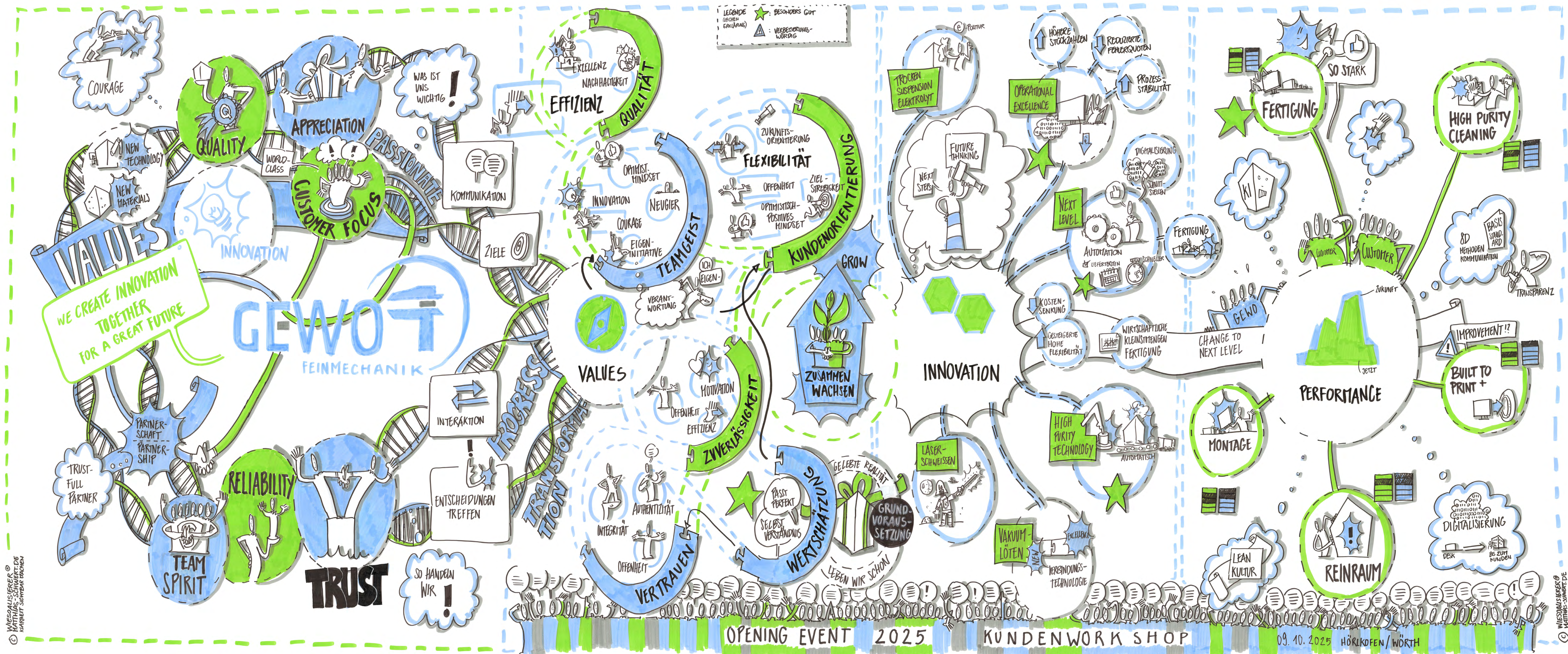


OPENING EVENT 09. OKTOBER 2025



zusammen wachsen
grow together

VISUAL SUMMARY - WORKSHOP



WORKSHOP VALUES

Our values guide us through
calm and challenging times.



WORKSHOP VALUES

Quality

The highest Level of precision and purity.

Reliability

We deliver on time to internal interfaces and external partners and comply with our agreements.

Customer Focus

We place the needs and expectations of our customers at the center of our work.

Trust

Trust in every team member at all levels is the key to our success.

Appreciation

We value the individual, respect different perspectives, listen actively and engage in constructive dialogue.

