

// 2023 – 2024

WE AT VOLLMER

VOLLMER
MORE THAN YOU THINK

OTHER TOPICS:

Behind the scenes at QM
New onboarding concept
VPortal

// VOLLMER GROUP
STAFF MAGAZINE

DEAR EMPLOYEES,

These days, we are facing a challenging economic situation that affects us all. These are times of high uncertainty, and the future can sometimes seem difficult to grasp. But it is precisely in moments like these that a company's true strength is revealed - and that strength lies within all of us.

In the past few months, I have had the opportunity to get to know VOLLMER and many of you personally. I am convinced that our projects, our innovations and, above all, the cohesion of the VOLLMER team have made us strong on many occasions. And now it is time to demonstrate this strength once again. There is no doubt that our cooperation and unwavering team spirit will enable us to overcome these challenges.

Each and every one of us plays a crucial role. Whether in production, in the office, in sales or in customer service - every contribution is valuable and contributes to the big picture. In times like these, it is often the small gestures that make the difference: a friendly word, a helping hand, a sympathetic ear. Let's work together to foster an environment where we support and motivate each other.

Our success is based on our willingness to give our best every day - "with enthusiasm to perfection". Let's keep this spirit in mind, because it creates

opportunities: opportunities for innovation, for growth and for personal development. Let us seize these opportunities and actively shape the future.

The VOLLMER spirit: The articles in our employee magazine once again show what this cohesion looks like, what exciting projects and products we have and what great people work at VOLLMER. I hope you enjoy reading them.

Thank you for your commitment, your creativity and your dedication. We will prove that we can stay on course even in turbulent times.

With best regards,
Andreas Böhm



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WELCOME ON BOARD

THE NEW ONBOARDING AT VOLLMER

Do you remember your first days at VOLLMER? The excitement and curiosity about what the future held for you in our company? It's all part of a new chapter. The first few days in a new job are always special - filled with expectations, as well as questions and challenges.

At VOLLMER, we recognize the importance of a smooth start that integrates new employees both professionally and personally, making them feel welcome. We have therefore revised our onboarding concept and would like to share it with you.

WHY IS STRUCTURED ONBOARDING IMPORTANT?

Well thought-out onboarding is the cornerstone of successful employee retention and development. It not only enables a smooth induction, but also effective integration into the company. Through structured processes, we want to ensure that our new colleagues understand their specialist tasks and, above all, get to know the corporate culture and quickly become familiar with it.

AND NOW OPTIMIZATION MEASURES ENTER THE PICTURE

/// In order to ensure uniform handling of the onboarding process in the future and to address the currently differing perceptions in the specialist departments, checklists were created for staff and managers. These checklists serve to clearly define individual steps in the onboarding process and ensure that no important aspects are overlooked. At the same time, the

integration of forms and templates into the intranet will improve the accessibility of these materials in future and further standardize the onboarding process. Anyone who would like to can take a look at the material created so far on the intranet!

/// To make the process more transparent and reduce uncertainty, clear goals are established for each step in the onboarding process. This helps both, the new employees and their contact persons, to understand exactly what is expected at each step.

/// In order to address the currently unclear responsibilities during the onboarding process, work packages with clear task assignments were developed.

/// In addition, so-called "points of view" are created. These points of view are intended to support the transfer of knowledge across departments and therefore contain general information about the departments - including tasks and contact persons - and thus provide an optimal overview!

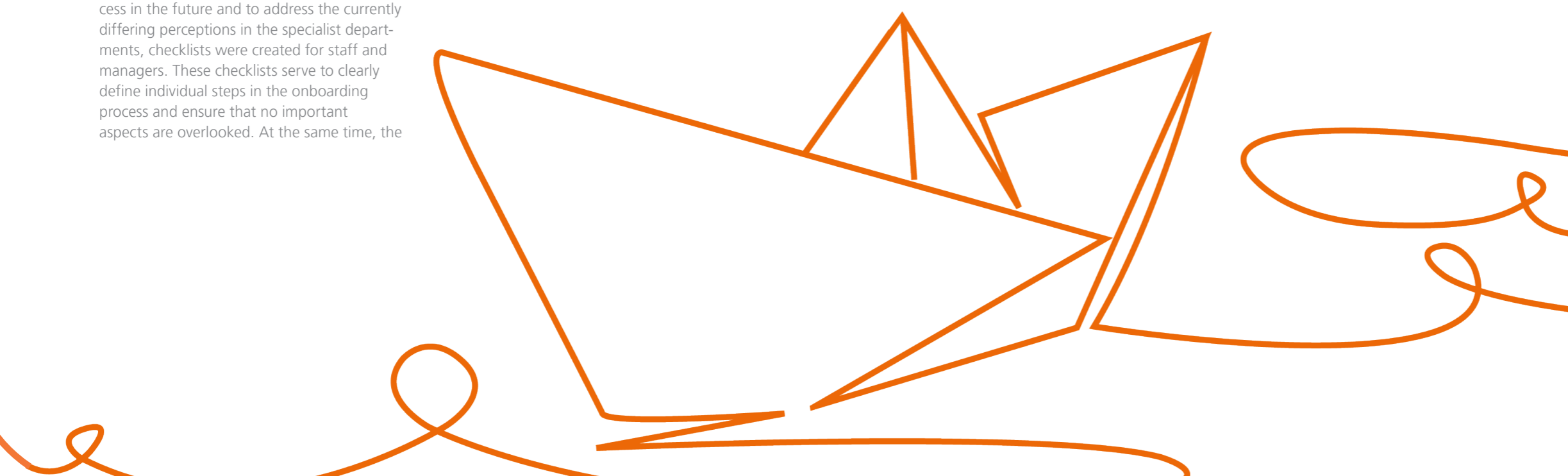
THE FUTURE OF THE ENTRY PROCESS - THE NEXT STEPS

/// The new onboarding concept was adopted last year and communicated to managers.

/// In addition, we are gradually defining the so-called "focal points" in cooperation with all departments. These will then be available on the intranet.

We are convinced that our revised onboarding concept will help new employees feel at home at VOLLMER right from the start and get off to a successful start in their new role. With this in mind, a warm welcome on board to our new team members and a big thank you to our long-standing employees who support the onboarding team and convey the VOLLMER feeling.

FROM THE FIRST POINTS OF CONTACT WHEN SELECTING APPLICANTS TO THE END OF THE PROBATIONARY PERIOD
The classic onboarding process comprises these steps:





A TWIN RARELY COMES ALONE

Two similar, yet distinct machines will soon enhance the VOLLMER product portfolio.

The new QS 860 and QSF 860 disc erosion machines share a similar appearance and nearly identical design, yet they are distinguished by key differences: One twin sharpens the flanks of PCD circular saws, while the other twin focuses on the clearance faces.

It is its hardness that makes diamond the king of cutting. Circular saws fitted with PCD (polycrystalline diamond) not only achieve a long service life in wood and metal processing, but are also almost unrivaled when cutting highly abrasive composite materials. This information is nothing new for VOLLMER employees! And now the time has come - the two new QS 860 and QSF 860 machines are expected to be ready for series production towards the end of this fall - and will round off the product portfolio in the field of PCD sharpening.

AND THEY CAN DO THAT

With these twin machines, saw manufacturers can produce PCD circular saws with varying geometries and diameters ranging from 80 to 860 millimeters. On the other hand, sharpening services, furniture manufacturers and insulation producers use the erosion machines to precisely sharpen circular PCD saws that have already been used. An intuitive control system, integrated measuring devices, and handling systems capable of loading up to three machines ensure automated processing. Digitalization via a standard IoT gateway, data input station and DNC (Distributed Numerical Control) operation optimise the eroding processes.

THE VOLLMER TWINS HAVE A LOT IN COMMON

What both machines have in common is a robust design, a complete CNC control system and measuring equipment for fully automatic set-up and work processes. They are equipped with measuring probes that record all relevant parameters and deliver precise 3D measurement accuracy. The sensor system detects newly inserted teeth and sharpens them to size. The feed pawls automatically detect broken teeth and determine the tooth pitch so that manual adjustment is not necessary. As the machines have identical management of the erosion discs, once measured erosion electrodes do not need to be measured again after changing.

