



Successfully navigating tough times thanks to motivated employees and innovative solutions

HEITEC SCORES AGAIN AS A TOP EMPLOYER

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WE'RE AN ATHLETIC CREW THAT FOSTERS TALENT,

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Dear Reader,

I am and remain an optimist. This may sound surprising, given the uncertain times we are all experiencing. War, climate change, an impending energy crisis, the lingering pandemic alongside supply chain problems, skilled worker shortages, and inflation seem all consuming. Nevertheless, I am convinced that we will overcome these challenges together. In fact, I believe that the need to adapt will create significant opportunities for us. Small and medium-sized enterprises in particular have always been a stabilizing force for the economy and have proven to be resilient in times of crisis and uncertainty.

Major challenges have always released new energy, inspired innovation and focus, and ignited commitment in shaping the future - exactly what motivates us at HEITEC. We develop technologies and solutions that tackle the most urgent problems and market requirements. Just think about the necessity to save energy which companies now face- not only to withstand massive economic pressure and impending bottlenecks, but also to meet customers' and societal expectations. With our combined capabilities in automation, energy technology, and simulation, we contribute significantly to creating stable and sustainable energy systems for our industries.

A cornerstone of our longevity is our focus on enhancing production efficiency and availability. A good example of how we are succeeding in this, despite the current challenging environment, is a pilot project we recently completed for our pharmaceutical customer TEVA (ratiopharm).

Additionally, we have also expanded our leadership team with proven industry experts to leverage their deep set subject matter expertise to take our offerings to the next level and create even more value for our clients.

Kind regards,

Richard Heindl
CEO HEITEC AG

softgate GmbH celebrates 30 years of software skills

softgate GmbH, a HEITEC Group company, recently celebrated its 30th anniversary. Bavarian Interior Minister Joachim Herrmann and Prof. Dr. Joachim Hornegger, President of the University of Erlangen-Nuremberg, joined in the festivities.



Left to right:
Joachim Hornegger (President, University of Erlangen-Nuremberg), Jörg Volleth (Deputy Mayor, City of Erlangen), Udo Nyga (softgate partner), Richard Heindl (CEO, HEITEC), Joachim Herrmann (Bavarian Minister of the Interior), and Johannes Feldmayer (General Manager, HEITEC)

Since its founding in 1992, softgate has been developing high-quality software for medical technology, executing digitalization projects, and delivering software solutions to optimize industrial machines, installations, and applications for a wide range of customers. With more than 80 employees, the company is one of the best-known. Germany, medium-sized enterprises in its fields today and has become a leading partner for controls, visualization, and data management for large medical equipment. With its certification to ISO 9001 and ISO 13485 and its extensive product expertise, it more than meets the highest quality requirements in regulated markets. softgate's customer list includes highly respected leaders in the field.

Interior Minister Herrmann congratulated the company: "Far-sightedness and a willingness to innovate, a focus on quality, meticulousness, and most of all a sense of responsibility and loyalty to their roots – all of these qualities have always made SMEs in Franconia and all of Bavaria the backbone of our economy." He noted that with its core competencies in medical technology, solutions for industry, and comprehensive document management, softgate is one of the leading software companies in Germany. He added that the company is also involved in research and development and has worked with the University of Erlangen-Nuremberg for many years.

State Parliament Member
Joachim Herrmann
Bavarian Minister of the Interior



Introducing the reorganized executive team



The whole management team (left to right):
Johannes Feldmayer, Marcus Wittmann, Kai Lenfert, Michael Künnell, Michael Frieß, Richard Heindl, Dr. Jochen Lorz

CEO Richard Heindl and General Manager Johannes Feldmayer of HEITEC AG are preparing the company for the future by bestowing responsibilities on a select group of highly experienced individuals. Both are looking forward to working with their newly appointed management team and have great confidence in the new direction, set out for key competency areas.

Marcus Wittmann heads the Production and Test Systems business area and is a specialist in customized solutions for industrial environments. He has been in charge of development, production, and sales of technical products along with the associated automation for 30 years.

Kai Lenfert heads the Electronics business area and has extensive expertise in strategic corporate development, project management, and production technologies.

Michael Künnell succeeded long-standing CFO René Rosner as of April 1, 2022, and is in charge of the Group's Controlling, Accounting, HR, IT, and Procurement activities. He has more than 25 years of international experience as a CFO in all commercial fields.

Michael Frieß is a new member of the Managing Board and an established expert in operations. He will primarily focus on heading worldwide operations in Automation and Digitalization.

Dr. Jochen Lorz is the Managing Director of HEITEC Innovations GmbH and is also in charge of the Group's Sales/Marketing and Innovation functions. He has been developing energy supply solutions for more than two decades and is also an expert in quality assurance.

HEITEC has grown steadily in recent years. The new management structure will establish a more solution-oriented network among its various corporate units and further strengthen existing synergies.

