



The inauguration of the new building in Japan

Anniversaries 2023 - Plant Monschau, C.A.PICARD® USA, Far East and Japan

USG - Welcome to C.A.PICARD®





term, and we can already see the massive societal stress that this is causing - both here in Germany and in other parts of the world.

To securely position ourselves for the future, we must recognise and understand these contradictory, overlapping and decentralised new dynamics and bring about change through appropriate measures and innovations.

Our transformation process is driven by the commitment and outstanding performance of around 500 employees worldwide; they are the guarantee of our future success.

PICUP 2024 begins with an obituary for our partner Klaus Picard, who passed away on 9 January 2023.

We welcome USG Uwe Stücke Granulierttechnik GmbH as a new member of the C.A.PICARD® family and introduce our *new business unit* "Green Electricity" to you with the photovoltaic systems in Remscheid and Monschau, before embarking on a brief journey through time that looks back on 155 years of anniversary history at C.A.PICARD® in Monschau-Imgenbroich, in the USA, China and Japan.

A long-held wish came to fruition for C.A.PICARD® Japan in 2023 when it moved into what is undoubtedly the C.A.PICARD® Group's most beautiful building just in time for the company's 25th anniversary.

You will find these and many other interesting articles in this issue.

We would like to thank all C.A.PICARD® employees for their tireless dedication and exceptional performance. We are also grateful to all of our customers, suppliers and business partners for their continued partnership, loyalty and support, as well as for the challenges they brought us.

We hope you will enjoy reading the various articles and are looking forward to your continued contribution to C.A.PICARD®.

We wish you, your families and relatives much happiness, success and, above all, good health!

Carl Aug. Picard GmbH
The Management Board


Josef Posniak


Andreas Meise

Dear Business Partners! Dear Employees!

At least since the start of the war in Ukraine or the attack by Hamas on Israel, there has been more talk of a "turning point", "of the end of a unipolar world" and the emergence of a new, multi-polar world order with an inevitable transformation.

This turning point is calling our way of life into question and abruptly transforming confidence in our current reality into uncertainty about the future.

Our lives are being impacted and shaped by mutually influencing and interrelated humanitarian, political, economic, ecological and military crises.

The world is changing dramatically and there is a growing sense of helplessness: How can we tackle all these challenges simultaneously? Moreover, societies are becoming polarised over the very issue of how best to navigate these multiple crises. The nature of multiple crises means that we cannot make them disappear simply by choosing between two options. On the contrary, we are faced with the prospect of increasingly complex decision-making situations in the longer

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Klaus Picard

Our shareholder Klaus Picard passed away on 9 January 2023 at the age of 78.

Text: Andrea Schröder



The news came as a bitter blow to the employees at C.A.PICARD® because they have lost a person who, despite a long illness, was a passionate advocate for the company until the end and always cared about the welfare of the employees.

Maintaining contact with employees was always particularly important to Klaus Picard. Even after he retired from the day-to-day business, he continued to do his rounds of the company on a regular basis - especially the production floor - to exchange ideas with the workforce. He also liked to use occasions such as summer festivals, Christmas parties or anniversary celebrations to engage with employees. In addition, he kept in contact with the Picard pensioners. Among other things, he organised "pensioner outings" for his "alumni" and their relatives, which enabled many of them to keep up with old companions. He also participated in the event himself.

During the early 1960s, Klaus Picard completed an apprenticeship as a toolmaker, joined the family business as a limited partner in 1963 and subsequently became a personally liable partner and commercial manager in 1970.

Together with his brother, he laid the foundations for the global expansion of C.A.PICARD®, which began when the company opened a subsidiary in the US in 1978. Other milestones included the founding of subsidiaries in Hong Kong in 1988 and in Japan in 1998.

Klaus Picard led the C.A.PICARD® Group as a managing partner with great success for decades. From 2008 to 2019, he contributed his entrepreneurial vision as a member of the Advisory Board.

Outside the company, Klaus Picard was also an extremely committed person with a great many interests. As a young man, he was an excellent handball player and remained loyal to his club, Hastener Turnverein 1871 e.V., even after he ceased to be an active player. In recognition of his dedication, the club made him an honorary member. His other passions were the sports fishing association in Remscheid-Morsbachtal, the association for forging technology in Remscheid (Steffenshammer e.V.), golf, his model railway and his vintage cars, in which he participated in numerous rallies. He was also the main organiser and driving force of the Hasten Historic vintage rally for 15 years.

The company and its employees owe a great deal to Klaus Picard. He will always be remembered with gratitude and respect at C.A.PICARD®.





USG - Welcome to C.A.PICARD®

Since 1 January 2023, USG Uwe Stücke Granuliertechnik GmbH has been an integral part of the C.A.PICARD® Group and remains under the operational management of its managing partners Uwe Stücke and Eric Kopetzki.

Text: Andreas Meise

The C.A.PICARD® Group has been offering its customers wear-resistant processing parts for extruders such as screw segments, shafts, barrels, wear liners and much more for over 50 years. With the acquisition of USG Uwe Stücke Granuliertechnik GmbH, the C.A.PICARD® Group is expanding its range for customers with additional key processing parts used in pelletising technology.

Thanks to the many years of experience of its employees, USG Uwe Stücke Granuliertechnik GmbH established itself on the market within a decade as a manufacturer of tools and spare parts for pelletising technology, particularly for the plastics manufacturing industry.

In-house design that relies on modern 3D CAD software and production using CNC-controlled machine

tools with continuous quality monitoring - paired with the necessary expertise - guarantee customised pelletiser knives, knife holders, pelletiser die plates and standard die plates.

The reciprocal transfer of knowledge within the C.A.PICARD® Group is currently being intensively promoted so that we can offer our customers across the world an even wider range of products and comprehensive advice backed by the relevant expertise.

We look forward to a good and trusting working relationship and would like to extend a warm welcome to our new colleagues.



Expansion of the Monschau site

In 2023, the Monschau site celebrated its 50th anniversary. Since 1973, production of the Extruder Technology business unit for the segments and shafts areas has been based at Monschau.

Text: Patrick Scheffen



In recent years, in particular, the Monschau site has undergone a remarkable and consistently positive development.

The following quote sums up the developments and events well:

"It's not that time passes any quicker than before, we just hurry past it all the more."

In 2013 and 2014, the focus on the segments and shafts parts groups was defined and implemented for the Monschau site. The oil screw, barrel and service parts groups were relocated. This focus on segments and shafts has had a positive effect on production. Process flows were streamlined and complexity reduced.

Work on the implementation of the hall concept for Hall 1 and Hall 2 commenced in 2018. To enable a forward-looking approach, entire produc-

tion areas were reorganised, which has further paved the way for clearer structures and processes. By reorganising the production machinery and production areas, we were able to satisfy the requirements for expanding capacity for the financial years ahead. This measure allowed us to align production at the site with the value chain, which opened up advantages in terms of collaboration and organising more flexible production teams.

In 2019, we set the first milestone with a focus on production automation. A machine with an automatic changeover system was introduced in the milling area. This measure allowed us to take the first steps towards unmanned, partially automated production.

The turning production area was successfully modernised in 2020. Further progress was made in the area of automation there by the

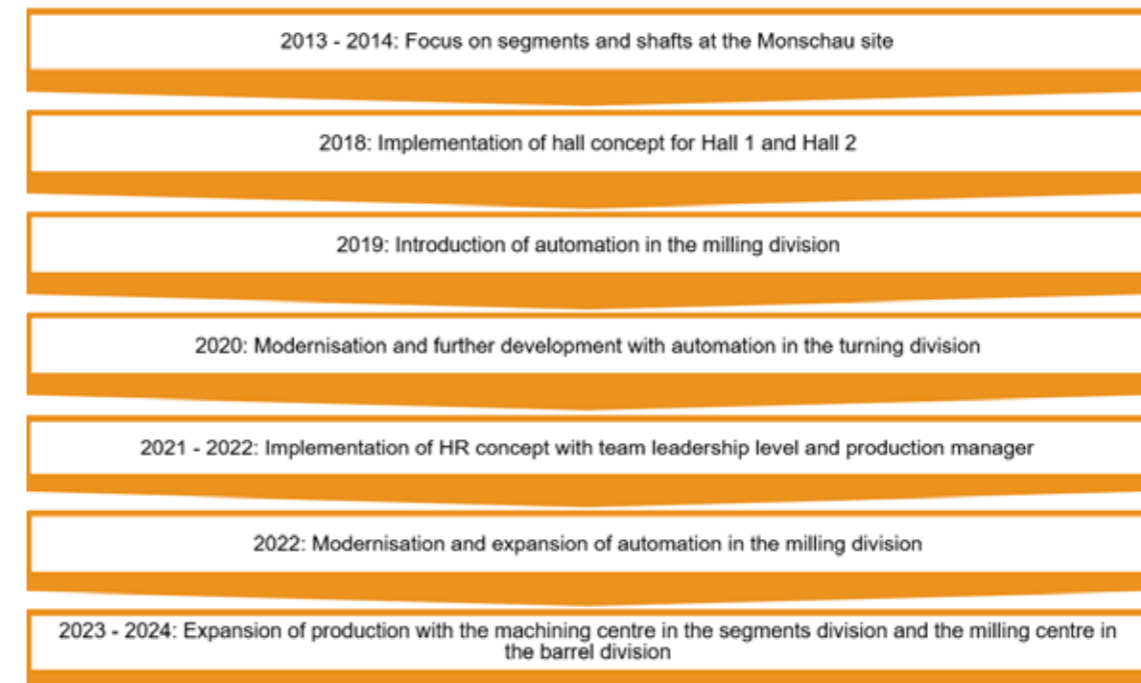
introduction of a machine with robotic "loading and unloading". This measure also enabled the implementation of semi-automated production in this area.

