



# POLYTEC WORLD

01/17 - JUNE 2017

## MARKET POSITION

POLYTEC invests € 20 million in a new paint shop, page 10

## MOVING TECHNOLOGIES

Diverse opportunities for our mobile innovations, page 12

## PASSION

CFO Peter Haidenek is the Business Athlete of the Year, page 23

MOVING LIGHTLY  
INTO A DIGITAL FUTURE



How does one pack 30 years of passion into 2 minutes?

You can find out by accessing our image film via YouTube or this QR code.



Alice Godderidge, CSO

Dear Reader,

Global development is currently progressing at a previously unknown speed. Digitisation has entered every area of life and is pushing change forward, which is a fact that also applies to our world here at POLYTEC.

The POLYTEC GROUP is in the midst of the biggest digitisation offensive in its history. As a result of the reorganisation of the IT department into four globally active competence centres and massive investments in hard- and software, in future all procedures will be completed with greater speed and transparency, and above all at reduced cost.

In this issue of POLYTEC WORLD we also wish to present you with two successful projects that provide impressive evidence of our flexibility. Demand for both the tailgate spoiler of the Audi TT and the styling bar for the premium VW Amarok Aventura model has exceeded all expectations. Indeed, what began as an Audi accessory project has evolved into serial component production and the originally planned quantity of 4,000 VW styling bar sets per year has risen to 24,000.

Another success story awaits you in the financial section, as 2016 was the POLYTEC GROUP's best financial year since its foundation.

May we also move you? If you would like to know the direction that the POLYTEC journey is to take in the coming years, I would recommend that you read the article regarding our "Moving Technologies". In this I deal with the current changes in the automotive industry, which range from the new form of teamwork with our customers to the topic of e-mobility.

In this spirit, I would like to wish you an exciting journey through the pages of POLYTEC WORLD!

# Highlights

Cover Story...

MOVING LIGHTLY INTO A DIGITAL FUTURE

4



Introducing...

DESIGN MEETS TECHNOLOGY

The impressive development of POLYTEC CAR STYLING in Hürsching, from the takeover in 1995 to its current status as a POLYTEC GROUP flagship location.

8

STRENGTHENING OUR MARKET POSITION IN EUROPE

10

MOVING TECHNOLOGIES – FROM A COMPANY THAT NEVER STANDS STILL

12

Passion creates...



STYLING ON A GRAND SCALE

The VW Amarok is the Pickup of the Year and since September 2016 POLYTEC has been supplying the styling bar for the Aventura premium model.

18



AN ICON GETS AN UPGRADE

The Audi TT's highly conspicuous tailgate spoiler, which was previously an original accessory, is now a standard feature.

20

COLLEAGUES IN FOCUS – POLYTEC POSITIONS ITSELF AS A TOP EMPLOYER

21

! GLOSSARY: AN OVERVIEW OF ABBREVIATIONS AND SPECIALIST TERMS

27

# MOVING LIGHTLY INTO A DIGITAL FUTURE

INCREASED PRODUCTIVITY THROUGH GREATER TRANSPARENCY AND IMPROVED INFORMATION AVAILABILITY

26 locations on three continents, four competence centres in Europe and an extremely extensive product portfolio mean that the internal organisation of the POLYTEC GROUP is characterised by an unbelievably high degree of complexity. For this reason, 2016 saw the launch of a group-wide digitisation strategy, which means that instead of initiating marketing-effective and selective actions on an individual basis, we will concentrate on the targeted and structured use of IT for the concrete support of day-to-day business.

## TECHNOLOGICAL DIVERSITY FOR OPTIMUM SOLUTIONS

The POLYTEC GROUP's technological range and hence its product portfolio is becoming increasingly extensive, which enables the group to offer its customers the optimum solution to every requirement. This also means that in stark contrast to our competitors, who frequently only possess mastery of one or two key technologies; POLYTEC disposes over a significant competitive advantage. However, this deliberately targeted diversity must remain under control and therefore digitisation throughout the group constitutes a major prerequisite in this regard.

## DIGITISATION PROVIDES THE TECHNICAL FOUNDATION

Even the best employees in the strongest organisation cannot take decisions on their own initiative when they lack relevant information.

Therefore, for the POLYTEC GROUP an increase in information availability represents an important development step. Accordingly, in 2016 the group launched a digitisation offensive, which constitutes the largest managerial programme in its history.

## VALUABLE SUPPORT DURING DAY-TO-DAY WORKING

At POLYTEC, data logging and evaluation are not self-perpetuating, but instead serve to provide control and optimisation as a genuine support during daily company and work activities. The advantages are relatively self-evident, as problem analysis takes less time, monotonous standard procedures and activities that solely involve transfers can be largely automated. The final goal is that all processes take place faster and with greater transparency, and above all, at reduced expense.

## HELPDESK

Since May 2017, a helpdesk has been available to all POLYTEC GROUP personnel for any type of IT enquiry. The Helpdesk facilitates the systematic registration and speedy handling of the questions received and thus guarantees uniform service of the highest quality.



## IT COMPETENCE CENTRES MEAN READINESS FOR THE CHALLENGES OF TOMORROW

In order that digital progress can become established in every area of the POLYTEC GROUP, the IT departments are being fundamentally reorganised in the course of the NextGenIT project. A division into four globally active competence centres is to replace the previous departmental structures, which

had evolved over time and were mostly derived from local units and subject to functional limitations.

With this new structure, the IT organisation will be able to react to changes with far greater speed and implement innovations rapidly on an inter-group basis. Central value added will also emanate from the linkage of the activities of the recently formed Busi-

ness Process Development unit with those of the new IT competence centres. As a consequence, requests from the plants can be dealt with by IT in the most direct manner possible.

In addition, the NextGenIT incorporates massive investments in hard- and software, as well as far-reaching changes to both the structural and procedural organisation.

"In order to increase the freedom of our employees to take decisions, we must provide what for them is relevant information in both real time and sufficient quality."

MARKUS HUEMER, COO

The prioritised objectives of our group-wide digitisation offensive

**1.** **ENHANCED INFORMATION QUALITY**

Information should be prepared efficiently and in a more user- and assignment-oriented form.

**2.** **HIGHER SPEED**

Information of relevance to decision-making should be made available in real time, or at the press of a button.

**3.** **PROGRESSIVE AUTOMATION**

Standard tasks should also be largely automated even outside the value added process.

ERP system homogenisation and ongoing optimisation

ERP Operations & Optimisation  
Kraichtal, Germany

Development and securing of full-coverage, system standards

Backend & Security  
Hörsching, Austria

Provision of central services and the guaranteeing of IT operations

IT Support & Administration  
Lohne, Germany

Business Process Development

Projects & Innovation  
Hörsching, Austria

Registration and coordination of IT requirements

With NextGenIT, the POLYTEC GROUP'S IT organisation will be placed on a new footing

M. HUEMER, R. WIESBECK AND M. STEINER, HÖRSCHING, AUSTRIA

Introducing...

