

Special edition | en
Edited by the Austrian Federal Economic Chamber
ADVANTAGE AUSTRIA



FRESH VIEW

Special edition:
Austria's Hidden Champions



Contents

02	Introduction
04	A spotlight on sustainable excellence
14	Hidden Champions 3.0 – A selection (2013-4)
188	Hidden Champions Index (2013-4)
200	ADVANTAGE AUSTRIA Offices Worldwide

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FRESH VIEW is the international magazine showcasing the Austrian economy • Publisher, media owner and editorial: Austrian Federal Economic Chamber, ADVANTAGE AUSTRIA, A-1045 Vienna, Wiedner Hauptstraße 63, T +43/590 900-4491, W www.advantageaustria.org • Publisher: Service GmbH of the Austrian Federal Economic Chamber, A-1045 Vienna, Wiedner Hauptstraße 63 • Concept: ADVANTAGE AUSTRIA • Editor in chief: David Bachmann • Text: ADVANTAGE AUSTRIA • Original design: ADVANTAGE AUSTRIA and Inhouse Media/Inhouse GmbH of the Austrian Federal Economic Chamber • Graphics: badinger.cc • Project management: Christian Zauner/assist communications • Cover and stock images: ADVANTAGE AUSTRIA and badinger.cc • Proof-reader: Michael Gray, London • Print: Wograndl Druck GmbH, A-7210 Mattersburg

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Austria's Hidden Champions Can Help Your Business Succeed!

In this special edition of Fresh View you'll find a selection of Austrian companies I am especially proud of. We call them our 'hidden champions' – they are our major league stars, top players at European or global level.

Around the world, Austria's biggest companies are already well known for their innovative products and services. But Austria's prospering small and medium-sized businesses are also key players in their various niches and are "technology wizards". Their exceptional achievements in research, design, engineering, production and services are what lie behind their success. In this edition, we put these abilities under the spotlight. This is the story of 'Austria's Hidden Champions' and their constant drive for excellence.

These and other Austrian companies would be glad to explain how their innovative products and services can help your business succeed.

Christoph Leitl

President

Austrian Federal Economic Chamber



“Surprisingly Ingenious” is our way of expressing how we want people around the world to perceive Austrian business. We know many Austrian companies have an essential “ingenuity”, evident in their creativity, entrepreneurship and passion for what they do. But many could also be considered “hidden champions”. They are often not well known on the world stage, but their products and services are essential to the success of whole sectors from steel and cable to bespoke glazing, car parts and many more.

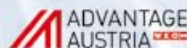
In the past three years, ADVANTAGE AUSTRIA, the official trade promotion organization of the Republic of Austria, has honoured more than 300 Austrian companies for their outstanding contribution to the Austrian export industry. Each one is a “Hidden Champion” in its respective industry. This special edition of Fresh View showcases these companies alongside their products and services.

These great companies are ready to apply their expertise and innovative solutions to your business. Many are also on the look out for additional international distribution partners. With local offices in over 70 countries, ADVANTAGE AUSTRIA is your gateway to Austria’s leading innovators.

Walter Koren

Director General
ADVANTAGE AUSTRIA

SURPRISINGLY INGENIOUS



A spotlight on sustainable excellence

When Herman Simon started his major research on Hidden Champions, he was looking for big, international companies that were not household names. What made them hidden was that the highly technical products they produced were made for other companies, rather than sold directly to the end consumer. Yet despite their low profile, the Hidden Champions included companies that were only slightly smaller than the world's biggest three players in their sector, or themselves market leaders on a certain continent. The particular characteristics of the German, Swiss, and Austrian economies make them especially conducive to Hidden Champions like these.

An Austrian example illustrates the phenomenon: Voralberg-based ALPLA is the world market leader in plastic bottles and capsules, products we all use on a daily basis. Though few of us know the company, we all know the drinks, shower gels, shampoos and other cosmetics that come packaged in its products. ALPLA may be a familiar name to bottling companies, and it is an attractive potential employer, but it is almost invisible to the general public, and hence a Hidden Champion.

Various definitions of Austria's current Hidden Champions have emerged since Herman Simon first started his work on the phenomenon. But what about the future? The aim is to take a slightly different approach, focusing on the prospects for Hidden Champion companies in years to come. How fit are they for the future? How sustainable are their working practices? More importantly, how aware are they of potential challenges ahead, and what are they already doing to tackle them?

Future challenges

The global economy has changed significantly over the last few decades. Globalized markets and global product value chains have led to falling margins for producers of “me-too” products. To compete, cutting-edge technology, world-class organization, motivated employees, five-star management, and a high-quality product targeted at a future-proof niche market are all essential prerequisites, which need to constantly adapt to changing conditions if a company is to keep ahead of the game. As a European country closely linked to the German economy, Austria has prospered over the last 50 years. It has enjoyed economic growth and benefitted from a good education system, leading to low rates of unemployment. Yet its employers will still need to adapt continuously in order to meet the challenges of the future. For while Austria's vocational education is world-class, its general education, its academic institutions, and its economic growth all give grounds for concern. The increasing strength of the BRICS economies, and those of Austria's neighbours, makes this even more important.

Research will develop outside the countries traditionally considered as leaders. If the recent trends continue, in 2025, the United States and Europe will have lost their scientific and technological supremacy for the benefit of Asia even if they will still appear among the principal world powers as regards R&D. However, their relative weight in terms of R&D investments could strongly fall to the profit, in particular, of emerging Asia. India and China could thus account for approximately 20% of the world's R&D, i.e. more than the double of their current share.

(Rossetti di Valdalbero 2009, 10)

So Austria needs companies that invest in R&D in clearly defined niches in which they have already secured a major share of the market. In their recent book *Zero to One*, Peter Thiel and co-author Blake Masters describe the factors that determine a company's success, from start-up to market leader.

First is the need to accept that you don't have to be the best at everything, but rather the leader in your particular sector. Start by defining your market as narrowly and specifically as possible – this, Thiel argues, makes it easier to be the strongest player on the field.

This is no mean feat, and one that our Hidden Champions have already achieved in their various niches. But looking at the potential economic and business scenarios ahead, I wanted to identify what else the Hidden Champions will need to do to secure their success in the long-term.

Economy 3.0

During the research we met author Oliver Fiechter, whose book *Die Wirtschaft sind wir!* ("The Economy Is Us!") explores the technological changes, economic interests, social trends and transformative processes that are shaping the emerging Economy 3.0. Fiechter focuses on the increasing importance of the networked individual, whose interactions with others leads to the expression of group needs in ground-swellings of opinion that are changing the political and economic landscape. At first glance, the significance of these changes may seem largely limited to producers of FMCGs. In truth, the increasing value of intellectual capital, the march of digitalization, and growing systemic pressures on the availability of public goods will have a significant effect on all businesses.

Fiechter names three factors needed for companies to succeed in Economy 3.0: creativity, digitalization, and operation. Information flows differently to the way it did 20 years ago. How will it flow another 20 years from now?

Technological advancements and ever increasing bandwidths will allow complex, high-volume data to be sent around the world in the blink of an eyelid. Everything will be networked, and global supply-chains will be fully integrated.

This integration will narrow the gap between customer and producer. One of the consequences is that the customer will increasingly become a kind of investor. The customer investor will demand both that the producer be economically sustainable and that it interact closely with its clients. Furthermore, the customer will act as a co-producer – putting himself in the producer's shoes, being part of the production process, and, perhaps, enhancing the capacity to innovate. For this co-operation to be a success, the ability to interact will be key.

How should we best respond to this new relationship with clients? Technology has allowed the customer-producer relationship to develop in ways that have never been possible before, e-commerce and the revival of bartering being just two examples. The main drivers of these changes are the ability to interact and the strong demand for ecological sustainability.

One response to this new customer-producer relationship and the easier access to customers that goes with it is multi-channelling, using multiple paths to reach the customer. It is an approach that will also change the concept of employment. The employee will become a fellow entrepreneur, and the employee's place in the workflow will change, with innovation becoming a central concern for all employees.

Service industries are also important, and will continue to expand, becoming even more segmented than they are already.

Fiechter sees Economy 3.0 as an innovative process, which might lead on to what he calls Synchronomy. The evolutionary path of the first three stages is shown in the following table:

	Economy 1.0	Economy 2.0	Economy 3.0
Nature of need	Physical survival	Human prosperity	Immaterial wealth
Driving force	Development	Actualization	Recognition
Nature of work	Manual labour	Repetitive labour	Intellectual or creative activity
Dominant sector	Agriculture	Industry	Service industry
Most important form of capital	Land and natural capital	Machines and material capital	People and intellectual capital
Stage of knowledge society	Oral society	Literate society	Digital society
Geographical focus	Local	National	Global
Key concept to satisfaction of need	Production	Consumption	Barter
Purpose of the system	Production	Distribution	Interaction
Market as...	Food in return for work, identifying markets	Goods in return for money, setting prices	Identities for/versus identities, identifying communities
Inherent values	Hard work, obedience	Rationality	Identity
Employer-employee relationship	Independent, but possibly subject to feudal rule	Employees and employers	Fellow entrepreneur
Customer as...	Mass phenomena	Recipient	Co-producer
Property, definition and use of profit	Entrepreneur	Entrepreneurs and shareholders	Customers, investors, employees, the public
Dominant political imperative	Democratization	Liberalization	Intellectualization

Table 1: translated from the German version available at http://de.wikipedia.org/wiki/Ökonomie_3.0

Future excellence

What competencies will companies need in the future? What will the world of business look like, and how will technology change it? Together with Oliver Fiechter we defined a set of criteria based on the skills, knowledge, and approaches that will be needed in the future compared to the skills needed today.

This exercise led us to identify five areas companies need to look at in order to be ready for the future. As the Hidden Champions presented here cannot be compared directly – they are companies of various different sizes, operating in a variety of different sectors – we sought instead to identify generic factors that might be of different importance to different champions. Hence the values that resulted from the companies' self-assessment should be regarded as an ipsative measure rather than normative and comparable data.

The five areas can be divided into two groups, which we call sustainability factors and change capacity factors. In the former, we distinguish between economic, social, and ecological factors with a view to highlighting conservative drivers. In the later, we aim to highlight dynamic drivers by looking at the companies' perceived capacity to innovate and interact with stakeholders and the public.

Economic sustainability

In Economy 3.0, as always, a sound equity ratio, reasonable profitability, and strong export sales are key to a company's success. Following the changes to the banking sector brought about by the Basel III standard, they are also crucial in the context of securing investment loans from banks.

Social sustainability

The changing nature of work relationships and the ease of transferring knowledge and data digitally have made relations between companies and their employees and contractors and their sub-contractors along global value chains increasingly important. Personal and professional digital networks have boosted the status of the individual, with important consequences for the image, recognition, and public perception of companies in the global value chain. Hence it is vital that a company keeps its workforce motivated by developing a culture that encourages self- and professional development, having a shared vision and clear common objectives, and making sure employees' workload is manageable and their working environment safe. Furthermore, employees should be invited to identify with and participate in the financial success of the company.

Ecological sustainability

Scarce resources and the systemic shortages that are predicted to result from the effects of climate change and the diminution of land and biodiversity will create severe challenges for both the economy and society in general. Clearly, industry will have to absorb the costs associated with these changes. Companies which optimize their consumption of natural resources and plan their response to future environment hazards in advance will be the winners of Economy 3.0 – not simply in terms of their environmental-friendliness, but also in terms of their entrepreneurial foresight. It was interesting to note that family-owned

businesses did especially well in our selection of Austrian champions. Free from the need to meet the short-term expectations of shareholders, they tended to take the long view towards careful use of their resources.

Innovation capacity

We are living in age in which rapid-prototyping and new production methods like 3D printing have opened up a world of new possibilities – technologies already being exploited by companies like 1zu1 Prototypen (page 14) and Lithoz (page 106). In this environment, the creative potential of employees, customers (or rather producer customers), and partner companies and institutions needs to be given free reign. In Economy 3.0, cooperative and even “co-opetitive” innovation is due to get stronger and stronger as time-to-market becomes more important than having a good idea without a sufficient R&D budget to realize it. That said, significant investment in R&D is imperative in a globalized economy.

Interaction ability

Companies that want to improve their innovation capacity can only do so by understanding and responding to the new interconnectedness that is a key feature of Economy 3.0. Social networks – formal, informal, and, since the advent of LinkedIn, Xing, Facebook, and Twitter, now digital – the flow of information is not contained within companies. On the Austrian political scene, for example, young digital-adept Austrians are communicating across party boundaries to the extent that they often know more about contacts in other parties than they do about those in their own. Things are not quite so open in the business world, but actively managing relationships and ways of interacting will still be crucial. Clicking the “Like” button, rating products on e-commerce websites, and reviewing employers on sites such as kununu.com, as well as using less structured forms of feedback such as Twitter, blogs, and forums (and analysing this big data) has already become second nature. As a business establishes itself in Economy 3.0, understanding the interwoven nature of these new ways of communicating and interacting and committing to actively manage the company’s presence on the platforms most relevant to it are typical challenges. In facing them, the company capitalizes on frequent feedback from customers, employees, and the general public – all of which helps it become an ever better business.

Criteria for Hidden Champion status

The basic criterion used in the first round of identifying a Hidden Champion was that it must be an Austrian-owned company. There was, however, some flexibility, and if a foreign-owned company has its headquarters in Austria so that decision

making or at least product development and R&D takes place there, it too would be eligible. Local subsidiaries of multinational companies were ineligible.

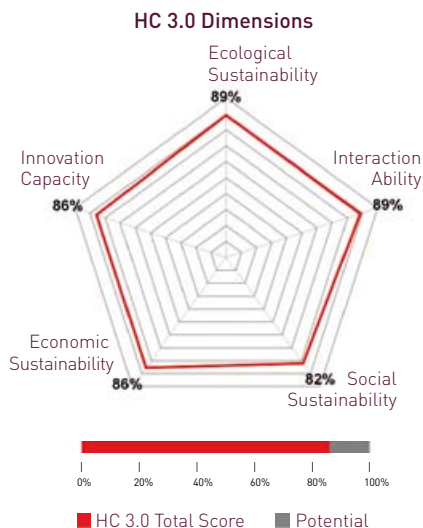
An eligible company would generally need to have a turnover of at least EUR 15m, but I allowed a lower amount for certain firms who were on the way to becoming a Hidden Champion. One such example was Beerenfrost. Its global turnover looks smaller than our criteria specify, but it is nonetheless the world's market-leading producer of black colorant for particular food products. (The colorant, by the way, is made from elderberries).

The companies included considered themselves market leaders if they were ranked within the top three in their niche in Europe or the top five in the world. Because it is based on the company's own estimation, this is quite a soft criteria. Nevertheless, I am satisfied that it was met in most cases.

The criteria allowed a good snapshot of the companies' current situation, but we wanted to know how well they were prepared for future challenges.

Future readiness – aka Hidden Champion 3.0

To investigate our Hidden Champions' "future readiness", we asked all the companies selected in 2013 and 2014 to fill out a survey. Oliver Fiechter devised a set of claims, and the companies were asked to rank the extent to which they felt they met those claims on a scale of 1 to 7, where 1 meant "insufficient" and 7 was "outstanding". This self-assessment was used to calculate scores in the five categories described above, and so create a radar chart like the one below.



The survey looked like this:

**Please rate how well your business meets the following criteria.
7 stars means “outstanding” and one star means “insufficient”**

- The company is present on one of the major social media platforms and uses social media intensively to communicate with customers and the wider public
- The company promotes critical dialogue with the public
- Customer feedback is systematically collected and analysed
- Company and product brands are managed and developed professionally
- The company takes care to use natural resources in a sustainable way
- Production is geared to ecological criteria
- The share of renewable energy in total energy consumption is high
- The company defines high environmental standards in its dealings with suppliers, and monitors their attainment
- Working conditions in supplier companies are clearly defined and monitored
- The company invests in employee training and offers its employees a clear development path
- Employee feedback is systematically collected and analysed
- Employees participate in the company's success
- Staff are supported and encouraged to contribute and implement their own ideas
- There are comprehensive measures in place to protect and promote employees' health
- The company's balance sheet shows a high equity ratio
- The company has a high export share of value added
- The company's profitability is sustainably high
- The company invests heavily in research and development
- How do you rate the management of the company in respect of overall sustainability?
- How do you rate the overall social responsibility of the company?
- How do you rate the overall ecological sustainability of the company?

The survey was available online and in the form of an Excel spreadsheet. Though some companies were sceptical at first, a total of 174 of the 300 selected chose to complete the self-assessment – a very high rate of return. Again, it is important to remember that the self-assessment nature of



the survey means the results for individual companies are not comparable. For example, some companies had done a lot of work with social media and knew both its potential and its limitations, but, feeling they still had a long way to go, only gave themselves a mediocre ranking on this topic. At the same time, a company that had just started to use social media might have seen these first steps as a great achievement and so awarded themselves a higher score.

The real value of the survey lies in the self-assessment itself, since it serves as a useful indicator of room for improvement without forcing any specific action. The companies included here all chose between having a full page feature based on the completion of the self-assessment or just being a name on the list in the Austrian Hidden Champions Index you will find at the back of this publication. Readers will draw their own conclusions, and this is not intended to be a complete overview of all successful Austrian companies nor even a comprehensive list of all our Hidden Champions. Rather, it is a selection and a starting point for discussion about the future and the challenges it holds – challenges that will have to be faced by all economic players. The companies shown here are all capable of defining and managing their brand. Many of them chose to assess themselves publicly in recognition of the fact that transparency and selective openness are key tools of interacting within Economy 3.0. As the companies map their future potential, we hope that customers, suppliers, employees, institutions, and even competitors will all join a dialogue that leads to new ideas, innovation, investment, or cooperation.

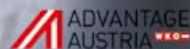
A dialogue initiated

The aim was not to collect hard facts about Austrian companies, but rather to start a discussion, create awareness, and hopefully initiate contact between you, the reader, and the companies featured in this special edition of Fresh View. While some of our Austrian champions may be behind their peers in some areas, what is important is that they are aware of this and in a position to address it.

It is this ability that makes them a sustainable business partner for you – now and in the decades ahead.

Christian Gessl, ADVANTAGE AUSTRIA

WORLD CLASS PARTNERS



Hidden Champions 3.0 – a selection

On the following pages you will find a selection of Austria's Hidden Champions. It is just a selection – it would take a lot more space than we have to show them all, and we wanted to keep this handy. If you are looking for a specific company, head for the Hidden Champion Index on page 188 – it will give you a page number and website address for all the companies included, so you can start discovering what makes Austria so “surprisingly ingenious” straight away.

The 174 pages after this one allow each of the selected companies to present themselves with a short overview of their products and services. They also highlight their Hidden Champions 3.0 Success Factors, the things that set our champions apart and that should give you a first idea of the qualities you can expect to encounter when you do business with them.

If you are wondering what the 3.0 is all about, then you have probably skipped Christian Gessl's introductory article. Jump back to page 4 now for a full overview of exactly what it means to be a Hidden Champion 3.0.

For more information, you can contact the companies directly or contact your local ADVANTAGE AUSTRIA office, whose details you'll find at the back. The ADVANTAGE AUSTRIA team will be happy to help you identify the Austrian business partners that match your specific requirements.

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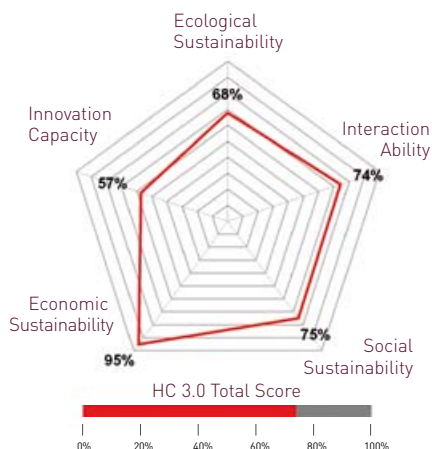
1zu1 am Original

The pioneers of prototyping in Vorarlberg, the company's growing workforce comprises over 110 experts and 29 apprentices. The firm, founded in 1996 by Wolfgang Humml and Hannes Hämmerle in Dornbirn, ranks among the leading model builders and producers of prototypes in Europe. The focus is on 3D printing, additive manufacturing, RP plastics, RP metal, rapid tooling, casting, mechanical fabrication and engineering, rapid manufacturing, jig manufacturing, and 3D measuring techniques. 1zu1 Prototypen's unique market position is based on know-how, precision, leadership in technology, and international co-operations. An example is its co-operation with the Artificial Intelligence Laboratory in Zurich in constructing Roboy, the humanoid robot.

HC 3.0 Success Factors:

- Experimentation is a key value of our high tech lab
- The highest level of precision and perfection are central elements in our workplace environment
- We are dedicated to ongoing support pro-active communication with our customers

HC 3.0 Dimensions



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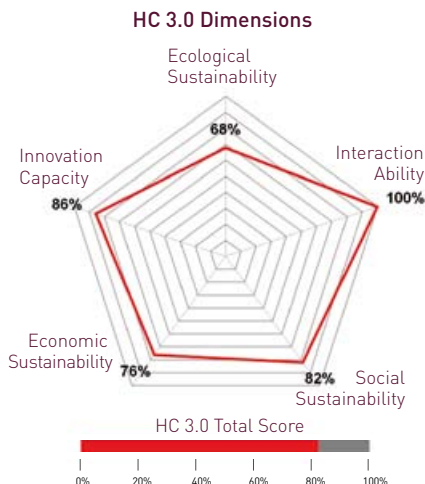
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With a global network and international know-how, addIT provides innovative IT business technology that powers progress for clients worldwide. Based on its broad experience in consulting and technology services, systems integration and managed services, addIT helps its customers mobilize their business processes. addIT employees work with great personal commitment. Everything they do is based on the company values: reliability, commitment, and sustainability. addIT delivers its promises to the highest standards and in a socially responsible way. It is this client-focus and regard for the environment that makes addIT a key player in the IT sector.

HC 3.0 Success Factors:

- addIT is a top Austrian company and provides IT solutions and services worldwide
- addIT champions new ideas and creative solutions, helping clients to create a business fit for the future
- addITs highly specialized business technologists are proud to be part of an official award-winning "Great Place to Work®"



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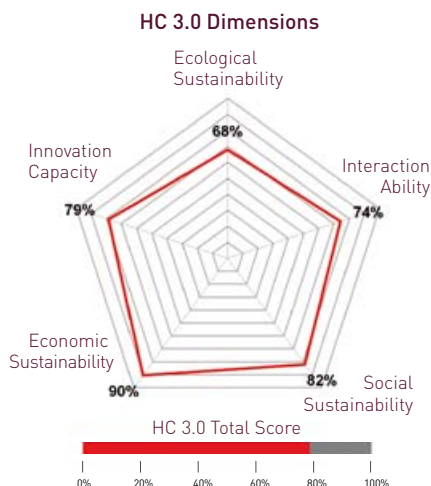
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Alge Elastic combines flexible product solutions with precision in quality and design. In our continuously improving production process, full use is made of the know-how we have accumulated in all areas of application. Our elastic and non-elastic bands have proved successful in many areas. At present our customers are manufacturers of medical technical products, as well as companies from the underwear, skiing, car and aviation industries. With highly committed employees collaborating across different departments, Alge Elastic's goal is to satisfy our valued customers. Products are manufactured at the in-house weaving and crochet knitting mill before being passed onto the textile finishing and quality assurance departments to guarantee the best outcome.

HC 3.0 Success Factors:

- Combining tradition and functionality with creativity and new technologies
- Manufacturing economically and environmentally sustainable products
- Knowing what our customers want before they know it themselves



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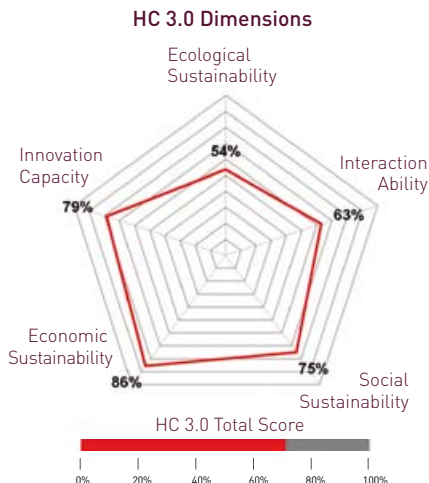
ALGE-TIMING has been internationally renowned for electronic sports timing for many years. This is a big achievement for a small, specialized electronics company. It is located in the west of Austria, on the border with Switzerland and only a few miles from Germany.

The company's main products are sports timing systems such as timing devices, photofinish systems, photocells, and display boards. ALGE-TIMING systems are used for everything from small local events right up to top-level competitions, like World Championships.

With a staff of 23 people, ALGE is continuously developing and producing new products. They are sold through a network of independent representatives on five continents and in more than 40 countries.

HC 3.0 Success Factors:

- Timing systems are used worldwide for sports events small and large
- The best service for our customers through a dealer network in more than 40 countries worldwide
- The devices are rugged, reliable, and work in all weathers. They are built for use in both winter and/or summer sports (cold and warm weather conditions)



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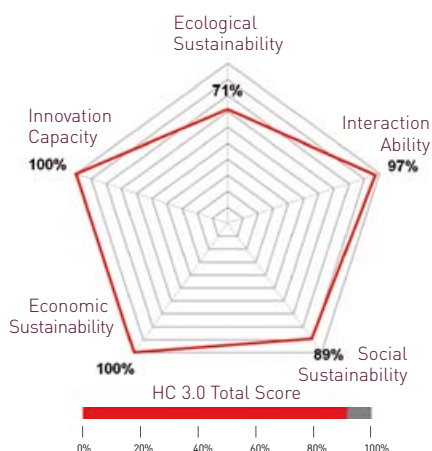
aliconas

We are a global supplier of optical 3D surface measurement solutions for quality assurance in the lab and in production. Our core competence is the measurement of form and roughness of complex, miniaturized geometries. With Focus-Variation, our key technology, we offer a technique that combines the functionalities of a micro coordinate measurement machine (CMM) with those of a surface measurement system. For the user, this makes it possible to measure both form and roughness of components with only one system. The Alicona headquarters is situated in Austria. Additional subsidiaries are located in Germany, France, the UK, USA and South Korea, with further expansion planned.

HC 3.0 Success Factors:

- With Focus-Variation we combine surface roughness measurement systems and micro coordinate measurement devices. Roughness and form are measured in one system
- With our Focus-Variation based instruments, optical metrology becomes inline capable
- We drive forward self optimizing production (smart manufacturing)

HC 3.0 Dimensions



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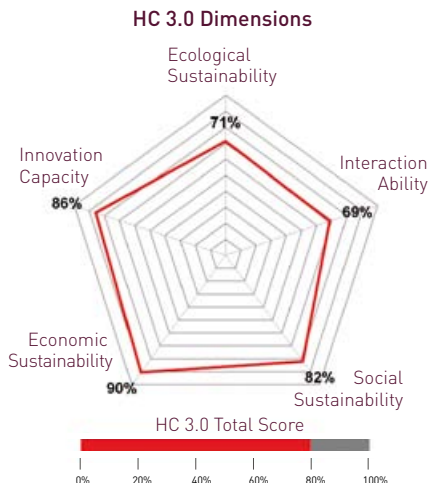
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Almi

Almi GesmbH is a leading international company in the spices industry. It is an expert in quality spice mixtures and additive compounds, as well as customized spices and dried herbs for sausage, meat, ham, and fish products. Besides innovative leadership, Almi stands for high quality, which is reflected in various certificates, including ISO 9001:2008, ISO 22000:2005, IFS (International Food Standard), as well as organic, halal, and kashrut certification. The traditional family firm focuses on customized solutions and the best possible professional customer service through seminars and consultations. Only the best regional products reach our customers around the world.

HC 3.0 Success Factors:

- Customized solutions, from product to packaging and legal documentation
- Consistently high quality
- Unrestricted worldwide availability of our products



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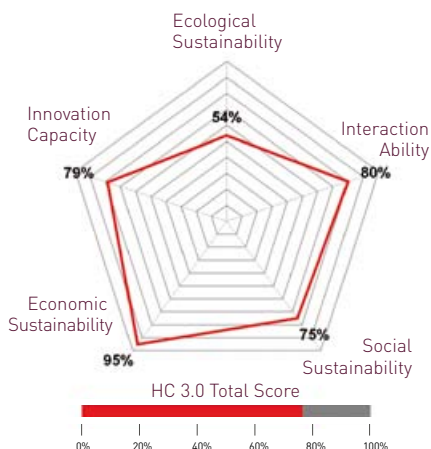
Alpine Metal Tech is a world leader, serving the steel and aluminium wheel industry. It provides coking plants, comprehensive solutions for long rolling, product identification, product inspection, and continuous casting machines as well as special applications for aluminium wheels. Alpine Metal Tech operates globally under the leading brands Numtec, Gega, Magnemag, Koch H&K, Knorr, and Makra.

R&D activities and high quality engineering and manufacturing centres are concentrated in Europe. Supported by a global sourcing strategy, consolidated expertise ensures the development of innovative, competitively priced products and solutions. The product portfolio is distributed and serviced through local subsidiaries and representative offices all over the world.

HC 3.0 Success Factors:

- AMT is a premium one-source supplier that continually updates and expands its product portfolio with customized one-stop solutions
- Continuous R&D activities focus on customer needs to achieve efficient and reliable production
- AMT has a worldwide sales and service network in more than 40 countries

HC 3.0 Dimensions



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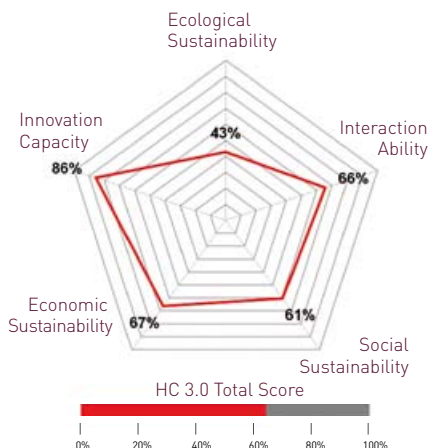
AMS stands for "Automatisierter Maschinenbau mit System" (automated mechanical engineering) and was founded in 1994. In 1995, a patent application was filed for a swing-stopper sealing machine, which has a unique design not found in any other equipment worldwide and an outstandingly simple, compact construction. Our product portfolio includes the following machines:

- Sealing machines for swing-top bottles
- Swing-stopper bottle openers
- Separation of the metal bracket and mounting on the bottle
- Linear fillers

Our machines, produced in-house using high-tech methods, and our extensive international expertise mean we are market leaders in the construction of special machinery for swing-stopper bottles and wired bottles.

HC 3.0 Success Factors:

- Flexibility: With state of the art 3D-CAD drawing technology, we develop solutions for your specific needs.
- Reliability: Our machines have a proven track record. We guarantee the availability of spare parts years after commissioning.
- Competence: We have many years of knowledge in both the bottling industry and swing-top technology.



AMSC Austria GmbH

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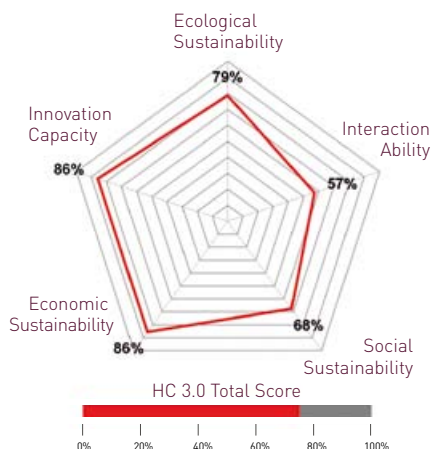
AMSC Austria (Windtec) offers tested technologies for the production of wind turbine generators. Globally, more than 14,000 MW worth of wind turbines have been installed with AMSC technology. AMSC Austria provides complex wind turbine designs with capacities ranging from 1.65 to 10 MW. All designs are tested and certified according to international standards. A training and support program enables the commissioning of the first wind turbine generator within less than 12 months.

More than 80 % of the wind turbine's components can be manufactured quickly and locally, so the added value stays in the country and enables the development of a wind energy cluster that creates a large number of qualified, sustainable jobs in the high technology sector.

HC 3.0 Success Factors:

- Conceptual and detailed wind turbine designs (mechanical, electrical and software) and a full scope of services, including local supply chain development
- Local job creation by technology transfer of wind turbine designs to local partners
- Supply of electrical control systems (ECS) and operating software for wind turbines

HC 3.0 Dimensions



AMST-Systemtechnik GmbH

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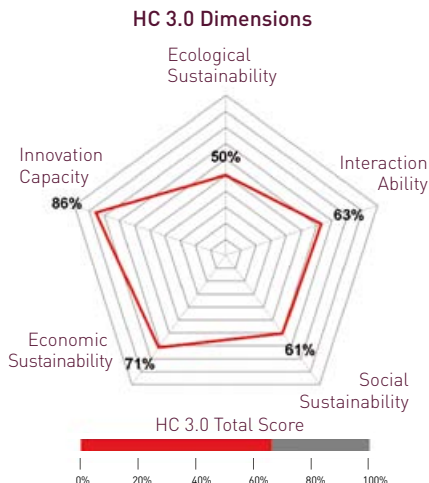
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AMST has a growing global customer base with many repeat customers and an extensive product and service portfolio. The Austria-based company is the world market leader in the highly specialized areas of aviation and space medicine, aircrew training technology, and hypoxia sports training systems. Being a high-tech enterprise, we see ourselves as a centre of excellence dedicated to research, design, and innovation of our product solutions. We respond to the specific needs of our partners (customers) and to constantly changing technology. In the modern world, production of any item is to some extent the easier part. The real challenge is in innovation, modern design, superior quality, and achieving the highest levels of safety and performance.

HC 3.0 Success Factors:

- A highly skilled and dedicated team is the backbone of the company
- We do not compromise in the design of our devices and systems. Well-designed, safe devices are our trademark
- Customer care is a key reason for our success



Anita Dr. Helbig GmbH

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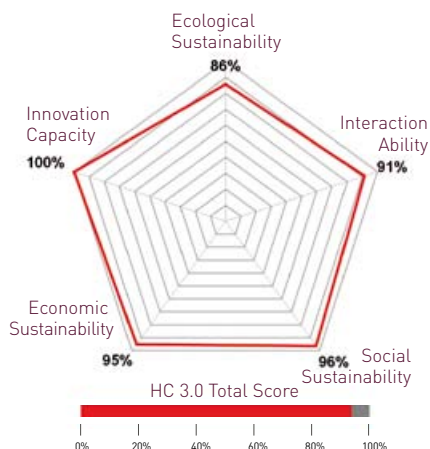


Anita Dr. Helbig GmbH is a leading international producer of women's underwear, located in Kufstein, Austria. Anita focuses on special market niches, with an extensive assortment of lingerie, sports and nursing bras, as well as special bras for post mastectomy and breast forms. The Anita Group has more than 1,500 employees located in 19 subsidiary companies worldwide. All of our own production facilities worldwide work to European quality standards. The company's two brands ANITA since 1886, and ROSA FAIA both stand for high levels of comfort and quality, as well as a perfect fit up to large sizes and cups. Thanks to over 125 years of know-how, Anita enjoys an excellent reputation and is one of the most successful and entrepreneurial manufacturers in the textile industry.

HC 3.0 Success Factors:

- It is our passion to create unique bodywear with the highest levels of fit, comfort, and design. We focus on customer satisfaction
- We are committed to social responsibility in our interactions with our staff, suppliers, business partners, and customers
- Quality is our utmost concern, both in respect of our products and our working processes

HC 3.0 Dimensions



ASTA ELEKTRODRAHT GmbH

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2755 Oed
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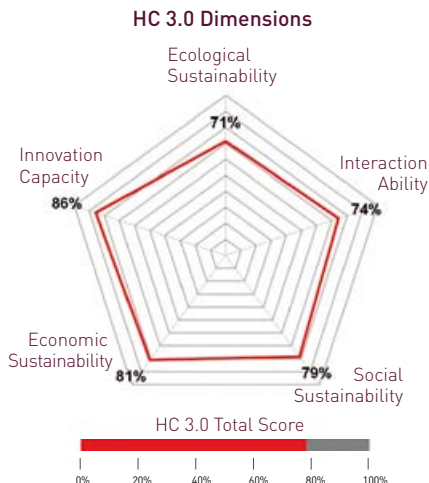
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ASTA
ENERGY TRANSMISSION
COMPONENTS

The ASTA group manufactures high-quality insulated winding material made of copper for use in electrical machinery in the high-energy sector – so-called conductors (CTC) for transformers, and Roebel bars for generators. ASTA is a world leader in these areas. Around 500 employees worldwide produce ASTA components to customer specifications at three locations in Austria, India and China. The company focuses on quality – not on volume. In this way, ASTA is able to fulfill individual customer requests promptly and offer customized solutions. Since 2012, ASTA has belonged to the Montana Tech Components AG industrial group as part of the Industrial Components division.

HC 3.0 Success Factors:

- We are globally active and market leader in the niche product of copper conductors for the energy market
- We are considered number one with regard to quality and innovation
- With additional plants in China and India, plus further expansion plans, we are close to our markets and long-term customers



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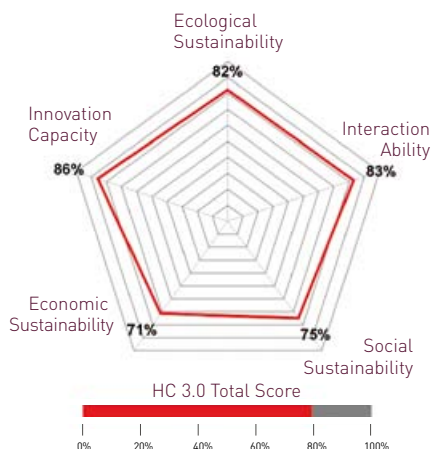
ATB Spielberg GmbH, based in Spielberg, Austria, is one of the leading European manufacturers of electric motors and electric drive technology in the area of industrial motors. As partners to major producers, we help innovative products to be built worldwide.

Our comprehensive range includes standardized industrial motors, special, tailor-made motors, and products for the home and garden that meet even our most demanding customers' expectations. It is providing these tailored solutions and conscientiously responding to our clients' needs that have made us acclaimed specialists in the electric motor industry.