The years 2021 and 2022 saw a company-wide development and realignment of the entire organisation. Production management with a direct link to the management was implemented for the production area. A team leadership level was also created to focus and consolidate competencies within production. This flat hierarchy serves to promote teamwork and share responsibility at an operational level. It also calls for a high degree of self-determination and independent action from all employees and across all process branches within the company.

The next phase of automation was implemented in the milling area in 2022. The commissioning of an additional machine with a fully automated pallet loading and unloading system represented yet another step towards our objective of unmanned, partially automated production.

With an eye to future developments, we are also continuing to optimise the "automation and modernisation of machinery" process. We set the next milestones by implementing an automated machining centre for segments and a milling centre with a swivel-in tool set-up area for the barrel area.

The timeline shows the events as follows:



Above all, we have our enthusiastic employees to thank for these positive developments. Our employees are the beating heart of our successful company. With particular regard to this strength of ours, we have taken further steps to ensure that this success story continues.



Front, from left: Christoph Roppertz, Domenic Lupprian, Torsten Wrobel, Tom Hofmann, Reinhard Jentges, Tobias Braun, Patrick Scheffen, Doris Waider, Romina Lantzen, Mario Heusch, Herbert Lang, Marco Theißen

Rear, from left: Dirk Rollesbroich, Nico Piana, Jens Eisenblätter, Kardo Kussa, Michel Niessen, David Heß, Siegfried Hurtz, Stefan Theißen, Guido Bahr

As part of the development and realignment of the overall organisation, we highlighted and formulated the following three guiding principles as objectives:

We are Picard. Family - Tradition - SME

- We embrace the past and the future.
- We are a family-owned company through and through.

We are only strong when we are together. Values - Fellowship - Team - Cooperation

- Satisfaction, enjoying work
- Defining goals together and practising cohesion
- Putting people first, offering prospects for employees
- Cooperation according to our mission statement
- Compliance with processes, taking responsibility for one's work, flexibility and freedom
- C.A.PICARD® is renowned for excellent management and a strong focus on employees

We have an appetite for success. Success - Security - Growth - Sustainability

- Stay courageous, innovative and "wacky"
- Representing the interests of the company, generating profits

As we look to the years ahead with the aim of maintaining this ongoing development, it is clear that we have no time to sit back and rest on past achievements.

"Standing still is the fastest way of moving backwards" is a well-known quote*. This serves both as motivation and an obligation for a manufacturing company.

The focus for the future is on consolidating the structures we have put in place and continuously optimising production performance as well as expanding automation and modernising our machinery.

Last but not least, I would like to add a few words about myself. Last year, I celebrated ten years working at C.A.PICARD®. Looking back on this time and my contribution to this evolution, I am very proud. I would like to thank you for the trust you have placed in me, and I look forward to continuing our collaboration and this success story together at the Monschau site.

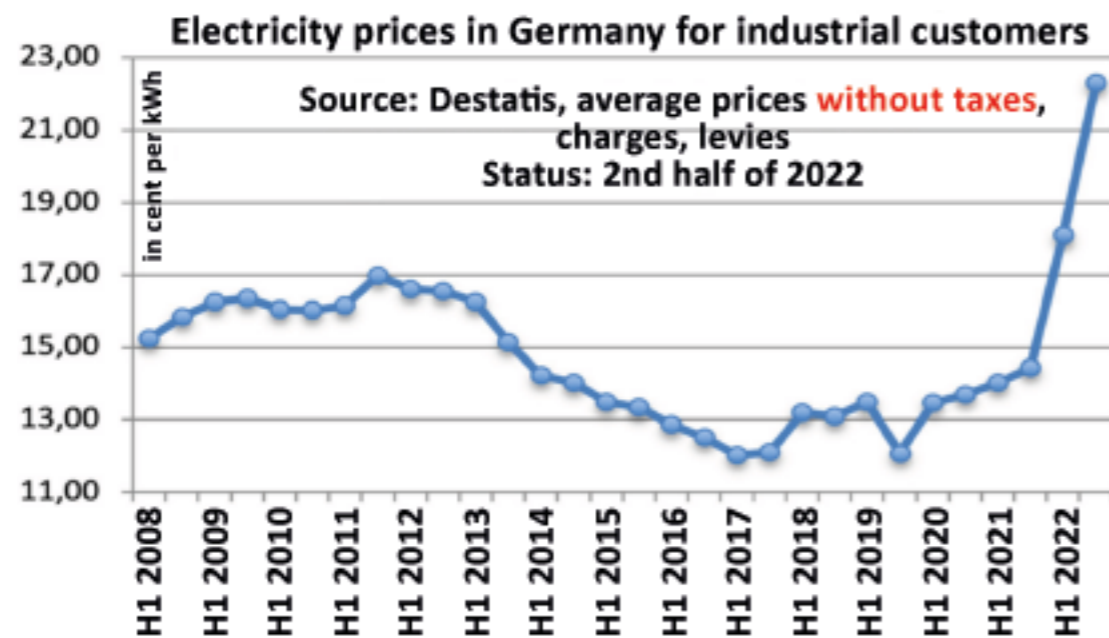
*Quote from top manager Rudolf von Bennigsen-Foerder

Photovoltaic systems in Remscheid and Monschau

There's a new "business area" at C.A.PICARD® - we're generating "green" electricity!

Text: Lutz Pflugrad

The disproportionate rise in electricity prices since mid-2021 was and continues to be driven by national and geopolitical events.



At the national level, we face challenges due to the phase-out of nuclear power and the lack of sufficient alternatives to ensure a base load supply and secure supplies for all electricity consumers at internationally competitive prices.

The Russian war of aggression against Ukraine and the associated sanctions against the aggressor necessitate finding alternative ways to procure gas, which we also use to generate electricity.

Here at Carl Aug. Picard GmbH, these massive price increases present major challenges and have forced us to examine how we can respond to them.

The topic of photovoltaics had been on our minds for a long time. We have held repeated discussions as to whether this technology is viable in the regions of our two locations in Germany.

In mid-2021, we started to investigate the topic in detail. With the support of external partners such as the VEA - the Federal Association of Energy Consumers - and the company envibe GmbH, the feasibility study yielded a positive result.

This excellent result prompted us to design three photovoltaic systems.

The first step was to invite tenders for one PV roof system each for the plants in Remscheid and Monschau in the winter of 2022. The contract was awarded to EnKL GmbH from Münster. Installation work commenced in June 2023, and the systems started to supply electricity in November 2023.

A total of 1,144 solar modules with an output of around 503 kWp were installed in Remscheid and 412 solar modules with an output of around 181 kWp in Monschau. In order to use the generated solar power, a total of ten inverters with outputs of 25 kW and 110 kW were installed.

At present, we are in the second stage of installing a ground-mounted PV system. The invitation to tender had been issued and the order was placed. In Monschau, there is a large green space behind the plant on which we are installing solar modules.

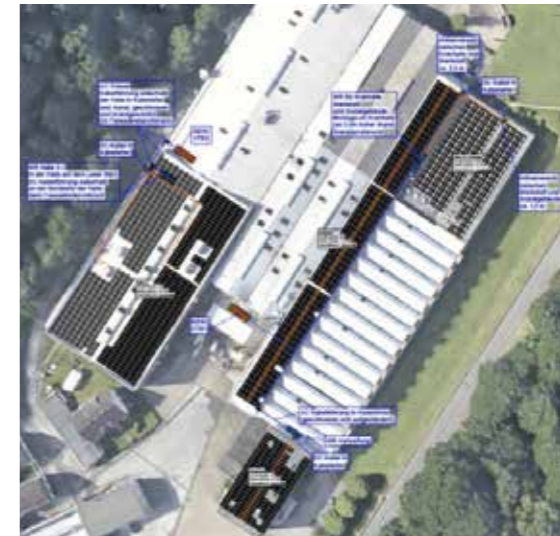
The PV system is mounted on a steel structure and is expected to include more than 2,800 solar modules with 13 inverters. The output will be approximately 1,700 kWp, and we hope to have it up and running by autumn 2024.

