

WELCOME TO HERAEUS ROMANIA

Company Presentation 2021



Heraeus

Heraeus

CORPORATE PRESENTATION

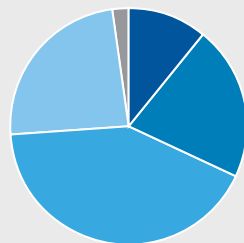
2021



A GLOBALLY SUCCESSFUL PORTFOLIO COMPANY

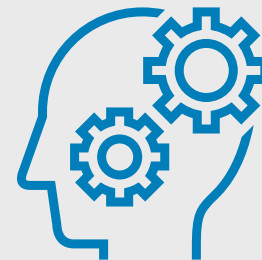


31.5 bn. €
TOTAL REVENUE
in 2020



Germany 11%
Rest of Europe 21%
Asia 42%
America 24%
Africa/Australia 2%

7% expenditures for
RESEARCH &
DEVELOPMENT



Based on revenues excl. Precious Metals

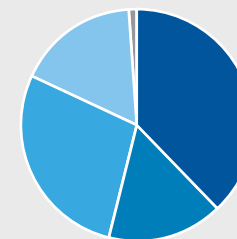
11 market-oriented
GLOBAL BUSINESS UNITS

TOP 10
FAMILY-OWNED COMPANIES in Germany

More than
 **100** SITES
in **40** COUNTRIES



Approx.
14.800
EMPLOYEES
worldwide



Germany 37%
Rest of Europe 17%
Asia 28%
America 17%
Africa/Australia 1%

including staff leasing

THE COMPANY THROUGH THE AGES



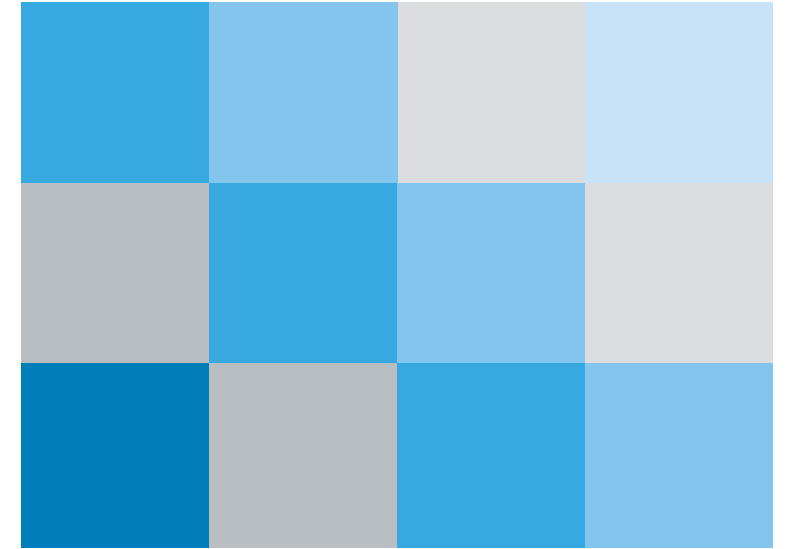
1660

Founding of the
Heraeus family business



2020

Globally leading
portfolio company



2060

400 years of
family business

BUSINESS PORTFOLIO – LEADING IN GLOBAL MARKETS



**Heraeus
Precious
Metals**



**Heraeus
Electronics**



**Heraeus
Nexensos**



**Heraeus
Epurio**



**Heraeus
Medical**



**Heraeus
Medical
Components**



**Heraeus
Conamic**



**Heraeus
Comvance**



**Heraeus
Noblelight**



**Heraeus
Electro-Nite**



**Heraeus
Photovoltaics**

THE COMPONENTS FOR EXCELLENCE AT HERAEUS



Supply Chain Excellence

Optimizing the Heraeus supply chain.



Commercial Excellence

Optimizing performance in Sales and Marketing.



Administration Excellence

Transform and optimize service operations at Heraeus.



Process Management

Harmonizing and synergizing business processes globally.



Digital Excellence

Driving and shaping digital transformation.



Procurement Excellence

Making procurement activities more efficient.



Innovation Excellence

Continuous and structured innovation processes.

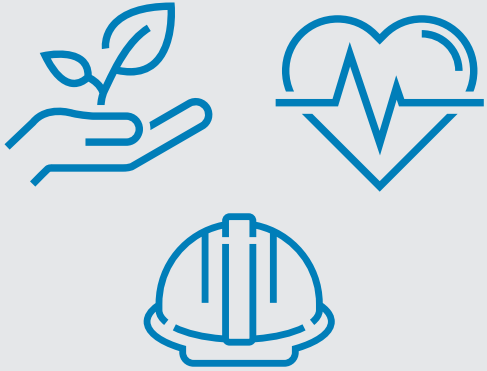


People Excellence

Improving HR processes and structures.