HC 3.0 Success Factors:

- Bespoke, tailor-made solutions through very high product flexibility and a broad product portfolio
- High innovation capability focusing on world-class efficiency solutions
- Outstanding customer recognition through excellent quality, delivery performance, and customer service

HC 3.0 Dimensions



ATP architects engineers

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6010 Innsbruck
Austria

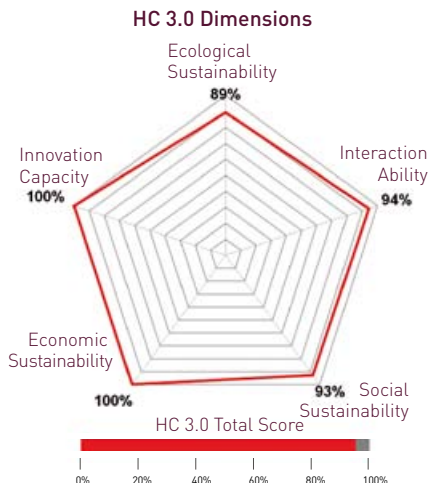
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ATP architects engineers is one of Europe's leading integrated design offices. The ATPgroup employs 520 staff at eight European locations: Innsbruck (headquarters), Vienna, Munich, Frankfurt, Budapest, Zagreb, Zurich, and Moscow. Its specialty is the design and engineering of complex, lifecycle-optimized new and refurbished buildings with a focus on the planning branches of production, retail and entertainment, logistics, offices, residential, health and care, education, research, and hotels and resorts. ATP is the world's first company to offer certified (ISO 9001, ISO 14001) one-stop, full-service integrated design of architecture and engineering, including building information modeling.

HC 3.0 Success Factors:

- The simultaneous integrated design and engineering of sustainable buildings from conception to supervision of completion
- Loyalty of successful clients due to ATP's profound understanding of their core processes
- Employees sharing the common vision to change our world for the better through excellent buildings



© ATP architects engineers | Thomas Jantscher



AUSTROTHERM GMBH

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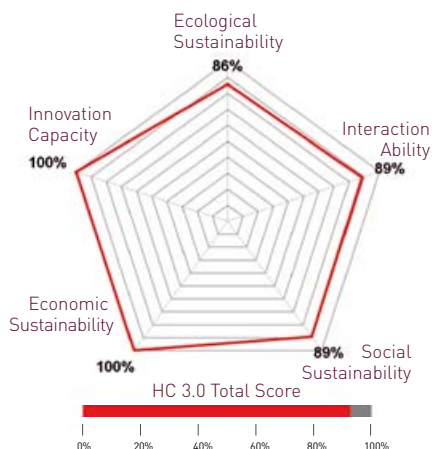
Austrotherm is the specialist for premium quality, future-oriented thermal and noise-insulating products in Central and Eastern Europe. As a designated producer of EPS- and XPS-insulating materials, Resol hard foam, façade elements, and interior-sanitary-construction products (panels), it is Austria's insulation trailblazer.

Austrotherm was founded in 1953 by Oswald Nowotny, who was the first person to produce thermal insulation in Austria. Continuous attention to quality and innovation led to the Austrotherm group of companies, operating in 11 countries with 19 production sites. Austrotherm, along with Baumit (specialists in facades, plasters, screeds) and Murexin (construction chemistry), belongs to Schmid-Industrie-Holding.

HC 3.0 Success Factors:

- The quality of our products and services thanks to our professional employees
- Short return on investment cycles for our customers due to energy cost savings based on our innovative insulation solutions
- Continuous quality, product, and process improvements are the basis of our high customer satisfaction

HC 3.0 Dimensions



Bachmann electronic GmbH

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6800 Feldkirch
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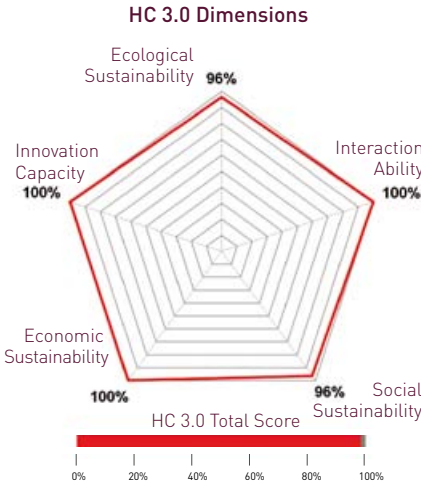
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bachmann.

Bachmann electronic GmbH develops, produces, and distributes complete system solutions for challenging automation requirements. Bachmann's innovative M1 control system and its visualization solutions are used in a wide variety of applications worldwide. With more than 70,000 installed systems and a market share of over 50 %, Bachmann is the number one supplier in the automation of wind power plants. In addition, in the areas of renewable energies and in the machine tool and marine business sectors, well-known customers rely on the experience, detailed know-how, and very high level of innovation that Bachmann offers.

HC 3.0 Success Factors:

- **Availability:** Our product quality is based on the highest development standards, high-quality materials, and state-of-the-art machine technologies.
- **Investment security:** In a challenging market environment, our strategic long-range perspective and the power of innovation are our guarantee for consistent growth.
- **Partnership:** We place the person at the center of what we do. We are wherever our customers are and know them personally. We don't work alongside each other but with each other.



BDI – BioEnergy International AG

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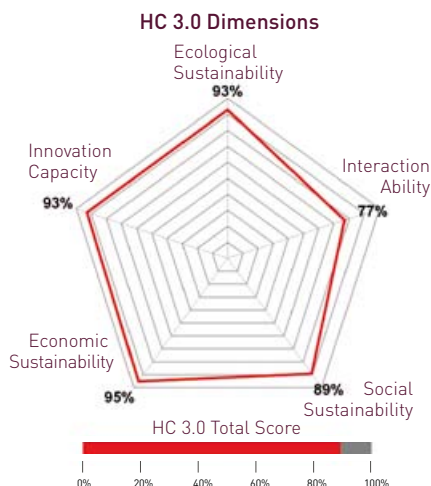
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BDI – BioEnergy International AG – is the market and technology leader in the construction of customized BioDiesel plants using the Multi-Feedstock Technology. BDI has specialized in the development of technologies that make optimum use of resources in the industrial processing of by-products and waste products ever since it was established in 1996. It owns an extensive patent portfolio that has resulted from its in-house research and development activities. BDI also supplies efficient plant concepts in the “from waste to value” field that are designed to produce BioGas from industrial and municipal waste. BDI’s range of services includes public approvals, basic and detailed engineering, installation and start-up as well as after-sales support.

HC 3.0 Success Factors:

- Multi-Feedstock Technology from the market leader. This process yields very high quality BioDiesel (EN14214).
- From waste to value: Upgrading by-products and waste products
- R&D: Constant investment (about 7–10% of sales) in research and development



BECOM Electronics GmbH

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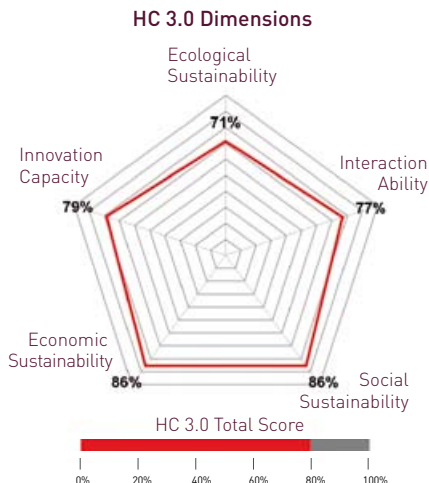
BECOM – your electronics engineering and manufacturing services partner in the heart of modern Europe.

In recent years, BECOM has developed into a leading Austrian supplier of electronics engineering and manufacturing services. The company has been successfully involved in the contract development and production of electronic and electro-mechanical devices and equipment – from prototypes to pilot series and on to series production – since 1985.

From its very beginning, BECOM has set itself a wide range of quality criteria to which it continues to adhere today. These include the best production facilities and the highest possible levels of operational efficiency.

HC 3.0 Success Factors:

- Pioneering ideas and products and their continuous development
- Quality without compromise
- Customer-focused partnerships with a high degree of flexibility



Beerenfrost Kühlhaus GmbH

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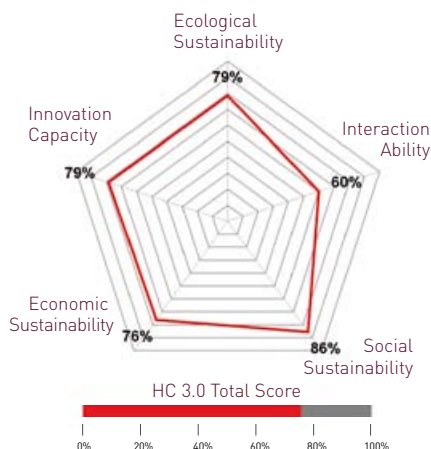


Beerenfrost Kühlhaus GmbH was founded in 1993 in partnership with the Steirische Beerenobstgenossenschaft berry-growing cooperative. The core business was – and still is – Styrian cultivated elderberries, which are known worldwide for their unique quality and also for their positive effect on our health. Furthermore, we not only store our own fruits, but also rent freezing capacity, warehousing space, and other services. As one of the biggest cold stores in Austria, we have storage space available in 14 different cooling halls. During harvest, we receive around 9,000 tons of elderberries. Our excellent know-how and specially developed machines enable us to handle such a large amount of fresh fruit easily.

HC 3.0 Success Factors:

- Know-how and many years of experience in the cultivation and processing of berries
- Flexibility and customer orientation with very short response times
- The highest technical standards with energy-efficient machines

HC 3.0 Dimensions



Bertsch Group

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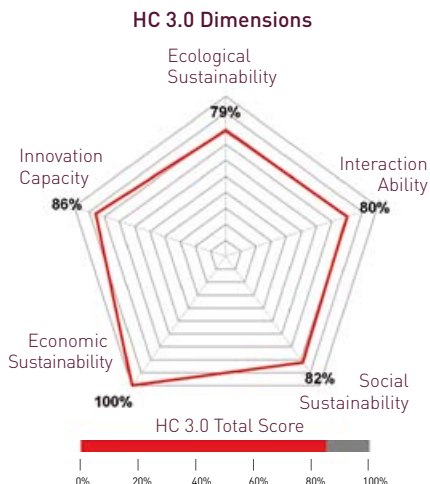


BERTSCH is a family business, now in the third generation. It was founded in 1925 as a coppersmith in Vorarlberg and today it encompasses ten companies with locations across Europe.

With projects and orders in its key business areas – industrial power station and energy technologies, as well as process equipment in BERTSCHenergy, milk processing food technologies in BERTSCHfoodtec, and meat processing plants in BERTSCHlaska – the BERTSCHgroup has proved its expertise to industrial and market leaders on all continents and can therefore look forward to continued international growth.

HC 3.0 Success Factors:

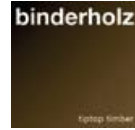
- Innovative ideas and continuous enhancements
- All-inclusive packages starting from planning to construction, commissioning, and service
- Well-engineered ideas and innovations for product and direct customer benefits
- Our own training of young talent through in-house apprenticeship workshops



Binderholz GmbH

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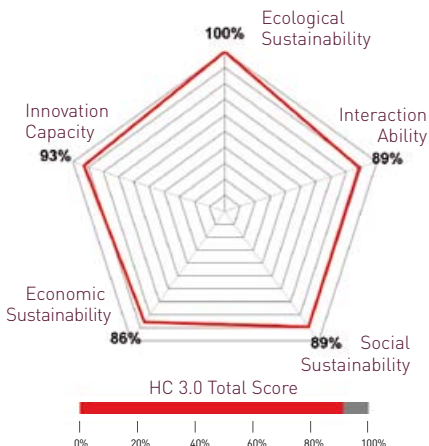
In the timber industry, binderholz stands for tradition and integrity combined with high technology and innovation. A small sawmill operation 50 years ago, binderholz today is a leading European company, equipped with advanced technologies and production methods and with a corresponding reputation in the marketplace. At five Austrian sites (Fügen, Jenbach, St. Georgen, Hallein, and Unternberg) and one German location (Koesching Interpark), binderholz employs some 1,150 people.

The company's range of solid wood products includes dimension lumber, surfaced lumber, solid edge glued and 3-ply wood panels, glulam beams, cross-laminated timber BBS, and biofuels.

HC 3.0 Success Factors:

- All-in package of products, solid timber construction components, engineering, technical concepts, and high level of knowledge
- The latest R&D findings ensure the most economical solid timber solutions
- Intelligent processing guarantees a reliable and individual final product
- binderholz is focused on the no waste principle

HC 3.0 Dimensions



Biohort GmbH

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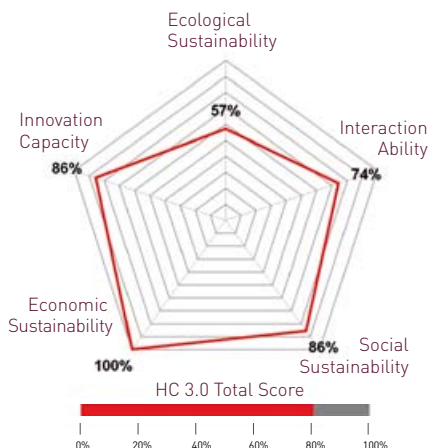
Biohort's factory is located in Upper Austria. With more than 160 dedicated employees, customer satisfaction takes pride of place. We are European market leader in the manufacture of high-quality metal garden storage solutions. Our products range from garden sheds to leisure time boxes.

The highest levels of quality, functionality, safety, and design as well as personal customer service are the reasons for our success. We have satisfied customers throughout Europe, e.g. Germany, France, Spain, the Benelux, and Nordic countries. Our export ratio is 85%. Our products are available at leading garden centres, DIY stores, and specialist home improvement stores.

HC 3.0 Success Factors:

- Our customers appreciate the combination of high quality of materials with strong innovation and design
- The maintenance-free longevity of our products and our 20 year guarantee are the main reasons customers choose Biohort
- Well-engineered ideas and innovations benefit our products and customers directly
- We deliver free to our customers and recommend trained assembly-teams

HC 3.0 Dimensions



Biomin GmbH

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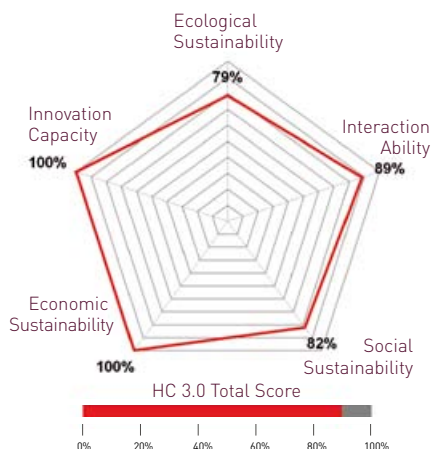


BIOMIN is a leading company focusing on healthy animal nutrition. It develops and produces feed additives, premixes, and services to improve animal health and performance – all in a natural and economically viable way. Utilising the latest technologies and extensive R&D programmes, BIOMIN offers sustainable, quality products including solutions for mycotoxin risk management, a ground-breaking natural growth promoting concept, as well as other specific solutions which address dietary requirements for swine, poultry, dairy and aquaculture.

HC 3.0 Success Factors:

- Major investments in research and development in Austria, plus close cooperation with local and international universities and leading research institutes
- Strong organic growth (+15% p.a. in the last 10 years) due to constantly increasing exports
- Our products not only address the growing demand for food, but are also able to reduce antibiotic treatment in animal husbandry

HC 3.0 Dimensions



BÖHLER UDDEHOLM Precision Strip GmbH

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BÖHLER UDDEHOLM
precision strip

A voestalpine company

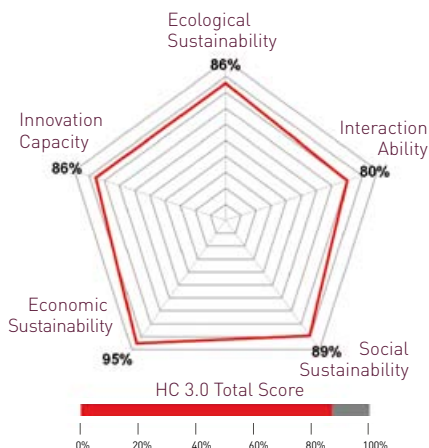
BÖHLER UDDEHOLM Precision Strip is a manufacturer of cold-rolled strip steel meeting the highest quality standards. With our production companies in Austria and Sweden and our sales subsidiaries in the USA, China, Spain, and Mexico, we employ around 1,000 people. We export our products to over 60 countries worldwide. Since 2007, our company has been a wholly-owned subsidiary of voestalpine AG, Austria.

Our production focus is on high quality strip steel for all kinds of saw products, for example bimetal for metal saws and precision strip for wood, butchering, and stone saws. Other examples are strip steel for the paper and printing industry, technical knives, razor blades, and flapper valves for air conditioners and compressors.

HC 3.0 Success Factors:

- Our goal is to be global number one in our markets – we always aim for perfection
- We are partners for extraordinary tasks in the combination of materials, methods, and procedures
- We seek long term partnerships and close working relationships with our customers

HC 3.0 Dimensions



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B&B is the leading manufacturer of label papers and flexible packaging papers. Annually, some 100 billion labels are printed on B&B papers, bearing the names of innumerable famous brands. The Brigl & Bergmeister plant is located at the heart of Europe in Niklasdorf in Styria, Austria. ENAGES, Brigl & Bergmeister's thermal recycling plant, supplies the factory with 100 % CO₂-neutral energy in the form of steam and electricity.

The Papirnica Vevče factory is situated in Slovenia, in the greater area of Ljubljana. Papirnica Vevče has been a 100% subsidiary of Brigl & Bergmeister since 2004.

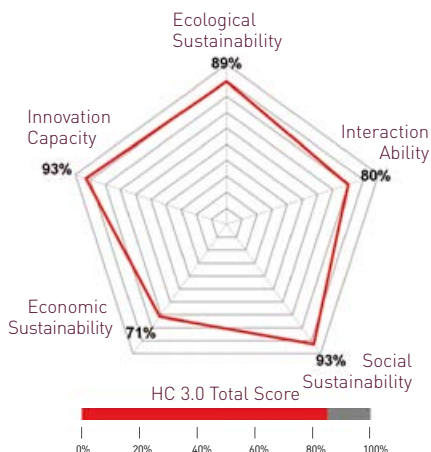
Brigl & Bergmeister, ENAGES, and Papirnica Vevče are part of the Vienna-based Roxcel group of companies.

HC 3.0 Success Factors:

B&B embraces the triple bottom line principle:

- Planet (360° environmental care)
- People (social competence)
- Profitability (competitive advantages, brand reputation, healthy bottom-line)

HC 3.0 Dimensions



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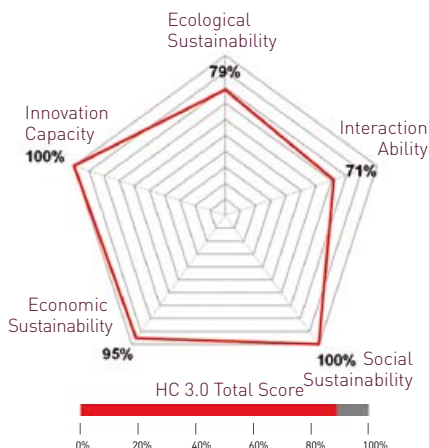
Founded in 1976, bst is now in its 38th year of business. Starting with the original bst-Frame for cable and pipe sealings, our range of products – most of them our own inventions – has expanded over the years and bst has become a true expert in all areas of structural fire protection and sealing techniques.

Today we have well over 3,000 satisfied customers worldwide and our export ratio is approximately 60%. The personal commitment of family and staff to bst's corporate principles guarantees a consistently high level of performance, supported by an ISO 9001 certified quality management system. Competent advice, reliable customer service, and high quality at reasonable prices are the cornerstones of bst's success.

HC 3.0 Success Factors:

- Sustainability in production, customer relationships, employees, and supply management
- Competence in finding the right solution for every single customer, even if it is not "off the shelf"
- Being the "technology leader" – one step ahead of the competition
- Teamwork is the key to our success!

HC 3.0 Dimensions



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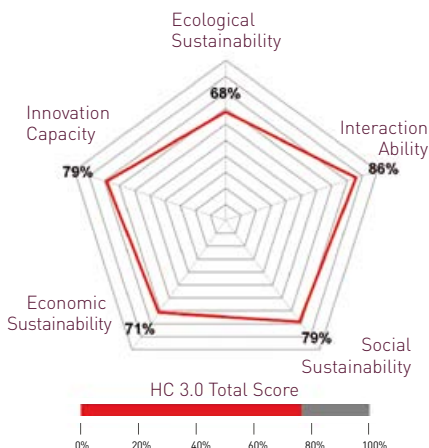


Cegelec GmbH, part of the international VINCI group, is a leading provider of manufacturer-independent solutions in electrical engineering and automation technology. The main sectors served are power generation, energy distribution, and urban public traffic. Within the defined core segments, Cegelec GmbH offers a complete range of services from consultancy for project planning to implementation, as well as maintenance and servicing. Cegelec's clients are national plant operators on the one hand – the focus here is on the expansion and modernization of existing plants – and international builders of complete plants on the other hand – the focus here is on international project management combined with local value addition.

HC 3.0 Success Factors:

- Actemium Energy & Environment Austria – solutions and services for Industry
- Cegelec Transportation Vienna – solutions for urban public transport
- Cegelec Maintenance Vienna – specializing in the maintenance and renewal of safe power supply systems
- Citeos Vienna – engineering and erection of value-added lighting systems for urban areas

HC 3.0 Dimensions



Chemson Polymer – Additive AG

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The Chemson Group has operations around the world with offices in Australia, Brazil, China, Germany, England, Austria, and the USA. It is one of the leading companies worldwide in the PVC additive sector.

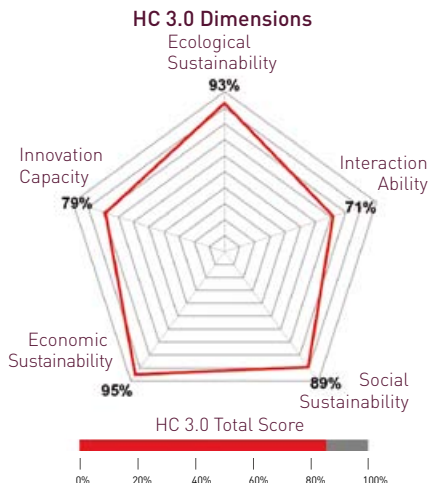
The processing of polyvinyl chloride (PVC) is in very high demand, resulting in a correspondingly high demand for the additives used.

Individual solutions are developed for clients, thus guaranteeing not only the desired functional characteristics in the final product, but also optimum conditions in the processing procedure.

Chemson additives are used in the window, pipe and cable industries, as well as in the production of floor covering, roofing sheets, and films.

HC 3.0 Success Factors:

- Innovation
- Global setup
- Committed resources



Christof Holding AG

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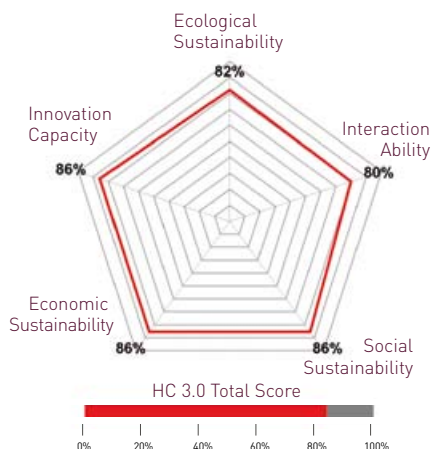
TRUST IN SOLUTIONS

Christof Holding AG is a group of companies owned and run by the Christof family, employing 2,920 employees worldwide in all major branches of industry. Our core competencies range from apparatus and industrial plant engineering and construction to EI&C and automation technologies, industrial services, oilfield services, and renewables. We provide all these services to the energy, oil and gas, petrochemical, fertilizer, and paper industries as well as for a range of other industries. More than five decades of experience together with the know-how of our employees and high-quality products and services have made us a reliable long-term partner for many internationally renowned companies.

HC 3.0 Success Factors:

- **Flexibility and reliability:** Modular services and turnkey solutions fitted to the requirements of each individual client
- **Tradition and innovation:** 50 years of experience as a solid basis for continuous progress and investments in the future
- **Quality and responsibility:** Products and services complying with the latest international standards

HC 3.0 Dimensions



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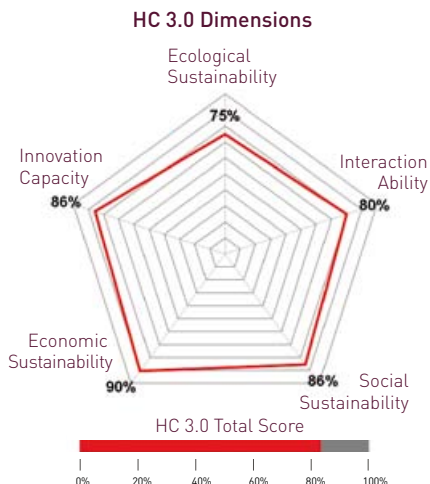
cms electronics is a full-range provider of electronic manufacturing services. From development, prototyping, material handling, PCB assembly including testing and assembly up to the finished device, customers receive all these services from one source.

Using the latest technologies, with robot-based solutions for the production of complex systems and highly skilled, experienced employees, cms electronics provides the expertise and flexibility required by customers. Providing integrated solutions across the entire supply chain is cms' core competence and unique selling point.

cms has won numerous awards for product quality, delivery reliability, and flexibility and is ISO/TS 16949, ISO 9001 and 14001 certified.

HC 3.0 Success Factors:

- Electronics manufacturing services with first-class quality and maximum efficiency
- Fully-automated production solutions with the latest technology and manually produced assemblies at optimum cost
- Following the customer: Production facilities in Austria, Hungary, and China as well as offices in Germany, China (Shenzhen and Hong Kong), and Turkey



Commend International GmbH

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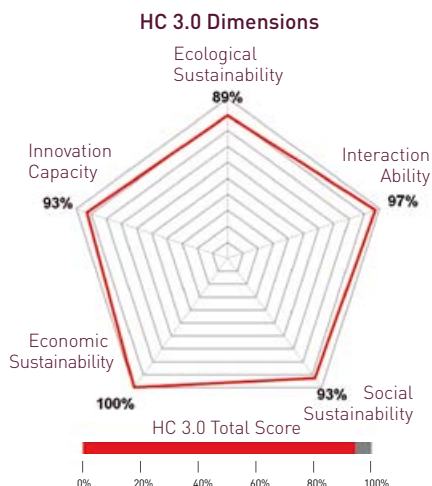
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Founded in 1971 in Salzburg (Austria), Commend International GmbH develops and manufactures security and communication systems, with a focus on protecting people, buildings, and property in challenging situations. Today, Commend is one of the world's leading providers of intercom systems and delivers tailored solutions to markets from rescue and correctional services to the medical and healthcare industry, traffic and industrial facilities, communities, and building operators. Key products include communication and control desk technology, as well as modules and stations for speech, image, and data transfer. Commend is the natural choice for security voice communication systems all over the world.

HC 3.0 Success Factors:

- Thoroughly focussing on our customers' needs and wants
- Providing our customers with products and services of the highest quality, in the form of innovative and professional product solutions
- Focussing on core competences and taking great care to avoid distractions and waste



COPA-DATA GmbH

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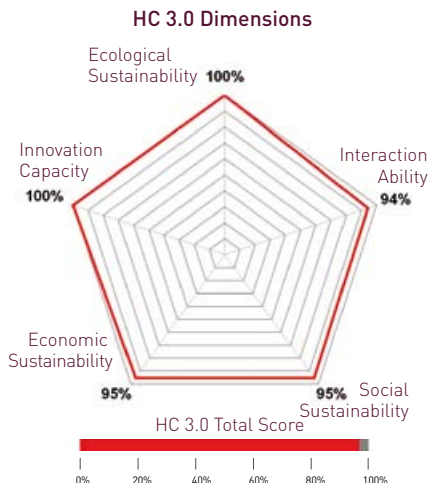


COPADATA
do it your way

COPA-DATA is a technology leader for ergonomic and highly dynamic process solutions. The company, founded in 1987, develops the zenon software for HMI/SCADA, Dynamic Production Reporting and integrated PLC systems. zenon is sold via the company's offices in Europe, North America, and Asia, as well as through partners and distributors throughout the world. Customers benefit from local contact persons and local support, thanks to a decentralized corporate structure. Over 80,000 installed systems in more than 50 countries provide companies in the food and beverage, energy and infrastructure, automotive, and pharmaceutical sectors with new scope for efficient automation.

HC 3.0 Success Factors:

- PLC hardware independency enables freedom and flexibility using existing and new infrastructure.
- zenon manages all the production data of an industrial plant in real time for safe control and dynamic KPI/ OEE reporting



CROMA-Pharma GmbH

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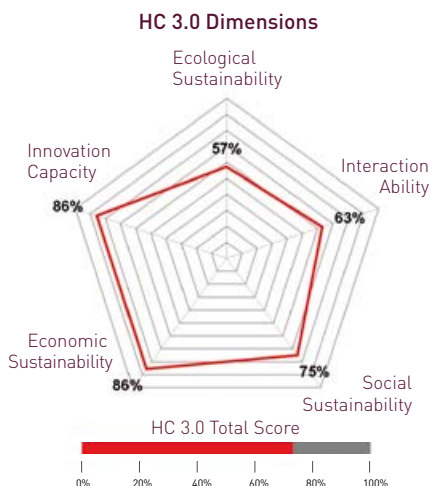


CROMA is a family-owned, international pharmaceutical company. CROMA is dedicated to improving people's quality of life through innovative, consistently simple and effective health solutions. The company's products and services actively contribute to the restoration of health and the relief of discomfort. CROMA masters the challenges of modern health care in three areas of activity – orthopaedics, ophthalmology, and aesthetics.

Intensive research and development, constant quality assurance, and enlargement of the product portfolio have enabled CROMA to develop safe and reliable health care products. Dedicated to the service of human health, CROMA is aware of its social responsibilities and acts accordingly.

HC 3.0 Success Factors:

- Technological leadership based on limitless thinking and innovation in the development of new products
- Courageous and visionary leadership by management with a truly global focus
- Fantastic portfolios and promising product pipelines in three dynamically growing business segments



A. Darbo AG

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Austria

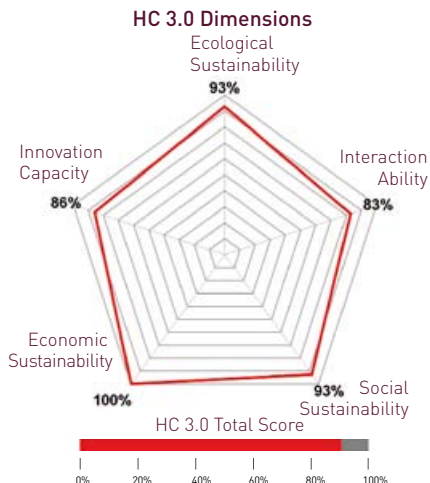
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"The production and profitable marketing of top-quality natural and innovative foodstuffs to consumers, catering establishments, and the further-processing industry in Austria and on the global market" is the successful company philosophy behind Darbo. The foundation stone of one of Austria's most successful food companies was laid in 1879, when the Darbo family started to make preserves in Görz. Later, the company moved to Stans in the Tyrol and became the market leader in Austria for preserves and honey. From its foundation, special emphasis has always been placed on the highest quality and best ingredients. Consequently, Darbo today remains synonymous with the careful and skilled preparation of top-quality fruits.

HC 3.0 Success Factors:

- Producing natural, innovative, and high-quality products with corresponding profitability
- Outstanding products with a special focus on premium quality
- Extending and further developing the strategic business areas of retail, catering, and industry in the domestic and export markets



Diamond Aircraft Industries GmbH

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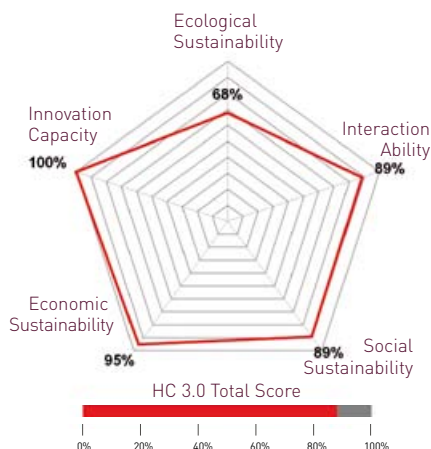


Diamond Aircraft is Europe's largest and most innovative producer of ultramodern, light-weight glass and carbon fibre composite aircraft. Diamond Aircraft boasts long-standing know-how in the usage of revolutionary lightweight, solid – and at the same time low cost – composite material for the production of aircraft. With the development of the first worldwide serial aircraft powered by modern common rail diesel technology, Diamond Aircraft has set new standards in engine technology. This marked the beginning of a new era in general aviation: passionate, frequent flyers can now experience the thrill of an ultra-efficient, highly economic alternative. Diamond Aircraft's product line ranges from twin and single engine, two- and four-seater light aircraft to flight simulators and cost-efficient remote sensing turnkey solutions.

HC 3.0 Success Factors:

- Made out of robust and strong glass and carbon fibre composite material
- Diesel aircraft engines with low fuel consumption
- State-of-the-art avionics with glass cockpit installed as standard, similar to those used in airliners
- Complete training programme with flight training packages for flight schools

HC 3.0 Dimensions



Dietzel GmbH

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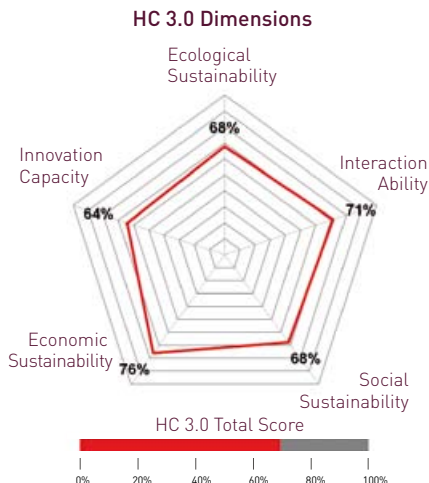


Dietzel Univolt is one of the major names in the plastic industry for electrical installations. In Austria and throughout the world, we are renowned for providing top-quality products and first-class service in reliable long-term relationships. Our firm roots in the Austrian market, combined with an international orientation, have allowed Dietzel Univolt to become a successful presence on the international stage. Innovation and the ability to adapt to the needs and demands of our customers has always been the impulse of our business. Ongoing improvements of our products and services are the key to maximizing customer benefit.

Today, we are an international company that is well prepared for the future.

HC 3.0 Success Factors:

- We are in close contact with the users of our products, resulting in constant innovation and improvement
- We draw on a widespread and constantly growing international network
- As a family business we develop long-lasting, reliable relationships with our partners



Doppelmayr Gruppe

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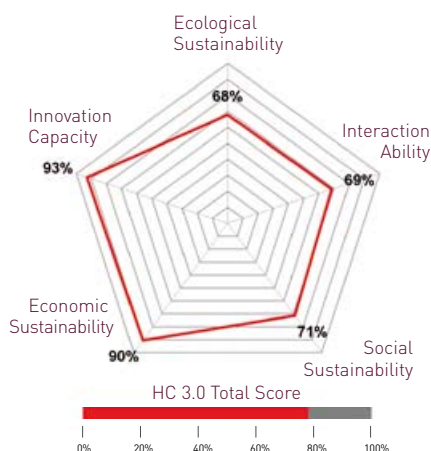
Innovative transport systems from Doppelmayr continually set new standards. Top levels of comfort and safety define their installations in summer and winter tourism regions, as well as in the urban transit sector. Their material transport systems also offer impressive efficiency and performance.

As quality, technology and market leader in ropeway engineering, Doppelmayr operates production plants as well as sales and service centres in over 35 countries worldwide. To date, the group has built more than 14,500 installations for customers in over 88 countries. Flexibility, know-how and a pioneering spirit make the group ideally equipped to meet the challenges of traditional and new markets.

HC 3.0 Success Factors:

- Taking the long view, identifying trends, and achieving many world firsts make us the leader in innovative ropeway engineering
- As a leader in technology and quality, state-of-the-art ropeway technology and the highest quality are the defining characteristics of our installations
- The driving force of our success are our customers, business partners, and employees

HC 3.0 Dimensions



Dorner Electronic

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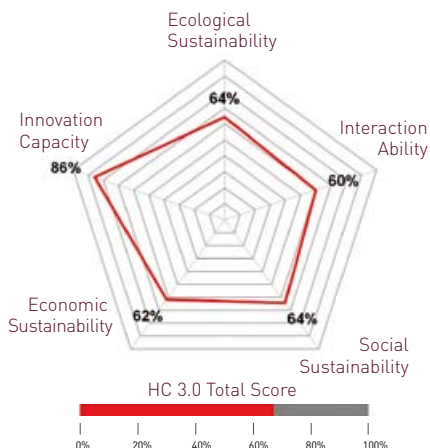
Dorner Electronic provides solutions for the production and distribution of concrete, focusing on automation in dosing and mixing, ordering systems, planning, and dispatching (logistic solutions).

The company was founded in Austria in 1964 and is now Europe's market leader. More than 1,500 installations are in operation across Europe, the Middle East, China, and Africa. These are supported by a wide network of Dorner Partners. Dorner also supplies solutions for very large projects such as the Panama Canal, Gotthard Base Tunnel, Grand Milenuim Dam (Ethiopia), and more.

HC 3.0 Success Factors:

- Unique benefits of the DornerBatch automisation unit: Innovative design (usability, simplicity), powerful engineering tool, guaranteed updates
- Worldwide activities: Via partner network and plant manufacturers
- Strong company: Market leader in Europe with 100 employees
- Unique system for OEM partners (licencing, engineering, branding)

HC 3.0 Dimensions



EGLO Leuchten GmbH

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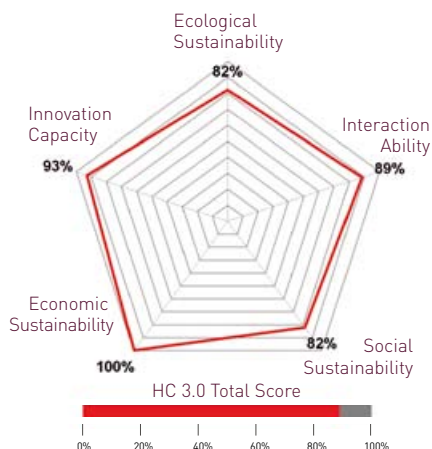


EGLO is a family-owned company with Tyrolean roots that feels at home all over the world. As one of the major global players for decorative lighting with more than 70 subsidiaries on all continents, EGLO provides light for its customers around the globe. The exciting mixture of Austrian tradition and the diverse cultural influences of the company's subsidiaries is a very important element of its varied and innovative range of luminaires. With about 90% of EGLO's products developed in-house, the company ensures the greatest possible originality when introducing new solutions. As you read these lines, ten new EGLO lamps are being switched on for the first time somewhere in the world.