One challenge is getting the electricity generated at Monschau to the Remscheid plant, which consumes more electricity. We have already made contact with service providers who can facilitate these types of energy transfers.

In ideal weather conditions, the three photovoltaic systems can generate up to a third of the electricity we need and can therefore make a significant contribution to ensuring stable and lower electricity procurement costs.

Climate change mitigation is another positive effect. Thanks to the electricity we generate ourselves, we are saving more than 800 tonnes of CO₂ every year.

Let's hope for lots of sunshine!



Remscheid plant: schematic layout of the PV modules on the suitable roof surfaces



Monschau plant: schematic layout of the PV modules on the suitable roof surfaces



Monschau plant: planning view of the ground-mounted system

Partial renovation of Villa Picard

After many years, the symbol of Carl Aug. Picard GmbH - the Villa Picard - had to be partially renovated.

Text: Lutz Pflugrad



Built in 1905, the house can look back on an eventful past. It was home to the Picard family for many decades. During the 1970s, after the family had moved out, the villa was converted into three apartments for employees. In the 1990s, these were converted into offices for the expanding company. To this day, our partners have offices in the villa and the rooms on the ground floor are used for meetings and conferences.

After 117 years and many interior and exterior renovations, there were now a large number of weak points on the roof. Put simply, it was leaking and there were clearly visible signs of this in the attic every time it rained. Since spot repairs were no longer worthwhile, the decision was taken to extensively renovate the roof and facade.

The two prefabricated garages, which did not blend with the villa in aesthetic terms, were also to be removed in the process. After the garages had been demolished, it turned out that the orna-

mentation on the facade in this part of the building had been destroyed and had to be rebuilt.

Naturally, any roof refurbishments carried out nowadays must comply with energy efficiency standards. The installation of roof insulation alters (i.e. raises) the transition from the house wall to the roof. Many discussions were held with specialist companies about how best to carry out the renovation work. Funding opportunities were examined, offers were compared and the different colour schemes were considered.

The only requirement was that the character of the villa had to be preserved.

After many details and work processes had been clarified, the contracts were finally awarded. Work commenced in September 2022 and was completed in November - apart from a few minor details due to the weather. The work was a huge success and the villa is once more resplendent in all its glory.



Our thanks go to the partners and contractors who did an outstanding job.

- Dreyer Bedachungen e.K. (roofing company)
- Painting business Stefan Laumann
- Rombach oHG Gerüstbau (scaffolding)
- Katja Bettina Schmidt (funding support)
- Knebes Bauunternehmung GmbH & Co. KG (construction company)

Flood protection

The next heavy rain is sure to come.

Text: Lutz Pflugrad

In the last issue of PICUP, we reported on the floods of July 2021 and their devastating impact on us.

The findings from studies on climate change that point to more frequent heavy rainfall events as well as our own experience of the floods in July 2021 have forced us to consider how we can best protect ourselves against flooding. As a result, we have come up with a whole bundle of measures that we have been working through step by step.

For instance, the building structure was examined for weak points where the water had penetrated at the time or where it could also flow into the buildings.

First of all, we installed a flood protection system at the two most critical gates. This is a special "stop-log system" made of aluminium that is customised to fit each gate opening. When in use, the stop logs are inserted into the attachment on both sides and mounted from above with a clamping piece. The lightweight and extremely robust system can be quickly deployed in an emergency, by just one person if necessary.

Our Technical Services have developed their own protection system for the many external doors. This can also be quickly installed by one person in an emergency.

Furthermore, all points at which lines - e.g. electrical cables, water and wastewater pipes - lead into the building were resealed. The supply ducts and wastewater manholes between the production halls were fitted with wall coping. This allows inflowing water to be collected at these points and pumped back outside.

We are taking all steps to try to protect the most critical areas against water ingress or at least reduce the rate of ingress so that the water can

be pumped out without causing major damage. The most critical areas are the "cellars" in which our shaft furnaces are housed. These facilities were particularly impacted by the previous flood disaster and required extensive repairs. The cellars will be equipped with displacement pumps. We will install a dedicated power circuit for this purpose, which will be supplied by an emergency generator in the event of a power failure. Emergency pump equipment will also be kept ready for flexible use.

In the last issue of PICUP, we mentioned that a "Hochwasser-Warnsystem 4.0" flood warning system is being planned for the Wupper River and its tributaries. Until this system is ready for use, we are making do with our own level measurement system. We monitor the level of the Morsbach River with an internet-enabled camera. There is also a level pole with green, yellow and red markings. A procedural instruction specifies who must react when and how. This means that we can react to the threat of floods and take the necessary measures even during non-operational periods.

I think I speak for everyone when I say that all these measures are like a good insurance policy that we hope we never have to use again.





The entrance to our plant in Remscheid Hasteraue

These two signs depicting our Villa Picard and a grinder were erected last year to enhance our entrance area and outdoor facilities. Both motifs symbolise the family-owned company C.A.PICARD® and its tradition dating back almost 150 years.

The signs are made of Corten steel - a weather-resistant structural steel that forms a weather-proof patina that protects the material from further corrosion, making it ideal for outdoor use.

FIT2gether - fit for the future since 2022

The FIT2gether project was launched back in the summer of 2021, and we reported on this in the previous issue of PICUP.

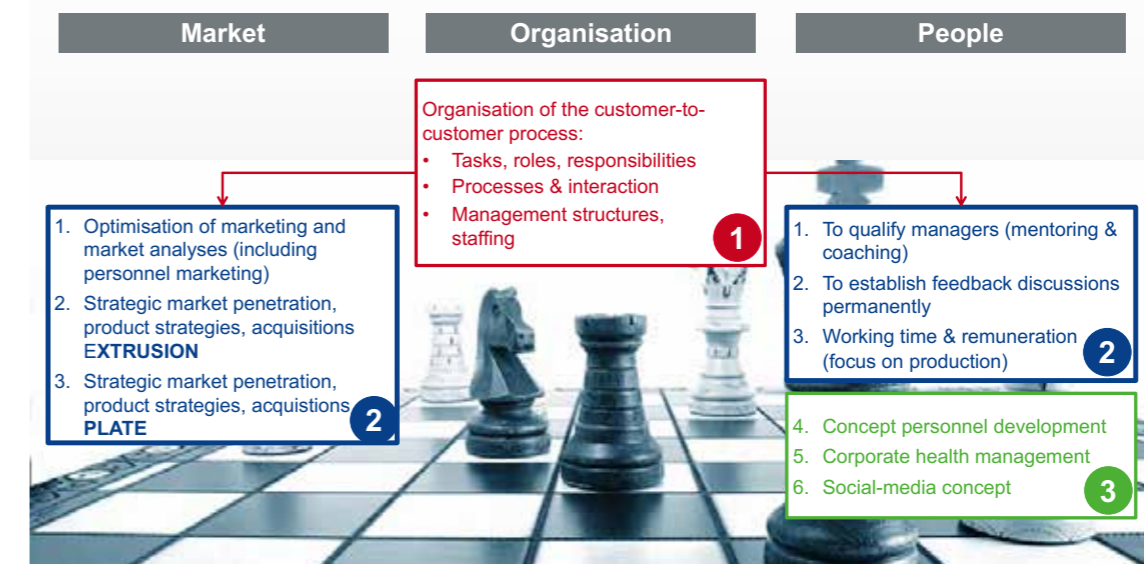
Text: Cordula Schönfeld

The goal was to implement the new basic organisational model as the project progressed by bundling all tasks in the team, dispensing with rigid departmental boundaries and focusing on what really matters in order to optimise the customer-to-customer process in practice.

For this purpose, we defined strategic action areas and identified the partial steps to be processed.

This yielded three action areas: "Organisation" - "People" - "Market"

FIT2gether: Strategic Action Areas in 2022



We worked together on these action areas in 2022 and 2023 and continue to do so in 2024.

Future management structure

To organise the customer-to-customer process in the strategic "Organisation" action area, we first had to define the teams and find the right people for the newly created management positions with changed tasks and responsibilities.

