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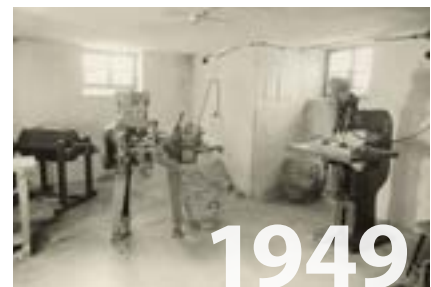
WIRTHWEIN

ANNIVERSARY
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THE BEGINNINGS

August 1st, 1949: Working in the basement of his house, Walter Wirthwein began producing octagonal wooden pegs for railway superstructure thus laying the foundation for the Wirthwein enterprise.

MILESTON



THE COMPANY CONTINUES TO GROW

In the 1980s Wirthwein strengthens its market position as a rail supplier. Right after the fall of the wall Udo Wirthwein seizes the chance to grow and enter new markets.



1952

MOVE TO RIVER TAUBER

Land purchase near river Tauber and erection of the first production hall at the present company headquarters. The company acquires a peeler machine, a storage area for wood and a traction engine.



1967

FIRST STEP INTO PLASTICS PROCESSING

As one of the first partners of the railway industry, Wirthwein is now producing rail fastener dowels made of plastics. High investments are necessary in order to develop from a wood- to a plastics-processing company.



1978

UDO FOLLOWS IN HIS FATHER'S FOOTSTEPS

After his father Walter Wirthwein (picture) passes away, graduate in engineering Udo Wirthwein takes over management of the company with more than 100 employees.

ES HEADQUARTERS IN CREGLINGEN



1998

TURN INTO STOCK CORPORATION

Wirthwein AG founded on December 15th, 1998 already administers, manages and controls the subsidiaries in Brandenburg, Röttingen, Nauen and Łódź.



2008

ERA ENDS; RISE TO GLOBAL MARKET LEADER

The lumber mill is dismantled, which signals the end of wood processing. Today, the company produces state-of-the-art injection molding tools and complex plastic components.



2019

WIRTHWEIN: GLOBAL BRAND PRESENCE

The Wirthwein-Group employs around 3,650 people in twenty-two companies in Germany, Poland, Spain, China, USA, and Turkey. Focus on continued growth.

DEAR EMPLOYEES, DEAR READERS,

On behalf of the Supervisory Board I would like to take the occasion of our 70th company anniversary celebrations at the headquarters in Creglingen to share some thoughts with you.

Looking back on 70 years of Wirthwein, I feel astonished time and again what my father's small one-man-business has turned into. Well, actually 'one-man-business' is not the right term since already as a little boy I had to help put small wooden logs into the turning machine, although I had rather played football...

Upon my father's early death in 1978 I had to take over responsibility for the entire company. I was only 34 years old. Back then we were active in two business sectors, the production of wooden and plastic rail parts. In fact, we produced for just one customer: the German Federal Railway known as 'Deutsche Bahn'. It was a truly exciting time when we began producing plastic injection molds. Almost every night there was a machine malfunction, and I had to get up and check what was going on. Yet my wife was very tolerant – with two little sons she could not sleep through the night either.

Well, the young boy, entrepreneur, and father is now a proud grandfather who assigned the board responsibility to the following generation already some years ago.

I proudly look back on what we have achieved during all these years: when we opened up our first plant in Brandenburg shortly after the German Reunion, or when we acquired Winkler Design in Röttingen, or also when we founded the plant in Nauen and established a new customer who opened the doors for Wirthwein into the world.

We just celebrated 20 years of Wirthwein Polska, ten years of Wirthwein China and ten years of Wirthwein Friedberg. Yet we may not forget all the work and accomplishments behind, first and foremost the great commitment of our entire workforce who deserve the credit for our success.

Yet it also needs a solid frame for an economy to succeed. It needs peace, reliability, and safety to generate sales, make investments, and create new jobs. However, sometimes it seems to me as if current political decision-makers are unaware of what

unity and freedom means. National egoism, market isolation, or also turning away from constitutional fundamental principles are no solution. Attempted several times in history, it never worked out.

But let me come back to the things which work – our team spirit, for instance. Our managers in particular have to cope with many great challenges that grow along with our growing number of national and international plants. That is why it is crucial that we pull our team together and work together. I am well aware of how much effort of each and everyone there is behind all our achievements. Yet the crucial point is that we all pull together, irrespective of level and tasks. Clockworks only work if all the little cogs mesh together!

On behalf of the Supervisory Board I would like to offer you my sincere thanks for your achievements. Please continue rendering top quality service to keep our success story going. Finally let me offer special thanks to our business partners for the successful cooperation – please keep on trusting in the Wirthwein brand. Thank you very much!

On behalf of the Supervisory Board

Udo Wirthwein
Chairman of the Supervisory Board



Winfried Seitz

Edmund Brenner



Ingrid Wirthwein

Udo Wirthwein



Frank Wirthwein



Marcus Wirthwein



Rainer Zepke

LADIES AND GENTLEMEN,

Do you too think sometimes 'How time flies!?' Not long ago we celebrated 60 years of Wirthwein. Another ten years have passed quickly. In such moments we realize and feel astonished by what has happened within ten years – let alone the huge development of our company since its founding in 1949.

It is our numerous customers and business partners who help to make our company grow and write this success story. Thank you all very much for your loyalty and fruitful cooperation. Dear employees, let us continue rendering top service to our customers for their continued trust and confidence in the Wirthwein brand all over the world and at any time.

We would also like to take this occasion to offer our sincere thanks to the 'authors' of this Wirthwein success story: 3,650 employees around the world help every day to write company history and make our group of companies continue to grow. Thanks to your continued dedication and tireless work we can stay on course for growth. Please keep at it and with your responsible and active collaboration help the Wirthwein-Group to live up to its commitment to quality and functionality on top level.

The challenges of technological advance mean 'lifelong learning' to our employees. We have always set great store by vocational and on-the-job training. With our group of companies becoming

more and more international, also the global transfer of know-how becomes more and more important. Nowadays, our plants work together to implement major projects. An exchange of know-how is therefore becoming more and more important. International teams and a cross-plant developed strategy are just some examples that should prepare and make us fit for the future. The importance of efficient global networking will increase. This is the reason why we feel teamwork is very important and also that our international teams fill our 'We are Wirthwein' message with life.

New plants, annexes, reconstruction or new construction of logistics halls, additional machines and systems, state-of-the-art peripheral devices, innovative automation solutions, energetic measures, capacity expansion or building maintenance but also the restructuring of process cycles within the framework of the Lean Idea: the list of settled and upcoming tasks is long and provides an impressive overview of our achievements which we can be extremely proud of. However, we should also take the time to celebrate what we have achieved and find words of appraisal and gratitude for all people involved: let us offer special thanks to our business partners for your professional cooperation in the past 70 years. And to you, our valued employees, who have accompanied us on this way. We look forward to a further prosperous collaboration and to jointly master all challenges together with you, today and tomorrow.

On behalf of the Executive Board

Frank Wirthwein, Marcus Wirthwein, Rainer Zepke



VALUES

*From left: Marcus Wirthwein,
Ingrid Wirthwein, Udo Wirthwein,
Frank Wirthwein*

OLD TRADITIONS REDEFINED

What does Wirthwein stand for, what distinguishes it? In fact, the corporate concept along with its values is easy to explain: founded by the family Wirthwein, continued by the family Wirthwein, handed over to the family Wirthwein. That is it what makes this company so special. Teamwork – not only the management but also all employees of the 22 plants around the world stick together and act in con-

cert. “We set great store by motivated, flexible, top-performing and highly qualified staff. It is important for us to support these features as they lay the foundations for utmost customer satisfaction.

