



WHERE YOUR
TALENT
IS VALUED

komax

KOMAX KNOWS THE PATH TO SUCCESS

Our strength is solutions for automated wire processing, where we are a pioneer and a market and technology leader. We continuously develop new solutions for our customers that optimize processes while simultaneously increasing productivity, thus meeting the challenges of today and tomorrow.

From pioneer to market leader

Founded by Max Koch in 1975, Komax started off as a three-person business. After just one year, we launched the first automatic wire cutting machine with a stepper motor drive and in 1982, we launched the world's first microprocessor-controlled fully automatic wire processing machine. The company's international expansion plans were underway as early as 1981 with the founding of Komax USA. With this dynamic, we have evolved into a globally active company with Swiss roots.

We owe our success to solutions that fully answer the needs of the market. Customers in the automotive, aerospace, industrial, telecom and datacom market segments benefit from this, all of whom rely on our series and customer-specific machineries (for every level of automation and individualization), quality assurance modules, test equipment as well as our intelligent networking solutions for safe and efficient wire processing. This allows customers to create the best conditions for consolidating and expanding their edge over their competitors.

Our leading position worldwide is due to our policy of consistently implementing our principles. We invest above-average amounts into R&D and strive to attract and foster the most talented employees. These are the decisive factors that are leading us into the future.



Komax facts

- Headquarters: Dierikon (Switzerland)
- More than 1,700 employees
- Production facilities in Europe, North and South America, Asia, Africa
- Sales and service support in over 60 countries
- Market share that is twice as high as the #2 competitor
- Brands: Komax, Kabatec, Laselec, Thonauer and TSK
- Listed on the SIX Swiss Exchange



Dear Graduates,

When I completed my engineering studies at ETH Zurich, I hoped to find an employer that would allow me to put into practice what I had learned. I wanted a company that I could contribute to and that would allow me to move forward. I found this company – and it has positively influenced my further professional career.

Komax will give you this opportunity, too. We are a company that offers young talents various development opportunities. Employees from all disciplines are bringing this industrial company forward. The intensive cooperation of specialists from different disciplines is part of our day-to-day work and will enable you to gain valuable experience along the entire value chain of a high-tech company.

Komax is an innovative, successful company that stands out with its distinct focus on quality. If you would like to work for an international company where employees treat each other with respect and support one another in achieving ambitious goals, we look forward to hearing from you.

Kind regards,

A handwritten signature in blue ink, which appears to be 'M. Meyer'.

Matijas Meyer
CEO Komax Group

GOOD PROSPECTS FOR YOUR TALENTS

Have you completed your studies? Are you ambitious and would like to advance professionally? With us, you can develop your skills to the best possible extent and grow further. And if you like, you will find a wide range of career opportunities with us.

As a team member, you are an essential factor to our success

Our employees are pivotal to our innovative strength, quality and customer focus. Together, we can achieve our ambitious goals and further consolidate our leading position in the global market.

This is why we support you in a targeted and committed manner

We support engineers from all fields, specialists with a technical background, computer scientists, business economists and countless other specialists – with specific training at the workplace, internal and external training courses, challenging projects, international exchanges in our globally active company as well as interdisciplinary teamwork.



You'll notice all this straightaway

Teamwork at Komax is a matter of give and take. We are committed to ensuring that you feel at ease in an inspiring work environment. You can develop your skills here, help shape our company and be highly motivated to give your very best. If you are qualified, there are opportunities for a specialist or management career. In short: with us, you'll find career prospects tailored to your ambitions and skills.



Mira 230
Programmable wire stripper



Alpha 550
Fully automated wire assembly

“MY OPINIONS ARE VALUED”

Cassandra Koppen, USA

“At Komax, we have an open-door policy and a work environment in which we support each other. I enjoy working for Komax because my opinions are valued and I can make a difference. Every day is a new opportunity for me to gain experience, develop myself personally and achieve new goals.”

Cassandra Koppen has been working for Komax since 2014. She started out as a receptionist and after a few short months was promoted to Customer Service Coordinator.



