

SHA NN S.

HOERBIGER offers its employees long-term perspectives.

At HOERBIGER, we have doers who take responsibility.

#YouMakeADifference

Editorial

Dear Readers,

Let's cut to the chase: HOERBIGER is a fantastic employer. We are, of course, convinced of this, and in this issue we want to take a closer look at our (admittedly not entirely objective) verdict.

The feature article in this issue is titled "Opportunities for doers – Shaping the future with HOERBIGER". It's an exploration of what makes HOERBIGER unique and what sets us apart from other organizations. Our colleagues from the HR department – or as we call it, People & Culture – share their insights, while employees from around the world – representing over 6,000 people in 43 countries – tell us why they chose HOERBIGER as their employer. One of these colleagues is Thorsten Kahlert, who reflects on his journey after three years as CEO and Chairman of the Executive Board. Read more about what excites him about HOERBIGER in the interview on the next page.

Speaking of enthusiasm: We are thrilled by the many letters and the positive feedback we receive about *HANNS. A Pioneers Magazine*. Now, with the fourth issue in hand, we are once again reflecting on how we can improve. With this biannual newsletter, our goal is to offer you a glimpse into our company. So, what can we do better from your perspective? We would love to hear your feedback, ideas for future topics, or any other suggestions.

If you missed previous issues of HANNS, we recommend visiting our website at www.hoerbiger.com. In the Newsroom you will find past issues, as well as the latest news and interesting features from our Yearbook. It's the perfect place to bridge the gap until the next issue of HANNS!

Thank you for your interest in HOERBIGER, and we hope you enjoy reading.

The editorial team
communication@hoerbiger.com

Scan here to get to the newsroom
at www.hoerbiger.com



Why HANNS?

With the invention of the steel plate valve in 1895, the Austrian engineer Hanns Hörbiger (1860–1931) not only laid the foundation for today's HOERBIGER Group; his innovation was also one of the key technologies for industrial development.

Photography/Illustration
Gian Marco Castelberg, Zurich: Cover, pages 4, 7 and 11
HOERBIGER Archive: pages 8, 9 and 12
Todor Stoyanov-Raveo, Shutterstock: page 12

WIDERRUFSRECHT

HANNS. A Pioneers Magazine is published twice a year in German and English. The articles are also available at www.hoerbiger.com. You may decline consent to the use of the following personal information: salutation, title, first name, last name, and address for the purpose of information. Please contact us at the following address:
HOERBIGER Holding AG
Redaktion HANNS
Baarerstrasse 18
6302 Zug, Schweiz
communication@hoerbiger.com

“The most challenging moment at HOERBIGER was also the most remarkable for me.”

In October 2021, the Board of Directors of HOERBIGER appointed Dr. Thorsten Kahlert as CEO and Chairman of the Executive Board. Now, three years later, it is the right time for him to review and reflect on the path he has taken so far.



Dr. Thorsten Kahlert studied and earned his doctorate at the University of St. Gallen (HSG), the Ecole des Hautes Etudes Commerciales (HEC) in Paris, and the University of Minnesota. In 2004, he joined the Boston Consulting Group, where he worked in various roles and countries within the international consulting business. In 2017, he moved to HOERBIGER, taking on the leadership of the Safety Business Unit. Two years later, in 2019, Dr. Kahlert was appointed to the Executive Board of HOERBIGER, where he took responsibility for the Safety, Engine, Automotive Hydraulics, and Electronics units. In October 2021, he was appointed CEO and Chairman of the Executive Board of HOERBIGER Holding AG. At the same time, he assumed operational responsibility for the Rotary, Engine, and Safety Business Units. In 2024, he handed over the leadership of these Business Units to Dr. Christian Habicht.

Mr. Kahlert, what achievements are you particularly proud of during your time as CEO?

Of course, I am proud of the financial success we've achieved as a company. Over the past three years, we have grown profitably by more than 40 percent – despite some extremely challenging external circumstances. However, I am especially proud of the fact that, at the same time, we have successfully advanced the transformation of the company. I can clearly feel a significant shift in the corporate culture.

How do you experience this transformation?

In the way we collaborate and interact with one another. We are more open, working together across departments toward common objectives, and pursuing the same goals as a unified team. I sense a tremendous energy and a clear sense of momentum – at all levels of the organization.

What makes HOERBIGER unique, in your view?