# DESIGN MEETS TECHNOLOGY

WITH ITS HIGH TECHNOLOGICAL COMPETENCE, POLYTEC CAR STYLING HÖRSCHING IS SETTING FRESH BENCHMARKS IN THE VEHICLE INDIVIDUALISATION FIELD

The outlook at the POLYTEC location in Hörsching is extremely bright. Over the years, the company has repeatedly achieved significant increases in its sales revenues and as the site of group headquarters also pioneers lighthouse projects, which are subsequently rolled out throughout the group. POLYTEC CAR STYLING is also located in Hörsching and it not only has a notable future, but also already possesses a past characterised by impressive development.

## DIFFICULT INITIAL CONDITIONS AND YEARS OF MAJOR INVESTMENT

In 1995, a bank initiative motivated Friedrich Huemer to take over the location in Hörsching, which was in need of restructuring. It was this acquisition that triggered the POLYTEC GROUP's entry into the automotive industry.

In the years that followed, the POLYTEC founder invested continually in both the modernisation and expansion of the location. 1999 saw the purchase of modern CNC systems, which provided the foundations for in-house tool manufacture and subsequently, in the period up to 2006, RRIM production and the paint shop underwent complete renovations.

The Engine Soft Cover, the "all-rounder" under the hood



In 2006, the year of the POLYTEC GROUP's IPO, the production and logistics halls were enlarged by some 4,000 m<sup>2</sup> and the POLYTEC HOLDING AG office building was completed. During the following decade, the plant was then systematically expanded to its current area of 25,000 m<sup>2</sup>.

## THE BIRTH OF INTEGRATED ACOUSTIC SOLUTIONS

Serial production of the revolutionary Engine Soft Cover commenced in Hörsching in 2014. This not only provides highly effective engine noise attenuation, but also ensures greater pedestrian safety, as in the case of a collision the flexible material cushions the impact. At present, all Volvo petrol-driven vehicles are fitted with this advanced acous-

tic solution and in November 2017, POLYTEC will also start deliveries to a further respective automotive manufacturer.

## INNOVATIVE STRENGTH FOR INCREASED LIGHTNESS

Another POLYTEC success story began in Hörsching in 2015 with the development of the PUR RRIM Lightweight material and the start of the serial production of the rear bumper for the Porsche GT3 RS. Through the addition of hollow glass spheres and carbon fibres, PUR RRIM Lightweight facilitates weight reductions of up to 30 per cent without any loss of strength.



If requested, an accessory project like this Volvo side sill can be transferred to serial production without any deterioration in quality

## SUCCESS FACTORS: INTERNAL VALUE ADDED AND GROUP-WIDE SYNERGIES

In the 2016 financial year, the 270 employees at the Hörsching location generated sales revenues of around EUR 59 million. The plant's key competences relate to the foaming of plastic parts for the automotive industry and their subsequent manual or automated, further processing, which extends

The universal machining centre installed in 2016 enables the efficient production of complex tools



from painting and ultrasound welding to assembly. Internal value added is then rounded off by modern, just-in-time logistics systems.

Top performance is achieved at all POLYTEC locations through intensive, inter-company networking and selected partners. Hörsching is no exception in this regard, as it receives components from the injection moulding specialists and in the tool production area works closely with the competence centre in Thannhausen, Germany.

## OUR MOTTO – IMPROVE A LITTLE EVERY DAY!

The beginning of 2017 saw the start of one of the most extensive renovation programmes ever carried out at the Hörsching production facilities. This not only includes thermal refurbishing, but also a completely new roof construction. In future, skylights and large windows in combination with lighting sen-

sors should ensure optimum lighting conditions. Moreover, the canteen will be subjected to an extensive update and new meeting and training facilities are to be installed on the floor above.

From the middle of the current year, the location will cut its previous gas and electricity consumption levels by 1.3 million kWh, which corresponds with a reduction of around 316,000 kg in CO<sub>2</sub> emissions. This will result from the completion of the new building shell, heating system optimisation and investments in more efficient compressed air equipment that will conduct waste heat into the Hörsching plant's heating system. With these measures, POLYTEC is making important strides towards a clean energy balance and the successful future of the location.

C. SCHOBESBERGER, HÖRSCHING, AUSTRIA



The paint shop facilities, which were enlarged in 2014, have an output of up to 100,000 painted parts per year

A visualisation of the facade of the POLYTEC CAR STYLING building in Hörsching, which is scheduled for completion this autumn





Visualisation of the finished factory in Telford, UK

# STRENGTHENING OUR MARKET POSITION IN EUROPE

THE CONSTRUCTION OF A NEW PAINTING FACILITY IN THE UK REPRESENTS ANOTHER STEP FORWARD IN THE POLYTEC GROUP'S EUROPEAN STRATEGY

May 2017 saw the ground-breaking ceremony for the construction of a new painting plant in the town of Telford in the English Midlands. The reason for this investment is the good use of capacity at the POLYTEC CAR STYLING plant in Bromyard, which is roughly 70 km away, and the increasing demand amongst automotive customers in the UK for components with first class painting.

## A QUESTION OF GEOGRAPHY – TELFORD ENABLES OPTIMISED, JUST-IN-SEQUENCE DELIVERY

The location of many of our plants and the related logistical proximity to customers is a decisive competitive advantage. Therefore, the venue for our new painting facility in the T54 Technology Park was also carefully selected, as in particular the geographical closeness to Jaguar Land Rover, POLYTEC

CAR STYLING's main client in the UK, facilitates optimised just-in-sequence deliveries. By March 2018, 7,500 m<sup>2</sup> of production space will be available and the Technology Park lies directly on the M54 motorway, which is one of the most important transport routes in the counties of Shropshire and Staffordshire. As a result, important customers will be in easy reach and POLYTEC's position in the British market will be further strengthened.

## GREATER QUALITY AND QUANTITY DUE TO STABLE PROCESSES

Once the painting plant has been completed, up to 3,000 components upgraded with Class A top coatings will leave the premises daily. Initially, roughly 100 people will be employed in a two-shift operation. The complete automation of the painting facility will not only provide a marked increase in capacity, but also greater process stability and thus a further leap in painting quality. Moreover, as the plant has been designed on a scalable basis, higher capacities can be made available at any time with only limited additional investment.

A. WILLIAMS, BROMYARD, UK

- 1 Painting facility
- 2 Maintenance
- 3 Material preparation centre
- 4 Paint laboratory and warehouse
- 5 Assembly area
- 6 Raw materials warehouse
- 7 Loading zone



Overview of the production area of the future paint shop

# A CLEAR COMMITMENT TO SUSTAINABILITY

THE POLYTEC GROUP IS COMMITTED TO ACTIVE ENVIRONMENTAL PROTECTION AND DESIGNS ITS PRODUCTION TO SAVE ENERGY AND CONSERVE RESOURCES

The careful use of energy and resources represents a central element within the POLYTEC GROUP's corporate strategy. As far as energy efficiency is concerned, the current focus is on process cooling, LED technology, heat recovery and building insulation, which are measures that also result in the positive side-effect of a reduction in production costs. This not only culminates in advantages for the environment, but also POLYTEC's customers and the group itself.