HC 3.0 Success Factors:

- We create trends. With so many innovative new products every year, EGLO is the trendsetter on the mass market
- We breathe design. Constant dialogue with customers and cooperation with leading designers guarantee modern design in all products
- We value simplicity. Our products convince with versatile features and their ease of use

HC 3.0 Dimensions



ekey biometric systems GmbH

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W www.ekey.net



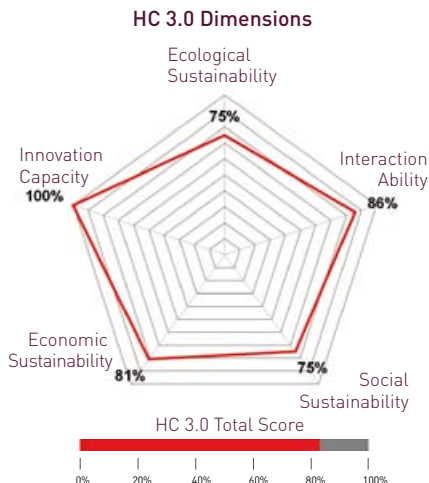
Founded in 1999, ekey is today Europe's number one for fingerprint access solutions. Keys, cards or access codes can be lost, forgotten or stolen. With ekey, "Your key is always on hand!" A broad product range is available to secure front doors and garages or to control alarm systems.

Operating internationally, ekey employs 70 people in five countries and sells in more than 70 markets.

ekey CEO Leopold Gallner: "Fingerprint technology is the most reliable biometric recognition method among all the existing ones. Over 250,000 satisfied ekey customers around the globe are proof of our success and rapid growth. Companies of any size, banks, regional and local authorities as well as private users have chosen ekey systems."

HC 3.0 Success Factors:

- ekey is Europe's number one for fingerprint access solutions and manufactures its products at the Linz site
- ekey is an expert in biometrics and an OEM supplier for well-known European manufacturers
- ekey has a R&D ratio of almost 20% and cooperates with scientific institutions and universities of applied sciences



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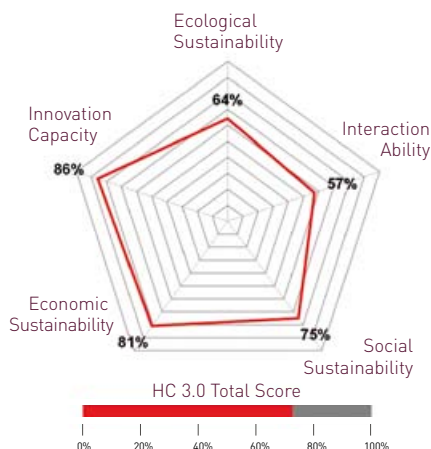


The EMCO Group is an association of top suppliers from the machine tool industry. The companies work together in a network of European manufacturers offering intelligent and innovative production solutions for the metal-cutting industry. There are always new possibilities for the whole group, due to the various specialisms of the individual entrepreneurs, their resources, and the transfer of know-how amongst the companies within the group. EMCO has earned an international reputation with innovative solutions for turning, milling, and complete machining together with a leading training program worldwide.

HC 3.0 Success Factors:

- Unique product range – a full-line supplier
- Turnkey solutions
- Made in the heart of Europe

HC 3.0 Dimensions



Empl Fahrzeugwerk Ges.m.b.H.

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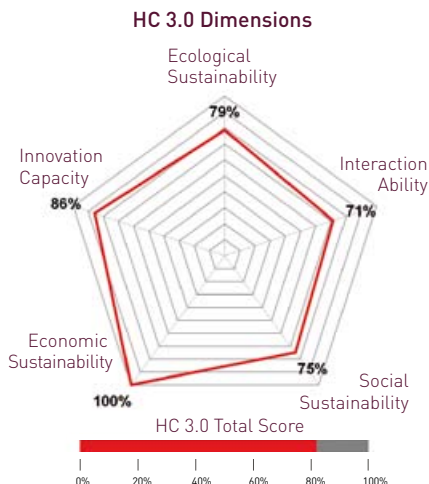
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EMPL is the leading European manufacturer of custom-made special superstructures for lorry chassis, trailers, semi-trailers, and fire engines. EMPL provides solutions to specific transport problems, as well as technical development, with complete design preparation and creation. Based on its wide-ranging experience in exports, EMPL products are tailored to specific customer requirements and recognized worldwide. EMPL is a sought after partner for cooperation in the special purpose vehicle sector, not only with CBU but also with SKD and CKD deliveries. EMPL stands for innovative, high quality products, worldwide competency and know-how in executing custom-made vehicle solutions that meet the requirements of different markets.

HC 3.0 Success Factors:

- Customer focus (proximity to the customer, flexibility)
- Product and market variety (market research and product development, courage and perseverance in market expansion)
- Management and employees (flat hierarchy for fast decisions, ongoing training of employees, continuous investments in new technologies and machines)



emporia Telecom

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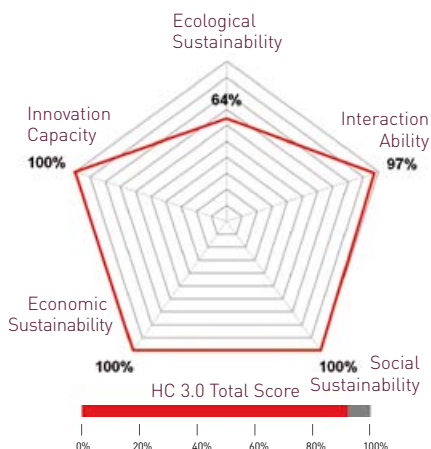


emporia Telecom designs, manufactures, and distributes easy to use mobile phones, primarily targeted at seniors. Founded in 1991 by Albert Fellner, the company started to concentrate on mobile phones for seniors in 2003. The handsets are designed in consultation with the target group, to identify their needs and translate them into a product solution that is easy to use. emporia offers different models for different needs, ranging from models for texting and talking only to handsets with special safety and security features. emporia also offers special services that help family members support their seniors in managing their mobile phones. The owner-managed company is successful in 30 countries.

HC 3.0 Success Factors:

- Seeing demographic change as an opportunity to address a new target group in the field of mobile communications
- Follow one simple rule: The user's need is imperative!
- Believe in yourself and your products – even when everybody else is designing smartphones

HC 3.0 Dimensions



Erne Fittings GmbH

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6824 Schlins
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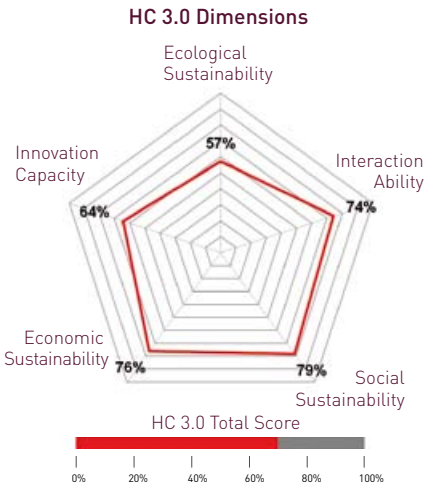
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E office@ernefittings.com
W www.ernefittings.com



Erne Fittings draws on its passion and perfectionism to make safe pipe fittings for permanent welds for use in the construction of power stations, refineries, oil and gas plants, and many other demanding applications. This has made the company the world's leading supplier of butt-weld fittings (elbows, tees and reducers) from ½" (21.3mm) up to 40" (1,016mm) external diameter and wall thicknesses up to 50mm. Products are made of alloyed, unalloyed, and stainless steels and more unusual materials in approved applications. With four production sites across Austria, Germany, and Saudi Arabia, and a fully automated high-rack shelving warehouse for around 10,000 storage spaces and over 3,000 items, over 95 % of stock products are guaranteed to be available.

HC 3.0 Success Factors:

- Erne Fittings is the premium supplier of butt-weld fittings in approved fields of application
- Erne Fittings holds the most safety-related approvals worldwide
- Particular focus is placed on applications with complex requirements, which demand the highest levels of professionalism and safety



EV Group (EVG)

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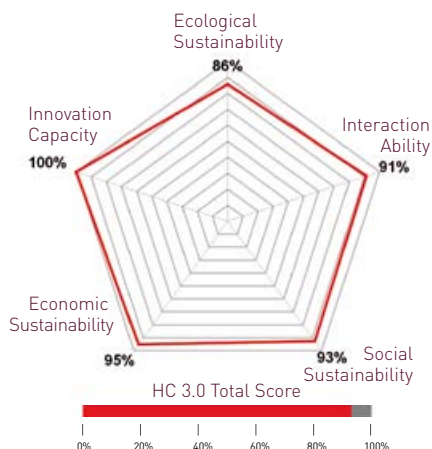


EV Group (EVG) is a leading supplier of equipment and process solutions for the manufacture of semiconductors, microelectromechanical systems (MEMS), compound semiconductors, power devices, and nanotechnology devices. Key products include wafer bonding, thin-wafer processing, lithography/nanoimprint lithography (NIL) and metrology equipment, as well as photoresist coaters, cleaners and inspection systems. Founded in 1980, EVG is headquartered in St. Florian am Inn, Austria, and employs more than 700 people worldwide. The company operates a global customer support network, with subsidiaries in Tempe, AZ and Albany, NY, USA; Yokohama and Fukuoka, Japan; Seoul, Korea; Chung-Li, Taiwan; and Shanghai, China.

HC 3.0 Success Factors:

- Triple-I Philosophy: Invent – innovate – implement
- Sustainable corporate planning and development
- Investment in our employees

HC 3.0 Dimensions



EVVA Sicherheitstechnologie GmbH

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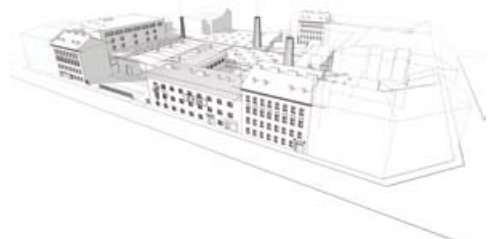
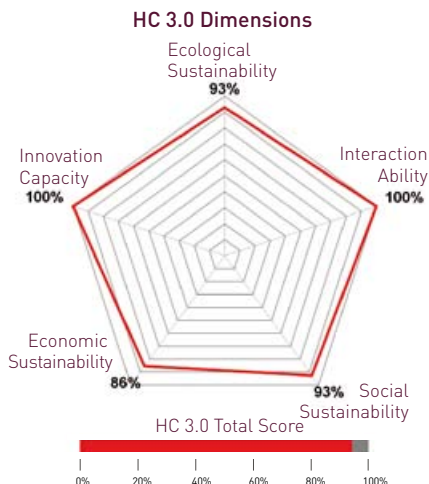
EVVA is one of Europe's leading manufacturers of security technology and is represented across the continent by its 9 subsidiaries. Exports overseas are proof of international trust in EVVA's locking technology.

Our aim is to further consolidate corporate development within the EVVA group on a pan-European level, thereby anchoring our position as a major European company.

The company has been headquartered in Vienna since it was founded. Its many pan-European divisions are managed from the headquarters, including the research and development department, the EVVA Academy, IT services, and corporate communications.

HC 3.0 Success Factors:

- We are a leading innovative manufacturer of mechanical and electronic locking systems
- Our products are characterized by the highest levels of quality and safety. We offer attractive design, convenient operation, and easy mounting
- We stand for a long-term, reliable partnership that is characterized by mutual trust and shared success



expressFlow GmbH

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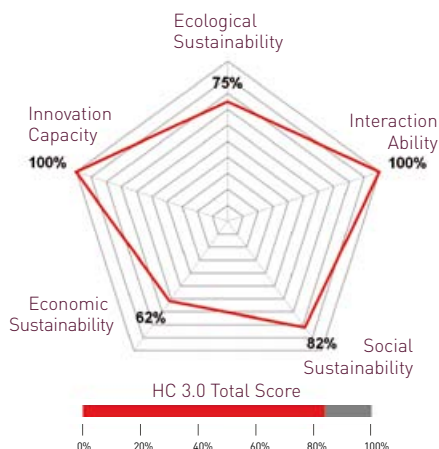


expressFlow GmbH develops and deploys the mobile cloud security app SecureBeam. SecureBeam provides a smart way to combine all your cloud storage accounts at the biggest and safest place on the web. Each individual file is encrypted right on your smartphone and split into several chunks. Each chunk is then uploaded to a different cloud storage solution (SecureBeam works perfectly with Dropbox, Google Drive, and many others) to increase the overall security of the solution. For business customers, SecureBeam enables the smooth integration of companies' internal document solutions like SharePoint or private cloud solutions like ownCloud. This allows companies to integrate popular cloud storage services in a smart and secure way.

HC 3.0 Success Factors:

- expressFlow GmbH developed the mobile app SecureBeam through close consultation with customers and by adopting the newest technologies like native mobile app development and cloud computing technologies to maximize the benefit for individual and enterprise users

HC 3.0 Dimensions



Fahnen-Gärtner GmbH

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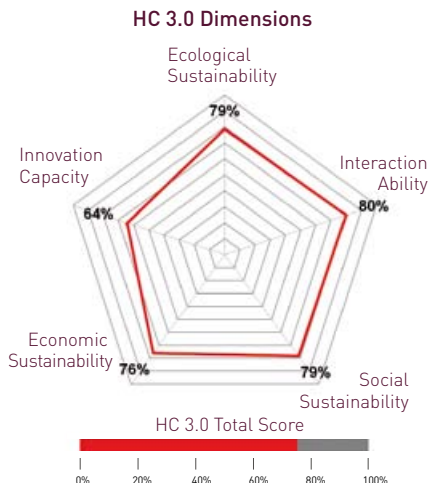
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FAHNENGÄRTNER is Austria's largest producer of flags, flagpoles and textile advertising. The best digital printed flag worldwide – made in Austria. The unique combination of the first industrial double sided digital printer (HPS ColorBooster DS), a special long-life flag fabric (Polyweb PLUS®), and outstanding ink pigments lead to a product which is incomparable in brilliance, depth, colour penetration, fastness, and durability. With leading niche products in small and medium sized business, we are very proud to be awarded as so called "KMU-Nischenweltmeister" for our leading market position concerning innovation and technological leadership, as well as concerning sustainable production and being aware of our responsibility for our fellow men and nature.

HC 3.0 Success Factors:

- FAHNENGÄRTNER is Austria's largest supplier of flags and banners
- We are able to produce the world's best digital printed flag
- We have set the benchmark in social and health-oriented company philosophy



FEMTOLASERS Prod. GmbH

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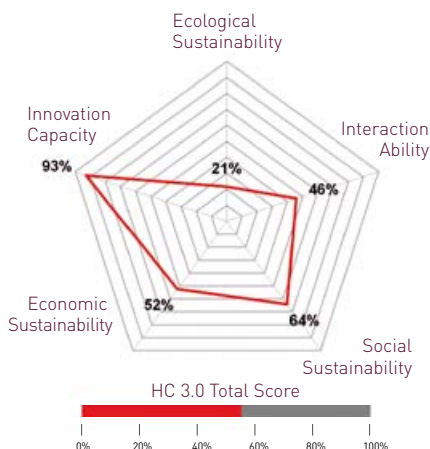
FEMTOLASERS Produktions GmbH is the premiere manufacturer of ultrafast lasers and photonics. Offering solutions that go beyond products is a vital part of our business.

The company was founded in Vienna, Austria in 1994. FEMTOLASERS' state-of-the-art technology and top quality products have evolved to be the first choice worldwide for demanding applications. Our product range is augmented by extensive technical consulting and tailored innovations, allowing us to offer the ideal solution for a wide spectrum of scientific, medical, and industrial applications.

HC 3.0 Success Factors:

- **Innovation:** FEMTOLASERS turns the results of leading research partners into state-of-the-art products faster than others can
- **Customization:** FEMTOLASERS' products are highly customized and innovative, and so meet the demanding needs of their successful users
- **Solutions:** FEMTOLASERS offers solutions beyond products

HC 3.0 Dimensions



feratel media technologies AG

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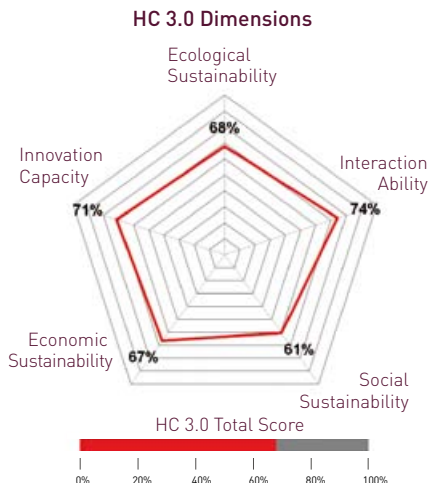


As a total solution provider in the tourism sector with some 180 employees and locations in Austria, Germany, Switzerland, Italy, Belgium, the Netherlands, Spain, Czech Republic, Slovakia, Bulgaria, the USA and Japan, feratel media technologies AG focuses on three core areas: telecommunications, information, and reservation systems and media.

feratel's key competency is based on the continuous transfer of know-how from and to customers. The results flow into innovative solutions. Sophisticated products and technologies and the necessary expertise make feratel one of the leading international developers and providers of tourism information systems.

HC 3.0 Success Factors:

- Continuous transfer of know-how between customers on the one hand and the feratel team on the other
- The power of innovation is the result of the team's core competence, the combination of an innovative marketing approach, know-how in tourism, and technical expertise
- High investment in research, development and manpower



Frequentis AG

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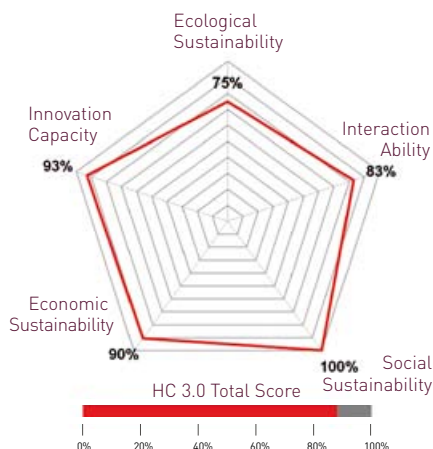


Frequentis is an international supplier of communication and information systems for control centres with safety-critical tasks. These 'Control Centre Solutions' are developed and distributed by Frequentis for air traffic management (civil and military air traffic control and air defence) and public safety and transport (police, fire and ambulance services, shipping, and railways). The primary goal of a control centre is to ensure the protection of individuals and goods from harm or injury. Appropriate solutions are therefore particularly important for customers working in safety-related sectors. Fail-safe connectivity, connection setup in milliseconds, and user-friendly design are core elements of Frequentis products.

HC 3.0 Success Factors:

- Niche supplier in the safety-critical environment – active globally
- Technology leadership: we set international standards
- Extensive know-how and deep understanding of customer needs
- Focus on a customized user interface to secure an optimized user experience

HC 3.0 Dimensions



g.tec Guger Technologies OG

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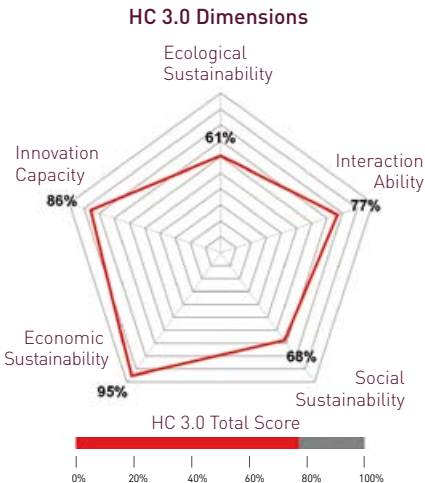
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g.tec develops systems for biosignal processing and analysis. The systems can be used for the analysis of brain (EEG), heart (ECG), or muscle (EMG) activity, as well as other physiological parameters. Application areas are neurology, psychology, physiology, sports medicine, or Brain Computer Interfaces (BCI). g.tec is a growing enterprise, with two locations in Austria (Graz and Schiedlberg), one in Spain (Barcelona), and distribution partners all over the world. All hardware and software development is done in-house by our team of researchers, engineers and developers. g.tec is also an active member of numerous national and international research projects and is active in scientific publishing.

HC 3.0 Success Factors:

- Close working relationship with our customers
- Highly qualified and committed employees
- In-house research and development
- Focus on high-quality products and services



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W www.gawgroup.com



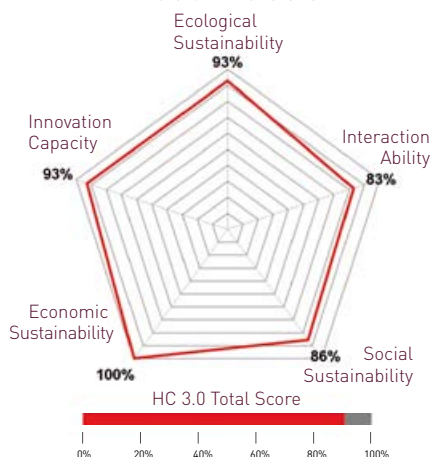
As an international industrial engineering and plant construction group, GAW GROUP offers innovative and custom-designed complete solutions, all from one source. The grouping of resources in the company network creates valuable synergies to the benefit of our customers.

Today, the 100 % family-owned GAW Group Pildner-Steinburg Holding GmbH consists of 26 independent companies operating in the paper and board, chemical, and automotive industries, as well as in environmental technologies and plastic engineering. With operations worldwide, the group generates an annual turnover of over EUR 273m and provides secure employment for more than 1,800 people.

HC 3.0 Success Factors:

- GAW stands for the values of reliability and excellent relationships with our customers, employees, suppliers, and other partners
- Independent family-run company with sufficient liquidity and profitable growth
- We live by values such as conscientiousness, integrity, trust, and loyalty

HC 3.0 Dimensions



Gebauer & Griller

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1190 Vienna
Austria

T +43 / 1 / 36020-0
E GGwien@griller.at
W www.griller.at

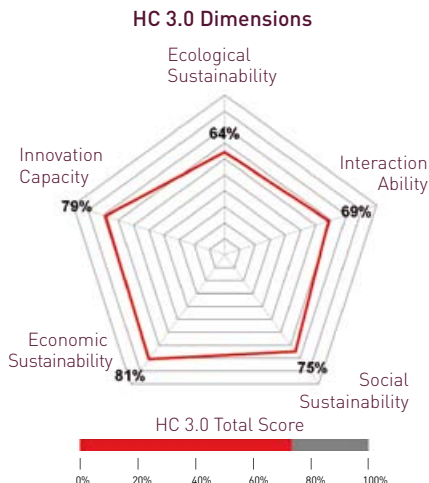


Gebauer & Griller

Gebauer & Griller was founded in 1940 and is a leading manufacturer of electrical cables, wires, and cable harnesses. We supply our products to the automotive, elevator and escalator industries, as well as for special industrial applications and photovoltaic module production. We are a family-owned business and employ approximately 2,800 people at 9 locations across Europe, India, the USA, and Mexico. The strong technical expertise of our employees, state-of-the-art technology, and a focus on quality enable the company to develop and implement highly complex solutions to the requirements of customers across the globe – many of them world leaders in their own industries.

HC 3.0 Success Factors:

- Entrepreneurial spirit and high technical competence of employees at all levels
- Close partnership in engineering with customers who are world leaders to develop tomorrow's solutions together
- Strong competence in flexible aluminium wires for applications in adverse environments
- Deep vertical integration of processes



Geislinger GmbH

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E info@geislinger.com
W www.geislinger.com

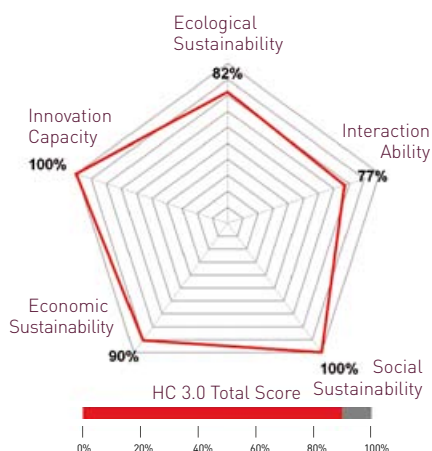


Geislinger develops and produces torsional vibration dampers, torsional elastic, high-damping couplings, misalignment couplings, and torsional vibration monitoring systems for large diesel and gas engines. Geislinger products are used in sectors such as marine, mining, oil and gas, rail, power generation, and wind power. Every Geislinger product is tailor-made and thus perfectly suited to the application it is designed for. Minimal cost of ownership, outstanding service life and a very high level of reliability are some of the most important features of our products. With more than 50 years experience, Geislinger is one of the leading experts in providing solutions to control torsional vibrations.

HC 3.0 Success Factors:

- Competent development partner for torsional vibration solutions
- High lifetime of Geislinger products
- High quality

HC 3.0 Dimensions



Getzner Werkstoffe GmbH

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6706 Bürs
Austria

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E info.buers@getzner.com
W www.getzner.com

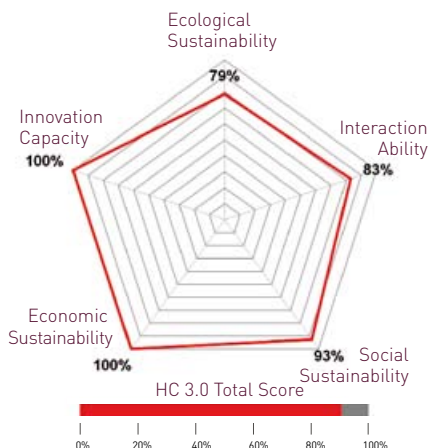
getzner
the good vibrations company

Getzner Werkstoffe is one of the leading specialists in vibration isolation. The company was established in 1969 as a subsidiary of Getzner, Mutter & Cie. The materials on which its solutions are based are Sylomer® and Sylodyn®, both of which were developed and manufactured in Bürs, Austria. They are used in the rail, construction, and industrial sectors. Alongside its locations in Bürs and in Germany, Getzner Werkstoffe also has sites in China, France, India, Japan, Jordan, and the USA. The company's partners in a total of 35 countries around the world distribute Getzner Werkstoffe products to every location. By reducing noise and vibration, Getzner is making a valuable contribution towards enhancing people's quality of life.

HC 3.0 Success Factors:

- Development of the high tech products Sylomer® and Sylodyn®: Unique vibration isolation properties
- Applications: Application knowledge and system know-how
- Support: Getzner experts offer a full support service to customers worldwide, including consulting, engineering, installation supervision, training, and more.

HC 3.0 Dimensions



GIG Karasek GmbH

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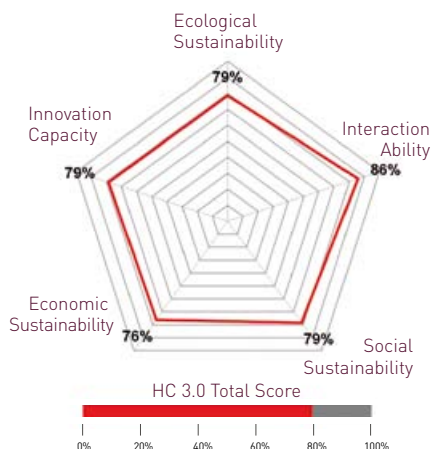


GIG Karasek manufactures customized plants, equipment, and solutions especially designed for the process of thermal separation of different mixtures. It is a leader in evaporation technology, a major player in thin film and short path technology, and a specialist in the processing of high-quality special materials. The company's services, valued by more than 3,000 customers worldwide, range from process layout, laboratory and pilot plant testing, engineering, mechanical design, manufacturing and documentation, to installation, start-up, and after-sales service.

HC 3.0 Success Factors:

- High quality standards are the result of continuous enhancement of our products, processes, and organization
- Customer focus ensures that our clients on all continents receive tailor-made solutions and services
- Flexibility allows us to respond to market developments by quickly adjusting our resources and capacities

HC 3.0 Dimensions



GIGATRONIK Austria GmbH

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E info-grz@gigatronik.com
W www.gigatronik.com



GIGATRONIK is one of the leading development and consulting partners in the electronics and information technology sectors. At our offices in Germany, Austria, and Switzerland, we work hard to develop high-quality solutions in technical perfection for innovation leaders in various industries.

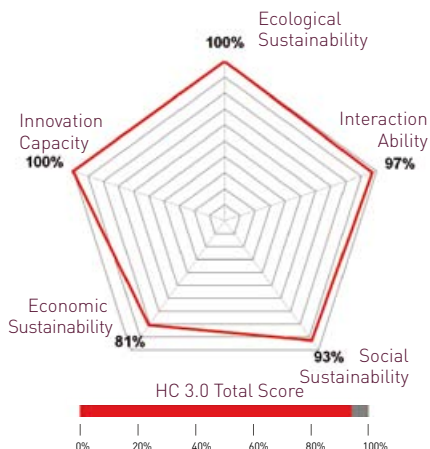
With our Automotive, Technologies, and Mobile Solutions divisions, we are one of the world's leading specialist development partners across industries and disciplines. High-profile clients from the automotive industry and many other industrial and service sectors have come to trust the quality and stability of our applications.

With our passion and performance, we make the technology of tomorrow available today.

HC 3.0 Success Factors:

- Electronic hardware and software design for electric and hydrogen mobility and new smart city mobility concepts
- Use of leading-edge technologies for machine-to-machine and car-to-phone communication
- Transfer of technology and know-how between industries to improve performance and reduce costs

HC 3.0 Dimensions



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W www.glaunach.com

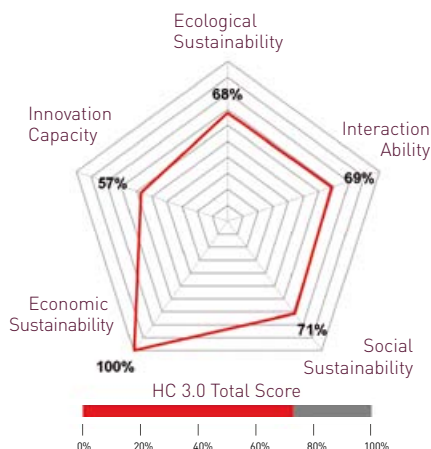
GLAUNACH GMBH
VENT SILENCERS

Glaunach is a global supplier of customized vent silencers for discharging steam or gas. Top quality and high noise reduction in a small package is Glaunach's key to success. The company was founded in 1950, producing equipment for vibration and noise control. With international success in sales, the company became a global player. Glaunach is now engaged in the design, manufacturing and global marketing of vent silencers for the power, oil, and gas industries. Worldwide, more than 6,000 Glaunach silencers are in use in over 80 countries.

HC 3.0 Success Factors:

- Focus on the highest quality standards
- Sustainable management
- Enthusiastic staff

HC 3.0 Dimensions



Global Hydro Energy GmbH

Niederranna 41
4085 Niederranna
Austria

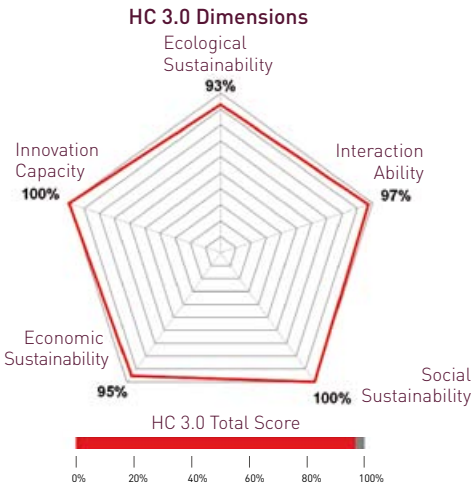
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GLOBAL Hydro enjoys great success around the world in the hydroelectric power technology business. We have special expertise in the sectors Kaplan, Pelton, and Francis turbines and operate as an integrated system supplier. Our production range starts from 100 kW up to 15 MW per turbine. All of our electrical engineering services, which are required for the construction of a hydroelectric power plant, are offered as turnkey water-to-wire solutions. All core components are produced and assembled in-house at the company's production facility in Niederranna, Austria. Our ongoing demand for quality and continuous advancement ensures state-of-the-art technology. Due to our international orientation, our export share stands at over 90 %.

HC 3.0 Success Factors:

- Internationalization: Exports worldwide
- Innovative strength: Technological leader
- Identification of employees with the company and its products



GREENoneTEC Solarindustrie GmbH

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GREENoneTEC is the world's leading manufacturer of high-quality solar thermal collectors and related mounting systems.

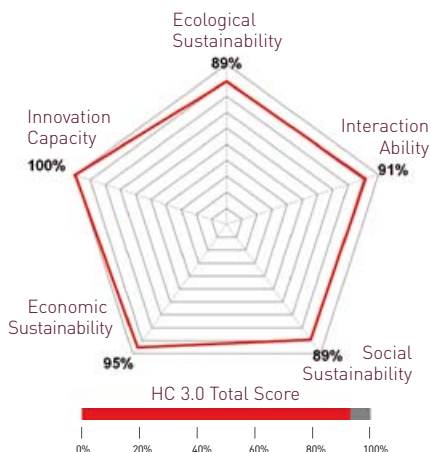
Always a step ahead of the competition: that's how we think and act to offer our customers the best solutions.

Aesthetic design and a whole array of awards for environmental protection and innovation – these are the characteristics of our solar collectors. Further development of our core technologies makes it possible for us to produce solar collectors in large series volumes on an industrial scale. This in turn creates the basis for high-performance products in consistently top quality at an excellent price-performance ratio.

HC 3.0 Success Factors:

- World's leading OEM manufacturer of high-quality solar thermal collectors since 1991
- More than 9 million square meters of collectors manufactured
- Annual production capacity of 1.6 million square meters of solar collectors

HC 3.0 Dimensions



Hagleitner Hygiene International GmbH

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W www.hagleitner.com



Hagleitner Hygiene International – Innovative Hygiene.

Developing systems, creating enthusiasm, offering sustainable solutions, and having partners who are satisfied with our services – these are the criteria that motivate us on a daily basis. Since 1971 we have dedicated ourselves to the idea of “innovative hygiene”. That means we want to provide our customers with the highest levels of innovation and service.

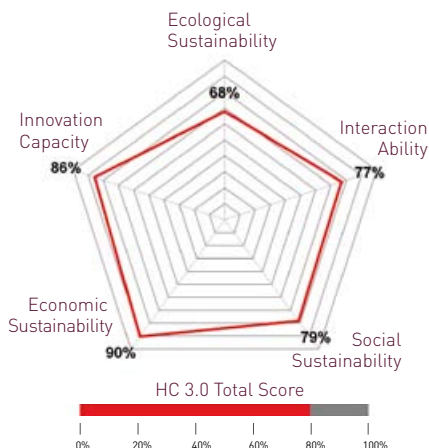
Hagleitner offers a product range of more than 600 items in the following areas:

- Washroom hygiene
- Kitchen hygiene
- Laundry hygiene
- Janitorial hygiene

HC 3.0 Success Factors:

- Core values: tradition, enthusiasm, future orientation, quality, and the individual as the focus of all our activities. We focus on the customer's values and benefits
- senseMANAGEMENT provides real-time data from all devices, in order to facilitate demand-oriented facility management and service level monitoring

HC 3.0 Dimensions



Haidlmair GmbH

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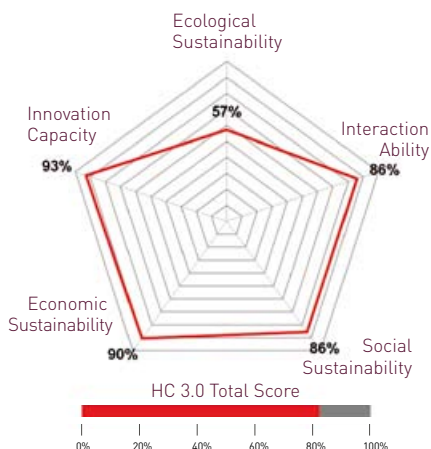


Haidlmair operates in the tooling business for medium to large plastic injection tools. We are specialists in all kinds of containers for use in logistics. We are the clear world market leader for beverage crates, producing over 1,200 different moulds, and continue to thrive according to our credo "for higher productivity". Other main business areas include foldable containers and waste management equipment for moulds up to 80 tons. Founded 35 years ago, we are still a family-owned and managed business with high values towards our staff, clients, and other stakeholders. We are continuously improving our business based on the three value pillars of trust, quality, and accountability; and so we strive forward.

HC 3.0 Success Factors:

- For higher productivity: we believe in high quality and modern technology. Drawing on the best equipment and our highly trained workforce, we are able to produce a product that stands out in terms of long-term performance for our customers
- People are at the centre of all our activity
- We are long-term oriented

HC 3.0 Dimensions



HALE electronic GmbH

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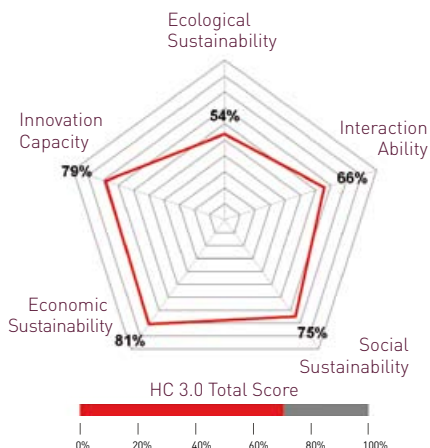


HALE electronic GmbH has been a reliable supplier and partner to the taxi and automotive industry for more than 40 years. The highest technical and quality standards have made HALE an innovator in the taxi business and European market leader. The product range includes taximeters, odometers, thermal paper printers, data and taximeter terminals, and roof signs, as well as customized software solutions for cab tracking, dispatching and accounting. With this wide range of products and exports to 45 countries, HALE is an international all-rounder and a complete outfitter to the taxi industry. We are always focused on personalized service, tailored to the specific needs of different regions and countries.

HC 3.0 Success Factors:

- Pursue clear goals consistently
- Identify product needs quickly
- Act innovatively and develop quickly
- Maintain the highest standards of quality and technology

HC 3.0 Dimensions



HAUSER GmbH

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HAUSER is the one-stop supplier of refrigeration technology for the food retail sector and industry. The company was established in Linz in 1946 as a servicing and installation business for refrigeration systems.