We treat each other with mutual respect” says Member of the Executive Board Frank Wirthwein. The Executive Board of Wirthwein



AG is made up of three members: Chief Sales Officer Frank Wirthwein, Chief Technical Officer Marcus Wirthwein and Chief Financial Officer Rainer Zepke. Udo Wirthwein, son to the company founder Walter Wirthwein, pulls the strings in his position as Chairman of the Supervisory Board. "However, our mother plays a central role in the background too", Frank and Marcus Wirthwein say with a meaningful smile on their faces.

SUSTAINABLE MANAGEMENT

How did it come that the two sons of Ingrid and Udo Wirthwein fully got into the family-run business and assumed responsibility – which couldn't be taken for granted? "It just happened", says Marcus Wirthwein. "You can say that when we were young we were in touch with the company and its employees virtually every day. There was a great affinity right from the start." He continues: "When my bicycle was broken, I would go to the locksmithery to repair it with the help of our employees. I have always been more of a technician while my brother is more of a business economist." His brother Frank, the 'business economist', adds: "We kinds of lived in the company as our parents' house is right next to it. When we were young, we would jump through the newly cast concrete, for example. All employees knew us. Returning from school it was just



be honest, there was no difference between private life and work", says Frank Wirthwein. "I remember very well that when I was a child my parents invited business partners to join us for lunch. My mother cooked delicious plan fare. We all sat together at one table and enjoyed a hearty meal. While my mother served coffee, my father discussed business with our guests", he remembers. These busi-



FOUNDING OF WIRTHWEIN BRANDENBURG

Wirthwein founds its first subsidiary Wirthwein Brandenburg GmbH & Co. KG in Brandenburg-Kirchmöser, one of the largest state railways sites in German history. The building area is historic too: former military training ground of the German *Kaiserheer*, the Army of the Reich, the *Wehrmacht* and the Red Army.

a matter of course to walk through the company premises and say hello to everyone." Both brothers took a different path first, went to study and worked for other companies. Yet both ended up back home in Creglingen and the parental company.

GLOBALLY ACTIVE, YET FAMILIAR

It is nothing else but the familiar and personal idea and the appreciation for each and every employee that has made the plastics expert so successful around the world. From the little town Creglingen in the Tauber valley into the world. The tradition and the team spirit lived here have spread and have truly established everywhere. It goes without saying that business practices have changed throughout the last seventy years. Signs of the times. "To

ness practices were certainly not the worst. "Of course things are different today", smiles Frank Wirthwein. Yet this is how it all began and this is also how the company has established in the market.

At present, Wirthwein AG is a globally active and highly successful group of companies. Customers around the world rely on know-how from Creglingen and the still very familiar way of treating each other also at the international plants. Now as before, the management attaches great importance to this.

GLOBALIZATION – THE KEY TO SUCCESS

In fact, a company should always think big, particularly if it concerns a rural medium-size company. Back then, Walter Wirthwein had al-



ready been aware of this. It was him who - with a groundbreaking and innovative idea - developed the company from a mere manufacturer of octagonal wooden pegs for railway superstructures into a globally active plastic-processing company.

Nowadays, many developments in the automotive, railway, electrical, home appliances, medical technology and diagnostics industries would be unrealizable without plastics. Wirthwein develops pioneering solutions for technical progress. "However different the business sectors are, the quality standard is equally high in the group", Frank Wirthwein points out.

GLOBALLY ACTIVE

"Meanwhile customers of our industry sector around the world know us. The 'Wirthwein' brand has become well-known. We are present, also because we have grown along with our customers. We respond and adapt to specific customer requirements", explains Marcus Wirthwein. The company always makes sure to be close to customers. "This, too, is the pioneering spirit that defines Wirthwein. We are present where others are not represented. We are close to our customers and can therefore give them professional and individual advice", explains the graduate in engineering. "Many other companies do it differently. They do business at just one or two locations. Yet we have built up many small locations.



Wirthwein operates at two production locations in the USA: New Bern in North Carolina and Fountain Inn in South Carolina (picture).

We have always been on the field. We have accompanied our customers. We have built up own production facilities where we have considered it necessary".

BRAND ADVANCEMENT

"Customers who work with Wirthwein know what they get", says Frank Wirthwein. And he knows extremely well which values are important. He is convinced: "We have to observe our corporate principles. We always have to make sure that we come up to our brand." The brand which the plastic producing company from Creglingen has created and is committed to. "Long-term thinking is what distinguishes an owner-managed company", says Marcus

Wirthwein. Basically, the point is quite simple: "We are the owners – we cannot dismiss ourselves", he smiles. This is why the entire company – be it management, plant and departmental managers, the workforce, trainees or interns – wants to communicate the values that stand for Wirthwein - the Wirthwein brand - to the world. Virtually everybody who has come to Creglingen or the international plants once is infected by the 'Wirthwein Family' spirit, by the company's character. Here values are not just written down in a company-internal 'bible' to be handed over to employees on the occasion of some company celebration, jubilee event, special order or whatsoever. No, values are lived here. Every single day. This is what Wirthwein stands for with its corporate philosophy.



GLOBALLY ROOTED

In the meantime twenty-two plants around the world do business under the roof of Wirthwein. Creglingen has persistently carried working methods and first and foremost also the appreciation for employees into the world. "Motivated, flexible, and highly qualified staff lay the foundation for utmost customer satisfaction", says Frank Wirthwein. No wonder, the plastics expert has set great store by supporting, linking, and fully integrating employees around the world in the Wirthwein family for decades.

The values which the company pursues can only be lived if you are aware of those you work with, be it in Brandenburg, Poland, the USA or China – this mentality can be felt everywhere, as the following examples illustrate.

THE STARTING SIGNAL: THE FALL OF THE WALL

From 1949 to 1991 – more than forty years that is – Wirthwein did business from the headquarters in Creglingen only. However, with the fall of the wall Udo Wirthwein expanded into the new German states. He decided to establish a company in Brandenburg-Kirchmöser to produce plastic components for rail superstructures. It was clear from the outset that it needs highly qualified and skilled workers to keep business running.

"In 1991 I met Udo Wirthwein at my former employer Weichenwerk Kirchmöser. He asked me if I fancied a career change", tells Klaus Kinnemann. The now 55-year old was not aware then where

this decision would take him to. In the meantime Klaus Kinnemann manages Wirthwein in Brandenburg-Kirchmöser and can tell many stories of his past 28 years with Wirthwein. "My colleague, an electrician, and me, a fitter, worked in the headquarters in Creglingen-



Plant Manager Klaus Kinnemann from Wirthwein's first subsidiary Wirthwein Brandenburg GmbH & Co. KG. Fitter Kinnemann together with electrician Frank Heinzel got hired as the company's first employees.

gen for some time to be shown the ropes of plastics processing. It was a completely new world”, remembers Kinnemann. “Behind every hill people spoke a different dialect. We had to communicate with hands and feet”, smiles the man from Brandenburg, who remembers very well when on his first morning his landlady asked him whether he would like to eat a “Gaggeli” (dialect word for ‘Ei’, which means ‘Egg’). Few minutes later he was quite surprised when he was served a simple breakfast egg. During this time his understanding of belonging to a family-run business grew. “There were companies in the east which did not pay the monthly salary regularly. Wirthwein has always paid on time, which the workforce really appreciates”, is Kinnemann sure.

That is why it is common in Kirchmöser that also spouses or children strive for an employment with Wirthwein. “My son Marco is a shining example. He joined the company as a process mechanic trainee and was allowed to work at the plant in China for a year. Thereupon he did a degree in technology and another one in production management for plastics technology. At present he manages the technical and project management departments at our plant”, says the plant manager.

