

# THE VISIONARIES

MÜHLBAUER CAREER BROCHURE

**THE BIG LEAP!**  
COURAGE TO CHOOSE  
THE RIGHT PATH

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**NEXT-LEVEL LEADERSHIP:**  
HOW GREAT LEADERS  
INSPIRE AND MOTIVATE

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**THE POWER  
OF OPTIMISM:**  
EMBRACING  
A POSITIVE  
PERSPECTIVE

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CREATING THE LEADERS  
OF TOMORROW





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# HELLO FUTURE!

» Innovation Drives Technological Momentum «

- eMOBILITY
- SMART FACTORY SOLUTION
- RFID SMART LABEL
- SEMICONDUCTOR
- FLEXIBLE SOLAR TECHNOLOGY
- PRECISION PARTS PRODUCTION
- SURFACE ENGINEERING
- eGOVERNMENT SOLUTION
- IDENTITY MANAGEMENT SOLUTION
- BORDER MANAGEMENT SOLUTION
- PASSPORT & ID PRODUCTION
- HIGH SECURITY INSPECTION
- SOFTWARE DEVELOPMENT
- FINTECH & BANKING SOLUTION

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 whole 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. 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 more sustainable – and we look forward to continuing to go this course together with our employees, customers and business partners.

**Mühlbauer is a team driven company that grows with its employees. We want to broaden our horizons with you and let you grow and develop. Innovation is what we seek. If you want to achieve personal growth in an international and diverse team, Mühlbauer is the right place for you. Opportunities don't just happen, you can create them. That is why we strive to make technologies of the future possible today! Challenge yourself with us and help us raise the bar.**



**JOIN THE TEAM!**

# HELLO WORLD!

» Across Six Continents with over 35 Locations Worldwide«



#### MÜHLBAUER GERMANY

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India | Italy | Japan | New Zealand  
South Africa | South Korea | South Sudan  
Spain | Taiwan | Turkey | Uganda | UAE  
Find all our sites here:  
[muehlbauer.de/company/contact/locations/](http://muehlbauer.de/company/contact/locations/)

## WINNING WORLDWIDE AS A

**T** MUNICH RODING  
NEWPORT NEWS  
SAN SALVADOR TOKYO

**E** HAGEN NITRA  
MADRID SEOUL  
ROSTOCK  
KAMPALA  
DUBAI  
UIWANG SI  
MEXICO CITY

**A** STARA PAZOVA TBILISI  
RIBEIRAO PIRES  
AUCKLAND  
BANGALORE JOHANNESBURG

**M** BANJA LUKA MAPUTO  
STOLLBERG ISTANBUL  
MELAKA MOSCOW  
SYDNEY BAGHDAD  
DRESDEN KAOHSIUNG



# SHAPING GIGAFACTORIES

LEADING TEAMS IN PROGRESSIVE INDUSTRIES

**J**osef Mühlbauer founded the Mühlbauer Group in 1981 with a focus on being dynamic in the market, dare to go against the mainstream and pursuing innovative ideas. His drive for innovation continues to fuel his ambition to this day. This spirit has spread throughout the entire company, which now employs over 4,000 people worldwide. The company values its team members for their diverse talents and contributions and recognizes their achievements. One such team member is Stefan Hildebrandt.

At just 33 years old, Stefan was appointed to a leadership role at **MB ATECH**, an innovative subsidiary of the Mühlbauer Group that focuses on advanced energy technology. As head of the assembly team, he leads the development of cutting-edge solutions designed to shape the future of gigafactories for battery and fuel cell production. Stefan's passion for engineering and charismatic leadership abilities caught the attention of his superiors, who recognized his potential for achieving remarkable success and motivating a large and capable team.

In this interview, we'll dive into Stefan's journey and experiences in the dynamic fields of sustainable power technology and eMobility. Discover his unique leadership style and learn more about his exciting career trajectory.

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## Can you tell us about your background and how you excelled up to your current position?

I started at the bottom, embarking on my journey as an electronic technician apprentice at Mühlbauer at the young age of 16. I vividly recall my first day on the job in 2005. My mother, who works in the company's patent department, would often remind me that even as a child, I was always eager to learn and never easily backed down from a challenge. Upon completing the program, I was positioned in the document solution division where I played an active role in commissioning international projects for ePassport and ID production for clients. After three years, I decided to gain experience at another company, but the relationship with my Mühlbauer colleagues remained strong and felt like family.

In 2019, after being away for seven years, I returned to the company, more experienced and wiser. I was given the opportunity to serve as the deputy head of technical assembly for the document solution division. Within six months, I was promoted to lead the department and over the next two years, I successfully managed to grow my team from 10 to 35 technical experts. Since November last year, I have been leading the assembly team for the **MB ATECH** division responsible for innovating technologies of tomorrow like eMobility and alternative energies. We are building new facilities and planning to hire another 300 experts by next year.

**Despite the rapid career development, you had to face several challenges. How did you overcome them?**

I swear that my journey wasn't easy. I had to make a lot of sacrifices, but they were crucial in preparing myself for the responsibilities that lay ahead. I had to learn a lot, develop new skills and do everything quickly. Every spare minute of my time was filled with learning from courses, books or colleagues. I knew that taking on such a huge responsibility required me to improve and push myself way out of my comfort zone. I became a natural problem solver, able to think on my feet and come up with creative solutions to even the most complex challenges. If I ever run out of ideas, I must act fast and refer to my specialists or superiors.

However, I consider myself extremely lucky to have a strong and supportive relationship with my teams. It was always a collaborative effort to overcome any challenges we faced. Of course, there were rough times, but we handled them professionally because we all had the same goal, to make a positive impact on the world. I never felt afraid of the challenges. In fact, I enjoyed tackling them!

**Everyone in the company is aware of your passion for football and your role as a coach for a club. How do you balance your interests with your work responsibilities?**

Balancing my passion for football and my work is not as complicated as it may seem. Both involve striving as a team to score goals and rely on focusing on individual strengths while working collaboratively. My experience as a coach has enriched me with the skills needed to lead a dynamic team, which is essential in the assembly hall, where teamwork is very important. I see my work as a serious game, just like on the football field, where life is an infinite game. It's beautiful to think about how the fundamentals of both my passion and my work align.

It has been a pleasure learning about Stefan and his exceptional leadership style. Stefan's passion, dedication and commitment to building a better future are truly inspiring, making him a valuable asset to the company. His leadership has been recognized not only within his team but throughout the entire organization. We are excited to see the amazing things he and his team will accomplish in the future.

**How do you describe your style of leadership?**

I would describe my leadership style as modern and transformational. I offer a clear vision for the future that inspires and motivates my team to work together towards achieving it. To accomplish this, I have adopted the following approach:

- I acknowledge, appreciate, and give due credit to my team members, which helps inspire trust and respect.
- Active listening, commitment, and having a clear vision are key factors in my successful leadership style.
- I invest in my team's future, act with integrity and objectivity, and motivate others to do their best.

Additionally, my thorough knowledge of the production process flows enables me to understand the needs of my employees. I can lead by example because I have been in their position before and I will forever be humble because I would never be too smart to learn something new.

