

# PROFILE

## HÄRTER VALUES



AT HÄRTER, OUR EMPLOYEES COME FIRST.  
THEIR DEDICATION IS THE BASIS FOR ACHIEVING  
SUCCESSFUL SOLUTIONS FOR OUR CUSTOMERS.

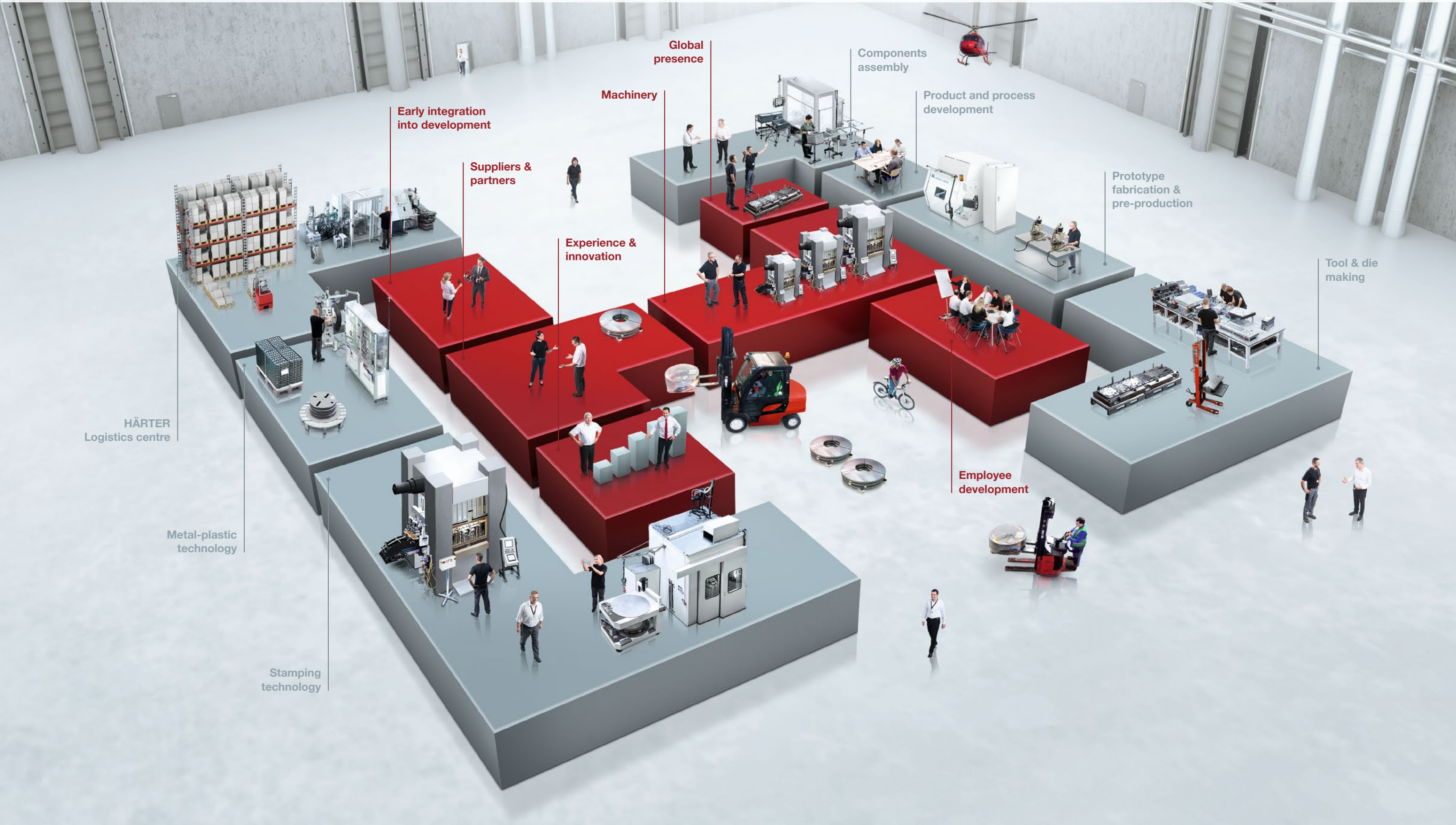
MARTIN HÄRTER, CEO

// PART OF SUCCESS	4-5
// COMMUNITY OF MUTUAL SUCCESS	6-11
// EXPERIENCE AND INNOVATION	12-15
// MACHINERY	16-19
// GLOBAL PRESENCE	20-23
// EMPLOYEE DEVELOPMENT	24-27