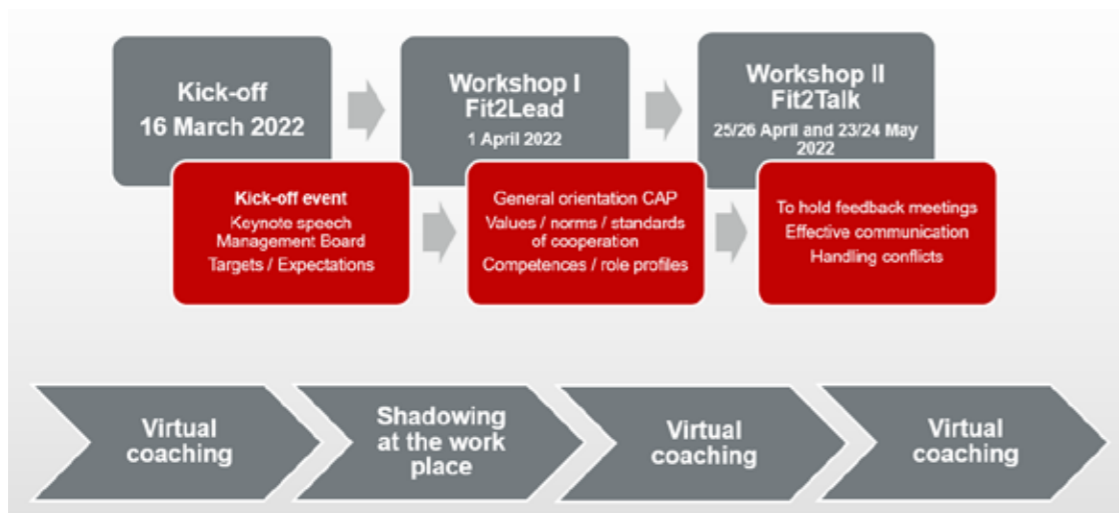
Competences and responsibilities were specified and in some cases completely redefined. This involved developing role profiles to find the right "minds" for the particular challenges.



Management qualification

To qualify our managers, we held team workshops during which we practised scenarios such as employee/feedback meetings in the form of role plays. We discussed important communication principles and worked together to develop

applicable standards for C.A.PICARD® that aim to strengthen collaboration between teams. These standards were then summarised in the form of a communication matrix.



Revision of the current works agreement on working hours to make working hours more flexible

By scrutinising processes and structures during the project, we learned that employees and managers believe that efficiency in the company can be improved by making working hours more flexible in some cases. Last but not least, it appeared that increasing employee motivation through maximum flexibility in working hours - which appeared feasible from the perspective of a functioning overall organisation - would lead to even better acceptance and implementation of the customer-to-customer process. For this

reason, one of the tasks was to critically examine existing working hours and, where possible, make them more flexible.

To do so, managers and works councils came together in workshops and jointly developed important principles for more flexible working hours in the company. These principles then formed the basis for a revised works agreement, which came into force on 1 April 2024, initially as part of a pilot phase with all amendments.

Key points of the more flexible working hours



In future, employees will be able to replace one working day (Mon.-Fri.) with a working day on a Saturday subject to the relevant manager's approval. In this case, the employee will also only work five days a week and the work on Saturday will not count as overtime.

There will be compensatory time tracking records and these can be increased or decreased for personal or operational reasons.

New working time models:

1. **Function time:** There are no mandatory attendance times (core times). The functionality of a work area must be ensured over a defined period. Within this framework, the team independently regulates the duration and location of working hours.
2. **Trust-based working hours (for managers only):** There are no fixed attendance times. The only restrictions on working hours are the working time framework and the applicable statutory requirements. The functionality of the supervised work area must be guaranteed.

Change of the break regulation / Trust-based breaks:

Every employee can choose between a 30 and 50-minute break (this applies to all employees, excluding shifts).

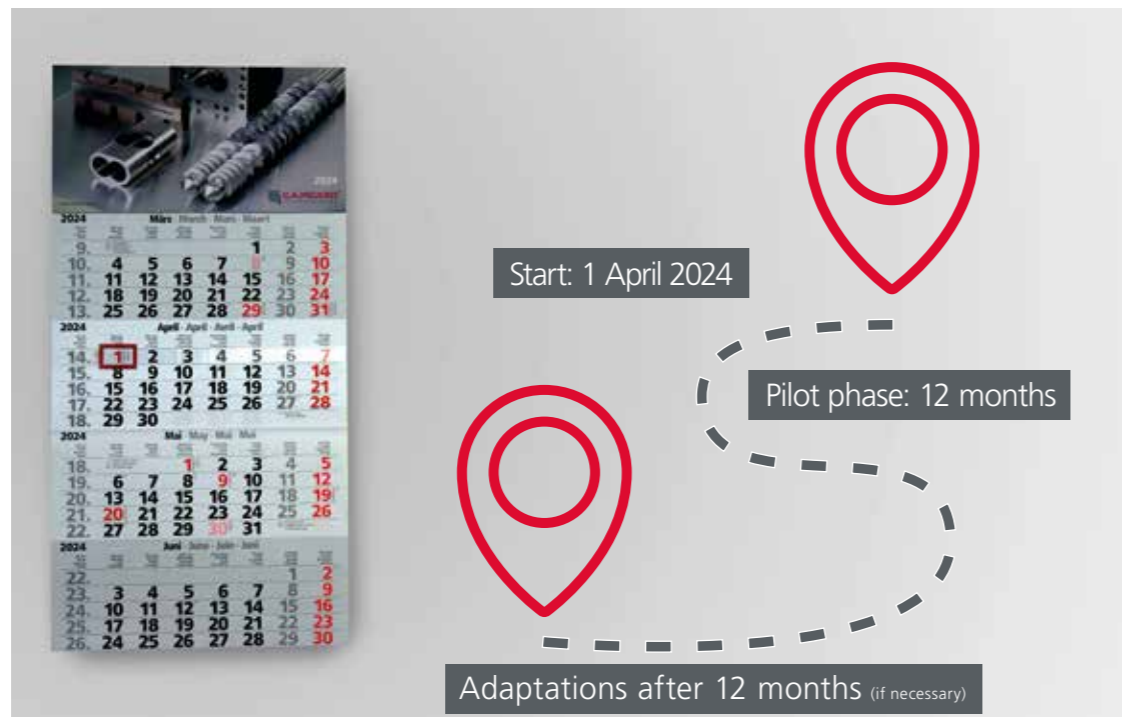
The additional break of 15 minutes (starting from 9 hours of working time) is a paid break in all cases and for all employees.

Saturday work: For extra hours worked on Saturdays, each employee can choose between receiving payment for or saving the hours worked.

Outlook - FIT2gether in 2024

One thing is clear to everyone: We must maintain our efforts and continue to work on our leadership strength in 2024 because "Learning is like rowing upstream; not to advance is to drop back."

In a rapidly changing business world, the willingness to adapt and be flexible is extremely important. Rather than clinging to old working patterns and scenarios, "modern" managers must be able to adapt to external factors in an agile way. Ideally, they will anticipate impending changes at an early stage and prepare themselves and their employees accordingly.



FIT2gether - new management structure since 2022

Presentation of new teams and team leaders

One-Stop Team Plate Technology - Team Leader Lucas Laroque



Front, from left: N. Stolz, O. Bechem, C. Graci, D. Seefried
Rear, from left: A.-K. Goßmann, L. Laroque, M. Watermann, T. Schernowski

Team Plate 1.1. Die-cutting/Press Plates - Team Leader Bilge Karaer



Front, from left: Carsten Schulten, Bilge Karaer, Muhamet Rizvani, Semih Aslan
Rear, from left: Thomas Künstler, Dirk Seewald, Yakup Yilmaz, Alexander Brikmann, Dirk Grineisen, Francisco Ruiz Serrano
Unable to attend: Izzet Azili, Firat Kardas, Engelbert Maß, Akin Mutlu, Ercümen Okurer, Öner Senoglu

Team Plate 1.2, Hall 3.1 including Hardening Shop, Straightening - Team Leader Frank Simon



Front, from left: Mario Lilienweiß, Dirk van de Kolk, Talha Sarikaya, Jörg Wunsch
 Rear, from left: Hüseyin Yüksel, Artur Morasch, Ercan Kuyumcu, Marcus Wortmann, Vladimir Gosman, Frank Simon
 Unable to attend: Ralf Eisenkrämer, Zafer Hüseyinoglu, Okan Mutlu, Emmanouil Papazoglou, Arif Türe

Team Plate 2.1 Milling - Team Leader Orlando Melo da Silva



Front, from left: Sezer Aydin, Peter Biehl, Philipp Steinbach, Valentin Scheck
 Rear, from left: Orlando Melo da Silva, Eduard Schweigert, Egemen Gücek
 Unable to attend: Sefa Altintop, Oguz-Furkan Firinci, Marvin Gurk, Slavisa Kakuca, Stanislaus Wichner

Team Plate 2 Competence Center Heat Treatment, Hardening Shop - Team Leader Thomas Brandt



From left: Cengiz Akdere, Adalbert Przybyla, Enes Temiz
 Unable to attend: Thomas Brandt, Wolfgang Klocke

Team Plate 2.2 Sawing, Plastering, Sandblasting, Waterjet Cutting, Straightening on presses, Grinding - Team Leader Frank Nölle



Front, from left: Ardrin Peci, Thomas Rümmler, Canberk Calik
 Rear, from left: Davut Eraslan, Frank Nölle, Henryk Kaczmarczyk, Samba Mamadou Bah, Mahir Erbas, Ralf Saxer
 Unable to attend: Florian Eiteneuer, Karsten Neumann, Manfred Wirths