**What will the next chapter of your career look like?**

The next chapter of my career is going to be exciting and a lot of fun. As I mentioned earlier, we are rapidly expanding our facilities and manpower to meet targets and fulfill orders for our clients and partners. We are investing millions in research and development to ensure we have the best technology available. We are moving towards lean production and agile management and everything will be futuristic (just like in the movies) because we are setting the standards and leading the markets. Our goal is to build machines for the coming gigafactories, and we need motivated and highly skilled people to achieve this together. If you, or someone you know, is up for the challenge of joining our movement in innovating the world, to develop better and more sustainable technologies, please send me or our HR team their resume. I would love to have them on my team.

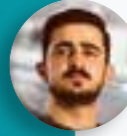


» As a leader, I believe there is something unique about the way I operate, which has allowed me to expand my team and take on more responsibilities. «

Stefan Hildebrandt



"Stefan is a fantastic leader who treats everyone with respect and helps them succeed as a team. His positive attitude and motivation creates a great work environment."



**TAREK AL ASRAWI**  
Team Leader, Electrical Assembly

"Stefan is able to assess the abilities of each team member and assign them to fields where they can perform well according to their respective strengths."



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Mechatronic Trainee

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Coaching

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Oriented Career  
& Products

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Career Growth



**JOIN THE TEAM!**



Our technology competencies are top-notch. We utilize state-of-the-art equipment and have a diverse range of engineering departments that allow us to offer innovative solutions to meet the evolving demands of our industry. This enables us to maintain our position as a market leader.

## FUTURISTIC



We own the complete production cycle in-house, from precision metal processing to final machine assembly and software development. This allows us to be highly responsive and flexible, whether it's for rapid prototyping or assembly line production, while maintaining high quality standards.

## ACCURACY



This is a place where ideas are welcomed, and collaborations are celebrated. Unleash your imagination and bring your concepts to life by developing technologies that improve our lives. Don't limit yourself and expand your horizons with us. Apply now at [www.muehlbauer.de/career](http://www.muehlbauer.de/career)!

## IDEAS

# AN ENGINEER'S FUN PARK

## APPLY NOW!

MÜHLBAUER GROUP

eMOBILITY | SOFTWARE | ROBOTICS | ARTIFICIAL INTELLIGENCE  
GREEN TECHNOLOGY | SUSTAINABLE ENERGY | DESIGN | SENSOR

MÜHLBAUER is a technology leader in engineering, offering high-quality products and complete solutions. With in-house production and a global service network, we take overall responsibility for comprehensive projects and provide quick, flexible responses to our customers' needs. Our commitment to excellence and customer satisfaction make us a trusted partner for projects all over the world. Be part of the international team!



JOIN THE MOVEMENT!

# SOFTWARE SOLUTIONS



## MB SOFTWARE DEVELOPMENT

Mühlbauer has developed a wide range of software solutions for government and industry-specific applications. Whether it's for government ID management and personalization, vehicle licensing, parking management and control, or complete EMV solutions for banks, Mühlbauer has the expertise to provide solutions.

As we move towards the future of Industry 4.0, machines are becoming smarter and can communicate with each other to make decisions on their own, without the need for human intervention. Our software team has made this vision a reality with Mühlbauer's "Smart Factory" software, the **MB PALAMAX**<sup>®</sup>. This software is an essential analysis tool for the factories of the future, providing a better understanding of machines and the production process for all those involved.



THE ULTIMATE PRODUCTION PROCESS MONITORING SOLUTION,  
PROUDLY MADE BY THE MÜHLBAUER SOFTWARE TEAM.

MB PALAMAX<sup>®</sup>  
WATCH THE VIDEO





FEARLESS CAREER

# NAVIGATING THE UNKNOWN



» After all, life will bring you where you are.«  
Sue Lynn Goh



Sue is the epitome of a courageous career woman who knows no boundaries when it comes to navigating the unknown. An employee of Mühlbauer for over a decade, Sue's journey is an inspiration and motivation for anyone looking to build a career in a foreign country.

Her journey began in 2013 when she was in the final year of her Bachelor of Business Administration. She needed an internship for three months, and a family member introduced her to Mühlbauer. Without knowing anything about the company, Sue went directly to the Mühlbauer site in Melaka, Malaysia, to see the company with her own eyes. She sent her resume for an internship and got the position of secretary of the regional managing director in Malaysia. As the internship came to an end, Sue directly asked the managing director for a position at the company, and she was hired as the assistant of the assembly, since the Managing director is also functioning as the head of assembly.

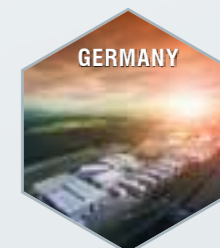
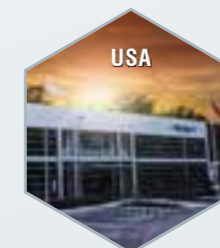
Later on, she transitioned to the after-sales manager position and worked directly under the Mühlbauer Global Service Department. Sue's hard work, determination, and potential were evident, and she quickly moved up the ranks. Within a year, she was dealing with bigger customers, and her team supported her whenever she needed help. The role was a significant responsibility, but Sue took the challenge willingly, knowing that she had a supportive team behind her. Her supervisor

and the management never pushed her to be in that role; they always left the decision for her to decide.

She never shied away from challenges and always took the initiative to learn and grow in her role. Her hard work paid off when she was given the opportunity to work at Mühlbauer's headquarters in Roding, Germany. There, she transitioned to the role of "active" after-sales manager, where she proactively dealt with customers on product upgrades, collaboration for product development, and service contracts. She is the connection between sales team, the service department and customers. Her skills and dedication helped her secure a key account with a US-based chipmaker company that had global reach.

*"Embrace diversity and learn from various cultures. It can be the key to unlock limitless opportunities!"*

Sue's journey with Mühlbauer continued to take her to new heights, as she moved to Mühlbauer's US headquarters in Newport News, Virginia to learn about the US market and also to gain new experience from the US team. Most of the time, Sue was further developing and strengthening the work with regional customers. She and the company invested ten months there, developing the business with the US chipmaker. During that time, she also learned to approach the customers, sell services and explore new business cultures.



The relationship between the customer and Mühlbauer grew stronger, and Sue went back to Roding, Germany, to support a new project – the DS ALBATROSS. It was the first of its kind in the semiconductor industry, and in 2019, they signed a contract and got the first order of the cutting-edge technology machine. It was a breakthrough success, which everyone is proud of because their hard work is paid off.

Despite the stress and pressure that came with her role, Sue always found ways to stay calm and focused. Her experience working in different continents, gave her an advantage in dealing with different personalities and cultures. She also took time to step back, take a deep breath and think outside the box, while indulging in her favorite stress-reliever, chocolates!

Growing up in Malaysia, Sue was exposed to a variety of cultures from a young age, which prepared her well for working in different parts of the world. She learned to approach problems with an open mind and remain focused on the customer’s requirements. Her mentors taught her that there is no “one-size-fits-all” solution, and that have kept her motivated to find the best solution and to never easily give up throughout her career.

One of the biggest challenges Sue faced was understanding the many varieties of human characters in the industry. However, Sue found it interesting and fun to learn from many cultures internationally, which prepared her to work with big projects and big players in the industry.

Apart from the challenges of working on next-level technology, Sue’s good relationship with her customers gave her an advantage. Working with them on a daily basis allowed her to truly understand their common goal, gain insights, updates, and head-ups for upcoming tasks or adjustments – and avoid potential pitfalls. Sue learned that to navigate into the

unknown, one must think about the complete picture of the whole situation, including every crook and corner.