Pharma 4.0 pilot project successfully launched at TEVA (ratiopharm), a leading drug manufacturer

Just a few steps to smart production

HEITEC promotes digitalization in the pharmaceutical industry with innovative solutions. In close collaboration with the customer, HEITEC successfully rolled out a pilot project to digitalize pharmaceutical production at TEVA. Connecting the production facilities at Blaubeuren-Weiler, Germany, to a virtual server and making it possible to process and evaluate production data, creates a foundation for future implementations and optimizations.

Production site in Blaubeuren-Weiler

TEVA Pharmaceutical Industries Ltd. is among the top 20 drug manufacturers in the world. With its two manufacturing facilities in Ulm and Blaubeuren-Weiler, the German production site is the group's largest and most complex facility. For example, one of TEVA's brands is ratiopharm, which offers the highest-quality drugs at an affordable price.



TEVA headquarters in Ulm, Germany

The implementation was spearheaded by HEITEC's location in Crailsheim, Germany, which combines core competencies in software development, HMI programming, and web visualization.

Minimum intervention – maximum effect

The main components of the system are an edge gateway device (IPC as the data collector), HEITEC's web HMI application, and TEVA's application and storage database server. These components are interconnected via Ethernet and a network protocol.

The edge gateway device is linked to the existing plant control system with no modification of the computer-aided system required. This means that the existing validity of the production line isn't violated – an important consideration for pharmaceutical companies.

Real-time information acquired during production can be used to more easily investigate the causes of errors and malfunctions, support personnel, and design optimization strategies.

Greater transparency and oversight

Quality and safety play a tremendous role in drug manufacturing, where strict hygiene and control are vital. Every unplanned intervention in a sterile environment presents both a challenge and a risk. The new set of machine data can be used for the early identification of wear and tear as well as the implementation of preventive measures that reduce unplanned interventions.

Higher efficiency and productivity

Data acquisition can be configured in such a way that overall equipment effectiveness (OEE) is not just measured and compared at defined intervals; it can also be improved by means of targeted measures. Quality standards, machine availability, and throughput are all optimized. The application can be flexibly modified to meet precise requirements. Historical data remains accessible even when there is a change of personnel or shift.



Production control is improved compared to earlier methods, thanks to the digital display of overall equipment effectiveness (©TEVA)



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The machine data is now available in real time and can immediately be used by employees.

Dr. Bernd Ibscher, Head of Bulk Production Sterile Dosage Forms TEVA

There's almost no limit to how far the application can be extended via the cloud – both spatially to include more plants and locations and content-wise with more configurable data points.

This technology from HEITEC offers a user-friendly architecture that can quickly and effectively elevate even older machine parks to a state-of-the-art level.

A demo of the application will be presented in Nuremberg at FACHPACK 2022, the leading trade show for packaging, technology, and processes, from September 27 to 29 at HEITEC's Packaging Valley Booth 236 in Hall 3C.

We look forward to seeing you there!



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HEITEC presents mobile robotics at FACHPACK, including for applications in the pharmaceutical industry

In line with the motto “Transition in Packaging,” this year’s FACHPACK (September 27 to 29 in Nuremberg) will focus on topics like digitalization. Our ever-diminishing resources are also making resource-saving digitalization an urgent necessity. This is precisely where HEITEC comes into play – providing smart factory solutions, from the PackML standard and system integration of brownfield plants to edge and cloud computing.

As a trade show highlight, HEITEC will be showcasing the potential of mobile robotics based on the example of the CoBOT (collaborative robot) HelMo. Designed specifically for this event, HelMo will demonstrate its precise and efficient work methods as applied to sample applications in the pharmaceutical industry. HEITEC designed, equipped, programmed, connected,

and validated the CoBOT, which underscores the company's expertise in providing complete applications for mobile robotics from a single source – including for the special requirements of regulated markets.



Would you like to meet HelMo?

HelMo waits for you at: FACHPACK 2022 in Nuremberg, HEITEC at the Packaging Valley shared stand, Hall 3C, Booth 236

Certifications at the highest level of technological development

Our aim is to keep our employees' expertise at the highest level and to guarantee that our customers have access to the latest and most profitable technologies at all times.

With this in mind, our project engineers at HEITEC Crailsheim have all successfully passed the test and are certified on the Rockwell automation and software systems used in mechanical and systems engineering. Their knowledge in the following areas of application

has also been refreshed and updated: Logix5000, cybersecurity + safety, EtherNet, Motion, and PowerFlex.

Schneider Electric has recognized HEITEC as a certified partner. This partnership enables HEITEC to support customers with innovative solutions and expertise. As a certified partner, HEITEC is granted exclusive access to a wide range of software, tools, and training programs.

HEITEC wins award as TOP IT employer

We are all concerned about the shortage of skilled workers. As such, we are extremely pleased to have been named a TOP Employer for IT Jobs by CHIP magazine and the Great Jobs employer rating platform this year. The study was based on an extensive analysis of 24 industries. Adding to this distinction, the International Chamber of Commerce also awarded HEITEC its “2022 Training Business” certificate. Both awards reflect our dedication to the development and training of talented, young people.