“A FOCUS ON QUALITY IS IMPORTANT”

Antonio Nuñez, Switzerland

“Komax offers me a challenging position in an exciting international work environment. I am pleased to be able to work in a company that, despite its leading position worldwide, is constantly striving to become even better. As an IMS specialist, I deal with the continuous improvement process and quality management, and I therefore greatly appreciate the fact that a focus on quality is a high priority for our employees at all our locations.”

Antonio Nuñez has been working as an IMS (Integrated Management System) specialist at Komax since 2016. Prior to that, he completed a 9-month internship at Komax.



“EMPLOYEES HAVE A HIGH PRIORITY”

Julia Reitberger, Germany

“Komax SLE is successful and is constantly developing without forgetting the needs of its employees. Employees and their families have a high priority and are supported by the company wherever possible. Komax SLE makes it possible for me to balance my demanding job as a controller, further education and my role as a mother. This makes Komax SLE a progressive company that is worth working for.”

Julia Reitberger has been working for Komax SLE since 2012 as a controller and is also the Deputy of the Commercial Management team.



“WE RESPECT EACH OTHER”

Elia Tang, China

“Our work atmosphere is very harmonious and we maintain good relationships with our colleagues. Part of this is that we help and respect each other and overcome challenges together. This makes Komax a very pleasant employer for me, one that I have been able to learn a lot from in recent years with the help of colleagues and managers.”

Elia Tang has been working for Komax since 2014 as a specialist in HR and Administration.



“A UNIQUE OPPORTUNITY FOR ME”

Jorge Arellano, Mexico

“Komax is a company that believes in its employees and offers them opportunities. Much is done to allow us to develop and improve in our everyday work. Over the past few months, I have received training at various locations on different continents and have been able to establish numerous contacts with international colleagues. Our site in Mexico has recently expanded and is growing rapidly. Being part of this ‘first generation’ is extremely exciting and a unique opportunity for me.”

Jorge Arellano has been working at Komax since 2016 as a CAD Designer.



YOUR FUTURE AT KOMAX

We're always keen to hear from talented and motivated employees who want to advance with us. The careers presented here by Erich Bachmann and Marcus Setterberg typify those of many others who have grown personally and professionally over the past four decades. Their different career paths show that there are many ways to climb the ladder with us.

Erich Bachmann, what makes Komax stand out as an employer?

Komax has grown rapidly in the past 20 years and has become increasingly more international. Nevertheless, the company has succeeded in maintaining the typical Komax culture ("the Komax family"). We are always respectful in dealing with each other, even when we pursue very ambitious goals that demand a lot from us. Komax gives employees plenty of freedom and counts on them to assume their own responsibility in accordance with their position. I place great value in this opportunity to shape my own freedom.

What is your recipe for success – how do you pursue a career?

It is very important for me that I feel comfortable in a company and that I can develop personally and professionally. So far, I have rarely set fixed goals that pertain to a possible career. This has helped me to always be open to new things and seize opportunities when they are presented to me. In my early days as a software developer, I never once thought that I would later work in product management. But when I was offered this, I was prepared to accept this challenge. In order for such opportunities to even come up, it is absolutely necessary that you constantly pursue training and keep up to date in various specialist areas.

How has Komax supported you?

If you want to grow professionally and personally at Komax, you will have the opportunity to do so. In my current position as a generalist, I am pleased that Komax has supported me with internal changes on a regular basis. As a result – and also through further training – I have been able to acquire a broad professional basis.

“I CAN DEVELOP PERSONALLY AND PROFESSIONALLY”

Erich Bachmann, born in 1974 in Hochdorf (Switzerland)

Erich Bachmann trained as an electrician and then completed a degree in electrical engineering at an engineering college (HTL). He has been working at Komax since 1997, first in the area of software development, then as a development engineer and later as a project manager. In 2005, he moved from being a project manager into product management. He has been head of this department since 2009, and as of 2018 is also a member of the management team.



Marcus Setterberg, why did you apply to Komax?