# PART OF SUCCESS. THE HÄRTER PHILOSOPHY.

Härter is among the leading manufacturers of tools, stamping parts and metal-plastic components. As an international organization, we see ourselves as an integrated partner throughout an entire project. And, with that, as part of our Customer's success.



HÄRTER  
Logistics centre

Metal-plastic  
technology

Stamping  
technology

Early integration  
into development

Suppliers &  
partners

Experience &  
innovation

Machinery

Global  
presence

Components  
assembly

Product and process  
development

Prototype  
fabrication &  
pre-production

Tool & die  
making

Employee  
development



# YOUR GOALS. OUR SERVICES. WE MANUFACTURE PRODUCT SUCCESS.

“An engineer from Härter was involved in the development of our product from the very beginning providing valuable input. With his know-how, we were able to shave off an entire production step.”

*Dr. Reiner Schäfer, Härter customer*

“Since we are providing our expertise during the product development, we were able to optimize the production process design in regards to efficiency.”

*Serya Akar, Design*



50 Years of customer relations

0 Defect rate target

100 Percentage success orientation



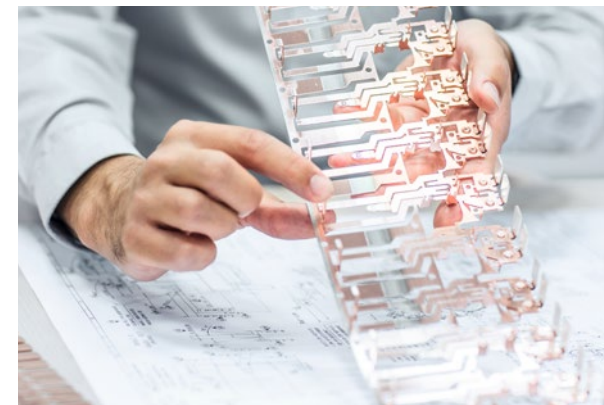
**Your reliable partner on the way to success.**

You have a promising product idea. Working in close partnership with you, we take care of the intelligent and efficient realization of your product idea. The prerequisite for this is the way we naturally go far beyond that of a simple supplier. What we do is create a strategic community of mutual success with our customers. An

integrated partnership with only one goal – your success. The best evidence for this strategy is the trust we have from our customers. Many of our customers have been relying on Härter's specialists since the company was founded over 50 years ago.

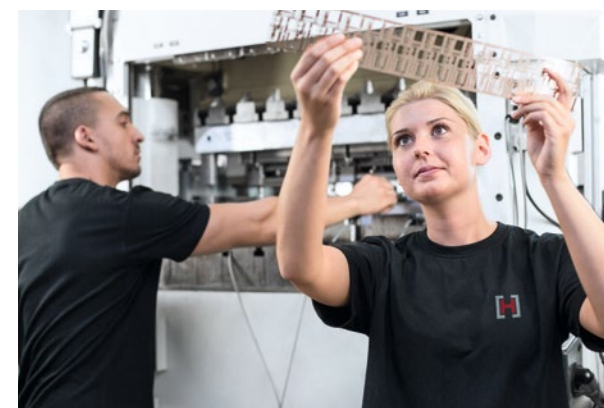
**Early supplier involvement: You can benefit from our expertise – from the very beginning.**

Implementing innovative ideas quickly and functionally into successful products: That is the decisive criteria for success. With our know-how in engineering, material selection, manufacturing and process planning, you can benefit from integrating the Härter specialists in the design phase. They know the latest technologies and most efficient production processes and have toolmaking experience that stretches over decades and numerous industries.



