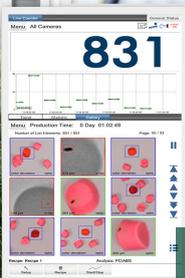




SIKORA EXTRA

Your magazine for Inspection | Sorting | Analysis



Special topic:
45 years SIKORA
A success story

04

Knowledge
Who Moved My Cheese?

10



Dear readers,

In 1973, the foundation was laid for SIKORA's unique development with the introduction of a contactless eccentricity measuring device for wires and cables. 45 years on, the one-man operation has become a global company with over 250 employees worldwide that reliably provides you with advanced solutions for quality assurance and optimization of your production processes.

This EXTRA edition focuses on the company's 45th anniversary. On page 4, you will receive an overview of the beginnings of the company and diversification into the different lines of business. Furthermore, on page 6 we will inform you about the importance of the plastics market, product innovations as well as the future orientation of the company.

Our devices are also celebrating a couple of anniversaries, thanks to their long lifetimes. In order to ensure that the devices provide precise measuring results even after years in operation, SIKORA offers only original spare parts. Find out more on page 9. In the past, SIKORA has proven pioneering spirit and has reinvented itself repeatedly. The "Who Moved My Cheese?" model describes the possibility to react to changes in an open-minded way and to manage them proactively. For more details, please refer to page 10.

Finally, we would like to thank you for the trust that you have placed in our company. We wish you and your family health and good luck for the new year and we look forward to a continued successful cooperation in the years to come!

Sincerely,



Dr. Christian Frank
CEO SIKORA AG

Harry Prunk
Executive Board SIKORA AG



f.l.: Harry Prunk, Dr. Christian Frank,
Bernadette Sikora, Harald Sikora

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45 YEARS SIKORA.

Harald Sikora
Director SIKORA HOLDING

Bernadette Sikora
Managing Partner SIKORA HOLDING

45 YEARS SIKORA

The tradition continues

Technologies of the future – this is SIKORA's trademark. The company grew with measuring devices for the industrial production of wires and cables, and has been permanently growing with intelligent technologies for 45 years. As one of the leading companies for measurement and control technology as well as inspection, analysis and sorting devices and as one of the hidden champions in the German mid-tier, we set standards in many industry sectors with advanced solutions for quality assurance, process optimization and cost efficiency.

It all began with a simple idea: the contactless dimension measurement already installed in a production line for cables. In 1973, Harald Sikora had a discussion with a friend from the steel industry, who was working in a steelwork

For 45 years now, this story has been continued – and not without reason. The first device WANDEXE already received great interest on the market and thus, enabled more product developments.

Meanwhile, SIKORA's product portfolio consists of a variety of measuring, control, inspection, analysis and sorting devices that guarantee quality assurance and process optimization in the areas wire and cable, optical fiber, hose and tube, plastics as well metal pipes and sheets.

The one-man company from 1973 has grown into an international group with 14 offices and more than 250 employees in total. Only recently, the new construction of the production building has been finished at the headquarters in Bremen, Germany. The new building offers with approximately 7,000 sqm space for innovations and creative processes.

Standstill never existed and never will. "New and further developments in order to meet increasing market demands are a matter of course at SIKORA. Like e.g. the new PURITY CONCEPT V that analyses plastic material with an optical camera and thus, detects contaminants on the surface of opaque, colored and diffused pellets as well as inside of transparent plastic materials", explains Harry Prunk, who has known almost every customer in person for 45 years and is member at the Executive Board of SIKORA AG.



How everything began – the first SIKORA production building in 1990

in Bremen. This friend, a visionary of his time, explained the need of a measuring device that measures contactless and continuously the concentricity of the conductor in sheathing lines. This was the beginning of SIKORA's story.

Inline measuring and control technologies (X-ray, laser technologies)

1973

Foundation of SIKORA
Entering the wire & cable industry

Since 1991

Foundation of international subsidiaries and regional representatives
Today: 14 subsidiaries worldwide

2004

Entering the hose & tube market (plastic and rubber applications)



Harald Sikora and Harry Prunk are awarded with SIKORA AG as Entrepreneur of the Year 2009

ENTREPRENEURS OF THE YEAR 2009 IN BREMEN

Harald Sikora and Harry Prunk

“It was fantastic to see SIKORA’s potential at K in Düsseldorf in 2016”, says Dr. Christian Frank, board colleague of Harry Prunk and since 2015, CEO of SIKORA AG. “With a contactless millimeter wave technology for the hose and tube market, SIKORA aroused great interest among producers of large plastic pipes and sheets. This year, the next logical step was taken by transferring the technologies to the metals market. This branch has its own challenges that we are going to face with innovative solutions. Our established devices and technologies for the plastics market and their permanent adjustment to the market requirements are also in focus of our development.”