Team Extrusion Remscheid 1 Milling, Service, New Parts - Team Leader Marius Halek



Front, from left: Thomas Sprotte, Srecko Lempa, Burak Mutlu
 Rear, from left: Peter Moeselaken, Marius Halek, Alex Schulz, Michail Morasch, Alexander Dumler,
 Vito Fornarelli, Daniel Becker, Bejar Abdallah, Marcel Miemus
 Unable to attend: Maik Suckau

Team Technical Services Remscheid - Team Leader Hans-Günter Schmitz



Front, from left: Peter Duda, Ralf Jankowski, Dirk Günther
 Rear, from left: Joscha Moritz Brandt, Timo Schmitz, Adrian Chmara, Hans Günter Schmitz
 Unable to attend: Frank Hüsgen, Tim Pagel

Team Dispatch + Carpenter's Shop - Team Leader Dirk Minas



Front, from left: Alejandro Moreno Maria, Marc Andre vom Schemm, Juri Gosman
 Rear, from left: Ralf Diedrich, Egzon Rizvani, Dirk Minas, Christian Köller, Santos Joaquin Saez Castro
 Unable to attend: Peter Werel, Markus Wotzka

One-Stop Team Extruder Technology - Team Leader Marvin Herzog



Front, from left: Tabea Laassoule, Lea Ludwig, Ebubekir Ünalpolat, Sebastian Czellig
 Rear, from left: Sophie-Marie Mirbach, Daniel Catarino Costa, Marvin Herzog, Carina Gerner,
 Hannah Brandt, Salvatore Cutaia Mesa, Sara Altun, Stefan Tix

Team Extrusion Monschau 1 - Team Leader Herbert Lang



Front, from left: Siegfried Hurtz, Herbert Lang, Mario Heusch, Tobias Braun
 Rear, from left: Reinhard Jentges, Torsten Wrobel, David Heß
 Unable to attend: Lars Braun, Bernd Claßen, Nico Cremer, Jochen Stollenwerk-Toussaint, Axel Weykopf, Lukas Willms

Team Production Scheduling and Control - Team Leader Jens Eisenblätter
Team QA, Final Inspection, Dispatch - Team Leader Herbert Lang
Team Office and Head of Production Extrusion Monschau - Patrick Scheffen



From left: Guido Bahr, Doris Waider, Patrick Scheffen, Romina Lantzen, Michel Niessen, Dirk Rollesbroich, Jens Eisenblätter, Christoph Roppertz
 Unable to attend: Christoph Ervens, Peter Hermanns as well as the Team Technical Services with Tobias Joußen (Team Leader) and Matthias Motes

Team Extrusion Monschau 2 - Team Leader Michel Niessen



Front, from left: Stefan Theißen, Nico Piana, Marco Theißen, Tom Hofmann
 Rear, from left: Kardo Kussa, Guido Bahr, Domenic Lupprian, Guido Heck, Michel Niessen
 Unable to attend: Dominik Auxel, Dennis Butter, Jörg Kaczmarek, Matthias Küpper, Manuel Nießen, Andreas Reiche, Thomas Schmeckel, Marcel Weinhold

155 years of anniversary history at C.A.PICARD®

50 years of the Monschau-Imgenbroich site

45 years of C.A.PICARD® in the US

35 years of C.A.PICARD® in Hong Kong

25 years of C.A.PICARD® in Japan

On 26 August 2023, 155 years of anniversary history at C.A.PICARD® was written and celebrated in appropriate style in the presence of our shareholder families, the Mayor of Monschau, Dr Krämer, and numerous employees and their families.

Text: Andreas Meise



50 years of the Monschau-Imgenbroich plant

For 50 years now, the Monschau-Imgenbroich plant has played a pivotal role in the development of more than 145 years of company history at C.A.PICARD®.

50 years ago, when the parent company at the Haster Aue site in Remscheid was bursting at the seams and scarcely any workers could be found in the region, the then owner Walter Picard Senior looked for an additional site, which he found in the new industrial estate in Monschau-Imgenbroich in 1972.

After the first sod had officially been turned and as the end of the shell construction phase approached, the first highly qualified workers were employed on 1 February 1973 - initially as construction workers.

In spring 1973, the first machines arrived from Remscheid, and the production of moulds for the sand-lime bricks and concrete blocks could begin.

After the completion of initial trials, the Monschau-Imgenbroich plant was officially inaugurated on 16 November 1973 in the presence of the Picard families, representatives of the town of Monschau and numerous employees from Monschau and Remscheid.

In the 1970s, the company started with the overlay welding of screw elements for the oil press industry. To address the shortage of skilled labour, it opened its own training workshop. Furthermore, it introduced a planning and control system for its production lines.

The period from the 1980s to the 2000s was characterised, among other things, by the construction of the new Hall 2, the arrival of the first computer, the setting up and expansion of the production of wear parts for twin screw and single screw extruders and the arrival of the first DMG DMU 100 five-axis universal milling machine.

Over the course of the aforementioned years and decades, the Monschau-Imgenbroich site increasingly focused on the production of wear parts for

twin screw extruders, that is, segments, shafts and barrels. The portfolio also expanded to include services such as the dismantling service for segments, barrel wear measurements and barrel repair services.

With effect from 30 November 2014, the "oil" screw press technology business unit was sold to our long-standing business partner, the Danish company Haarslev Industries A/S - a turning point for our plant in Monschau-Imgenbroich.

The overall transaction included the sale of C.A.Picard Engineering GmbH & Co. KG and the screw press production business unit in Monschau by Carl Aug. Picard GmbH to Haarslev Industries A/S as well as the sale of the US subsidiaries in Belleville, Perham and Shellman, which dealt with customer service in the US, from C.A. Picard, Inc. to Haarslev Inc.

Following the sale of the screw press production business unit and the subsequent transfer phase involving internal restructuring and relocations, accompanied by the integration of extensive new investments to expand capacity and the relocation of barrel production to Remscheid, the Monschau-Imgenbroich site had become a modern and profitable production site for shafts and segments for twin screw extruders by the end of 2016.

Today, our Monschau-Imgenbroich plant is an integral part of our international growth strategy and the most modern production site for the Extruder Technology business unit.

Market-driven manufacturing from a global perspective, the ongoing need for automation and digitalisation, the requirement for consistent, short lead times and delivery times as well as ongoing endeavours to ensure economical production of the entire component portfolio are the constant challenges faced by Head of Production Patrick Scheffen and his highly successful team. The goal in this context is to constantly maintain, improve and optimise all parameters of production.

45 years of C.A. Picard, Inc., Battle Creek in the US

On 29 March 2023, our President Mark R. Fink and his staff celebrated the 45th anniversary of C.A. Picard, Inc.

After considering several locations including Pittsburgh, Pennsylvania and Florence, Kentucky, we finally laid the foundation for our US operations in a rented two-room office in Battle Creek, Michigan.

At the time, the Battle Creek municipality's economic development department was very keen to attract new industries to the region. Another start-up from a German parent company was therefore more than welcome. The first US Managing Director, Gunter Schramm, was recruited during the search for a location in Pittsburgh. The first subsidiary in the USA sold chamber plates and bottom wear sheets for foundry plants that were used in the iron foundry market. These products were and still are produced by the parent company at the Remscheid site and remain an important component of the C.A.PICARD® product portfolio in the US.

The site for the new production facility was acquired in September 1978. Initially, the factory was equipped with a fixed bench grinder and a refining machine. Mr Schramm secured the first production orders for press plates from customers in the technical laminates industry. The introduction of C.A.PICARD® products made of hardened stainless steel with their exceptional wear properties was welcomed in the US as an alternative to the more economical but less durable stainless steels with lower hardness.

The first successful decade ushered in a period of inorganic growth.

In 1987, the company acquired J&D Mechanical in California in order to better exploit the opportunities in the rapidly growing market for printed circuit boards. J&D produced exposure frames and spare glasses used for the production of printed circuit boards. J&D Mechanical merged with C.A. Picard Production Technology, Inc. in 2000 and relocated its operations to the plant in

Battle Creek, Michigan in 2003.

In 1989, C.A. Picard, Inc. purchased Palleteers, Inc. in Belleville, Kansas. This established company from Kansas offered parts and refurbishment for the processing of animal carcasses and slaughterhouse products as well as for oil seed processing. To support operations in Kansas and further expand the company's presence in the US market, two branch offices were opened in Georgia (1991) and Minnesota (2000). The customer base included some of the largest seed and meat processors in the US.