Team Spirit

Together, we achieve our ambitious goals and celebrate our successes.

WORKSHOP VALUES

Result

Together, we have translated our values into a common understanding. As a result, **appreciation** is already being fully embraced as a stable foundation.

Our core values of **customer focus, quality, and reliability** were reflected upon, further developed, and translated into **concrete principles of action**:

Flexibility, openness and efficiency – as an expression of our attitude and our aspiration to grow together in the future through daily interaction. Our values are the foundation for a trusting and future-oriented collaboration.



WORKSHOP VALUES

Glossary

INTEGRITY	Honesty, transparency and ethical conduct in all business relationships Taking responsibility for decisions, results and one's own actions
RESPECT	Appreciation for customers, employees and partners
INNOVATION	Openness to new ideas, support of creativity and continuous improvement
SUSTAINABILITY	Environmentally conscious and socially responsible behaviour Economic efficiency targeted and resource-saving working to create values: for the company, society and employees
EXCELLENCE	Commitment to quality and outstanding performance
DIVERSITY AND INCLUSION	Encouraging an open, fair and diverse corporate culture
COURAGE	Openness to new approaches and take risks responsibly
OPENNESS	Honest exchange, feedback culture and readiness to engage in dialogue
EMPATHY	Sensitivity in interacting with employees and customers
FLEXIBILITY	Openness to new ideas, the ability to adapt and the courage to go out of the ordinary

AUTHENTICITY	We are real, honest and stand by what we say and do
DISCIPLINE	We work in a structured and reliable way and with a high degree of personal responsibility to achieve our goals
MOTIVATION TO LEARN	Open to new ideas, continuous development, support of active knowledge management
DETERMINATION	We pursue our goals with focus, determination and resilience Actively tackle challenges, set priorities and consistently achieve results
EFFICIENCY	For us, this means creating added value through clear structures, well-thought-out processes and focused action
OPTIMISM/ POSITIVE MINDSET GROWTH MINDSET	the attitude of expecting the best and seeing opportunities the belief that skills can be acquired through learning and hard work
FORWARD THINKING	Looking ahead with confidence in development and change
MOTIVATION	the internal power to achieve goals
GRATITUDE	Appreciation for what is already there
CURIOSITY	Openness to new ideas and desire to learn

WORKSHOP VALUES

we create innovation – together for a great future!



Our values go hand in hand, complement each other and are the guiding principles of our activities and the force behind our culture.

Our innovative power

**„Targeted and controlled change brought about by
the application of new ideas and technologies.“**

WORKSHOP INNOVATION

Innovations inhouse

Laser Welding

OPEX Dry Suspension

High Purity Technology Vacuum Soldering

NEXT LEVEL



WORKSHOP INNOVATION

Result

With the innovations that have already been introduced in the fields of **operational excellence**, **high purity technology** and **next level**, GEWO is already on the right track. The focus in the coming years will continue to be on ongoing development. This will enable **efficient processes** and **quality** to be maintained at a consistent level or further improved.