There are three key aspects that define HOERBIGER for me. First, we offer a very personal, almost familial environment where employees know each other well and often share close friendships. At the same time, we have an impressive global presence across all continents, comparable to the international reach of major corporations. Secondly, with our performance-defining products, we make a real difference for our customers by helping them to significantly improve the sustainability of their operations. This often results in great appreciation from our clients. And third, it's the people at HOERBIGER. They are not only dedicated and ambitious but also pour their heart and soul into their work. They feel they can make a meaningful impact – and are always willing to go the extra mile to achieve it.

What has been the most challenging moment of your time at HOERBIGER so far?

Without a doubt, it was the partial failure of our IT infrastructure earlier this year, caused by a third party gaining unauthorized access to our network. As a result, we experienced production disruptions at several locations. Although we were prepared for such scenarios, this situation really tested us to our limits. Interestingly, this experience also turned out to be the most remarkable moment I've had at HOERBIGER to date.

You will have to explain that to us here...

It was the way we dealt with this existential crisis that made me incredibly proud. You only really get to know people in a crisis. What I experienced during those summer weeks was unique in my view – a prime example of the HOERBIGER spirit. We rose to the challenge and kept HOERBIGER going with an extraordinary amount of energy, commitment and creativity. Whether on the Board of Directors, the Executive Board, the crisis management team and the IT team, in the production facilities, in the offices or in the field with customers – we could all count on each other in this critical situation. Our colleagues took responsibility and used all available resources to overcome the crisis and ensure that we were able to keep our promises to customers and suppliers.

Hand on heart: CEO is a stressful job. How do you personally deal with this stress?

I deliberately build breaks into my daily routine where I do sport. This is my way of recharging my batteries and clearing my head. These regular breaks help me to take a step back and reflect on things. I purposely keep the weekend free. And I also try to incorporate regular phases in which I don't think about my job and can completely switch off. In addition – and this gives me an incredible amount of energy – I take every opportunity to visit our HOERBIGER locations. I always find it extremely inspiring to spend time with our teams and customers around the world.



Opportunities for doers



First H₂ compressor rolls off the production line



Interview with Philipp Baldermann

Opportunities for doers — Shaping the future with HOERBIGER



When it comes to talent acquisition, many mid-sized companies face the challenge of competing with large, globally renowned corporations. HOERBIGER is no exception. As a hidden champion in niche markets, the company must work extra hard to capture the attention of top talent. But once you've made it to HOERBIGER, you will quickly notice that things are different here. Unlike in big corporations, where anonymity often reigns and change can be slow, HOERBIGER strikes the perfect balance. It's big enough to offer a wide range of exciting opportunities across a diverse corporate landscape, yet small enough that every individual can truly make a difference.

At HOERBIGER, we do things differently. With a broad international presence and a diverse range of business models, the company offers the best of both worlds: the resources of a global player combined with the agility of smaller, powerful teams. "6,000 employees may sound like a large number, but when you break it down across our locations, it's clear that we operate with tight-knit teams focused on key challenges," says Aladin Huwyler, Head of People & Culture. "Here, no one is just a number – everyone makes a real impact."

For Thorsten Kahlert, CEO and Chairman of the Executive Board, HOERBIGER's unique approach was evident from day one. "When I started my first project here, I expected to dive straight into work like at any other company. Instead, I was told, 'First, you need to understand HOERBIGER and its people.' Just 48 hours later, I was on a plane traveling the world, experiencing a spirit I had never encountered before in any company."

Innovation as our DNA

HOERBIGER is a market leader in its core sectors – a success driven by product quality and relentless innovation. But the industries in which we operate are facing massive changes. From transforming traditional markets to pioneering sustainable technologies like hydrogen and battery solutions, the challenges are big, and so are the opportunities.

To play an active role in this transformation, we are looking for individuals ready to embrace responsibility and take on challenges, even when the road ahead isn't always easy. "We're on an exciting journey," says Iris Schierhuber, Head of People & Culture in the Compression Division. "Our innovations are driving technological change, and we need people who are passionate about this transformation."

Stability meets performance

What sets HOERBIGER apart as an employer is its unique ownership structure. With the HOERBIGER Foundation holding the majority of shares, the company enjoys a rare combination of stability and long-term vision – free from the pressures of external investors and market volatility. But while we're not subject to the usual market forces, we're still driven by entrepreneurial spirit. Unlike listed companies constantly reacting to external pressures, we set our own ambitious goals and push ourselves to evolve.

All of our investments in research, development, and production come from our own resources – this is only possible with above-average profitability and the unwavering commitment of our employees.