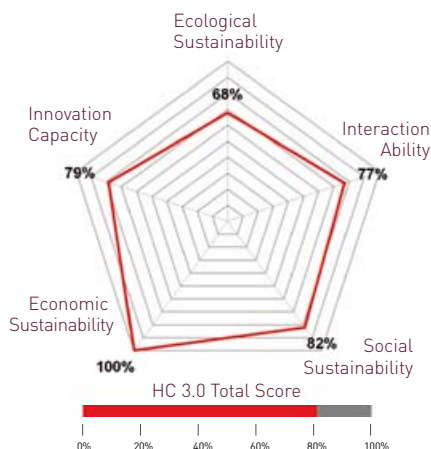
Today, HAUSER production sites in Linz (Austria), St. Martin im Mühlkreis (Austria) and Kaplice (Czech Republic) manufacture turnkey refrigeration systems for supermarkets, discount stores, and service station shops, as well as for commercial and industrial enterprises.

HAUSER exports to more than 28 European countries, and its export ratio stands at 69%.

HC 3.0 Success Factors:

- HAUSER sees the quality of its products and services as a factor of its success
- HAUSER relies on highly skilled and region-focused employees
- HAUSER combines the advantages of a global company and a family business

HC 3.0 Dimensions



HELLA Sonnen- und Wetterschutztechnik GmbH

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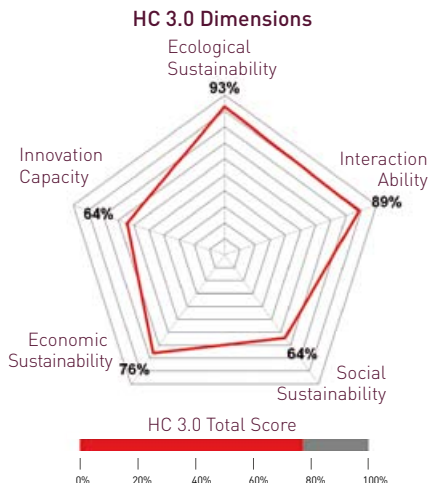


HELLA – High-grade technology combined with aesthetic beauty and innovation. HELLA has been developing and producing sun and weather protection systems since 1959. The manufacturing plant and head office are located in Abfaltersbach, Tyrol, Austria.

HELLA is one of the leading European manufacturers of sun and weather protection systems. With 1,200 employees in 16 European countries in 2013, HELLA generated an annual turnover of approximately EUR 147m. HELLA – the specialist for sun and weather protection – has been resolute in its commitment to quality, from production right up to customer service. Numerous patents, the Austrian mark of quality and the ISO 9001 certificate testify to this.

HC 3.0 Success Factors:

- Highest quality of our products
- Continuing commitment to further development
- Trained and versatile consulting services
- Partnership



HERZ Energietechnik

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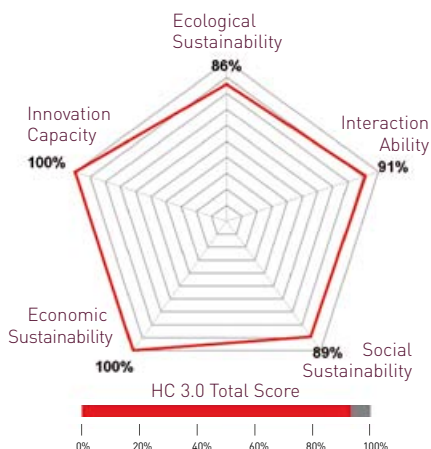
HERZ Energietechnik employs about 230 staff in production and sales. The company sites in Pinkafeld, Burgenland and Sebersdorf, Styria are equipped with state-of-the-art production facilities, as well as a research institute for new, innovative products. With biomass plants from 4 to 1,500 kW (wood gasification boilers, pellet plants, and wood chip plants), heat pumps from 5 to 18 kW, buffer and hot water tanks, HERZ offers a complete range of renewable energy systems. For a number of years, HERZ has worked with local research and training institutes.

HERZ places great importance on modern, cost-effective and environmentally friendly heating systems, with the highest level of convenience and user-friendliness.

HC 3.0 Success Factors:

- HERZ is acknowledged in the global market as a reliable partner because of the Austrian quality of its products and its competence in energy technology
- HERZ offers a wide product range of biomass boilers and heat pumps
- Based on many years of know-how and continuous research and development, HERZ is increasing its very high quality standards even further

HC 3.0 Dimensions



Spectra-Physics / High Q Laser GmbH

Feldgut 9
6830 Rankweil
Austria

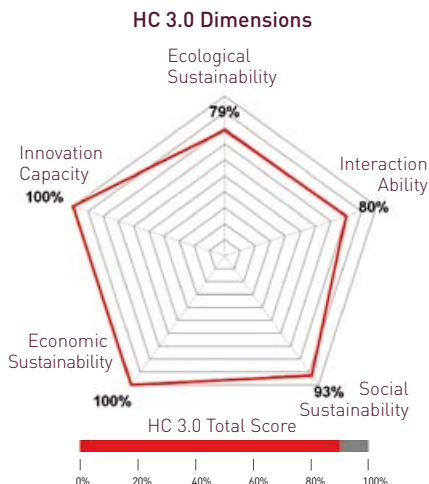
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E office@spectra-physics.at
W www.spectra-physics.at



Spectra-Physics/High Q Laser GmbH is a world-leading supplier of ultrafast lasers for scientific, medical, and industrial markets, developing and manufacturing ultrafast laser systems with cutting-edge technology and reliability. Since 2011 High Q Laser, located in Rankweil, has been a part of Spectra-Physics, the laser division of Newport – the world's premier supplier of photonics technology. The world's largest installed base of ultrafast lasers is comprised of products by Spectra-Physics, developed and manufactured in Rankweil (Austria) and Santa Clara (California).

HC 3.0 Success Factors:

- Innovation: Spectra-Physics / High Q Laser GmbH in Rankweil invests heavily in research and development, with a focus on world class reliability
- Customer focus: Our organization is fully focused on serving our customers' needs
- World-class operations and reliability thanks to a state-of-the-art production facility



HIRSCH Servo AG

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HIRSCH Servo

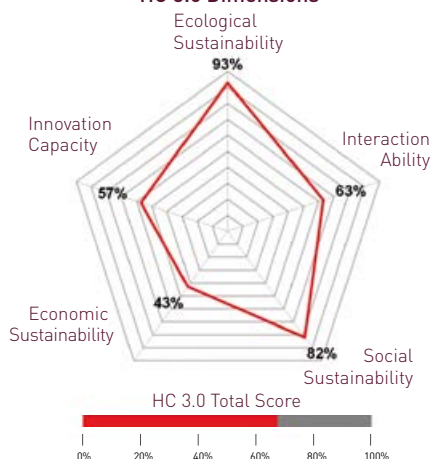


The HIRSCH Servo Group is the EPS (expandable polystyrene) specialist on the Vienna Stock Exchange, with manufacturing facilities in Austria, Hungary, Poland, Slovakia, Italy, and Romania. EPS products support a variety of functions, including energy savings, as well as sustainable and eco-friendly growth. Their wide-ranging applications cover packaging, shape-moulded parts, building insulation, modular boards for underfloor heating, construction blocks, ThermoZell® lightweight concrete products, and transport pallets.

HC 3.0 Success Factors:

- Know-how that results from the internationally unparalleled combination of EPS processing and EPS machinery
- Ten local production facilities in Europe and Eastern Europe with regional management for quick and flexible reaction times
- All products have great energy saving potential

HC 3.0 Dimensions



HOBAS Engineering GmbH

Pischeldorfer Straße 128
9020 Klagenfurt
Austria

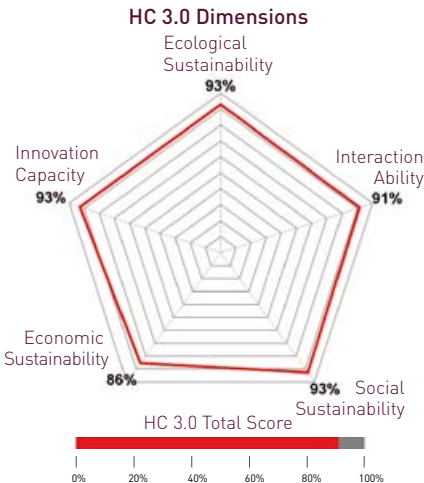
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For more than half a century, the international HOBAS Group has produced and marketed GRP (Glassfiber Reinforced Plastics) Pipe Systems, DN 150 to DN 3600 in diameter, around the world for potable water, sewage, drainage, hydropower, industrial, and many more applications. The international HOBAS Network is coordinated from Klagenfurt in Austria. To date, HOBAS Products have been installed using various methods – such as open trench, jacking, above ground, and sliplining – in more than 100 countries around the globe. Lined up in a row, the pipes would stretch thousands of kilometres, spanning the world several times.

HC 3.0 Success Factors:

- We provide made-to-measure solutions, focusing on customer satisfaction when making decisions in order to constantly increase the benefits to our clients
- The HOBAS Group draws upon a high level of innovative capacity, not least thanks to its best in class employees
- We always strive to improve on all levels and do not settle for mediocrity



Hödlmayr International AG

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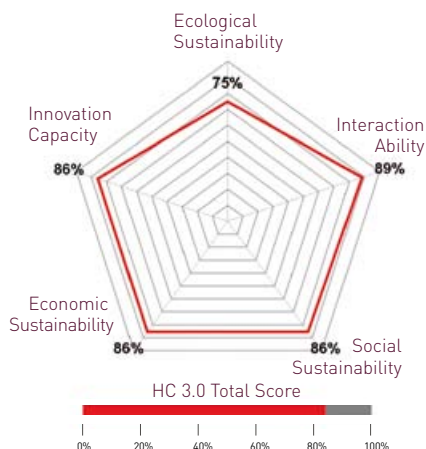


During the past 60 years, the vehicle logistics specialist from Schwertberg has continually developed and steadily expanded its range of services. Hödlmayr International AG does not limit itself to transporting vehicles, but guides its clients along the complete value added chain, from acceptance, through the entire preparation and distribution process, to dealer deliveries. In recent years, the company has also stepped up its investment in production. Accordingly, its current portfolio includes vehicle conversions and fit-outs, the completion of customized models and the installation of special seats. At present, the know-how of the roughly 1,600-strong Hödlmayr workforce is in demand in 16 countries.

HC 3.0 Success Factors:

- Providing the full range of automotive logistics services in 16 countries
- Our claim "people in logistics" is not just a slogan, but one of our most important key success factors
- As a family business we think in generations, not in quarterly periods

HC 3.0 Dimensions



HPI Gesellschaft für Messtechnik m.b.H.

Überfuhrgasse 37
8020 Graz
Austria

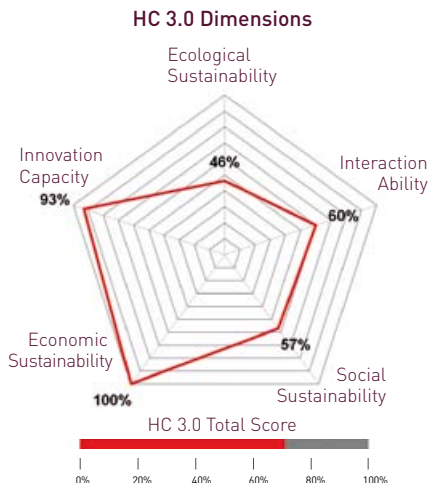
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HPI is the number one supplier when it comes to ballistic measuring equipment for interior, exterior, and terminal ballistic applications. Our products range from NATO-approved high-pressure transducers and internal pressure gauges, EPVAT test equipment, precision light screens, optical target systems, electronic data recording and evaluation systems to specific software. A new field of HPI's activities is the supply of measuring equipment for testing protection material, such as helmets, body armour, armoured steel plates, and safety glass in accordance with international standards. All equipment is applied in R&D, acceptance and routine tests in military and civil proving ranges, police laboratories and public proof houses.

HC 3.0 Success Factors:

- Continuous developments, uncompromising quality, high accuracy, and worldwide supplies and service ensure HPI stays ahead of the rest



Inform GmbH

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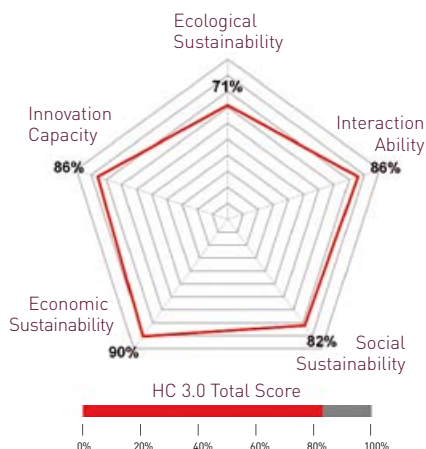


Inform GmbH was founded in 1983 as the outsourcing subsidiary of a large retailing company. Inform started with technical services for cash register systems and broadened its experience into the field of electronic payment systems ("cashless" payment). In this field, Inform developed hardware and software for chip-payment solutions. Key facts:

- 7,000 customers
- 18,000 Point-of-Cash repairs annually
- Ø 150 minutes repair time Austria-wide
- 50 employees, 32 specialized customer service technicians
- Subsidiaries all over Austria (headquarters in Vienna)
- Maintenance of over 3,000 checkout systems
- Service provider for over 14,000 payment terminals
- More than 12,000 own payment systems in use

HC 3.0 Success Factors:

- Innovation: We develop innovative solutions in niche IT markets
- Employees: Our participative leadership and the high esteem in which we hold our staff is a perfect basis for developing innovative products
- We think ahead for our customers: We develop ideas to bring new products and solutions to our customers, based on our strong knowledge of their field of business



Internorm International GmbH

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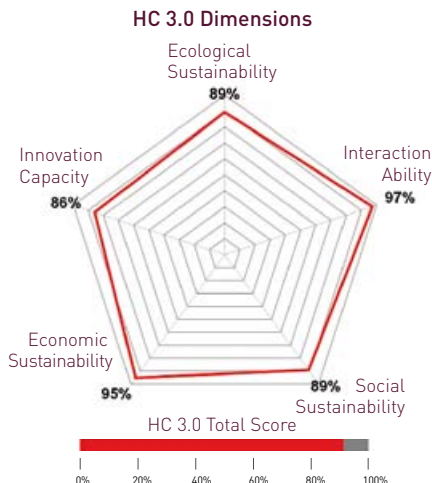
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Internorm®

We are Europe's leading window brand, with more than 1,800 employees. Over 20 million window and door units – all 100% made in Austria – have left our three production facilities at Traun, Sarleinsbach, and Lannach. Starting from UPVC windows, to the production of timber and aluminium windows, right up to today's high-tech and high-design innovations, our family business is setting standards Europe-wide. Together with more than 1,290 distribution partners in 20 countries, we can guarantee brand-leading product quality with high service competence. For further information visit www.internorm.com

HC 3.0 Success Factors:

- We are a leader in innovation and stand for high-quality window and door solutions, 100 % made in Austria
- Our customer care standards are the basis of the high service competence of our 1,290 distribution partners across Europe
- As Europe's leading window brand we offer more than 80 years of experience and the security of a strong brand



J. & L. LOBMEYR GmbH

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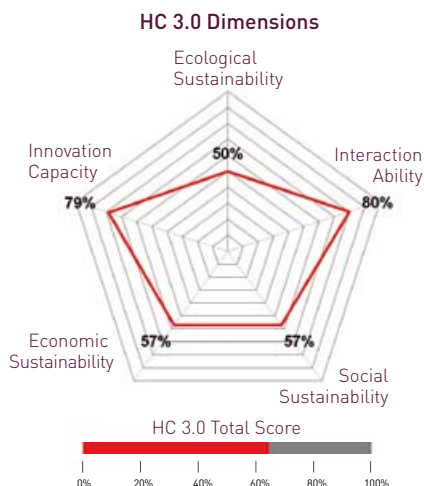
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The MOMA in New York collects it, Alain Ducasse serves it, the best designers create it, and people all over the world treasure it every day: glassware made by the Viennese manufacturer J. & L. Lobmeyr sparks universal fascination. Lobmeyr chandeliers grace private living spaces, opera houses, consulates, palaces, and mosques from Mecca to Medina. The company, and its store on the historic Kärntner Strasse in Vienna, has been owner-operated for six generations. Founded in 1823, it will soon be celebrating 200 years of business success.

HC 3.0 Success Factors:

- Active product development and design strategy results in good PR and a sustainable product range
- The company's rich tradition is a treasure to build on
- Uncompromising commitment to the highest quality standards guarantees exclusivity
- Family run business allows long-term, sustainable decisions



J. Meissl GmbH

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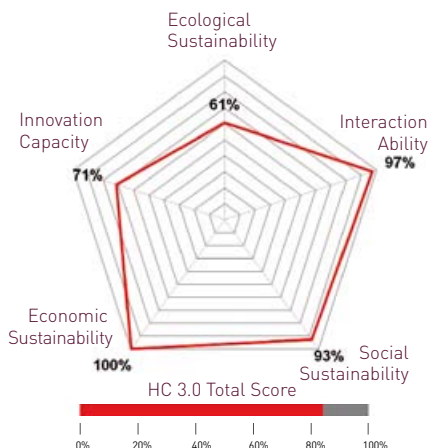
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Founded by Johann and Renate Meissl in 1976, the family company has grown continuously and now has more than 50 employees with specialists in all areas. The company specializes in the realization of individual projects and special solutions for every demand. Hermine Meissl, daughter of the founder, has run the company since 2001, and her highly qualified team designs, manufactures, and tests new products and projects in 8,000 square metres of plant area using special equipment. As a partner of modern open-air hospitality venues, Meissl creates and realizes successful and innovative open-air concepts for all kinds of weather. Not only the well-known umbrella bar – a combination of a fully stocked bar with a stable large umbrella – but also an enormously wide range of umbrellas in different shapes and sizes, and automatic and manual wind protection systems are all part of the Meissl range.

HC 3.0 Success Factors:

- Meissl is a specialist in the realization of individual and demanding solutions
- The enormous variety of products including umbrellas in different shapes and sizes, umbrella bars, and weather protection combined with fixed, automatic or manual wind protection systems
- Well thought-out functionality and a high-quality technical and visual design guarantee lasting success even in extreme locations and conditions



J. Zimmer Maschinenbau GmbH

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W www.zimmer-austria.com



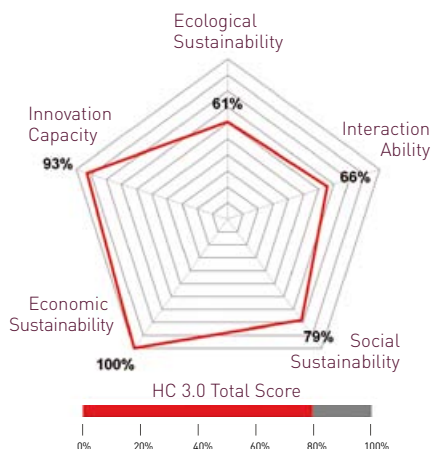
ZIMMER AUSTRIA, with sites in Klagenfurt and Kufstein, has been a worldwide leader amongst producers of textile and carpet finishing machines (digital printing systems, screen printing, coating, steaming, washing, and drying) for many years.

"First in Quality" and "First in Service" – ZIMMER AUSTRIA has been committed to this motto for more than 140 years. Many innovations and pioneering milestones for the textile printing industry have been achieved by ZIMMER AUSTRIA over more than a century.

HC 3.0 Success Factors:

- Zimmer has a long history in the field of innovative textile machinery
- Zimmer develops and manufactures machines in house and guarantees their quality. Process technology, mechanical engineering, and soft- and hardware are key competences
- New applications and processes are the driving forces behind innovative printing and coating systems

HC 3.0 Dimensions



Jacques Lemans GmbH

Jacques-Lemans-Strasse 1
9300 St. Veit an der Glan
Austria

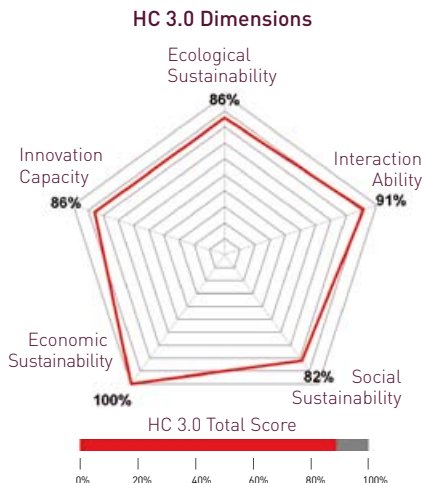
T +43 / 4212 / 5444-0
E office@jacques-lemans.com
W www.jacques-lemans.com



JACQUES LEMANS was founded in 1975 and is now one of the world's largest watch producers within the mid-price segment. The company is 100% privately owned and driven, and is financially independent. JACQUES LEMANS has several foreign subsidiaries and operates in more than 120 international markets. From idea to sketch, to design, technique assortment, prototype production, quality control and production release, production and marketing, everything at JACQUES LEMANS is undertaken in-house. Timepieces by JACQUES LEMANS are available at more than 9,500 sales points around the globe. More than 300 highly qualified JACQUES LEMANS employees live the philosophy of highest levels of quality at fair prices.

HC 3.0 Success Factors:

- Highest quality standards at affordable prices across a wide product range with numerous designs, including Classic, Sport, and Fashion – currently 850 models
- Flexibility and the ability to react immediately to the needs of our markets, distributors and clients
- Independence: family-owned and driven, 100% own capital



Jäger Bau GmbH

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JÄGER BAU JÄGER

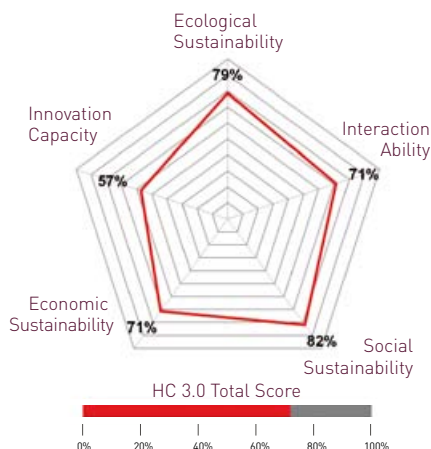
The main company of the Jäger Group is Jäger Bau GmbH. The company was founded in 1922 and is family-owned. JÄGER BAU's major business sectors include project development, commercial and residential construction, and civil engineering and underground works.

Alongside the construction business, the group company STAG Staubgut-Transporte is a modern logistics service provider focusing on national and international silo transportation as well as container trucking. Over many years, STAG has established itself as a partner of numerous central European companies in the transportation of all kinds of bulk goods.

HC 3.0 Success Factors:

- We create a winning partnership with our customers by providing services that are focused on their individual requirements
- Expert skills and know-how are key to our success
- Equipment is continuously upgraded to keep up with the latest available technology

HC 3.0 Dimensions



Johann Offner Werkzeugindustrie GmbH

Schwemmratten 7
9400 Wolfsberg
Austria

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Johann OFFNER Werkzeugindustrie is a world leader in forging hand tools for agriculture, gardening, and snow clearance.

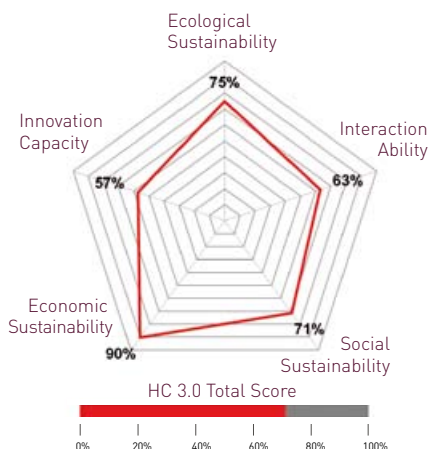
The OFFNER ironwork tradition can be traced back to the Middle Ages and was first documented around 1600. Originally the forge and ironworks produced steel, later making wire and nails, and finally, since 1870, scythes. After 1945, the works were extended and they now produce scythes, forks, rakes, shovels, and spades.

Worthy of particular note, the technology for forging fork heads is without doubt state-of-the-art and acknowledged all over the world. Our hand tools still live up to the century old motto: "Quality is my sanctuary".

HC 3.0 Success Factors:

- Quality leadership in the production of forged hand tools for agriculture and gardening
- Flexibility to respond to customer demands, expressed in a high number of tailor-made products
- High production capacity and short delivery times for seasonal products like snow tools, gardening tools, and hand tools for harvesting

HC 3.0 Dimensions



Kahlbacher Machinery GmbH

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E info@kahlbacher.com
W www.kahlbacher.com

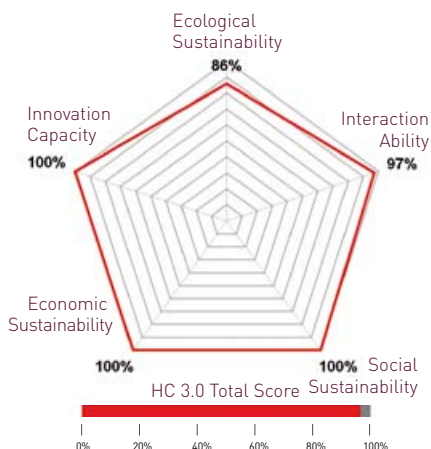


The Kahlbacher headquarters are located in the heart of Europe, at Kitzbühel, Austria. Kahlbacher is a globally-focussed family business, with strong links to its roots. Its business areas include road maintenance and technology, that helps airports and railways run smoothly in winter and summer. The use of high quality materials, innovative technology and the know how of more than 65 years of development work, gives Kahlbacher units maximum reliability and availability - even under toughest conditions. Kahlbacher is more than just a name, all over the world.

HC 3.0 Success Factors:

- Strong dialogue with customers, customized solutions, cutting edge products, focus on new product development and the ability to implement improvements quickly
- Family enterprise with highly experienced and motivated employees, and an emphasis on individual responsibility
- Apprenticeship program, training the company's own people
- Programme to encourage employees to suggest new ideas

HC 3.0 Dimensions



kdg Holding GmbH

Dorf 91
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E office@kdg-mt.com
W www.kdg-mt.com

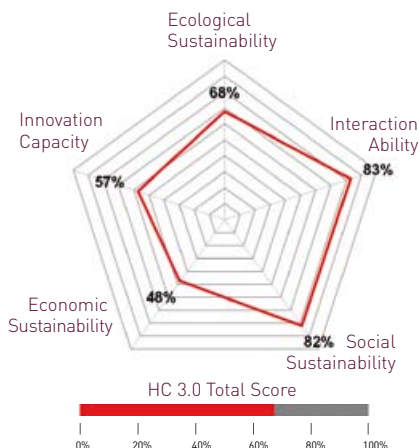


kdg is a leading independent general contractor providing authoring, digital, manufacturing, and logistical services for high-quality media products. kdg's portfolio extends from services offered by kdg mediascope, such as premastering and copy protection, DVD and Blu-ray authoring, data archiving, and digital distribution, to the production and packaging of media products such as CDs, DVDs, Blue-rays in the kdg mediafactory, right through to the logistical services offered by kdg medialog. Having already gathered 30 years of experience in the high-precision optical moulding sector, in 2013 the company launched the start-up division kdg Opticomp, which focuses on high-precision and innovative optical components for the LED lighting industry.

HC 3.0 Success Factors:

- Listen and serve: Focus on the real needs of your customer
- Best service every day: Good is not good enough
- Take a chance to change: Always be prepared to adapt and realign your services

HC 3.0 Dimensions



KNAPP AG

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E sales@knapp.com
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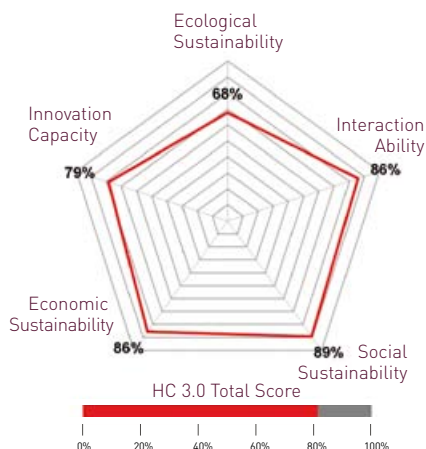


KNAPP is one of the world's leading suppliers of warehouse automation and warehouse logistics software. Its 98% export quotient and more than 1,600 installations worldwide clearly reflect the company's international nature. Founded in 1952, today KNAPP has more than 2,500 employees worldwide. The company's core business areas include pharma, fashion, general retail, and food retail. Customers throughout the world – such as Avon Cosmetics, Hugo Boss, John Lewis, L'Oréal, Rewe and Spar – trust in the experience and innovative strength of KNAPP. The company has a global network of 33 locations that ensure optimal customer service.

HC 3.0 Success Factors:

- As a solution provider KNAPP provides one-stop, custom-designed intralogistics systems
- The key components of KNAPP's success are years of experience, sector expertise, and technological know-how
- Research and development is an integral part of the company strategy

HC 3.0 Dimensions



Konrad Forsttechnik GmbH

Oberpreitenegg 52
9451 Preitenegg
Austria

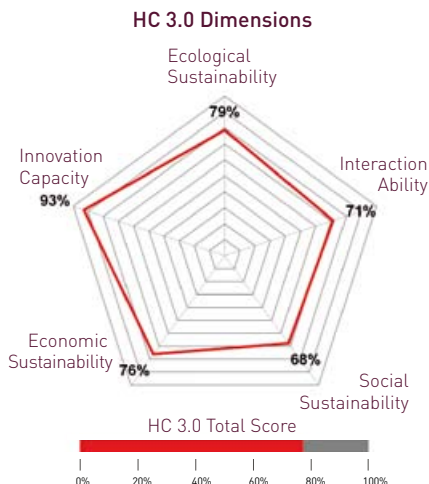
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E office@forsttechnik.at
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For more than 20 years, KONRAD FORSTTECHNIK GmbH has been manufacturing innovative equipment for harvesting timber, mainly for use in steep terrain. Our product range includes the WOODY harvesting heads, MOUNTY and KMS cable yarding systems, and the LIFTLINER and WOODLINER carriages for the harvest and transport of complete trees. The company's latest innovations are the HIGHLANDER steep terrain harvester and the PULLY ground carriage. KONRAD FORSTTECHNIK GmbH employs 110 workers in departments including electronics, mechanics, and after sales service. The company is managed by its directors Josef and Markus Konrad. Konrad products are already sold by local dealers in many countries all over the world.

HC 3.0 Success Factors:

- Woody Harvesting heads: Powerful heads with endless rotation and a foldaway advancing unit
- Mounty and KMS are revolutionary machines for complete tree harvesting. Fast, reliable, and extremely soil conserving
- Harvester Highlander is an innovative machine for timber harvesting on steep slopes. An all-round machine in the forest



Kostwein Group

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KOSTWEIN
MASCHINENBAU GMBH

The 900 employees of the family-run company operate at 8 sites in Austria, Croatia, and India. The company produces machines for international market leaders in different sectors. The focus lies on process innovation and the optimized handling of processes in assembly, supply chain, and logistics.

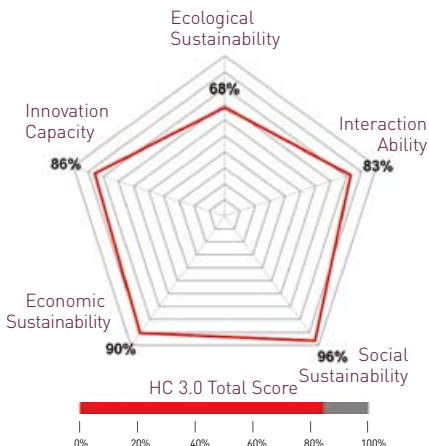
Parts are manufactured in small and medium batch sizes on more than 250 CNC machines. Every year investments are made to modernize the machine park. For serial products, assembly is done in a synchronic tact assembly, using the latest logistic concepts.

Thanks to networking collaboration along the value chain, customers can concentrate on their core competences and are therefore able to generate competitive edges.

HC 3.0 Success Factors:

- Customers: Independence and strategic development enable an optimal mix of industries and long-lasting partnerships
- Employees: Treating employees with respect and providing scope for personal development create a motivated workforce
- Optimized processes: The highest quality and short throughput times enable high productivity

HC 3.0 Dimensions



KRAUSE & MAUSER

Krauseco Werkzeugmaschinen GmbH
Wolfganggasse 58-60
1120 Vienna/Austria

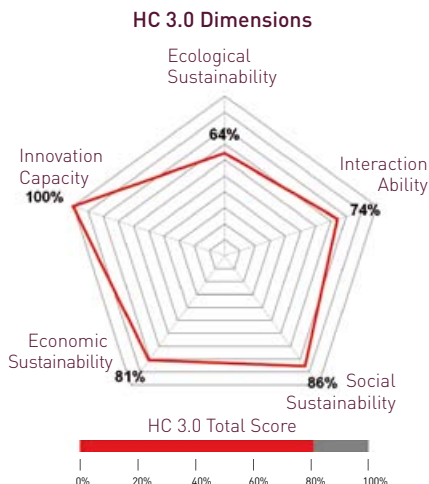
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E krause@krause-mauser.com
W www.krause-mauser.com



KRAUSE & MAUSER specialize in machinery and equipment for series production, especially for automotive powertrain parts. This mainly includes special-purpose and transfer machines, flexible machining modules, cracking and assembly systems, and automation and robotics. In the technology field, KRAUSE & MAUSER particularly specialize in fine and ultra-fine machining, laser cracking, and other laser applications. Alongside the automotive industry, customers are mainly active in industries that require particularly high-precision equipment. With a particular focus on innovations, the group is a global market leader in machines for manufacturing conrods, cracking technology, and transfer centres (INVERS³ machines).

HC 3.0 Success Factors:

- The group is a global market leader in machines for manufacturing conrods, cracking technology, and transfer centres (INVERS³ machines)
- In close cooperation with its customers, the company develops and tests innovative products and technologies
- Our motivated and skilled employees are a key factor in our success



Kristl, Seibt & Co GesmbH

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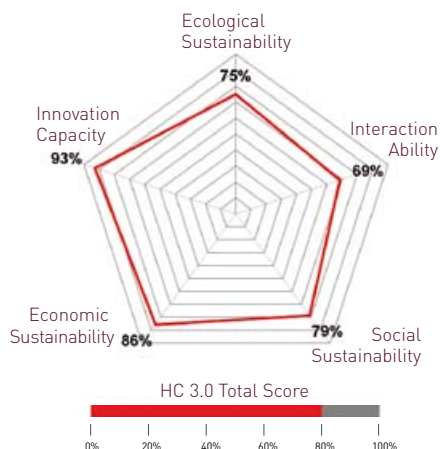
We supply test benches for the automotive and industrial engine industries. With approximately 350 employees, more than 30 years of experience, and continuous R&D within the fields of engine, drivetrain, component, and complete vehicle testing, we offer our customers high-end, customized solutions:

- KS-R2R Road to Rig test system for powertrain optimization in complete vehicles
- Chassis dynamometers
- KS-R2R Road to Rig drivetrain test rigs
- Engine and gearbox test benches
- Hybrid and electric drive testing equipment
- Components for test systems such as automation systems, frequency converters, battery simulators and testers, conditioning devices, and more
- Consultancy for testing equipment and infrastructure

HC 3.0 Success Factors:

- Leading-edge technology by combining science and workmanship with continuous R&D
- Focus on customers: tailor-made solutions, long-term customer relationships
- Highly qualified and motivated teams, long-term loyalty

HC 3.0 Dimensions



KUVAG GmbH & Co KG

Dragonerstrasse 2
4720 Neumarkt/Hausruck
Austria

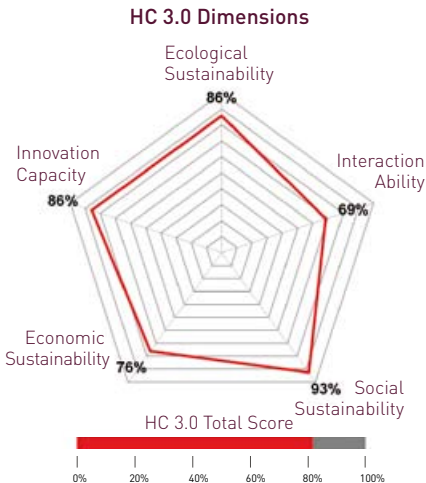
T +43 / 7733 / 5000-0
E office@kuvag.com
W www.kuvag.com



The KUVAG group is the leading provider of custom-developed solutions for electrical insulation. It operates in a number of international markets serving customers in the electrical, traffic engineering, wind power, and medical technology industries. KUVAG products are proven in numerous performance critical applications, including insulators in medium- and high-voltage switchgear up to 800 kV, transformers, railway infrastructure, and MRI scanners. Headquartered in Austria, KUVAG operates production facilities in Austria, China, the Czech Republic, and Germany. KUVAG is renowned for its innovative strength and high quality, and this is reflected in a fast-growing base of satisfied customers.

HC 3.0 Success Factors:

- Outstanding technological capabilities and long-term experience in challenging applications
- Uncompromised quality, understanding, and execution in all business processes
- Trust-based, long-term relationships with international customers



Leobersdorfer Maschinenfabrik GmbH

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With over 60 years of experience in compressor business, LMF is the leading Austrian manufacturer of high-pressure piston compressor systems for air and natural gas, as well as technical and industrial gases (process gases) within a power range of up to 6200 kW (8000 hp) and final pressures of up to 700 bar (10150 psi).

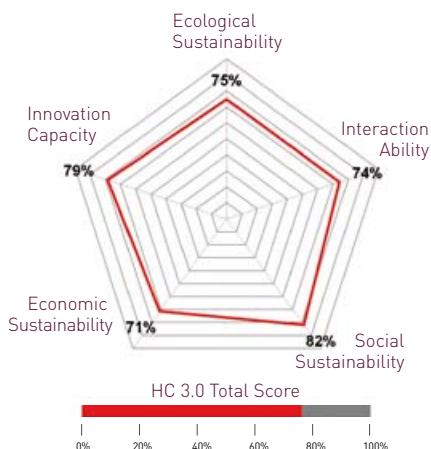
LMF offers its clients all relevant services as a one-stop provider – from engineering to manufacturing and testing under full load, start-up, and maintenance.

The modular structure of the LMF product range allows it to provide clients with customized solutions in respect of technical and economic aspects. Our careful selection of materials and outsourced items guarantees the optimal operation of our compressor systems.