Thus, one can be excited about what the future will hold for the hidden champion from Bremen. Today, SIKORA’s employees are already working on new innovations and further developments that contribute to an efficient and cost reduced production in the era of Industry 4.0.



Construction of the new production building at the headquarters in Bremen

Inspection, sorting, analysis technologies (X-ray, optical, infrared technologies)

Inline measuring and control technologies (millimeter waves, X-ray, laser technologies)

2009/10	2013	2016	2018
▲	▲	▲	▲
Entering the optical fiber (cable) market	Entering the plastics market	Market launch of systems on the basis of millimeter wave technology for the measurement of pipes and sheets	Entering the metal industry 45th anniversary of SIKORA

FURTHER DEVELOPMENTS AND INNOVATIONS FOR THE ANNIVERSARY

Interview with Dr. Christian Frank, CEO of SIKORA AG



Dr. Christian Frank has been shareholder and, since 2015, CEO of SIKORA AG. He is responsible for the areas Research and Development, Production, Controlling and Human Resources. In this interview, he talks about the new and further development of technologies, the importance of quality control as well as the future focus of the company.

SIKORA's history is characterized by continuous new and further developments of technologies and systems. Which technological bases

have laid the foundations for the current measuring technology solutions in the field of plastics?

45 years ago, our business developed from a technical innovation in the area wire and cable – a non-contact online eccentricity and diameter measuring device for insulating lines. This device significantly revolutionized quality control during extrusion. We have remained faithful to our claim regarding innovation leadership until today. Our measuring technologies have become more diverse within the years resulting in the application fields. For example, in the area of plastics, the PURITY SCANNER can be named. Initially, it was developed in 2013 for the online inspection and sorting of XLPE pellets that are used for the insulation of cables. The main requirement consisted of detecting metallic contaminants from 50 µm inside opaque pellets. Thus, we integrated an X-ray camera

into a system that inspects and sorts the pellets inside as well as on their surface together with two optical cameras. The success of the system for cable applications led to further enquiries from the polymer, compounding and masterbatch industry.

Did the plastics industry have new requirements?

First of all, an inspection system in cable manufacturing has to detect and sort out metallic contaminants for a 100 % purity of the material. In plastics industry, however, one can find most various material types as transparent, colored or diffuse granulate. In this area, the detection of contaminants like yellow discolorations, "black specks" as well as color variations and foreign pellets play an important role. This gave the impetus for the development of the PURITY SCANNER ADVANCED, that we have been offering since 2016. The system disposes of four further color as well as black and white cameras in addition to the X-ray camera for an optimum of detection probability. PURITY systems improve the material quality up to 100 %, this means that the material does not contain any foreign parts after inspection and sorting. We hear from our customers that the PURITY SCANNER is currently the most precise sorting device that is available on the market. Learn more in our success story with Minger Kunststofftechnik AG at www.sikora.net/en/successstory-minger.

The PURITY SCANNER is a system that is integrated into production lines. You have recently presented an offline system as well. What can you tell us about it?

The online measurement, meaning the measurement during production, has accompanied us for more than four decades. SIKORA's activities in the offline area are quite new. Customers with whom we are cooperating in the online business, have wished so and we have followed them with pleasure. With the PURITY

CONCEPT Systems, we are offering sample testing devices for quality management. Thus, they are also used for the inspection of material which had been sorted out online by the PURITY SCANNER. The operator receives images from sorted out material that are analyzed and evaluated. By combining a 100 % online inspection with a subsequent offline analysis, quality becomes visible. This enables manufacturer to better understand processes and to optimize them.

Do you generally see an increasing demand for technological solutions for quality control in the market?

Currently, we are significantly growing with regard to turnover, production space and the number of employees because we are active in areas where high technology solutions are demanded. This year, we are employing around 20 more employees than a year ago. This is a growth of seven percent. We have founded new subsidiaries and are now present in 14 regions of the world with our own employees in sales and service, especially in Asia.

Is there a strong demand for high-tech solutions from Chinese companies today?

I can only confirm this. Today, China has the ambition to produce the best products and to work with globally leading suppliers. China is one of our most important markets in Asia with high growth figures. Our largest office with more than 20 employees is located in China. For a medium-sized company of our scale, this is quite remarkable. Each device technology that we develop is immediately offered and demanded

in China, like the PURITY CONCEPT V.