K. REITTERER, HÖRSCHING, AUSTRIA

# MOVING TECHNOLOGIES

FROM A COMPANY THAT NEVER STANDS STILL

Standstill is a word that does not exist in POLYTEC's vocabulary. Not only do our innovations create movement in the truest sense, but also the group itself demonstrates the greatest flexibility within a comprehensive product and technology portfolio. ▶

# INTERIM REPORT Q1 2017

## GROUP RESULTS

In EUR m	Q1 2017	Q1 2016	Change
Sales	178.3	157.4	13.3%
EBITDA	22.8	15.4	47.8%
EBIT	15.9	9.4	69.9%
Earnings after tax	11.6	5.9	97.2%
EBITDA margin (EBITDA/sales)	12.8%	9.8%	3.0% points
EBIT margin (EBIT/sales)	8.9%	6.0%	2.9% points
Earnings per share (in EUR)	0.52	0.26	100.0%

In the first three months of 2017, the consolidated sales of the POLYTEC GROUP rose sharply by 13.3% to EUR 178.3 million (Q1 2016: EUR 157.4 million). Both the sales from serial production and tooling and engineering were markedly higher as compared to the initial quarter of 2016.

The optimisation and intensified digitisation of production sequences across the group,

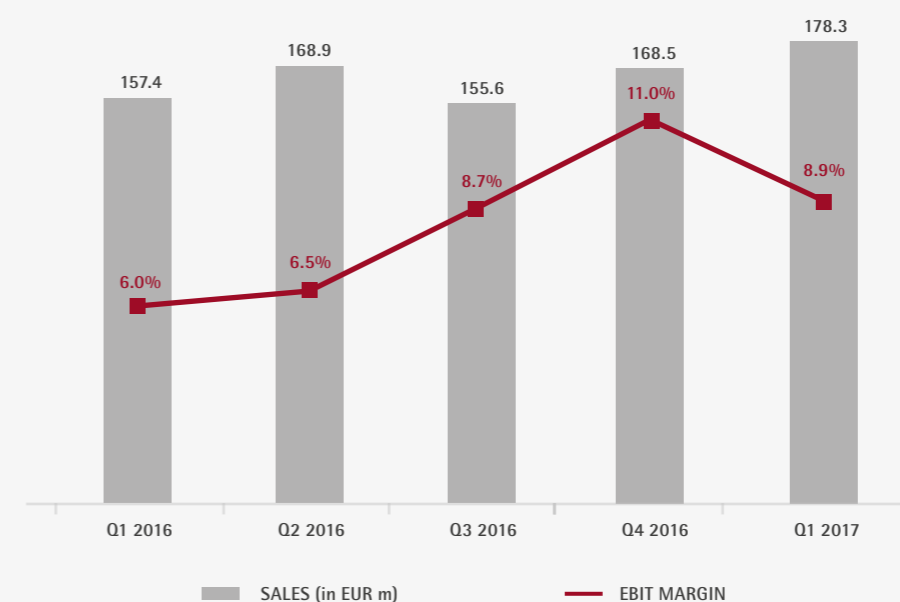
as well as the development of small series production for cars, all had a positive impact upon earnings. In the first quarter of 2017, group EBITDA amounted to EUR 22.8 million, which represented growth of 47.8% and was well above the level of the comparable period of the previous year (EUR 15.4 million). The EBITDA margin rose from 9.8% to 12.8% and thus entered the double-digit range. POLYTEC GROUP EBIT was raised by 69.9% to

EUR 15.9 million (Q1 2016: EUR 9.4 million) in the first three months of 2017 and the EBIT margin improved by 2.9 percentage points to 8.9% (Q1 2016: 6.0%).

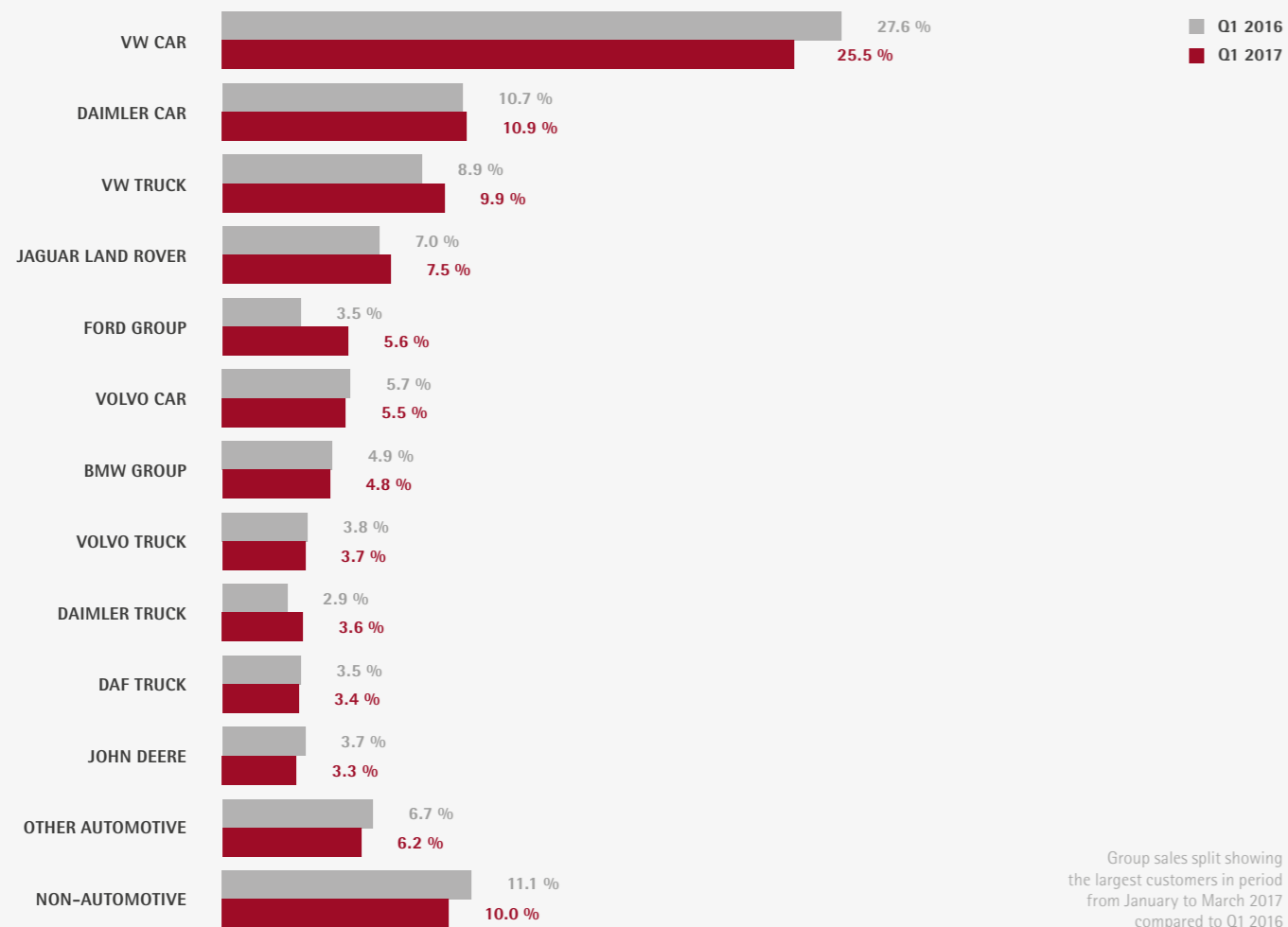
The material ratio increased by 1.4 percentage points to 49.0% (Q1 2016: 47.6%), due mainly to an altered product mix in combination with a larger project volume and to a lesser extent, higher raw material prices. The personnel ratio fell by 3.3 percentage points to 31.2% (Q1 2016: 34.5%), an improvement that derived from increased efficiency, which on the one hand emanated from a higher degree of automation and on the other from lean management initiatives contained in the POLYTEC Performance System (PPS). The financial result totalled minus EUR 0.8 million (Q1 2016: minus EUR 1.4 million). The reduction in other financial result emanated from a more favourable measurement of financial instruments regarded as unsuitable for hedge accounting.