HC 3.0 Success Factors:

- Customers: Longstanding, close relationships with blue chip customers
- Technology: New technologies with additional functionalities
- Solutions: Moving from a product-driven to a solutions approach
- Flexibility: Modular design approach

HC 3.0 Dimensions



LIGHTS of VIENNA

Viaduktstrasse 1
2353 Guntramsdorf
Austria

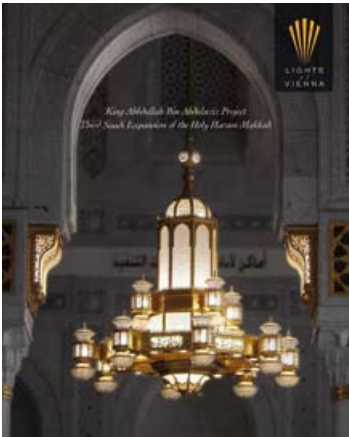
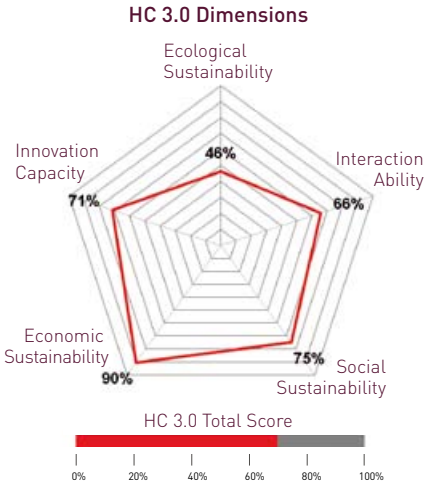
T +43 / 2236 / 25722
E office@lightsofvienna.com
W www.lightsofvienna.com



LoV – LIGHTS of VIENNA – is a leading global company in the design, development, and production of high quality decorative lighting systems. Our company stands for excellent quality based on years of experience and our work with selected partner companies. The engineering and production of all custom-made products is carried out in our facilities near Vienna, Austria. We provide services through all phases of project planning, design, and development. Individual lighting fixtures crafted by LoV can be found in numerous international 5-star hotels, as well as in various villas, palaces, luxury yachts, and public areas.

HC 3.0 Success Factors:

- 25 years ago, LoV undertook 2 major Saudi Arabian projects to fully furnish and illuminate the mosques of Mecca and Medina
- Since then, there has not been a single complaint about our products
- Two years ago we were commissioned to provide lighting systems for the expansion of Mecca, thanks to our high-quality work completed on the first two projects



Lindner-Recyclingtech GmbH

Villacher Strasse 48
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T +43 / 4762 / 2742-0
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W www.l-rt.com

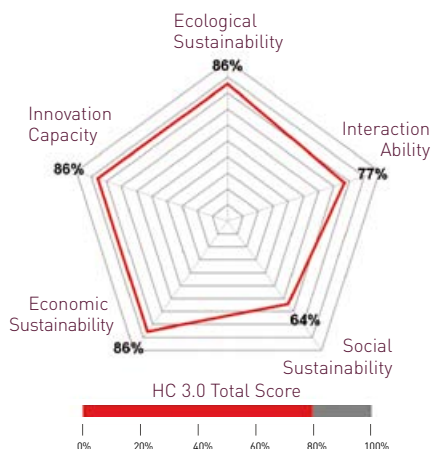


Lindner-Recyclingtech is among the world leaders in machines and two-step shredding systems for waste recycling. Nearly everything can be reduced: waste-to-energy, paper, medical waste, document shredding and data destruction in accordance with DIN 66399, plastic, rubber, wood, textiles, biomass, and many more. For more than 66 years, the Austrian family business has been advising customers all around the globe and building highly efficient and effective shredders, which are tailored to each customer's individual requirements. While Lindner's product palette is versatile, the goal is always the same: satisfied customers who produce valuable commodities from various waste materials.

HC 3.0 Success Factors:

- Internationalization: one of the factors that has lead to the high export rate of approximately 95%
- Innovation: ensured by an in-house R&D department as well as a research centre at our premises in Feistritz an der Drau
- The initiative of all our staff, which is continuously promoted and challenged by our training and further education measures

HC 3.0 Dimensions



Linsinger Maschinenbau GmbH

Dr. Linsinger Straße 23-24
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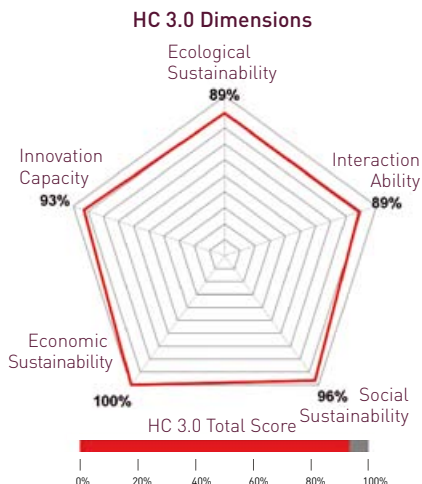
W www.linsinger.com

LINSINGER
Austria

LINSINGER Austria is a company that has gone global through innovation, thereby establishing a leading position in a highly specialized niche market. LINSINGER has 350 employees and a factory in Austria. It exports 100% of its production output all over the world, including to Asia, America, the EU, and Russia. LINSINGER has developed unique expertise as a result of 70 years of continuous research and development. The milling technology range represents the historical origin of the company, which was then expanded to include sawing technology. Rail technology is the latest addition to the range, resulting from a combination of LINSINGER's milling and sawing technologies. The company's products are further enhanced by the tool technology division.

HC 3.0 Success Factors:

- LINSINGER offers long-term cooperation with customers to develop leading-edge technologies that create significant improvements
- LINSINGER offers its dedicated employees a wide-ranging opportunities for personal growth
- Thanks to insourcing and in-house manufacturing, LINSINGER is able to pass on the benefits of local quality



Lithoz GmbH

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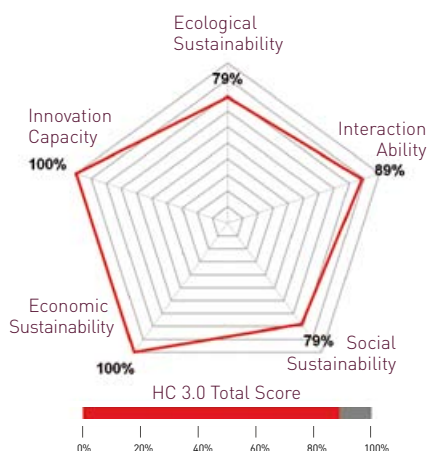


Lithoz GmbH, based in Vienna, specializes in the development and production of additive manufacturing systems and the various ceramic materials for the simple and cost-effective production of high-performance ceramics. With its patented Lithography-based Ceramic Manufacturing Technology, Lithoz is the only company worldwide which has successfully developed an additive manufacturing process for the production of high-performance ceramics. This enables quick and cost-efficient production of prototypes and small series in unmatched quality. Moreover, the LCM technology facilitates highly complex object geometries which were previously impossible to manufacture with conventional ceramic forming technologies.

HC 3.0 Success Factors:

- Lithoz has been able to establish a completely new production technology for the production of ceramic parts
- Lithoz has an export quota of 98.5% and receives customer inquiries from five continents
- Thanks to its innovation Lithoz is featured in the most important ceramic industry reports

HC 3.0 Dimensions



LORENZ Shoe Group AG

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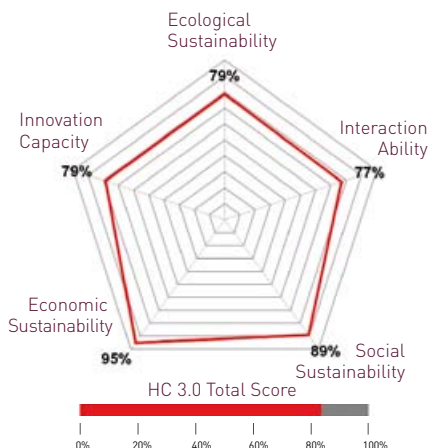
LORENZ SHOE GROUP AG

The LORENZ Shoe Group AG is an internationally successful family business, with the brands HÖGL, GANTER and HASSIA. 1.5 million pairs of high-quality shoes are produced each year, with an annual turnover of EUR 100m. Sales are through the wholesale distribution channel, with 100 HÖGL-branded stores. Flagship stores are located in Vienna and in major cities in Western and Eastern Europe, Russia, and China. HÖGL is the group's modern fashion brand; GANTER the sports comfort brand; and HASSIA is the elegant, premium comfort brand. The group employs over 1,100 people worldwide, of which 200 are based in the Austrian headquarters and 700 in the company's Hungarian factory.

HC 3.0 Success Factors:

- Our brands belong to Europe's leading quality shoe producers
- We have an export quota of over 90 % and export to more than 40 countries worldwide, confirming our international success
- Over 50 years ago we started to develop our brands internationally by addressing the sales distribution channels, the buying process and production manufacturing

HC 3.0 Dimensions



LOYTEC electronics GmbH

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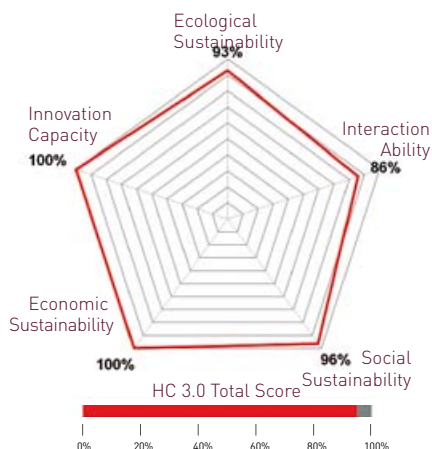


Founded in 1999, LOYTEC electronics GmbH today ranks among the leading European providers of intelligent network infrastructure products for building automation. LOYTEC develops, manufactures, and distributes router and gateway solutions, embedded automation servers and I/O controllers, the L-ROC room automation system; DALI lighting controls, and also graphical user interfaces in the form of touch panels, via PCs or mobile devices. The primary focus is on network solutions for buildings and real estate. Product development and manufacturing are headquartered in Vienna, Austria. In addition, the company has offices in France and Germany and subsidiaries in the USA and Asia.

HC 3.0 Success Factors:

- LOYTEC develops automation solutions that help to substantially reduce a building's energy costs
- Strong partnerships with leading industrial companies and intensive research work in cooperation with universities result in innovative products for customers all around the world
- LOYTEC products are supplied to more than 80 countries around the world and the company has an export rate of 98%

HC 3.0 Dimensions



Maschinenfabrik LASKA Gesellschaft m.b.H.

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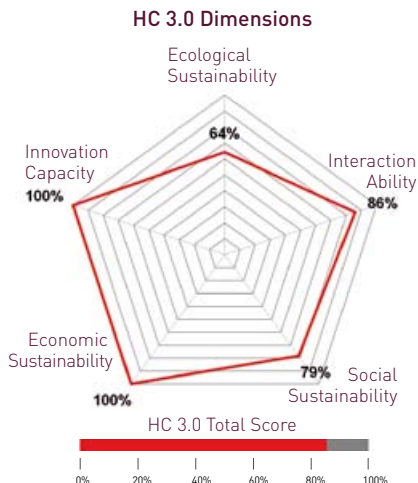


MEAT PROCESSING MACHINERY

LASKA develops and produces special machines of the highest quality and sells to satisfied customers worldwide. LASKA and its global representatives provide the fullest support to all its customers as a competent contact partner. From the first consultation through to our outstanding professional support, we provide users after sales service from initial purchase through the entire service life of each machine – this is our unrivalled reputation for reliability. Maschinenfabrik LASKA is the leading international brand in the meat processing and associated food industries, with an outstanding product portfolio in terms of functionality, robustness, and safety and the exceptional quality of the data processing its machinery provides.

HC 3.0 Success Factors:

- Internationality: We operate in 140 countries and serve customers on all continents
- Quality: Our selection of the best components as well as our employees' extensive expertise is the basis for modern and high-quality LASKA machines
- Thinking and working for the long-term



Maschinenfabrik Liezen und Gießerei Ges.m.b.H.

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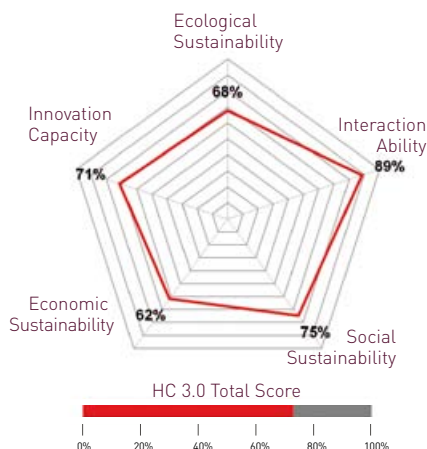


Maschinenfabrik Liezen und Giesserei Ges.m.b.H., with approximately 800 employees, ranks among the largest mechanical engineering companies in Austria. For more than 70 years, the name MFL has been known for quality, reliability, flexibility, and efficient performance. MFL operates in four divisions: foundry business, mechanical engineering, sawing and milling technology, and special machinery. The product portfolio comprises engineering and manufacturing individual and serial parts up to complex machines, plants, and castings for clients all over the world. The company is part of the powerful MFL Group represented by sales offices or sales partners in more than 50 countries worldwide.

HC 3.0 Success Factors:

- Communication with our customers, partners, and suppliers
- Continuous development of our corporate brand and product brand
- Maximum flexibility and extensive possibilities for serving a broad range of branches

HC 3.0 Dimensions



Medek & Schörner GmbH

Dr. Karl Renner Strasse 9-11
2203 Grossebersdorf
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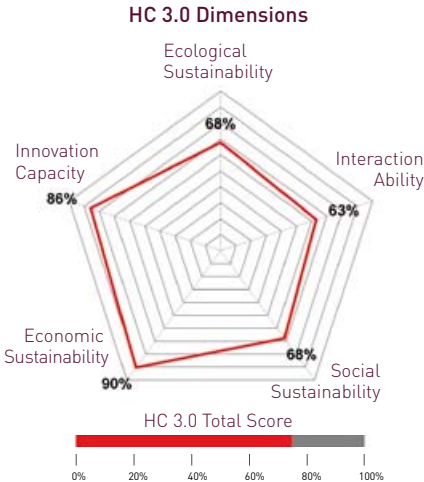
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E m+s@medek.at
W www.medek.at



For decades now, Medek & Schörner has been a world market leader in cable marking machines and optical fibre processing lines. The only company operating in this market segment, Medek & Schörner covers virtually the entire spectrum of machines for marking cables and processing optical fibres. Thanks to the fact that Medek & Schörner has maintained excellent, close relations with companies in the cable and wire industry right from the word go, the company is always in touch with new requirements, rapidly developing new production concepts and continually improving existing systems.

HC 3.0 Success Factors:

- Excellent, close relations with companies in the cable industry right from the word go. Always in touch with new requirements, rapidly developing new production concepts, and continually improving existing systems
- Competent, highly qualified engineers, consistent knowledge management
- Unrivalled expertise in these fields



MEHLER Elektrotechnik Ges.m.b.H

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Austria

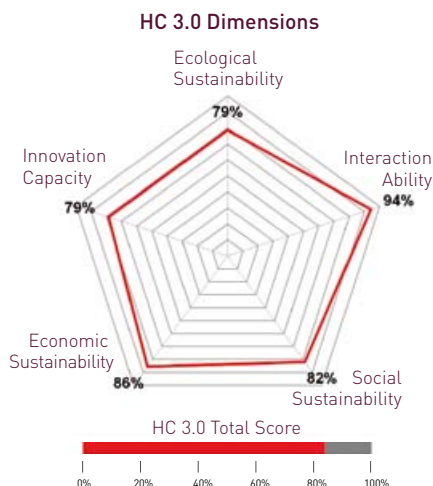
T +43 / 7253 / 8225
E office@mehler.at
W www.mehler.at



Mehler Elektrotechnik GesmbH is a successful manufacturer of low-voltage distribution systems. We offer our customers technology for the future. Together with our employees, we spend every day working on further development and improvement of our products. Implementing new technology and ideas is one of the company's main priorities. Requests and orders are handled quickly and efficiently. The whole Mehler team works flexibly and is constantly striving to deliver the best quality as quickly as possible. All these processes serve to provide our customers with a technical advantage and benefit.

HC 3.0 Success Factors:

- High flexibility: Special version and customer requirements are implemented quickly
- Innovative solutions: Energy-saving and intelligent distributor-systems
- Fast customizations: Project management JUST IN TIME



Merckens Karton- und Pappenfabrik GmbH

Josefstal 10
4311 Schwertberg
Austria

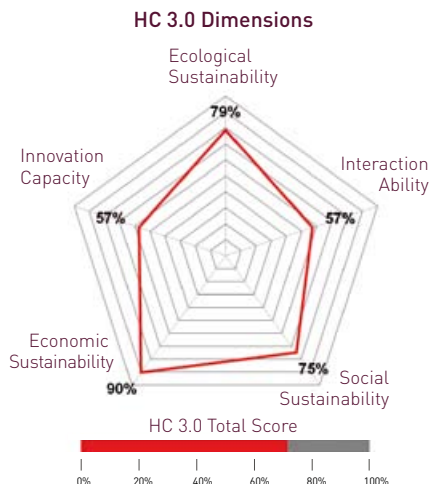
T +43 / 7262 / 61110-0
E pappe@merckens.at
W www.merckens.at



Merckens Karton und Pappenfabrik is one of the leading manufacturers and processors of board. Most of the processing is undertaken by our subsidiary company, Merckens Präsentationstechnik. This firm produces ring binders, files, and folders according to the client's specific wishes. Major sectors served are education, industry and trade, banking, insurance, and the public sector. Quality, customized design and short delivery times are the top priority. Merckens Karton und Pappenfabrik is a supplier of a wide range of board qualities and clients' individual quality requirements are accommodated at the production planning stage. The raw material is 100% waste paper and all products are FSC certificated.

HC 3.0 Success Factors:

- Merckens is a global leader in quality board. The upholstery, packaging, office products, automobile, shoe, and other industries are constant customers
- Service, technical development, and the consideration of individual requirements ensure our customers are always satisfied
- Ecological orientation is company policy



MK Illumination Handels GmbH

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W www.mk-illumination.com

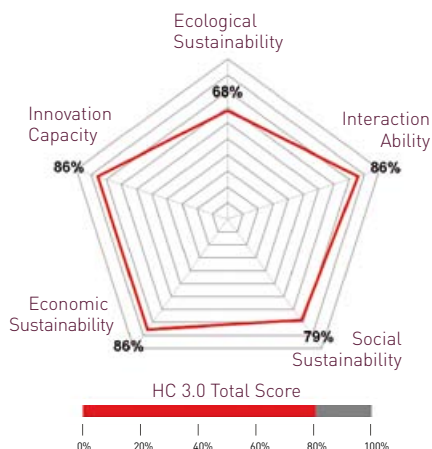


MK Illumination has been offering exceptional festive lighting concepts for all occasions and for any size of project since 1996. As a provider, planner, designer, and producer of bespoke solutions, MK Illumination mainly caters to the following three areas: leisure and tourism, public spaces, and retail real estate. The company operates worldwide and maintains 28 independently run subsidiaries in various countries. In keeping with its philosophy of being a regional company with a global reach, MK Illumination allows each business to benefit from local knowledge. MK Illumination's product range features a large selection of LED lighting solutions, from simple light chains to an extensive collection of high quality designs.

HC 3.0 Success Factors:

- Our commitment to design, innovation, technical excellence, and sustainable solutions allows us to create tailored lighting concepts
- We offer a complete service, from planning, design, manufacture and installation through to storage and maintenance

HC 3.0 Dimensions



more&g e-Health GmbH

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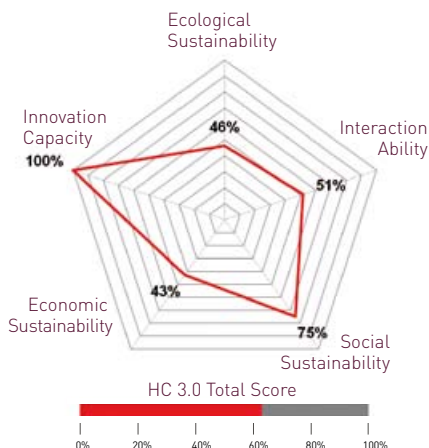
more&g – monitoring, recall, and guidelines – develops and distributes the software solution M.E.M.O.R.E.S, a medical monitoring and recalling system. We deal with digital guideline-based monitoring, electronic documentation of patient histories, and their outcome evaluation. You can use this application in all medical and nursing environments that require continuous, longitudinal care to prevent diseases or the associated complications of diseases.

more&g was founded in 2009 by two medical doctors, Alfred Krall and Clemens Skrabal. Together with our pilot partner, Tulln State Clinic, we won the Austrian State Award Consulting 2012 with the project "Tumour aftercare in the 21st century: a software-based approach".

HC 3.0 Success Factors:

- Medical doctors in a technical world: Geriatrician and general practitioners with experience in developing and assessing software solutions in healthcare
- We connect health: Implementation of guideline-based innovative ICT solutions and healthcare networks
- Together: Connected in an extensive med-tec partnership

HC 3.0 Dimensions



MS Design Auto Tuning GmbH

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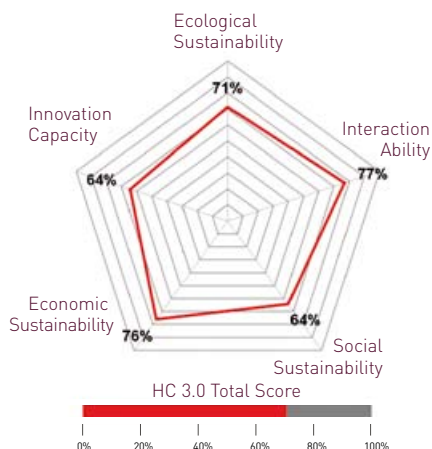


A passion for the automotive, striving for perfection, and decades of experience determine every action and every detail of the company's operations. As an award-winning supplier to the automotive industry, we know how to meet the highest standards and reliably deliver the best quality. Modern production facilities, highly qualified staff, and years of experience make MS Design a competent and reliable partner. As a full service provider we support you in every phase of the production process. Starting with the idea, to the prototype, the tool construction, the manufacturing of production and measurement devices, all the way to the finished product, we offer the highest quality from a single source.

HC 3.0 Success Factors:

- Full service provider: Vision – Idea – Design – Prototype – Construction – Toolmaking – Tests – Serial production – Logistics
- Short processing times, modern production facilities, highly qualified staff
- 30 years of experience: Clients such as Porsche, Audi, VW, Ford, Opel, and many others testify to our expertise

HC 3.0 Dimensions



MYWEBSPORT

Schlerngasse 1b
6020 Innsbruck
Austria

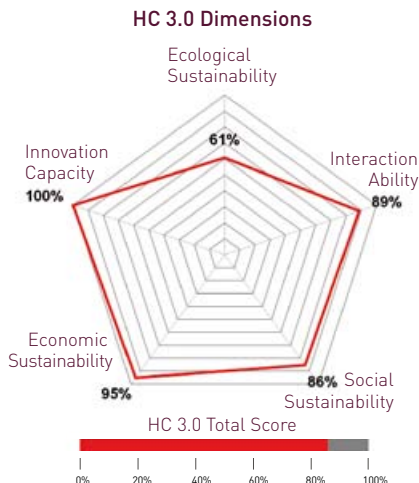
T +43 / 664 / 3454157
E info@mywebsport.com
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Before the invention of the telephone, you could only have a conversation face-to-face. Before MYWEBSPORT was founded you could only play billiards on the same table as your opponent. This is history: sophisticated software, a precision laser and a high-resolution camera, combined with the internet have changed things. Now, you meet virtually but play in reality, with each player at his or her own billiard table. Beside the possibility to play against other players no matter where you are, MYWEBSPORT opens undreamt-of new training possibilities. Worldclass players like Marco Zanetti (Italy) or Martin Horn (Germany) already use the system. Both are enthusiastic and convinced that MYWEBSPORT will lead billiards into a new age.

HC 3.0 Success Factors:

- No competition because of its unique selling proposition
- Worldwide market, since billiards is played all over the world
- Integration of new technology enables the global networking of clubs and players



NKE Austria GmbH

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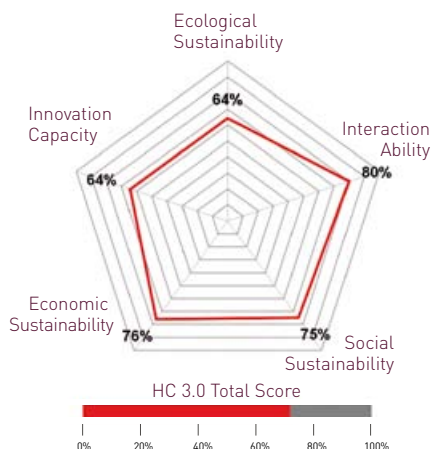


NKE Austria GmbH is a bearing manufacturer with headquarters in Steyr, Austria. Founded in 1996 by a group of senior staff members from the former Steyr Wälzlager company, NKE produces standard and special bearings for all industrial applications. The full range of its operations – engineering, product development, production and final processing of components, modular assembly, quality assurance, logistics, and sales and marketing – are centralized at NKE's headquarters in Steyr, Austria. We offer a wide range of standard bearings, as well as tailored products and solutions. In addition to product development and application engineering, NKE provides a full range of technical, consulting, documentation, and training services.

HC 3.0 Success Factors:

- Special programme of component production for specific customer demands, including standard and special products
- Flexible customer service orientation, focussing on needs and the ability to respond quickly
- Flexible modular component assembly system

HC 3.0 Dimensions



Norbert Schaller GesmbH

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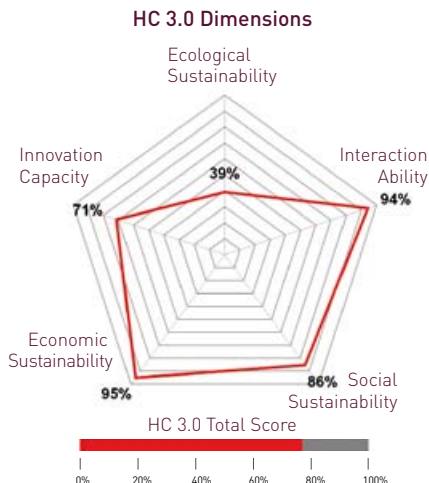


As a pioneer in the food-processing industry for the past 40 years, SCHALLER® is a leading partner when it comes to integrated technical and technological solutions for production operations in the meat and confectionery industries worldwide.

SCHALLER® offers a complete range of services, built upon a comprehensive portfolio of machines and spices, clear concepts, professional competence, cooperations with leading manufacturers, and its employees' many years of experience. Integrated thinking and a solution-orientated approach are second nature to us. Our highest ambition is to achieve "Excellence in Food" in everything we do.

HC 3.0 Success Factors:

- Technology, engineering, and service from a single source
- Local presence in the dynamically growing markets of Eastern Europe, Russia, and Central Asia: 21 branches in 17 countries
- Long-term strategies coupled with flexible implementation at our customers' sites



Odelga Med Ges.m.b.H

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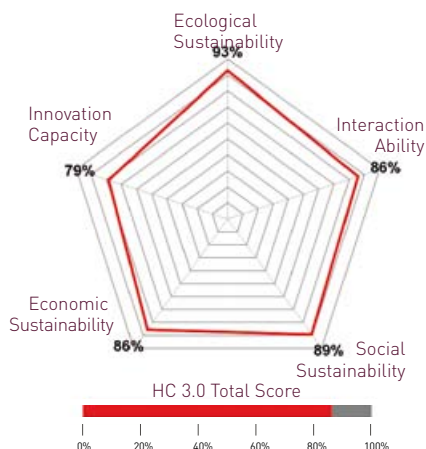


Odelga Med is an expert in medical engineering and developing and equipping of hospitals. With a network of subsidiaries, representative offices and partners, Odelga is active in more than 30 countries and regions worldwide, including China, Indonesia, Vietnam, Central and Southeastern Europe, Central and South America, and Africa, as well as many Arab countries including Egypt and Iraq. Thanks to our excellent relations with the world's leading manufacturers, we can offer the best products, as well as customized solutions suited to the client's particular budget. We can also offer special expertise in mobile health units, oncology centres, and cardiac centres. In Austria, Odelga has its own production line for special medical trolleys and other steel manufactured products. As far as financing is concerned, we can offer customized solutions and feasibility studies.

HC 3.0 Success Factors:

- Customized solutions according to specific client requirements
- Excellent know-how in medical engineering and functional planning of hospitals
- Package offers including financing and servicing of all supplied equipment

HC 3.0 Dimensions



ÖkoFEN Forschungs und Entwicklungs Ges.m.b.H.

Gewerbepark 1
4133 Niederkappel
Austria

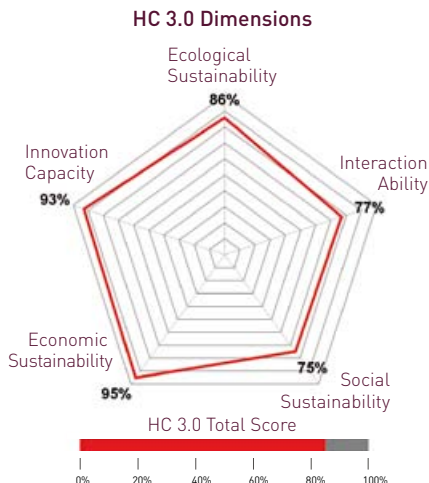
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E oekofen@pelletsheizung.at
W www.oekofen.com



Europe's specialist in pellet heating, ÖkoFEN stands for modern renewable energy using environmentally friendly wood pellets. Established in 1989 by its pioneering founder Herbert Ortner, the company has specialized solely in pellet heating systems. The result is perfected technology that is always one step ahead. The company's pioneering spirit is further reflected in its ingenious concepts for pellet storage, the convenience of its touch-screen displays, and its smart solutions for buildings with low energy requirements. An extensive network of expert advisors and service technicians guarantees ÖkoFEN customers the best possible support.

HC 3.0 Success Factors:

- Innovation champion: ÖkoFEN's pellet boiler systems are always at the cutting edge of technology
- ÖkoFEN is Europe's specialist in pellet heating. This means we have the specific knowledge that leads to constant innovation
- Our commitment to the environment is reflected in both our product range and the activities of all company divisions



Orderman GmbH

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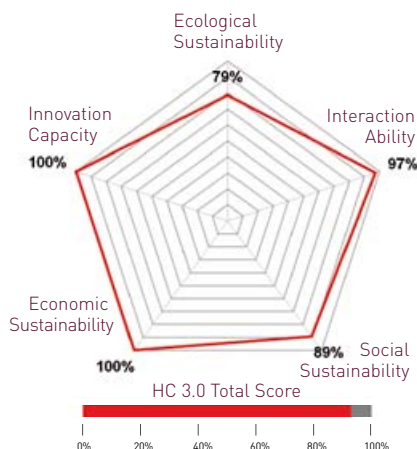


Orderman GmbH is part of the global NCR Group. With its premium products, the Salzburg-based company is the leading provider of technology solutions for the European hospitality industry. Handhelds, POS systems, and services from Orderman are used in more than 35,000 restaurants worldwide. Innovative technology combined with a unique user experience and an emotionally strong design have made Orderman a global leader, and a synonym for mobile technology in the hospitality industry. Orderman products are sold exclusively by 1,000 qualified dealers in 42 countries. The regional proximity of our partners guarantees the short response times that are so important in the hospitality industry.

HC 3.0 Success Factors:

- Innovation is key to Orderman's success: About one quarter of the staff works in R&D
- Orderman products speed up processes at restaurants and save valuable time. This allows service staff to concentrate on actively selling drinks, food and desserts. Orderman products boost sales of hospitality businesses by up to 25%

HC 3.0 Dimensions



Ovotherm International

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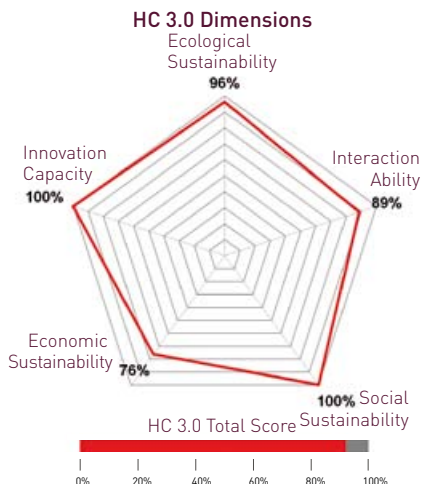


Ovotherm International is an Austrian-based, mid-size company specializing in clear egg packaging. We offer a wide variety of product types and sizes, and our products can be found in major retail chains in more than 60 countries. Ovotherm has been in the market since 1967 and is the leader in developing new packaging for eggs. The requirements of the egg industry have changed in recent decades, and today we need to offer attractive presentation at the point of sale. But we also need to fulfil the demands of the highly industrialized egg companies in terms of quality.

We care for the environment and we therefore use material made from 100% recycled PET bottles. As a result, the environmental footprint of our products is better than that of products made from other materials.

HC 3.0 Success Factors:

- Innovation: Ovotherm is the leading developer of clear egg packs
- Sustainability: We only use 100% recycled material for our egg packs, and thereby offer the best environmental footprint
- International approach: Ovotherm is a global player working with respect for other cultures



PEM Gesellschaft m.b.H.

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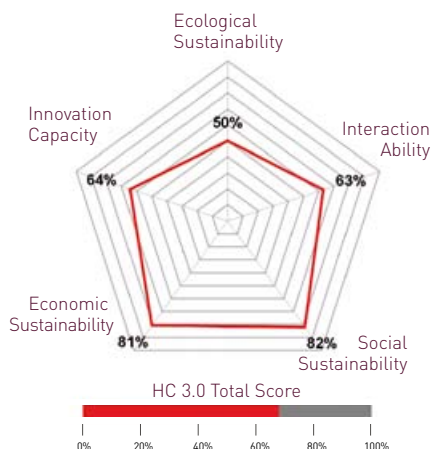


PEM is an international company. A coordinated network of manufacturing companies, logistics, and services, combined with our engineering services, guarantees added value for our clients' building projects. With sales offices in many countries, we have a very good understanding of language and legal matters. All services offered in the construction of facilities such as production buildings, storage buildings, sports halls and the construction of turnkey objects are provided entirely according to the client's wishes and requirements. Qualified staff create planning concepts, final detailed plans, fire protection concepts, thermal and sound insulation concepts, statical design, and workshop drawings. The high quality standard of the buildings is guaranteed by our own most experienced assembly team.

HC 3.0 Success Factors:

- Big enough for your requirements, small enough for your individual needs
- Reliable partner for Austrian and German companies investing in foreign countries
- Austrian building standards in foreign countries thanks to the use of PEM's own assembly teams

HC 3.0 Dimensions



pewag austria

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E had@pewag-group.com
W www.pewag.com

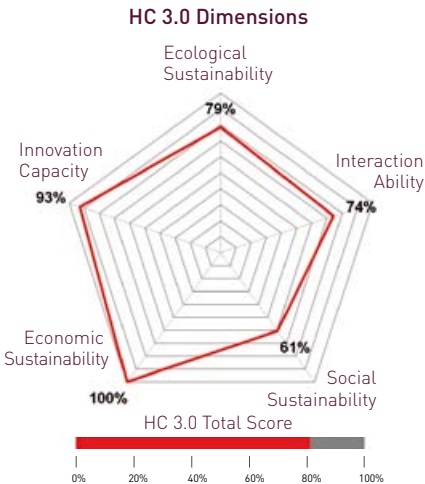


pewag can look back on more than five centuries of experience in manufacturing chains, as well as components. Since the first documented references of a forging plant in the year 1479 in Brückl, Austria, the pewag group has become one of the world's leading chain manufacturers. Today's success is based on excellent quality and state-of-the-art technology.

The company's range of products includes snow chains, forestry chains, hoist and conveyor chains, do-it-yourself products, engineering, slings and lashing chains as well as tire protection chains. Modern chain plants in Europe and in the US enable pewag to provide a wide range of top quality products. Find more information at www.pewag.com

HC 3.0 Success Factors:

- pewag is able to combine extraordinary performance with a sophisticated strategy
- Centuries of experience and the drive to continuously improve our performance
- Premium quality chains that live up to the toughest challenges at all times and the highest possible level of service all over the world



Pfeifer Holz GmbH & Co KG

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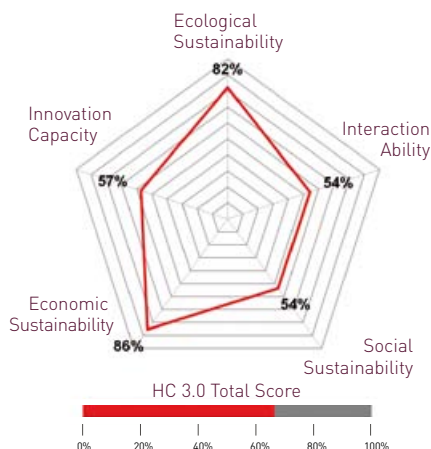


The Pfeifer Group is one of the strongest companies in the European wood industry and proudly looks back on a long tradition stretching back to its foundation in 1948. The company's main focus is the industrial processing of coniferous wood. Pfeifer Holding GmbH combines a philosophy of innovation, together with the reliability and stability of a family-owned company. Our products range from sawn timber and paned goods, concrete shuttering panels and beams, to single and multiple ply panels, glulam products and pallet blocks, briquettes, pellets, and bio power. We deliver high-quality goods to clients in more than 75 countries worldwide.

HC 3.0 Success Factors:

- We believe in the importance of continuous education of all employees. They are the basis of our success.
- Continuous improvement processes assure our high quality levels, thus helping us to sell our products worldwide.
- Sustainability is not just a word: We use wood cut-offs as fuel, thus helping to reduce fossil energy sources.

HC 3.0 Dimensions



Physiotherm GmbH

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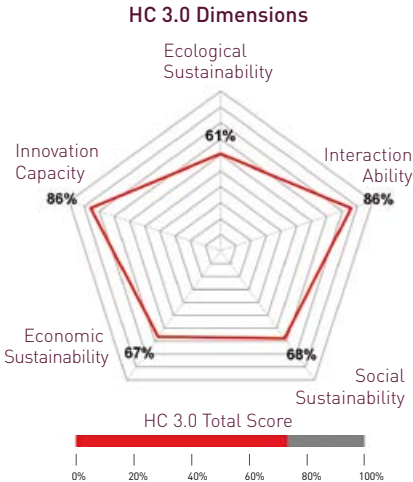


Physiotherm is an autonomous, independent company situated in Thaur, Tyrol. Alongside Austria, our most important market is Germany. We have a total of 60 infrared advice centres representing Physiotherm in these countries. Beyond this, Physiotherm is available to customers interested in infrared on all five continents.