YET EACH TWIN IS UNIQUE

The two machines erode different features of the PCD saw blade - one sharpens the tooth top and face, the other the tip sides or flanks. The QS 860 erodes clearance surfaces with various geometries and tooth shapes and automatically measures the clearance or bevel grinding angles. This increases ease of use when machining a profile and contributes significantly to error prevention. The QSF 860 is designed for machining the flank clearance surfaces and uses an integrated measuring probe to record all relevant parameters such as cutting width or blade thickness.

"Our new Filtration System 400 can also be connected to both eroding machines in order to clean the dielectric to a high standard using ultra-fine filtration," says Thomas Wenger, Product Manager for the QS 860 and QSF 860. "Solids are separated from the liquid in the VFS 400 in a filter unit with small filter elements, which in turn leads to an improved surface quality during the eroding process and significantly increases both the quality and service life of the PCD circular saws."

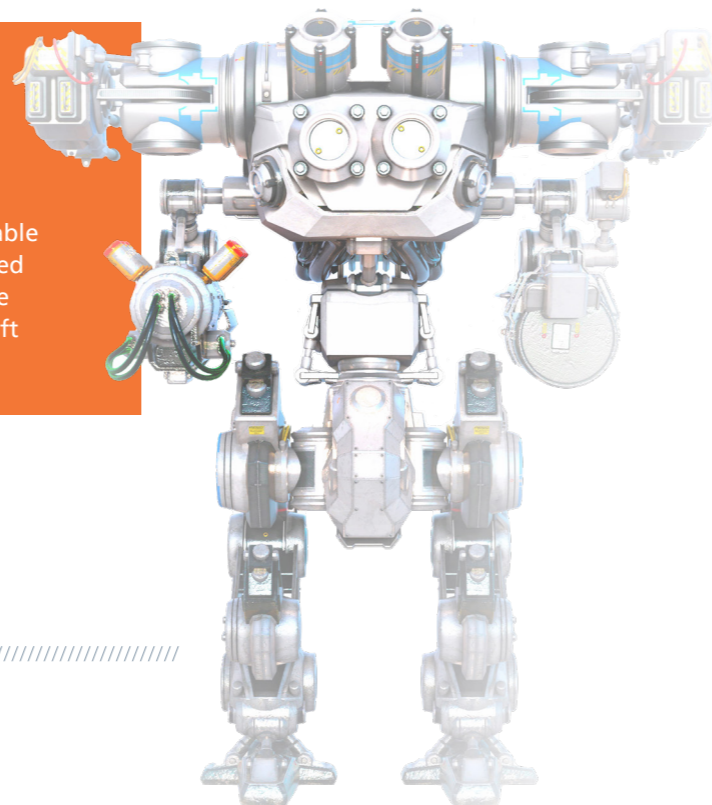


SECURING THE COMPANY'S LEGACY, PROMOTING THE NEXT GENERATION

Promoting the common good, preserving cultural monuments, supporting education, enabling research, creating social facilities to help those in need - these are just some of the reasons for setting up a foundation. The Sieglinde Vollmer Foundation has set itself the task of creating a stable company for generations to come. It also supports junior staff and young talent in the STEM sector.

Everyone in the company knows the Sieglinde Vollmer Foundation. But what exactly is this foundation? What values and goals does it pursue? We would like to explore all of this in more detail in this article.

A foundation is an institution that uses assets to pursue a (often charitable) purpose defined by the founder. To set up a foundation, the founder (a private individual or a legal entity) separates assets that are invested securely and profitably in the long term. While the assets contributed by the founder serve as the foundation's share capital, any surpluses and donations generated are spent on the defined, often charitable purposes. A foundation is set up for the long term and can only be dissolved in exceptional cases. There are also tax benefits for the foundation and the founder, for example with regard to income tax. In addition, there is no gift or inheritance tax if the assets are transferred to the foundation.



The Sieglinde Vollmer Foundation was established in 2013 as a charitable foundation. Regional funding focuses on art, culture, sport and local history, from riding clubs to shooting festivals. Since 2019, the Sieglinde Vollmer Prize has been awarded every two years to young people and organizations for outstanding extracurricular achievements in the STEM fields (mathematics, computer science, natural sciences, technology).

WHAT THE FOUNDATION MEANS FOR US AT VOLLMER

VOLLMER is an indirect foundation that operates via an investment GmbH. The foundation holds 80 percent of the shares in VOLLMER WERKE, 20 percent are held by the family. The dividends flow into the holding company; a committee decides how the funds are distributed. Alongside the founder, the Board of Trustees includes a representative from the field of science, a member from the town of Biberach, and an active managing director of VOLLMER WERKE. This structure ensures that funds are allocated democratically. This helps to steer the flow of dividends correctly. It is a business model designed for long-term sustainability. The company is thus stabilized, almost debt-free.

As the majority of the company shares are held by the foundation, VOLLMER cannot simply be sold to any investor. This means that profits are reinvested in the company and do not flow to external investors. In short: at VOLLMER, we work for VOLLMER, in other words for ourselves. We decide independently where the financial resources go. The aim is therefore to secure the existence and independence of the company without having to serve external interest groups, which makes one thing clear: VOLLMER REMAINS VOLLMER. The founder of the foundation therefore deserves the utmost respect: It is a great achievement to give away all your shares during your lifetime.

VALUES AND GOALS OF THE FOUNDATION

The main purpose of the foundation is to support young inventors. VOLLMER was one of the first companies to conclude apprenticeship contracts over 100 years ago. Around 50 percent of our employees have trained with us. Artistic and professional training for young people plays a crucial role in the foundation's goals. This includes an engineering doctorate position at the University of Hanover and the Sieglinde Vollmer Prize, which is awarded every two years. Initiatives like working groups, projects, and research



// L-R: Jonas Kriegl, Melanie Higel, Lisa Heinkele, Frank Welser, Sieglinde Vollmer, Dr. Stefan Brand und Cosmin Fiegen



clubs, as well as young people engaged in the STEM fields outside of school, are awarded 4,000 and 2,500 euros, respectively. The special feature: Not only the idea is honored, but also the person. The jury spends around 90 minutes with each applicant to find out more about their motivation. The winners are chosen in front of a large audience - during the evening gala at VDays in front of an international audience. A special appreciation for special people, one of whom is undoubtedly founder Sieglinde Vollmer. At the proud age of 99, the thoroughbred entrepreneur does not miss the opportunity to attend the award ceremony in person.



More than just Biberach

EMPLOYEES ABROAD

- Lukas Bodenmüller reports



HAVE YOU EVER SUNG "99 BALLOONS" BY NENA IN JAPAN?

Experiencing something new more often! This is likely what our colleague Lukas Bodenmüller thought during his seminar abroad in Japan. Last year, he had the opportunity to get to know a completely new culture as part of his Master's degree.

Lukas completed his Master's degree with the support of VOLLMER before joining the DPO-IT department at the end of September 2023. As an SAP application consultant, many of you may know him from his work on projects like intralogistics. However, before he took off in his new area of responsibility, he had the opportunity to gain some experience abroad. He let his mind wander back for us and takes us on a trip to Japan.

"TRAVELING IS STILL THE MOST INTENSIVE FORM OF LEARNING" (KEVIN KELLY)

As part of his studies, the university had planned a seminar abroad in Japan. The aim was to strengthen intercultural skills and consolidate his ability to work in a team beyond his "familiar" environment. During the two weeks, which were followed by a two-week round trip, Lukas gained insights into everyday university life, but also learned a lot about the country, the people and the culture. However, he didn't have

much time to catch his breath. After breakfast together, the day began at the partner university, Tokyo University of Agriculture and Technology. Various practical challenges were discussed and worked on in groups. Each team consisted of three exchange students from Germany and three Japanese students. The

sightseeing program started at 5 p.m. at the end of the day. The blend of tradition and modernity is a hallmark of Japanese culture, particularly in major cities like Tokyo, Kyoto, and Osaka. One moment you are walking through an avenue of skyscrapers, the next you find yourself in front of a temple. Rituals from the two religions Shintoism and Buddhism are mixed together and yet respect and consideration are paramount. Listening to loud music or talking to each other in the subway is an absolute no-go, so that no other passengers are disturbed. It's impossible not to notice, often with a grin, how tourists stand out through their conversational style alone. Of course, Lukas also gave us his two absolute sightseeing tips: the Bronze Buddha in Kamakura and a walk around the active volcano in Kagoshima. Due to its geographical location in the Pacific fire belt, Japanese life has always been associated with volcanoes. Lukas also got a little closer to the Japanese language. One of his fellow students had a part-time job, which in Japan is similar to the German term for "work" - アルバイト (arubaito).

