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LIFE.

IN-HOUSE MAGAZINE



Daetwyler



EDITORIAL

CONCENTRATED KNOWLEDGE.

At the beginning of September, Daetwyler's employees who celebrated at least 10-year anniversaries were invited to an event in Bleienbach. Admittedly, it was impressive that this only left four people at our plant in Ursenbach. The rest were at the party!

When we think about how much experience and know-how that resides in the minds of our employees, and when we combine this with the slogan on our website „No individual is as smart as all of us together“, then — as a newcomer to Daetwyler Industries — I am simply blown away. Respect!

With all the current negative headlines from all around the world, I think it's important that we do not lose ourselves in this „collective negative spiral“. To this end, we can fall back on a valuable asset: Let us focus—together—on what we can influence, and let our concentrated existing knowledge be the accelerator to act together! Of course, fun should be integral, for example on a motorcycle tour with coworkers, or at a barbecue at the factory after work...



Hannes Bütikofer
Deputy CEO Division Industries

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WHAT HAPPENS WHEN THERE ISN'T ENOUGH ELECTRICITY AND GAS?

HOW DAETWYLER WILL DEAL WITH THE POTENTIAL POWER AND/OR GAS SHORTAGES IN EUROPE.

In the spring, Daetwyler was informed by the power company that there may not be enough electricity available during the winter months; maybe even for years to come. At the same time, we became aware that we faced the same detriment with our natural gas supply (dependence on Russia). That is the reason why we are intensively working on options on how best to deal with these impending shortages.

First, we had to find out what measures the government might undertake in such instances, and we concluded the following points:

1. Savings Appeal: For both gas and electricity, the Federal Council is first and foremost relying on volunteers. The request is for everyone to reduce energy consumption.
2. Switching of dual-fuel heaters from gas to oil (gas only).
3. Consumption restrictions: Certain types of electricity and gas consumption would become prohibited (e.g., closure of indoor swimming pools).
4. Rationing: Large consumers, including Daetwyler, are given allowances on the maximum amount of gas or electricity they can consume in a month.
5. Grid shutdown: Grids are switched off several hours a day, which completely cuts off the energy supply.



Measures Consumption Management
Vertical: Consequences for economy and population
Horizontal: Consumption savings (in %)
Graphic line: Savings appeals (5%) / Consumption limits (10%) / Rationing (5-15%) / Grid Shutdown (max. 50%)
Gray: Guide value savings appeal / Orange: Governmental allowances / Yellow: Volunteer

Measures to reduce consumption at Daetwyler:

Natural gas:

- The buildings in Bleienbach are heated with gas (two central heating systems). The one in the old building will be set-up in such a way that it can be operated with heating oil during rationing. In addition, both buildings will be connected by a

pipeline. As a result, in the worst-case scenario, when there is no more gas, the new building can also be supplied with heat from the old building. However, the heating capacity may not be sufficient to reach a comfortable temperature on cold days.

- Die SwissTecr relies on natural gas in the manufacturing process. This autumn, a switch from natural gas to propane will be realized.

Electricity:

- Electric consumption at the Bleienbach site is affected by various tenants. At an information event, we sensitized our tenants to the topic and asked them to draw up their own action plans.
- At the Ursenbach site, we have already reduced the supply of electricity from the grid by about a third, thanks to the photovoltaic system installed in the spring.
- Critical systems (e.g., flood pumps) have been defined for the „hourly cut-off“ scenario as they must remain operational by means of an emergency power generator.



Information event tenants.

As an employee, you can also contribute to reducing energy consumption. Here are a few suggestions:

- Only open freight doors briefly.
- Report compressed air leaks and have them fixed.
- Turn off light when it is not needed.

Thank you for helping.

Simon Gantner
CFO Daetwyler Group

MDC MAX DAETWYLER ESTI AS

BUS CHASSIS MANUFACTURING FOR HESS – A BOLD STEP INTO THE FUTURE.

For years, Daetwyler Industries Estonia has been a reliable contract manufacturer of complex water treatment systems for ships for their customer EVAC. But when Hess, a well-known Swiss company, challenged them to manufacture a bus chassis, the answer resulted in a bold 'YES'.



Assembly of the chassis.



Painting of the chassis.

In the spring of 2020, Hess asked Daetwyler Industries if there was any interest in entering the bus industry sector. Various meetings showed that this time „all beginnings are difficult“ would be the understatement of the year. It was not only technical topics that had to be well thought out, but also the entire infrastructure had to be considered.