More than 50,000 consumers, 6,000 hotels, and a large number of spas, health and therapy centres, and clinics have come to rely on Physiotherm's unique low-temperature infrared technology for providing preventive healthcare benefits. Since its establishment in 1995, Physiotherm has grown rapidly, and currently employs a staff of 250 in addition to 100 freelance employees throughout the world.

HC 3.0 Success Factors:

- Physiotherm is the only manufacturer in the world able to offer the combination of low-temperature infrared and patented lava sand technologies which is so finely attuned to the requirements of the human body
- In-house R&D (medical scientists and physicists)
- Own Physiotherm proprietary manufacturing facility



plasmo Industrietechnik GmbH

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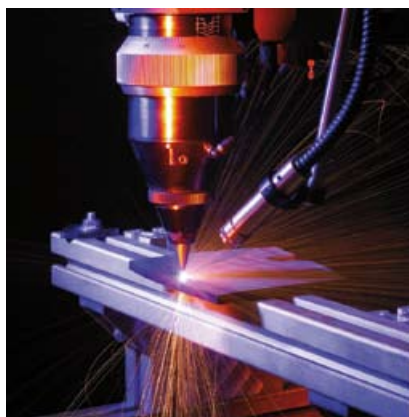
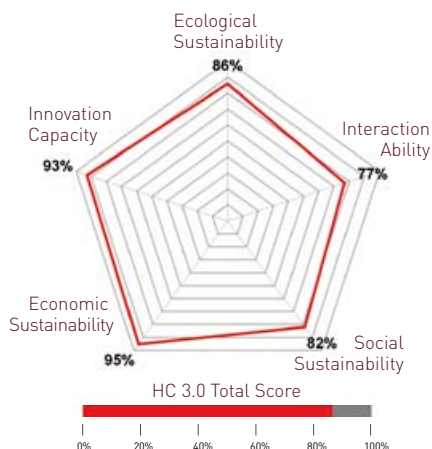


Plasmo is an innovative, global high-tech provider and expert in automated quality assurance and diagnostic systems for the manufacturing industry. Customers all over the world rely on Plasmo solutions. These innovative solutions use the latest technology to help our customers manufacture products of the highest quality, thus succeeding with their own customers. Plasmo's competency extends from the inspection of welding processes, geometrical forms, and surfaces via tailored solutions in industrial machine vision to analytical software. Global customers like Audi, Daimler, PSA, Suzuki, Volvo, and VW trust in Plasmo's high-value quality assurance systems.

HC 3.0 Success Factors:

- Innovation is the basis of our success
- We focus on achieving the highest quality for the customers of our customers
- The development of tailor-made solutions lets us grow beyond our borders
- Customer satisfaction is our benchmark for success

HC 3.0 Dimensions



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9431 St. Stefan
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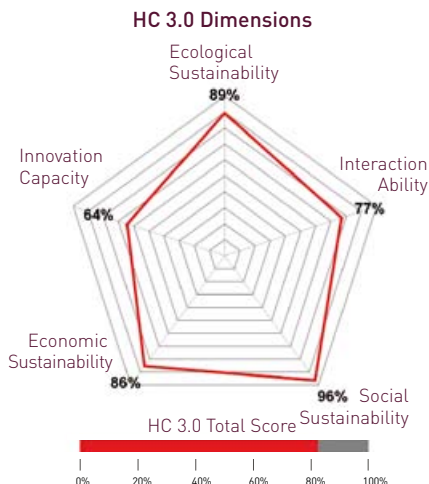


Elektro- und Automationstechnik GmbH

PMS Elektro- und Automationstechnik GmbH, founded in 2005 as a subsidiary of the Christof Holding Co., develops individual solutions in consultation with our customers and assists them at every stage of a project to create a future-orientated process solution. The company's core competencies are engineering, automation, project planning, industrial installations, power engineering, switchgear assembly and service and maintenance. Reliability, flexibility, esteem, innovation, and corporate responsibility are the basic principles of our company. We deliver on our customers' requirements in terms of quality, timeliness, and individual solutions. Through continuous training of our employees we are constantly reinforcing and enhancing our know-how.

HC 3.0 Success Factors:

- Engineering, automation, project planning: Scheduling, project planning and project management; development of concepts and tenders
- Industrial installations: EI/C cabling, profibus and so on
- Power engineering: Project and detailed planning, delivery of MS systems, transformers
- Assembly and distribution of type-approved switchgears



POLOPLAST GmbH & Co KG

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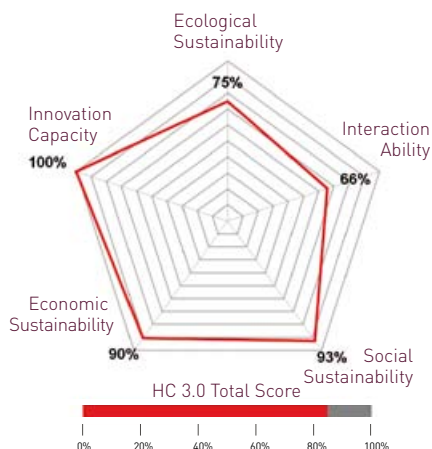
poloplast

POLOPLAST is a supplier of plastic pipe systems, compounding and polymer engineering. Since its foundation 60 years ago, it has developed into one of the leading specialists in plastics. Leadership in technology and innovation have always been its central concerns. The focus of the company's activities is on plastic pipe systems for domestic utilities management, water supply, and sewage systems. POLOPLAST is a specialist in the production of high-performance, long-lasting, and recyclable pipe systems with high levels of innovation. The company is amongst the leading manufacturers of high-grade plastic pipe systems using multilayer technology.

HC 3.0 Success Factors:

- Vision: No building without POLOPLAST technology
- Mission: We would like to conquer the future through customer-focused, efficient processes and innovative, resource-saving products and services, competence leadership, and operational excellence
- Strategy and objectives: Strategy development and goal orientation are based on our core values

HC 3.0 Dimensions



Polytechnik Luft- und Feuerungstechnik GmbH

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2564 Weissenbach
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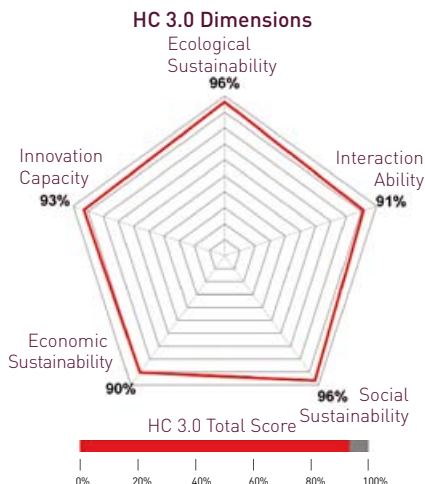
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POLYTECHNIK
Biomass Energy

The POLYTECHNIK group, with its head office in Weissenbach, Austria, employs around 230 people and has four manufacturing sites. It has more than 15 engineering, sales, and service subsidiaries throughout Europe, as well as four additional offices overseas. POLYTECHNIK is one of the world's leading suppliers of biomass combustion plants and is known for the planning and delivery of turnkey plants. The company offers these fired boilers with a thermal output ranging from 300 kW to 30,000 kW. Depending on the type and water content of the fuel, various combustion systems are used. The plants can be used to produce heating and process heat, as well as electricity. The electrical output ranges from 200 kW_{el} to 20,000 kW_{el}.

HC 3.0 Success Factors:

- Being globally local and offering our customers cost efficient and high quality solutions for their needs are the key factors of Polytechnik's success on the world market and highlight our strength as a Hidden Champion



Pörner Ingenieurgesellschaft mbH

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The Pörner Group, with its seven subsidiaries, is the leading independent engineering consultancy company for process plants in Central Europe. It has a workforce of more than 500 engineers and specialists.

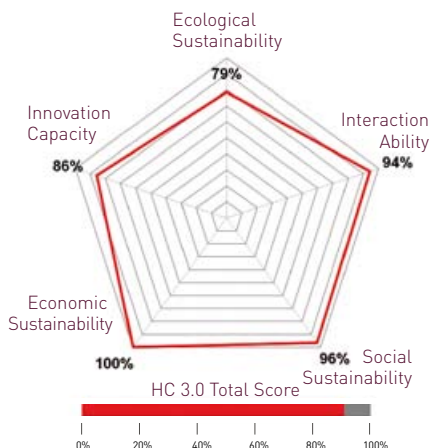
The Pörner group offers a complete range of engineering services from one source. Over 40 years, the group has realized about 2,000 projects in the refining, petrochemical, chemical and pharmaceutical, environmental, and energy industries.

As a specialist in bitumen oxidation technology, the Pörner Group has supplied over 40 Biturox® plants and is the world number one for bitumen production plants in refineries. The Pörner Bitumen Packing System is an innovative solution for the efficient and economic transport of cold bitumen.

HC 3.0 Success Factors:

- Think into the future: An innovative pro-active service provider with the focus on specific niche areas
- Think as a team: Team spirit and personal responsibility are the most important pillars of the company's corporate culture
- Think as a client: The client's viewpoint is considered from the start-up phase right through to the final product

HC 3.0 Dimensions



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W www.pu1tec.com



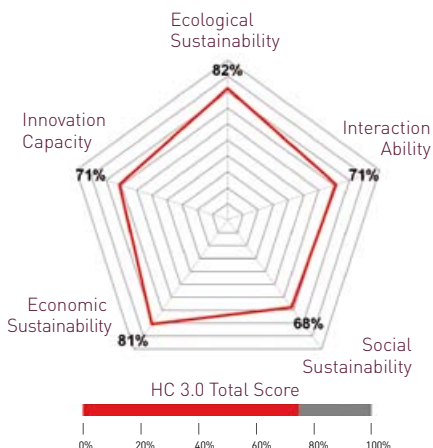
Our company, PU1TEC, manufactures semi-finished materials for the production of seals from polyurethane and rubber (NBR, H-NBR, T-NBR, EPDM, MVQ Silicon, and FPM). These materials are distributed worldwide to seal manufacturers, who produce pneumatic and hydraulic seals by using CNC turning lathes. Our customers themselves are suppliers to various branches of industry, such as the automobile, mining, oil and gas, chemical, and mechanical engineering sectors.

We also offer our clients CNC turning lathes, such as the PU520 (visit www.pu1tec.com for more information). All our materials and some examples of the profiles that can be manufactured from them are shown in more detail on our website.

HC 3.0 Success Factors:

- PU1TEC is a small company with a high level of flexibility. Employees benefit from excellent training
- CNC turning lathes, materials, and tools are distributed worldwide to seal manufacturers on all five continents
- PU1TEC only delivers high-quality products

HC 3.0 Dimensions



Rauch Fruchtsäfte GmbH & Co OG

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E office.at@rauch.cc
W www.rauch.cc

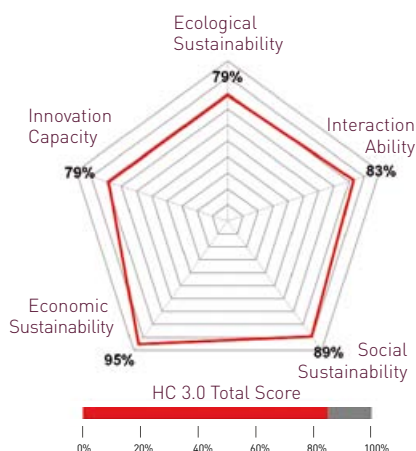


With a turnover of EUR 806m in 2013, the Rauch Group is the biggest producer of fruit juices and tea beverages in Austria and one of the top three producers in Europe. The Rauch Group currently employs more than 1,500 people and sells into more than 90 countries worldwide. In total, the Rauch Group occupies four strategic business fields. Besides the many well-known Rauch brands like HAPPY DAY, BRAVO, NATIVA, and Rauch ICETEA, Rauch is also firmly established in the “business to business” market as a high quality supplier of fruit juice concentrates and semi-finished products.

HC 3.0 Success Factors:

- Family: RAUCH has been a family-owned company since 1919, striving for best quality from the very beginning
- Fruit: The best fruits from around the world and a wide range of beverages in keeping with current trends and delivering the best quality
- Nature: We respect nature as the source of fruit, our key commodity

HC 3.0 Dimensions



REIWAG Facility Services GmbH

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Austria

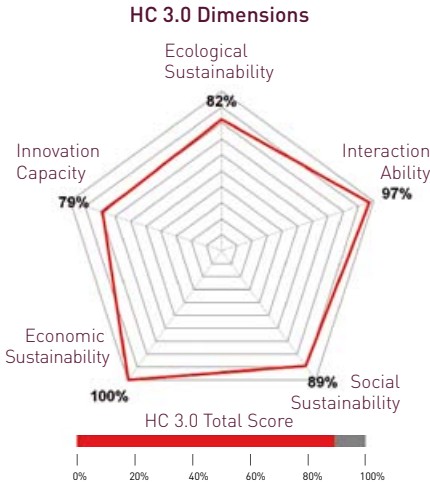
T +43 / 1 / 5239300-104
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W www.reiwag.com



REIWAG Facility Services, headquartered in Vienna, is one of the market leaders in Austria and Central and Eastern Europe. REIWAG takes care of infrastructure, including technical maintenance of office buildings, shopping centres, and logistic parks. REIWAG has 2,900 employees operating in six countries. The REIWAG brand guarantees extensive know-how and stands for the highest quality. The company's 110-year history, as well as its continuous expansion, has resulted in quality and reliability in client service. The client and client benefit are the top priorities of REIWAG's business philosophy. REIWAG stands for successful, fully self-financed, Austrian entrepreneurship with an international presence.

HC 3.0 Success Factors:

- Long-term client references, companies such as Shell, Allianz, and others have been our partners over more than 40 years
- Our experienced service team have been working for REIWAG for a long time
- REIWAG has received the Europe's TOP 500 award six times, as well as many other awards



REMUS-SEBRING Group

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Sebring
SPORTEXHAUST



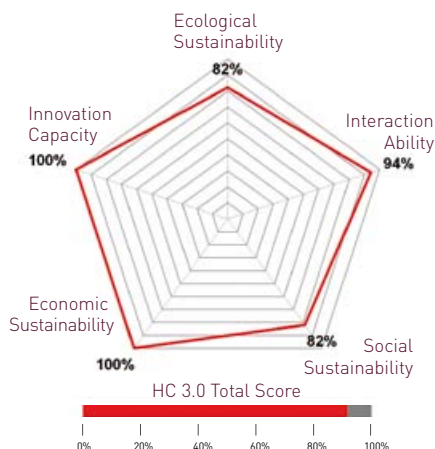
Founded in 1990 with just five employees, it is now 24 years since the Austrian family business REMUS Innovation was established. After only five years in business, REMUS had already become one of the leading manufacturers of sport exhausts systems. With the acquisition of SEBRING in 1997 and the construction of the brand new SEBRING Technology Centre, the group became a supplier to the international automotive industry, specializing in exhaust systems for premium cars.

The REMUS-SEBRING group employs 650 people and exports more than 95 % of its products to more than 60 countries worldwide. In both the after-sales and original equipment markets, REMUS-SEBRING group products stand for high performance and the highest quality.

HC 3.0 Success Factors:

- In the after-sales field we supply sport exhaust solutions for almost every car and bike
- We are a "one stop shop": From the initial idea to the homologated serial product for OE, tuner and aftersales
- We are the most flexible OE manufacturer, fulfilling every customer demand within the area of OE exhaust systems for premium cars

HC 3.0 Dimensions



Richter Rasen GmbH

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2443 Deutsch Brodersdorf
Austria

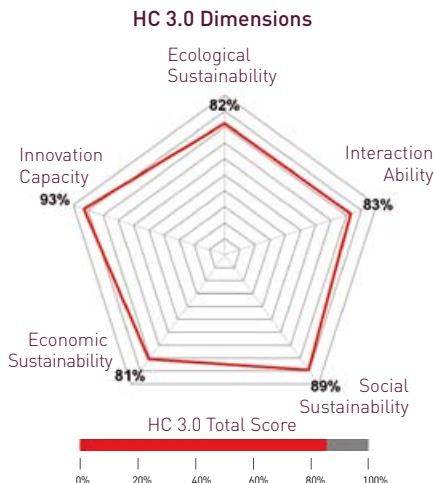
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E office@richter-rasen.com
W www.richter-rasen.com



RICHTER RASEN is a family business based in Baden, Lower Austria. It was founded in 1906 and is today in its fifth generation. What began as a pioneering Austrian venture has since flourished into one of Europe's leading producers of laid turf. The company is internationally renowned for producing only the highest available quality of natural lawn turf, which is cultivated over a total area of 300 hectares in Austria and Slovakia. RICHTER RASEN is installed in many of Europe's most famous soccer stadiums and has received a remarkable UEFA statement. As well as the Ernst Happel Stadium in Vienna, the company's turf is installed at stadiums including FC Schalke 04, VfL Wolfsburg U23 Arena, Germany and FC Bate in Belarus. It was also used for the UEFA EURO 2012 Championship.

HC 3.0 Success Factors:

- RICHTER STADION RASEN® branded stadium turf was especially designed to meet the requirements of soccer pitches. Its dense structure and tear resistance enables it to resist very high degrees of pressure
- Globally recognized as a committed advocate of international turf research and active supporter of universities and research establishments worldwide



RIEGL Laser Measurement Systems GmbH

Riedenburgerstrasse 48
3580 Horn
Austria

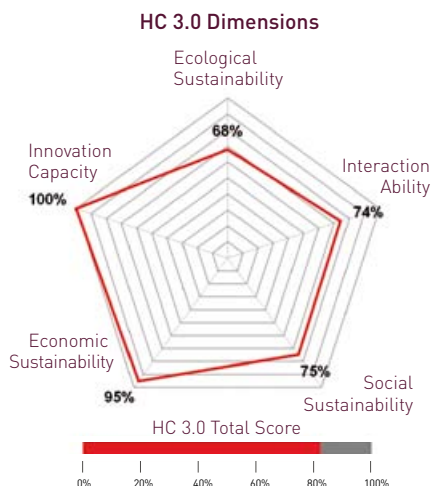
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RIEGL Laser Measurement Systems is a performance leader in research, development, and production of terrestrial, industrial, mobile, bathymetric, airborne, and UAS-based laser scanning systems. RIEGL's innovative hardware and software provides powerful solutions in nearly all imaginable fields of application, such as topography and mining, surveying, monitoring, archaeology and cultural heritage documentation, civil engineering, and others. Worldwide sales, training, support, and services are delivered from RIEGL's Austrian headquarters and its offices in Vienna and Salzburg, main offices in the USA, Japan, and China, and through a worldwide network of representatives covering Europe, North and South America, Asia, Australia, and Africa.

HC 3.0 Success Factors:

- According to our slogan "Innovation in 3D", we are committed to continual R&D efforts and to delivering the highest performance of our products and services
- It is our ambition to fulfil measurement tasks perfectly, fully satisfying our customers' expectations worldwide
- Strict adherence to applicable international standards is a priority for us



RINGANA GmbH

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8230 Hartberg
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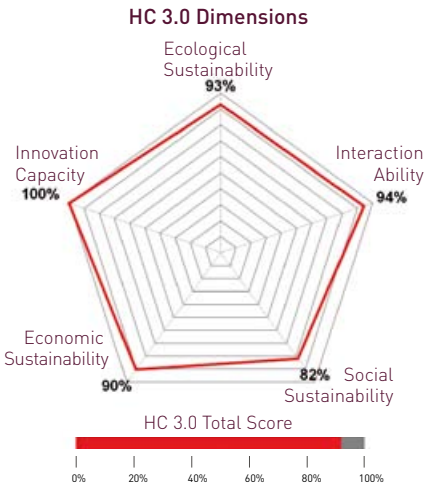
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At RINGANA, we follow a simple principle: pure ingredients and genuine effect. RINGANA always focuses on the effects of nature and only uses natural, renewable raw materials. You will not find artificial preservatives, genetically modified or chemical basic products in our range. RINGANA's knowledge is based on modern scientific findings and traditional teachings about the effective power of nature. For this reason, RINGANA products also have an expiration date that testifies to their absolute freshness. RINGANA guarantees the highest quality. RINGANA can do so because everything takes place at a single location, from development to shipping. RINGANA offers first-class service and delivers unique products directly to customers at their homes.

HC 3.0 Success Factors:

- Austrian company with international operations
- More than 12,000 brand ambassadors (business partners)
- RINGANA produces products with a unique freshness philosophy



Rosendahl Nextrom GmbH

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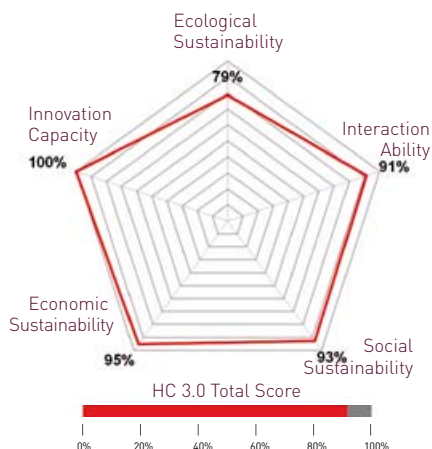


Rosendahl Nextrom is a global leader in battery, cable and wire, and optical fibre production technologies. Our goal is to meet our clients' needs with our technology. Quality, customization, product know-how, and close cooperation with our partners are our core values. For us at Rosendahl Nextrom, it is not enough that we design, manufacture and assemble our solutions; rather it is our philosophy and motivation to create professional solutions that are perfectly suited to our customer's particular needs.

HC 3.0 Success Factors:

- Positive and international company culture
- Technology leadership through high investment in research and development
- Working with a strategic concept throughout all company processes

HC 3.0 Dimensions



RUAG Space GmbH

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**Together
ahead. RUAG**

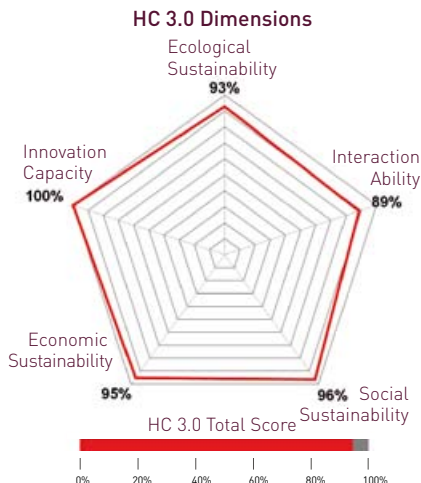
RUAG Space GmbH is Austria's leading space company and part of the international RUAG Space group, the largest independent space equipment supplier in Europe. A substantial number of successful contributions to European, US, and Asian space projects have established the company's reputation as an acclaimed international partner.

RUAG Space GmbH is active in the following areas:

- On-board electronics, particularly digital signal processing, GNSS receivers, and data handling equipment
- On-board mechanics, particularly pointing and deployment mechanisms
- Thermal hardware for spacecraft (multilayer insulation and optical surface reflectors)
- Mechanical ground support equipment

HC 3.0 Success Factors:

- Sustainable technology and product strategy, balancing innovation and customer expectations with respect to product maturity and heritage
- Focused use of ESA and institutional programs as leverage for the commercial world market
- Long-term partnerships with international customers



RUBBLE MASTER HMH GmbH

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Welcome! to our world

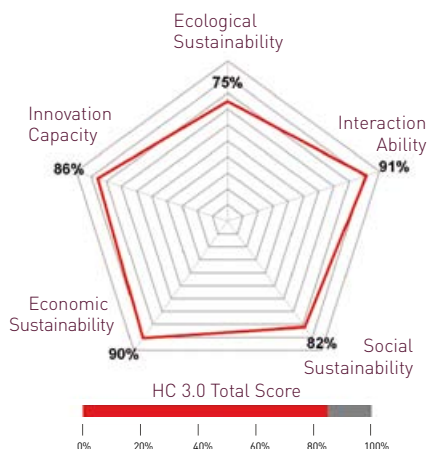


The company was founded by Gerald Hanisch in Linz in 1991. In 1992, RUBBLE MASTER presented the first crusher for the recycling of materials left over from the production of bricks and asphalt or concrete debris. The aggregate obtained this way is used as recycled building material in road building. The international breakthrough for the global market leader came in 1997. Its Compact Crushers are ready for immediate use anywhere and, thanks to their economic efficiency and environmental relevance, stand out in both recycling and the processing of natural stone. With exports accounting for over 90%, the Compact Crushers are in use on all continents. Visit www.rubblemaster.com for more information.

HC 3.0 Success Factors:

- RM concentrates on its core competencies – the development, sales, and servicing of mobile crushers
- RM offers its RM Lifetime Support for the entire service life of the machine
- The unique corporate culture is based on employee motivation and responsibility, openness and transparency play a central role

HC 3.0 Dimensions



S.A.M. KUCHLER Electronics GmbH

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9020 Klagenfurt am Wörthersee
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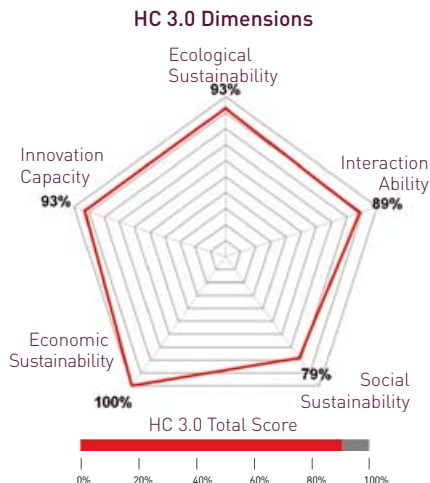
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S.A.M. Kuchler Electronics, led by entrepreneur and inventor Fritz Kuchler, designs and manufactures the world's most innovative slicers, slicing and packaging systems, packaging robots, and accessories. S.A.M. products enable customers to implement new sales ideas and our company's industry-leading ergonomic solutions make life much easier for sales personnel. The combination of the highest quality standards, professional staff, and manufacturing facilities in our state-of-the-art plant in Klagenfurt, Austria, ensure that the service life of S.A.M. products surpasses that of our competitors' products. Inventions like the unique SamPak allow customers to offer unprecedented freshness when selling cold cuts.

HC 3.0 Success Factors:

- Continuous development of production and sales processes of high-tech, electronic cold cuts packaging systems based on dialogue with customers
- Working independently: "invented here" – from idea to solution
- Steady improvement of technical capacity through innovation and quality



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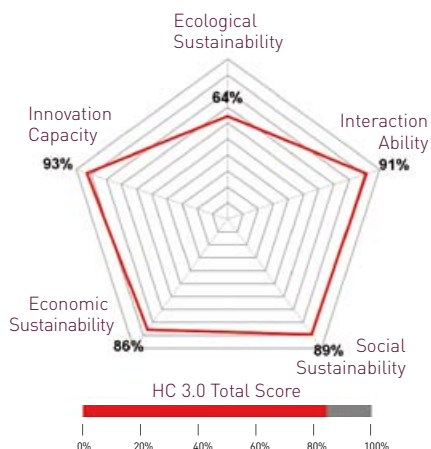


SAA Engineering is THE specialist for complete automation solutions for precast concrete plants worldwide. The proven SAA master computer system, IPS-LEIT2000, takes product data from the technical design office and coordinates work and plant control. Using the most modern optimization and simulation methods, we increase the plant performance of entire production lines based on real-time data. Our complete control solutions for precast concrete factories include robot control systems for shuttering, insulating, and mounting of façade elements, automatic concrete distributors, and pallet carousel control systems. The I-PBS Enterprise Suite integrates our production solutions into a highly efficient planning and calculation system (ERP).

HC 3.0 Success Factors:

- An experienced team of engineers analyses project specifications before working out and implementing the optimal solution
- Permanent innovations and enhancement of our solutions guarantee state of the art products
- Competent project management, professional installation, and round-the-clock service guarantee customer satisfaction

HC 3.0 Dimensions



SANO Transportgeraete GmbH

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SANO stands for STAIRCLIMBING TECHNOLOGY.

There are two product ranges of stairclimbers:

1) LIFTKAR PT for personal transport

Benefits: Enhanced personal mobility for wheelchair users and those with reduced walking ability, both indoor and outdoor, and in both private and business environments.

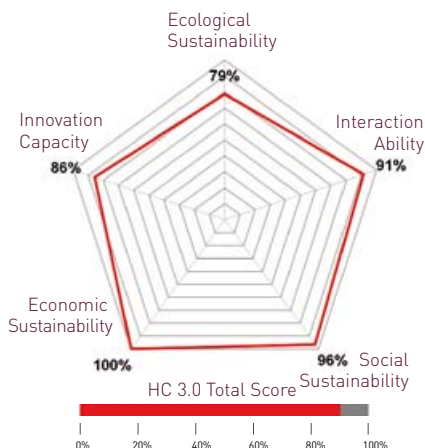
Ergonomical support for the operator.

2) LIFTKAR cargo for transport of heavy loads up to 330 kg over stairs, aisles, steps, and level ground. Ergonomical support for the operator.

Together with our two subsidiaries SANO DE GmbH and SANO UK Ltd and our many international partners, SANO AT occupies a leading position on the global market.

HC 3.0 Success Factors:

- The LIFTKAR stairclimbers redefine the way loads and people are ergonomically transported over stairs and level ground
- Material handling: Ergonomical support for the last mile of transportation – for cargo up to 330 kg
- Increased mobility for people with reduced mobility and wheelchair users
- Manufacturer with global patents granted



scan Messtechnik GmbH

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s::can
Intelligent. Optical. Online.

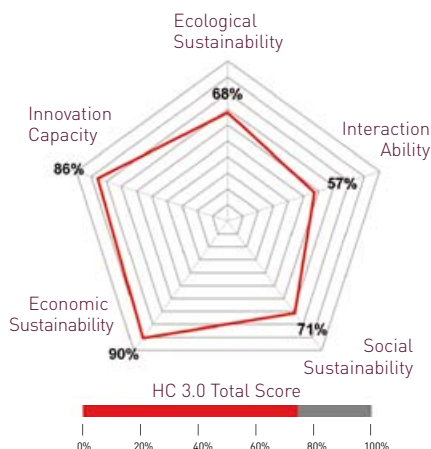
s::can is the only firm in the world that has given its heart and soul to online water quality measurement. Since our foundation 15 years ago, nothing else has come out of our development department; nothing else has come out of our production sites.

Today, our product range covers absolutely state-of-the-art measuring instruments for each individual parameter of typical applications in the areas of water, waste water, environmental monitoring, and industrial contexts. Whether it is a simple pH sensor or a complex spectral probe, s::can measuring instruments are intelligent and mutually compatible with both s::can and third-party systems.

HC 3.0 Success Factors:

- We established online UV spectrometry in sensor format and are the technology leader in this segment
- We always try to make our sensors and monitoring stations as simple to use as possible
- We try to understand the context in which our customers use our products, and then offer the lowest-cost solution that fully satisfies our their needs

HC 3.0 Dimensions



Schelling Anlagenbau GmbH

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W www.schelling.com

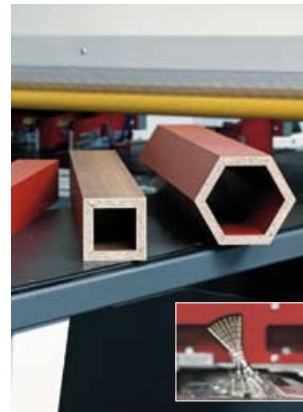
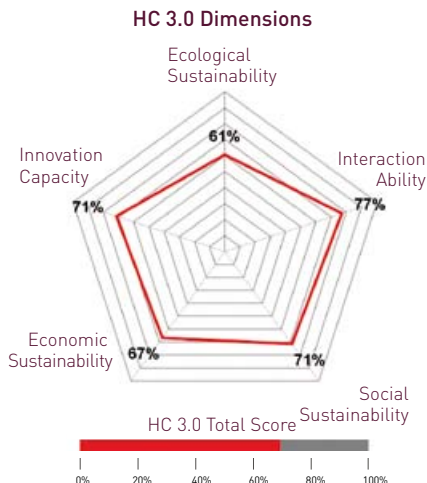


Schelling Anlagenbau GmbH is a company with worldwide reach, based in the Austrian province of Vorarlberg. Cut-to-size and precision saws and area storage systems are produced at the company's headquarters in the town of Schwarzach. Schelling's technology is pioneering in the field of separating boards consisting of wood, plastic, and circuit boards and metals ranging from aluminium to titanium. Advanced software and logistical know-how ensures this market position.

Recently introduced to the market, the s 45 cut-to-size saw for wooden materials separates boards in a single step and is also able to add mitre cuts. This offers new areas of application and increased productivity to additional target groups.

HC 3.0 Success Factors:

- Schelling offers ground-breaking technology for the splitting of panels of wood based materials, plastics and circuit boards and metals from aluminium to titanium



Schoeller-Bleckmann Oilfield Equipment AG

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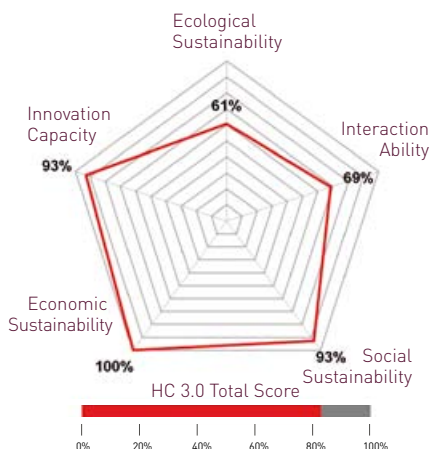


Schoeller-Bleckmann Oilfield Equipment AG (SBO) is the global market leader in high-precision components and a leading supplier of oilfield equipment for the oilfield service industry. The business focus is on non-magnetic drillstring components and high-tech downhole tools for drilling and completing directional and horizontal wells. Additionally, the group offers full-scale high-tech repair and maintenance services to its customers. SBO's unique market position, the technological know-how of our employees combined with our strong customer-orientation give our products and services the leading edge.

HC 3.0 Success Factors:

- Successful niche strategy
- First-mover advantage
- Technology leader
- Rock solid financials

HC 3.0 Dimensions



SCHUHFRIED GmbH

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2340 Moedling
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W www.schuhfried.com

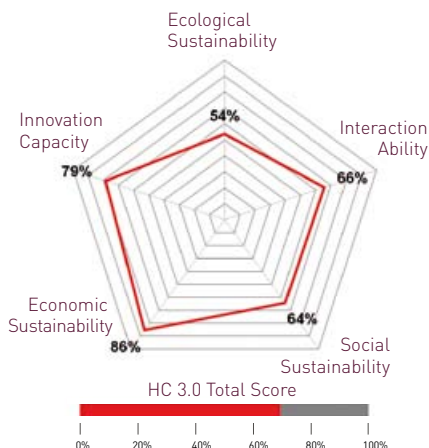
SCHUHFRIED
passion for psychology

SCHUHFRIED develops, produces, and markets software solutions for use in psychological assessment, cognitive training, and biofeedback. Its products are used in clinical neuropsychology, human resources, and traffic and sport psychology.

The family business, which was founded in 1947, currently employs some 60 staff at its headquarters in Mödling, near Vienna. Although the company operates internationally, it remains firmly committed to its location in Austria, where all its products are developed and manufactured. The numerous awards it has won, including the right to use the Austrian coat of arms, demonstrate that Schuhfried lives up to its motto of "quality by competence".

HC 3.0 Success Factors:

- SCHUHFRIED's test system for computer-based psychological assessment created a new market that the company is still maintaining and expanding
- SCHUHFRIED builds on innovation through research and therefore invests 25 % of its turnover into research
- SCHUHFRIED operates internationally. It has some 50 sales partners and an export rate of 80 %

HC 3.0 Dimensions

SCOTTY Group Austria

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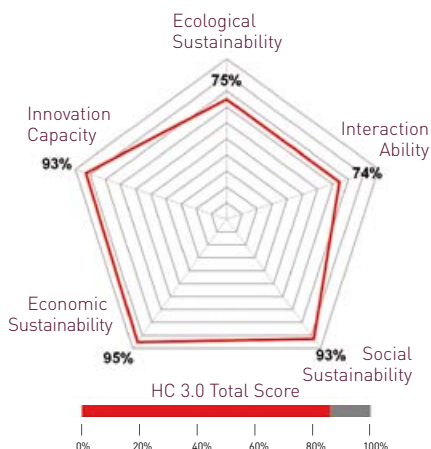


SCOTTY Group Austria provides solutions and manufactures systems for beyond line-of-sight communication and surveillance. SCOTTY offers a suite that is easy to install, supports various applications, and provides global coverage via satellite. Our systems are deployed on the ground, at sea, and in the air for homeland security, peace-keeping, and search and rescue missions. SCOTTY equipment features live audio, video, and data communication, live HD video surveillance and imagery transfer via satellite from all kinds of environments and platforms. These packages are used in border control, intelligence gathering, reconnaissance, surveillance, search and rescue, and other crucial missions which require advanced connectivity.

HC 3.0 Success Factors:

- SCOTTY is an established supplier and is EN 9100 certified
- SCOTTY is an OEM as well as a solutions provider and system integrator
- SCOTTY satisfies its customers' needs through flexibility and expertise
- SCOTTY invests in research and development to satisfy customers' current needs as well as future requirements

HC 3.0 Dimensions



Securikett Ulrich & Horn GmbH

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Austria

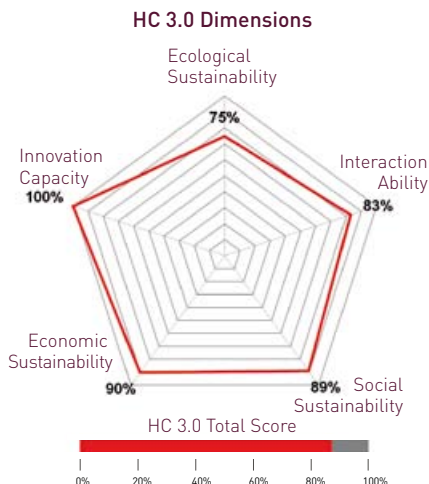
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SECURIKETT®

The need to effectively combat counterfeiting has made authentication of genuine products a growing business. Securikett® identified this necessity at an early stage. Through investments in specialized machinery, tailored software development, and intensive R&D activities, Securikett® was able to achieve a first-mover advantage. In so doing, Securikett® offers best-in-class solutions to protect the value of a brand and to drive brand communication. These include tamper evident seals, combined with the most advanced multi-layered authentication features. Additionally, these solutions are connected with encrypted codes that allow online verification of each product and grey market detection through 24/7 online services.