DURING HIS TIME IN JAPAN, LUKAS REMEMBERS BOTH VERY PLEASANT AND NOT ALWAYS EASY TIMES. THE LANGUAGE BARRIER AND OTHER CULTURAL CUSTOMS WERE ONE OF THE BIGGEST CHALLENGES.

While we in Germany, for example, are used to working as a team and sometimes reach our goal with the help of discussions, in Japan age determines the hierarchy.

Responsibilities are clearly defined. The first step in this type of collaboration was to find a consensus, which Lukas' group managed to do well. Others, however, reached their limits. Tasks were divided into subgroups consisting of both Japanese students and German exchange students. As the saying goes, the tone makes the music, which is probably much more important here. Criticism or mistakes are generally rarely voiced in Japan, which is why communication is the be-all and end-all. Both sides could only learn from such situations and strengthen their communication skills. A little fun fact on the side - Japanese people only meet friends and acquaintances in public. Visits at home are very rare. Lukas remembers the last evening of the seminar abroad with a smile. Conversations together and a final trip to Shibuya (probably the most famous intersection in the world) rounded off the trip. We sang and laughed together in a karaoke bar. The chart show was reinvented. In the name of international understanding, "hits" from different nations were performed on stage. The Japanese song "Zankoku na tenshi no teze" was performed, while "99 Luftballons" was countered. New friendships were made and further strengthened during a subsequent private tour.

UNDERSTANDING A DIFFERENT CULTURE WAS FORMATIVE IN TERMS OF PERSONAL AND PROFESSIONAL DEVELOPMENT. IT IS WORTH EVERY EFFORT IF YOU ARE PREPARED TO ENGAGE WITH OTHER CULTURES AND ADAPT TO THEM, AT LEAST TEMPORARILY.

Looking back on his time in Japan, Lukas saw the greatest opportunity in broadening his own horizons and learning more about working together. Both were confirmed during the four weeks. The value of conscious communication in a professional and private context became more important. Lukas recommends that our students gain experience - including abroad - and seize opportunities. Things that we take for granted suddenly take on a different priority.



ANNIVERSARY CELEBRATION FOR THE 125TH EXISTENCE OF THE COMPANY LOROCH



This year, Loroach is celebrating its 125th anniversary. This article invites you to take a look at the impressive history of a company that has stood for innovation and success for generations.

- Sonya Reinhardt, a long-time employee at Loroach, reports

A LOOK AT THE HISTORY

It all began in 1899 when Josef Loroach established a mechanical workshop in Heidelberg. This is where he built and sold the apparatus he had developed for soldering band saws. In 1913, the company moved to its current location in Mörlenbach and shifted its field of activity to the development and construction of saw sharpening machines.

Another significant milestone was the integration into the VOLLMER Group in 2006, followed by the construction of a new assembly hall. This was followed in 2015 by the construction of a new administration building that reflects the company's modern requirements. A major event took place in 2023, when Dr. Roland Loroach handed over the management of the company to Hartmut Kälberer. This meant that the

management of the company passed into the hands of the fifth generation.

Over the past 125 years, five generations have guided the fortunes of Loroach:

- Josef Loroach - the founder
- Christian Loroach - the 2nd generation
- Gerhard Loroach - the 3rd generation
- Dr. Roland Loroach - the 4th generation
- Hartmut Kälberer - the 5th generation

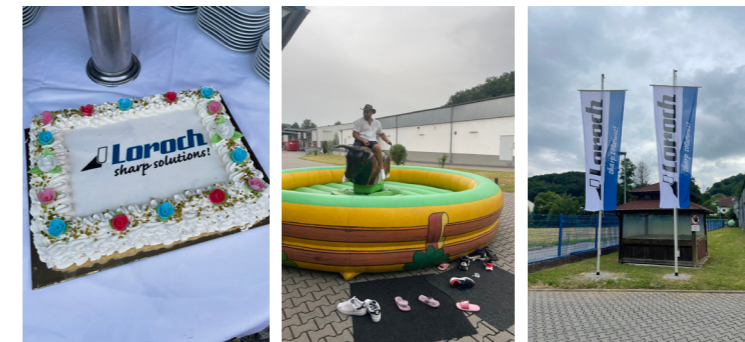
A CELEBRATION FULL OF HIGHLIGHTS

To mark this special anniversary, a big celebration was held on June 29, 2024, to which employees, friends and retirees were invited. Around 200 people attended the event in glorious sunshine and enjoyed an unforgettable summer party.



The afternoon began with coffee, cake and an ice cream van providing sweet refreshments. The cheerful atmosphere was enhanced by various entertainment options: bullriding and a bouncy castle delighted the young guests in particular, while the adults had the opportunity to take a tour of the company.

A special highlight was the public viewing of the European Championships, which attracted many soccer fans.



In the evening, the party turned into a barbecue event with a sumptuous side dish buffet and delicious desserts. A cocktail bar provided refreshing drinks that perfectly rounded off the summery atmosphere.



There was plenty of partying, laughing and dancing until after midnight. The anniversary celebration was a resounding success, giving everyone present the chance to reflect on Loroach's impressive history and look forward to a promising future. We would like to thank everyone who celebrated this special day with us and look forward to the next 125 years of innovation and success!



The history of Loroach is characterized by continuous growth and innovation. Looking back, it is impressive to see how five generations have managed to successfully guide the company through the ages.

“We are proud of our past and look forward to a promising future in which we will continue to achieve great things together,” says Sonya Reinhardt.



The traditional annual parade at the so called “Schützenfest” in Biberach had a special highlight this year: the participation of the oldest jubilarian, our Miss Vollmer. She will celebrate her 100th birthday in November and was therefore able to lead the procession in a lovingly decorated carriage. Accompanied by all her nieces and nephews, she was enthusiastically cheered on by the audience.

VOLLMER MORE THAN YOU THINK

Do you remember the V factor? V for versatile, V for visionary or V for responsible - these are slogans that are now a thing of the past. Because when it comes to personnel marketing, it was time for something new!

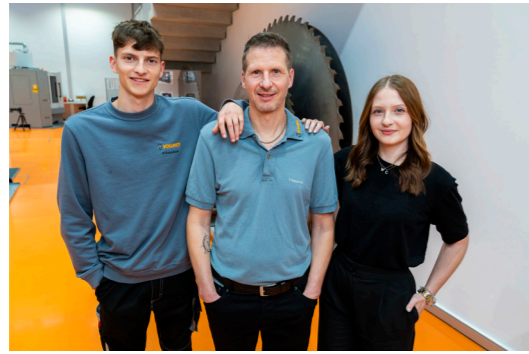
Although the economy may be slowing us down at the moment, better times are surely ahead. And then we will need skilled workers, students and trainees to support us. In order to present ourselves as an attractive employer, personnel marketing will therefore be all the more important.

We have therefore been working internally on a new campaign to present ourselves in a modern and authentic manner. With the motto "VOLLMER - MORE THAN YOU THINK", we want to reflect our values and strengths to the outside world. For example, it now reads "More than just colleagues - working with friends", "More than short-term - once VOLLMER, always VOLLMER" or "More than mechanical engineering - technology leader with tradition".

And what a new campaign should definitely not be without are great and contemporary pictures! As part of the new campaign, a photo shoot was organized in which some of you stood in front of the lens yourselves. We would like to take this opportunity to thank everyone involved.

We understand that this might seem unusual given the current circumstances. But we want to be prepared when the tide turns again and the "war for talent" reignites. And now, of course, we don't want to withhold the results from you!





#MoreVOLLMER



What does working at VOLLMER mean to you? What is your "MORE THAN"? Please let us know. We look forward to receiving your comments.