MDC Max Daetwyler Estonia has decades of experience building large systems and machine beds – up to 10 meters long and weighing 24 tons – however, this time, the entire internal logistics had to be reassessed. The chassis was to be 7 to 10 meters long, requiring flow production due to the large series quantities. After several discussions, it was clear that it was a very good opportunity to break into and build up a new business segment. Having customers in diversified industries with different ups-and-downs, help us to maintain stability in the event of economic fluctuations. In addition, the last years of activity have shown that series production has made Estonia very interesting for many European customers.

In September 2021, a prototype Hess order was happily received. The production of the prototype, which consisted of front end, middle car and trailer, was carried out in close cooperation with the engineers from Hess. In February 2022, the time had come: The qualitative well-produced prototype was delivered.

It was during the production of these three frames that it became clear that while the chosen procedure for a one-time order was sufficient, the entire production chain was in need of optimization. And while one-off production in absence of precise welding fixtures and a flow process did make it possible to achieve the required quality, the overall effort was, simply put, massive and complex. Meeting Hess's demands, meaning to produce more than four chassis (four plus four frames in the length from 7 to 10 meters) per month, plus ensuring capacities remain available for other key customers seemed to turn into Mission Impossible. Compounding the challenge was the outbreak of the war in Ukraine, which made the procurement of materials more challenging. Simultaneously, a solution on series production in a one-off production process had to be found urgently for Hess.

And we did find a way! In cooperation with Swiss Fac-



Welding process of the prototype.



Hess test bus in Brisbane.

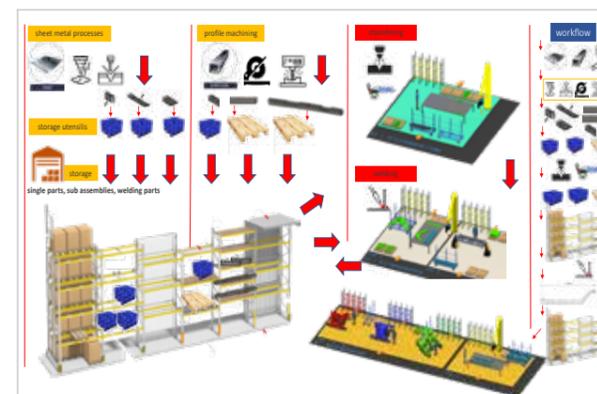
tory Group, several engineers worked on improving the welding fixtures, and a Kanban solution for materials management was chosen. This way of producing is completely new at Daetwyler Industries, but it creates the possibility of integrating welding robots, which will drastically reduce times in the future. The added effort currently involved in material preparation and material logistics can be reduced to a minimum.

The further development of the welding process also allowed for and achieves process reliability, which is extremely important in mass production.

In the summer, owners Ralph and Peter Daetwyler decided to make significant investments in Estonia by approving the purchase of a new laser system and two bending presses. These investments make it possible to reduce outsourcing and to produce the parts in-house. This also controls the procurement costs better and secures the desired quality of the individual parts. All these steps are essential to complete the series production of the chassis in the desired time and quality as well as at the agreed cost.

It is a long and challenging road. But it is also a very valuable way forward for us as a competitive production facility in Europe.

Kaili Vohnje
Managing Director Estonia



Material Management Value Engineering durch Swiss Factory Group.

Industrialized Work Steps Value Engineering durch Swiss Factory Group.



WAR IN UKRAINE

SCHOOL IS IN FOR UKRAINIAN CHILDREN IN BLEIENBACH.

Since April 2022, Ukrainian women with their children have been living in the Bleienbach factory apartments.



February 24, 2022, marked the beginning of the Russian invasion into Ukraine. Since then, millions of people have fled, and many families arrived in Switzerland shortly after the outbreak of war. The intake centers were quickly overcrowded, which resulted in the search for private accommodations.

In March 2022, the Daetwyler family decided to take in Ukrainian refugee families. Our studio apartments seemed ideal to accommodate families, i.e., women with one to two children. In addition, the former large engineering office on the third floor has been converted into a common area and classroom. The intake of families happened in stages. First, we focused on finding at least one Ukrainian woman with good English skills to overcome the language barrier. It was also important for us that the families get along well in order to make living together as pleasantly as possible. On April 8, 2022, the first families arrived. Shortly thereafter, three more families moved in. Currently, we are helping seven families.

The goal was not simply to offer a roof over their heads. We wanted to help them as much as possible. For example, we organized various donations, supported them in dealings with authorities, made translations, provided them with up-to-date information, helped with leisure activities, looked for doctors and dentists, and/or provided bicycles.