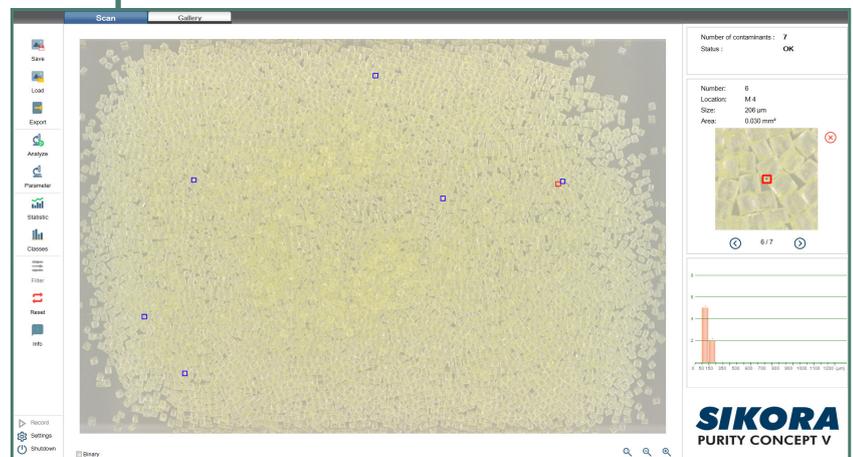
Which trends and challenges do you see for the future in the area of measuring technology and how will SIKORA respond?

When Harald Sikora founded the company, he had a clear objective – conquering the market with innovative technology. It was clear that the customer’s focus lies on quality and efficiency in order to gain a financial added value for the company. Regarding the PURITY SCANNER,

which is used online, we will improve the detection probabilities by combining several cameras as this leads to the detection of even more contaminants. Therefore, we have always invested sustainably in research and development at the headquarters in Bremen and currently have a team of almost 50 employees. Only with a strong team it is

possible to realize new products with practically oriented features in a short period of time. In addition to technical innovations, Industry 4.0 and digitalization are topics that will challenge us in the long term. Manufacturers use SIKORA measuring technique to generate production data that has a direct impact on business correlations in the company. In consequence, it directly contributes to product quality, process optimization and increasing efficiency of the production.

Dr. Frank, thank you very much for the interview.



Color camera image of plastic pellets on the monitor of the PURITY CONCEPT V

SERVICE ENGINEERS MEETING

Training, exchange of experience and team building for a good purpose

From August 13 to 17, 2018, the "Service Engineers Meeting" the yearly meeting of the SIKORA service engineers took place at the headquarters in Bremen. At the top of the agenda were device training, exchange of experience as well as presentations of new technologies, like the developed PURITY CONCEPT V.

change between service employees is of utmost priority", Küker explains further. "This is one of the reasons why these regular meetings are so important. They increase the sense of community and many colleagues also stay in touch in their spare time."

Team building with Helping Hands

Traditionally, a team building event belongs to the Service Engineers Meetings. This year, the

Service management has had a special idea. The initiative "Helping Hands – Team Building Benefit" addresses companies that would like to do good during their team building event. In small groups of four people, the SIKORA service employees built real prosthetic hands from prefabricated individual parts as donation for amputated landmine victims (and other victims) in developing countries.



Team building at Service Engineers Meeting

This year, the employees received again detailed information and training directly at the devices in order to become even more efficient in their work at the offices and on-site at the customer's location. "A reliable customer service is one of the cornerstones of SIKORA's strategy. Thus, our employees regularly receive training and are provided with up-to-date information", says Stefan Küker, Head of Service.

In addition to technical competence, communication also plays a decisive role in service. "In order to process customer requests in a quick and competent way, an international ex-

The event impressively demonstrated that the result is worth more than the sum of the individual parts. Furthermore, the necessary teamwork increased the feeling of being able to create something together. This sentiment and the associated team moral can also be transferred to the tasks in daily working life.

At the end of the event, all participants were deeply impressed and also a bit reverent. However, all SIKORA Service employees agreed that the feeling of having done something good welds together and will certainly have positive effects on their work in the future.

SIKORA ORIGINAL PARTS

Your SIKORA device deserves the original

Not only SIKORA is celebrating its anniversary – the devices are also characterized by long lifetimes with high availability. For equipment that consistently provides precise measuring results as on the day of commissioning even after years of operation, only original spare parts should be used. SIKORA offers customers the right spare part for each device – including personal consulting and installation service.