IN BRIEF



1. SAP POP-UP CAMPUS VISITS VOLLMER

When the so-called SAP Pop-Up Campus unfolds, an ordinary truck is transformed into an impressive event location three times the size in the blink of an eye. In January of this year, the truck drove up to our courtyard and opened its spectacular interior for us. All curious employees, including those who were not already invited as key users or line managers, had the wonderful opportunity to find out more and gain deeper insights.

Following the introduction of SAP R/3 in 2007, the next generation of the SAP ERP system is now on the horizon with S/4 Hana. This was launched back in 2016 and some of the preparatory work had already been completed, so that nothing stood in the way of the migration phase.

VOLLMER opted for the Orange Yield approach. This refers to a method that turns a company into an "Intelligent Enterprise". This involves retaining parts of an existing system and replacing other parts with new technologies. This allows existing investments to be protected and outdated systems to be modernized. Thanks to this approach, it is possible to adapt quickly to new circumstances and create a strong

foundation for sustainable growth.

Three topics were visualized and explained in the show truck:

1. digital transformation with S/4 Hana
2. business process innovations with S/4 Hana
3. analytics and dashboards with SAP tools

The show truck attracted a lot of interest! Thus, some interested colleagues were given an understanding of the SAP world.

2. GET OUT OF WORK, GET ON THE SADDLE!

Company wheel leasing is booming - also at VOLLMER! We are delighted that so many of our colleagues are already taking advantage of this benefit, whether for work or private purposes. From e-bikes to common everyday bikes to off-road downhill bikes - there are no limits to the so called JobBike. We recently handed over the 110th company bike.

In addition to the positive aspect of health, the focus is also on the environment. A simple example illustrates the effect: if a two-kilometer commute is made on the JobBike during a five-day week, CO2 emissions are reduced by 78 kg in one year. To bind the same amount of CO2, six trees would have to be planted.

You also benefit from simple tax advantages. Plenty of reason to get on, right?

3. RETIREMENT DR. ROLAND LOROCH

Dr. Roland Loroch, who took over the management of the Loroch company in 1990 in the fourth generation, was given a festive send-off into his well-deserved retirement on 01.12.2023. In his laudatory speech, Dr. Stefan Brand paid tribute to Dr. Roland Loroch's life's work and thanked him for his tireless commitment over the years. At the same time, he handed over the management of the company to Hartmut Kälberer as sole Managing Director, who had already successfully managed the company together with Dr. Roland Loroch for a year.

We at VOLLMER and all Loroch employees wish Dr. Roland Loroch all the best for the next stage of his life.

4. WERNESGRÜNER TOOL SYMPOSIUM

In March of this year, around 200 experts from the tool industry met in Wernesgrün in southern Saxony for a three-day symposium. VOLLMER was represented throughout with its own information stand, where the product portfolio was presented. In addition, the VOLLMER team was on hand to provide all participants with help and advice on specific areas of application for VOLLMER grinding, eroding and laser machines in tool processing. Of course, VOLLMER also gave a technical presentation! Markus Betz and Tobias Schäfer analyzed how automated processes can be used in tool machining to improve process reliability and machine utilization.

VERSATILE AND TALENTED - OUR EMPLOYEES AND THEIR EXTRAORDINARY HOBBIES

The things VOLLMER employees do after work can be quite interesting - as you may already know from the last issue. And this year, we were once again able to track down a few employees with very special hobbies for you.

Discover why Kevin Jerabek considers "adrenaline" and "wrenches" to be two things that have always gone hand in hand and why Loris Ortmann can no longer imagine life without sheep and goats.

@Kevin and Loris thank you very much for the great insights into your leisure activities and for sharing the information and pictures as well as for your effort in writing the articles.



STOCK CAR RACING

A CHILDHOOD INTEREST THAT BECAME A PASSION FOR KEVIN JERABEK

"My father instilled in me a fascination for stock car racing from a young age. When I finally got my driver's license at the age of 18, the time had finally come - I entered the world of active racing drivers. Since then, I have been a member of the ACC (AutoCrashClub) Ringschnait and have participated in both national and international races. My team and I take part in about five races a season, sometimes just to cheer on our team friends. After all, even if everyone is racing against everyone else, stock car racing is more of a team sport! Our team specializes in Volkswagen Group vehicles and consists of four active drivers, supported by a group of about 15 friends and helpers who regularly participate in the races. I currently drive two Seat Ibiza Cupra 2.0l 16V with 150PS each, which I work on in a small workshop that I share with my father.

FROM FRANCE TO AUSTRIA

Our racing adventures take us to international European championship races, especially in countries like France, where stock car racing is more widespread. But races in Hungary, Luxembourg, Austria and Germany are also on our schedule. A special highlight is the race in Austria, which takes place on ice when weather conditions permit. Our team has also taken on this challenge before.

EVERYTHING TO DO WITH CAR TECHNOLOGY

Preparing for the races is just as thrilling as the races themselves. Of course, this includes building the cars: the first step for us is to find a preferably powerful car and take it almost completely apart: We remove the bumpers, headlights and windows from the outside and completely strip the interior - apart from the driver's seat, the steering wheel and the pedals, nothing is left. And then we can get on with the rest of the typical stock car outfitting: As the races are definitely a hot affair, I installed a roll cage made of steel tubes in both cars, which is the biggest safety feature of a stock car. In addition, a grid made of steel reinforcement protects the driver's side from flying parts and four-millimeter-thick steel plates are attached to the driver's side. Further conversion measures are also required to turn conventional vehicles into genuine stock cars. To ensure optimal engine cooling, the radiator is installed inside the car at the height of the former rear seat bench, with pipes extended to the engine compartment, and ideally, an additional water pump is installed. For international races, the fuel tank is entirely replaced by a



steel canister with an additional cover, now situated between the radiator and the driver's seat. At the same time, the battery is moved from the engine compartment to the vehicle interior, now in the place where the co-driver's seat used to be. In addition, an underide guard is installed under the engine and gearbox and the axles are reinforced. Production vehicles without these modifications are not designed for the stresses of racing and would probably not be usable as stock cars for long.

Since all constructions and brackets are custom-made, such conversions are, of course, very time-consuming. It often takes several months to build a stock car in your spare time. That's why we try to make everything as durable as possible.



STOCK CAR LOCAL

In recent years, there has been a real renaissance of stock car racing in the Biberach district, with a growing number of participants from the region. I have also proved myself several times in the unreinforced class, sometimes very successfully. A highlight this year is the race in Sulmentingen, where the aim is to complete as many laps as possible. We are currently planning a race in the region and hope to hold it in August. Please feel free to drop by!

MASTER OF REPAIRS

I have a lot of fun working on my stock cars, but I am often faced with tricky situations. If something breaks during a race, you don't have much time to make your car race-ready again. Because even major repairs such as replacing complete gearboxes, steering systems or axles without a lift - directly on the ground - are always a big challenge."

Nevertheless, "adrenaline" and "wrench" have always been two words that go hand in hand for Kevin and ultimately even led him to VOLLMER: "This hobby, as I was already involved in it as a child and had early points of contact with technology, ultimately also led me to my technical profession!"

SPEED, ACTION, ROLLOVERS - THESE ARE THE RULES OF THE GAME

In stock car racing, the goal is to score as many points as possible throughout the event. With our converted, fully reinforced stock cars, we normally race internationally on a relatively small oval course with a compacted surface. However, there has also been a track in France with a concrete slab surface.

A European Championship race day usually consists of three to four runs. One run usually lasts three minutes. That doesn't sound like much at first, but when you're racing with around 15 other cars on a fairly small circuit, there's a lot going on - everyone wants to score as many points as possible. The first run is a pure speed run in which the aim is to complete as many laps as possible. In the next run, spins are also scored. If you turn an opponent in front of you by more than 90° with your car, you even get extra points. The third race is the real deal and rollovers are also scored. However, attacking the driver's side is a big no-no in all races and can lead to the driver being disqualified. Additional points can be earned, for example, for "protecting" another driver from traffic on the track with your own car.



SHEEP, GOATS AND 5 FRIENDS

LORIS ORTMANN'S AFTER-WORK HOURS ARE FULL OF ANIMALS

"I breed sheep with four friends, and this year we had our first lambs in the fold. Seven lambs were born in March. I'm actually in my 3rd year of training as a mechatronics engineer at VOLLMER, but in my private life I have a rather unusual hobby for a 20-year-old," reports Loris.