**Nothing is so good that one can't make it even better.**

Only by constantly wanting to improve can one be consistently successful. That's why we are never satisfied with just the status quo but rather steadily striving for even more optimal solutions. Reducing multiple production steps to a single procedure per machine is just one example. A very essential factor in terms of time and cost. To optimize processes and technologies, our engineers probe deeply into a customer's project and develop new, solution-oriented approaches. And, with that, it becomes part of the success.



**Process orientation is success orientation.**

From development to efficient serial production: Härter covers all steps in the supply chain: Design of parts, development of complex component solutions, stamping and die technology and the production process. In doing so, we make our entire technological know-how available and provide consulting and advice across all areas of involvement. All approaches are based on a zero-error strategy and the development of innovative, technically ambitious solutions. Because that is the only way that our customers' products and processes can be steadily improved.



**"The earlier we are included in the development, the better.** Our engineering expertise stretches from materials and process planning to machinery and tooling. That's why we can develop innovative solutions which are the prerequisite for efficiency and success. Incidentally: Our engineers supplement your development team in the product development process."

*Jürgen Vogel, Head of Engineering*

80

Percentage of business  
with selected suppliers

16949

ISO TS certified



40

Years of supplier  
network

**So you can depend on us, we've been depending on our suppliers – for decades.**

A significant element of our success is also founded in the partnerships we have with our suppliers. Härter has been working with the same qualified partners for decades in some cases. More than just business binds us with our suppliers. Because the same values apply for our suppliers of many years as for Härter. Whether quality, flexibility, cost transparency or just-in-time delivery: Our suppliers can be relied on in every way.

**Tested and rated good: Supplier management at Härter.**

Härter has high expectations of itself. And the expectations for our suppliers are equally high and rated according to the "Supplier quality Assignments" standard. The prerequisite for this includes supplier self-evaluations, confidentiality agreement, quality certification and access to the IMDS (International Material Data System). In addition, Härter evaluates all suppliers one to two times a year. The supplier basis is rated according to the valid QS standards at regular intervals.



**You can rely on it:**

**Continuous quality and environmental management.**

At Härter, every consumable, every material and every process step is monitored and documented. All products are automatically tested – sometimes with up to 300 measuring points. If necessary, 100 % inline tests are installed in the process in order to achieve the zero-defects goal. Just as important: process sustainability. The selection of production processes and means takes place fundamentally under consideration of environmental aspects and occupational safety.



**Tested quality: Härter's certifications.**

Our suppliers are also certified by TÜV Süd.

**Internationally valid certificates:**

- ISO 9001: International quality management
- ISO TS 16949: Automotive quality management
- ISO 14001: Environmental management

**Special certificates for Germany:**

- EN ISO 13458: Medical technology quality management
- ISO 50001: Energy management



**"Only the best for our customers – that is our goal.** This can only be achieved when our suppliers are behind us one hundred percent. Through trustworthy collaboration, honesty and consistently open and fair dealings with each other, we jointly create a reliable basis for the highest quality. For every product. For every customer."

*Gerd Becker, Head of Quality Management*



Aurubis

BILSTEIN

DIEHL  
Metall

Enayati **EB**

Wieland



YOUR INNOVATION. OUR EXPERIENCE.  
WE'VE BEEN A FORERUNNER –  
FOR OVER 50 YEARS.

"We have always lived our aspiration to improve. We stand as a competent partner for our customers, with innovative ideas and a knowledge of details that generates confidence. From the product idea to the serial execution – and that is internationally."

*Martin Härter, CEO*

"The most modern technologies, engineering, proprietary toolmaking and production competence: All of that makes Härter one of the best in the field."

*Wolfgang Härter, Company founder*



# 50

Years of  
experience

# 2

Generations

# 1,450

Employees



#### Härter set the bar over 50 years ago.

#### Nothing has changed with that through today.

Better, more innovative, more efficient: Throughout its 50-year company history, Härter has continued to develop while keeping its customers' success in mind. Then, as today, we have set the standard especially in the automotive, industrial, medical technology and electronic markets. Härter has developed from a purely tool and die maker into an international expert center for complex solutions in the fields of toolmaking, stamping, metal-plastic technology and component assembly.