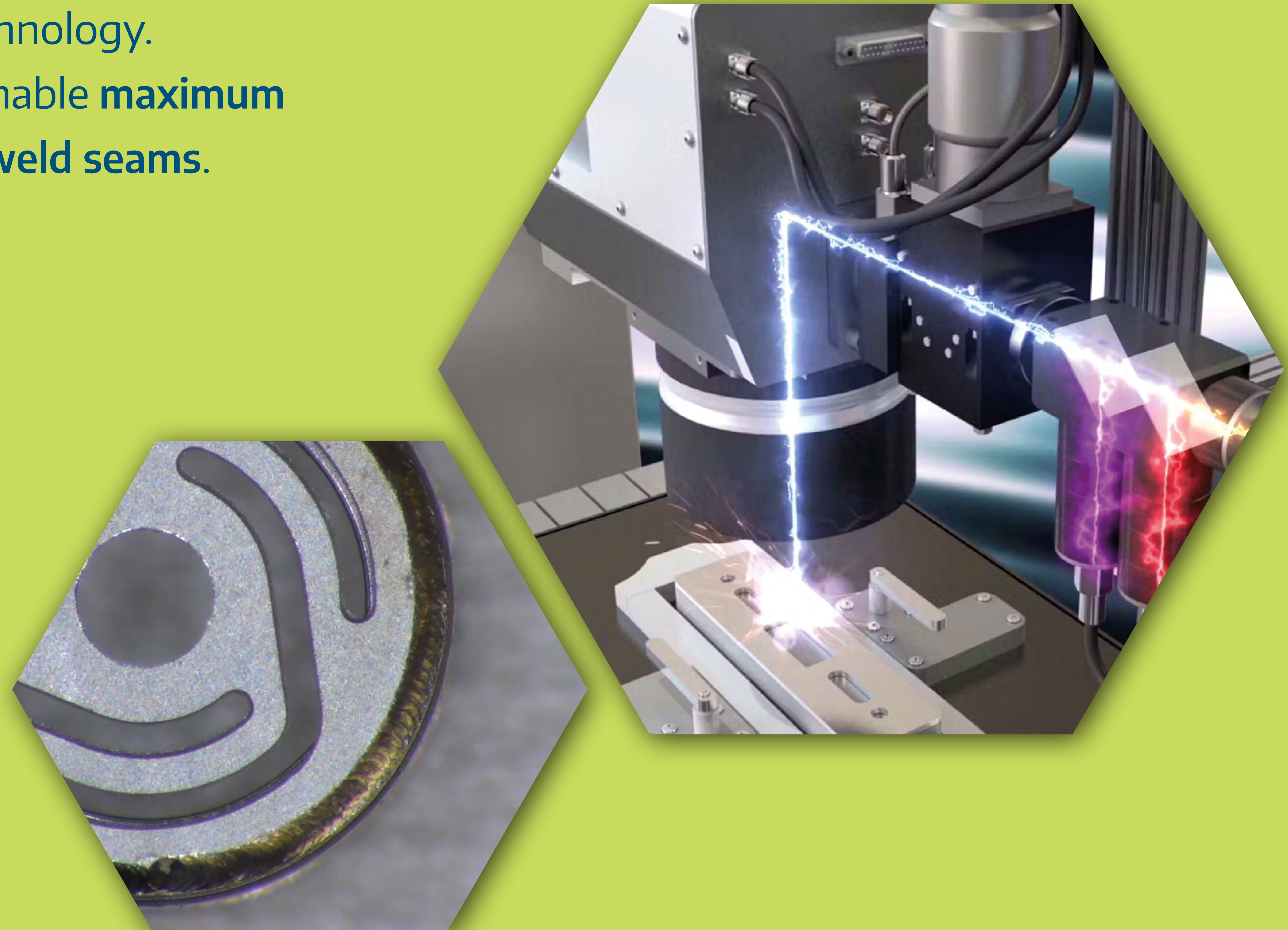
**„Our innovative power stabilises our processes –
we achieve a short value stream and
faster delivery times!“**

LASER WELDING

Laser welding is a **pioneering technology** in joining technology. Compared to conventional welding processes, lasers enable **maximum precision, minimal heat input and extremely resilient weld seams**. This technology is used under clean room conditions.

Effects:

- ✓ low energy input
- ✓ high flexibility in geometry of weld seams
- ✓ particularly slim and deep weld seams
- ✓ better purity results



DRY SUSPENSION ELECTROLYTE

Polishing, deburring and rounding of metals by ion transport with activated free solids. This **revolutionary technology** in the field of dry electropolishing is based on a series of **solid electrolyte particles** that are capable of conducting electricity and removing the oxides produced during electropolishing.

Effects:

- ✓ no polishing residue
- ✓ geometry remains unchanged
- ✓ higher quantities possible
- ✓ low surface removal



HIGH PURITY TECHNOLOGY

With **automated cleaning systems** for large and small components (wet and dry cleaning/RGA), we are setting **new standards in industrial cleanliness**. We use state-of-the-art technologies for high purity measurements such as PMC and CPC to achieve uncompromising purity and the highest quality.