Taking into account the effect of tax deferrals, POLYTEC GROUP's tax rate at the end of the first quarter of 2017 stood at 23.2% and was therefore 3.3 percentage points lower than in the first quarter of the previous year. In the first three months of 2017, the group generated a net profit of EUR 11.6 million, which was EUR 5.7 million, or 97.2%, higher than the comparable figure for 2016. Earnings per share doubled from EUR 0.26 to EUR 0.52.

## SALES AND EBIT MARGIN



Comparison of the group sales and EBIT margin in the previous four quarters with Q1 2017



## SALES BY MARKET AREAS

In EUR m	Q1 2017	Share	Q1 2016
Passenger cars	117.5	65.9%	103.5
Commercial vehicles	42.9	24.1%	36.5
Non-automotive	17.9	10.0%	17.4
<b>POLYTEC GROUP</b>	<b>178.3</b>	<b>100%</b>	<b>157.4</b>

As compared to the same period of the previous year, sales in the passenger car market area, which with 65.9% of sales represents the strongest market area within the POLYTEC GROUP, were markedly higher, ris-

ing by 13.5% to EUR 117.5 million (Q1 2016: EUR 103.5 million). Sales in the commercial vehicles market area (24.1%) were also far higher than in the same period of 2016, increasing by 17.5% to EUR 42.9 million. Sales

in the non-automotive market area (10.0%) rose by 2.9% to EUR 17.9 million and were therefore slightly higher than in the extremely successful comparable period from January to March 2016.

## SALES BY REGION

In EUR m	Q1 2017	Share	Q1 2016
Austria	6.0	3.4%	5.0
Germany	98.0	55.0%	85.7
Other EU countries	62.6	35.1%	58.6
Other countries	11.7	6.5%	8.1
<b>POLYTEC GROUP</b>	<b>178.3</b>	<b>100%</b>	<b>157.4</b>

## SALES BY CATEGORY

In EUR m	Q1 2017	Share	Q1 2016
Parts and other sales	160.5	90.0%	146.5
Tooling and engineering sales	17.8	10.0%	10.9
<b>POLYTEC GROUP</b>	<b>178.3</b>	<b>100%</b>	<b>157.4</b>

Tooling and engineering sales are subject to cyclical fluctuations and due to delayed project progress in the preceding year, rose sharply in the first quarter of 2017 with an

increase of 63.3% over the same period in 2016. Growth of 9.6% was achieved in the serial production area.

## KEY FINANCIALS

	Unit	31.03.2017	31.12.2016
Equity	EUR m	201.4	189.9
Equity ratio (Equity/balance sheet total)	%	38.4	37.9
Net working capital (NWC) <sup>1)</sup>	EUR m	54.7	40.1
NWC/sales	%	8.1	6.2
Net debt	EUR m	70.6	69.9
Net debt/EBITDA	-	0.81	0.87
Gearing (Net debt/equity)	-	0.35	0.37
Capital employed	EUR m	289.0	276.2
ROCE before tax (EBIT/Capital employed)	%	20.9	19.1

<sup>1)</sup> Net working capital = current assets less current liabilities

As compared to the 31 December 2016 balance sheet date, by the end of the first quarter of 2017, the group's balance sheet total had risen by EUR 23.4 million to EUR 524.8 million. At 38.4%, the equity ratio as at 31 March 2017 was also slightly higher, having improved by 0.5 percentage points. Net debt totalled EUR 70.6 million and thus remained at the level of the 31 December 2016 balance sheet date. Owing to season-

al factors, as compared to the 31 December 2016 figure, at the end of the first quarter of 2017 net working capital was up by EUR 14.6 million at EUR 54.7 million.

As opposed to the 31 December 2016 balance sheet date, the ratio of net debt to EBITDA key figure (which reflects the fictive duration of debt repayment) improved from 0.87 to 0.81. Increased equity in the first

quarter of 2017 resulted in a fall in the gearing ratio from 0.37 to 0.35.