GLOBAL SYNERGIES

However, not only is it important for qualified specialists to exchange experiences with the plants abroad but also the plant



As a reward for his brilliant knowledge of the German language, Tomasz Sęczkowski came to Igersheim for a student exchange. To this day, his then host parents are in close contact with him. They knew that after he completed university he searched for a job. Two calls later Udo Wirthwein who was searching for employees for his new plant in Łódź at that time found his first loyal employee.

managers meet regularly. “We all struggle with similar challenges, which we can discuss and find solutions for together. Being globally networked, we create perfect synergies”, says Klaus Kinnemann.

Tomasz Sęczkowski sees a great advantage here, too. He has been working for Wirthwein in Łódź, Poland for twenty-one years. “I was the very first employee of Wirthwein in Poland together with the then first plant manager”, he remembers. In 1998 Wirthwein Polska

Sp. z o.o. in Łódź was founded. The company has specialized in manufacturing injection-molded plastic components for the white goods sector applying various technologies. In the course of the last two decades it began producing plastic components for the automotive and electrical industries.

Tomasz Sęczkowski had just finished his Chemistry program at the Technical University of Łódź when he heard of the collaboration of Udo Wirthwein and the home appliances manufacturer BSH Bosch und Siemens Hausgeräte GmbH. He applied for a job with Wirthwein. “Coming directly from university, I was able to demonstrate my German and other skills in a one-on-one talk. I have already learned German in school”, explains Sęczkowski. Little later he started his career with Wirthwein as head of quality. “Some years ago I was appointed environmental officer and deputy plant manager”, he says. Particularly in the beginnings he also had to drive a forklift or operate machines, which he is still very happy about: “This is how I have learned work from scratch, which is of great value”.

Also in private life he appreciates the benefits of working for a family-run business, which is proven by the fact that he met his wife Monika at work: “Although her heart beats for quality assurance, she works in the shop-in-shop factory in Papiernicza Street, just a few kilometers away from our building in Lodowa Street, which is quite good, so we can separate work and private life a bit. Although, I have to admit, we talk much about business in the evening anyway”, smiles Head of Quality in Poland Tomasz Sęczkowski.

SAME PRINCIPLES

Time and again Tomasz Sęczkowski visits the headquarters in Creglingen and the Eastern German plants as he feels it is important to see how other plants work. “Our procedures and working processes in Łódź are similar to those in Creglingen. Basically, the Wirthwein-Group pursues the same principles no matter where in the world”, says the quality manager.

The flat hierarchies that distinguish traditional family-run companies can also be felt abroad. Even across the pond or – more precisely – as far as New Bern, North Carolina, USA. Peter Rupp from Röttingen in Germany dared to cross the pond to support the Wirthwein plant ‘Carolina Technical Plastics Corp.’ in tool management. “Initially, I had planned to stay for just a year. Yet then I decided to stay longer”, the toolmaker is all smiles. Yet it was not an easy decision. “I have always been one who seizes his chances. When Wirthwein opened up the plant in New Bern in 2003, I went there for seven weeks”, remembers Peter Rupp enthusiastically. However, at that time he was not much thrilled about the plant and his decision to work there. When the plant manager asked him to stay longer the now 46-year-old hesitated first. “Yet, I did not want to regret later on not having taken the chance. Which I would have, that’s for sure”, says the tool manager.

JUMP ACROSS THE BIG POND

One year in New Bern and he decided to pull up stakes in Germany, build a house in the USA and stay there. “Now I live here together with my wife and my son. Of course it is not always easy to be far away from where I come from”.

He experienced a very intensive time when the second plant in Fountain Inn, South Carolina, was founded in 2012. "Frank Wirthwein was also there. I remember very well how he himself rolled up his sleeves and never felt too good to do any kind of work. He even cleaned the floor. We worked for sixteen hours and more a day. At night the boss served us burgers and beer". The team of constructors had to hold out these many working hours for two weeks. "It was one of the craziest things I have experienced so far. It almost brought me to my limits. However, it was a great feeling to be part of it. I don't regret any second. I felt totally motivated by Mr. Wirthwein joining in and lending a hand".



Peter Rupp was born in Röttingen. When he talks, you can still hear the rolling 'r' which is so typical for Franconian people. He loves to remember when he together with Udo Wirthwein visited the restaurant 'Captain Ratty's' in New Bern: "The owner of the restaurant knew how important it was to put at least one German flag for decoration on the table. Our boss has always interviewed 'the Germans' in the company to learn where the shoe pinches."

"I feel I am really needed here", explains Peter Rupp, who is often taken as a shining example of an employee who went abroad. "As a toolmaker from Creglingen to the USA – that's possible. Peter Rupp is a shining example", people used to say. The 46 year-old feels very proud: "I am happy to have made my mark in the company."

Once again we are shown that Wirthwein bonds people over many years and thousands of kilometers away – no matter if post-graduates or people with a good and solid vocational training.

CHINA AS NEW HOME

Kuno Knobloch familiarized himself with a completely different, exotic culture right on the other side of the world. He has been living and working in China since 1996. In 2007 Wirthwein opened up its plant in Kunshan. In 2014 Knobloch started his career with Wirthwein. "Back then Klaus Kinnemann showed me the ropes in Kunshan. We have become friends".

The agricultural machinery mechanic and trained farmer from Graben-Neudorf, Baden, a region in the southwest of Germany, would never have imagined that he would end up as plant manager of a company that specializes on plastics processing. "However, I have made my home here in Shanghai where I live with my Chinese

wife and our son", tells Kuno Knobloch. "Our 15 year-old son Julian visits the German School in Shanghai-Pudong. The German education system is very important to me and my wife." He too reminded himself of his duties and completed a MBA open university course from 2010-2012. Only upon inquiry does he give away his final mark: magna cum laude.

CULTURE REMAINS CHALLENGING

Nevertheless, all beginnings are difficult: "I was not prepared for the country and its mentality. However, I just jumped in at the deep end. Little by little all worked well", remembers the plant manager.

Even though he has got many anecdotes to tell: "Some years ago I went on a multi-day business trip across the country with a Chinese colleague. You have to know that in China saltwater fish and any kind of seafood is really hip. Having eaten seafood for five days in a row, I asked my colleague whether I could have some meat instead. He agreed. When food was served, I got fish again. I asked him whether he had not understood me. He was really surprised, almost angry and answered: "That is no seafood. That is freshwater fish." This is how I have learned something new true to the motto 'when in Rome, do as the Romans do', as 'fish is not the same as fish'", Kuno Knobloch is all smiles.

He has never regretted that he came to Wirthwein: "We in China can only profit from the mentality of a German family-run company which is solid, stable and socially committed." Features that are not common in China. Around three times per year the 53 year-old visits the headquarters in the Tauber valley for new input and impulses. He can imagine returning to his home country Germany when he retires. "Yet any major decision is taken by the entire family, which is also common practice at Wirthwein", smiles the plant manager.

22 companies or not – the Wirthwein-Group sticks together. No matter how many kilometers there are between its 3,650 employees. Each individual employee is supported, promoted, appreciated and integrated in the international family.



Plant Manager Kuno Knobloch at the Chinese Wirthwein plant in Kunshan. He was born in a rural area where he also grew up. Now he lives in the metropolis of Shanghai – a cultural clash.



TAKEOVER OF GEORG WINKLER KG

By founding Winkler Design GmbH & Co. KG in Röttingen Wirthwein adds the new Interior Fittings business unit to the group's product portfolio with state-of-the-art interior fittings, custom-made food counters, canteen kitchen technology and train on-board restaurants.



WE ALWAYS FIND THE BEST SOLUTION

The key to success - always be a bit ahead of times. The plan worked out. Thanks to offering innovative solutions, the Wirthwein-Group has become firmly established in the market. The team of designers provides top performance and proves its inventive talent when it comes to creating feasible and cost-effective production solutions for customers.