Most children are required to attend school. In cooperation with the primary school, we have set up a special welcome curriculum for them. In the be-

ginning, the children only attended this school to acquire basic knowledge of German. Since summer, they have been integrated into the schools of Bleienbach and Lotzwil, and they were able to attend the first lessons together with the other children. Additionally, thanks to the commitment of a local retired teacher, the mothers have the opportunity to learn German. Also, most Ukrainian women want to work. They have received hourly-based employment contracts from us, and with those, they can also work for other companies on our property.

While we can make life in Switzerland a little bit easier for Ukrainian families, we are frequently reminded in our conversations with them just how difficult their situation is. Their livelihoods in Ukraine have been destroyed. They are in constant worry for their families and friends who continue to live in the contested territories, especially for their spouses and partners who are fighting at the frontlines. Despite all their challenges, the women and children have integrated well, and they are extremely grateful for the support we are giving them.

Doris Niklaus
Head of HR

Origin of the families:



From Kiev five women & four children, from Kharkiv two women & three children, from Mykolaiv one woman & two children.

TEAM BUILDING URSENBACH

CURVES AS THE MAIN COURSE – MOUNTAIN PASSES FOR DESSERT.

The alpine nation of Switzerland with over 100 passes, high valleys, and scenic byways – about a third of them at an altitude of more than 2000 metres above sea level – when viewed from not just a statistical viewpoint alone, is a motorcycle region of superlatives of its own.



Road Captain Hanspeter Mohr.



Group photo of the Ursenbach motorcycle enthusiasts.

Whether in the Bernese Oberland, Ticino, central Switzerland, Valais, eastern Switzerland, or western Switzerland: There are interesting and winding roads everywhere, and most of them are also in pristine condition. No one knows this better than our 'Road Captain' and cornering master Hans Peter Mohr.



On the road.

cycle, the Grillfest (BBQ) in Ursenbach took place on the same day. We were spoiled with culinary delights by our Grillmeister Simon Ryser. Having dinner and a comfortable get-together, there was plenty of opportunity to exchange ideas in a relaxed and cheerful atmosphere while being far away from the daily business.

Thus, a successful evening came to an end. Many thanks to all helpers – it was great as always.



Get together at the barbecue.

With the motto „Curves as the main course and passes for dessert“, Hampi meticulously planned and prepared our traditional motorcycle excursion. As a human GPS, he chauffeured seven motorcycle enthusiasts from Daetwyler Industries safely through the most beautiful landscapes of the Solothurner Jura mountains. Finally, he brought them all back safely to Ursenbach for a barbecue. Thank you, Hampi, we are looking forward to the next tour with you.

Fire and flames
For all those who do not or not yet ride a motor



Get together at the barbecue.

Dietmar Bäurer
CEO Division Industries

INTERNATIONAL SALES MEETING 2022 IN BLEIENBACH

TOGETHER, ONCE AGAIN, AT THE BLEIENBACH HEAD-QUARTERS.

After more than two and a half years, we were finally able to welcome our entire SwissTec sales team as well as representatives from our branches to our headquarters in Bleienbach.

In addition to representatives from our subsidiaries in India, Singapore, Turkey, and the USA, we also invited partners from Germany, England, France, Italy, and Spain. It was our wish and pleasure to share a little history with our employees and our partners, namely the 50 years of our famous MDC doctor blade. We are so very proud of this!

After such a long time, an update and exchange of experiences was necessary. Interpersonal relationships, whether with customers or with one's own employees, are not so easily replaced with online tools. On the first day, we explained and discussed the worldwide development of existing products.

However, the clear focus on the second and third day was on the presentation and development of the new MDC products, which we—as SwissTec—would like to establish in the market in a timely manner. Peter Weiss (Head of R&D) introduced the current projects and products from a development point of view. His presentation was followed and complemented by Fabrizio Fezzuoglio's (Head of Process Engineering) presentation and information on the first market feedback of new products. Both presentations brought the new MDC offerings closer

to the participants while providing initial feedback from the market. Dominik Rzehak (Head of QM) also presented the Quality Management department and outlined its possibilities and capabilities.

On the last day of the meeting, all participants got to take part in external training. In his presentation, Stephan Beilenhoff (Beilenhoff Consulting) compared gravure printing with flexographic printing. The respective advantages and disadvantages were introduced and then actively discussed with the participants.