FROM THE SPONTANEOUS IDEA TO IMPLEMENTATION

"We were at our house one day and, over a cold drink or two, came up with the glorious idea of buying sheep. It didn't take long before we found an old barn with a large pasture. This barn was once a cattle shed. We converted it according to our ideas, with a garage door, sitting area and hay store. Gradually, everything took shape, and we were ready for the sheep. On Father's Day 2022, we set off for Stuttgart in our lederhosen and shirts to buy our sheep.

INITIAL DIFFICULTIES WERE MASTERED WITH EASE

With five sheep in tow, we headed back to Ringschnait to the newly renovated barn. Not an hour passed before the sheep ran off because there was not enough electricity on the used electric fence. Luckily, we are all members of the volunteer fire department. We quickly got them together via WhatsApp. Two hours passed before we were able to catch the animals again with the help of our fellow firefighters.

IT'S NOT JUST A HOBBY, BUT A PASSION

We quickly realized that it wasn't just a hobby, but also a passion. The whole thing is now so firmly anchored in my life that my first stop after work is to go to the sheep. And because sheep weren't enough for us at some point, we bought four dwarf goats. Unfortunately, they were all ill and died - except for our Hans. He is the only goat and because he was castrated, he is like a dog. He lets himself be stroked, cuddles and is really good-natured.

FROM NEWBIE TO PRO

Just two years ago, when we started our "hobby" as 18-year-olds, we were completely inexperienced in handling sheep. We had no idea how exactly to keep these animals and taught ourselves everything step



by step. Hoof care, annual clipping and worming. We now know that the claws become inflamed more quickly in muddy weather and that the animals definitely need to be wormed twice a year.

A RAM FOR BREEDING

In the fall of last year, the time had come. We bought a Welsh black-nosed ram, who then moved in with our five sheep. In February of this year, something great happened: four of our five sheep lambed. The seven lambs were born almost simultaneously in mid-March. Unfortunately, one ewe mother only accepted one of her two lambs, which meant that the young lamb was not allowed to drink from its mother, but had to be bottle-fed separately. As we all had to work and had no capacity for this, we took the young lamb to friends on a farm. There, the little lamb was given milk every two hours at first, then only twice a day. The farmer's 7-year-old daughter lovingly took on this task. This year we have a total of 12 sheep. Unfortunately, we can't keep them all, which is why two of the three rams are taken to slaughter. Because we offer our animals plenty of space and always fresh grass or hay, we have the privilege of being able to classify them as **organic**.



Due to all the work with the animals, it made sense to buy a tractor, which now makes our work, such as filling the water barrel, much easier. We soon realized that the sheep were eating the hair off our heads and that one pasture was no longer enough. We therefore bought an old wagon, which we converted into a mobile shelter. We can use it to move the animals from pasture to pasture. It also offers them protection in the rain and heat.

After two years with the animals, we've become so used to each other that I couldn't imagine life without Hans and the sheep."

NEW PURCHASES WERE NECESSARY



THE OPEN SEMINAR PROGRAM 2023

EXPAND KNOWLEDGE, DEVELOP SKILLS



Continuous development of skills and abilities is particularly important in today's world. "Lifelong learning" and the associated constant willingness to learn helps to competently tackle and master special challenges and innovations. In addition, in-house seminars in particular, which take place directly in the company with a group of our own employees, create the opportunity to engage in cross-departmental discussions and strengthen mutual understanding and cohesion. From October to December 2023, nine measures were therefore once again held for all employees as part of the open seminar program. The topics are generally wide-ranging and non-specific, so there is something for everyone. A total of 90 employees took advantage of the offer to further develop their skills and themselves.

Insights into our personnel development:

POPULAR SEMINARS: RECOVERY AND DEALING WITH PERSONALITY TYPES

The topics of "Recovering well, staying productive" and dealing confidently with different personality types were particularly popular. As a result, some additional dates were even offered so that all registrations could be accommodated.

different personalities and self-care also play an important role in these topics.

EXPERIENCED TRAINERS AND PRACTICAL CONTENT

The seminars were held by trainers from "Bildungswerk Baden-Württemberg", "Weiß & Senninger", "IHK Akademie Schwaben" and internal VOLLMER trainers, among others. The three-day course on project management, for example, provided in-depth insights into project work and organization as well as some methods and techniques for leading project teams and designing project processes. The seminar "Moderating meetings" taught the basics of meeting design. Best practice examples, recommended rules and practical "tools" were provided to the participants.

CREATIVE AND AGILE WORKING METHODS

The seminar "Creative working methods and agile working methods", in which 14 colleagues from all areas of the company took part, was very colorful and innovative. The feedback was very positive overall. Here are some comments from the feedback survey:

"In general, I think it's really great that VOLLMER offers so much. You can take a lot from days like this for your professional and private life."

"It's great that VOLLMER offers seminars like this. I'd love more of them."

"Super seminar! The content of the seminar kept me mentally occupied and thought-provoking for several days. I look forward to more seminars of this kind in the future."

UNDERSTANDING DIFFERENT WAYS OF THINKING AND ACTING

In order to better understand how and why people think and act differently, the DISG personality model was used in the seminar "Confidently dealing with different personality types" to create a better understanding. However, the topic is so extensive that some participants expressed the wish to offer a continuation in the next seminar program.

The open seminar program was once again a complete success in 2023 and we can look forward to the next seminar program, which will feature more exciting topics.

SELF-MANAGEMENT AND THE ABILITY TO TAKE CRITICISM

Two further seminars also covered the fundamentals of self-management and critical thinking skills. It became clear that

FROM LAUPHEIM TO CLOPPENBURG A LOOK AT THE VOLLMER SUBSIDIARIES

Which subsidiaries belong to VOLLMER? What is produced there and who are the people behind these companies? In this issue, we take a detailed look at the three subsidiaries of the VOLLMER Group, which we already presented in part in the last issue.

We raise the curtain on ultraTEC innovation GmbH, Loroach GmbH and SuS Grinding Technology and Machine Trading GmbH.



ultraTEC innovation

In our last issue, we already introduced the innovative start-up from Laupheim, ultraTEC innovation GmbH. Now there is

some exciting news! Since then, ultraTEC innovation GmbH has continued to develop and achieve impressive successes. Read all about the latest developments, the company's pioneering technologies and the people behind this success.

ULTRATEC WINS AN AWARD - CONGRATULATIONS

On March 30, 2023, ultraTEC innovation GmbH was awarded 1st place for its A25 ultrasonic deburring system by the trade magazine "INDUSTRIAL Production" as Product of the Year in the Metal Processing category. 38 nominees competed in six categories for the INDUSTRIAL Production Product of the Year 2023. More than 7,700 votes were cast online when the reader voting closed at the end of January. In the fall of 2022, the trade magazine asked



its readers and companies from a wide range of industries to submit suggestions for their Product of the Year 2023 for the first time. We congratulate ultraTEC on this award! In the meantime, the successor model to the A25, the A25 S (Generation S), was presented at the GrindingHub 2024 trade fair in Stuttgart.

BUT WHAT EXACTLY DOES ULTRATEC INNOVATION GMBH DO?



Scan the QR code and discover the innovative technology of ultrasonic deburring in just 100 seconds.

THE TEAM BEHIND ULTRATEC INNOVATION GMBH

Dieter Münz is the Managing Director of ultraTEC innovation GmbH; his wife Iris is not involved in operations, but is active as a shareholder. Sales Manager since September 2022 is Thomas Benzing, who is probably still known to most as a VOLLMER sales employee. He is supported by Patrizia Faßnacht as a part-time employee, who takes care of marketing issues and trade fairs. Werner Schneider (assembly) and Borys Orchelota (AV) are currently working in the production department. They are currently supported by Alexander Baur from VOLLMER. Julian Frank and Max Braunsteffer are responsible for application technology. They are currently supported



by Norbert Mayerhofer from VOLLMER. Fabian Sendelbach works in the service department. In the development department, Manuel Resnik is responsible for design and Lukas Bohnacker for development and electrical design. Daniel Christ is responsible for software development and IT. In general, however, every employee at ultraTEC is responsible for several areas. For example, the application engineers or employees from Development are also out and about on service assignments or providing support at trade fairs. From September 2024, ultraTEC will be training its first apprentice in cooperation with VOLLMER.