WITH AND FOR CUSTOMERS

“Actually it is our customers who push the products we develop and manufacture”, explains Head of Business Units Home Appliances and Electrical Industry Klaus Seybold. “We are driven by creating custom-made solutions as it is our customers who safeguard our company and therefore our jobs”, adds Head of Business Unit Automotive Lars Lederer. “If we develop a good concept, if we put together a unique package of special offers, our customers will keep coming back and will also profit from us in the long term”, says Lederer.

Ideally, customers bring in the creative heads from Wirthwein at a very early point of time in order to develop the perfect solution to products in planning – including all necessary project steps and services. “We try to convince our business partners to involve us in the respective development steps of their requested product early so that we can have a say in product improvements and efficient manufacturing processes. Hereby we can also cut material and manufacturing costs, which customers profit from when distributing a product on the market”, is Klaus Seybold convinced. This does not only apply to the automotive, electrical and home



Klaus Seybold lives in Uffenheim with his wife and two sons where he was born. He started his career in purchasing with a home appliance manufacturer in Rothenburg ob der Tauber. From 2002 he worked as a key account manager in the automotive industry. In March 2011 he joined Wirthwein AG. Since then he has been managing the Home Appliances business unit and since 2016 also the Electrical Industry business unit.

appliances industries but also to the railway and medical technology industries. “We learn a lot from each other, both as regards solution ideas for our individual plants as well as the transfer of know-how between the business units”, Lars Lederer points out, whose Automotive business unit all international plants produce goods for.

A WIRTHWEIN STANDARD

Those who decide in favor of Wirthwein as a business partner cannot go wrong. At Wirthwein all employees stand behind the fundamental view of the management, be it business unit managers, skilled workers, trainees or interns. Everybody is aware of his or her social and economic responsibility. 22 production plants around the world do business under the roof of Wirthwein AG. "Based on our experience with various customers from various branches we can bring in ideas our customers would not have necessarily thought of. Thanks to our plants being well-structured we can react

in technical possibilities or also in how to approach miscellaneous tasks. The group of companies employs some 3,650 people in Germany, Poland, Spain, China, USA and Turkey. This is how Wirthwein and its employees are available to customers around the world. The business unit managers are regularly on the spot and fly around the world to be close to customers and the company's international plants. The personal contact with the respective colleagues on the spot sharpens the senses for production conditions and ideas of innovation. "We often bring new ideas home to our headquarters in Creglingen", Lars Lederer is happy about the fruitful collabora-



to any obstacles - be it in planning or also in production – and can further optimize processes", says Lars Lederer.

DIVERSIFICATION – THE KEY TO SUCCESS

The know-how of the Wirthwein innovation experts has not just come by chance. They can fall back on a wealth of experience of the past seventy years. The plastics experts who have specialized in injection-molded components and systems have the decisive advantage that their company has constantly developed further, whether

ration with the other plants. Thus the injection mold experts can push new ideas for customers efficiently and cost-effectively and profit from a mutual exchange of experiences between the plants. With an ever increasing complexity of customer specifications and processes also the demands on project management and holistic project handling increase. As a link between customers and the Wirthwein technical departments, the project teams around the world plan, control and manage the total value added of products proactively. They act in line with the lean method and focus



WIRTHWEIN AG

on integrated processes and an inter-departmental coordination. Standardized processes pursuant to IATF16949 create group-wide synergies and guarantee quick and transparent information flow.

DIVERSIFICATION OF BUSINESS

No matter if 3D printing, the development of master-mold concepts or a holding in start-up companies - Wirthwein has to offer something in a wide variety of business sectors, from automotive to railway to the wide-ranging electrical industry to home appliances to medical technology to interior design. A diversification like this is not very common. "Recently, we have managed to get our foot in the aviation industry door", says Klaus Seybold. Although we talk about smaller order quantities in this business sector, the subject of saving costs is relevant too. For Wirthwein it means a major step to a new direction. "We can extend our portfolio and findings further thus creating and using synergy effects for customers from other industries as well", he is convinced.

Apart from that, the family-run enterprise from Creglingen also focuses on digitalization. Industry 4.0 is a major subject in today's



Lars Lederer has been employed with Wirthwein AG in Creglingen for 5.5 years. In his function as Head of Business Unit Automotive he is globally networked. Before he worked for Wirthwein the graduated business economist had worked for various automotive companies. He was born in Marbach. Now he lives in Rothenburg ob der Tauber with his wife and two children.

economy. If you want to be successful as a modern company and keep up with the best, you have to position yourself. Networking people and technology, computer programs and machines has already become reality. In the future machines are going to communicate with each other more and more. Wirthwein in Creglingen has realized that and already implements trendsetting plans: "Presently, we deal with various components and systems to be controlled by apps", confirms Klaus Seybold. It is crucial for companies to be one step ahead. Wirthwein also has a solution to this: "Our so-called 'global key account teams' keep their ears to the market", explains Lars Lederer while Klaus Seybold endorses: "Thus we al-



ways keep informed of trends and market developments and are able to take measures early enough".

CUSTOMER BENEFIT IN FOCUS

"We are dynamic and quick and therefore live up to the efficiency expected. We are famous for working autonomously. We always want to get the most out of our customers' product ideas for them", says Lars Lederer. "And we constantly strive for being even more diversified and thus resistant to any crisis just in case", adds Klaus Seybold. Customers can always count on Wirthwein AG and rely on the statements made.



In the jubilee year some 380 employees work for Wirthwein AG and Wirthwein GmbH & Co. KG at the headquarters in Creglingen.



FOUNDING OF THE PLANT IN NAUEN

The founding of Wirthwein Nauen GmbH & Co. KG is another milestone to develop the group of companies into what it is today. For the first time Wirthwein does not only produce but also preassemble system components. In the following years the plant in Nauen is the mentor for the newly established home appliance plants around the world.

WIRTHWEIN WORLDWIDE

PRODUCTION SITES ALL OVER THE WORLD

Wirthwein
Creglingen

Wirthwein
Brandenburg

Winkler Design
Röttingen

Wirthwein
Nauen

Wirthwein Polska
Łódź

Formtechnik
Osterode

Carolina Technical Plastics
New Bern

Riegler
Mühltal

Wirthwein
Kunshan



Wirthwein
Friedberg

Plásticos Zaragón
Zaragoza

Wirthwein
Crimmitschau

Wirthwein
Eichenzell

Wirthwein
Sasbach

South Carolina Plastics
Fountain Inn

Farel Plastik
Çerkezköy

Shenyang Wirthwein
Technology



WE PROVIDE OUR CUSTOMERS A TOTAL OF

162,000 m²

PRODUCTION AND STORAGE AREA AT OUR PLANTS WORLDWIDE





CUSTOMERS FIRST

In order to describe the processes of Wirthwein, Head of Marketing Daniela Pfeuffer quotes from political science: "The sales department with all its different customers, international projects and product ideas is the 'foreign ministry', so to speak, while the 'interior ministry' - colleagues from different plants and technical departments - have to implement what our sales teams have sold and have to constantly improve processes. The whole thing can

only run like clockwork if both 'administrations' collaborate closely and harmoniously and support each other with words and deeds", is Pfeuffer convinced.

The comparison hits the nail on the head. The technical department has to deal with customer requests, internal ideas and different possibilities to implement various product scenarios. Time and again the Wirthwein technical experts have to put concepts



into practice that had been deemed impossible. With the help of a skilled and highly motivated team the Wirthwein-Group succeeds as the management sets on well-trained internal talents.

INVENTIVE GENIUS MUCH IN DEMAND

It goes without saying that Wirthwein, like all companies, has to be prepared for new processing technologies and innovations in manufacturing processes. "The degree of automation is very high in our industry sector", explains Technical Director of Wirthwein AG Thomas Weberbauer. "We have to respond to new challenges time and again and offer state-of-the-art development and production processes", he explains. "We have to be quick, innovative and dispose of a profound technical knowledge. We have bundled all these features at all our plants but also in the respective technical departments to make our teams work hand in hand", Weberbauer is convinced. Thus the Wirthwein-Group can respond to special and sometimes highly complex customer requests quickly and produce top results for both parties.