International reach, local feel

With 133 locations in 43 countries, HOERBIGER has an impressive international footprint. Yet despite our global presence, we've managed to stay deeply connected to our local markets, creating a unique blend of worldwide reach and regional commitment. This allows our employees to build both local and global networks, collaborate across cultures, and grow professionally across borders.

And even though we're a global company, we have preserved a strong, family-like atmosphere. "When you walk into any HOERBIGER location for the first time, whether in Asia, Europe, or the Americas, you immediately feel at home," says Aladin Huwlyer. "The dedication to our customers and the team spirit is what unites us around the world."

This sense of belonging is reflected in the long tenure of our employees. The average tenure of managers is around 15 years, with many leaders advancing through the ranks across multiple international assignments. It's clear that HOERBIGER offers long-term career prospects.

Recruiting talent: A key challenge

As a fast-growing company, HOERBIGER faces the challenge of recruiting top talent in an increasingly competitive market. We don't have the brand recognition of the global giants, so attracting the right people takes more than just our name. "Talent acquisition is one of our top priorities," says Aladin Huwlyer. "We treat candidates the way we treat our business – personally, flexibly, and decisively. Our candidates are often impressed by how quickly we move. In the future, we want to ensure no more than two weeks pass between application and contract offer. This approach sets us apart."

Empowering responsibility and growth

At HOERBIGER, people stay not just because of our structures, but because of the opportunities to make a real difference. Here, independent teams have the freedom to take on responsibility, and with that comes ample room for personal and professional development. Whether through challenging projects, international assignments, or development programs, we support our employees in growing and specializing.

"We need doers – people who are ready to take responsibility and contribute," says Aladin Huwlyer. "If you have an idea, you'll always find a supportive environment to make it happen. At HOERBIGER, stagnation is never an option."

Four people, four stories

In the following page, you will meet four HOERBIGER employees who share their personal experiences, challenges, and successes at the company. Their stories give a unique insight into the diverse opportunities within HOERBIGER and how each individual contributes to our collective success. Be inspired by their journeys and discover why, for many, HOERBIGER is more than just an employer – it's a place to grow, thrive, and make an impact.



My career at HOERBIGER started in 2001, right after graduation, as a production assistant. At that time, HOERBIGER in Shanghai was a small company with less than 70 employees. As our business in China grew, so did my responsibilities. In 2006, I became a team leader in Purchasing; in 2014, I became Purchasing and Logistics Manager, and since 2021, I have led Supply Chain Management and Strategic Purchasing for Compression and Safety. One particularly challenging experience was the "bubble production" during the COVID lockdown: 81 colleagues stayed day and night at the plant, slept on air mattresses, and worked tirelessly. This experience – the determination to be there for our customers despite all difficulties – defines HOERBIGER for me. Recently, some colleagues asked me why I love working at HOERBIGER so much. Words like respect, fair treatment, and family atmosphere came to mind. But most importantly, there is the opportunity for personal development and growth. Even after 20 years at HOERBIGER, I never feel boring – there are new challenges every day. I started my career here, and I think I will also end it here.

Vicky Lin



For me, HOERBIGER means an environment that fosters growth and innovation every day. My journey began in 2014 at Deublin Brazil, right after I graduated in Mechanical Engineering, and led me through various roles to become a Key Account Manager for Wind Energy. The Deublin acquisition by HOERBIGER in 2019 came with new opportunities and growth expectations – and that's exactly what I experienced. In 2023, I took the leap and moved to the U.S. for a global role as Global Market Manager for Oil & Gas and Steel. It was a big step leaving my family and friends in Brazil, but the support from all of the team and the warm welcome in Waukegan gave me a lot of confidence. I value the similar cultures of Deublin and HOERBIGER, both of which are very people-oriented. I am especially impressed by the sense of unity within #TeamHoerbigger: working together feels like being with old friends.

Tatiane Rossi Merlo



Before joining HOERBIGER, I was a Sales Manager at a Czech butterfly valve manufacturer, working also on supply chain management topics. Wanting to focus more on this field, I applied for the Senior Buyer position in HOERBIGER's Engine Business Unit. HOERBIGER has an excellent reputation in the industry and offers innovative projects, such as hydrogen-powered engines that not only reduce emissions but also help conserve conventional fuels—a topic of great significance to me. The first thing I noticed when I joined was the strong workplace culture: it is challenging, dynamic, inspiring and at the same time promotes personal growth. As a buyer, I look for the best partners who can help streamline our supply chain and support HOERBIGER's sustainability goals. Our team is quite flexible and can quickly adapt to changes, backed by the well-defined processes of the Group. HOERBIGER's culture shows in its openness to explore new paths and promote innovative ideas—an aspect that inspires me daily. After all, hydrogen technology is a relatively new field, and we are constantly breaking new ground.