HC 3.0 Success Factors:

- Specialization: We are a leading global provider of advanced technical security solutions for brand protection
- Global thinking: We export our products to more than 35 countries worldwide
- Open for innovation: We strive to continually improve our existing solutions and develop new applications in brand protection



seifensieder.at – Barbara Freyberger

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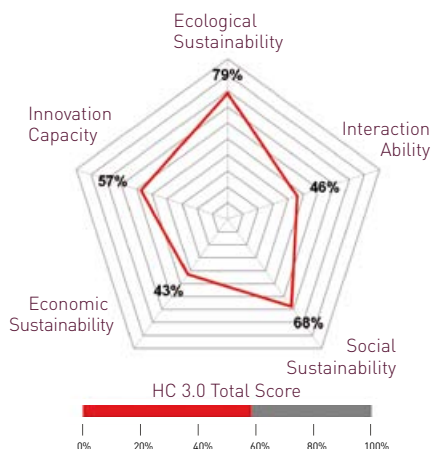


Seifensieder is a small atelier based in lower Austria. We craft limited edition, fresh, certified natural cosmetics. Our product range includes soaps, bath twigs, body melts, oriental milk bath, body scrubs and much more. All our products are characterized by the highest quality and fine design.

HC 3.0 Success Factors:

- Traditional wisdom and modern craftsmanship
- Luxury products based on organic ingredients at a reasonable price
- Production process based on thermal water

HC 3.0 Dimensions



SFL technologies GmbH

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W www.sfl-technologies.com



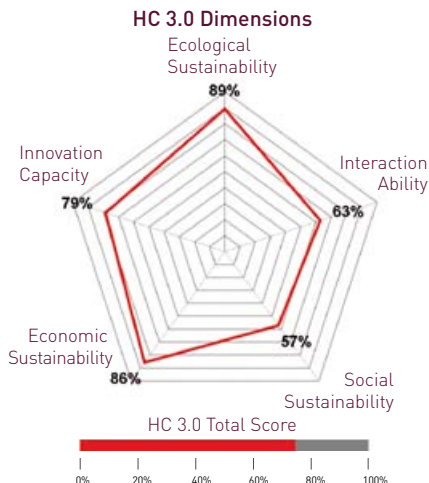
SFL technologies has been active in façade constructions since 1993 and innovatively integrates passive and active energy technologies – PV, wind turbines, LEDs, and new glass technologies – to provide a comprehensive service for investors and architects.

ABC, the SFL “Active Base Concept”, guarantees synergetic and sustainable solutions for buildings such as SFL’s own headquarters, where the company has started its carbon-equivalent-free industrial production 4.0, with energy generated in-house.

With FIBAG, its spin-off research centre, SFL technologies is developing and studying new materials and energy technologies, allowing them to generate new innovations one after another, as quickly and easily as possible.

HC 3.0 Success Factors:

- SFL insists on education and training on the job, thus fostering a workforce with a truly diverse skillset
- SFL is a family-driven company, so decision making is fast, effective but nevertheless sustained
- SFL encourages close interaction between production and research and development



SHA. Vertrieb GmbH

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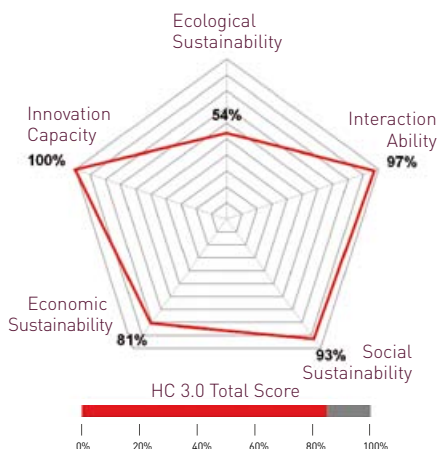


“EXPLORE YOUR SENSES – UNFOLD YOUR SENSE”. The Viennese artist and perception researcher SHA. has been exploring new creative fields for more than ten years. All his creations are connected with the exploration of different horizons of body and consciousness: SHA. touches all the senses. Through his holistic spheres, people can plunge into synesthetic perceptions, transcending conventional experiences of space and time. The vision was to create a special instrument in which all senses get activated and interwoven in a new way, and so AlphaSphere came into being. The AlphaSphere has received numerous national and international awards.

HC 3.0 Success Factors:

- **SHA. PRODUCTS:** His works are centred on the medium sound. SHA. composes consistently new, synesthetic connections to other sensory qualities
- **SHA. CONSULTING:** As a creative consultant, SHA. also consciously dispenses with conventions
- **SHA. HOLISTIC SPACE DESIGN:** He breaks new ground in the realization of his projects – from art through research to economy

HC 3.0 Dimensions



Speech Processing Solutions GmbH

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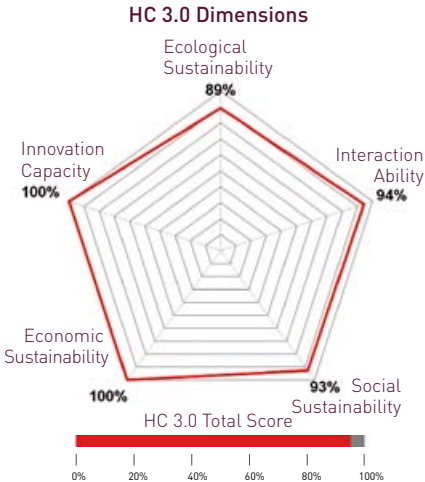
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W www.philips.com/dictation



Speech Processing Solutions is the global number one in professional dictation. Founded in Austria in 1954 as part of Philips, the company has been the driving force in speech-to-text innovations for over 60 years. Always striving for excellence and emphasizing outstanding quality, the company has designed ground-breaking products such as the Philips Pocket Memo portable voice recorder, the Philips SpeechMike Premium dictation microphone and the Philips SpeechExec dictation recorder app for smartphones. The latest innovation, Philips SpeechLive, makes dictation quicker and more convenient than ever before, by bringing secure dictation workflow to the cloud.

HC 3.0 Success Factors:

- Excellence in innovation: We increase the efficiency of the speech-to-text process by offering premium solutions
- Motivated colleagues: We strive for a perfect balance in our teams with highly experienced and dynamic new colleagues
- Global organization: We always make sure our solutions are tailored to specific markets' needs



Sportalm GmbH

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SPORTALM

K I T Z B Ü H E L

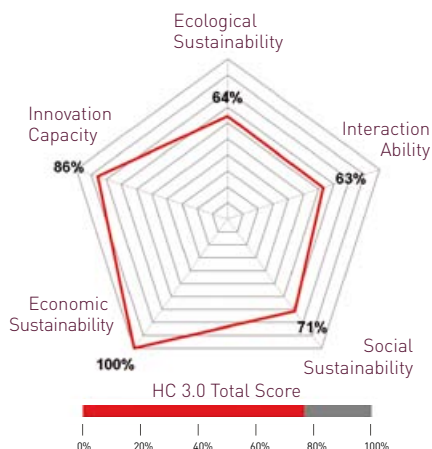
The Sportalm collections reflect that special feeling of the Kitzbühel way of life. Internationality and regionality intertwine. For women who love Sportalm, local origins and the modern urban world fit together seamlessly. Innovative functional fabrics are manufactured using proven traditional handiwork techniques. Design effortlessly references historical patterns. In this way, we create distinctive clothing with a love of detail – clothing of the highest quality which is authentic and exclusively manufactured in Europe.

Sportalm emphasizes a sensual and confident personality – the wearer is always the main focus. Simply put, whoever wears Sportalm needs no disguise.

HC 3.0 Success Factors:

- Number two among the leading fashion ski wear companies in Europe
- A distinctive profile: Leading position in the luxury arena
- Extremely high brand awareness in central and eastern Europe, 74 % export quota
- Production exclusively in the EU

HC 3.0 Dimensions



Starlinger & Co. Gesellschaft m.b.H.

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1060 Vienna
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Starlinger & Co., a Viennese family business with production sites in Weissenbach and St. Martin, Austria, and Taicang, China, has been in the mechanical engineering industry since 1835, and has been exporting products worldwide for over 45 years.

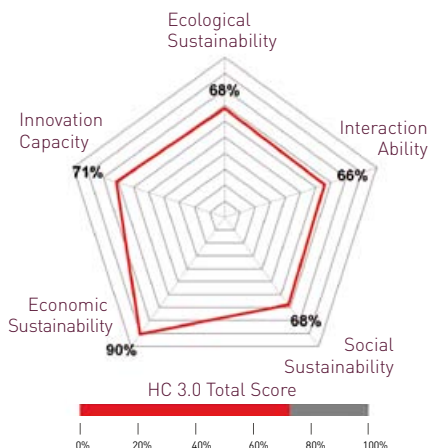
As world market leader in the field of machinery and complete lines for woven plastic bag production, as well as PET recycling and refinement, and with an export quota of more than 99.5%, Starlinger is a synonym for leadership in quality and technology in over 130 countries.

The establishment of the company's locations in the USA, India, Russia, Uzbekistan, Indonesia, China, Brazil, and South Africa clearly underlines Starlinger's emphasis on customer-oriented service.

HC 3.0 Success Factors:

- A leadership in quality and technology
- The only A-Z turnkey plant supplier worldwide
- By developing innovative, high-performance products and new technologies we aim to generate the maximum benefit for the customer
- Achieving long-term business success thanks to the fact that our qualified employees are self-motivated and entrepreneurially minded

HC 3.0 Dimensions



Staud's GmbH

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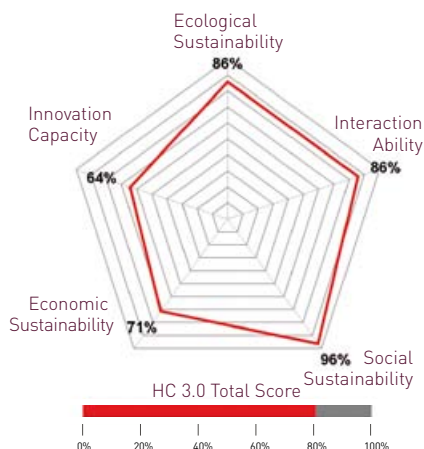


Tradition from Vienna's Ottakring district. The flair of this Viennese district and its colourful marketplace bustle have characterized the Staud's story for well over 100 years. The long-established family business dates back to 1883. The company begun as a wholesaler of fruit and fresh produce. Since founding his own business alongside his father's in 1971, Hans Staud has achieved an international reputation in the top quality segment for his preserves, pickled vegetables, fruit syrups and compotes.

HC 3.0 Success Factors:

- Quality over quantity
- Trendsetter and innovator
- Purity, authenticity and reliability of its products both in terms of the raw materials and the end products (artificial and chemical additives were rejected from the beginning)

HC 3.0 Dimensions



Steirische Beerenobstgenossenschaft eGen

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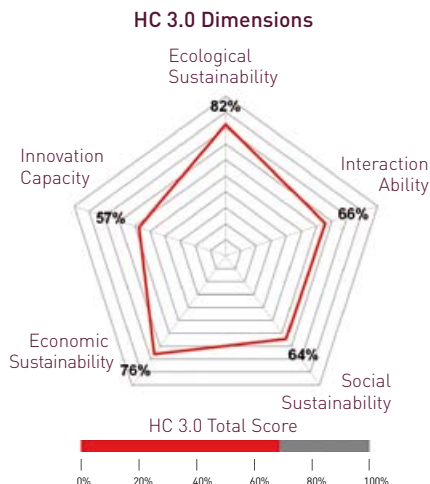


From modest beginnings in 1973, the Steirische Beerenobstgenossenschaft eGen initiated and developed the commercial cultivation of elderberries. Today we are the world's biggest elderberry grower and produce about 9,000 tons in a typical season. The strategy of controlling all the important steps has been tried and tested, starting from the selection of the best plants combined with clear standards for production and continuous training for our growers. Today, about 700 active growers produce blackcurrants, redcurrants, elderberries, elderflowers, and aronia berries.

Our research work and studies concentrate on the use of the berries as a natural colouring for food products, as well as a health boosting food ingredient or pharmaceutical additive.

HC 3.0 Success Factors:

- Many years of experience in cultivating fruits, especially elderberries
- Close contact to university for research and development
- Highest quality levels



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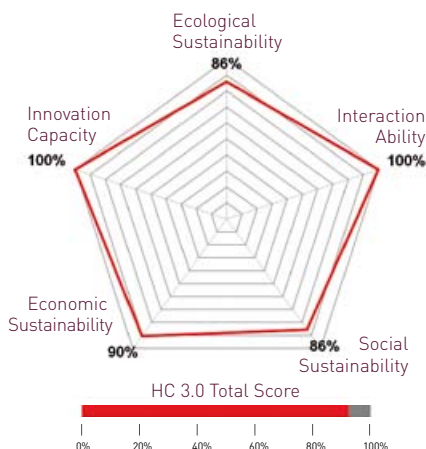


Sunkid is an international company with more than 100 employees and about 7,000 installations to date worldwide. We are the global market leader in passenger conveyor belts (Moving Carpets) for year-round application. Moving Carpets can be used as transport solutions, not only for winter sports enthusiasts, but also for a whole new range of applications in summer – from golfing and white water rafting to summer tubing. Furthermore, we offer a wide range of small ski lifts and ski school aids. Together with our subsidiary Sunkid Heege, we can point to our competency in the design of theme parks and attraction rides. We also provide unique opportunities to increase the attractiveness of alpine tourist destinations in summer.

HC 3.0 Success Factors:

- Innovative products which are developed, engineered, produced, and serviced at one site
- Focus on niches combined with clear positioning on the market
- A worldwide sales and service network which provides the highest level of customer support. Technical support available via phone 24/7

HC 3.0 Dimensions



SWAROVSKI OPTIK KG

Daniel-Swarovski-Straße 70
6067 Absam
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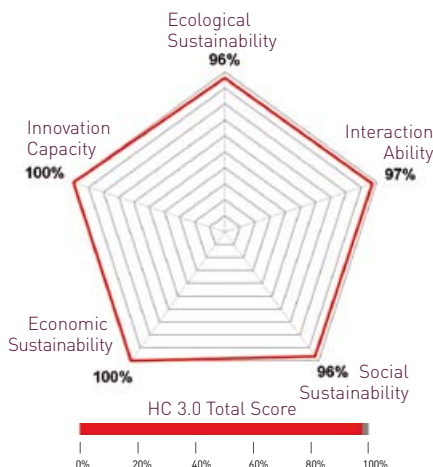
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SWAROVSKI OPTIK, headquartered in Absam, Tyrol, is part of the Swarovski group of companies. Founded in 1949, the Austrian company specializes in the development and manufacture of long-range optical instruments of the highest precision. Its binoculars, spotting scopes, rifle scopes, and optronic instruments are products of choice for demanding users. The company's success is based on its innovative strength, the quality and intrinsic value of its products, and their functional and aesthetic design. The appreciation of nature is an essential part of the company's philosophy and is reflected in its commendably environmentally friendly production processes and its long-term commitment to selected nature conservation projects

HC 3.0 Success Factors:

- Spirit of innovation and strong ties to our customers, constantly improving what is good
- Trend-setting industrial technologies and demanding the best possible craftsmanship
- Attention to detail and respect for the highest standards in all the company's activities
- Responsibility towards employees, society, and the environment



System Industrie Electronic GmbH

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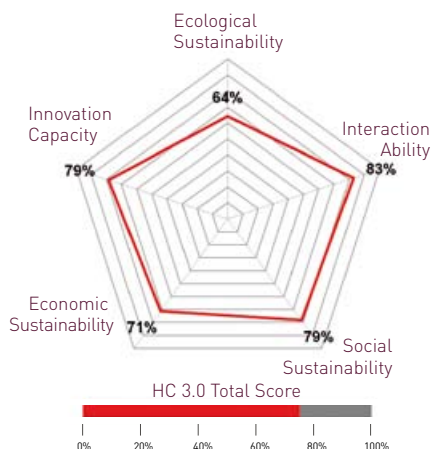
System Industrie Electronic GmbH is a leading supplier of computer-based solutions for the medical, security, and industrial sectors. Our services comprise the development of electronic, mechanical, software, and industrial design systems, along with their complete manufacture. From customer-specific assemblies to turnkey end devices – everything is available from a single source.

S.I.E. is also a service provider to the electronics industry, combining franchised distribution with brokerage and engineering services, as well as asset recovery through excess stock marketing. ISO 13485 and ISO 9001 certifications guarantee consistent product quality. S.I.E. GmbH was established in 1994 in Lustenau, Austria and is today a 100% subsidiary of S.I.E. Holding.

HC 3.0 Success Factors:

- Growth, innovation and profitability are the values that drive the analysis of our company's sustained success
- We are active in selected application areas characterized by high quality standards and long-term stability
- Customers in our key areas of emphasis appreciate our expertise and value us as a leading solutions supplier

HC 3.0 Dimensions



Technoclone GmbH

Brunner Str. 67
1230 Vienna
Austria

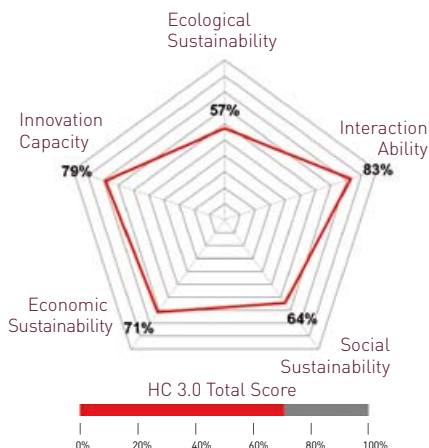
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Technoclone® is a world-leading producer of diagnostic tests, equipment, and research products in the area of blood clotting. It offers both global as well as specialty coagulation tests, and a fully automated coagulation analyzer, Ceveron® alpha, which completes the company's product portfolio. Ceveron® alpha is equipped for regular clotting, photometric and immunological, as well as latex-based coagulation tests, but it also contains the unique feature of routine fluorimetric measurements. This technology is necessary for a new generation of thrombin generation assays, Technothrombin®, which allow the accurate determination of thrombophilic tendencies as well as the unbiased monitoring of anticoagulation therapies, including FVIII inhibitor bypass therapies. Technoclone's high quality test systems are sold worldwide, both under the Technoclone® brand and as OEM products for other diagnostics companies around the world.

HC 3.0 Success Factors:

- Product innovation: to provide customers with ground breaking and cutting edge test systems to support better and more accurate diagnosis of bleeding and thrombotic disorders in the era of personalized medicine
- Highest quality standards with respect to both products and internal processes
- Strong R&D efforts that are based on a close cooperation with universities and other research institutes



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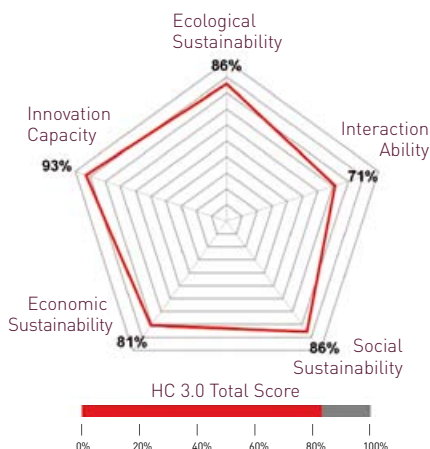


Tele Haase was founded in 1963 and is Austria's market leader developer of state-of-the-art monitoring, control, and automation technology. Tele relays function dependably in water treatment plants, transformer stations, and industrial plants, and are used in renewable energy generation in wind, hydroelectric, and solar power plants. Tele developments meet international quality standards and contribute to the environmentally friendly generation of renewable energy using water, wind, and solar. As a "company of the future", Tele Haase has set out to actively contribute to social change, promoting long-term sustainability by maximising energy generation and using this energy as carefully and effectively as possible.

HC 3.0 Success Factors:

- TELE Haase produces 100% its core products in Austria
- Our sales team and more than 50 international trade partners make up our global sales network
- We are the Austrian market leader for timing and monitoring relays. Our relays might be small, but they pack a big punch

HC 3.0 Dimensions



Teufelberger Seil GesmbH

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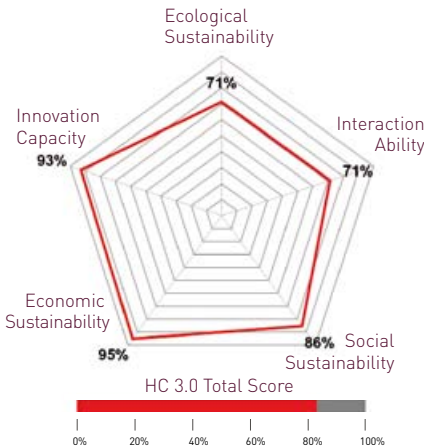
TEUFELBERGER Seil Ges.m.b.H. manufactures special steel wire ropes used on cranes, ropeways, and in building, construction, and forestry. Where requested, these ropes are tailored to the customer's specific needs.

In addition to wire ropes, TEUFELBERGER is also active in the synthetic fibres (fibre ropes) and extrusion (plastic strapping and baler twines) sectors. TEUFELBERGER operates production facilities in five locations in Austria, the Czech Republic, and US.

The name TEUFELBERGER stands for a dynamic group of companies working with three key technologies in three strategic divisions, and relying on more than 220 years of experience. In 2013, 850 highly motivated employees succeeded in achieving sales of about EUR 182 million.

HC 3.0 Success Factors:

- Leading technologies with the highest quality standards and cutting-edge manufacturing plants
- Innovation – investments in research and development, innovative ideas, collaborative efforts throughout our global organization
- Customized solutions and products to satisfy all requirements



TIGER Coatings GmbH & Co. KG

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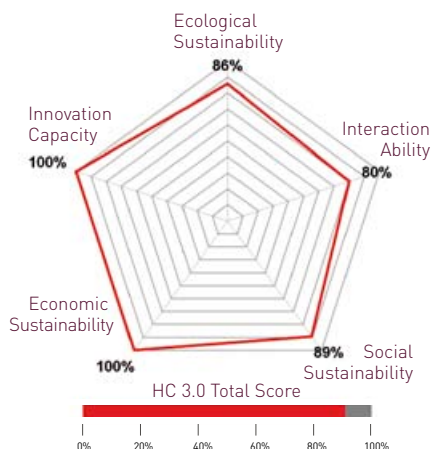


TIGER Coatings is a leading manufacturer of surface finishing solutions for a wide variety of industrial applications. In the powder coatings industry, the management-led, family-run company is the sixth-largest player worldwide. The global group of companies headquartered in Wels, Upper Austria, covers about 50 countries and comprises ten production facilities and three R&D centres. With around 1,200 staff worldwide, the group achieved sales of more than 250 million Euros in 2014. Surfaces finished with powder coating and digital printing solutions from TIGER can be found on many everyday products such as window and façade elements, car wheels, carbon fibre parts, solar panels, machines, furniture, refrigerators or shop fittings.

HC 3.0 Success Factors:

- Thriving on Value Innovation and Blue Ocean Strategy with intense research activities
- Technology leader in niche applications
- Sustainable growth through partnerships and alliances

HC 3.0 Dimensions



Tiroler Glashütte GmbH

Weissachstr. 28-34
6330 Kufstein
Austria

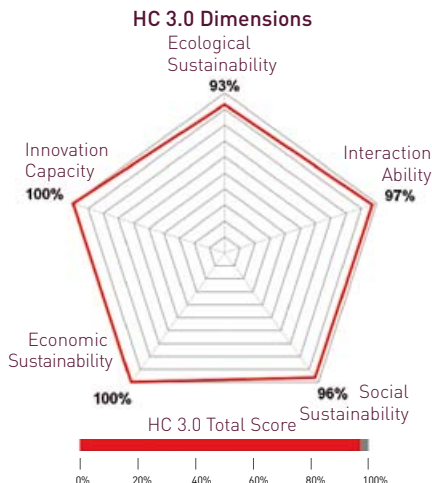
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E info@riedel.com
W www.riedel.com



The RIEDEL company proudly looks back on a success story that dates back over 250 years. From its beginnings in Bohemia to the present day, spanning eleven generations to date, RIEDEL GLASS has represented the high art of glassmaking. Johann Christoph Riedel was the first in a direct line down to the heads of the company today, Georg J. Riedel and his son Maximilian. Each Riedel has made their own personal contribution to make the company what it is today – the creator of the world's first grape-specific glassware. With an unquestioned reputation as makers of outstanding glasses, the brand has become a byword for the philosophy on which the company has built its success: Form follows function.

HC 3.0 Success Factors:

- Riedel is the creator of the world's first grape-specific glassware
- Riedel is recognized worldwide for designing and producing the highest quality glasses and decanters
- Riedel produces collections for every lifestyle and price range
- Riedel glasses enhance the aroma and flavour of all aromatic beverages



Tiroler Rohre GmbH

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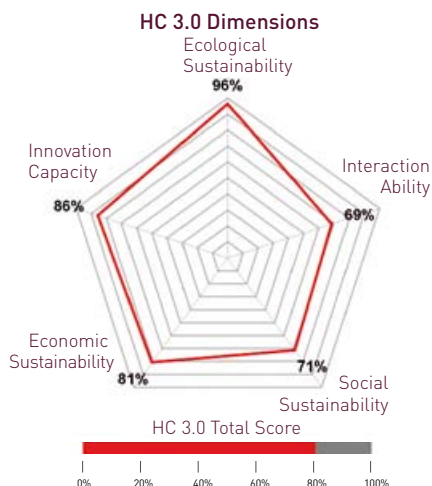
Tiroler Rohre develops, manufactures, and markets high-grade systems made from ductile cast iron for the transport of water. We also manufacture general-purpose pile systems for deep foundation engineering.

We employ a workforce of more than 180 people at our production facility in Hall in Tyrol. Tiroler Rohre GmbH is one of Europe's largest suppliers of ductile cast iron pipeline systems.

The sustainable properties of the ductile cast iron, combined with innovative technologies and professional expertise in our customers' areas of application, are what have made us a leading problem-solver in the water industry and foundation engineering.

HC 3.0 Success Factors:

- We are the market leader in artificial snow pipes made of ductile cast iron
- Our ductile cast iron piling systems are number one in the world for deep foundations
- Our knowledgeable, dedicated employees service existing applications and develop future niches in the ductile iron pipe and pile business



TMT The Mobile Terminal

Obere Fellacher Straße 17
9500 Villach
Austria

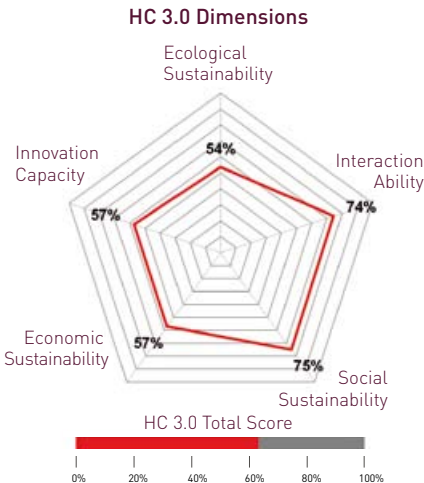
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TMT – The Mobile Terminal®’s mobile terminal building – is the latest in airport capacity management, offering a range of options from boosted check-in areas to boarding gates, full arrivals and/or departure terminals, and more. TMT terminals are offered as space-only or fully equipped turnkey solutions. The TMT solutions facilitate the bridging of temporary capacity shortages, the quick provision of additional capacity, and the serving of new destinations. The terminal’s floor space can be expanded or reduced, the functions changed, or added flexibly provided to adapt to new requirements. TMT is a low-cost and low-risk alternative to fixed buildings. Furthermore, TMT offers consultancy services, such as conceptual PAX flow-planning.

HC 3.0 Success Factors:

- Passenger capacity management based on mobile, reusable infrastructure
- Efficient and cost-effective terminal management and design
- Future passenger handling processes and business planning



TREVENTUS Mechatronics GmbH

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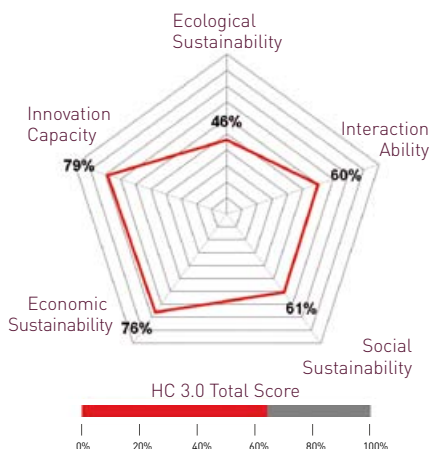
As a specialist in mechatronics and IT system solutions, TREVENTUS' expertise ranges from product development right up to series production and on site system integration in over 40 countries worldwide. Its flagship products are the ScanRobot®, a high-end, internationally patented automatic book scanner for which TREVENTUS was awarded the European Union's "ICT Grand Prize", and its NAINUWA digital library system.

Today, TREVENTUS is the leading one-stop company for mass digitization projects all over the world and a reliable partner for any organization with big volumes of bound material, including libraries, archives, educational institutions, ministries, or industrial corporations.

HC 3.0 Success Factors:

- TREVENTUS develops unique and innovative high-tech products in the field of mass digitization
- TREVENTUS products meet the highest possible quality level in all technological aspects, with no compromises
- TREVENTUS always tries to be the opinion leader in the field of mass digitization and to set industry standards

HC 3.0 Dimensions



Tridonic Jennersdorf GmbH

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TRIDONIC

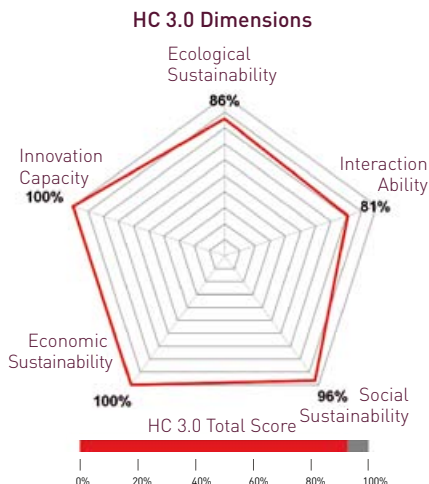
▼ enlightening your ideas

Tridonic is a very successful innovation driver in the lighting market. This pioneer of digital lighting control focuses on LEDs as the technology of the future. The Jennersdorf site plays a crucial role within the Tridonic organization as its competence centre for LED technology. The broad product range of semiconductor-based and conventional lighting solutions goes from individual components to complete systems. The emphasis is on LED systems comprising light sources and converters.

The company's innovative product portfolio, in-depth application, know-how and excellent service impress luminaire manufacturers, architects, electrical and lighting planners, electrical installers, and wholesalers alike.

HC 3.0 Success Factors:

- World-class technological know-how
- Highly-qualified, experienced, and committed employees
- Excellent customer relationships and mutual trust



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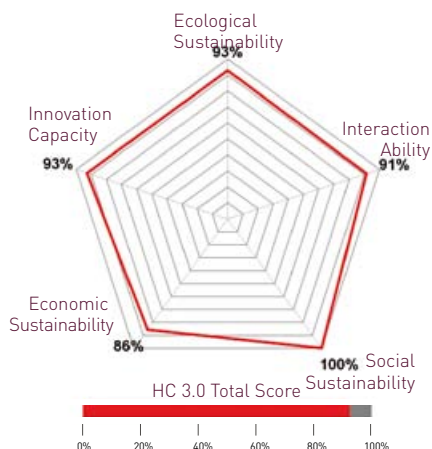


Trotec is the world's leading manufacturer of laser machines for engraving, cutting, and marking. With over 300 employees working in 13 international sales offices, we offer our customers an international service and sales network. In addition to our state-of-the-art CO₂ and fiber laser machines, exhaust systems and laserable materials, we offer our customers a comprehensive range of services, including technical advice, material tests, and technical support. Trotec is the recognized technological leader in the international market for laser cutting machines and laser engravers. It is our mission to develop and market first-class laser system solutions to make our customers more profitable.

HC 3.0 Success Factors:

- Passion for innovation: Trotec is constantly setting new standards to make our customers more profitable
- Customer orientation: For Trotec this means acting as a consultant for customers and providing excellent service in more than 100 countries worldwide
- International teamwork: Think globally, act locally

HC 3.0 Dimensions



TTTech Computertechnik AG

Schoenbrunner Strasse 7
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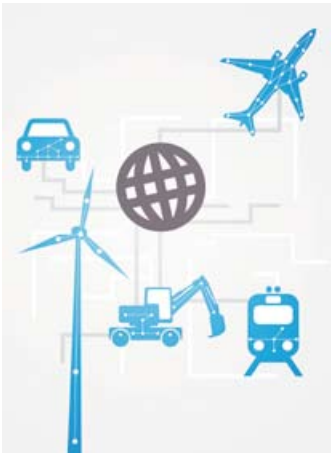
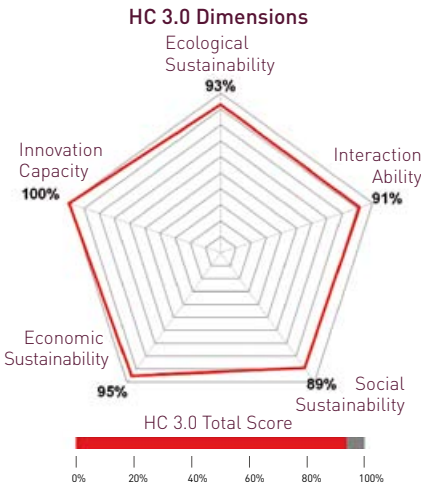
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Ensuring Reliable Networks **TTTech**

TTTech Computertechnik AG is the technology leader in robust networked safety controls. The company's solutions improve the safety and reliability of networked electronic systems in the transportation and industrial segments. Our product portfolio offers best-in-class certifiable products according to IEC 61508, ISO 26262, EN 13849, DO-254 and DO-178B requirements. TTTech customers win as they deploy dependable networks and real-time controls more efficiently and profitably. Benefits include shorter time-to-market due to re-use of proven architecture and ease of system integration with reduced cost. The company's solutions further support highly scalable and modular open real-time architectures.

HC 3.0 Success Factors:

- With its cross-industry safety platform, TTTech is at the forefront of the embedded industry's megatrend "Safety".
- TTTech's Deterministic Ethernet solutions provide Guarantee of Service for the Internet of Things.



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ULBRICHTS
WITWE GmbH



INNOVATION IS OUR TRADITION. Innovation to benefit the customer remains our highest priority in all business divisions:

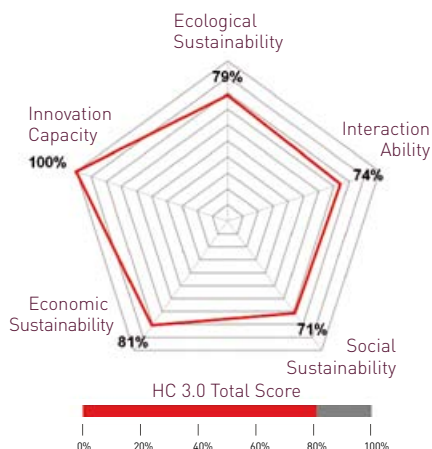
- Name plates and emblems for automobiles
- Specialized ballistic helmets made of titanium or aramid for police and military forces

After Frozen Design, we develop a highly automated production process and deliver large quantities of top quality products at attractive prices. Our products are characterized by their excellent workmanship, high-quality materials, functionality, and elegant design. You will find that we are not only a reliable supplier, but also a qualified developer – from the initial idea to mass production.

HC 3.0 Success Factors:

- Innovation in product design and innovation in the production process has lead to attractive products for customers' benefit and reasonable manufacturing costs
- Highly automated production, developed in-house
- Ballistic protection: Experience in the development and production of ballistic titanium and aramid helmet-systems

HC 3.0 Dimensions



Ulrich Etiketten Ges.m.b.H

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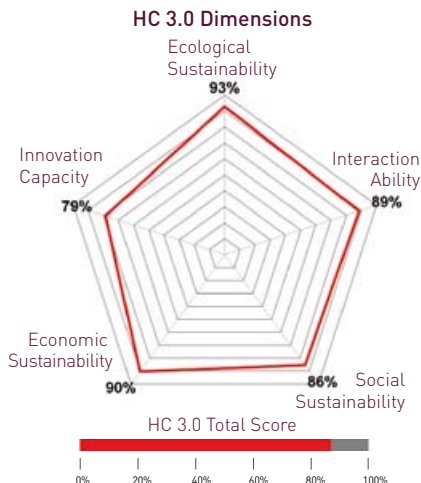
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ulrich etiketten

Ulrich Etiketten is Austria's leading label printer, with a strong international focus. The family-owned business has a long tradition and is now led by the fifth generation. Founded in 1868, it has been working successfully for large and small companies in various sectors. The company is situated on a 13,000-square-meter site in northern Vienna and employs about 200 employees. The production facility has 18 high performance UV rotary presses, and 13 slitters to convert the printed labels. The company is certified according to ISO 9001 and designated as a Sony Green Partner and Samsung Eco Partner. Innovation and creativity are Ulrich Etiketten's guiding principles.

HC 3.0 Success Factors:

- We always invest in the future and try to remain a leading company in respect of technology and innovation
- Our main targets for the future are quality, flexibility, and innovation
- Attention to detail and respect for the highest standards in all activities of the company
- 100 % company financed, led by two members of the Ulrich family



Unger Stahlbau Ges.m.b.H.

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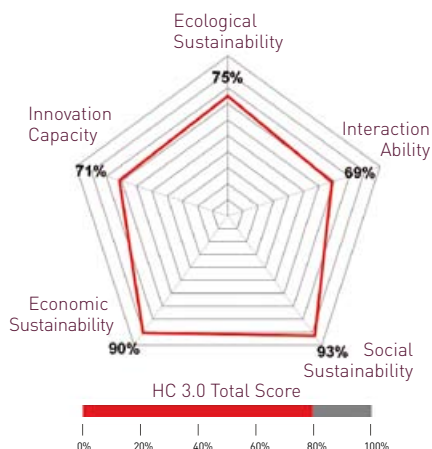
Unger Steel Group is one of Europe's leading and internationally most successful industrial companies. Its core competences are structural and architectural steel, as well as project development and the turnkey delivery of complete projects as a general contractor.