Especially for older devices, SIKORA offers suitable spare parts or replacement solutions, such as refurbishments. Furthermore, spare and maintenance packages are available for selected SIKORA devices. These packages include all typical wear parts, enabling customers to cover the most common events. Thus, longer downtimes can be avoided.

SIKORA meets its high requirements for quality even to the smallest components of the measuring, control, inspection, analysis and sorting systems. From indicator light to X-ray tubes, only high-quality and audited parts are used for the devices. By using original spare parts, the device value is preserved for a longer time.



Support and spare parts request

At www.sikora.net/en/services, you find SIKORA's online support and spare parts request. Here, you can quickly send your requests regarding services and spare parts to the service department – around the clock. Simply fill in the form at the service page and a service engineer will contact you as soon as possible. Your advantage: by submitting your information, the SIKORA employee is able to familiarize himself with your questions even before the first contact to ensure quick consulting.

Alternatively, highly qualified helpdesk employees are available in Bremen as well as in the service subsidiaries. The colleagues from the helpdesk support your request by phone, email or via the Smart Assistance Manager (SAM), which enables e.g. the exchange of spare parts accompanied by a competent SIKORA service engineer. You can find all further contact details at www.sikora.net/en/services.

WHO MOVED MY CHEESE?

Anticipating, accepting and celebrating changes

In 1998, Dr. Spencer Johnson, US-American and successful author for self-help literature, published his world bestseller "Who Moved My Cheese?". The fable is quickly told. Two mice and two dwarfs daily meet in a labyrinth while they are looking for cheese. The mice trust their instinct while searching and always find something suitable. The dwarfs attempt to follow a certain strategy, but often become inconsequential. Finally, they trust their gut feeling and are awarded by different amounts of cheese every day. One day, both parties find a large amount of cheese and remain at this one place. The mice soon recognize that the found cheese stock will not be available for eternity. Thus, they always remain vigilant and ready for starting a new search. The dwarfs, however, become lazy

The moral of the story

Change happens! It does not matter how safe a situation appears, at some point a change arrives that should be anticipated. Even if the positive aspects of this change might not be evident at once, it is more advisable to quickly realize adjustments to new circumstances, not to insist on old structures and therefore, not to miss the boat. Finally, changes should not only be accepted but also celebrated. Especially companies like to rest on the hitherto gained success and often do not recognize that the market demands new innovations whose use leads to higher and long-term success.

SIKORA and the „Who Moved My Cheese?“ strategy

SIKORA is subject to constant change. Whether company size, international strategies or new innovations – with an investment of approximately 10 % of its yearly revenue being used for research and development, a comfortable standstill is unthinkable. The company history that is characterized by technological innovations and the opening of new markets proves this.

With SIKORA, customers have a partner who is not satisfied with what already exists, but who is continuously looking for new challenges and their solutions. Therefore, the employees

of the technology company ensure daily the availability of suitable innovations for quality assurance for changes on the markets and new requirements.

Source: Dr. Johnson, Spencer: Who Moved My Cheese?, London: Ebury Publishing 1999.

and satisfied with the cheese they have. One day, the whole cheese has disappeared. The mice, who have anticipated this situation, start a new search and soon leave the place. The dwarfs stay and start discussing the injustice that the cheese has finally disappeared. Only their big hunger leads the dwarfs to restart their search. Thereby, one of the dwarfs understands that his situation, which at first appeared unfair to him, also implies positive effects. Finally, the dwarfs find a new larger stock of cheese of a higher quality.



RAFFLE

SIKORA is known for ...

SIKORA's specialty: ... measurement

Colored, opaque and ...

SIKORA devices increase the ...
2000

SIKORA basic display and control device

Wherever you are, we are ...

SIKORA devices promise a fast ...

The SAM is a industry ...

A technology by SIKORA

... and offline use of the devices

Is expanded at exhibitions

Inspection, ... and sorting

An investment into the future – SIKORA devices are ...

Your contact details will not be passed on to third parties. Each correct answer takes part in the raffle. Employees of SIKORA AG and SIKORA Holding GmbH & Co. KG and their relatives are excluded from participation. Each player can only participate once. We value the first email, all subsequent e-mails will be considered invalid. The legal process is excluded. **GOOD LUCK!**

Congratulations to the winners of the alphabetical jumble – SIKORA EXTRA edition 1/2018:

- Orif Shamsiyev
- Bahador Eslamdoost
- Martin Stoll

SIKORA WORD PUZZLE

Use all syllables to answer the questions. The initial letters form the solution.