WE ACT RESPONSIBLY IN EVERYTHING WE DO



Environment, Health & Safety (EHS)

- › Comprehensive standards at all sites worldwide
- › International training program
- › Global system to support EHS responsibility



Compliance

- › Global Code of Conduct
- › Policies for the environment and conflict minerals
- › Precious metal sustainability and responsibility



OPEN SPACE. FOR OPEN MINDS.®



You get an employer who is convinced that our employees can best develop their strengths if we give them space.



We are looking for people who use this space to question existing solutions. Who want to actively shape and move things forward, and who appreciate responsibility.



We offer:
Open Space. For Open Minds.®
For forward thinkers. For problem solvers. For movers and shakers.

HERAEUS ROMANIA

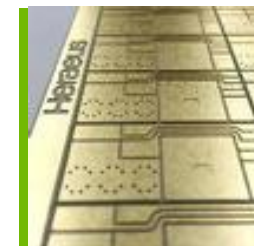
HROM



HERAEUS ROMANIA: POSITION IN INDUSTRIAL PARK INCONTRO



BROAD MATERIALS PORTFOLIO



Metal Ceramic Substrates

- › [Direct Copper Bonding \(DCB\)](#)
- › [Pre-Solder](#)
- › [Active Metal Brazed \(AMB\)](#)



Solder Materials

- › [Die attach solder paste](#)
- › [SMT solder paste](#)
- › [Solder powder](#)



Sinter Materials

- › [mAgic sinter material for DCB](#)
- › [mAgic sinter material for lead frame packages](#)



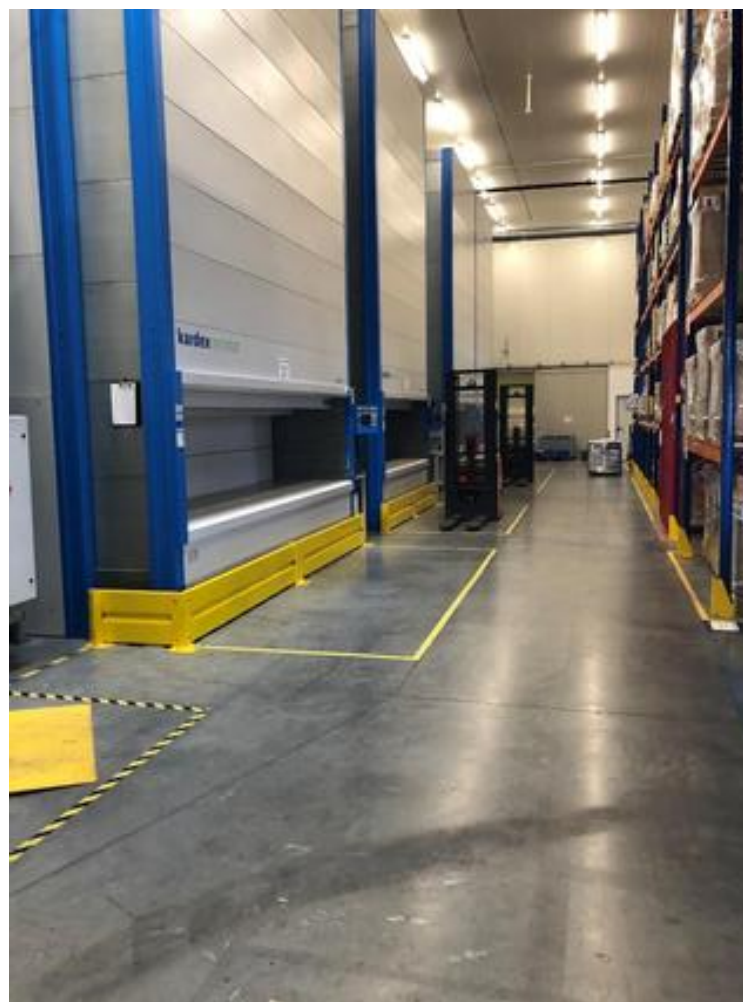
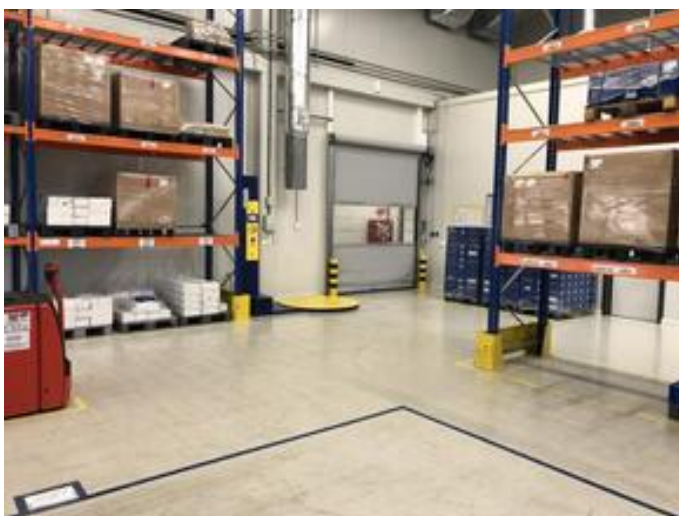
Adhesives