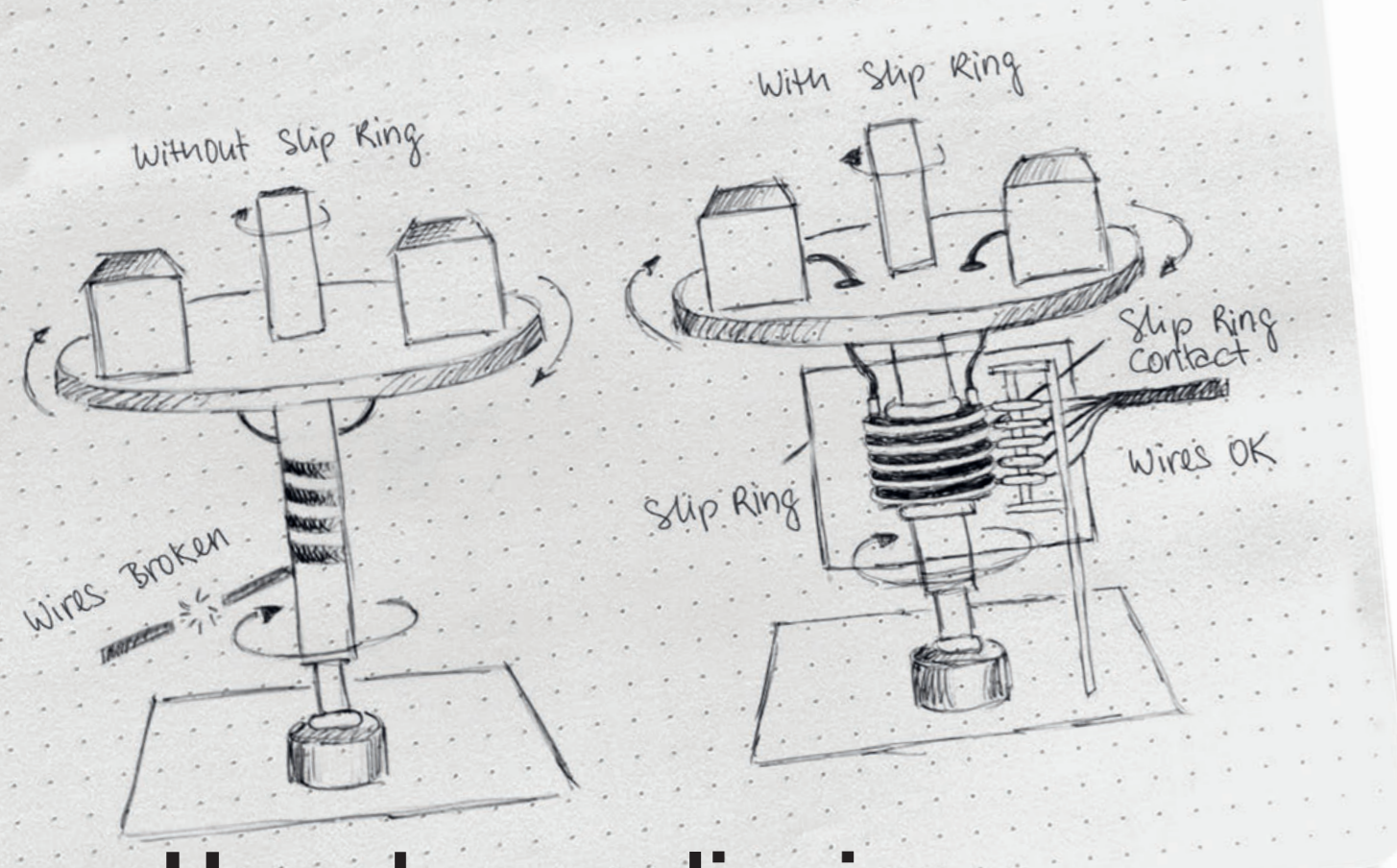
Dickson Kunjaparambil



In 1973, I began my apprenticeship as a tool-maker at HOERBIGER. My training years were especially formative—back then, it was still in a simple workshop with old machines. A special moment was the visit of Martina Hörbiger, who regularly stopped by the plants. I still remember how she stood out as an elegant lady in the workshop and how important direct contact with employees was to her. Over the course of my career, I had the chance to take on many exciting positions, from valve assembly and building the pneumatic business to maintaining hot-pressing tools in the blocker ring production – my last role, which was a dream job for me. Here, I could take on responsibility, make decisions, and manage my work independently. Fifty years at HOERBIGER was an exciting journey that never became boring. The work always brought me joy because it was varied and consistently challenging. Now, I look forward to retirement, spending time with my family, and pursuing my hobby – horseback riding.