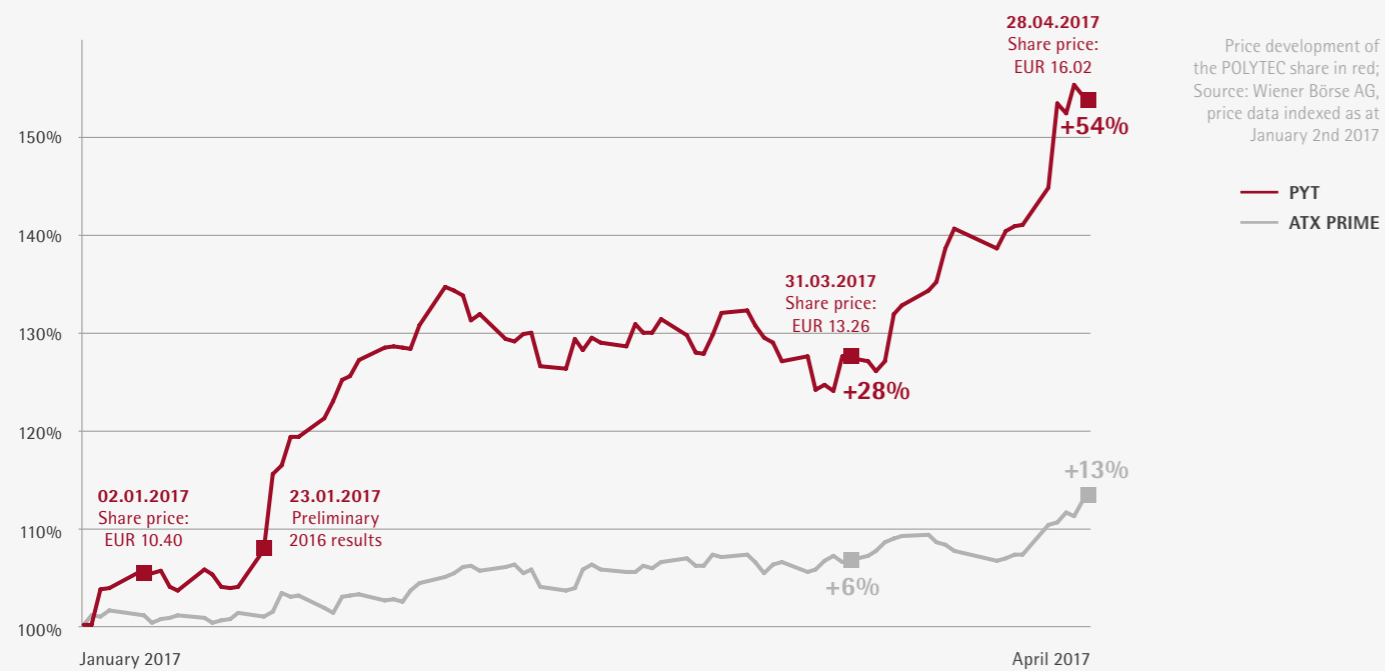
ROCE (return on capital employed) in the first quarter of 2017 was 1.8 percentage points up on the ROCE for the 2016 financial year at 20.9% and was therefore well above the targeted figure of at least 15%.

## OUTLOOK

Based on the assumption of a stable economic situation and positive business development among all its major customers, the POLYTEC GROUP executive management foresees slight growth in both group sales and operating results in the 2017 financial year.



## POLYTEC SHARE



As compared to the 31 December 2016 balance sheet date, by the end of the first quarter of 2017, the group's balance sheet total had risen by EUR 23.4 million to EUR 524.8 million. At 38.4%, the equity ratio as at 31 March 2017 was also slightly higher, having improved by 0.5 percentage points. Net debt totalled EUR 70.6 million and thus remained at the level of the 31 December 2016 bal-

ance sheet date. Owing to seasonal factors, as compared to the 31 December 2016 figure, at the end of the first quarter of 2017 net working capital was up by EUR 14.6 million at EUR 54.7 million. As opposed to the 31 December 2016 balance sheet date, the ratio of net debt to EBITDA key figure (which reflects the fictive duration of debt repayment) improved from 0.87 to 0.81. Increased

equity in the first quarter of 2017 resulted in a fall in the gearing ratio from 0.37 to 0.35.

ROCE (return on capital employed) in the first quarter of 2017 was 1.8 percentage points up on the ROCE for the 2016 financial year at 20.9% and was therefore well above the targeted figure of at least 15%.

## PROTECTION OF BUSINESS SECRETS

As an innovative developer and manufacturer of high-quality plastic modules, POLYTEC possesses comprehensive know-how, which in its totality represents an important basic factor in the group's success and continued existence. Accordingly, the knowledge gathered by the workforce in the course of the past three decades, which has resulted in numerous innovations and developments protected by patents, is a valuable resource. Therefore, to all intents and purposes the related experience and in-house knowledge represent business secrets, which it is imperative to safeguard constantly.

This applies equally to the information, findings and data from our customers, suppliers and all other external business partners, to which POLYTEC employees have access during their day-to-day working activities. This binding obligation to confidentiality is

also required by our business partners in the form of what are partially extensive declarations regarding secrecy and constitutes an integral element within customer contracts. Any improper use of data or a breach of confidentiality agreements represents a serious offence and for the POLYTEC GROUP, and subsequently the affected employee, can lead to massive problems and penalties (e.g. termination of the employment relationship, large fines and under certain circumstances prison sentences and claims for damages).

In addition, as a listed company POLYTEC HOLDING AG is obliged to adhere to legal statutes, ordinances and other capital market regulations, and especially the EU Market Abuse Regulation No. 596/2014, the Issuers Compliance Regulation and the Austrian Stock Exchange Act. In particular, within the framework of the Market Abuse Regula-

tion, POLYTEC HOLDING AG has to undertake preventive measures to hinder the misuse of insider information and draw attention to the sanctions resulting from improper disclosure.

The obligations and sanctions emanating from legal and administrative regulations, which are applied in the case of insider trading or the improper disclosure of insider information, primarily affect Holding personnel, managerial staff and external persons with access to insider information. However, we would request all employees to strictly observe the obligations to confidentiality outlined above.

P. RETTENBACHER, HÖRSCHING, AUSTRIA

### ► MAY WE ALSO MOVE YOU?

The automotive industry is constantly in motion and in recent years, above all new concepts such as e-mobility have provided it with powerful impulses. There is a clear trend towards increasingly lightweight solutions and it is precisely in this connection that the POLYTEC GROUP possesses a decisive advantage, because like virtually no other enterprise it succeeds in combining differing technologies and materials to form optimum product solutions.

### WE THINK IN TERMS OF SYSTEMS, NOT SINGLE PRODUCTS

Networked thinking and creativity are also of proven benefit during the acquisition of new contracts. In this regard, POLYTEC has moved away from the fixed classification of products and technologies because in recent years the teamwork between customers and suppliers has altered markedly. Previously, clients not only ordered a defined product, but also stipulated a certain technology.

Today, tendering procedures are far more openly structured and areas of technology interlock to a much greater degree. During conceptual tenders it is frequently the case that the OEMs only supply data relating to the technical requirements, the space available and the desired function of the component. On the basis of this information, POLYTEC then develops an overall concept, which results in the best, lightest and most cost-efficient product for the customer.



Cable-free charging through a secondary coil in the vehicle floor and a primary coil integrated into the baseplate

© Daimler AG, 2017

### POWER SERVICE STATIONS: POLYTEC SENDS THE FUTURE ON ITS WAY

One current project that should help e-mobility to gather speed involves power service stations. In this area POLYTEC is working with a number of customers on the development of systems for inductive, cable-free charging using a combination of its expertise in the underbody field with its non-automotive application know-how. During inductive charging, the driver simply leaves his or her vehicle on a suitably equipped parking space. Charging then follows fully automatically without the need for cables.

POLYTEC also envisages major potential in the expansion of e-mobility infrastructure because the coming years will almost certainly require the installation of thousands of new power service stations in which plastics will play a defining role.