Loroach sharp solutions!

We continue with our subsidiary Loroach GmbH, which is already celebrating its 125th anniversary

this year and for this reason has its "very own place" in the current issue. Read more about Loroach and the celebrations, which Sonya Reinhardt, a long-standing employee at Loroach, talks about on pages 12 and 13.



The third VOLLMER subsidiary is SuS Grinding Technology and Machine Trading GmbH. We would also like to take a closer look at them:

WHAT DOES SUS DO - THE RANGE OF SERVICES FROM REPAIRS TO NEW MACHINES

SuS Grinding Technology and Machine Trading GmbH is a medium-sized company with decades of experience in tool grinding and the repair and sale of used and new sharpening machines.

SuS provides customers with a comprehensive range of sharpening machines and equipment required for the manufacture and repair of cutting and machining tools. SuS's range of services includes all work steps from checking for existing defects, disassembly, cleaning and painting to replacing faulty parts and updating hardware and software components.

There is a close exchange with VOLLMER to ensure rapid implementation and a high quality of reconditioning. It also goes without saying that only original parts are used.

INTEGRATION INTO THE VOLLMER GROUP

In order to cover the entire product range, the company SuS Grinding Technology and Machine Trading GmbH in Cloppenburg was integrated into the used machines division on January 1, 2012.

WHY DOES IT SOMETIMES MAKE SENSE TO BUY A USED MACHINE?

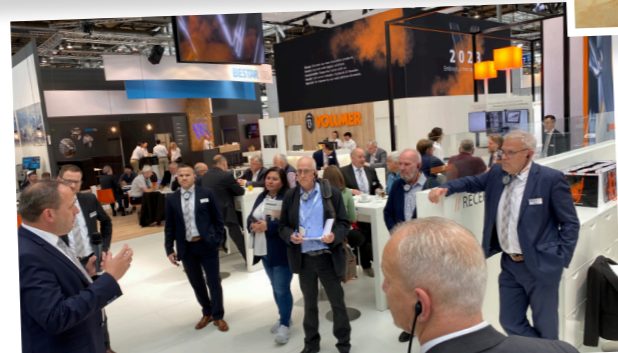
The choice of a used machine not only offers financial advantages, but also allows significantly more flexibility. If a new purchase is not possible for a customer, SuS still offers the option of purchasing a refurbished used VOLLMER machine.





WITHOUT WORDS THE PAST YEAR AT VOLLMER IN PICTURES

From exciting projects, special events and varied campaigns - enjoy the visual journey through the past year at VOLLMER and let the pictures speak for themselves.
Because a picture is worth a thousand words. A big thank you to all our employees who made these special moments possible!



SUSTAINABILITY AT VOLLMER

MORE THAN JUST A GREEN ISSUE

ENVIRONMENTAL AWARENESS: SUSTAINABILITY IN EVERYDAY LIFE

Environmental protection is and will remain a central focus. The SDGs 12 (Sustainable consumption and production) and 13 (Climate action) are of particular importance here. We focus on energy-efficient production processes and actively contribute to environmental protection through sustainable resource management and the reduction of waste. For

PRIORITIZATION AND STAKEHOLDER INVOLVEMENT

The SDGs are weighted differently for VOLLMER depending on the influence and interests of our stakeholders, which we are currently analyzing. This differentiated approach enables us to take targeted measures in the future that will bring the greatest benefit to both, our company and the outside world. VOLLMER's most important stakeholders in the area of corporate social responsibility are our employees and customers. Followed by suppliers and partners. They all have



For VOLLMER, sustainability is much more than just environmental protection. At VOLLMER, we understand sustainability to mean the holistic approach of Corporate Social Responsibility (CSR). For us, this means taking equal account of the social and economic dimensions in addition to environmental protection. CSR involves companies voluntarily taking measures to promote positive impacts on society and the environment while minimizing negative effects. The importance of CSR has grown considerably in recent years as stakeholders - including customers, employees and governments - increasingly value sustainable and responsible action. CSR is often associated with external expectations and influence on external groups, but the importance for the company itself is just as relevant: Companies that take CSR seriously benefit from high employee motivation, long-term stability, innovative strength and competitiveness. The United Nations' 17 Sustainable Development Goals - SDGs for short - serve as a guide to help us shape, define and structure our commitment to sustainable development.

SOCIAL COMMITMENT: RESPONSIBILITY TOWARDS PEOPLE

Our social commitment focuses on improving the quality of life of our employees and the communities in which we operate. SDG 8, decent work and economic growth, is particularly relevant for us: promoting a safe and healthy working environment and fair working conditions. We invest in the professional development of our employees through training programs and further training opportunities, thereby strengthening the innovative power of our company. Our responsibility as an active part of society, the region and our city is also expressed in a variety of ways: the backbone of this is the Sieglinde VOLLMER Foundation, which was established in 2013. As a foundation, the corporate structure is secured for the long term. The Sieglinde VOLLMER Foundation also supports the education of young people and promotes projects related to the so-called STEM subjects, i.e. science, technology, engineering and mathematics.

example, VOLLMER ensures that packaging materials such as pallets and cardboard boxes come from sustainable production. We are continuously developing our products and services to improve their environmental compatibility and minimize our ecological footprint.

ECONOMIC SUSTAINABILITY: LONG-TERM SUCCESS

For us, economic sustainability means developing stable and sustainable business models. In doing so, we are guided by SDGs 9 (Industry, Innovation and Infrastructure) and 17 (Partnerships for the Goals). We ensure our long-term success by investing in innovative technologies and strengthening our infrastructure. Close partnerships with suppliers and customers are helpful in order to jointly develop sustainable solutions and optimize the value chain. The aim is to strengthen personal relationships in the long term and to ensure fair cooperation. For example, VOLLMER stands by its customers as a partner when it comes to joint product developments.

an interest in acting responsibly. At the same time, they can also support VOLLMER in continuing to work on sustainable solutions that serve both our corporate values and the global goals of the United Nations. Each of us can contribute: even small actions in our daily lives can make a significant difference in promoting and implementing sustainable practices. Together, we can make a big difference and have a positive impact on the world. Let's continue on this path consistently.

A GATEWAY TO THE DIGITAL FUTURE: THE VPORTAL BY VOLLMER

V@dision - we've probably all heard this term a few times, referring to a digitalization campaign that consolidates all of VOLLMER's digital activities. But have you heard of the crucial digital tool VOLLMER introduced for its customers over a year ago: the VPortal?

This new customer portal is a prime example of how VOLLMER is creating a digital core environment where all applications are interconnected. The VPortal therefore represents an important step in the digitalization strategy. The customer portal enables users to access essential information and services relating to their VOLLMER machines at any time and from anywhere.