Martin Hartmann





How does a slip ring... actually work?

In 2008, Deublin Company, a member of the HOERBIGER Group, launched its own slip ring development, design, and production line. Slip rings are essential components in an increasingly electrified world. They allow electrical energy, analog signals and digital data to be exchanged continuously between a stationary source and a rotating machine. But how does this actually work? Erich Loacker, Director of Slip Rings at Deublin, explains.

Erich, what exactly is a slip ring?

Erich Loacker — Think of the lights inside a hotel's revolving door. As the door spins, the lights need a constant power supply. If you used a regular cable, it would twist and eventually break. Instead, a slip ring is placed at the center of the rotation, allowing the stationary power source to connect to the rotating lights – keeping them on no matter how many times the door turns.

What makes a good slip ring?

EL — A high-quality slip ring features reliable electrical contacts that maintain a strong connection under all conditions. It also protects signals from interference caused by nearby devices. Durability is key, as slip rings are often installed in hard-to-reach places, so replacing them can be costly and time-consuming. A well-engineered slip ring can withstand tens of millions – or even hundreds of millions – of rotations, minimizing downtime and ensuring long-lasting performance.

Where else are slip rings used?

EL — Slip rings are found in a wide range of industries and applications. They can be used in simple systems, like revolving doors, or in complex machinery, such as those used in computer chip manufacturing.

For instance, Deublin slip rings are used on assembly lines for electric delivery vehicles, like those used by Amazon. Wind turbines also rely on slip rings to control the angle of their blades, and even the smartphone in your hand might have been manufactured with the help of a slip ring during its production.

In short, slip rings are crucial for maintaining stable electrical connections in rotating systems, offering both reliability and longevity.

Advances in hydrogen refueling technology

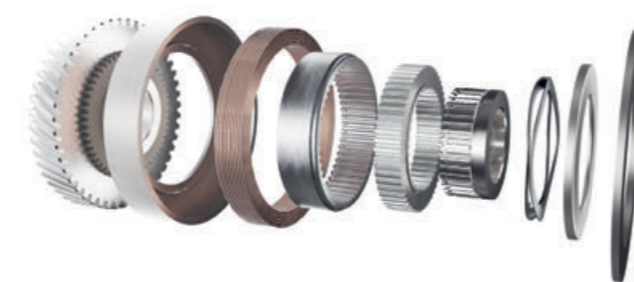
HOERBIGER is driving forward the development of hydrogen refueling technology with its Refueling Data Interface (RDI), which reduces refueling times by up to 90%. Going further, the upcoming Vehicle Station Communication Interface (VSCI) aims to standardize the refueling process for medium and heavy-duty vehicles and contribute to the expansion of hydrogen infrastructure.

Innovations in hydrogen refueling are enhancing both efficiency and safety in the refueling of hydrogen-powered vehicles, whether they use fuel cells or hydrogen combustion engines. A key innovation is the Refueling Data Interface (RDI), which speeds up the refueling process by exchanging critical data wirelessly via safe infrared beams. This system captures parameters such as pressure, temperature and flow rate, ensuring compliance with strict industry standards. The RDI significantly shortens refueling time – by up to 90% – enabling vehicles to be refueled in just three minutes.

In addition, the Vehicle Station Communication Interface (VSCI) is currently in development to support the refueling of medium and heavy-duty vehicles. This system will also perform diagnostics during the refueling process, further enhancing the reliability of hydrogen infrastructure.

These technologies, already adopted by several leading automotive manufacturers, represent significant progress in the field. “They increase the safety and efficiency of hydrogen refueling and support the integration of hydrogen-powered vehicles into the market,” explains Bernhard Zemann, who coordinates HOERBIGER's hydrogen activities.

Check out the product video here →



Smart design and reliable performance

The emDOC system is engineered with an intelligent design for precise and reliable control. It consists of a mechanical clutch system for torque transmission, paired with an electromagnetic actuator and a position sensor.