FOCUS ON STATE-OF-THE-ART TECHNOLOGIES

As a matter of fact, the Wirthwein-Group sets on state-of-the-art technologies, be it the constantly rising degree of automation or also the networking of machines. "We as a company are aware that it is the technical innovations in particular that add value, which makes us even more efficient. Not only do our customers save costs but also our company saves working time and money. We

colleagues Klaus Seybold and Lars Lederer: "It needs more than just high-quality products. Quality is a figurehead. It is no longer a distinctive feature between providers in the market".

Not only do customers around the world count on our company



Thomas Weberbauer has been working with Wirthwein AG for six years. In his function as Technical Director of the Wirthwein-Group he is main contact for the plants around the world and therefore bears great responsibility. The graduate in plastics technology has a wide range of experience in medical technology. Weberbauer and his family live in Bergtheim near Würzburg.

are always up to date both as regards material as well as productive possibilities", he is convinced.

QUALITY MANAGEMENT ON NEW LEVEL

When it comes to quality management, certain issues play a major role. "Each and every company that aims at maintaining high standards spotlights quality", Thomas Weberbauer agrees with his

profile – the corporate philosophy, the familiar character of the company and seventy years of know-how – but also on our professional analysis of customer requests and their translation into products. It is the great reliability, the balancing act between cost and benefit for customers and certainly also the brand name the Wirthwein AG represents that distinguish it from one or the other competitor.

CUSTOMIZED MINDSET

"In the course of the years additive manufacturing procedures, such as 3D printing which we apply in many our plants, and generally also the kind of development process have changed", says Thomas Weberbauer. The plastics expert is able to develop initial authentic copies of real material by printing special mold inserts and adjusting them to master-mold concepts for customers to inspect their quality in advance, which is of great benefit. "Customers who hold prototypes of their requested products in hands are able to decide more quickly if they correspond to what they want or can also request modifications which we implement on short notice", says Technical Director Thomas Weberbauer.

PRODUCT • PROCESS • MATERIAL

The Wirthwein-Group's success is based on development, simulation, design and construction and the application of state-of-the-art software together with an optimum choice of material. The Wirthwein-Group is committed to bring injection-molded technical components and also the manufacturing process of customized product solutions to perfection to be among the best plastic



experts around the world and hold its ground as the industry and its individual requirements are becoming more and more specific. The family-run enterprise Wirthwein can count on qualified employees who always find perfect solutions to complex issues.

ALWAYS CLOSE TO CUSTOMERS

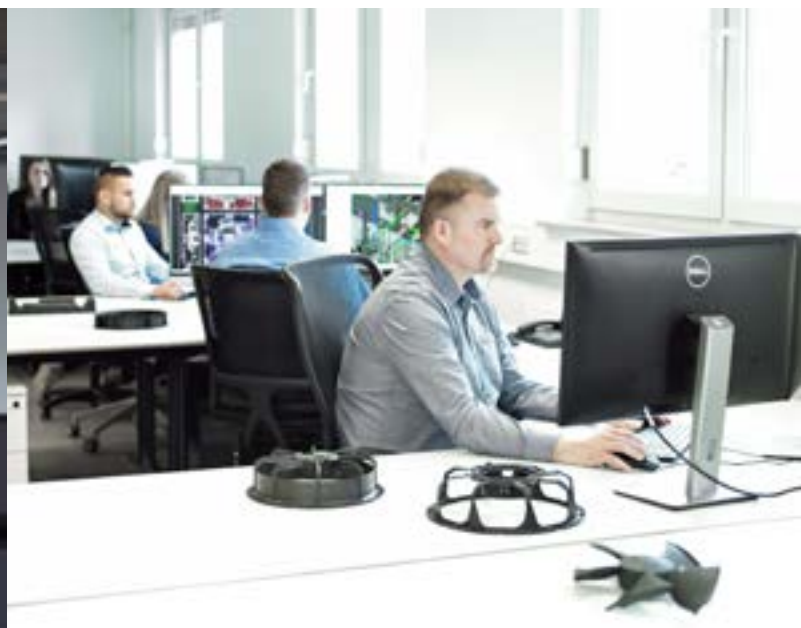
“We always try to achieve an added value for customers”, says Thomas Weberbauer. “This is what we do our job for – we want to understand our customers in the best possible way and respond to their needs more and more efficiently. In this context, we want to develop ourselves from a ‘simple’ injection-molding company

into a full service provider even more”. This involves high cost efficiency of products. By means of the LEAN management method processes are constantly advanced and customized efficiently.

Customers who get in touch with Wirthwein can be sure that our experts serve them personally and individually and find optimum product solutions. Each request is treated individually to make the most of products, material and processes. Wirthwein accurately analyzes and individually calculates cost and benefit together with customers to make them feel they are in good hands and are given expert advice by Wirthwein.



With around 400 employees the plant in Łódź is the largest subsidiary of the Wirthwein-Group. Pictured here parts of the committed team.



FOUNDING OF THE PLANT IN ŁÓDŹ

Beginning of shop-in-shop suds container production with our customer in Łódź. In 2004 Wirthwein is placed a major order and therefore founds a production plant, which is inaugurated in 2005. At present, Wirthwein Polska Sp. z o.o. is the largest subsidiary of Wirthwein AG.



PEOPLE

Heinz Schneider (left) is head of construction and design at the plant in Creglingen. His son Frank (right) also belongs to his team.

FROM ZERO TO HERO IN 70 YEARS

From naught to one hundred in just a few seconds or also from zero to hero in 70 years. While we talk of a motor in the first example, we talk about the employee growth of the Wirthwein-Group in the second. In the end, it is all about efficiency.

Without its 3,650 employees, the Wirthwein motor would not run smoothly and the family business would not be what it is today: a globally active expert for plastic injection molding, mold construction and interior design.

GREAT LEAPS IN JUST 30 YEARS

3,650 employees in 2019 – in 1989 still nobody could foresee this development. Although Wirthwein existed for 40 years yet, just 100 people worked at the headquarters in Creglingen back then. With the fall of the German wall the company started to expand to the Eastern states, to Röttingen, which is close by, and to Poland. In 2000, the number of employees grew to 300. When Wirthwein jumped the big pond in 2003, founded subsidiaries in China in 2007

and bought the medical technology expert Riegler, the number of employees grew to more than 1,400 in 2009. The company opened up more plants in Germany, Spain and Turkey. At present, 3,650 people work for Wirthwein and keep the Wirthwein wheels turning in every respect. Now as before it holds true: the group of companies remains on course for growth.

A WIRTHWEIN DINOSAUR

Heinz Schneider is one of those employees who have closely observed the company development. The head of design and construction at the headquarters in Creglingen joined Wirthwein in 1980. He was close up when the company began to expand and meanwhile looks back on 39 years of Wirthwein experience. He is one of the dinosaurs of Wirthwein. The company does not only focus on junior staff but also on binding employees in the long run. It is the long-term experience, broad product knowledge and strong ties to the company which the plastics experts appreciates in particular, reports Schneider.

DON'T LEAVE THE COMPANY BUT SEIZE YOUR CHANCES INSTEAD

"I have spent my entire working life with Wirthwein", says Heinz Schneider proudly. After school the then 15 year-old decided to commence a vocational training as mold mechanic. Born in Creglingen, he also wanted to work for a local company. He would never have thought of remaining there for the following four decades and presumably more. "Yet why leave if you feel well", the 54 year-old is all smiles.

He seized the chance to make career with Wirthwein. After his apprenticeship of three and a half years he worked in mold construction for a couple of years and successfully completed his master school in Bad Mergentheim. In 1990 he changed over to construction and design to design injection molds. "It was absolutely interesting. Back then we worked quite differently. We designed molds on drawing boards. With pencil and ruler, you know. What a great benefit to have experienced all this", remembers the head of design and construction.