Even when faced with completely new situations in the semiconductor industry, Sue considered herself lucky to have her mother and mentor in Malaysia within reach. They are also coming from a semiconductor industry background, giving her a very strong foundation and understanding of the industry since the beginning. Sue keeps up to date with the latest trends and innovations in the technology and often exchanges ideas with her colleagues, supervisor, friends, and family. Her life truly revolves around the world of technology.

She believes that patience and understanding of personal goals are necessary to succeed in a fast-paced technological environment. One should dare to go beyond the norm and try to create something new based on the existing knowledge and expertise – creating synergies from technologies around and collaborating with many peoples to find the ultimate solution for the future. **Sue advises anyone who is new and wants to succeed in an industry that is constantly changing to be like a “sponge”, absorbing as much knowledge as possible from all around, building a strong foundation and good network base.**

Sue has also had multiple opportunities to lead projects throughout her career. Her strategy to lead, which she learned from many top managers in the company, is to be a good listener, creating a positive atmosphere even in escalating situations with good communication and keeping calm. Sue also encourages her new colleagues to be brave, reminding them that as a team, they are never alone and always there to support each other.

She continues to pass down the teamwork tradition that she experienced during her early years at Mühlbauer from her colleagues, supervisor, and family to newer members of the company. She believes it is important to give back to others and create a sustainable work-life.

“After all, life will bring you where you are.” – Sue.

In conclusion, Sue’s career journey is a testament to the importance of fearlessly navigating the unknown with determination and hard work. She demonstrated that with passion, perseverance, and support, one can achieve great heights in their career. Sue’s story serves as an inspiration to many young professionals and reminds them to **embrace challenges and seize opportunities whenever they arise.**



SUE  
LYNN  
GOH

International  
**Career  
Growth**

**Empowering**  
Mentorship  
Program

**100%**  
Team Support



**JOIN THE TEAM!**



# DISCOVER MÜHLBAUER'S **WORLD LEADING** **DIE SORTING SYSTEMS**

## VISIT OUR COMPETENCE CENTER



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A **die** is a tiny piece of material that contains an electronic circuit. It's the basic building block of a computer chip and many of them are combined to make complex electronic systems, like those found in computers, smartphones and other devices. At Mühlbauer, we understand the importance of using only the highest quality dies in the final product, which is why we have developed high-speed die sorting systems.

Our **die sorters** are designed to sort and organize individual dies based on their quality and characteristics, such as size, shape and electrical performance. This ensures that only the highest quality dies are used in the final product, improving the reliability and performance of the semiconductor device.

**Our die sorting systems are world-leading in terms of quality, precision, speed and flexibility.**



### **DS VARIATION ECOLINE** **MOST FLEXIBLE DIE SORTING SYSTEM**

Maximum speed of 6k UPH and the capability for 100% high resolution inspection, including sidewall inspection and the use of IR technology.



### **DS MERLIN** **HIGH SPEED DIE SORTING SYSTEM**

Boasts high-speed capabilities of up to 55k UPH, while maintaining precise placement accuracy ( $\pm 30\mu\text{m}$ ), featuring an Automatic Reel Changer.



### **DS ALBATROSS** **BIG DIE AND MULTI BIN SORTER**

Latest state-of-the art solution with max. speed of 10k UPH, multiple output capabilities, Gem300 compliant, force control and soft landing for ultimate precision.



### **MÜHLBAUER SOFTWARE**

Our PALAMAX® Smart Factory software provides a highly-efficient interface for managers, supervisors, process engineers, maintenance technicians and operators.



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- INNOVATION
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- ROBOTICS
- PRODUCT DEVELOPMENT
- GLOBAL SERVICE

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MB AUTOMATION**

**MB ATECH**  
ADVANCED ENERGY TECHNOLOGIES



**WE ARE  
MB ATECH**

» WE MAKE INNOVATIONS READY FOR SERIES PRODUCTION. «

We produce modern and high-quality mechanical products and offer complete solutions to our customers through our gradually expanded product portfolio. Our AUTOMATION business unit develops new and more efficient machines for various industries, and we have a strong market position as

a technology leader. We produce all necessary components in-house to ensure quality and reliability, and can take overall responsibility for comprehensive projects. We accompany our partners throughout the project and offer quick and flexible responses through our worldwide service network.

The Mühlbauer Group takes responsibility for improving its processes and environmental performance. We view **Green Technology and eMobility** as a significant contribution to global decarbonization strategies and provide state-of-the-art production equipment and turnkey assembly solutions for battery management systems, battery cell assembly, and fuel cell technology. Our mission is to develop an independent European supply chain for zero-emission and hydrogen-based propulsion technologies with sustainable and environmentally friendly technologies and cells that have even shorter charging times and longer ranges. We are committed to the entire production process from start to finish, including the recycling of components. We are ready to lead the way to an electric future.

» You have to accept things you cannot change. And for things you cannot accept, you need to change them. «

Alina Binner

# THE POWER OF OPTIMISM

EMBRACING A POSITIVE PERSPECTIVE



Alina is a young professional who maintains a positive and productive mindset in both her personal and professional life. She radiates positive energy and enthusiasm and has a can-do attitude, making her a joy to be around. In this interview, she shares her secrets on how she keeps a positive mindset, the challenges she faced in her career, and how she overcame them. She also discusses the importance of balancing mental and physical health, the advantages of working in different departments, and the support provided by the company during stressful times.

**Can you tell us a bit about your background and your career kick-start at Mühlbauer?**

After completing my training as a foreign language correspondent and high school diploma, I enrolled in the Mühlbauer apprenticeship program in 2017 to become an industrial clerk. After that, I joined the Bid Management team as an assistant and supported Senior Bid Managers in preparing commercial and technical bids, and was responsible for internal translations into Spanish, English, and German. Now I work as a Junior Bid Manager and handle international government projects.

**Can you discuss any career growth opportunities you've had at the company and how they've impacted your professional development?**

After about a year in bid management, I felt the urge to develop myself further. So I decided to do the Bachelor Professional of Business in a blended learning course. At the same time, I grew into the role of Junior Bid Manager, where I had to manage my first projects independently. This double responsibility lasted for a year and a half and sometimes pushed me to my limits, as I wanted to be as successful as possible in both areas. I was even happier when I successfully completed my self-study and was able to achieve professional success.

**What are some of the biggest challenges you've faced in your role at the company, and how did you overcome them?**

Shouldering this double responsibility was a great challenge because I wanted to maintain the quality of my work, stick to deadlines, focus on my studies, and sit for exams. Therefore, I had to improve my time management skills, which also brought me further on a personal level. It's important to take time to reflect on your successes. When you feel like you can't overcome a challenge, it helps to remember what you've already accomplished. You are allowed to make mistakes, but learn from them. Always do your best, take every opportunity that pushes you to your limits, no matter how uncomfortable it may be. This is the only way to grow and reach beyond your potential. In short: Be afraid, but do it anyway!

**BID MANAGER** is an executive within an organization who oversees the process of managing bids, primarily in response to requests for proposals (RFPs) from customers. They may also take a proactive approach to pursue business opportunities. Bid managers orchestrate the creation of the solution and proposal, ensuring compliance with customer requirements while highlighting company value proposition. Bid managers collaborate with the board of directors and management to develop strategic approaches to win bids.

**How do you maintain a balance between your mental and physical health, and what do you enjoy doing in your free time?**

I find balance through sports and social interaction with my family, friends, and colleagues. In my free time, I like going to the gym. Working out in the gym means pushing myself to my physical and mental limits, which is a challenge that I enjoy. It's important to me to be proud of myself at the end of the day, and I know I can achieve that by doing my best day by day. Reading books is another passion of mine. It allows me to escape reality and broaden my horizons by learning new things.