At the end of this year's Sales Meeting, the organizers arranged for a surprise get-together at Thunstetten Castle. Thunstetten Castle and its entire complex have a very special ambience and, as the closing act, all participants immensely enjoyed experiencing this unique location.

Olaf Segbert
Chief Sales Officer



Picture from left: Christian Karg, John Bare, Tom Dean, Birol Erol, Marco Pongratz, Lars Lieb, Clemens Hatt, Damien Forest, Cameron McIntosh, Clinton Lovell, Nathan Clarke, Carina Engel, Olaf Segbert, Andy Chan, Peter Daetwyler, Ralph Daetwyler, Martin Cansler, Johnny Stamey, Fabrizio Fezzuoglio, Holger Brast, Alberica Savini, Massimo Cattaneo, Albert Torrent, Javier Ortega, Shrikant Shelar, Thomas Rother, Manel Asin, Beat Trösch, Sachin Vaidya, Sudhir Dhotey, Markus Resing.

AUTOMATIC PACKAGING STATION

AUTOMATION - A CORE TOPIC AT DAETWYLER SWISSTEC.

Hundreds of doctor blade rolls, packed in plastic boxes, are sent on their way from SwissTec's plant every day.



The packaging of the doctor blade boxes thus far has been done in production via several manual steps. To optimize the corresponding processes and to eventually be able to implement automated packaging, a new packaging design had to be developed in cooperation with Meisterplast (as reported previously). This new packaging concept was created with the sole purpose of making automation possible.

Subsequently, the development team launched the „Automatic Packaging Station“ project. The system has been constructed and is currently in the commissioning process. The system consists of

eight stations, that can pack the finished products fully automatically up until the box is sealed, labelled, and returned to the warehouse. From there, the boxes are shipped to customers worldwide.

This system paves the way for further automation, and automation in today's market is a must in order to remain competitive in the long term.

Michael Signer
Design Engineer

DIGITALIZATION OF THE PRODUCT PORTFOLIO

WEBAPP – MDC DOCTOR BLADES.

With over 20 different doctor blade products and a variety of different configurations for each, Daetwyler SwissTec certainly offers a expansive product portfolio.

To date, a printed catalog has been made available to employees and sales partners to allow for a detailed overview, also allowing for quick identification of all available variations. This has been particularly advantageous during customer visits when checking optimal configuration of individual products for availability.

This representation of all MDC doctor blades with their respective configurations has now been digitalized: The new MDC-Doctor Blade WebApp contains all available configurations of the MDC doctor blade, and they can be viewed online at any time. A major advantage of this online presentation is relevance, as any change in the product portfolio is immediately updated and available online.

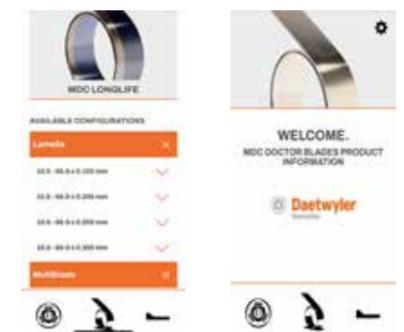
The new WebApp is designed for daily use on mobile phones, but it can also be accessed on tablets, laptops, or PCs with an Internet browser.

Another benefit is that the online platform will show which versions are available as test samples. As a result, the sales department and the respective sales partners can quickly and easily provide the best samples specific to the customer's intended application. In addition, all configurations of the MDC doctor blade are explained independently in the WebApp, also displaying respective advantages plus the technical drawing.

The new WebApp was presented for the first time at the Daetwyler SwissTec Sales Meeting in January

2022, and it was very well received. It is consistently updated and developed further in order to present additional relevant information of all MDC doctor blade products in their latest versions.

Markus Resing
Deputy Head of Marketing & Sales



ROTOFLEX SUSTAINABILITY AGENDA

CERTIFICATION ISO 14001 ENVIRONMENTAL MANAGEMENT.

For many companies, the consequences of climate change and environmental degradation have a direct impact:

- Natural resources are getting scarcer,
- Fossil fuels will become more expensive in the long run,
- Customers are more critical in their consumer behavior.

Sustainably acting companies that implement environmental and climate protections not only assume social responsibility for the preservation of an intact environment, but they also invest in the viability of their own future.

ISO 14001 Definition

The ISO 14001 standard is the globally accepted and applied standard for environmental management systems. It requires companies to identify, evaluate, communicate, and document environmental aspects.