- › [Conductive adhesives](#)
- › [SMT adhesives](#)

HERAEUS ROMANIA - CERTIFICATES



HERAEUS ROMANIA: LOGISTIC AREA



HERAEUS ROMANIA: PRODUCTION AREA – MCS



HERAEUS ROMANIA: PRODUCTION AREA – MCS



HERAEUS ROMANIA: PRODUCTION AREA – MCS



HERAEUS ROMANIA: LABORATORY AREA – MCS



HERAEUS ROMANIA: PRODUCTION AREA – AM



HERAEUS ROMANIA: LABORATORY AREA – AM



HERAEUS ROMANIA – THE MAIN CUSTOMERS



HERAEUS INVESTS IN EDUCATION



1. PARTNERSHIP WITH “UNIVERSITATEA POLITEHNICA TIMISOARA”

Start: July 2017

Practice and Internship programs

- **2017:** 2 practice contracts → 2 employment contracts
- **2018:** 7 internship contracts → 1 Erasmus scholarship in Heraeus Germany (R&D department)
- **2019:** 7 practice contracts → 1 Erasmus scholarship in Heraeus Germany

- **2021: 6 Contracte de practica**
- **TRIMITE CV-ul la adresa: hrom.recruitment@heraeus.com**

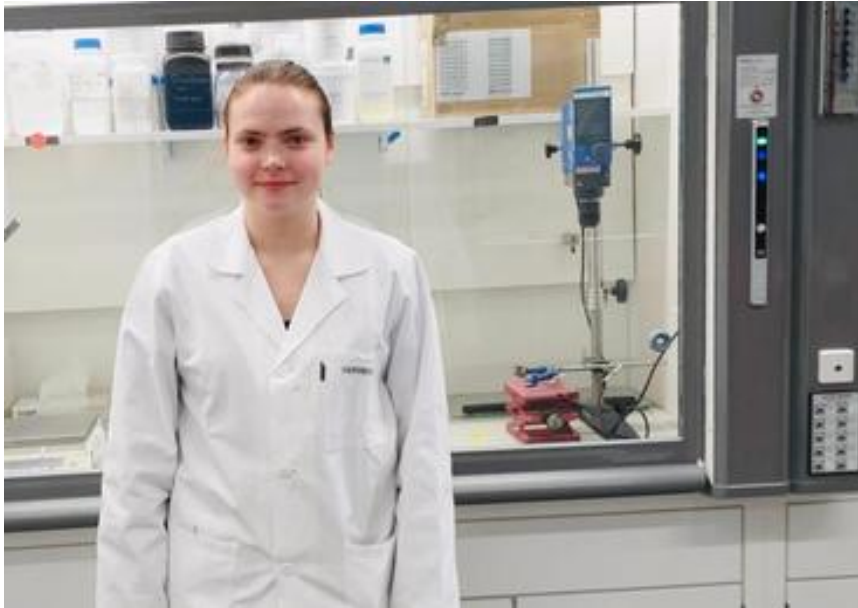


2. HERAEUS ROMANIA: ERASMUS+ PROJECT

➤ Partnership with the Faculty of Industrial Chemistry and Environmental Engineering

Beatrix Barta

Former Student at the Faculty of Industrial Chemistry and Environmental Engineering → now a Heraeus Romania employee



3 months internship at Heraeus Germany – R&D Center in Hanau

3. PARTNERSHIP WITH HERAEUS GERMANY

- From Aug. 2016 - started the programs with Heraeus Germany
- practice programs for German students in Heraeus Romania
 - Erasmus scholarships
 - change of experience and culture between students