WITNESS PROGRESS AT FIRST HAND

Yet when computers and programmable CNC machines found their way into his department, he was kind of dumbfounded. "What a milestone! We couldn't believe what we saw. All those new possibilities and this huge potential", Heinz Schneider remembers. By means of this state-of-the-art technology the Wirthwein designers were able to draw three-dimensional designs instead of having to think of which level they would have to draw two-dimensionally



Head of Design and Construction Heinz Schneider joined Wirthwein 39 years ago and is one of the dinosaurs at the headquarters in Creglingen.

Picture: Julian Wiedenhöfer

on a sheet of paper. "That was an enormous relief. We got a clear three-dimensional image of molds we designed", says the 54 year-old.

Over the years not only molds of plastic components to be produced got more complex but also the department grew to presently eight colleagues. Heinz Schneider has been managing the department since 2001. "The management and the entire work-

force have always supported me in my work. Every now and then I lay awake at night hoping what we designed would work. Anyway, one or the other mold caused problems and we gained experience and did not make the same mistake twice, that was for sure", remembers Heinz Schneider.

EXPERIENCE IS DEEMED TO BE A TREASURE

In the meantime the Wirthwein designers do not only work for the headquarters in Creglingen but create drawings of injection molds for rail components or also for the electrical and automotive industries for other plants as well. "Each order is challenging. We have to think over and over again how to solve it. However, time and again it is a real pleasure", says the head of design and construction. Heinz Schneider who moved from Creglingen to Taubertzell close by 'to live with his love' passed on his joy in work and his love to the region to his son Frank Schneider who also completed a vocational training as mold mechanic with Wirthwein and worked in his job for a while before he changed over to his father's team. "We get along very well", confirms Heinz Schneider. "He has got hands-on experience and therefore everything what a successful designer needs to bring along", says Heinz Schneider. "You know, there are many technical books on the market. However, hands-on experience is a treasure nobody can take from you", says Heinz Schneider. Wirthwein considers a lateral entry as an advantage. "The development potential is almost boundless", he adds.

VALUABLE AND FUTURE-PROOF

Not only the chances Wirthwein employees are given and the procurement of state-of-the-art technical equipment but also safe jobs, manifold tasks and the joy in work make working with Wirthwein in Creglingen so valuable. No wonder that even after 39 years with Wirthwein Heinz Schneider says: "Almost every day I look forward to work".

When being asked what he wishes the company for the near future, he answers: "I hope that the right decisions will be taken now as before". To him, the changeover to paperless production is the next logical step to make Wirthwein future-proof. He is also sure that processes are going to be automated more and more. Yet, he is not afraid of it: "The human being as the creative mind is and will remain the basis, however technical devices are going to develop".

GROWTH IN MANY AREAS

Also in the years to come will the technical areas in particular continue to grow. Environmental management, plant controlling, or lean management are just a few examples. Other areas, such as the lumber mill, became no longer necessary. Yet bookkeeping is certainly one that will never cease to exist. Julia Hütter is one of these 'number crunchers' from Creglingen. She joined Wirthwein twenty years ago.

"It is really fascinating to observe the development of Wirthwein during all these years. Great to be part of it", the accountant says. In 1999 Julia Hütter started her vocational training as industrial clerk. She grew up and lives in Creglingen which is why she also wanted to work there. Very early she realized that bookkeeping interested her most. "That's why I remained there", says Julia Hütter. Still today the 36 year-old juggles with figures. At present, she works part-time in the so-called 'transaction team'.



Riegler GmbH & Co. KG in Mühlthal near Darmstadt has specialized in producing plastic components for the medical technology industry. Employees are well aware of their special responsibility.

FLEXIBLE AND WITH AN UNDERSTANDING FOR FAMILIES

"It has always been important to me to reconcile career and family life", she informs. Her son was born in 2012 and her twin daughters in 2015. No matter if maternity leave, home office or job training:



Accountant Julia Hütter is able to reconcile work and family life.

"There has never been any problem with the company whatsoever. All colleagues have shown their understanding for my situation", says Julia Hütter. Just one of the reasons why the young mother feels so well with the company. "However, it is also the great team spirit. Sometimes colleagues become friends. Two of my colleagues here are the godmothers to my daughters", tells the accountant. Not only work but also many other events organized by Wirthwein make it so valuable to work here: "It is really worth taking the entire family to family events. Every now and then also school classes and kindergarten groups pay a visit to our company. How nice to look into all these excited faces". Moreover, this year and for the first time ever the company has organized a holiday program for kids. "While children learn more about circus and acrobatics and train for two weeks, parents go to work and feel reassured of their children being in good hands. Great, isn't it?" says Julia Hütter happily.

TWO REPRESENTATIVE EXAMPLES

She sees her future with the plastics expert in Creglingen. "The management is progressive and future-oriented. That's why the company will continue to exist for sure." Flexible, family-friendly and persistent – this is what employees see in Wirthwein. Heinz Schneider and Julia Hütter are just two examples that demonstrate the benefits of working for the company in Creglingen and be a valuable part of the driving force that pushes the plastics expert forward in the decades to come.



TAKEOVER OF RIEGLER GMBH & CO. KG

Riegler manufactures premium quality plastic components for the medical technology industry. By taking over Riegler, Wirthwein makes a clear commitment to diversification and further growth after having founded Formtechnik Osterode in 1999 and Carolina Technical Plastics Corp. in North Carolina in 2003.



RESPONSIBILITY

In May 2016 Wirthwein sponsored the 'spaceball' play equipment in Creglingen.

GLOBAL SUPPORT

Economic growth, a positive order situation and innovative products – factors that play a key role in virtually any company. However, the regionally rooted Wirthwein plants attach great importance to other things as well, such as social issues, which are an essential part of the Wirthwein corporate culture, also far beyond the headquarters in Creglingen. Wirthwein supports and provides various projects in Poland, Spain, China, USA and on the African continent.

TWO GOLDEN RULES

Wirthwein donates and sponsors more than EUR 50,000 every year for most various projects from sports to children and youth development aid to cultural and social issues. Each and every employee is allowed to suggest what to spend money for. "There are two golden rules to observe", says Head of Marketing of the Wirthwein-Group Daniela Pfeuffer. "Either should projects to be supported be close



Handover of a check to the local children's cancer hospital at the plant in Łódź.



In 2018 Wirthwein made a Christmas donation to the 'Food Bank of Central & Eastern North Carolina'.

by one of our plants around the world or should one of our employees be involved. Ideally both applies. If it concerns concrete topics instead of private matters, the Executive Board decides on whether to support them, which they mostly do.

IT IS THE SMALL THINGS THAT MAKE CHILDREN SMILE

The examples of our donations to kindergartens in Tauberrettersheim, Freudenbach, Kirchmöser or Neubronn show that even minor donations are worth the candle and make children smile. Often enough it is the little things like drinking cups or dishwashers Wirthwein donates money for. "In the meantime we have supported lots of kindergartens nearby Creglingen but also near our plants", says Daniela Pfeuffer. Wirthwein regularly obtains donation requests from kindergartens where children of Wirthwein employees go to. "The money we donate is used for small plates but also new outdoor facilities, like the one we have realized in the children's day care center Wusterauer Anger in Brandenburg an der Havel". Parts of these outdoor facilities were built in GDR times. Wirthwein donated EUR 10,000 to the day care center which built a long-desired roller track. "From that time on, we have had our own 'fan club'. Children from the day care center visit us every Christmas. They tour our company and sing Christmas songs for us. It goes without saying that they are not sent home empty-handed", says the head of marketing.