There are numerous indications that e- and hybrid vehicles will be of decisive importance in determining future mobility. Nonetheless, cars with conventional combustion engines are likely to remain with us for decades to come and in particular this applies to large vehicles such as long-distance

trucks. Viewed in this light, a multifaceted future awaits us and this also means a diversity of opportunities for plastics technology. For what is certain to continue is the trend towards mobility in combination with lower energy consumption. Consequently, lightweight construction and functional integration will remain critical factors with regard to "Moving Technologies".

A. GODDERIDGE, HÖRSCHING, AUSTRIA

PASSION creates...

# STYLING ON A GRAND SCALE

## POLYTEC LENDS THE VW AMAROK A SPECIAL TOUCH

The styling bar directly adjoins the edge of the VW Amarok's roof and thus ensures a smooth transition to its bed.



The readers of the magazine "AutoBILD" recently selected this powerhouse as their all-wheel drive pickup of the year for 2017. A more than justified choice, as the VW Amarok not only generates enthusiasm due to its robust appearance, but also because of what is under its engine hood. In combination with an eight-gear, automatic transmission, a powerful 6-cylinder turbo-diesel engine provides the promise of an incomparable driving sensation. What's more, since September 2016, POLYTEC has been supplying the styling bar for the Aventura premium model.



Our claim to think ahead and act proactively is impressively illustrated by the work carried out for this project by the development teams at the locations in Hörsching, Austria and Bromyard, UK. Indeed, the idea for a styling bar for the VW Amarok was created without a concrete customer enquiry.

1

## SALES & DEVELOPMENT



## BLOW MOULDING

2 A combination of blow and injection moulded components provides an ideal response to the requirements of the customer. The support elements are manufactured in Bromyard using the blow moulding process.

3

In view of demand, the originally planned quantity of 4,000 sets per year has been increased to 24,000. Once again, POLYTEC has demonstrated its unique flexibility and in future will transfer painting and assembly to its location in Rastatt, Germany, which specialises in highly automated painting production.



## PAINTING

4

## ASSEMBLY

The injection moulded covers are mounted on the support elements. Moreover, four steel shackles are added, which ensure stable anchorage to the vehicle.

## PACKING

5

The components, which have been subjected to quality testing, are carefully packed for the journey to Hanover in Germany and Pacheco in Argentina.

I. LEONHARTSBERGER, HÖRSCHING, AUSTRIA  
G. ANDERSON, BROMYARD, UK

# AN ICON GETS AN UPGRADE

THE THIRD GENERATION OF THE AUDI TT IS NOW FITTED WITH AN EXTRAVAGANT POLYTEC TAILGATE SPOILER AS A STANDARD FEATURE



© Audi

Since November 2016, POLYTEC CAR STYLING has been producing for the entire series, what was formerly an accessory

The story of the POLYTEC tailgate spoiler began with its production at the Hörsching location as an original accessory. However, from the outset this striking component, which underlines the progressive look of the sports car, performed with such success that Audi decided to integrate it into serial production.

The transformation of an accessory into a product suitable for mass production demands a high degree of technical competence and in this connection, for the first time POLYTEC CAR STYLING undertook the industrialisation of a complete assembly line at a customer plant.

The tools were designed and built in Hörsching, Austria and the rapid reaction of the POLYTEC project team, as well as the Tooling department played a major role in project success.

## THE PERFECT COMBINATION OF FORM AND FUNCTION

The spoiler blends in with the overall image of the Audi TT in optimum fashion and accentuates its lines. It is matched to the airflows over the bodywork and can thus achieve the desired effect upon the sports car's aerodynamics to the full.

Whenever equal value is attached to form and function, POLYTEC always demonstrates its abilities as a competent development partner. The use of internal synergies con-

tinually facilitates the creation of the best possible solution and in the case of the realisation of the spoiler, it was decided to use the blow moulding technology available at the POLYTEC location in Bromyard, UK. The component is hollow and therefore extremely light, and prior to delivery it is fitted with injection moulded feet in Hörsching. 2,000 tailgate spoilers with Class A painting are produced annually.

M. VÖLKER AND I. LEONHARTSBERGER, HÖRSCHING, AUSTRIA

# EMPLOYEES IN THE SPOTLIGHT

POLYTEC POSITIONS ITSELF AS A TOP EMPLOYER

**POLYTEC GROUP**

Ich würde mit meinem Team die neuen Herausforderungen meistern.

Die POLYTEC GROUP ist ein führender Entwickler und Hersteller von hochwertigen Kunststoffteilen – mit 26 Standorten und über 4.500 Mitarbeitern weltweit. Das österreichische Unternehmen ist Komplettanbieter im Bereich Spritzguss, Spezialist für faserverstärkte Kunststoffe sowie Produzent von Originalzubehörteilen aus Kunststoff und Edelstahl. Als kompetenter Partner bietet POLYTEC zudem individuelle Industriemaschinen aus Polyurethan und die zu deren Herstellung notwendigen Anlagen.

Unseren Leitsatz **PASSION CREATES INNOVATION** leben wir mit Überzeugung. Und das so erfolgreich, dass wir unser Team erweitern. An unserem Standort in Hörsching suchen wir zum sofortigen Einstieg einen Mitarbeiter (m/w) als

**HEAD OF ACCOUNTING AUTOMOTIVE** Ref-Nr. 504

In dieser Funktion führen Sie ein Team von sieben Mitarbeitern und berichten an den Head of Corporate Accounting. Sie wenden in einem Team von hochqualifizierten Kollegen aus Finanz und IT wesentliche Prozesse der Digitalisierungsstrategie ab. Durch Ihre serviceorientierte, proaktive Arbeitsweise und Ihren Führungsstil tragen Sie wesentlich zum Unternehmenserfolg bei.

**SIE BEGEISTERN SICH FÜR ...**

- Moderne Führung einer Bilanzierungs- und Buchhaltungsabteilung

**NEugierig?** Nehmen Sie Kontakt mit uns auf. POLYTEC GROUP finden Sie hier.

career best recruiter 16|17 aut

The career portal, which was awarded the Best Recruiters Seal, offers an excellent overview of current job offers

## FORWARD-LOOKING AND OPEN TO THE NEW

The recruiting field is currently undergoing profound changes. For in the age of social media, job seekers expect a very rapid reaction to their applications. Moreover, especially when key and high-potential personnel are being sought, companies must also present themselves as attractive employers.

Under the auspices of Daniel Lehner, the head of Corporate Human Resources, the POLYTEC GROUP already began to match its systems and processes to these shifts in the labour market in 2014 and the award of the "Best Recruiters" seal in silver from the Career publishing house constitutes a clear indication that this further development has been well received by the market.

## AWARD FOR THE TREATMENT OF JOB APPLICANTS

In the study that formed the basis for this award, the Career publishing house examined the recruiting processes of the 1,500 largest employers in Austria, Germany and Switzerland. This represented the most extensive survey of its type in the German-speaking region and employed a scientific questionnaire involving some 130 criteria. The companies' online presence, the scope and information content of their job advertisements and communications with job applicants were all evaluated.