We meet particularly sensitive requirements with **intelligent room concepts**: highly sensitive processes are carried out in separate clean rooms with additional filter systems.

Effects:

- ✓ **better purity results**
- ✓ **large components can be cleaned in-house:**
 - wet cleaning: 1500 x 1100 x 900mm / 600kg
 - dry cleaning: 1400 x 1300 x 900mm
- ✓ **highest cleanliness specifications can be achieved**



OPERATIONAL EXCELLENCE

With the introduction of OPEX and the targeted application of **Six Sigma methodology**, we are creating a new level of process optimisation within the company. Through **data-based analyses** and **structured problem solving**, we are not only increasing efficiency but also competitiveness – sustainably and measurably.

Effects:

- ✓ increased process stability
- ✓ reduction in error rates
- ✓ cost reduction
- ✓ increased customer appreciation



VACUUM SOLDERING

With vacuum soldering, we offer **high-quality joining technology** for demanding components and materials. The controlled atmosphere ensures **pore-free solder seams, maximum purity and reliable results** – ideal for applications with the **highest requirements for tightness and thermal conductivity**.

Advantages of vacuum soldering:

- ✓ hard brazing under vacuum
- ✓ low stresses are generated
- ✓ complex contours possible
- ✓ HIO free (Hydrogen Induced Outgassing)
- ✓ no heat-tempering colours



NEXT LEVEL

Our in-house automation development department creates **intelligent solutions to stabilise processes** in the long term and achieve more efficient results. With **tailor-made automation concepts**, we not only increase productivity but also ensure quality – right **from the heart of our company**.

Planned automation TIG welding:

- ✓ high process stability
- ✓ internal welding in vacuum chambers (from Ø 35mm)
- ✓ weld seams up to 3mm deep



Our performance goal:

„Top quality, at the right time,
at the right price!“

WORKSHOP PERFORMANCE

Turning
Build to Print+ MILLING
Assembly High Purity Cleaning
CLEANROOM

High Performer
2031

Performer
2025

1981



WORKSHOP PERFORMANCE



Result

Our customers continue to request and demand our entire range of services, from **manufacturing to assembly, high purity cleaning and Built to print+**.

All customers see **manufacturing** as a **strong basis** for collaboration and focus on this service provided by GEWO. The range of services in **Built to print+** is to be enhanced further.