#### Tradition and progress:

#### Two sides of the Härter coin.

As a second generation, family-owned company, Härter combines experience and innovative power in an ideal way. Our roots are in toolmaking where Härter stands out from its competition through the highest level of expertise. Having proprietary tool – Die making capabilities significantly influences our efficiency across the entire supply chain. It means that we can provide our customers with real 'complete solutions', as an integrated supplier – from product development through production.



#### The best solution for every customer. Even if it doesn't yet exist.

From development to execution: All measures, all processes are focused on our customer's success. Experienced employees with high levels of competence in engineering, toolmaking and materials optimize and realize every customer request according to the principle of "design to cost". That guarantees that innovative, progressive ideas are efficiently realized in serial production. As a specialist with an extraordinarily large range, we are in the position to realize narrow tolerance requirements, even for large components.



#### Corporate culture at Härter: Business excellence.

Business excellence focused on the Continuous Improvement Process with the following priorities:

#### Process know-how

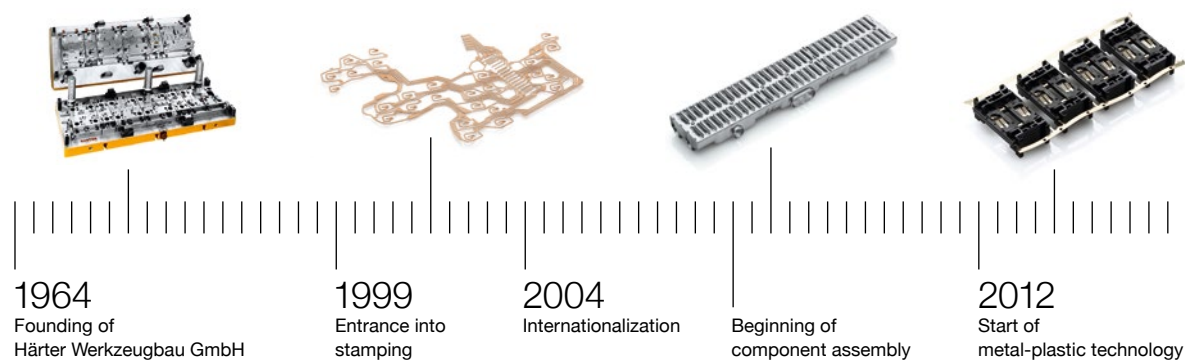
Efficient workflows and high quality focus to continuous processes with defined standards and methods.

#### Quality

Streamlined processes through reduced interfaces, transparency and integration in all relevant technical areas.

#### Supply chain

Planning, controlling and review of the entire value added chain – from development through to serial production.



**"At Härter, sustainable development is a tradition.** The continuous improvement process is firmly anchored in our principles. With over 50 years in business, we have extensive experience which we can also integrate into future developments of new products. Our market familiarity enables us to guarantee excellent quality across the entire supply chain process."

Martin Härter, CEO



YOUR EXPECTATIONS. OUR SERVICES.  
WE PROVIDE EVERYTHING FROM TOOL-  
MAKING TO STAMPING PARTS TO HYBRID  
COMPONENTS.

"No matter what the customer needs, we can deliver. Ultimately, we develop and build our tools ourselves."

*Stephan Kromus,  
Head of Toolmaking Assembly*

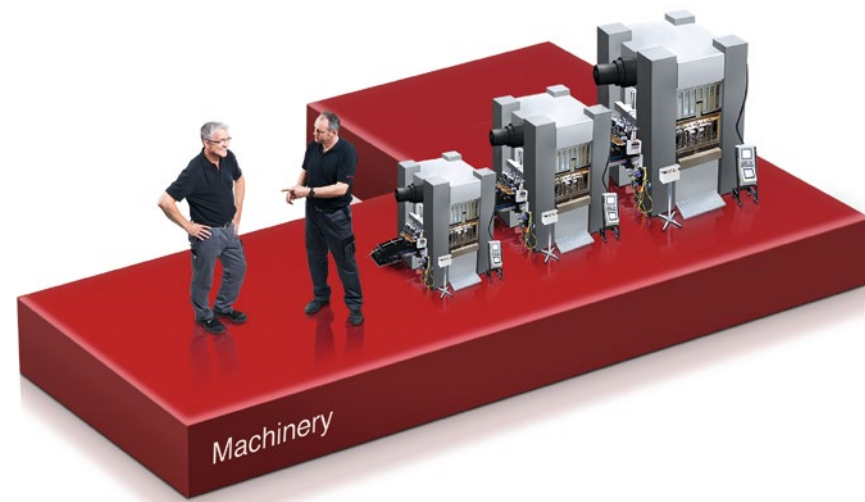
"The accuracy of our stamping tools is borne out by the fact that the last part in a mass produced series meets the same quality standard as the first."