**How did the experiences you had in different departments during your apprenticeship contribute to your career development?**

In my job, it is a great advantage to know the people responsible for the products and who to contact in case of problems. During my apprenticeship, I got to know many different departments, which helped me understand how they are connected and how they work together. I know whom I should refer to if I can't solve a problem immediately. I think building a good network of collective knowledge is a great advantage for working efficiently.

**Colleagues describe you as a very positive and optimistic person. What is your secret to keeping a positive perspective?**

You have to accept things you cannot change. And for things you cannot accept, you need to change them. I remind myself of this every day. I dislike wasting energy on things I can't change but rather focus on things that are within my power. I avoid lingering on negative thoughts or surround myself with sadness or frustration. It's absolutely human to feel down sometimes, but don't overdo it! I like to focus on my strengths rather than my weaknesses or past failures. This builds confidence because you are the master of your life, and investing your energy well usually pays off.



**How does the company support its employees if things get too stressful?**

As with all things in life, it helps to be proactive and approach your manager to discuss your difficulties. In a perfect world, every problem would have an immediate solution. However, this is not always possible, but sometimes it helps to know that your problems are being heard and taken seriously. It can give you the strength and advice you need to get through certain things. This is exactly what I expect from myself as a future leader. I want to create relationships in which problems are addressed and dealt with. Overall, the company's approach to support employees during stressful situations is to prioritize tasks, communicate regularly and to offer assistance for the problem-solving process.

**How does the company encourage innovation and experimentation among its employees?**

Every employee, whether a trainee or a manager, is not only allowed but encouraged to contribute to the innovation and development of the company. We know that each of us has a different perspective and horizon. That means everyone can have great ideas within their capabilities, so why not use them?

**What advice would you give to someone considering applying for a job Mühlbauer?**

Our company provides a welcoming, family-like atmosphere that presents excellent growth opportunities. These opportunities will challenge and inspire you to grow both professionally and personally. In exchange, we require a strong sense of initiative and dedication. If these values apply to you, rest assured that you will be well taken care of in our organization.

It was a pleasure getting to know Alina during this interview. Her high level of resilience and strong sense of self-worth are truly admirable. Alina has shown a remarkable ability to focus on solutions rather than problems and is always proactive in finding ways to overcome challenges. We wish her all the best in her future endeavors, and we're certain that her positive mindset will continue to inspire others.



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# GLOBAL SECURITY THROUGH TECHNOLOGY

WE ARE MMB SECURITY®

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.

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All hardware and software components required for a project are developed and manufactured in-house; in the **SECURITY® 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.



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» Don't be afraid to step outside of your comfort zone and try new things! «

Evi Graml



# LEARNING BY DOING

UNLOCK THE SECRETS TO SUCCESS

Evi knew very early, in which direction her career should go. Personal contact with people was the most important thing to her. However, obtaining a Master's degree in Human Resource Management was only part of her education. During her studies, Evi worked constantly as a working student in various companies. Combining her theoretical knowledge with practical experience proved to be a game-changer.

The 25-year old realized that the practical experience she gained was just as valuable as the knowledge she gained in her courses. It allowed her to see how the theories and concepts she was learning can be applied in real-life situations. It also helps developing important skills, such as communication, time management and problem-solving. She now brings her expertise to the Mühlbauer Human Resource Team, where Evi is known for her ability to connect with employees and her commitment to helping them achieve their goals.

## CHALLENGES

Certainly, Evi also faces big challenges from time to time. According to her, she is currently in front of the biggest one. A completely new project has been launched in collaboration with international partners. "I have great respect because I cannot plan everything exactly as I would like to, as there are still so many questions open that can only be clarified on-site." she chuckles "But the partners are very competent, always available to give me a helping hand."

The foreign locations are each different with their own culture and language. Of course, the main language is English, but sayings are often understood differently. Before starting the job, she was definitely nervous. When she realized that she had to communicate mainly in English, she prepared herself by watching movies and TV shows in English and speaking only English with her partner.

However, on the first day, she was thrown into the deep end when colleagues from Serbia visited. Her fears were promptly dispelled. She soon realized that she can communicate, all she needs was the courage to speak. This hurdle was quickly overcome because she is confronted with it daily.

## PRIORITIZING

She always takes a short moment in the morning to prioritize all open tasks – what really needs to be done today? Writing a to-do list follows, and then she gets started. An efficient daily work routine includes a lot of communication. "My approach: Inquire about the expectations of all involved parties." This adds another important meeting: the Jour fixe. Close coordination among all project participants, often only short meetings (10-15 minutes) to clarify open questions and bring everyone up to date. Afterwards, work can be continued much more efficiently.

*"Open communication is the key to unlocking greater efficiency and productivity in collaborations."*



The HR Department is constantly working on new programs and ways to provide new employees with a pleasant introduction to the company. "Onboarding starts even before the first day." Evi says, proudly showing off the new orientation guide. The concept is aimed especially at those who are not from the Roding area. Where can I find a doctor? How to open a bank account in Germany? Where is the nearest supermarket? All the important everyday questions are summarized in one catalogue. New employees receive this overview on their very first day to help them navigate their new home.

In order to promote the professional and personal competences of our employees throughout their entire career, the inhouse **MÜHLBAUER ACADEMY** offers a multi-faced course program. Starting from basic language courses to software and technical trainings to soft skill coachings. On top of that, the Personnel Development within the HR Department supports selecting and implenting external further training courses and advanced trainings such as master craftsman, business administrator or part-time degrees.

» LEARNING IS LIKE ROWING AGAINST THE CURRENT – YOU DRIFT BACKWARD AS SOON AS YOU STOP «

#### FIRST DAYS AT MÜHLBAUER

##### » ONBOARDING DAY

The goal is for all employees to get to know the company. The facility site is vast, with numerous halls and areas that are ultimately all interconnected. It is essential for employees to have a general idea of where the different departments are located, the cafeteria, and whom to ask for help. To achieve this goal, we organize a complete company tour of the entire premises every three months. During this tour, our executives give presentations about our business lines, and we end with a social snack where employees can connect with each other.

##### » eLEARNING

This is an online training on work regulations, energy and environmental management, as well as all contact persons for various topics. Finally, there is a short test with a certificate. Online training programs can be highly effective in providing employees with the necessary knowledge and skills to perform their job duties effectively. The certification can also be a valuable addition to an employee's resume, demonstrating their commitment to ongoing learning and professional development.

**Independent**  
Thinking &  
Initiative

Empowering  
**Ownership**  
of Work

Continuous  
**Improvement**  
Culture



JOIN THE TEAM!

# 5 STEPS

## TO FOSTER CAREER SUCCESS

### #1 – GAIN PRACTICAL EXPERIENCE

I believe that obtaining practical experience in your chosen field is key to success. It makes it easier to understand how to apply theoretical knowledge. Knowing what you are learning for and how it is used in real-life situations is an essential motivator.

### #2 – PURSUE YOUR INTERESTS

A job takes up a lot of time in your life, so it is very important to have a personal interest in your workspace. Trying out different roles and exploring various opportunities can help you discover what you are passionate about.

### #3 – TAKE ON CHALLENGES

Challenge yourself, overcome obstacles and take the initiative to pave your way. My advice is to manage complications and seek out conversations with others to learn and grow. Don't be afraid to step outside of your comfort zone and try new things.