Apart from its successful HR strategy, POLYTEC's receipt of the award can be traced to the applicant-friendly design of its career portal. Moreover, newly designed

company profiles on both XING und LinkedIn also serve to succinctly present the advantages of POLYTEC as an attractive employer.

C. GRUBER, HÖRSCHING, AUSTRIA

## CAREER PORTAL

This platform enables interested persons to apply for jobs in a quick and uncomplicated manner via jobs.polytec-group.com using a one-click system, or to send their application via XING and LinkedIn. Moreover, naturally enough, this is all possible using mobile devices.





© VDI Wissensforum

# WE PERSONIFY PASSION

WHETHER IN THE FORM OF SPECIALIST EXHIBITIONS OR TOP SPORTING PERFORMANCE, OUR PASSION IS CONSTANTLY TANGIBLE

Above all, the specialist exhibition at the Association of German Engineers (VDI) congress attracted visitors from the fields of research and development

At the VDI congress, POLYTEC showcased itself in the course of a presentation on the subject of lightweight design technology using the PUR RRIM process



© VDI Wissensforum

POLYTEC regards intensive networking and regular exchanges of views with its customers as being of decisive importance. Therefore, at this year's VDI congress, which dealt with the topic of "Plastics in automotive production", experts from a range of departments represented the group. In addition, the successful POLYTECDAY concept was continued with a presentation of "Moving Technologies" to interested visitors at the Ford plant in Cologne, Germany.

## 2 DAYS, 80 SPEAKERS AND SOME 1,500 EXPERT VISITORS

On 29 and 30 March 2017, the Association of German Engineers (VDI for short) once again held the world's largest congress for plastics experts from the automotive industry. Furthermore, the accompanying specialist exhibition with over 100 exhibitors from along the entire value added network provided an ideal forum for in-depth discussions.

Together with Porsche, POLYTEC gave a presentation on the subject of "Lightweight design technology using the PUR RRIM process". A perfect example in this regard is provided by the rear bumper of the Porsche GT3 RS, which is manufactured by POLYTEC and was also on show in the exhibition. The main focus of the event was on the exchange of views with the expert visitors from the research and development field.

E. BLEES, HÖRSCHING, AUSTRIA

## POLYTECDAY – "MOVING TECHNOLOGIES" VISIT FORD

In 2017, POLYTEC continued to retain its successful event concept. During a POLYTECDAY, the latest group innovations are presented to automotive manufacturers at their own premises. This enables us to have both our eyes and ears open wide with regard to the needs of our customers, in order to provide them with precisely what they really require.

On 10 May 2017, we accepted an invitation from Ford to visit the John Andrews Development Centre in Cologne.

During the day, a great deal of interest focused on our Show Car, which as a technological artwork with more than fifty POLYTEC components provides impressive evidence of our vast range of competences.

Other exhibits including a battery box casing and hybrid underbody solutions also served to underline our outstanding development capabilities and provided plenty of talking points. Moreover, the relaxed atmosphere was ideal for discussions regarding new, creative ideas and solutions.

K. REITTERER, HÖRSCHING, AUSTRIA



© Ford

At the POLYTECDAYS, the SHOW CAR, which is a technological artwork with more than fifty POLYTEC components, is generally the focus of attention

During his time as the POLYTEC GROUP's Chief Financial Officer, the share price has tripled and he became the vice world triathlon champion at the Ironman race in Hawaii. Now, Peter Haidenek, our CFO, has been selected by the Stock Exchange Social Network as the 2016 Business Athlete of the Year.

## THE SUCCESS FACTORS: PASSION AND DISCIPLINE

A second place in the world triathlon championship in combination with an impressive business career resulted in the well-earned victory of financial specialist Peter Haidenek at the 2016 Business Athlete of the Year Awards. Prior to joining POLYTEC, among others, Peter Haidenek, who was born in Aachen in Germany, held managerial appointments at Lufthansa, adidas and KPMG. Moreover, he has competed in 18 Ironman events and won his age group on no less than four occasions.

C. GRUBER, HÖRSCHING, AUSTRIA



Peter Haidenek in the finishing area at the Ironman 70.3 World Championships held in Queensland, Australia

Introducing...

Some years ago, CEO, Friedrich Huemer, already characterised POLYTEC as a company in motion. And owing to our unique diversity of solutions and flexibility within an extensive technology portfolio, we confirm the probity of this statement on a daily basis. Our openness to change also extends to the choice of our employees, as evidenced by Dirk Wachsmuth and Markus Maßmann, who both fulfil key functions. In addition, Rudolf Wiesbeck worked at the POLYTEC location in Geretsried to its subsequent sale and then re-joined the company in 2015. Since the beginning of the year, he has been responsible for the implementation of group-wide digitisation.



### Dirk Wachsmuth Head of Automotive Sales

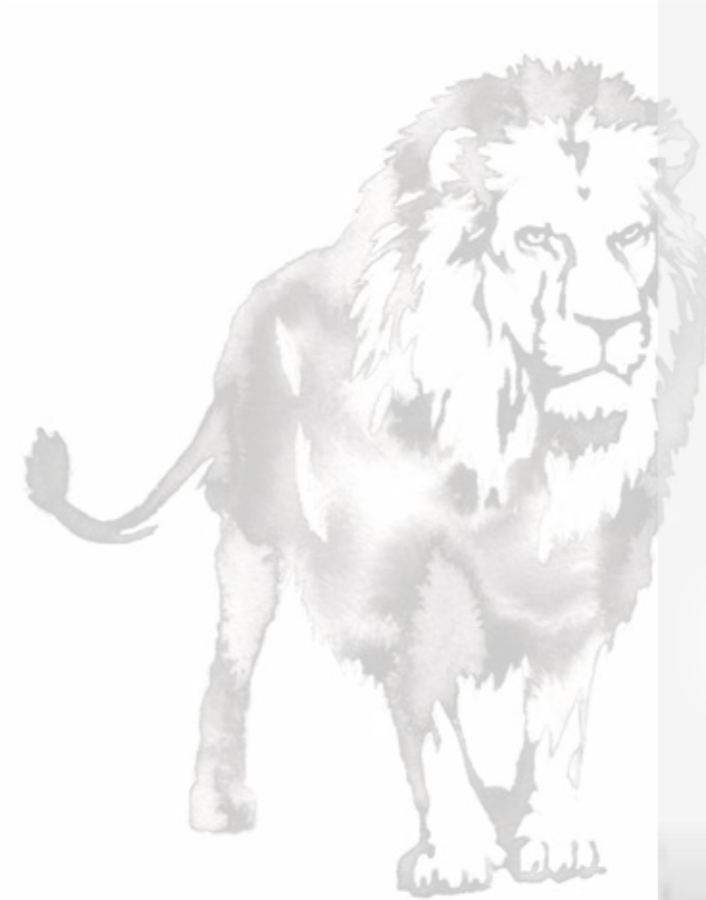
In 3 words	Target-oriented, inquisitive and open-minded
Team member	Since November 2016
Location	Lohne, Germany



My motto:

*Wer will findet Wege,  
wer nicht will findet Gründe.*

Those with a will find a way. Those with no will find an excuse.