After my studies, it was clear to me that I wanted to work in an industrial company. Which I did. After a while, when I was looking for a new challenge, I focused on global industrial companies that are of a size where you can also make a difference as an individual. I came into contact with Komax and saw immediately that the company culture suits me. It is performance oriented but without neglecting the needs of employees. These are values that I share and expect from my employer.

How did you plan your career?

I never had a specific goal in mind that I wanted to achieve. I am of course determined and ambitious; without these character traits it would be difficult to advance. But for me, the most important thing is that I work in a company I can identify with, where I have a role that challenges me and is fun. For this reason, I prefer roles in which I can improve something together with my team and where it is not "just" a matter of what has been achieved.

Which factors were crucial for your career at Komax?

Komax is a company that provides opportunities to ambitious employees. Whether you want them and can seize them is up to you. When I was given the opportunity to move to China and work in Shanghai for a few years, I was ready to accept this challenge. For me, this experience abroad was extremely valuable and instructive, and it opened the door for me to the next step in my career. My work is very important to me, but it is not everything. The focus is my family. They support me and show considerable understanding when I have to travel for work, which my position requires.

Do you have a tip that you can give to graduates?

When I was at the end of my studies, I received a tip that I followed and which I now enjoy passing along: If you are ambitious, start off by looking for a good boss who is willing to encourage young talent and support you in your own learning process.

“THE COMPANY CULTURE SUITS ME”

Marcus Setterberg, born in 1978 in Skövde (Sweden)

Marcus Setterberg has a Master of Science in Industrial Engineering & Management from KTH Royal Institute of Technology in Stockholm as well as a Master of Science in Business Administration and Economics from the University of Stockholm. He has been working at Komax since 2007, first in Switzerland for the Global Service department, mostly as head of the department. He then spent five years in China, including three years as managing director of Komax China in Shanghai. He has been head of the Competence Center Testing since August 2016 and is a member of the management team.



BEST CONDITIONS FOR YOUR AMBITIONS

There are many different reasons why we could be of interest to you. We have summarized seven of the most important ones.

1

BECAUSE WE ARE STRONGER TOGETHER

Our company culture is characterized by mutual respect, trust and a focus on quality. We support each other in an easy-going manner across departmental and country borders – to achieve our goals and further expand our market and technology leadership.