When voltage is applied to the copper coil, it generates a magnetic field that moves the coupling sleeve to the required position. The absence of permanent magnets prevents iron particle adhesion to components, ensuring interference-free and reliable operation.

With the actuator fully integrated into the clutch system, emDOC delivers fast and efficient shifting. Its contactless actuation prevents wear and ensures precise positioning of the coupling sleeve throughout its lifetime. Shifting operations occur directly on the coupling sleeve, guaranteeing exact positioning from the first to the final shift.



emDOC: Innovative electromagnetic clutch for superior comfort

The emDOC electromagnetic dog clutch by HOERBIGER integrates the benefits of a mechanical clutch with the precision of an advanced electromagnetic actuator, enhanced by a position sensor. This intelligent three-in-one solution delivers wear-free actuation while optimizing space, weight, and cost efficiency.

The HOERBIGER emDOC is a highly efficient “On/Off” clutch engineered for secure torque transfer, making it an ideal solution for hybrid and electric drivetrains. It functions as a connect/disconnect mechanism to decouple inactive drivetrain components, such as a secondary axle. Additional applications include multi-gear transmissions to realize different ratio stages as well as parking locks and differential locks, where the emDOC effectively prevents wheel spin. By eliminating the need for external mechanical components, the system reduces part count, conserving installation space, weight, and cost.

Versatile design and flexible application

The HOERBIGER emDOC excels with its scalability and adaptability. Unlike traditional systems that rely on a shift fork and gear reduction for actuation, the emDOC provides a compact, all-in-one solution with integrated actuation. It can be customized for power supplies ranging from 12 to over 48 volts, to meet specific customer requirements.

HOERBIGER puts the pressure on: First H₂ compressor rolls off the production line

With the Hydrogen Compressor Package 500, HOERBIGER, together with its partners, is setting new standards in the hydrogen economy. This innovative compressor system supports the development of a clean infrastructure and accelerates the shift towards emission-free mobility.

Efficient compression for transport and industry

The HCP 500 is a powerhouse, specifically designed for two key applications: hydrogen refueling stations for heavy-duty vehicles like buses, trucks, and trains, and hydrogen production plants with integrated trailer filling for transport. The gas is compressed to up to 500 bar. The HCP 500 combines high-performance components, including custom sealing systems and the innovative electric flow control system, eHydroCOM. These technologies ensure efficient and precise control of the compression process. Thanks to these features, the HCP 500 offers exceptional reliability, reduces operating costs, and maximizes uptime – critical for refueling stations with high truck traffic.

Strategic partnership with Ariel

In 2021, HOERBIGER began developing components for hydrogen high-pressure compressors and soon cooperated with its longtime partner Ariel, the world's largest manufacturer of reciprocating compressors. Together, they created the KBH compressor (right in the picture), optimized for hydrogen refueling stations and trailer filling systems. “Ariel brings its extensive expertise in design and manufacturing, while HOERBIGER delivers innovative control technology and high-quality components,” explains Jürgen Brenner, Head of Hydrogen Mobility at HOERBIGER. The result? A powerful and compact compressor system solution that sets new benchmarks.

State-of-the-art assembly plant in Slovakia

To meet growing demand, HOERBIGER has built a new assembly facility in Trnava, Slovakia, where the HCP 500 is produced on an efficient assembly line. This facility guarantees flexible, high-quality manufacturing to meet the evolving needs of the hydrogen economy. It represents not only innovation but also a strong commitment to customers seeking partners whose production capabilities can keep pace with the growth of the hydrogen sector.

Real-world test in Vienna: Proving ground for daily use

In partnership with Wiener Netze, Austria's largest network operator, HOERBIGER has installed the HCP 500 in a cutting-edge hydrogen production and refueling station in Vienna. This innovative system supports the city's hydrogen bus fleet and has proven its performance under real-world conditions. The prototype now serves as a pioneering reference for future projects, demonstrating how practical testing can accelerate the advancement of hydrogen technology.

First customer projects in Europe

Even during the development phase, HOERBIGER was able to convince renowned customers of the system's efficiency. In 2025, H2 MOBILITY plans to open Europe's most powerful hydrogen refueling station in Düsseldorf, equipped with the HCP 500, capable of delivering over 5 tons of hydrogen per day. Cavendish Hydrogen is also using the compressor package and plans to equip a new refueling station in Denmark.