amor - ana - blet - by - ciencia - con - effi - in - ing - inno - last - line - lysis - mote - near - net - non - on - parent - re - spec - ta - tact - ti - tion - tion - trans - va - work - zation

Send us your solution via email by February 28, 2019 to: extra@sikora.net

Win one of three **infactory magnetic globes with LED lighting**



NEXT EVENTS

arabplast 2019

• Arabplast Jan 5-8, 2019 | Dubai, UAE



• Interplastica Jan 29-Feb 1, 2019 | Moscow, Russia

AMI

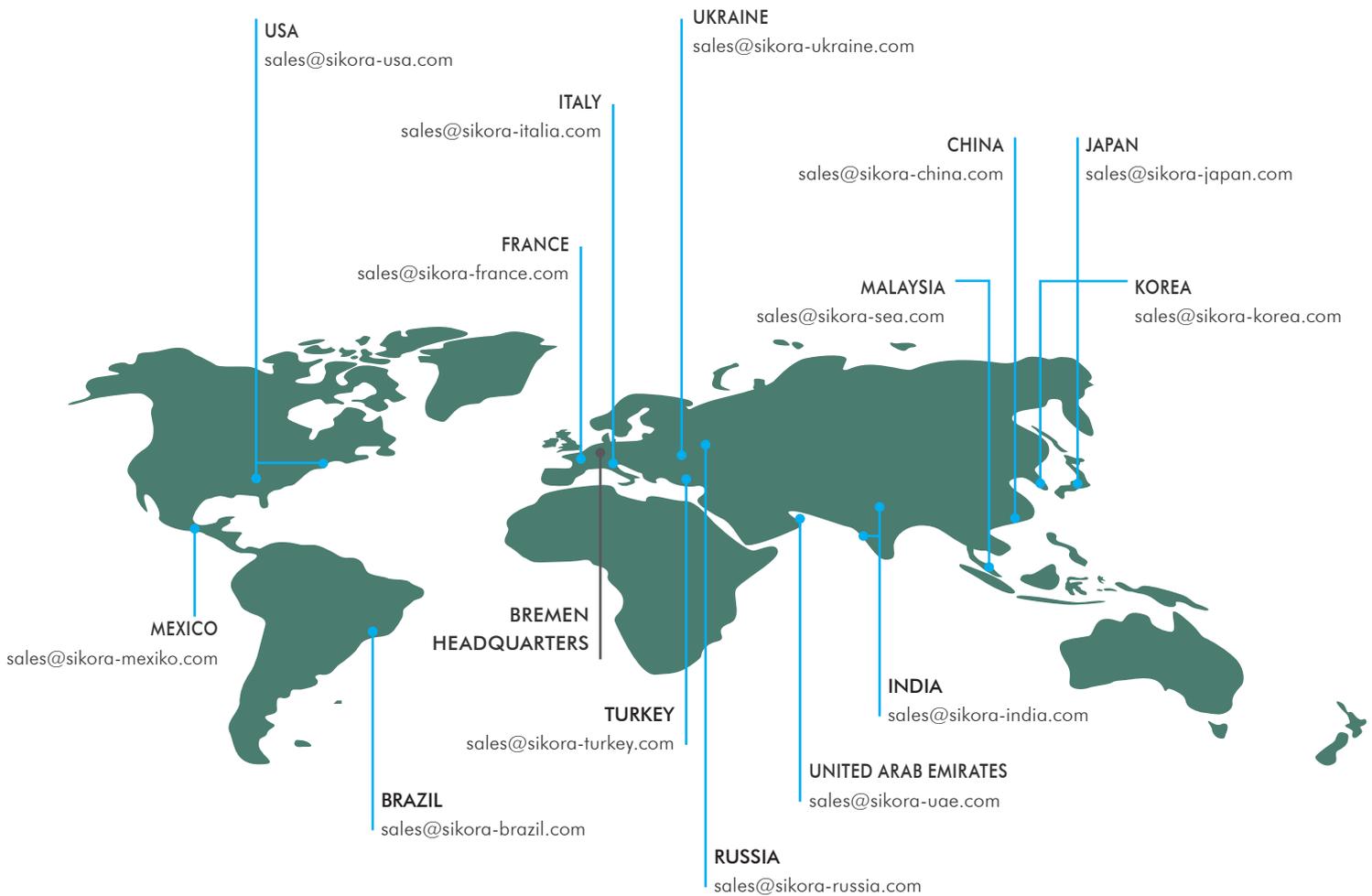
• Plastic Pipes in Infrastructure Apr 9-10, 2019 | Düsseldorf, Germany



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Technology To Perfection

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