2

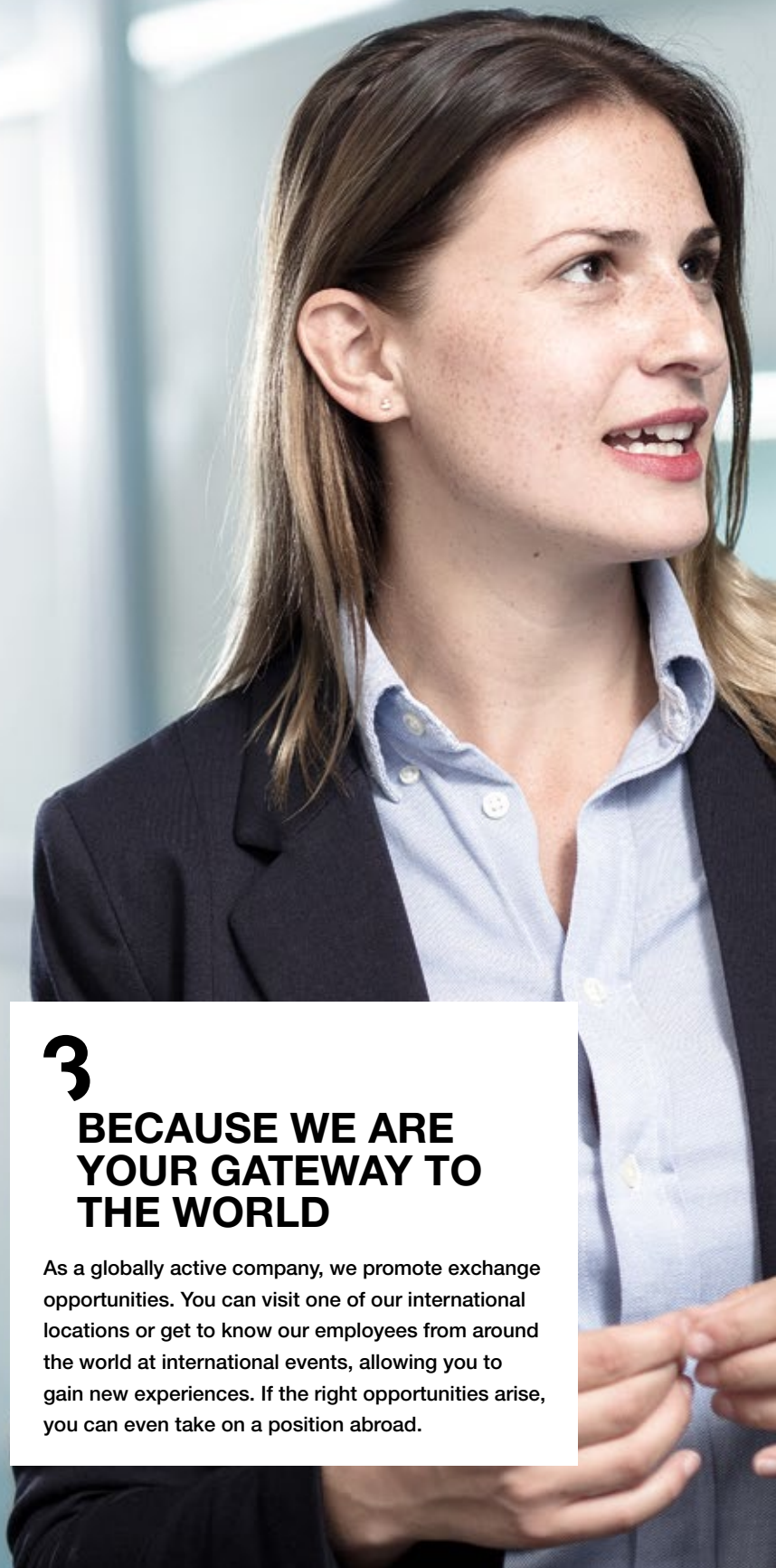
BECAUSE WE SUPPORT YOU IN A TARGETED AND COMMITTED MANNER

Are you looking for a challenging, fulfilling task? Would you like a management or specialist career? We listen to your needs during discussions, accompany you on your path and support your professional development – with challenging jobs in an exciting market environment and with goal-oriented training.

3

BECAUSE WE ARE YOUR GATEWAY TO THE WORLD

As a globally active company, we promote exchange opportunities. You can visit one of our international locations or get to know our employees from around the world at international events, allowing you to gain new experiences. If the right opportunities arise, you can even take on a position abroad.



4

**BECAUSE WE
ENRICH YOU WITH
TEAM SPIRIT**

You will get to experience interdisciplinary teamwork with us. It allows us to meet the requirements of the market in the best possible way and strengthen our position. Specific teams for innovation projects can include marketing experts, product managers and engineers from the development department.

6

**BECAUSE WE THINK
AND ACT IN THE
LONG TERM**

For us, sustainability means that we have long-term goals and strive for lasting success. For the market, our employees and the wider public, we are regarded as reliable, considerate and a good partner.

5

**BECAUSE WE
LEAD THE WAY
WORLDWIDE**

We have been invigorating the market for more than 40 years and have repeatedly set milestones with our pioneering spirit. We are cementing our leading position thanks to our innovative strength and continuity.

7

**BECAUSE WE ACT
RESPONSIBLY**

We are aware that the success of our company is closely linked to our responsibility towards people and nature. The high levels of satisfaction expressed in the regularly conducted employee surveys are a clear indication that we are a responsible employer who listens to the needs of our employees.



"Komax offers the perfect entry into your professional career. You can grow in an international environment, acquire a wealth of knowledge from a market leader and gain valuable experience."

**Sandra Keller, Vice President
Global Human Resources**

YOUR DIRECT LINE TO KOMAX

Are you interested in Komax? Would you like to learn more about us? Do you have any questions? Please visit our website or simply give us a call.

Contact directly Marlen Lander, HR Business Partner. She would be happy to get to know you and answer all of your questions about Komax, our jobs and careers.

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