“With the HCP 500, HOERBIGER is evolving from a component supplier to a comprehensive provider for hydrogen mobility,” says Brenner. This marks another step toward an emission-free future for transport and industry.



Teamwork: Christoph Claas (Head of Engineering) and Franz Fronzke (COO) of H2 MOBILITY Deutschland in front of the 70,000th Ariel compressor for the first manufactured HCP 500 compressor at the plant in Trnava, Slovakia.

HOERBIGER is a playground for entrepreneurs

You have been working at HOERBIGER for 10 years.

What made you decide to join us back then?

Philipp Baldermann — I can tell you straight away: the people. When I first came to Altenstadt for an interview, I thought: "I'm never going to work here." The place felt a bit old-fashioned and not particularly appealing. But then I met the people, and the working chemistry was instantly right. I realized I can achieve great things with these colleagues.

"Culture plays a key if not decisive role when it comes to the sustainable success of an organization", says Philipp Baldermann, who has been managing the Flow & Motion Control market segment from Altenstadt for five years.

After joining the company, you worked in various positions before taking over as Head of the Flow & Motion Control market segment five years ago.

PB — Yes, I started in Marketing and Product Management, then moved to Global Sales. Those were exciting and formative years. But my goal was always to be more entrepreneurial, something I had experienced in my previous role as a consultant for 13 years. When the opportunity to take over Flow & Motion Control came up, it was the perfect fit for me.

It sounds like you quickly found your footing and were given the freedom to shape your role.

PB — Absolutely. From day one, it felt like I was running my own business. As a former consultant, I had seen many different companies, but I'd never encountered the level of trust that HOERBIGER offers. If you take responsibility and fully commit, they give you the freedom to make things happen. HOERBIGER isn't just a workplace – it's a playground for entrepreneurs.

You have implemented significant changes in how your team works. Why?

PB — I was convinced we needed to do things differently to keep growing. We redesigned our office space, digitized old paper trails, and eliminated some of the bureaucratic red tape. These changes created a fresh wave of energy within the team. We now work in an open, egalitarian environment, with no closed doors or offices. The hierarchies are flat, and we're largely self-organized.

Such changes aren't always easy.

Did you ever have doubts along the way?

PB — Cultural shifts take time – about ten years, I'd say. From the beginning, we knew it would be a gradual process, and we had to be patient. There was resistance, of course. But our goal was clear: we wanted a culture built on openness, appreciation, and trust. Even though not everyone could follow along immediately, those who did saw that this change was long-term. It became a clear signal that something meaningful was happening.

Philipp Baldermann studied Design at the HfG Schwäbisch Gmünd and later founded his own consulting company. He then worked for a mid-sized company in marketing, sales and IT. He joined HOERBIGER in 2015 and has managed the Flow & Motion Control market segment in the Compression Division since 2019. Since 2023 he has been a member of the global management team in the Compression Division.

How much of an impact has company culture had on your success?

PB — HOERBIGER is no land of milk and honey. We are ambitious and have clear goals. To achieve those goals – delivering high-quality products, cutting-edge technology, customer-focused innovation – requires the right people. We need to inspire them, value them, and trust them. When we do that, they feel at home and perform at their best. For me, culture is the key to unlocking people's potential. It's what makes the difference.

Do you see the influence of this culture in attracting new talent?

PB — Absolutely. Our culture plays a central role in attracting new employees. Many of our team members spread the word, and we often get applications through personal recommendations or because people have heard good things about our team. Recently, a colleague from Vienna had offers from our locations in Vienna, Florida, China, and Altenstadt. He chose Altenstadt – in the Bavarian Alpine foothills. Isn't that amazing?

What does it feel like to be part of a company like HOERBIGER?

PB — The stability and financial security HOERBIGER provides are huge advantages. They allow us to invest in innovation and expand internationally with confidence. The support and collaboration within the group are also invaluable. We feel connected, no matter where we are in the world. This global perspective broadens our horizons and offers endless opportunities. Of course, there are group-wide processes that don't directly benefit our daily operations, but we've learned to embrace them as part of the framework. It's something we accept and work with.

Flow & Motion Control has quadrupled its revenue over the past decade. Will this growth continue?

PB — We're definitely on track to contribute to HOERBIGER's profitable growth. But what's even more important to us is staying true to HOERBIGER's commitment to driving change for a better tomorrow. Our vision is simple: to improve people's lives with our products. We call it "we create heartbeat moments". If we continue to focus on that vision, growth will naturally follow. My team and I are fully convinced of this.