### #4 – CHARGE GOOD TRAINING

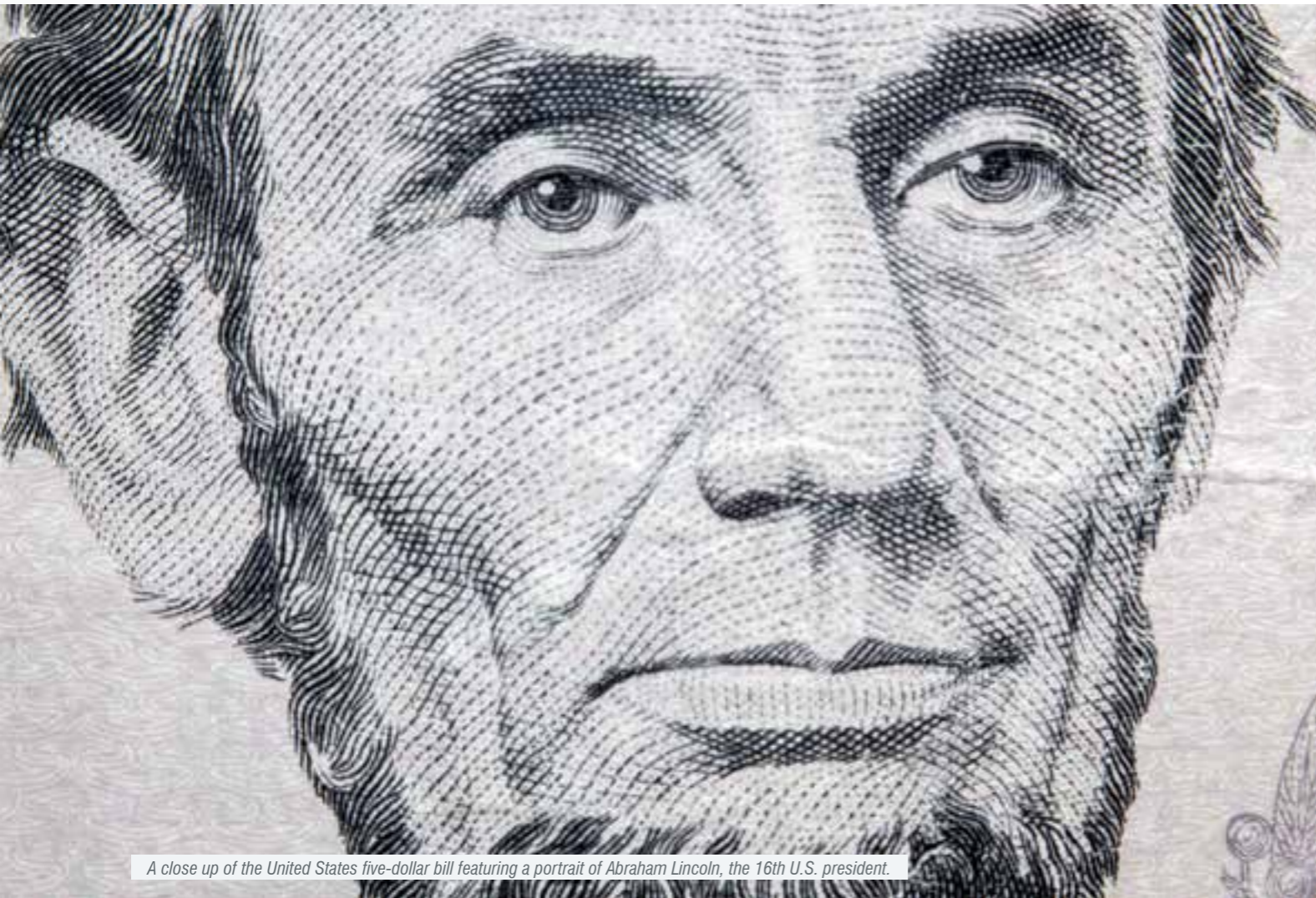
Being well-trained in your role is vital. Newcomers have to take advantage of mentorship programs, ask a lot of questions and learn as much as they can about the companies values, processes and people.

### #5 – KEEP LEARNING

There is always something new to learn. Being open to new technologies, structures and ideas is essential. Stay hungry, stay curious and keep up to date with industry trends to remain relevant and valued.



“THE BEST WAY TO PREDICT THE FUTURE IS TO CREATE IT.” ABRAHAM LINCOLN



A close up of the United States five-dollar bill featuring a portrait of Abraham Lincoln, the 16th U.S. president.

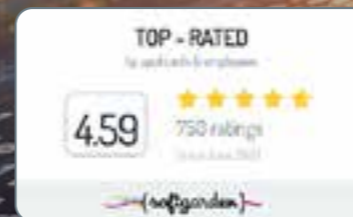
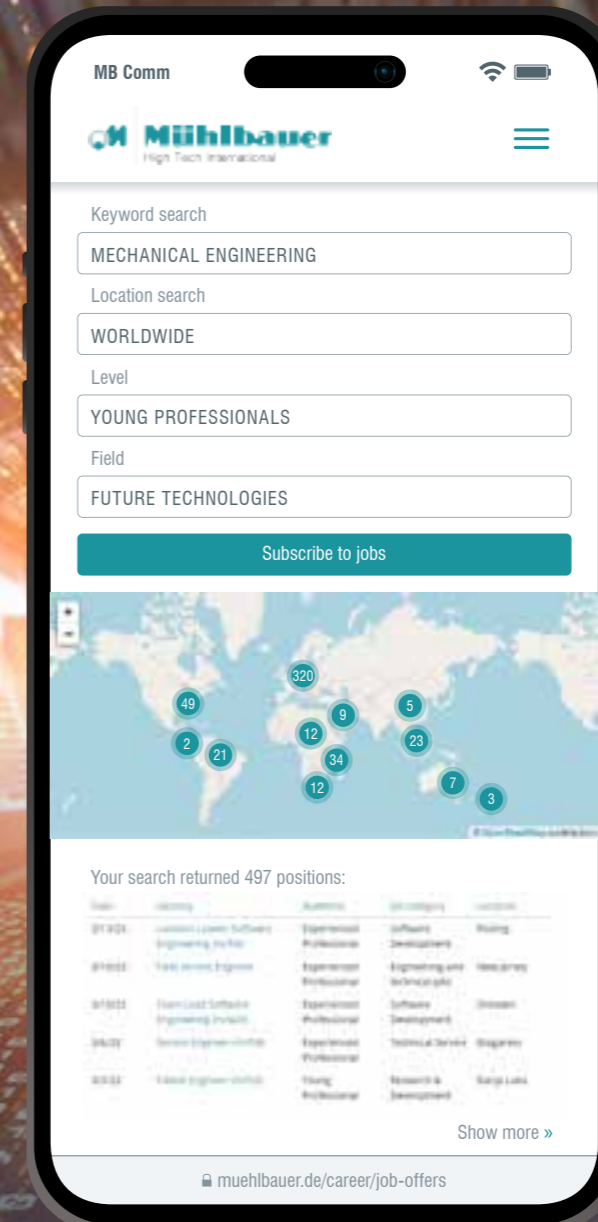
Mühlbauer is an established partner in government security and biometry since 2003. TEMA Vision, a subsidiary division of the Mühlbauer Group specializes in inspection solutions for banknote and coin production, offering standalone and integrated options. Banknote and coin production is complex with various security

features like UV, IR and magnetic elements. Our inspection solutions cover all quality aspects of banknotes in a fully automatic high-speed process, ensuring they are forgery-proof. Until today, we have an array of international references which inspects real banknotes and coins that circulates in the real-world currency.