Picture: Peter Fastl

MORE TIME TO CLIMB

The 'jungle gym' is another project in close proximity to the headquarters in Creglingen which Wirthwein together with the organization team of the children's second hand market project and the town of Creglingen realized, latter of which gave an impulse to support the project in Kieselallee street. In May 2016 Wirthwein donated more than EUR 10,000 which the town acquired a so-called blue 'spaceball' for. This project gets down really well. According to Pfeuffer, pupils from the neighboring school are just thrilled by these special playing options: "Time and again pupils tell me that they take a later bus to go home because they want to spend more time on our play equipment." Wirthwein is very happy with such positive feedback: "Now we know that it was worth the candle", says Pfeuffer. Yet not only the youngest of our society profit from

the social commitment of the plastics expert from Creglingen. For example, Wirthwein also helped regional IT specialists for system integration trainees at the commercial school in Bad Mergentheim in expanding their 'Java' programming language skills and donated used hardware. Moreover, Wirthwein helped to finance a chair at DHBW Bad Mergentheim (dual university).

PROMOTING CULTURE

Wirthwein promotes regional cultural projects, such as the open-air theaters in Röttingen, Weikersheim or Jagsthausen. It also supports amateur theaters or events, such as the open-air cinema organized by the Creglingen tourism association every year. "Wirthwein sponsors a movie which is shown an evening. The earnings the association gets from food and drinks are used for local tourism projects, so you can say that everybody profits from this collaboration."

RIEMENSCHNEIDER'S ST.MARY'S ALTAR

It is a heartfelt desire of the Chairman of the Supervisory Board Udo Wirthwein to support the Herrgottskirche church in Creglingen. Donation funds by the Udo-Wirthwein foundation helped to restore Tilman Riemenschneider's world-famous St.Mary's Altar, which is considered as his masterpiece.



In May 2019 a major fire protection drill was carried through at the plant in Brandenburg-Kirchmöser.

FIRE DEPARTMENTS

On the occasion of Saint Florian Feast Day we hosted some 180 firemen on May 4th, 2018. Saint Florian is the patron saint of firefighters. He died on May 4th which has become a commemoration day worldwide and a feast day for many firefighters, such as for the fire departments of Main-Tauber-Kreis, the regional chapter of which invited to Wirthwein AG in Creglingen.

On July 25th, 2015 when its neighboring building was ablaze the Wirthwein plant in Łódź experienced how crucial it is for plastic-processing companies to have fire departments available. Not only but particularly since then Wirthwein feels happy to organize fire drills at its local plants. It goes without saying that Wirthwein invites the firemen for dinner afterwards, like recently at the plant in Nauen. On this occasion the firemen were also given a set of t-shirts.

WIRTHWEIN SUPPORTS SPORTS ACTIVITIES

Healthy employees in a sound company – physical exercise is probably the best way to keep one’s body fit and healthy. This is why Wirthwein supports its employees in this area too. No matter which kind of exercise it concerns.

“Soccer is an issue”, says Daniela Pfeuffer, who plays in the women’s soccer team in Creglingen herself and who was happy to hand over a new set of jerseys to her team sponsored by Wirthwein. “However, we have also sponsored new sets of jerseys to teams of our employees in Turkey or to Riegler in Mühtal.” At present, the company supports a German-Chinese soccer project which the quite

CHRISTMAS FOR HEALTH PROJECTS

“Five years ago we decided to donate money which we had used to buy Christmas presents for customers for a good purpose instead”, informs Daniela Pfeuffer. Some EUR 20,000 are put aside every year. With this money, Wirthwein supports initiatives, such as the clinic clowns in Nauen and Fulda where the plant in Eichenzell is close by. At Christmas 2018 Wirthwein Brandenburg GmbH & Co. KG donated EUR 5,000 to the Pediatric and Adolescent Clinic of Westbrandenburg. With the money the hospital acquired a special breastfeeding chair which helps parents of seriously ill children to provide them with food. Furthermore, the plant in Łódź donated



Earl Peters, Rick Warner, Daniela Pfeuffer, Melissa Percy and Roland Friedberger in front of the plant in South Carolina (from left).

talented son of an employee plays for. Among others the team is going to train on the soccer grounds of FC Bayern München. Wirthwein also sponsored new neoprene wetsuits for a canoe team or new costumes for the carnival guard of AMC Laudendach which is trained by a Wirthwein employee.

“This year we asked our staff to make funny videos of their sports teams and send them to us. We published the videos on facebook. The team with most ‘likes’ was given a new set of jerseys worth EUR 500. It was the women’s soccer team of FC Gollhofen, the women’s volleyball team of TSV Röttingen and the women’s spinning bike team of Crimmitschau who got most likes”, the marketing team informs.

Złoty 24,000 to the parent initiative Krwinka Foundation in 2018. With the money, the initiative bought an electrical cot to better care for children who suffer from cancer.

At Christmas 2016 Wirthwein donated money to a children’s home which they used to rebuild their outdoor area to be able to park their bus in the garage. “In this case Wirthwein donated even a bit more to this concrete and urgently necessary project. We are somewhat flexible as concerns campaigns like this”, explains the head of marketing.

Wirthwein tries to distribute the charity budget in a fair and sensible way, of course. In 2017 the company donated EUR 5,000 to a children aid center in Zaragoza, Spain, where socially excluded

and poor children are attended psychologically and pedagogically. "Yet we have also supported children's homes in Friedberg, Bavaria, or numerous German schools, such as in Mühlthal, Osterode and of course Creglingen". At Christmas 2018 Wirthwein donated EUR 10,000 to a primary school near the plant in Crimmitschau. The school uses the money to create an 'outdoor classroom'.

FIGHTING FAMINE

Not only at Christmas but unfortunately every day numerous people in the USA do not know where to find enough food to survive. "There are many people in North America who starve. Also in the surrounding area of our plant in New Bern, North Carolina", says Pfeuffer. Wirthwein donated USD 6,000 to an organization called 'The Food Bank of Central & Eastern North Carolina'. Infected by the Christmas campaign of 2017, local employees became proactive last Christmas and put up a Christmas tree with food for people in need to help themselves.

PROJECT IN AFRICA

Within the framework of a lecture held at Rotary Club Bad Mergentheim, board member Marcus Wirthwein came to support a very special project outside the fixed regulations set by the company. A Lufthansa Cargo pilot reported about his commitment in Kenya together with the aid project Cargo Human Care (CHC), a joint project of Lufthansa Cargo employees and German doctors. It aims at finding accommodations in homes for children in need and helping them visit schools or helping young people find training or university places for a better future.

EDUCATION FOR YOUNG KENYANS

However, often enough you can only seize your chances with the necessary amount of money. Some 200 Euros are needed every month for education and accommodation in homes, which is an enormous amount for a country like Kenya where so many poor



In May 2019 Chief Technical Officer Marcus Wirthwein travelled to Kenya to see for himself the great benefit of the aid project. Also pictured here CHC member Axel Völkert who is responsible for the sponsorship.

people live, most of whom work as day laborers with a salary of two to three Euros per day. "I got convinced of the CHC aid program", says Marcus Wirthwein, which is why he started to sponsor a school class in Kiambu. Initially, it was planned to support one child only. However, the local guardians raised their concerns over it as other teenagers might feel jealous. That's why Wirthwein sponsors a monthly sum of 200 Euros to the whole class.

"With a professional vocational training, be it as carpenter or also measuring technician, the chances of all these young people to persist in the labor market and to survive with a secure income will grow", continues Marcus Wirthwein.

From Germany to Kenya, from the USA to Spain, from Poland to China – Wirthwein helps where help is required. The Wirthwein-Group is aware of its social responsibility. The many projects are proof enough.



NUMEROUS NEW PLANTS

In 2007 start of production in Kunshan, China. In 2009 founding of the subsidiaries in Friedberg, Bavaria, and Plásticos Zaragoza S.L. in Spain. In 2012 founding of four more plants in Eichenzell, Crimmitschau, Sasbach and Fountain Inn, South Carolina/USA (Picture).