WORKSHOP PERFORMANCE

Manufacturing



Build to Print+



Assembly



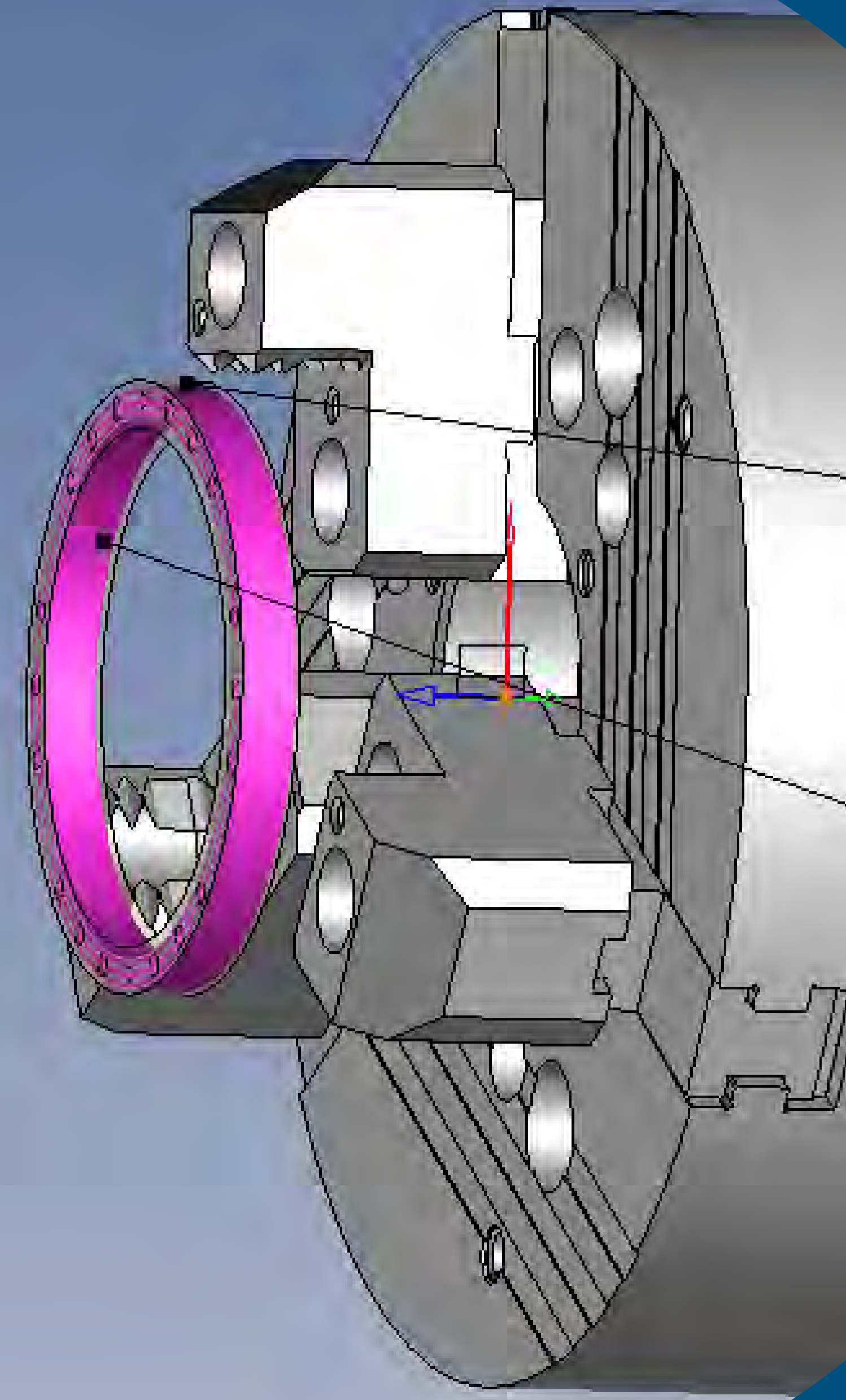
High Purity
Cleaning

Cleanroom

WORKSHOP PERFORMANCE

Build to Print+

- Construction design
- Production scheduling
- Project management
- Design for manufacturability



WORKSHOP PERFORMANCE

Manufacturing

- Milling
- Turning
- HSC machining
- Surface grinding
- Lapping
- Sandblasting
- Polishing
- Dry electropolishing
- Welding
- Wire eroding
- Laser labeling



WORKSHOP PERFORMANCE

Assembly

- assembly of mechatronic assemblies
- Hand soldering, circuit board assembly
- Cable assembly, winding of special coils
- ESD areas available
- Various joining processes, e.g. high-precision bonding
- Leak tests (helium leak test)
- CMM coordinate measuring machine





Cleanroom

- Mechanical assembly, e.g. of optical components
- Hand soldering, circuit board assembly
- ESD assemblies
- various joining processes, e.g. high-precision bonding
- CMM coordinate measuring machine
- Residual gas analysis
- Leak tests like the helium leak test
- Optical inspection using a stereo microscope (Keyence)

WORKSHOP PERFORMANCE

High Purity Cleaning

- Immersion cleaning / ultrasonic cleaning
- Spray cleaning
- curing in a vacuum furnace
- Plasma cleaning
- ISO-Class: 5
- Residual gas analysis
- Particle determination by PMC samples, surface measuring probe or UV light
- Waterbreak test