In 1996, C.A. Picard Surface Engineering, Inc. was established to enable direct sales of the moulding chambers manufactured by the parent company in Germany in the US foundry market. This sales office, strategically located in Elyria, Ohio, between several automotive foundries with the largest production capacities in the US, served the foundry market with imported and domestically manufactured parts for green sand moulding lines, sand mixing plants and shot blasting machines. In 2004, the Elyria office also began selling wear parts for twin screw extruders manufactured by sister companies for use primarily in thermoplastic compounds.

In 2007, all US companies were formally consolidated into C.A. Picard, Inc. and concentrated at the site in Battle Creek.

At the end of 2014, the "oil" screw press technology business unit of C.A. Picard, Inc., together with the branch offices in Belleville, Perham and Shellman, were sold to our long-standing business partner, the Danish company Haarslev Industries A/S and Haarslev Inc. USA.

The USA is one of the largest sales markets for single screw extruder wear parts related to the production of animal and fish feed in particular.

The backdrop of the C.A.PICARD® Group's growth strategy logically resulted in the pioneering, strategic decision to relocate the production of elements for single screw extruders (SSE) from Monschau-Imgenbroich to Battle Creek in the US - where production was scheduled to start on 1 July 2017.

The production and sale of wear parts for the Extruder Technology business unit offered Mark R. Fink and his team a welcome opportunity to write yet another success story for C.A.PICARD® in the US.

The following employees have been instrumental in our success in the USA and have shaped our fortunes:

Gunter Schramm, who was the first manager hired in 1978 and acted as Managing Director of C.A. Picard, Inc. until his retirement in 2007, was a key driver of our growth strategy in the US.

John Dickey, former head of J&D, successfully developed our business in the printed circuit board industry in the 1990s before driving the foundation and expansion of C.A. Picard Far East Ltd. in Hong Kong until 2006.

Jörg Picard, one of our current 5th-generation shareholders, completed his studies in the US and went on to become the architect of our success there until 2007.

Throughout his long career in Belleville, Kansas, until his retirement in 2011, Ted Williams was instrumental in building a successful company in the oilseed processing and recycling industry.

Mark R. Fink, as the long-standing President of C.A. Picard, Inc., successfully shaped our destiny in the US for over a decade until 2023.

Since October 2023, the new member of our management team at C.A.PICARD® International, Mr Carsten Soendergaard, has taken over responsibility as the new President of C.A. Picard, Inc. He is driving forward the growth strategy of his highly successful predecessors with extraordinary dynamism.

35 years of C. A. Picard Far East Ltd. in Hong Kong

The policy of reform and opening-up of the People's Republic of China began in December 1978 and included what was known as the "Four Modernisations", which targeted the modernisation of agriculture, industry, defence and science and technology.

This paradigm shift saw the People's Republic of China open up to the world and the West in particular. The aim was to attract foreign direct investment in the newly created special economic zones in Shenzhen, Zhuhai, Shantou and Xiamen. These regions proved to be the engines of growth for the national economy and led the People's Republic of China into the World Trade Organisation (WTO) in 2001.

This "Open Door Policy" also attracted the attention of C.A.PICARD® and led to the foundation in 1986 of C.A. Picard Far East Ltd. with its head office in Hong Kong as the first bridgehead in Asia. Hong Kong was an efficient trading and service hub that offered direct access to mainland China and thus to a market with the world's greatest growth potential.

The Tai Po Industrial Estate, New Territory, one of four industrial zones in Hong Kong, was chosen as the location for C.A. Picard Far East Ltd. Having selected a location, the pioneers led by John Dickey had to overcome numerous challenges. The business needed to be registered, a bank account opened, a lease taken out, employees hired, a new company office built and new workers found, hired and trained in preparation for the machinery and systems imported from Germany. With active support from Germany, those first employees mastered all the challenges with flying colours; on 18 October 1988, the new company office was officially opened during a grand ceremony attended by the shareholder families and managers from Germany, high-ranking government officials and members of the Legislative Council of Hong Kong.

However, the bridgehead in Hong Kong was not the end for C.A.PICARD®, but merely the start of a success story that continues to this day. The shrewd decision by the shareholder families to

establish a direct presence on the Chinese mainland as well is a key milestone in the internationalisation of C.A.PICARD® and has lost none of its entrepreneurial impact to this day.

C.A. Picard (Jiangmen) Co., Ltd was founded in 1998 in Jiangmen in the province of Guangdong with the aim of specialising in technical laminate press plates for the PCB and CCL industry.

In 2004, C.A. Picard Plastic (Jiangmen PRC) Co., Ltd. was founded, also in the city of Jiangmen, to cater for the enormous growth in demand from the plastics industry for wear parts for twin screw extruders.

Having expanded in the Southern Chinese market, C.A.PICARD® turned its attention to the North, where it established a sales office in the city of Suzhou in 2007 to offer better service to customers in Northern China.

Eric Ling joined the company in 1996, became Operations Manager in 1997 and has now been responsible for us in the “Middle Kingdom” as Managing Director with great success for more than 20 years.

During this time, Eric Ling, supported by Jessica Kam and Kenny Ho and currently more than 230 employees in Hong Kong and China, has successfully overcome many challenges and has developed C.A. Picard Far East Ltd. with its subsidiaries and locations into a nationally and internationally recognised partner and valued ambassador of C.A.PICARD®.

With the Plate and Extruder Technology business units, C.A. Picard Far East Ltd. is not only an integral part of the C.A.PICARD® Group but also an innovative driving force in the development and production of the FD system and the BMD barrel wear measurement system.

25 years of C.A.PICARD® in Japan

On 26 August 2023, our “founder” Kei Yabe and his employees celebrated the 25th anniversary of C.A. Picard Japan Co, Ltd.

They had to overcome many difficulties during the early years before the long-awaited success finally materialised after years of losses and tough lessons.

We initially set up our subsidiary in Japan to sell wear parts for the foundry industry, which were imported from the parent company in Germany. However, since many foundries were relocated to Southeast Asia due to the sharp rise in the yen, the only chance of survival was to consider a fundamental change of strategy. At the time, Kei Yabe was like the last samurai as he travelled around Japan alone, selling wear parts for the foundry industry and, in particular, press plates and wear parts for extruders.

The wear parts for extruders ultimately became one of the key drivers of success, which meant that the company could open its first branch in Osaka in January 2012. The branch was subsequently relocated to Kobe, where it remains to this day.

Business relations in Japan are established and cultivated differently. The initiation phase may take many years. Once you have won the customer’s trust, however, the partnership-based business relationship is characterised by mutual continuity, loyalty and reliability. Against this background, the unrelenting development work of our subsidiary C.A. Picard Japan Co., Ltd. has paid dividends in the form of steady growth and the expansion of the customer base.

Today, C.A. Picard Japan Co., Ltd., together with its parent and sister companies, is recognised as a successful and integral part of the C.A.PICARD® Group, in particular, for the Extruder Technology business unit. In the kingdom of the rising sun, Kei Yabe and his team are focusing not only on Japanese customers. Major Japanese customers with operations in the People’s Republic of China, South East Asia,

Europe and the United States are also a particular focus. This is where our tireless Japanese colleagues provide vital intermediary services that pave the way for the C.A.PICARD® Group.

It is with pride, great joy and gratitude that the Picard families, together with all former and current employees, look back on the achievements and success of 155 years of company history at C.A.PICARD®.

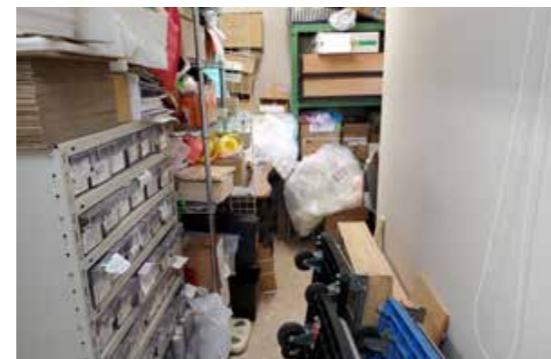
Despite the major challenges we currently face, our more than 500 managers and employees worldwide can look to the future with confidence.



A long-held wish is fulfilled

Since the inception of C. A. Picard Japan Co., Ltd. in 1998, the business premises have been located in a rented property of 143 m² in Kawaguchi City in the greater Tokyo area. The premises on the second floor had neither sufficient workstations for the workforce, which has now grown to ten employees, nor storage rooms, nor a meeting room, let alone the necessary break and social areas.