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FROM TEHRAN TO BAVARIA

# JOURNEY *TO* EMPOWERMENT

**M**ahsa had always been a career-oriented woman. She grew up in the metropolitan city of Tehran, Iran and pursued her education at a university in computer science. She excelled in her field and soon became a sought-after professional in Iran. However, she always felt that she needed to broaden her horizons and explore new opportunities beyond her homeland.

The loving mother of a 6-year-old son and wife had always been ambitious about the idea to move to Germany and pursue her passion to work in the IT-security sector. Her journey to empowerment began when the opportunity arose to work at Mühlbauer under the TECURITY® business line, a global technology expert for identification, verification and authentication of people and their documents. The interview went well in Iran, and she secured a job as a database specialist. Not long after that, her husband also secured a job at the same company as a hardware developer engineer. The small family were excited to start their new life in the heart of Bavaria, a breath of fresh air and near to nature.

However, the decision to move to Germany was not an easy one and they were concerned about the change. They were also worried about the COVID-19 pandemic and the various restrictions that came with it, especially traveling with a small child because her son was 4 at that time. But

Mahsa was determined to make it work. In 2021 turns over a new leaf and the three of them flew to Germany.

Mühlbauer recognized the challenges that Mahsa and her family were facing and went above and beyond to provide them with support. They arranged all the transfers for them and helped with the immigration process, even to the extent of providing her a driver on her first day to settle multiple health declarations as it was the requirement during the pandemic. The company also helped Mahsa and her family find suitable housing.

The pandemic added an extra layer of difficulty to the move. The family had to navigate through numerous restrictions and regulations, which made the process even more stressful. But Mühlbauer was there every step of the way, providing support and guidance to help them overcome these challenges. Despite the difficulties, the family managed to settle into their new lives in Germany.

*“I really appreciate the company’s support because it was really needed for my family. I am glad to say that, if I hadn’t received such a friendly and supportive attitude from the company, the move might haven’t so sweet for me. Thank you to the whole team!”*

Mahsa adapted quickly to her new role as a database specialist at Mühlbauer, working in a highly international environment with colleagues from Germany, Bosnia and Egypt. She also took the initiative to integrate with the German culture and lifestyle, recognizing the importance of language skills in her personal and professional life. Today she made a lot of progress compared to the first day she came to Germany.

Mahsa was always on the lookout for new challenges in her field of expertise, which defined the elegance of her work. Over the years, she encountered many obstacles, but she was able to overcome them through a combination of her abilities and the support of others who believed in her.

With her experience and knowledge, Mahsa tackled every challenge head-on, finding innovative solutions that often-yielded breakthrough results. She sought out the support of her supervisor and the upper layer management, who provided her with the resources she needed to succeed. Their encouragement, training, and mentoring allowed her to prove herself and develop new skills, leading to further breakthroughs.

Today, Mahsa is a respected member of the Mühlbauer team and she is handling multiple governmental projects worldwide. She feels a sense of empowerment that came along with the responsibilities and credits the company's unwavering support for her success, both professionally and personally.

» I've always been someone who enjoys a good challenge. Hard work doesn't bother me because I'm focused on the objectives. But when I finally overcome the hurdles, there's nothing quite like that feeling of accomplishment. «

Mahsa Rakhsha



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» Always look on the bright side of things, and you'll see how good it can transform every aspect of your life. «

Javier



# REINVENTING YOURSELF

NAVIGATING A NEW CAREER PATH WITH CONFIDENCE

This is the true story of a man who turned his career path drastically and went from having a degree in Chemistry from one of the top-ranked universities in Spain to working as a highly skilled CNC machinist at MPS, a Mühlbauer Group subsidiary that focus on precision parts production and engineering.

## What is your name?

Javier Cadenas Cazalla.

## Tell Us About Yourself. What's your story?

I am originally from Seville, a cultural city located in Andalusia, southern Spain. In 2013, I completed my studies in Chemistry at the University of Seville. Unfortunately, during that time, there was a severe unemployment crisis throughout Spain, which left me with a big question mark – 'What should I do?'

Luckily, I came across a program designed to help young unemployed people in Spain start a career in Germany. The program is a collaboration between the two countries and involves many top companies from various industries – Mühlbauer being one of them.

In 2014, I came to Germany and completed a two-month internship at MPS to gain a better understanding of the company. I quickly realized that the company was involved in many impressive industries such as energy, semiconductors, aerospace, medical, security, defense, and many more technologies. I decided to start an apprenticeship as an industrial mechanic, and three and a half years later, I was working in the production of precision parts.

## What's your job? What does this mean in terms of what you do each day?

Subsequently, I became an expert in milling using a CNC (Computer Numerical Control) machine, which enables me to produce components of various sizes through programming. I started with 3-axis milling, then progressed to 4-axis and 5-axis milling, allowing me to precisely shape raw metal materials into complex components of a system. I am passionate about my work because I can see my progress as I continue to improve.

On a day-to-day basis, I receive a set of parts with different requirements and priorities that I need to produce. I occasionally help to train new apprentices on how to operate the milling machine effectively. Teaching and imparting knowledge is also something I enjoy in my work. That is why I am preparing myself to become a trainer for the apprenticeship program, and the company fully supports my decision by providing appropriate training for the next step. In the next three months, I will be taking an exam to qualify as a trainer, and I am looking forward to it.

**Was it hard for you personally to switch fields and move to a different country?**

Honestly, switching fields was never a problem for me. I planned to be a chemist, but I found myself again, here in Germany. Life is unpredictable, no matter how much we plan or prepare. The only thing we can control is our attitude towards the outcome. I like it here.

But I do think that moving to a new country, understanding a different culture, and learning a completely new language have been enormous challenges for me. It was not easy to adjust to a new way of life, and it took me some time to settle in and get used to the cultural differences. However, I am grateful for this experience because it has taught me so much about myself, the world, and the people around me. It has broadened my perspective and helped me grow as a person.

One of the major benefits of working in this company is its diversity. Apart from Germany, there are employees from countries like Morocco, Hungary, Bulgaria, and many more. Despite the differences and language barriers, everyone is so accepting and supportive of each other. We have managed to work together as a team and accomplish our tasks.

In addition, teamwork is another great aspect of this job. My colleagues and supervisors are always available when I need them, and I strive to be there for them as well. We support and complement each other, and I feel fortunate to work with such a great group of people.

**What do you like to do during your free time?**

I have many hobbies, especially since moving to Germany and having more free time. I enjoy hiking

and skiing, but one hobby that brings me a lot of joy is painting. I started painting after coming here and have learned a lot from various sources such as video tutorials and experimentation. I don't have a specific painting style; I just follow my intuition when I create. Painting helps me to be more creative and calmer. Sometimes I get so absorbed in my work that I lose track of time. However, in the end, I am always pleased with the outcome, the color combinations, and most importantly, seeing my progress as I continue to improve.