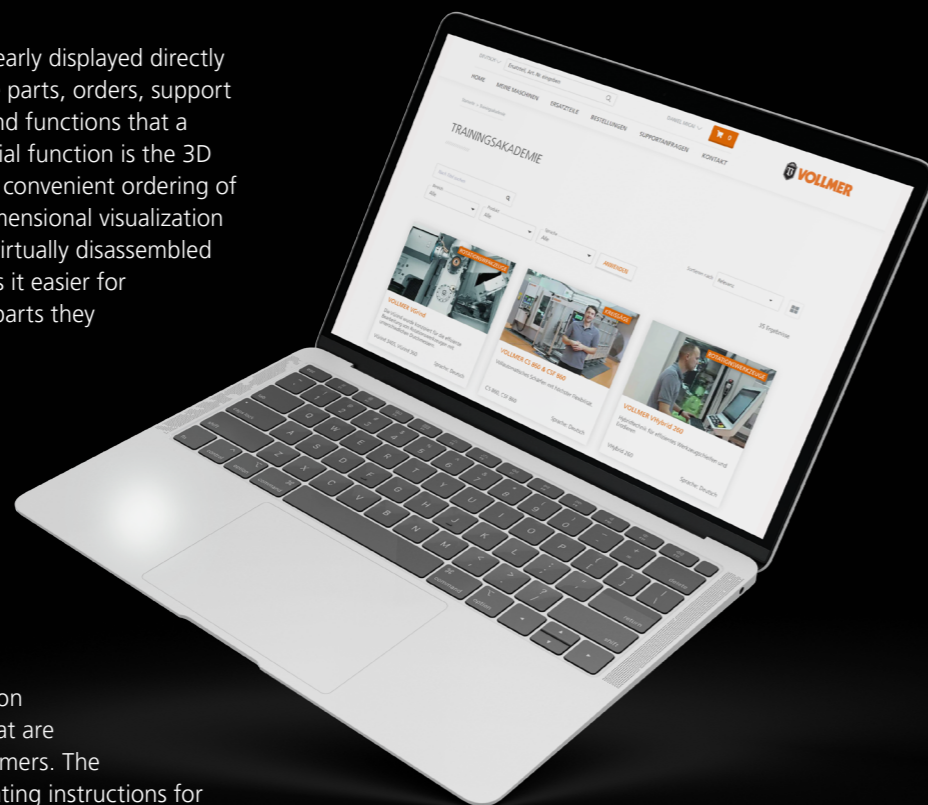
We would now like to give you, dear employees, an overview of the functions of the VPortal, its latest enhancements and future developments.

The VPortal is a comprehensive digital and personalised window for all owners of a VOLLMER sharpening machine. With an individual login, customers gain access to their digital machine park, which includes all machines purchased from VOLLMER.

The main functions of the portal are clearly displayed directly on the homepage: My machines, spare parts, orders, support enquiries and contact - all the topics and functions that a machine owner is interested in! A special function is the 3D navigation, which supports simple and convenient ordering of spare parts, for example. The three-dimensional visualization of VOLLMER machines, which can be virtually disassembled down to individual components, makes it easier for users to quickly and precisely find the parts they need.

HANDS-ON KNOWLEDGE: THE TRAINING ACADEMY OFFERS FIRST-HAND TRAINING

A particular highlight of the VPortal is its new integrated feature, the digital training academy. This feature offers an extensive collection of training and informational videos that are exclusively available to registered customers. The videos cover various topics, from operating instructions for



machines to service tutorials. Customers can also use various filter options to specifically search for suitable videos. A large number of videos are already available at the start of the training academy and these are being continuously expanded. In future, the prepared learning videos from our trainees will also be added.

BEHIND THE DIGITAL SCENES

The cornerstone of VOLLMER's digital strategy remains people - while digitalization relies on technology, true transformation can only be achieved through active human involvement. Of course, our digital team is responsible for this - but the development of such a portal is much more of a joint project involving employees from different areas - from design and sales to service and logistics to IT and marketing. Since the launch of the VPortal, numerous cross-departmental ground-work projects have been carried out to continuously improve the portal. This has included, for example, the labelling of standard parts and the translation of 25,000 spare parts and assemblies.

FUTURE PROSPECTS

However, the VPortal's development is far from complete. Future enhancements include the integration of shipment tracking and the display of documents such as invoices or delivery notes. There are also plans to set up an IoT cloud that will enable machines to transfer data directly to the VPortal. This will allow for the creation of dashboards and other digital products, such as reports, further enhancing efficiency and transparency.

The VPortal is therefore an example of how digitalisation and teamwork can go hand in hand to create innovative solutions that will definitely make users' everyday lives easier!



A LOOK BEHIND THE SCENES OF THE QUALITY MANAGEMENT DEPARTMENT

Once again in this issue, we would like to take a closer look at one department - 'Quality Management', focussing on the 'Quality Inspection Mechanics' function.

Ralf Scherrle, Head of Quality Management, has kindly given us an interview and provided us with an interesting insight into measurement technology.

MR SCHERRLE, WHAT IS THE MAIN FUNCTION OF THE DEPARTMENT?

Operational assurance of the mechanical quality of components from external sources (purchased parts) and in-house production, in simple terms: the inspection of purchased and manufactured parts. Quality management primarily focuses on the parts inspection process.

- // QM work preparation
- // QM-Electrical
- // QM-Assembly
- // QM returned goods
- // Monitoring of test equipment



HOW IS THE DEPARTMENT ORGANISED?

The mechanical quality inspection department consists of an air-conditioned measuring room with coordinate measuring machines (CMM), a pre-air-conditioned room and a non-air-conditioned conventional measuring area. The Quality Assurance department also consists of the following additional operational functions, which will not be discussed in detail in this article:

HOW MANY EMPLOYEES ARE WORKING THERE?

Seven operational employees, including four shift workers (two in the early and two in the late shift). Supervisors are Ralf Scherrle and Jürgen Laupheimer (deputising for Florian Grimminger)



/// Inspection based on measurement drawing

WHAT DOES A TYPICAL DAY LOOK LIKE FOR AN EMPLOYEE OF THE QM?

There are different processes depending on whether the employee is inspecting purchased parts or parts from in-house production:

PURCHASED PARTS:

The employees work according to inspection orders (inspection lots) from SAP. An inspection lot is automatically created for a part requiring inspection when the delivery is posted in the goods receiving department. The parts are stored with the goods receipt slip in the inspection warehouse. The inspection orders are processed according to priority, i.e. parts labelled as missing parts are inspected first. This involves a case-specific inspection based on the following documents:

- // Test history
- // Drawing
- // Order text
- // Test programme measuring machine
- // Test plan
- // Initial sample test report

PARTS FROM IN-HOUSE PRODUCTION:

A priority list of the material numbers to be checked from SAP exists for this purpose, which is updated every morning. The inspection is based on the status of the respective production order (whether it is an intermediate inspection of a semi-finished part or a final inspection of a finished part) and is conducted using the relevant tools (drawings, measuring programs, etc.).

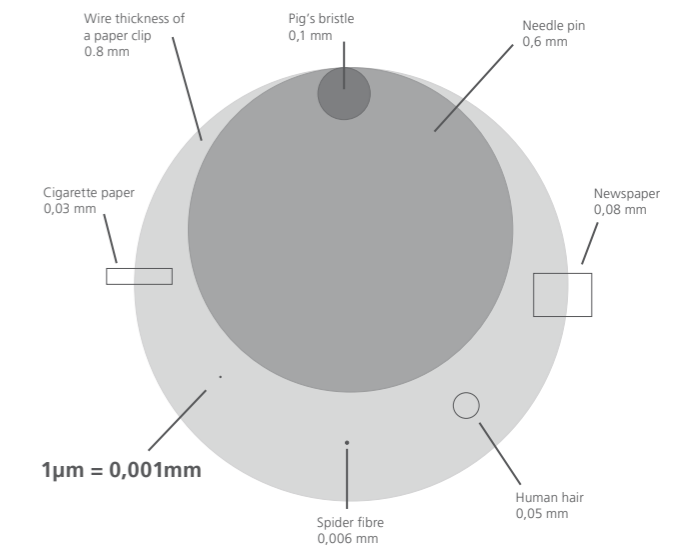
In addition, employees from production come to the department if it is the first part of a newly set-up machine or during an ongoing work process for random sample testing in order to have parts tested. Depending on the required accuracy or complexity of the parts, they are inspected on the coordinate measuring machines (CMMs) or with

conventional inspection equipment. A digital measurement report is created for each measurement on a CMM. If the inspected parts are OK, production can continue. Otherwise, the production parameters on the machine must be corrected accordingly.

WHAT MAKES THE DEPARTMENT SPECIAL?

Our sharpening machines achieve machining accuracies in the micrometre range, so the measuring technology is correspondingly important. The modern and constantly air-conditioned measuring room with 20°C +/- 2°C of quality class 3 is the prerequisite for measuring high-precision parts with a tolerance of a few micrometres (µm) in a reliable and reproducible manner. This supports production in achieving maximum precision. In addition, the tasks are so complex that they can only be mastered by personnel specially trained in metrology: The parts must be positioned correctly on the machine and the machine in turn must be set up and partially programmed accordingly, to name just a few examples. As metrology technician is not a skilled occupation, the QM department employs skilled mechanical workers or mechatronics technicians who are taught the necessary basics through additional 'AUKOM' training.

/// How big is a µm?