Text: Andreas Meise

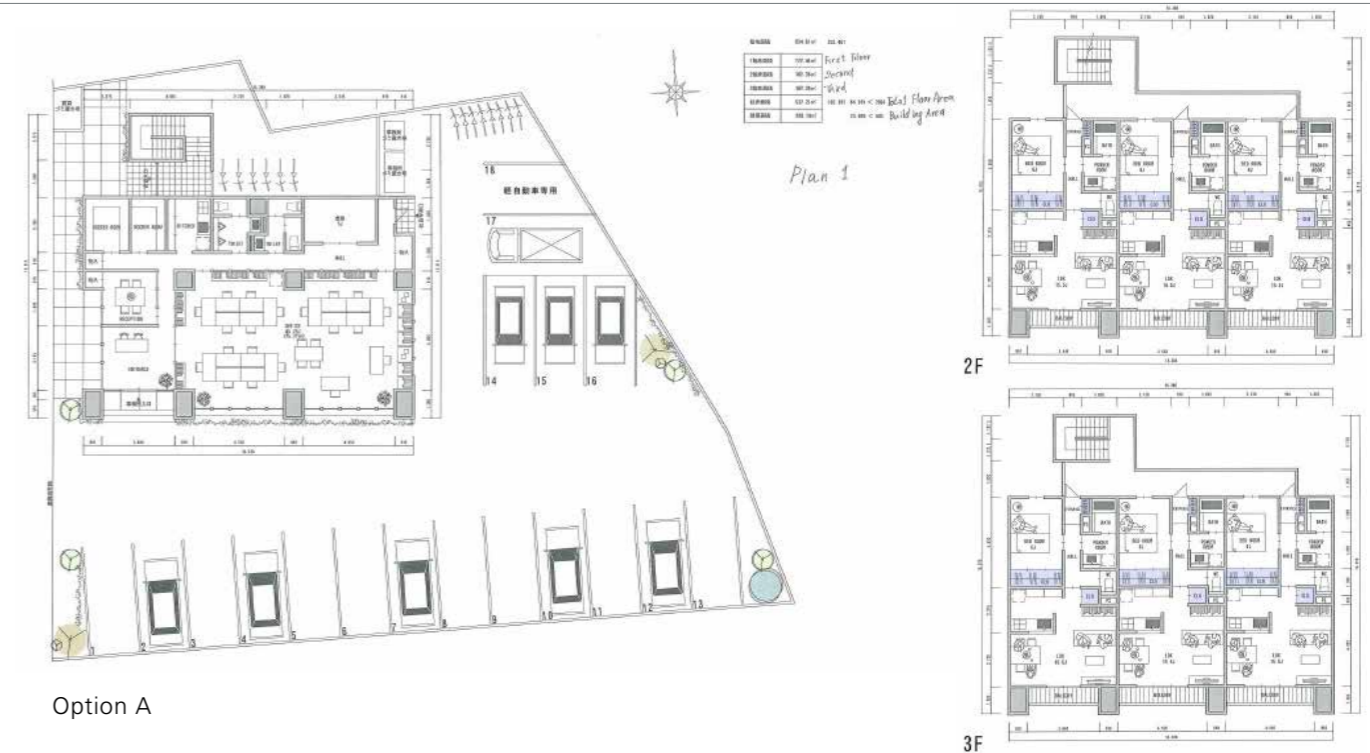


Against this background, Kei Yabe, founding president of C.A. Picard Japan Co., Ltd., formulated his long-held wish for a dedicated office building - a request that was heard by the Management Board, the Advisory Board and the shareholders of C.A.PICARD®.

The project involving the purchase of a building plot and the construction of a modern building was approved on 25 January 2021, which allowed the project team led by Kei Yabe to start planning the project with great commitment and tireless dedication.



As a result, various locations and property concepts were examined:



Option A



Option B

Once the finance had been secured by the parent company Carl Aug. Picard GmbH and a final decision about the location and design of the property had been made, the project was completed in less than two years and the employees were able to move in.

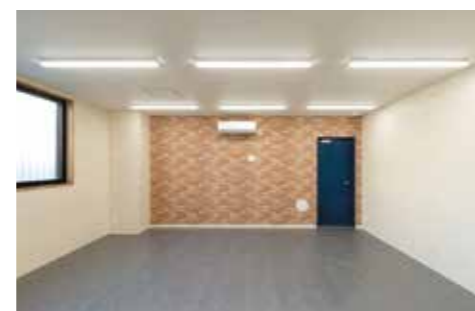
On Friday, 9 December 2022, just in time for the company's 25th anniversary, the property was officially opened by Kei Yabe during a very moving ceremony that was attended by shareholder Wolfgang Picard, the Management Board from Germany, all the employees as well as numerous business partners.

Our thanks and appreciation for what is undoubtedly the most beautiful building in the

C.A.PICARD® Group go to all those involved, the planners and architects, the craftsmen who carried out the work, but especially to Kei Yabe and his entire team.

As the parent company, we are extremely proud of the excellent preparation, planning and execution of this project. After spending many years in very cramped conditions, C.A. Picard Japan Co., Ltd. has now found a new and eminently suitable home for the future in this building.

May it bring health, peace of mind and success to all who occupy it.





Trade fair participation 2022/2023

IPC APEX EXPO 2022

C.A.PICARD® exhibited at the 2022 IPC APEX Expo in San Diego, California January 25–27: one of 282 exhibitors featured in the San Diego Convention Center. 3,647 electronics manufacturing professionals visited this expo. Mark Fink and Dylan Rogan relished the opportunity to reconnect with many customers and communicate the quality and value of C.A.PICARD®'s solutions to a diverse range of attendees.

We appreciated everyone for coming to our booth, for the discussions and the cooperation. We were very pleased to meet our customers and other visitors.

K 2022

After the long period of time influenced by Covid-19, many companies of the plastics and rubber industries had started preparing for the 19th edition of their most important and biggest exhibition with tremendous excitement: The K 2022 took place in Düsseldorf from 19 to 26 October 2022.

3037 exhibitors looked forward to finally being able to communicate again personally with their approximately 176,000 trade visitors from 157 nations.

We also participated with our own booth and an international team of 20 colleagues this time. Mr Josef Posniak, Spokesman of our Management Board, was also frequently involved in customer discussions.

Plastic Japan Osaka 2022

C.A.PICARD® Japan participated in the "High-Performance PLASTIC EXPO Osaka Show" in May 2022. The EXPO is an exhibition embracing highly-functional materials technologies that are indispensable to various high-technology industries, e.g. advanced materials, processing technologies, production equipment and testing equipment. In addition, active negotiations took place among researchers and manufacturers of various fields such as automotive, electronics, medical and aerospace industries.

28 of 89 trade visitors at the booth of Carl Aug. Picard GmbH came from Germany. It was a pleasure for us to welcome also our Asian customers despite the difficult situation, who travelled the long way, for example, from Japan, China, Thailand and Malaysia in order to visit us at the exhibition. The other visitors came from Europe and the USA.

This EXPO was visited by about 17,000 people in three days. Compared with the last EXPO 2021 also held in Osaka, which was influenced by COVID-19, the number of visitors recovered very well and many current and potential customers visited our booth.

This time, we presented BMD and FDS via promotional film:

- BMD (Barrel Measurement Device): the high efficiency of our BMD by providing accurate information on barrel wear and analytical reports
- FDS (Flexible Dismantling System) with PLC control to dismantle the screw elements from the shafts efficiently with full protection for the screw elements, the shafts and especially the operators without risk of injury

Beside our known products and services in the field of co-rotating twin-screw extruders, our newly designed FD systems for stripping off elements gently were focused on this time.

A distinction is made between the „FDS & FDX“ system and the „FD200“ system. While the „FDS & FDX“ system can strip off elements with diameters of 20 - 160 mm, the „FD200“ system is suitable for elements with a diameter of up to 270 mm.

This innovation makes it possible to strip off elements hydraulically even with these particular diameters in order to reduce the risk of injury and to carry out a time-saving change of configuration.

The next K show will take place from 8 to 15 October 2025. We are already looking forward very much to welcoming many guests then again at our booth.

AMI Plastics World Expo 2022

AMI's Plastics World Expos are the leading co-located exhibitions for plastics compounding, recycling, extrusion, and polymer testing in North America. The show is made up of four co-located exhibitions: Compounding World Expo, Plastics Extrusion World Expo, Plastics Recycling World Expo, and Polymer Testing World Expo. This Expo has always proven to be one of the most highly attended in North America. The two-day event took place on November 9th and 10th, 2022 and was also well attended again. For both days, we were able to identify 47 opportunities with new and existing customers. 16 of those opportunities were with new customers. We are actively following up on those now.

Plastic Japan Tokyo 2022

The Plastic Japan Tokyo Show was held in December 2022. This show is one of the world's leading materials shows consisting of six specialised exhibitions for advanced films, plastics, metal, ceramics, joining and coating technologies.

C.A.PICARD® Japan participated in this show in the plastics zone. The show gathers a wide range of highly-functional materials and processing equipment, testing/analysis equipment, recycling technologies etc. It is held twice a year, once in Osaka and once in Tokyo.

This show was visited by approximately 44,000 people in three days and more customers than expected visited our booth.