*Edgar Härter,  
Group Head of Tool Maintenance*



0.02-3  
mm metal thickness

400  
Tons of press force



250 New tools  
per year

**Everything from one source:**  
**Toolmaking, stamping and overmolding.**

Härter has the necessary know-how and complete "hardware" needed for the most modern stamping. This provides our customers with all of the prerequisites for efficient solutions, seamless processing and first-class results. Development and design work directly with toolmaking and production.

**Basis for success: Our own toolmaking.**

Toolmaking has been one of Härter's central competencies since the company was founded over 50 years ago. Instead of purchasing tools, we develop, build and produce all of our tools. With approximately 250 new tools per year, we provide enormous breadth and are in the position to handle multiple large projects in parallel.



**Tool – Die making**

High degree of vertical integration for demanding high quality tools

**Stamping**

Stamping, formed and deep drawn parts on belts or as separate parts

**Metal-plastic technology**

Innovative metal-to-plastic components

**Components assembly**

Components assembled in stamping process or on assembly equipment



**Performance requires size: Machinery in large format.**

Two billion stamped parts annually with additional available capacity for new programs. The prerequisite for this is a modern factory infrastructure and a correspondingly large-sized machinery. Härter also has more than 140 stamping machines covering press tonnages from 5 to 400 press force and 50 plastic injection molding machines. The same technology and quality standards apply internationally for easy interface and technology transfer.



**No matter which material is used, Härter has the technology.**

Härter's product range includes stamping, formed and deep drawn parts of all stampable materials, from aluminum and non-ferrous metal to stainless steel. From 0.02 to 3 mm thickness, with or without galvanizing. In addition, all common thermoplastics can be worked in metal-plastic technology. For first-class results with zero-tolerance for defects, all machinery and peripheral equipment are set to work with the specific product and material specifications.



**"Our toolmaking capability allows us to offer something that others cannot.** With a modern machinery and all of the necessary fabrication technologies for individual parts, it provides the optimal prerequisite and resources for making your tools on time and in high-quality. These are optimal conditions for demanding tools and efficient solutions."

*Jürgen Muche, Head of Tool Assembly*



YOUR LOCATION. OUR COMMITMENT.  
WHEREVER IN THE WORLD YOU NEED  
US, WE ARE THERE.

“Some people call us assembly experts, the ‘Task Force’. Because we provide service on location. Internationally, and whenever the customer needs us.”

*Ricco Rusch,  
Corporate Technology and Processes*

“Härter produces internationally. But the same technology standards and same quality is everywhere. Typical Härter.”

*Gökhan Sebe,  
Metal-plastic technology*



# 100

Percentage Härter



# 0

Defect rate target

# 1

Internationally technology & process standard



**Customer-orientation is Härter strategy – no matter where you need us.**

An orientation to service is an integral part of Härter's customer and marketing policy. Our subsidiaries in the USA, China and Poland are closely linked to headquarters in Germany so that we can respond flexibly to market changes and implement customer requests directly and rapidly.

Production capacity on three continents means that we orient to our customers' locations. At the center of our focus is supplying and advising our customers on site while keeping their proximity to suppliers and recyclers in mind. We then produce wherever the best conditions are for efficient and economic production processes.



**Germany**

Headquarters and company seat Baden-Württemberg, Königsbach-Stein with approx. 950 employees

**Poland**

Lower Silesia, Legnica with approx. 300 employees

**North America**

Michigan, Kentwood with approx. 60 employees

**Asia**

Guangdong, China with approx. 140 employees



**Multiple locations, one standard: Technology and quality from Härter.**

No matter where in the world they are, our customers can depend on one thing: Only one technology and quality standard applies everywhere. The corporate technology process at Härter guarantees that the same production processes and consistently high safety and quality apply everywhere. No compromises, even for technology: Our production expertise applies worldwide – our development and technology center is headquartered in Germany.