### Markus Maßmann Regional Manager Operations

In 3 words	Dynamic, progressive and untiring
Team member	Since April 2017
Location	Kraichtal and Rastatt, Germany



**What motivates you during the working day?**

The pleasure of working with my team.

**What is important for you with regard to teamwork with colleagues?**

Candour, honesty, cooperation and the pursuit of a shared vision.

**The future means...**

implementing the ideas of tomorrow today.

**The most important thing in life is...**

my family.

**Change means...**

becoming a little bit better every day.

**A successful company...**

inspires its employees and shareholders to an equal degree.

**My friends describe me as...**

always being on the pace!

**In the animal world, I would be...**

a lion that constantly drives on its pride.

**On a lonely island...**

I would take wings with me.

**My dream car:**

a restored Mercedes W116

My motto:

*Nie aufgeben!*

Never give up!

**What are your passions?**

Canoeing, skiing and travel.

**What is important for you with regard to teamwork with colleagues?**

Cooperation, a target-oriented approach and short lines of communication.

**What has been your biggest success at POLYTEC to date?**

The capture of a major order at the beginning of the year.

**The world needs...**

the courage to achieve meaningful improvements!

**The most important thing in life is...**

time spent with interesting assignments and valued people.

**Contentment...**

is the balance between working success and time for living.

**Change means...**

everything for me! The world is on the move and this is good!

**My friends describe me as...**

direct, humorous and possessing joie de vivre.

**In the animal world, I would be...**

a brown bear, because I was not born as a flyweight or a creature designed for speed.

**My dream car:**

This changes constantly, currently an Audi RS6 Avant



**Rudolf Wiesbeck**  
Head of Corporate Process Development

**In 3 words** Humorous, quick-witted and determined  
**Teil des Teams** Since July 2015  
**Location** Hörsching, Austria

**What motivates you during the working day?**

Inquisitiveness and assignment diversity.

**What is your passion?**

Ice hockey.

**What is important for you with regard to teamwork with colleagues?**

Candour and honesty.

**What has been your biggest success at POLYTEC to date?**

The successful transfer of large presses, milling machines, pressing tools and over 300 products to our Chodová Planá location.

**The world needs...**

tolerance, respect and openness.

**Change means...**

variety and hopefully constant improvement.

**In the animal world, I would be...**

an eagle because it has a clear overview and relatively few natural enemies.

**If I had one special wish...**

I would keep it secret.

**My friends describe me as...**

frank, humorous and zestful.

**My dream car:**

a Mercedes G65 AMG V12 bi-turbo

**My motto:**

*Leben  
und  
leben lassen*

Live and let live!

GLOSSARY

Backend	In the IT area designates applications that are closer to hardware than software
Blow moulding	Is a process for the production of hollow bodies made from thermoplastics (light-weight design technology)
Business Process Development	Involves the identification, design, documentation, implementation, control and improvement of business activities
CEO	Chief Executive Officer, head of the executive board
CNC	Computerised numerical control is an electronic process used for the guidance of machine tools
COO	Chief Operations Officer, the member of the executive board with responsibility for plants, production and purchasing
CSO	Chief Sales Officer, the member of the executive board with responsibility for sales marketing and development
Energy monitoring	Is part of energy management and generally focuses on the gathering of the appropriate data
ERP	Enterprise resource planning designates the business task of planning and controlling resources on time and in line with requirements in accordance with the company purpose
ERP system	A central computer system for the planning and control of internal resources in accordance with the company purpose, e.g. SAP
LED lighting	Lighting provided by light-emitting diodes
OEM	Original equipment manufacturer
PUR RRIM Lightweight	A material with a reduced density developed by POLYTEC for weight reduction. During the production process, polyurethane is mixed with hollow glass spheres and carbon fibres, and subsequently injected into a tool under high pressure
Recruiting	Obtaining staff is part of human resource management and deals with the coverage of a previously defined personnel requirement
RRIM	Stands for reinforced reaction injection moulding, which involves the mixing of polyurethane with a reinforcement material, e.g. glass or carbon fibres and its subsequent injection into a tool under high pressure

Imprint and disclosure according to § 25 Austrian Media Act:

POLYTEC HOLDING AG; managerial functions as well as the development and production of plastic parts. UID no.: ATU 49796207; company reg. no. 197646 g, Regional court Linz; Polytec-Straße 1, 4063 Hörsching, Austria; Tel. +43 7221 701-0, Fax +43 7221 701-35, office@polytec-group.com; Executive Board: Friedrich Huemer, Markus Huemer, Alice Godderidge, Peter Haidenek; Chairman of the Supervisory Board: Fred Duswald; half-yearly magazine for the information of employees and customers of the POLYTEC GROUP with regard to general business developments, production innovations and other business-related content. Responsible for contents: Alice Godderidge; chief editor, concept and design: Carina Gruber; editorial team: Alice Godderidge, Markus Huemer, Rudolf Wiesbeck, Markus Steiner, Christian Schobesberger, Adrian Williams, Kerstin Reitterer, Paul Rettenbacher, Izabela Leonhartsberger, Gareth Anderson, Mario Völker and Eva Bles; images: POLYTEC GROUP, Fotolia, Daimler AG, VW, Audi, VDI Wissensforum, Ford, Parkhotel Hall, Swarovski Kristallwelten. Errors and printing errors excepted.

You want to unsubscribe from receiving the POLYTEC WORLD or update your contact data? Please send an e-mail to polytecworld@polytec-group.com.



PEFC certified: printed on paper from sustainably managed forests and controlled sources. More info at www.pefc.at.

*Win a luxury break for two!*



## READ & WIN

1. What are the three objectives of our digitisation offensive?
2. What award did the POLYTEC career portal recently receive?
3. How much is POLYTEC investing in the new paint plant in Telford?

Send your answers to the questions above by 31 July 2017 to [polytecworld@polytec-group.com](mailto:polytecworld@polytec-group.com) and win a voucher for two persons for three nights at the Parkhotel Hall in Tyrol, Austria, with breakfast, a three-course menu and a spa voucher to the value of EUR15. The voucher will be valid up to 31 October 2017. The editorial team is excluded from the competition.

THE WINNER FROM THE LAST ISSUE: JOCHEN WEISERT, POLYTEC COMPOUNDS, GOCHSHEIM, GERMANY

We look forward to seeing you on Stand C34 in Hall 4.1!



12-15 September 2017  
Frankfurt/Main, Germany

PASSION  
CREATES  
INNOVATION