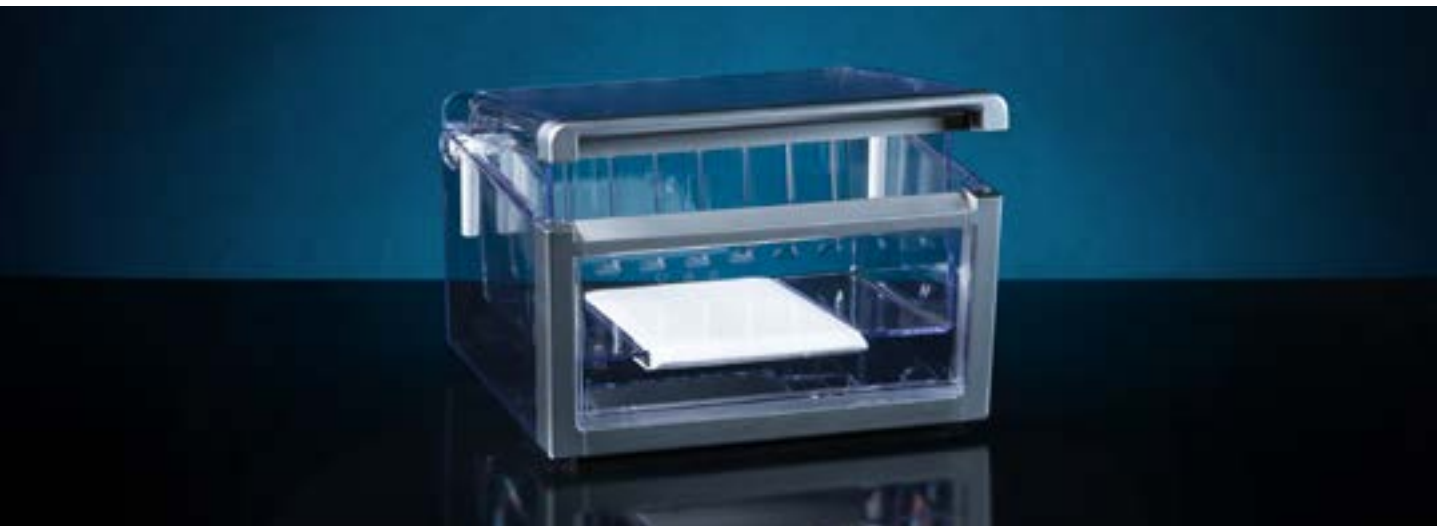
FUTURE

WE GROW ALONG WITH CUSTOMERS

True to its motto 'Forming Innovation', Wirthwein AG is constantly advancing new processing possibilities, automation solutions, products, and work processes. Always in close proximity to its customers and optimized individually. The group of companies from Creglingen further strengthens its market position as a development partner and driver of innovation. It aims at finding optimum customized solutions, which is why the plastics expert extends competences and optimizes processes to take influence on product quality at an early point.

INCREASING DEMANDS

Markets are changing. Technologies and material create new potentials. At the same time, customer demands continue to rise. The dynamic company constantly aligns its target system anew and shapes digital change actively and sustainably. The Wirthwein-Group always aspires to be a quality leader: to develop the best, safest and most efficient plastic solutions. "Now as before, plastic is one of the pioneering materials", says Marcus Wirthwein. „Of course other material may flow in as well", he sees more potential.



INDUSTRY 4.0

The 'new working world', that is the digitalization of operating processes, is a major issue for Wirthwein as well. The management continues focusing on this field of action and on technology. "Smart intuitive processes are important for a company to advance. Not only people but also machines have to be networked throughout the company", explains Chief Technical Officer Marcus Wirthwein. "We have not fully succeeded yet but will do so soon – it is one of our major issues".

GLOBAL MARKET PRESENCE

"Also in the future we will count on global manufacturing concepts at strategically valuable production sites in proximity to our customers", adds Rainer Zepke. "We plan to acquire more companies indeed, both in Germany and abroad". By growing organically and acquiring promising companies the Wirthwein-Group extends its production network to be able to respond to constantly developing market demands. Chief Sales Officer Frank Wirthwein continues: "To be honest, 'not growing' means nothing else than a step backwards. We have to come even closer to customers", he is convinced. "After all, our employees work for our customers. It is not our company



management who pays their salaries but those who buy our products", Marcus Wirthwein points out.

RETAINING THE PRINCIPLE OF DIVERSIFICATION

The family business from Creglingen is constantly looking for innovative markets: "We are always curious for new business fields and plants that are a sensible supplement to our portfolio and fit to our company", says Marcus Wirthwein. "Together we advance diversification and the group-wide transfer of know-how, which makes us powerful, stable and independent", adds Frank Wirthwein. The company always looks for new development and production possibilities. It is therefore always possible to enter new ways and extend the product portfolio of the group of companies.

RELIABLE EMPLOYER

It goes without saying that it needs qualified, reliable, ambitious and well trained staff to live up to the demands. Here too the headquarters in Creglingen assumes responsibility. It aims at establishing Wirthwein as a global employer brand and trendsetter of the plastics processing industry further and therefore also calling on internal junior staff. In the meantime Wirthwein has made its mark, has become a brand and even a power when it comes to plastics. Not only customers but also applicants feel they are in good hands and can rely on the plastics expert. "We want to make people realize that there are attractive jobs on the countryside as well. Honestly – as an engineer you will earn not much less in our region than in central Munich, for instance", Marcus Wirthwein puts it straight. Soft skills, i.e. the livable infrastructure in Tauber valley, are indeed worth taking a look at. Moreover, employees are given the chance to leave the 'rural province' and visit and work for Wirthwein plants abroad for a while.

SOLID PARTNERSHIPS

The company's business partners play an important role for the management: "We will continue focusing on customers and suppli-



ers who work with the same responsibility, standards of quality and understanding of values as we do. We will continue implementing innovative and low-emission technologies which help to reduce our employees' workload, tap new production potentials and take us an important step forward in becoming a 'factory of the future', underline the board members.

ECOLOGICAL AND SUSTAINABLE

Wirthwein AG continues to implement innovative technologies to be equipped for the future and for further developments in the working world. It focuses on employee health and the value chain likewise. "It is important for us to follow these principles", says Frank Wirthwein. He knows exactly what he talks of. "In the past people



cleared whole woods and wondered afterwards why nothing grew any longer. We have to look towards the future sustainably". Being sustainable is important for the plastics expert from Creglingen anyway. "Entrepreneurs who do not invest in their companies appropriately, i.e. who do not train employees respectively to bind them to their company and make them work efficiently or who do not invest in new machinery are not sustainable", is Marcus Wirthwein convinced. The brothers Frank und Marcus Wirthwein agree: "We want the company to exist also after us!" In other words, a globally active company has to deal with resources in a responsible way – what the headquarters in Creglingen does. It also involves

the question of how to work more efficiently. "If we go easy on resources, i.e. focus on ecology and economy, things keep running" is Rainer Zepke convinced. "Like all the others, we too have to abide by statutory provisions. Moreover, we try to produce energy somewhat independently", says Marcus Wirthwein. A combined heat and power plant as well as a photovoltaic plant have been installed on the premises in Creglingen. Apart from that, the company uses wind power resources. "Plastic is nothing bad in general. It is a valuable raw material which may not be thrown to the ocean if you use it like we do. Sustainability comes first", explains Marcus Wirthwein.



ACTIVE AND SUSTAINABLE SHAPING
OF DIGITAL ADVANCEMENT

In 2015 Wirthwein acquires a share in Farel Plastik A.Ş. in Çerkezköy, Turkey. In April 2018 founding of a joint venture in Shenyang, China. With its long-term international business partners Wirthwein is a globally active group of companies which wants to continue growing also after seventy years.

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