**At your service: Härter's 'Task Force'.**

'Task Force' is exactly the right name for our specialists who ensure that everything goes as it should for you. We design and build the tool. We set up the machinery. And we build it at your location. That means: No matter which project, our service does not stop at the border. It only ends when everything is perfectly set up at your site.



**"At Härter, we are at our customer's side for every project.** In conjunction with our international subsidiaries, we are always there on site when you need us. Whether it is to set up a new tool, or to put a production plant into commission. At Härter, an entire team of specialists is at your disposal. We promise!"

*Ricco Rusch, Corporate Technology and Processes*



YOUR MARKET. OUR KNOWLEDGE.  
WE INVEST IN TRAINING AND QUALIFYING  
OUR EMPLOYEES.

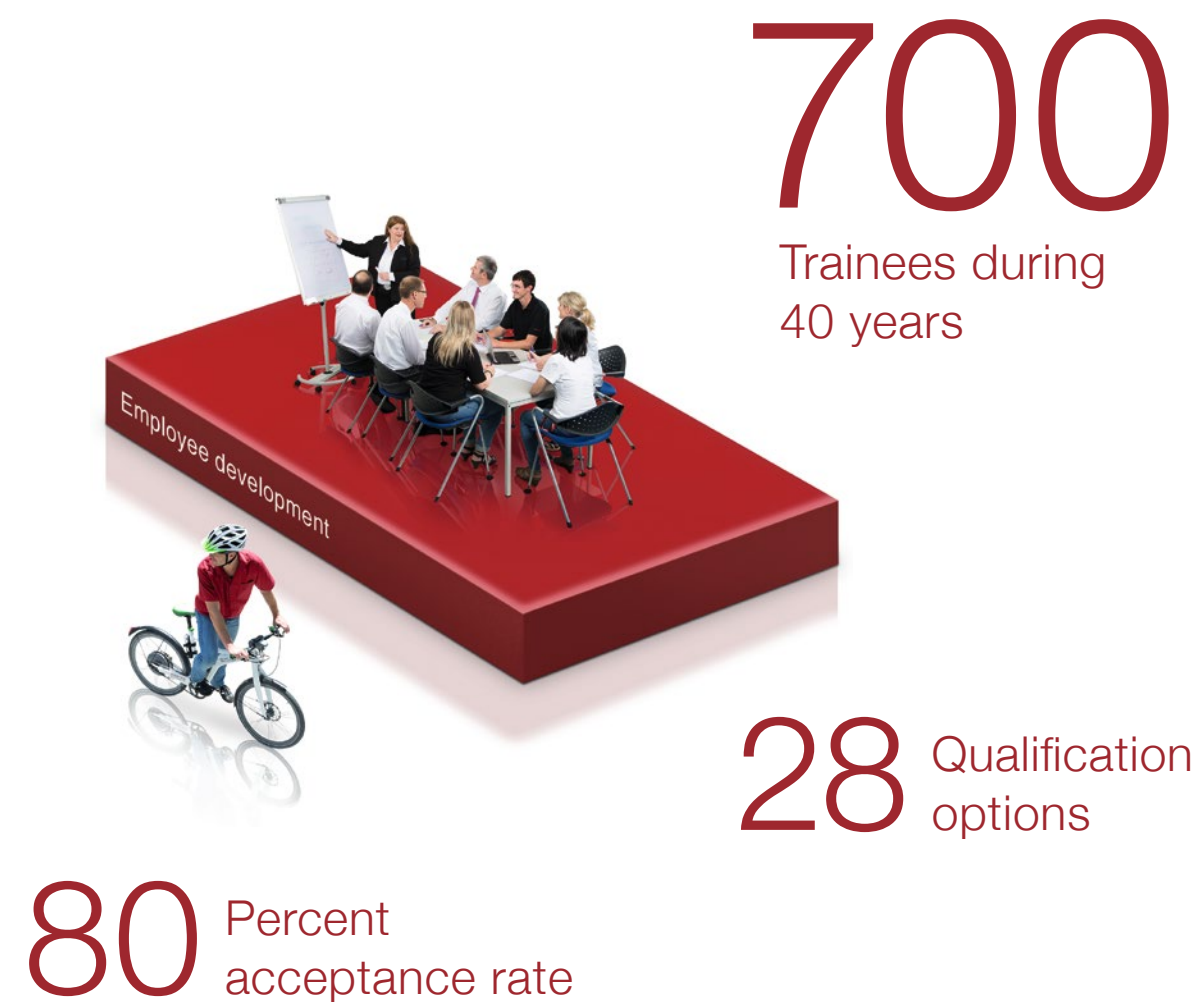
“As a trainee, I am supported by Härter in every way. There are even special seminars for apprentices, for example, on learning and working techniques.”