At HEITEC we aim to sustainably counteract the skilled worker shortage, which is why we offer a diverse range of training and internships for potential applicants at numerous job events and in-house occasions. Given the low representation of women in our field, it is important for us to encourage girls at an early age to take an interest in STEM fields – as we recently demonstrated by holding a Girls’ Day at our corporate headquarter in Erlangen. Other events like “The Long Night of the Sciences” and our close connection with universities and research institutions present us with the opportunity to demonstrate to young people how fascinating, technical professions are.



New Chief Operating Officer at HEITEC Hungary



Effective immediately, Csanád Pálfalvi has joined the management team at HEITEC Hungary as Chief Operating Officer. He has started his new job with great enthusiasm.

Csanád Pálfalvi joins HEITEC after eight years as a Division Head and Business Development Manager at evosoft Hungary Kft. Before that, he acquired a deep

understanding of project management and software development at Tata Consultancy Services, ZF Friedrichshafen, IT Services Hungary, and ThyssenKrupp Presta. He holds a degree in IT engineering from the University of Pannonia in Veszprém. Mr. Pálfalvi, age 44, is married and has a ten-year-old son.

The Center of Competence in Budapest has 200 employees, and works closely with the Centers of Competence in Germany and Austria to develop digitalization and software development projects.

CSU Party Secretary General Martin Huber visits HEITEC in Erlangen

HEITEC presented itself as a driver of the energy transformation – with digital twins enabling the optimal design of complex energy systems.

Martin Huber, Secretary General of Germany’s Christian Socialist Union party, was enthusiastic about the potential of digital solutions. “My visit to HEITEC in Erlangen was very impressive. I was especially fascinated by the ‘digital twin,’ a precise, digitally programmed simulation of a complex machine, which can be used to perfectly play out and prepare for lifecycles, technical difficulties, and product replacements.”

Discussions with management about the current political challenges once again highlighted the importance of a reliable regulatory environment and

reinforced efforts to ensure resilience, especially in light of the global scope of the challenges we face. That is especially the case for small and medium enterprises in Bavaria, which are the backbone of our economy and society.

Recruitment of new colleagues at HEITEC benefits from a number of advantages: a broad range of opportunities in a forward-looking metropolitan region; an exciting, extensive portfolio of occupations and professions; an international field of operations; and close relationships with research and science..



A long-standing commitment pays off – Best year since club's founding – Six national players at HCE



The 2022 season, which ended in May, saw the best performance of the HC Erlangen e. V. handball club since the group was founded in 2001. Almost every HCE team met or even exceeded its ambitious goals for the season.

The club not only reached the Final Four trophy round, it now includes six national-level players: Sebastian Firnhaber, Christoph Steinert, Tim Zechel (all Germany), Klemen Ferlin (Slovenia), Simone Jeppsson, and Hampus Olsson (Sweden).

Encouragement for young people reaps three championships

HCE's Women's A-Youth and Men's B1- and C1-Youth teams reached the Bavarian championships with ease – proof of the high quality of our years of steady, systematic coaching.

HEITEC AG is proud that its sponsorship contributed to their success.

HEITEC sponsors top Austrian handball team

Förthof UHK Kreams won its fifth Austrian championship, scoring 28-26 in the showdown game against ALPA HC Hard.

The team therefore lived up to its aspirations as a powerhouse on the Danube. As one of the team's partners, HEITEC is of course especially happy about their success.





ALB EXTREME: Focus, endurance, and team spirit

Our team showcases outstanding persistence and endurance – in sport as well as their work. This was once again demonstrated by our 12-member biking team from HEITEC PTS in Kuchen at the 38th ALB EXTREME bike marathon. Organized as usual by the MRSC Ottenbach club, it was held in Stuttgart on June 26, 2022, with 3,500 riders participating. Routes of either 90 or 200 kilometers were cycled. One of our employees chose the 200 km marathon, with a total elevation gain of 3,600 meters. Hats off to everyone who took part!

AOK Business Run: HEITEC Kiel crosses the finish line

Eleven colleagues from HEITEC Energietechnik in Kiel were up for some vigorous fun: They participated in the AOK Business Run on June 1. The event had been paused for the past two years. In outstandingly fine weather, the run followed a 4.5-kilometer round course passing the Kieler Förde inlet. The event was aimed at having fun by getting active together – with our team in Kiel leading the pack.



LAC Quelle Fürth: Sponsorship of the region's top sport

Sponsoring the region's top sport, especially in youth programs, is one of HEITEC AG's primary interests. Not only is the LAC Quelle Fürth track and field club one of HEITEC's long-standing sponsored partners, it's one of Germany's leading centers for the sport, and it has an outstanding record of working with the upcoming generation. This was proven once again by the results of the past few months, including a fantastic fourth place taken in the 200-meter race by late entrant and natural talent Jonas Hügen (shown) in the German Championships.

HEITEC Chemnitz: Perpetual motion

Spike the ball first, then run: That was the byword. This time our colleagues in Chemnitz proved that they can make a good figure on both sand and asphalt – first at the Beach Volleyball Cup on September 4, and just a few days later, in the 5-kilometer company run through downtown Chemnitz on September 7.

Cool refreshments at HEITEC

It's ice cream time twice a week at HEITEC in Erlangen: Employees enjoy beating the heat with a cold treat.



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