The level of trust given to you at HOERBIGER is something I've never experienced before.

With colleagues like these, we can achieve great things.

Our vision is: "We create heartbeat moments."

HOERBIGER *inside*

Dust explosions: An underestimated danger and how we prevent them

In the production, storage, and transport of many everyday products, dust is generated that can mix with air to form explosive mixtures – particularly hazardous are fine particles of substances like flour, sugar, coffee, sawdust, cellulose, and even metals. Just a tiny spark – say, from a faulty plug – can trigger a devastating dust explosion. The consequences are catastrophic and can put lives at risk. The HOERBIGER Safety Business Unit is the global leader in dust explosion protection, offering tailored solutions to minimize risks. Through innovative safety systems, it ensures the highest level of protection and safety in production processes.



PERFORMANCE-DEFINING

HOERBIGER is committed to setting the bar high with its products and services. The fact that this commitment becomes reality time and time again is proven by the use of HOERBIGER components in space.

Wherever HOERBIGER operates, the company is a benchmark for performance. Its employees never settle for mediocrity. On the contrary, their goal is to identify and embrace trends with a pioneering spirit, and then develop products and services that set global standards and are recognized as benchmarks in their respective industries.

The key feature of HOERBIGER components is that they are “performance-defining” – meaning they are crucial to the functionality of a system or technology. HOERBIGER components significantly impact the performance, efficiency, or effectiveness of a system, thanks to their precision, reliability, and longevity.

Our performance-defining components earned their “knighthood” when the European Space Agency’s (ESA) Rosetta spacecraft reached the comet Tschuri, after travelling more than 6 billion kilometers, in August 2014. The arrival of the Philae lander marked the first successful landing on a comet in history.

Philae was equipped with 28 “MegaMic” microvalves, developed by HOERBIGER in collaboration with the Hahn-Schickard Society. “Each valve weighed less than 2 grams and was designed to function in a temperature range from –60 to +220 degrees Celsius,” recalls Dr. Jochen Schaible, the project leader at the time. “Our keys to space were the valves’ extreme durability, their exceptionally low energy consumption, the mechanical properties made possible only through silicon microsystems technology, and the miniaturized design that resulted from it.”

www.hoerbiger.com

HOERBIGER Synchron-technik integrates industrial robot

Since the beginning of the year, the Oberstenfeld plant in Germany has been using an intelligent industrial robot to load parts into a turning machine. With a cycle time of just 17 seconds, the machine produces around 1 million clutch discs annually. This advanced technology not only increases efficiency in the existing workflow but also brings significant cost savings. The project team seized the opportunity to advance their expertise in robotics and worked diligently to implement the solution. The project was completed successfully on schedule after a total of eight months.



Enabling change. For a better tomorrow.

Collaboration with TU Wien on bipolar plate coatings

In July 2024, the Automotive Division began a collaboration with the Thin Film Research Group at the Technical University of Vienna, focusing on its electrolyzer product line. The goal is to develop an ultra-thin, high-tech coating for bipolar plates that enhances conductivity, corrosion resistance and cost optimization in electrolyzers. The project aims to reduce the use of expensive precious metals like platinum without compromising performance, helping customers scale up the market adoption of electrolyzers to produce green hydrogen.

Partial IT system outage: HOERBIGER quickly returns to normal operations

At the end of July, HOERBIGER experienced a partial outage of its global IT systems. The disruption was caused by a third party who unlawfully gained access to the company’s network. Forensic analysis revealed that the intruders were able to encrypt parts of the infrastructure and extract a limited amount of data during their attack. Affected employees, customers, suppliers and the relevant authorities were promptly and transparently informed about the incident. Thanks to the swift restoration of data, HOERBIGER was able to resume normal operations within a very short time. Following the incident, HOERBIGER has further strengthened the protection and monitoring of its network and systems, working with external IT security experts.

HOERBIGER valves for the world’s largest polysilicon compressor

Indian petrochemical giant Reliance Industries is building a photovoltaic gigafactory in Jamnagar, Gujarat, with a total capacity of 20 gigawatts. The massive plant is set to come online by 2026 in four phases, each producing enough solar cells to provide 5 gigawatts of electricity. At the heart of the facility are three polysilicon compressors, each with a power output of 4,000 kilowatts, making them the largest of their kind. Polysilicon is the primary raw material for solar cells. HOERBIGER is supplying over 160 valves from its CS series for this project. With this initiative, India aims to become competitive in the polysilicon market alongside China.