As a one-stop shop, Unger offers comprehensive and customer oriented solutions and recognized competence in the sector of steel construction, as well as in holistic project handling. Alongside its headquarters in Austria, about 20 subsidiaries throughout Central and Eastern Europe and the Middle East enable local access to all of the group's services. Two production sites – in Austria and Sharjah (UAE) – ensure a wide range of projects.

HC 3.0 Success Factors:

- Unger's first division is structural and architectural steel construction. Partners benefit from the quick and perfect implementation
- As a generalist in turnkey solutions, Unger assumes management responsibility for projects and construction
- Unger's third division is real estate development and strategic consultancy

HC 3.0 Dimensions



USP Indicator Solutions

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9020 Klagenfurt
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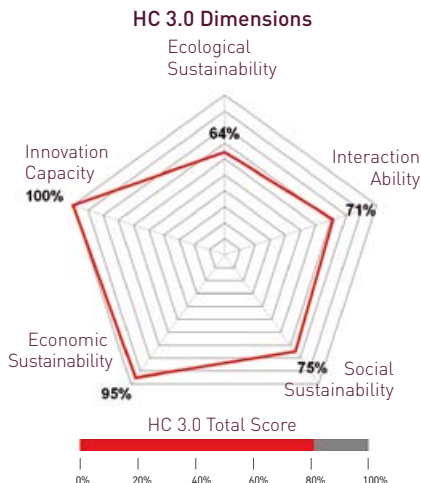
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USP Solutions, a small born global Austrian company, is the world's leading manufacturer of interactive marketing tools designed purely for the cosmetics industry. With offices in Klagenfurt and Singapore, USP supports top brands such as Unilever, Procter and Gamble, L'Oréal or Estée Lauder to better communicate with consumers. Since 2003, the company's interactive marketing tools have been used by clients in more than 70 countries worldwide. USP Solutions owns several patents and takes pride in their conception. Creating a Beauty Moment of Truth, test tools by USP Solutions change selling to consulting, transforming consumer's perception by deeply influencing their buying decision process.

HC 3.0 Success Factors:

- A niche market and a well-segmented global customer base within the FMCG industry
- Understanding the needs and challenges of marketers in the cosmetics industry, worldwide
- A dedicated team of sales and marketing experts helping billion dollar brands to leverage their communication with consumers



Vexcel Imaging GmbH

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W www.iFlyUltraCam.com

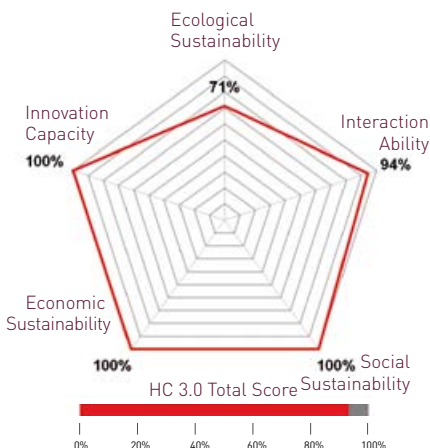


Microsoft's UltraCam business unit is a leading provider of digital aerial cameras and brings more than two decades of photogrammetry expertise to Microsoft's Bing Maps business. Its family of award-winning UltraCam sensor systems includes the UltraCam Hawk, UltraCam Falcon, and UltraCam Eagle digital photogrammetric sensors, and the UltraCam Osprey nadir/oblique photogrammetric digital aerial sensor. Rounding off the UltraCam range is the fully integrated UltraMap workflow software system, with features that include high-density 3D point cloud creation, highly accurate and detailed digital surface model (DSM) generation, and ortho mosaicing capabilities based on an automatically generated DSM or traditional DSM.

HC 3.0 Success Factors:

- Proximity to market and customers
- Efficient and effective organization as well as constant process and workflow improvement
- Quality through thought and action

HC 3.0 Dimensions



Vossen GmbH & Co KG

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W www.vossen.com

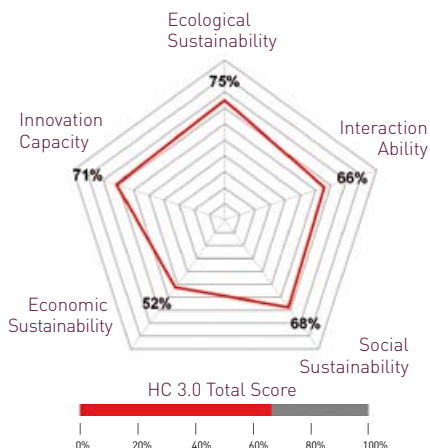


Vossen, one of Europe's best-known terry towelling producers, is based in Jennersdorf, Austria and produces 6 million high quality products – towels, bathrobes and bathmats – every year. The Vossen manufacturing plant is located in a nature conservation area and this is reflected in the Vossen ethos. Sustainability, humanity, and environmental protection come first for Vossen. Yarn from superior quality cotton is woven on the latest high technology looms to produce soft and highly absorbent terry towelling. Vossen products are not only soft and hardwearing, but also have a therapeutic and de-stressing effect. Vossen distributes into 42 countries worldwide.

HC 3.0 Success Factors:

- Total focus on quality and innovations
- All our products are produced under strict sustainable conditions
- Unique brand positioning and a strong brand image

HC 3.0 Dimensions



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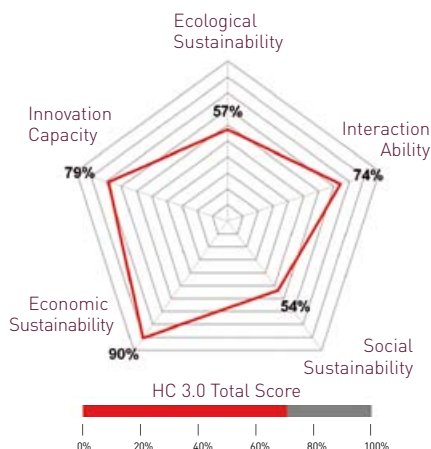


WERTHEIM technologies develops and manufactures Highlifter – lift vehicles which lift people and goods quickly, safely and comfortably. For virtually all fields of aircraft ground handling, industry and logistics, we offer reliable standard products which can be tailored to our customer's wishes and requirements. The MultiUp Highlifter handles all types of aircraft, from the smallest private plane to the Airbus A380. The MultiUp logistic lift solves a variety of transport tasks. For example, it shortens the supply chain of materials in production logistics and the number of processes, and thus directly contributes to increased value creation.

HC 3.0 Success Factors:

- Innovation: Be ahead of your competitor's technical evolution
- Quality excellence: Selling continuously requires excellence in terms of product and service quality
- Responsiveness: Markets are full of companies providing reasonable products, and you might be out of the running if a competitor acts more quickly

HC 3.0 Dimensions



Wiesner-Hager Möbel GmbH

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concept
wiesner hager

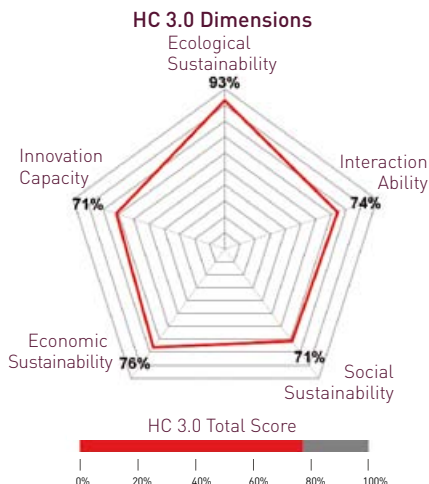
Increasing efficiency while ensuring that employees are happy in their work environment – these are the pivotal issues we address by designing imaginative office and furniture concepts for our customers.

Our range of services is shared between our Office Consulting, Interior Design and Furnishing business units – services that are incorporated into the conception and design of offices, communication and recreation rooms, as well as filing and technology zones.

With an export share of approximately 50 %, Wiesner-Hager is one of the most renowned companies in the industry. In Austria, its home market, the company has been the market leader for office chairs and contract furniture for many years.

HC 3.0 Success Factors:

- To create well-designed and well-functioning office rooms is the objective of our “concept” strategy, based on the interplay of our Office Consulting, Interior Design, and Furnishing business units
- Our products are defined by a consistent quality policy, a high design standard, and a sustainable product concept



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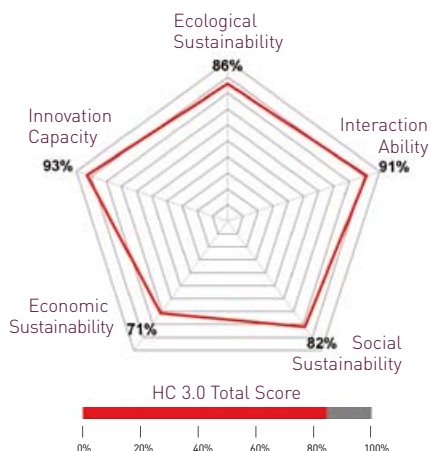


Wolford AG is a specialist in the production and sale of high-quality body-embracing garments characterized by their exceptional wearing comfort, easy care, function, unique design, and innovation. The company's product groups are legwear, lingerie, bodywear, clothing, and accessories. The company is currently undergoing a profound refocusing process to strengthen its profitability and position in the market.

HC 3.0 Success Factors:

- Refocus on core competencies: Production of legwear, lingerie and bodywear
- USPs: Comfort, quality, easy care, shape & control, versatility, accentuating the silhouette, and innovation
- Worldwide distribution: Retail (for example own boutiques, online, and factory outlets) and wholesale (for example partner boutiques and department stores)

HC 3.0 Dimensions



WolfVision GmbH

Oberes Ried 14
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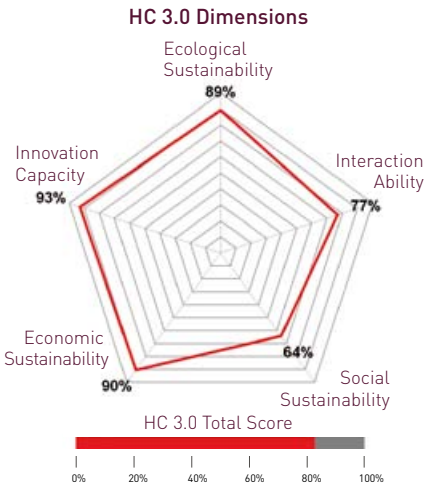
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WolfVision is a provider of systems and services to leading universities, businesses, and other organizations around the world. An acknowledged “technology leader” in the Visualizer and presentation solutions market, WolfVision is the company that takes the lead, setting standards worldwide for innovative, reliable, user-friendly, high performance presentation solutions. With more than 40 years experience in the presentation technology market, WolfVision’s extensive knowledge and expertise enables the company to offer comprehensive consultative guidance on customized combinations of Visualizer hardware systems, software, and accessories – powerful systems that enhance communication, collaboration, and knowledge sharing across all environments.

HC 3.0 Success Factors:

- Constant innovation – WolfVision is recognized worldwide as a leader in innovation in the presentation technology systems market
- Focus on the development of high performance, flexible presentation systems and solutions that inspire presentation and communication
- Customer focus – 100 % focused on the needs of the customer



XAL GmbH

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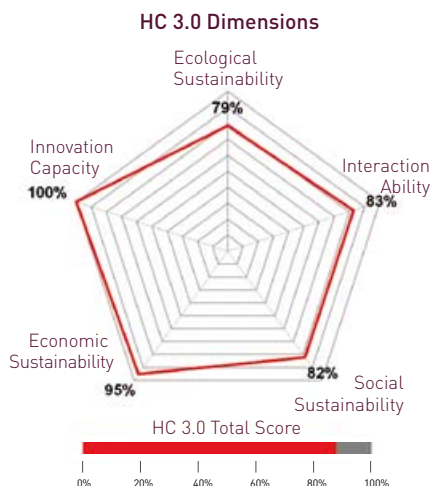
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We are passionate about the fascinating medium of light. For 25 years, XAL has focused on light in all its diversity – on its optimum adaptation to user requirements, and on continual endeavours to push the boundaries of what is technically possible. The quintessence of all this resides in our aesthetic and functionally outstanding lighting solutions, which can be perfectly integrated into all kinds of indoor and outdoor contexts, including offices, shops, hotels, private residences, and public buildings. In addition, we believe in the importance of personal contacts. That is why you will find us wherever our customers and partners are – in 150 towns and cities in over 50 countries around the world.

HC 3.0 Success Factors:

- **Technology:** Technology is the key factor for creating and manufacturing outstanding lighting solutions for complex needs
- **Service:** Providing worldwide, individual service and support that turns customers into partners
- **Sustainability:** Taking long-term views on economic and environmental questions to provide better solutions



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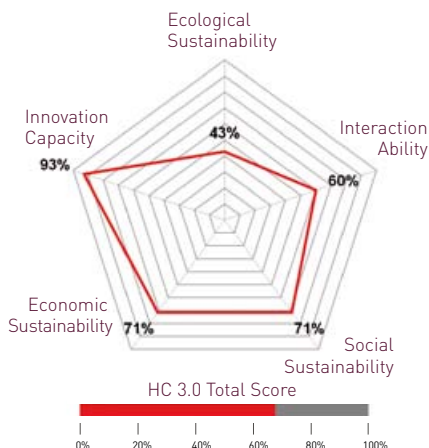


Zeman Bauelemente, set up in Austria in 1965 as a structural steel fabrication company, has undergone continuous growth and improvement. It has now emerged as an international corporate group in more than 20 locations and a workforce of over 600. Zeman has developed and patented several technological innovations in its field – enabling it to provide a wide product range, comprising everything from plant and mechanical engineering for heavy industry to sales halls and warehouses, architectural steel construction, and sports facilities. It also offers comprehensive services, including consulting and planning as well as project implementation, fabrication, and erection.

HC 3.0 Success Factors:

- Competence in steel – everything from a single source: Design and engineering, structural steel fabrication and erection, machinery department for customized solutions
- Innovations and scientific research: One step ahead in the field of structural steel fabrication
- High level of reliability and business ethics – driven by the best intentions of a family-owned company

HC 3.0 Dimensions



ZKW Group

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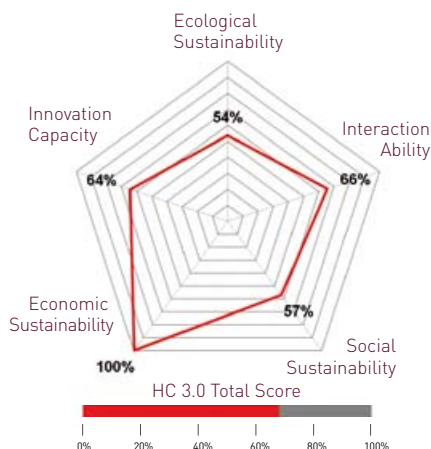


On a global scale, the ZKW Group ranks among the leading suppliers of light and headlamp systems for the automotive industry. Based on the latest manufacturing technologies, the group develops and produces lighting and electronic systems for international automobile manufacturers. The ZKW Group operates a total of eight sites worldwide, which are intelligently linked with regard to development and production. According to the corporate philosophy "light and electronics for automotive industry", the company aims to manufacture high-tech products of the highest quality and to promote the development of innovative headlamp systems. ZKW Group products are used by the most renowned premium manufacturers in the automotive industry.

HC 3.0 Success Factors:

- Innovations that contribute to road safety
- Healthy growth under our own steam
- Following our customers into their markets

HC 3.0 Dimensions



Zumtobel Group AG

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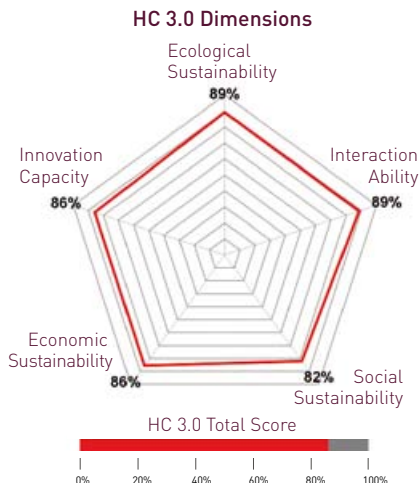
W www.zumtobelgroup.com

zumtobel group

The Zumtobel Group, based in Dornbirn in the Vorarlberg region of Austria, is one of the few global players in the lighting industry. The group, which started life as Elektrogeräte und Kunstharzpresswerk W. Zumtobel KG in 1950, employed a workforce of 7,291 employees at the end of April 2014. In the 2013/14 financial year, it posted consolidated revenues of EUR 1,246.8m (compared to EUR 1,243.6m in 2012/13). Within its multi-brand strategy in the professional luminaire and lighting solution business, the group is represented in the marketplace by the Thorn and Zumtobel brands. The lighting components business (control gear, lighting management, and LED components and modules) is covered by the Tridonic brand.

HC 3.0 Success Factors:

- We focus on innovation and always search for new ways of using light
- We use the strengths of our Tridonic, Thorn, and Zumtobel brands to leverage synergies within the group
- We deliver sustainable value and put our customers first
- We offer our employees an optimum environment for personal development



REGISTER

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Page

A

1ZU1 PROTOTYPEN GMBH & CO. KG	2013	www.1zu1.eu	14
A TEC PRODUCTION & SERVICES GMBH	2014	www.atec-greco.com	
A. DARBO AG	2014	www.darbo.at	47
A.M.I. AGENCY FOR MEDICAL INNOVATIONS GMBH	2013	www.ami.at	
ADDIT DIENSTLEISTUNGEN GMBH & CO KG	2014	www.addit.at	15
ALGE ELASTIC GMBH	2013	www.algeelastic.at	16
ALGE-TIMING GMBH	2013	www.alge-timing.com	17
ALICONA IMAGING GMBH	2014	www.alicona.com	18
ALMI GES.M.B.H & CO KG	2014	www.almi.at	19
ALPINE METAL TECH GMBH	2013	www.alpinemetaltech.com	20
AMAG AUSTRIA METALL AG	2014	www.amag.at	
AMS GETRÄNKETECHNIK GMBH	2013	www.ams-getraenketchnik.at	21
AMSC AUSTRIA GMBH	2013	www.amsc.com	22
AMST-SYSTEMTECHNIK GMBH	2013	www.amst.co.at	23
ANITA DR. HELBIG GMBH	2014	www.anita.net	24
ANTON PAAR GMBH	2013	www.anton-paar.com	
ASPÖCK SYSTEMS GMBH	2013	www.aspoeck.at	
AST EIS- UND SOLARTECHNIK GMBH	2013	www.ast.at	
ASTA ELEKTRODRAHT GMBH	2014	www.asta.at	25
ATP ARCHITECTS ENGINEERS	2014	www.atp.ag	27
ATP SPIELBERG GMBH	2014	www.atb-motors.com	26
AUSTROTHERM GMBH	2014	www.austrotherm.at	28

B

BACHMANN ELECTRONIC GMBH	2013	www.bachmann.info	29
--------------------------	------	-------------------	----

BANNER GMBH	2014	www.bannerbatterien.com	
BAUR PRÜF- UND MESSTECHNIK GMBH	2013, 2014	www.baur.at	
BDI - BIOENERGY INTERNATIONAL AG	2013	www.bdi-bioenergy.com	30
BECOM ELECTRONICS GMBH	2014	www.becom.at	31
BEERENFROST KÜHLHAUS GMBH	2014	www.beerenfrost.com	32
BERTSCH GROUP	2014	www.bertsch.at	33
BINDER+CO AG	2013	www.binder-co.at	
BINDERHOLZ GMBH	2014	www.binderholz.com	34
BIOHORT GMBH	2013	www.biohort.at	35
BIOMIN GMBH	2014	www.biomin.net	36
BÖHLER UDDEHOLM PRECISION STRIP GMBH	2014	www.bu-strip.com	37
BRIGL & BERGMEISTER GMBH	2013, 2014	www.brigl-bergmeister.com	38
BST BRANDSCHUTZTECHNIK DÖPFL GMBH	2014	www.bst.co.at	39

C

CEGELEC GMBH	2013	www.cegelec.com	40
CEMTEC CEMENT AND MINING TECHNOLOGY GMBH	2014	www.cemtec.at	
CERATIZIT AUSTRIA GMBH	2013	www.ceratizit.com	
CHEMSON POLYMER - ADDITIVE AG	2013	www.chemson.com	41
CHRISTOF HOLDING AG	2013	www.christof-group.com	42
CMS ELECTRONICS GMBH	2014	www.cms-electronics.com	43
COLLINI HOLDING AG	2014	www.collini.eu	
COMMEND INTERNATIONAL GMBH	2014	www.commend.at	44
COPA-DATA GMBH	2013	www.copadata.com	45
CROMA-PHARMA GMBH	2014	www.croma.at	46

D

DARBO	2014	www.darbo.at	47
DIAMOND AIRCRAFT INDUSTRIES GMBH	2013	www.diamond-air.at	48
DIETZEL GMBH	2014	www.dietzel-univolt.com	49
DOKA ÖSTERREICH GMBH	2014	www.doka.com	
DOPPELMAYER GRUPPE	2014	www.doppelmayr.com	50
DORNER ELECTRONIC	2013	www.dorner.at	51

E

EBNER INDUSTRIEOFENBAU	2014	www.ebner.cc	
EFKON AG	2013	www.efkon.com	
EGLO LEUCHTEN GMBH	2014	www.eglo.com	52
EISENWERK SULZAU-WERFEN R & E WEINBERGER AG			
	2013	www.esw.co.at	
EKEY BIOMETRIC SYSTEMS GMBH	2013	www.ekey.net	53
ELK FERTIGHAUS GMBH	2013	www.elk.at	
EMCO MAIER GES.M.B.H.	2014	www.emco.at	54
EMPL FAHRZEUGWERK GES.M.B.H.	2013	www.empl.at	55
EMPORIA TELECOM	2013	www.emporia.at	56
EREMA ENGINEERING RECYCLING MASCHINEN UND ANLAGEN GMBH	2013	www.erima.at	
ERNE FITTINGS GMBH	2013	www.ernefittings.com	57
ETM INDUSTRIEANLAGEN GES.M.B.H	2014	www.etm-industry.com	
EV GROUP (EVG)	2013	www.evgroup.com	58
EVVA SICHERHEITSTECHNOLOGIE GMBH	2014	www.evva.com	59
EXPRESSFLOW GMBH	2014	www.expressflow.com	60

F

FAHNEN-GÄRTNER GMBH	2013	www.fahnen-gaertner.com	61
FEMTOLASERS PROD. GMBH	2014	www.femtolasers.com	62
FERATEL MEDIA TECHNOLOGIES AG	2014	www.feratel.com	63
FRANZ ACHLEITNER GMBH	2014	www.achleitner.com	
FREQUENTIS AG	2013,2014	www.frequentis.com	64
FRIEDRICH DEUTSCH METALLWERK GMBH	2014	www.metalldeutsch.com	
FUNDERMAX GMBH	2014	www.fundermax.at	

G

G.TEC GUGER TECHNOLOGIES OG	2013	www.gtec.at	65
GASOKOL GMBH	2014	www.gasokol.at	
GAW GROUP PILDNER-STEINBURG HOLDING GMBH	2014	www.gaw.at	66
GEBAUER & GRILLER	2014	www.griller.at	67
GEISLINGER GMBH	2013	www.geislinger.com	68
GETZNER WERKSTOFFE GMBH	2013	www.getzner.com	69
GIG KARASEK GMBH	2014	www.gigkarasek.at	70
GIGATRONIK AUSTRIA GMBH	2014	www.gigatronik.com	71
GLAUNACH GMBH	2013	www.glaunach.com	72
GLOBAL HYDRO ENERGY GMBH	2014	www.hydro-energy.com	73
GREENONETEC SOLARINDUSTRIE GMBH	2014	www.greenonetec.com	74
GREENTUBE INTERNET ENTERTAINMENT SOLUTIONS (I.E.S.) GMBH	2013,2014	www.greentube.com	

H

HAGLEITNER HYGIENE INTERNATIONAL GMBH	2014	www.hagleitner.at	75
HAIDLMAIR GMBH	2013	www.haidlmair.at	76

HALE ELECTRONIC GMBH	2014	www.hale.at	77
HAUSER GMBH	2014	www.hauser.com	78
HEINZEL HOLDING GMBH	2014	www.heinzel.com	
HELLA SONNEN- UND WETTERSCHUTZTECHNIK GMBH	2014	www.hella.info	79
HERZ ENERGIETECHNIK GMBH	2014	www.herz.eu	80
HIGH Q LASER GMBH	2013	www.highqlaser.at	81
HIRSCH ARMBÄNDER GMBH	2013	www.hirschag.com	
HIRSCH SERVO AG	2014	www.hirsch-gruppe.com	82
HOBAS ENGINEERING GMBH	2014	www.hobas.com	83
HÖDLMAYR INTERNATIONAL AG	2014	www.hoedlmayr.com	84
HPI GESELLSCHAFT FÜR MESSTECHNIK M.B.H.	2013	www.hpi-gmbh.com	85

I

IFW MANFRED OTTE GMBH	2013	www.ifw.at	
INFORM GMBH	2013	www.inform.at	86
INTERCHIM AUSTRIA INTERNATIONALER CHEMIEHANDEL GMBH	2014	www.interchim.at	
INTERNORM INTERNATIONAL GMBH	2013	www.internorm.com	87
ISI GMBH	2013	www.isi.at	
ISOSPORT VERBUNDBAUTEILE GMBH	2013	www.isosport.com	

J

J. & L. LOBMEYR GESELLSCHAFT MBH	2013	www.lobmeyr.at	88
J. MEISSL GMBH	2013	www.meissl.com	89
J. ZIMMER MASCHINENBAU GMBH	2014	www.zimmer-austria.com	90
JACQUES LEMANS GESMBH	2014	www.jacques-lemans.com	91
JÄGER BAU GMBH	2014	www.jaegerbau.com	92

JOHANN OFFNER WERKZEUGINDUSTRIE GMBH	2013	www.offner.at	93
JUNGBUNZLAUER AUSTRIA AG	2014	www.jungbunzlauer.com	

K

KAHLBACHER MACHINERY GMBH	2014	www.kahlbacher.com	94
KDG HOLDING GMBH	2014	www.kdg-mt.com	95
KE KELIT KUNSTSTOFFWERK GMBH	2014	www.kekelit.com	
KLUDI ARMATUREN AUSTRIA GESELLSCHAFT M.B.H.	2014	www.kludi.at	
KNAPP AG	2013,2014	www.knapp.com	96
KOMPASS-KARTEN GESMBH	2013	www.kompass.at	
KÖNIG MASCHINEN GMBH	2013	www.koenig-rex.com	
KONRAD FORSTTECHNIK GMBH	2014	www.forsttechnik.at	97
KOSTWEIN GROUP	2014	www.kostwein.at	98
KRAUSE & MAUSER	2013	www.krause-mauser.com	99
KRAUSECO WERKZEUGMASCHINEN GMBH	2013	www.krause-mauser.com	99
KRESTA ANLAGENBAU GESELLSCHAFT M.B.H.			
NFG & CO KG	2014	www.kresta.at	
KRISTL, SEIBT & CO GESMBH	2014	www.ksengineers.at	100
KUVAG GMBH & CO KG	2014	www.kuvag.com	101

L

LASKA	2013	www.laska.at	109
LENZING FIBERS GMBH	2014	www.lenzing.com	
LEOBERSDORFER MASCHINENFABRIK GMBH	2014	www.lmf.at	102
LIGHTS OF VIENNA	2014	www.lightsofvienna.com	103
LINDNER-RECYCLINGTECH GMBH	2014	www.l-rt.com	104
LINSINGER MASCHINENBAU GES. M.B.H.	2014	www.linsinger.com	105

LISEC AUSTRIA GMBH	2013	www.lisec.com	
LIST GENERAL CONTRACTOR GMBH	2013	www.list.at	
LITHOZ GMBH	2014	www.lithoz.com	106
LOACKER RECYCLING GMBH	2014	www.loacker.cc	
LOBMEYR	2013	www.lobmeyr.at	88
LORENZ SHOE GROUP AG	2014	www.lorenz-shoegroup.com	107
LOYTEC ELECTRONICS GMBH	2014	www.loytec.com	108

M

MAM BABYARTIKEL GMBH	2013	www.mambaby.com	
MAPLAN GMBH	2014	www.maplan.at	
MASCHINENFABRIK LASKA GESELLSCHAFT M.B.H.	2013	www.laska.at	109
MASCHINENFABRIK LIEZEN UND GIESSEREI GES.M.B.H.	2014	www.mfl.at	110
MEDEK & SCHÖRNER GMBH	2013	www.medek.at	111
MED-EL ELEKTROMEDIZINISCHE GERÄTE GMBH	2014	www.medel.com	
MEHLER ELEKTROTECHNIK GES.M.B.H	2013	www.mehler.at	112
MEISSL	2013	www.meissl.com	89
MERCKENS KARTON- UND PAPPENFABRIK GMBH	2014	www.merckens.at	113
MFL GROUP	2014	www.mfl.at	110
MITTES ENGINEERING GMBH	2013	www.mittes.at	
MK ILLUMINATION HANDELS GMBH	2013	www.mk-illumination.com	114
MORE&G E-HEALTH GMBH	2013	www.moreandg.com	115
MS DESIGN AUTO TUNING GMBH	2014	www.ms-design.com	116
MYWEBSPORT	2014	www.mywebsport.com	117

N

NKE AUSTRIA GMBH	2014	www.nke.at	118
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NORBERT SCHALLER GESMBH	2014	www.schalleraustria.com	119
-------------------------	------	-------------------------	-----

NUMTEC-INTERSTAHL GMBH	2013	www.alpinemetaltech.com	20
------------------------	------	-------------------------	----

O

ODELGA MED GES.M.B.H	2014	www.odelga.at	120
----------------------	------	---------------	-----

OFFNER	2013	www.offner.at	93
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ÖKOFEN FORSCHUNGS- UND ENTWICKLUNGS GES.M.B.H.	2014	www.pelletsheizung.at	121
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OMV AKTIENGESELLSCHAFT	2014	www.omv.com	
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ORDERMAN GMBH	2013	www.orderman.com	122
---------------	------	------------------	-----

OTTO BOCK HEALTHCARE PRODUCTS GMBH	2013	www.ottobock.com	
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OVOTHERM INTERNATIONAL	2013	www.ovotherm.com	123
------------------------	------	------------------	-----

P

PANKL RACING SYSTEMS AG	2013	www.pankl.com	
-------------------------	------	---------------	--

PEM GESELLSCHAFT M.B.H.	2014	www.pem.com	124
-------------------------	------	-------------	-----

PEWAG AUSTRIA	2013,2014	www.pewag-group.com	125
---------------	-----------	---------------------	-----

PFEIFER HOLZ GMBH & CO KG	2014	www.pfeifergroup.com	126
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PHYSIOTHERM GMBH	2013	www.physiotherm.com	127
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PLANSEE SE	2014	www.plansee.com	
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PLASMO INDUSTRIE TECHNIK GMBH	2013	www.plasmo.eu	128
-------------------------------	------	---------------	-----

PMS ELEKTRO- UND AUTOMATIONSTECHNIK GMBH	2014	www.christof-group.at	129
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POLLMANN INTERNATIONAL GMBH	2013	www.pollmann.at	
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POLOPLAST GMBH & CO KG	2014	www.poloplast.com	130
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POLYTECHNIK LUFT- UND FEUERUNGSTECHNIK GMBH	2014	www.polytechnik.at	131
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PÖRNER INGENIEURGESELLSCHAFT MBH	2014	www.poerner.at	132
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PROMOTECH KUNSTSTOFF- UND			
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METALLVERARBEITUNGSGES.M.B.H.	2013	www.promotech.at	
PU1TEC DICHTUNGEN UND KUNSTSTOFFE GMBH	2013	www.pu1tec.com	133

R

RAUCH FRUCHTSÄFTE GMBH & CO OG	2014	www.rauch.cc	134
REIWAG FACILITY SERVICES GMBH	2014	www.reiwag.at	135
REMUS-SEBRING GROUP	2013	www.remus.at	136
RICHTER RASEN GMBH	2013	www.richter-rasen.com	137
RIEDEL GLAS AUSTRIA	2013	www.riedel.at	167
RIEGL LASER MEASUREMENT SYSTEMS GMBH	2013	www.riegl.co.at	138
RINGANA GMBH	2014	www.ringana.com	139
ROSENDAHL NEXTROM GMBH	2013	www.rosendahlaustria.com	140
RUAG SPACE GMBH	2013	www.ruag.com	141
RUBBLE MASTER HMH GMBH	2013	www.rubblemaster.com	142

S

S.A.M. KUCHLER ELECTRONICS GMBH	2013	www.sam-kuchler.com	143
SAA SOFTWARE ENGINEERING GMBH	2013	www.saa.at	144
SANO TRANSPORTGERÄTE GMBH	2013	www.sano.at	145
SBI PRODUKTION TECHN. ANLAGEN GMBH & CO KG	2013	www.sbi.at	
SCAN MESSTECHNIK GMBH	2013	www.s-can.at	146
SCHALLER	2014	www.schalleraustria.com	119
SCHELLING ANLAGENBAU GMBH	2014	www.schelling.at	147
SCHOELLER-BLECKMANN OILFIELD EQUIPMENT AG	2014	www.sbo.co.at	148
SCHUHFRIED GMBH	2014	www.schuhfried.at	149
SCOTTY GROUP AUSTRIA	2013	www.scottysgroup.com	150
SECURIKETT ULRICH & HORN GMBH	2014	www.securikett.com	151

SEIFENSIEDER.AT - BARBARA FREYBERGER	2014	www.seifensieder.at	152
SEMPERIT AG HOLDING	2014	www.semperitgroup.com	
SENSEPRODUCT GMBH	2014	www.senseproduct.com	
SFL TECHNOLOGIES GMBH	2013	www.sfl-technologies.com	153
SHA. VERTRIEB GMBH	2014	www.sha-art.com	154
SOLA-MESSWERKZEUGE GMBH	2014	www.sola.at	
SPEECH PROCESSING SOLUTIONS GMBH	2014	www.speech.com	155
SPECTRA-PHYSICS	2013	www.spectra-physics.at	81
SPORTALM GMBH	2014	www.sportalm.at	156
SPRINGER MASCHINENFABRIK AG	2013	www.springer.eu	
STARLINGER & CO GESELLSCHAFT M.B.H.	2013,2014	www.starlinger.com	157
STAUD 'S GMBH	2014	www.stauds.com	158
STEIRISCHE BEERENOBSTGENOSSENSCHAFT EGEN			
	2014	www.holunder.com	159
SUNKID GMBH	2013	www.sunkid.at	160
SWAROVSKI OPTIK KG	2013	www.swarovskioptik.at	161
SYSTEM INDUSTRIE ELECTRONIC GMBH	2013	www.sie.at	162

T

TECHNOCLONE GMBH	2014	www.technoclone.com	163
TELE HAASE STEUERGERÄTE GESMBH	2014	www.tele-haase.at	164
TEUFELBERGER SEIL GMBH	2013	www.teufelberger.com	165
THIEN EDRIVES GMBH	2013	www.thien-edrives.com	
TIGER COATINGS GMBH & CO. KG	2014	www.tiger-coatings.com	166
TIROLER GLASHÜTTE GMBH	2013	www.riedel.at	167
TIROLER ROHRE GMBH	2014	www.trm.at	168

TMT - THE MOBILE TERMINAL	2013	www.themobileterminal.com	169
TREVENTUS MECHATRONICS GMBH	2013	www.treventus.com	170
TRIDONIC JENNERSDORF GMBH	2014	www.tridonic.com	171
TROTEC PRODUKTIONS UND VERTRIEBS GMBH	2014	www.troteclaser.com	172
TTTECH COMPUTERTECHNIK AG	2013	www.tttech.com	173
TYCO ELECTRONICS AUSTRIA GMBH	2014	www.te.com	

U

ULBRICHTS WITWE GMBH	2014	www.ulbrichts.com	174
ULRICH ETIKETTEN GES.M.B.H	2014	www.ulrich.at	175
UNGER STAHLBAU GES.M.B.H.	2014	www.ungersteel.com	176
UNTHA SHREDDING TECHNOLOGY GMBH	2013	www.untha.com	
USP INDICATOR SOLUTIONS	2013	www.usp.at	177

V

VEXCEL IMAGING GMBH	2013	www.microsoft.com	178
VOESTALPINE VAE GMBH	2014	www.voestalpine.com	
VOGELBUSCH GMBH	2014	www.vogelbusch.com	
VOSSEN GMBH & CO KG	2014	www.vossen.com	179

W

W&H DENTALWERK BÜRMÖS GMBH	2013	www.wh.com	
WAAGNER-BIRO STAHLBAU AG	2014	www.waagner-biro.at	
WABCO AUSTRIA GMBH	2014	www.wabco-auto.com	
WERTHEIM TECHNOLOGIES GMBH	2013	www.wertheim-tech.com	180
WIESNER-HAGER MÖBEL GMBH	2014	www.wiesner-hager.com	181
WOLFORD AG	2014	www.wolford.com	182
WOLFFVISION GMBH	2013	www.wolffvision.net	183

X

XAL GMBH	2014	www.xal.com	184
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Z

ZEMAN BETEILIGUNGSGESELLSCHAFT MBH	2014	www.zeco.at	185
ZIMMER AUSTRIA	2014	www.zimmer-austria.com	90
ZKW GROUP	2014	www.zkw.at	186
ZUMTOBEL GROUP AG	2014	www.zumtobel.com	187

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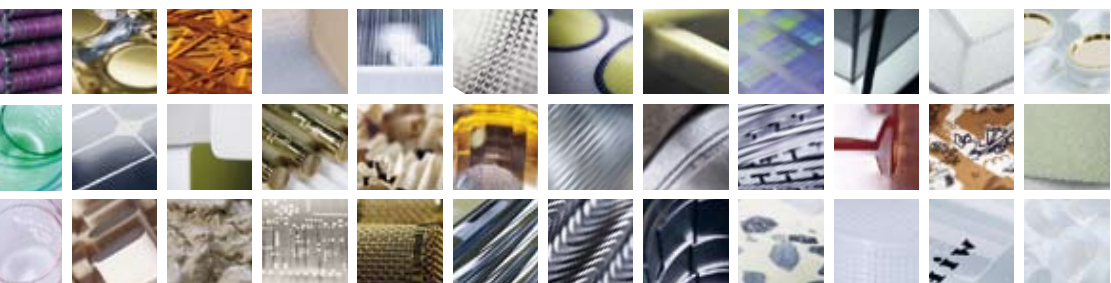
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