**Best piece of advice for someone who wants a job like yours or who is stuck in a difficult job hunt right now?**

When you're making a career change, creating personal application materials is incredibly important. So if you're applying to a role for which you don't have direct experience, you have to paint a full picture of why you want to make this career change and, beyond that, how you'll make an impact with your transferable skills. Finding a supportive environment, like the one I had when I first started here at Mühlbauer, can be a great starting point. Although you can't control the outcome, you can choose your environment. After that, give your best effort and focus on learning, and the rest will fall into place naturally.

**Anything else you'd like to add?**

My transition from chemistry in Seville to CNC milling in Roding was a big one, but I've learned so much in the past years, got to know nice people from international cultures, learn a lot about industrial technologies and I am so happy I decided to make the move. I encourage everybody who is considering making a move to take the leap of faith, if you think it makes you satisfied.

“I HAVE GAINED A LOT OF KNOWLEDGE HERE AND I WANT TO PASS IT ON TO THE YOUNGER GENERATIONS. THIS IS HOW WE SUSTAIN OUR KNOWLEDGE.”



JAVIER  
CADENAS  
CAZALLA

Javier with one of his paintings. This new hobby that he developed has helped him to be more creative and has provided a way for him to wind down from his daily routine.



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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.

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.

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,

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The future of payment is biometric. **SCAN ME!**







DYNAMIC LEADERSHIP

ENGAGE,  
INSPIRE &  
MOTIVATE



Ivana took the helm of Mühlbauer Group in Bosnia and Herzegovina (BiH) in 2020. But long before her rise as the company's Managing Director, she was already an aspiring professional, paving her way as one of Mühlbauer's highest-performing female directors. She started her first career at one of the Big Four as an auditor in Germany. Later on, she returned to Bosnia to work at another Big Four while pursuing her Master's degree in accounting and auditing.

Her craving to work in a technology-driven environment led her to come across a job offer to work as a financial manager at Mühlbauer BiH. She applied quickly, and even faster than she thought, she secured the position and proactively got involved in multiple governmental projects. The shift gave her a taste of living in the fast lane, and she really felt good with the dynamic of the company.

Fast forward, eventually she and her counterpart from Germany, Sanja Grimminger, became co-directors of the company. The dynamic duo tripled the capacity of Mühlbauer BiH in under three years, expanding the total headcount to over 100 and covering various competencies such as document production, technology transfer, software development, electrical and mechanical engineering. The Banja Luka facility will undergo its second expansion to accommodate modern workspaces for newcoming employees. While Sanja is on maternity leave, Karl Brandl, their superior, is temporarily taking over her responsibilities, ensuring that Ivana is not left alone with the whole responsibility.

Now, as Ivana prepares to take the leadership to the next level, she shares her insights and strategies for motivating and inspiring the growing team in Bosnia. Let's take a closer look at Ivana Srdic and hear what she has to say.

“

**Prepare yourself to be tough**, like they always say, “no pain, no gain!” The reality of work is that it's not always going to be harmonious. Sometimes there are frictions and escalations, but I tend to be polite and approach people kindly. I'm aware of my position as a leader, so I need to set the right tone and be completely firm with what is right for the team, even if it's hard.

**Prioritizing priorities.** I orchestrate the priorities of my team, determining which tasks need to be done first and which come next. Prioritization is a key factor in achieving success or reaching goals. It emphasizes the idea that our actions and decisions should be guided by knowing what needs to be done and understanding the consequences.

”



**Sense of responsibility** is crucial. When I started as Managing Director, we had a team of 35 employees. Within 2 and a half years, we have grown to 105 professionals, and the projects we are handling with various products and solutions have become even more complex. Despite the tremendous increase in responsibility, my spirit remains unshaken. It's humbling and daunting, but with the dedication and hard work of our team, I'm confident that we will continue to thrive and make a positive impact in the industry. It's been an incredible journey so far, and I'm excited to see where we will go from here.

**Getting out of your comfort zone** opens doors to more opportunities, which means having the courage to go beyond norms. For instance, I handled the early recruitments mostly by myself, interviewing software developers, engineers, and even recruiters to start working with us. I had to be an all-rounder but I took it as an opportunity to develop my skills. Luckily, my efforts paid off, and we were able to build a strong team of talented individuals who have been instrumental in our success. Don't be afraid to get the job done and be ready to jump in.

**Engaging, inspiring, and motivating** your employees is essential. Talk to them, ask how they are doing, and listen to their problems. It doesn't need to be too formal because most of the time, a small gesture goes a long way. Be a good listener, provide them with a bigger perspective, and inspire them with ideas and solutions. Let people grow and provide them with all the support they need. That's how I keep my team motivated, and I make sure they know that I will always be there whenever they need me.

**Clear communication.** Being a leader means being able to concisely deliver the message and delegate clearly the tasks. I believe 99% of mismanagement are caused by poor communication. I don't mean communication with multiple series of unnecessary emails and meetings. Try to explain in a way that the receiver could easily understand. Say directly what you have to say, straight to the point. So that's why I prefer face-to-face communication if possible. And be firm with your decisions because employees would not be happy if a boss keeps changing his opinions.

**Challenge yourself,** but focus on finding balance. This company is very challenging, but I have found ways to handle the stress, dynamics, and demands of our customers. I remember during the peak of the pandemic in 2020, it was challenging to keep the production in Banja Luka running continuously. We had restrictions and regulations that made things more complex. Therefore, we implemented strict procedures to protect employees who come to work and

perform fever detection at multiple checkpoints to avoid any chance of infection. Of course, there were cases, but they were quickly isolated to stop any outbreaks. We trusted the process, and I can proudly say we managed to execute the production on time. Therefore, I have to thank many people from the team for making it a success.

**Be positive!** We have successfully built a positive company image globally and especially for Bosnians, Mühlbauer is a great place to work. We take great care of our employees' well-being by providing fair salaries, along with extra bonuses, an extensive healthcare system, and all-inclusive work insurance. Additionally, we prioritize our employees' personal growth and happiness by offering team-building activities, opportunities for knowledge exchange with our other international sites, and training programs. Moreover, we encourage our employees to maintain a healthy lifestyle by organizing sports activities such as football, volleyball, and basketball tournaments. By prioritizing a positive work environment for our employees and their well-being, we believe they will, in turn, bring more positivity and productivity to the company.

**Teamwork is the foundation of success,** and it's important to work together and build each other up, rather than working against each other. At Mühlbauer, we understand the importance of collaboration, especially during times when we have to meet tight deadlines. As a Managing Director, I believe in leading by example and being a team player. There have been times where I have had to work alongside my employees to ensure that we meet our project goals. During these times, I don't mind lending a helping hand and providing support wherever needed. I believe that by being there for my team and working together, we can achieve great things. As a leader, I prioritize creating an environment that encourages collaboration, mutual respect, and trust. By fostering these values, we can achieve our shared goals and contribute to the growth and success of the company.

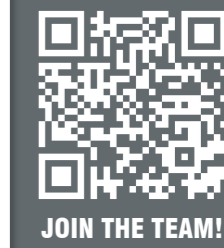
*» I found myself here at Mühlbauer. I can really function well with the challenges and I love the dynamic! «*

**My advice,** if you're looking to start a promising career, Mühlbauer could be an excellent opportunity for you. The company is highly dynamic and offers opportunities for learning, developing new technologies, and traveling the world. If you're someone who wants to bring out their best, this is the place to be. Mühlbauer is an ideal starting point and long-term career option. I'm excited to see new faces join the company as we work together to shape the future.