ISO 14001 Advantages

The certification of an environmental management system proves an increase in awareness in sustainable development, and thus, it gives environmentally conscious companies a competitive advantage in national and international markets.

The potential benefits of the ISO 14001 standard for companies are numerous, some of the most important ones are listed below:

- Reduction of waste, wastewater and emissions
- Saving of capital through the targeted use of resources
- Reduction of environmental liability risks
- Improvement of image to customers, business partners, and the public
- Promotion of environmentally conscious behavior among employees

ISO 14001 Certification Process

ROTOFLEX AG has been certified according to DIN EN ISO 9001 (quality management) since 2005.

The environmental management standard ISO 14001 ties into the existing quality standard in many areas



in terms of reasoning and structure, which results in a logical integration of the two systems.

In order to obtain certification, an effective environmental management system must be in place that meets the requirements of the standard.

ISO 14001 focuses on the continuous improvement process (CIP), which means that no absolute requirements regarding environmental performance are specified. However, it requires compliance with the obligations that the company has imposed on itself with its environmental policy.

We are in the planning phase for this certification. Based on our environmental and sustainability strategy, we have defined the following sustainability goals:

- CO2 reduction
- Decarbonization by 2050
- Energy efficiency (reduce electricity and gas consumption)
- Reduction of waste

The planned projects to achieve the set environmental goals are:

- Development projects
- Investments in new technologies
- Renovations to existing buildings

For ROTOFLEX, ISO 14001 certification is an indispensable step towards remaining internationally competitive. In addition, we bear responsibility for our environment – through sustainable management and a prudent use of resources.

Dr. Elke Bauer
Head QM, QS & Compliance

WELCOME TO THE DAETWYLER GROUP

NEW HIRES.

JUNE 2022

- **Liliane Schwegler**
HR-Assistant
Daetwyler SwissTec AG

JULY 2022

- **Chaled Nur**
Galvanics Team
Daetwyler SwissTec AG

AUGUST 2022

- **Danilo Franzelli**
Polymechanics Apprentice
Daetwyler SwissTec AG
- **Michael Kohler**
Polymechanics
Daetwyler SwissTec AG
- **Peter Kunz**
Deputy Head of Production
Daetwyler SwissTec AG
- **Nick Wanzenried**
Design Engineer Apprentice
Daetwyler SwissTec AG

SEPTEMBER 2022

- **Michael Minder**
Production Planning
MDC Max Daetwyler AG Ursenbach
- **Cristiano Das Neves Rodrigues**
Galvanics Team
Daetwyler SwissTec AG

OCTOBER 2022

- **Jan Ormel**
Service Technician
MDC Max Daetwyler AG

CONGRATULATIONS ON YOUR NEW BABY

BIRTHS.

5. JULY 2022

- Parents:
- **Melanie Enz und André Hartmann**
Daetwyler SwissTec AG
Son: **Lean Noah**



11. JULY 2022

- Parents:
- **Nadeshda Britschgi und Alexander Hunziker**
Daetwyler SwissTec AG
Daughter: **Maia**



23. AUGUST 2022

- Parents:
- **Silvan und Janine Lutz**
Daetwyler SwissTec AG
Son: **Jaron Keith**



WELCOME.

THANKS FOR YOUR SERVICE

ANNIVERSARIES.

10 YEARS

- **Bruno Blaser**
01.07.2022
Production / Daetwyler SwissTec AG
- **Lars Lieb**
24.09.2022
Sales / Daetwyler SwissTec AG
- **Dominik Ammon**
01.10.2022
Finishing & Shipping /
Daetwyler SwissTec AG

25 YEARS

- **Bruno Ingold**
11.08.2022
Infrastructure / Daetwyler Management AG

35 YEARS

- **Hans Peter Kaderli**
02.07.2022
Maintenance / Daetwyler SwissTec AG
- **Erwin Kaderli**
01.11.2022
PKD Schleifen / Daetwyler SwissTec AG
- **Lefter Mahmudi**
19.10.2022
Infrastructure / Daetwyler Management AG

45 YEARS

- **Beat Trösch**
01.12.2022
Aviation Museum / Daetwyler Management AG

BEST WISHES ON YOUR NEW PATH TOGETHER

WEDDINGS.

27. MAY 2022

- **Thanapalan Tharsan und
Yildirim Seyma**
Daetwyler SwissTec AG



ENJOY YOUR RETIREMENT

RETIREMENT.

NOVEMBER 2022

- **Jürg Aeschlimann**
Engineering
Daetwyler SwissTec AG

THANKS.