*Nadja Knötig, Trainee*

“Härter provides an exceptional program for promoting young talent. After my apprenticeship and supplemental qualification, I am now employed in project management and can become even more qualified.”

*Marius Bechtold, Project management*





**At Härter, people are at the center.**  
Härter is proud of something very special: The dedication of its employees who, all together, give their best. As a family company, we take our responsibility as an employer seriously. With varied professional training options, we promote individual talent and skills. That is certainly one of the reasons why some employees have stayed with Härter since their apprenticeships. We also provide as optimal of a work environment as possible. Steady

investment in our machinery and generously arranged production areas create the ideal conditions for top performance both technological and human. Besides our employees, social engagement is also important for us.



**Model company in the region:  
Härter as a training center.**  
Technical and business areas or IT: Already 700 trainees have completed their apprenticeships with us. Among them are the best almost every year. With 65 trainees among 950 employees at our main location, the rate of trainees is extraordinarily high. We also offer dual degree courses in cooperation with the universities. And a career with us is nowhere nearly ended after the apprenticeship. With professional training and development and further qualifications, we offer all employees opportunities for a professional future.



**The Härter academy: Employee development and loyalty through professional support.**  
Training 'on the job' or 'off the job': The Härter academy promotes the professional development of all employees with seminars, workshops and individual supplemental qualifications. In addition to a leadership program, we also offer technical seminars, project and office management and much more. New employees are welcomed with an introductory event; the youngest benefit from our successor promotion program. We also provide a platform for exchanges between companies in the region.

**Company values at Härter:  
We and our employees stand behind them.**

**People and environment**

- Safety and health for our employees
- Respect for our environment

**Customer orientation**

- Long-term and values oriented partnerships
- Customer satisfaction with our abilities and the quality of our work

**Credibility**

- We keep our agreement and back up our word
- Fairness in all relationships through the courage to face the truth

**Confidence**

- Trust and respect towards customers, employees and suppliers
- Good management creates the balance in transferring responsibility and control

**Tolerance**

- Lived multi-nationalism through mutual respect and sharing of experience
- Enrichment for the company through international installation and collaboration with diverse cultures