WHAT OTHER SPECIAL CHARACTERISTICS ARE THERE OR NEED TO BE TAKEN INTO ACCOUNT?

Small parts weighing just a few grams up to large parts weighing 2 tonnes are tested. These are transported to the CMM measuring plate using a crane. Certain components, such as the VBK RW5 polymer concrete block, require five days of pre-climatisation to ensure that the temperature inside the block is uniform and to prevent inaccuracies. Machine housings are all delivered to the external warehouse

in Warthausen and tested. With these parts, it is less about dimensional accuracy and more about execution details such as the appearance, functionality of the doors, if the weld seams are in good conditions and if the weld studs are present, etc.

HOW ARE THE MEASURING ROOMS EQUIPPED AND WHICH TOOLS ARE USED?

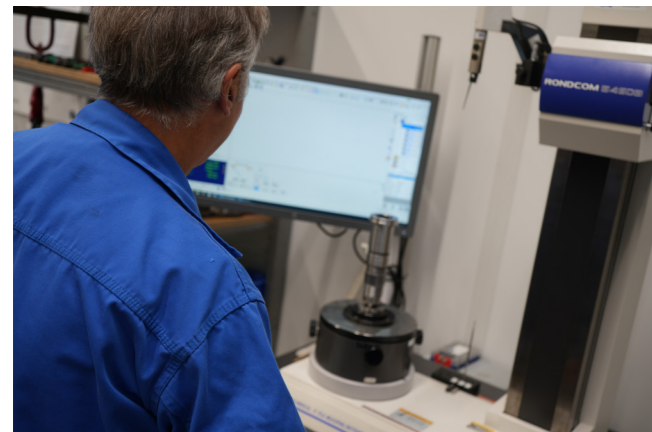
EQUIPMENT IN THE MEASURING ROOM::

- // 3 CMMs from Hexagon with graduated measuring ranges and different basic accuracies
- // Rondcom roundness measuring machine from Zeiss can check tolerances of rotating parts in the micrometre range



/// Central block QM on the largest machine

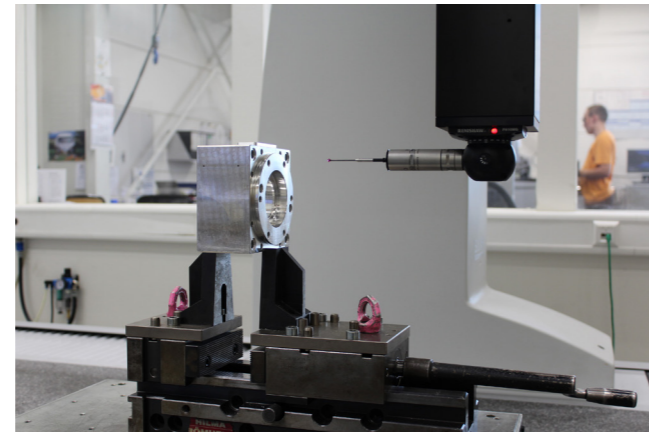
These devices achieve dimensional accuracy down to a few µm. Design drawings specify this. However, parts outside this range are only rejects on a case-by-case basis. It must be clarified whether the parts can be reworked or whether they can be given special approval in exceptional cases.



/// Roundness measuring device ROND COM

ADDITIONAL EQUIPMENT IN THE CONVENTIONAL AREA:

- // Surface measuring device Surfcom from Zeiss enables the measurement of surface profiles.
- // Hardness testers for measuring surface hardness



/// Cylinder on largest machine

ARE ALL PARTS TESTED OR ONLY PARTICULARLY 'CRITICAL' PARTS?

Only functional components with special drawing and/or design features are tested (e.g. machined castings, polymer concrete blocks, machine housings, ball screws, steady rest inserts, etc.).

Many thanks to Mr Scherrle and his department for these in-depth, technical insights!

ANNIVERSARIES IN 2023



// 10 YEARS

- Benedikt Hammer / Development / Biberach
- Manfred Schmolke / Testing department
- Giuseppe Barretta / Manufacturing / Biberach
- Konrad Licht / TDZ / Biberach
- Dominik Brekalo / IT / Biberach
- Selina Aigner / Sales / Biberach
- Florian Capaul / Development / Biberach
- Simon Wiemer / Development / Biberach
- Matthias Bendel / Work preparation / Biberach
- Kevin Ruda / Welding shop / Biberach
- Timo Fischer / Assembly / Biberach
- Luca Rotondo / Pre-assembly / Biberach

- Jonas Hertenberger / Manufacturing / Biberach
- Shimoga Dattatri Ravindra / India
- Sahukar Anantha Srinivasan Srikanth / India
- Amy Shen / Accounting / China

- Sybillie Wölfle / Financial accounting / Biberach
- Joachim Reuther / Testing department / Biberach
- Holger Reisch / Assembly / Biberach
- Luis Strujack / Sales / Brasilien

// 25 YEARS

- Thomas Wenger / Product management
- Martina Ahnen / IT / Biberach
- Arndt Hauger / Development / Biberach
- Alexander Baur / Assembly / Biberach
- Roland Wagner / Development / Biberach
- Daniel Schöllhorn / TDZ / Biberach

// 40 YEARS

- Stefan Zieglowski / QM / Biberach
- Elmar Zell / Pre-assembly / Biberach



OUR NEW APPRENTICES AND TRAINEES 2023

Back row, from left to right:

- Kaan Keser, Jonathan Henle, Perine Matussek, Sören Demuth, Nick Sabelnikov, Leon Zell, Florian Hölz, Tim Traub, Julian Kling Lourenco, Marvin Gärtner, Jonas Mayer, Michael Schwendele, Lars Wohnhaas, Micha Späth

Front row, from left to right:

- Max Gerster, Tim Straub, Simon von Bank, Piotr Krasowski, Lea Egle, Silas Straub, Nina Rieger, Adam Martula, Leonie Heinzmann, Lara Kelp



OUR NEW STAFF MEMBERS 2023

Back row, from left to right:

- Foday Fadia, Sebastian Lang, Paul-Niklas Brand, Veit Kiebler, Felix Zell

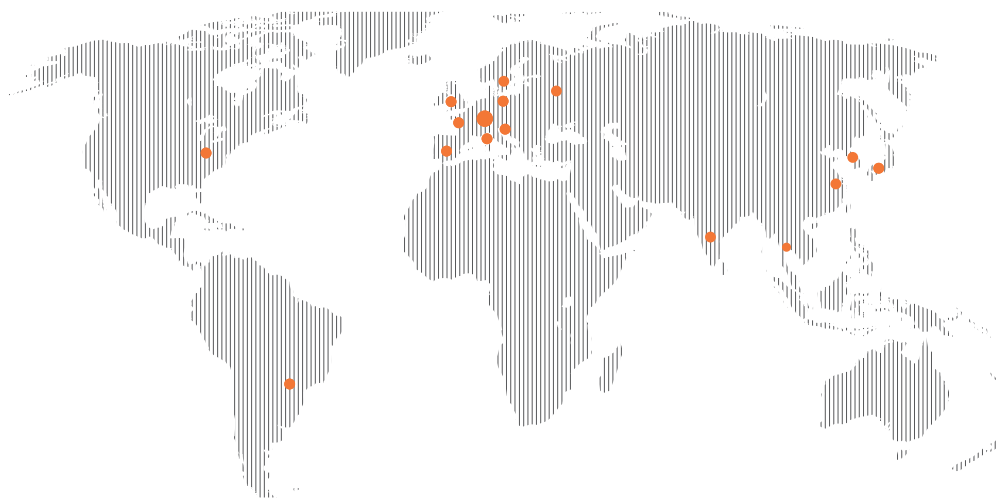
Front row, from left to right:

- Michael Hanser, Zdenka Hößl, Jan-Niklas Schneider, Daniel Seifert, Timo Clamroth

Not pictured:

- Frank Kutterer, Manuel Herrmann, Leona Brekalo, Tobias Schäfer, Klaudija Mircic, Jürgen Fricker, Stefan Eberhard

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In order to increase reader-friendliness, we
have chosen neutral terms or the masculine
spelling wherever possible.

We clearly understand this as a synonym for
all persons of all genders, who are addressed
equally.

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