4. PARTNERSHIP WITH “LICEUL TEHNOLOGIC AZUR TIMISOARA”

From Sept. 2015 - started partnership

- practice programs for the vocational school
- monthly scholarship: 200 lei (company) + 200 lei (school)
- the possibility of employment at graduation

March 2019

- 18 practice contracts
- 6 students already graduated (2018)
- 2 students employed

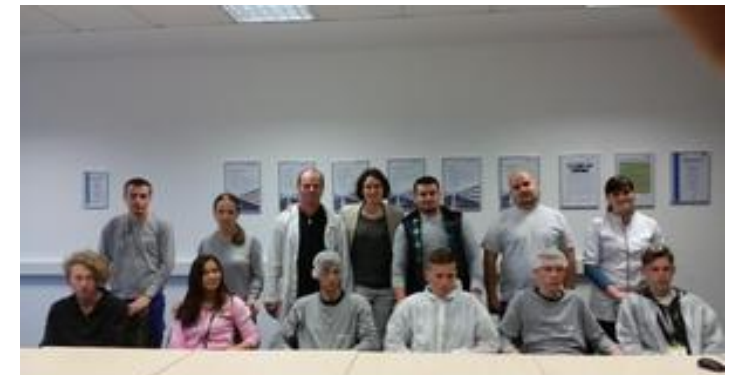
FIRST GENERATION (2015-2018)



Company tour



Evaluation of the practice

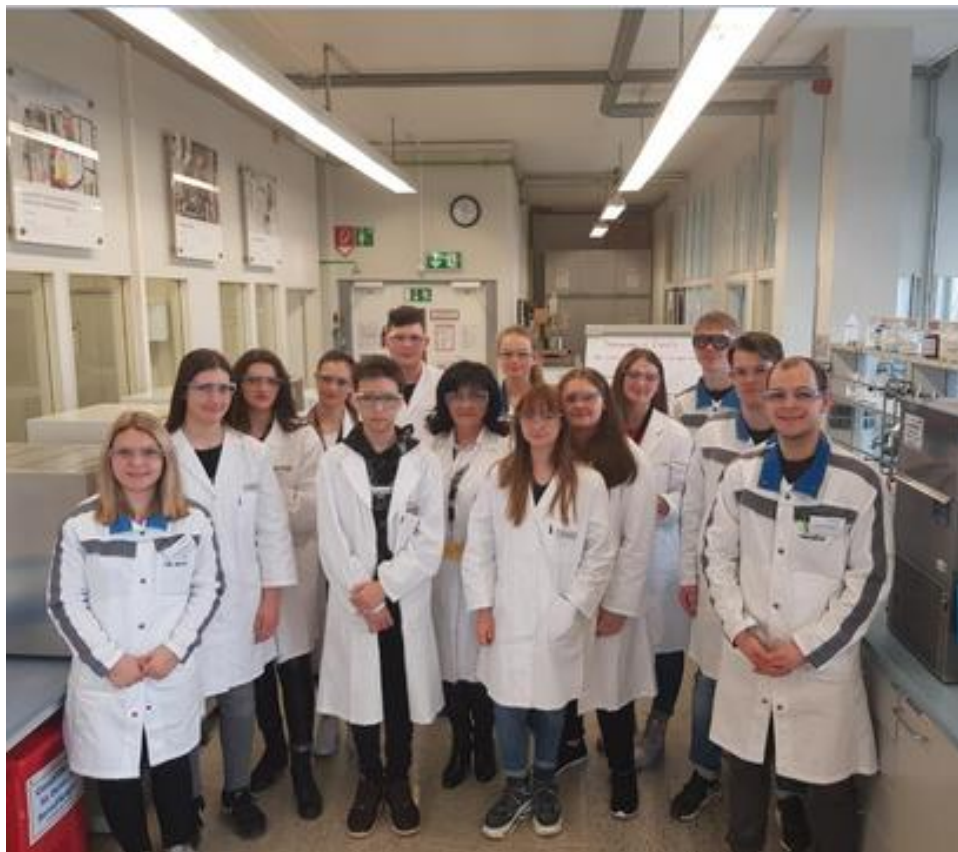


Closing program

5. HERAEUS ROMANIA: FIRST ERASMUS+ PROJECT

March 2019

- 14 students from the 10th grade from “Liceul Tehnologic Azur “
- 3 weeks practice program at Heraeus in Germany



6. OPEN GATES AT HERAEUS ROMANIA



MPT Faculty Students



Faculty of Industrial Chemistry and Environmental Engineering Students

Over **250 students**
visited Heraeus 2019



8th grade students



Chemistry Olympics



VA MULTUMIM!

HERAEUS VA ASTEAPTA!

HROM