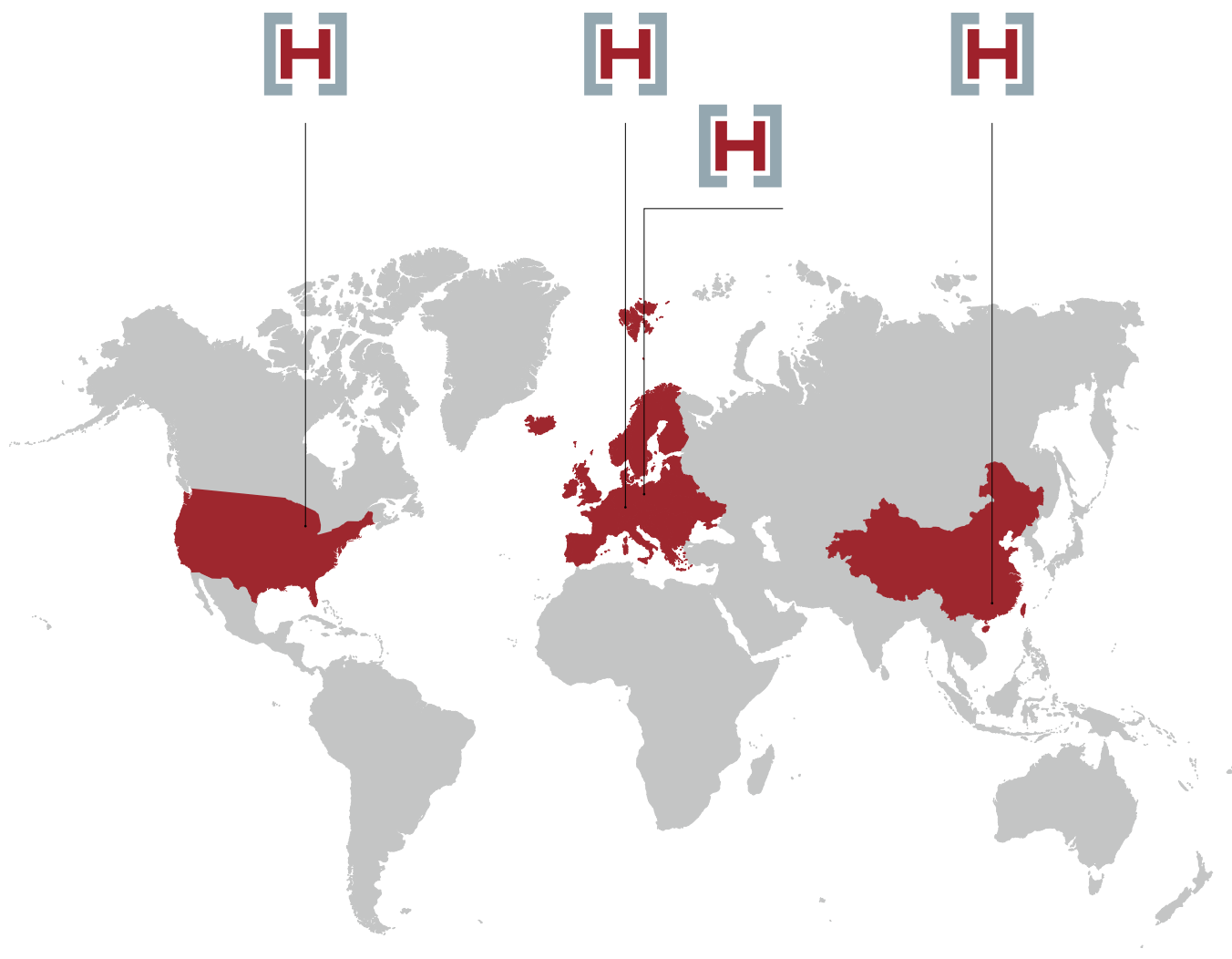
**Sustainability**

- Promoting entrepreneurial thinking by rewarding courage and creativity creates a common future



**“Härter took me into marketing directly after my training. That shows how much trust our company has in young talents. With Härter’s support, I can attend special seminars at the Härter academy and have all kinds of possibilities to further develop myself. I am promoted and challenged here and enjoy in my work in addition to wonderful co-workers. I would choose Härter again and again for this reason.”**  
*Theresia Oesterle, Marketing*





**Härter Werkzeugbau GmbH**  
**Härter Stanztechnik GmbH & Co. KGaA**  
Gutenbergstraße 6-8  
75203 Königsbach-Stein  
Germany

Tel.: +49 7232 30460  
Fax: +49 7232 4214  
info@haerter.com

**Härter Technika Wytłaczania**  
**Sp. z o.o.sp.k.**  
ul. Jaworzyńska 291 c,  
59220 Legnica  
Poland

Tel.: +48 76 7243900  
Fax: +48 76 7243901  
info-poland@haerter.com

**Härter Stamping LLC**  
3840 Model Court  
Kentwood, Michigan 49512  
USA

Tel.: +1 616 871 9400  
Fax: +1 616 871 9562  
info-us@haerter.com

**Härter Asia Dongguan Limited**  
Zhen An Hi-Tech Industrial Park  
Chang An Town, Dongguan City  
Guangdong Province, PR China

Tel.: +86 769 5448000  
Fax: +86 769 5449000  
info-asia@haerter.com