company run and quickly developed into one of the largest running events in Eastern Bavaria. Every year, around 2,000 athletes from all over the world are “on the move” for the good cause. Because every cent that is raised in the context of the Mühlbauer Charity Run – be it through sponsoring, donations or entry fees – is for the benefit of various social and humanitarian projects all over the world. Apart from this major event, the employees of the Mühlbauer Group are also committed to other social projects, for example the annual blood donation campaign.



## VISIONS & FUTURE

» WE LIVE OUR VISIONS. «

Our markets, our society, as well as our partners and their expectations change over time. What was hard to imagine a few years ago, has meanwhile become standard and accompanies us in our daily lives. We have to not only respond to these developments, but also foresee or even initiate them, which is a lot more difficult. Our company history is characterized by visions. It started in 1981 with an investment in a new technology that was barely known at the time but can now be found in every mechanical engineering company: the CNC technology. Even back then, company founder Josef Mühlbauer's distinct feeling for trends and current developments became apparent. This sense is a constant companion in the development of the Mühlbauer

Group towards a leading technology provider. With our complete solutions – whether it is in the semiconductor industry, the RFID market or in the electronic security industry – we have always been pioneers in our markets which we have significantly shaped. And still today, it is the one question that drives us: How can we make our world safer, easier and more comfortable? We try to identify the needs of our partners before they even become aware of them themselves. Today we are already developing on solutions to the challenges of tomorrow. Day after day, an international team of experts is working hard to bring the future a little closer to the present. We do not just have visions in mind – we also put them into practice!



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