“AS A LEADER, I VALUE MY TEAM'S INPUT AND COMMITMENT, AND I FOSTER ENGAGEMENT AND FLEXIBILITY TO DRIVE PURPOSEFUL AND HIGH-PERFORMANCE TEAMWORK.”

- Dynamic Career Advancement
- Positive Communication
- Supportive Leadership & Management



# INDUSTRY 4.0



## RFID COMPETENCE

### FOR THE AUTOMOTIVE INDUSTRY

RFID technology is widely used in the automotive sector, as it allows for better supply chain management, improves manufacturing process efficiency, provides precise product traceability, and enhances the quality and safety of final products.

Mühlbauer machines have been setting global technology standards in terms of speed, quality, and flexibility from the very beginning. In 1995, we developed the world's first RFID inlay production solution and are the major driving force for RFID production technology. Our mission is to provide our customers with the best price-performance ratio while staying at the cutting edge of technology. Mühlbauer strives to be the market leader in the RFID smart label industry.



VISIT OUR  
RFID  
INNOVATION  
CENTER

RFID technology enables the identification and tracking of objects using wireless radio waves, which has many practical applications in various industries.

Sample of RFID Antenna



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MAKE YOUR RESERVATIONS TODAY

# THE BIG LEAP!

COURAGE TO CHOOSE THE RIGHT PATH



**H**alim's story is one of courage, determination, and the pursuit of the right path. Five years ago, he took a big leap and moved to Germany, seizing an opportunity that would change his life forever. Now, he is committed to paying it forward by helping students from his home country of Egypt access similar opportunities.

His journey began in 2017, when he first encountered Mühlbauer Machines while supporting a Mühlbauer-team in Egypt. From that moment on, he knew that this was the path he wanted to pursue. So he patiently waited for a job posting for a service engineer position and when it finally appeared a year later, he applied. And he succeeded – landing the job at Mühlbauer, a company with cutting-edge technology and a bright future.

However, Halim's ambitions don't end there. His ultimate goal is to promote greater collaboration between Egyptian and German workers. He has already assisted five individuals from his homeland make the move to Germany, and he is committed to doing more. Halim's story is an inspiration to us all – a reminder that with courage, determination, and the right path, we can achieve anything we set our minds to.

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**Exploring the link between personal hobbies and professional growth can offer valuable insights into an individual's approach to their work. With that in mind, can you tell how your hobbies of cooking and working out have influenced your career?**

My passions for cooking and working out have had a big impact on my professional career, and I firmly believe that they are all interlinked. Cooking is more than just a culinary art, it's about creating something from scratch, with the right ingredients, and transforming it into a delicious dish. The process requires strict adherence to a recipe and the perfect blend of ingredients, just like my approach to work. I firmly believe that attention to detail and precision are vital elements for achieving success in any given task.

Similarly, my dedication to working out and running has taught me the value of putting in the effort to achieve desired results. Consistency and perseverance are key to achieving positive results over time, whether in physical exercise or work. I always strive to better myself and push my limits to achieve better outcomes.

When I applied for my current role at Mühlbauer, I dedicated more than a week to researching the company and preparing for the interview. This preparation demonstrates my mindset and approach to both my hobbies and career, where diligence and attention to detail are key to success.

*» Choosing the right path is not always easy, but with **courage** and **dedication**, I am able to provide the best service possible. «*

Halim was filled with a sense of responsibility as he heard his nephews, aged 5 and 7, express their admiration for him, saying

*“I want to be like my uncle!”*

Their words served as a powerful reminder of his duty to set a positive example for the children in his family.

**Dealing with customers can be a stressful aspect of any job. How do you keep calm under pressure for providing effective service?**

Maintaining composure in a challenging environment can be difficult, but I have found that focusing on the job, clear communication, and time management are key. Trust is important in any customer-service interaction, and my approach has earned their trust time and time again. Ultimately, customer satisfaction is my top priority. They pay a lot of money for our machines, and it’s up to me to ensure that they are happy with the end result. When the customer is happy, that’s when I know that I have done my job well.

I believe that this is what makes a good service engineer – the ability to build a rapport with clients and deliver exceptional service. Appreciation is a great feeling. Our team is strong and flexible, and we work together to ensure that our customers are happy with our service.

**How does the company focus on diversity and inclusivity?**

The company prioritizes hiring talented individuals from all around the world, as seen in my team which has members representing over 5 different nationalities. This is reflective of the larger international team, which comprises over 4,000 individuals from various backgrounds and fields, operating across more than 35 sites globally. Moreover, they are committed to understanding and honoring the cultural differences of all its employees.

In terms of fostering an inclusive work environment, the Mühlbauer Group strives to create a culture that deeply respects everyone. It recognizes that individual performance and contribution are the most important factors, regardless of where a person comes from. This approach has helped to create a workplace culture that is open, accepting and supportive of all employees, regardless of their origin. Performance is all that matters.

**How does your team promote a culture of innovation and experimentation among employees, which can drive its success?**

As an engineer, I am constantly inspired by our commitment to maintaining and expanding our technology and market leadership. We are always investing in innovative products and processes to stay ahead of the curve.

Our highly skilled team of engineers and technicians work tirelessly in our research and development centers, collaborating closely with customers and research institutions to ensure the timely launch of reliable solutions in ever-shortening development and production cycles. This dedication to innovation and growth is what sets our company apart from the competition. It’s not just about the company’s commitment to innovation. It’s also about their commitment to supporting our careers.

**What advice would you give to someone who is considering applying for a job at Mühlbauer?**

In the fast-paced world of technology, it is crucial to have the right mindset to succeed. My advice to those considering joining our company is simple yet profound – set your attitude right. While technical proficiency is important, it is the attitude that will make or break your success. It takes time to change one’s attitude, so start early and focus on cultivating key traits such as commitment, patience and respect. These qualities will not only help you excel in your role but also shape your character and approach to life.

I often tell my younger brother that success is not a product of magic. To achieve great results, you need to make a concerted effort and be willing to put in the work. Building a machine takes time – just like the ancient pyramids, a great work of engineering cannot be achieved overnight.

There are no shortcuts to success, only hard work and dedication. So, hurry up and book your place in the future by investing in yourself and your attitude towards work and life.

“IT IS THE ATTITUDE THAT WILL MAKE OR BREAK YOUR SUCCESS”

**Ahmed Halim**  
MB Service Engineer from Egypt  
since 2018



**Exposure**  
Travel Worldwide

**High-End**  
State-of-the-art  
Equipment

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Management

**JOIN THE TEAM!**



**LET'S GO!**  
My **PASSION** is  
reaching **YOUR GOALS!**

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- + 1200 m<sup>2</sup> training center
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INVESTMENT

“**BUILDING  
THE  
FUTURE**”



THE MOST MODERN COMMUNICATION CENTER OF MB GROUP



Designed to provide our employees with a comfortable and functional workspace that fosters collaboration, creativity and productivity.

Two canteens will offer a variety of healthy food options, catering to all dietary requirements. This will not only ensure that our employees have access to nutritious meals, but also create a social hub where colleagues can connect over lunch and collaborate in a more informal setting.

The training center will provide our employees with the opportunity to develop their skills and knowledge, ultimately improving job performance and job satisfaction. We recognize that investing in our employees' personal and professional development is essential to the growth and success of our business.

Our new building complex represents our dedication to invest in the future and offer the resources and support our employees need to succeed.

- 5000 m<sup>2</sup> Floor Space
- 3 Floors Meeting Area
- 2 Canteens Dine & Relax
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- READY IN 2024**

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