This time, we presented the items below:

- BMD (Barrel Measurement Device): the high efficiency of our BMD by providing accurate information on barrel wear and analytical reports (presented via promotional film)
- FDS (Flexible Dismantling System) with PLC control to dismantle the screw elements from the shafts efficiently with full protection for the screw elements, the shafts and especially the operators without risk of injury (presented via promotional film)
- BMD camera: This is our new service which we demonstrated by means of our camera. The camera can record inside barrels very clearly and many customers are interested in it.

IPC APEX EXPO 2023

C.A.PICARD® exhibited at the 2023 IPC APEX EXPO in San Diego, California January 24–26: one of 375 exhibitors featured in the San Diego Convention Center. Show attendance surged to the highest levels in a decade as renewed optimism abounded among visiting electronics manufacturing professionals. Mark Fink and Dylan Rogan relished the opportunity to reconnect with many customers and communicate the quality and value of C.A.PICARD®'s solutions to a diverse range of attendees.

International Electronic Circuits (Shanghai) Exhibition 2023 (CPCA Show)

The 31st International Electronic Circuits (Shanghai) Exhibition was held from 22 to 24 March 2023 at the National Exhibition and Convention Center in Shanghai.

Figures of the event:
 Number of exhibitors: 729
 Exhibition space: 55,000 m²
 Number of visitors: 62,423

The exhibition focused on current and future challenges of the industry. The PCB industry is expediting the transfer of manufacturing away from China. Additionally, core topics like zero emissions and EVs were clearly pointed out.

CHINAPLAS 2023 (The 35th International Exhibition on Plastics & Rubber Industries)

CHINAPLAS 2023, the 35th International Exhibition on Plastics and Rubber Industries and Asia's No. 1 plastics and rubber trade fair ended successfully at the Shenzhen World Exhibition & Convention Center, China on 20 April.

According to the organiser, 248,222 visitors went to Shenzhen World Exhibition & Convention Center during the four-day exhibition and explored the latest innovative high-tech solutions for the plastics and rubber sectors. The numbers of visitors of CHINAPLAS 2023 were as follows:

	Local	%	From overseas	%	Total
Day 1	62.470	90,22	6.770	9,78	69.240
Day 2	86.917	89,78	9.891	10,22	96.809
Day 3	53.459	86,74	8.173	13,26	61.632
Day 4	16.947	82,50	3.594	17,50	20.541
Total	219.793	88,55	28.429	11,45	248.222

The total number of visitors of CHINAPLAS 2023 represents a phenomenal increase of 63.16% compared with CHINAPLAS held in the same venue in 2021. Compared with the exhibition

held in Guangzhou in 2019, it marks an increase of 51.99%. The C.A.PICARD® booth was nearly crowded with guests this time.

At CHINAPLAS 2023, we demonstrated the Barrel Wear Measurement Device (BMD) at our booth and, for the first time, our new product BM endoscope. The efficient real-time reports on barrel wear and high-definition wear videos attracted both new and old customers for discussions. In addition, our new products, die plates and knives, also drew high attention of the visitors.

We hereby thank everyone who came to our booth for discussion and cooperation.

Plastic Japan Osaka 2023

The Plastic Japan Osaka (plastics exhibition in West Japan) was held at the International Exhibition Center Osaka from 17 to 19 May 2023. The show embraces a wide range of highly-functional materials and processing equipment, testing/analysis equipment, recycling technologies etc. It is held twice a year - once in Osaka and once in Tokyo.

More than 23,000 people visited the exhibition during these three days and a lot of potential customers visited our booth. Besides our products for the plastics industry, customers were interested in our BMD (Barrel Measurement Device), which enables us to record the interior of a barrel very clearly.

Many thanks to all visitors.

Compounding World Expo 2023

Last year's Compounding World Expo took place at the exhibition centre in Essen on 14 and 15 June 2023 and more than 200 exhibitors again joined this networking event of the plastics industry.

Apart from Carl Aug. Picard GmbH, further well-known exhibitors from Germany participated such as Coperion, KraussMaffei and Leistritz, but also smaller competitors and exhibitors from Japan, Italy and China such as JSW, Maris, Icma, Bandera, Jwell and Lesun participated again and thus provided international input.

Last year's industry get-together with specialist lectures about the theme of recycling attracted numerous visitors from within an approximately 200 km radius and resulted in interesting expert discussions with local customers.

The Compounding World Expo was supplemented by events of the Plastics Extrusion World Expo, Plastics Recycling World Expo and Polymer Testing World Expo. In this context, various panel discussions about current trends and developments relating to the topics material availability, innovations in the analysis of plastic materials and the general development of the market took place.

The next exhibition will be held in Brussels in September 2024. Then, the focus will surely be on Benelux.

Plastic Japan Tokyo 2023

C.A.PICARD® Japan participated in the Plastic Japan in Tokyo from 4 to 6 October 2023. The show gathers all kinds of technologies related to the plastics industry, from raw materials and additives to moulding and processing machinery as well as recycling technologies.

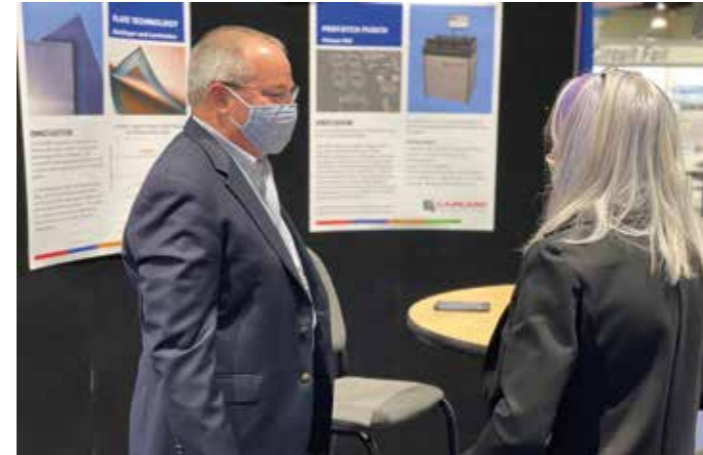
This year, it was visited by approximately 44,000 people in three days and more customers than expected visited our booth.

We presented again the items below:

- BMD (Barrel Measurement Device): the high efficiency of our BMD by providing accurate information on barrel wear and analytical reports (presented via promotional film)
- FDS (Flexible Dismantling System) with PLC control to dismantle the screw elements from the shafts efficiently with full protection for the screw elements, the shafts and especially the operators without risk of injury (presented via promotional film)

The machine is introduced at the C.A.PICARD® Kawaguchi premises. We promoted the efficiency and advantages of it to the visitors and invited them to visit our premises to see the machine on site.

- BMD camera: We demonstrated this service with our actual device. The camera can record inside barrels very clearly and many customers are interested in it.



IPC APEX EXPO 2022



Plastic Japan Osaka 2022



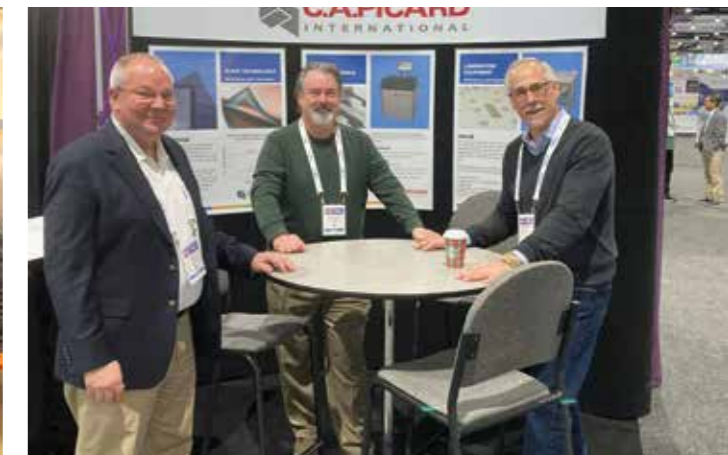
K 2022



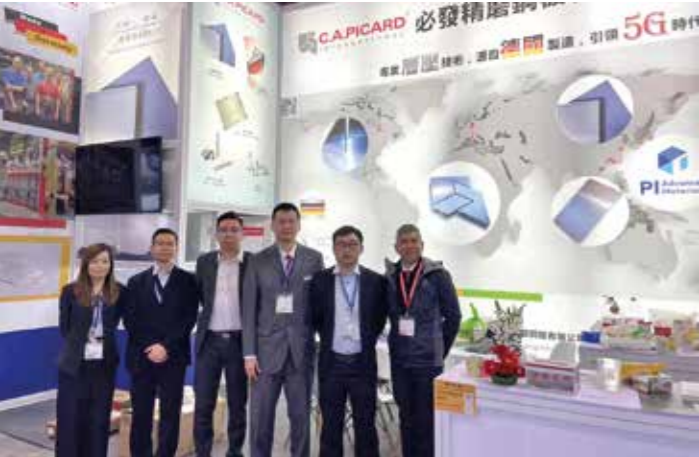
AMI Plastics World Expo 2022



Plastic Japan Tokyo 2022



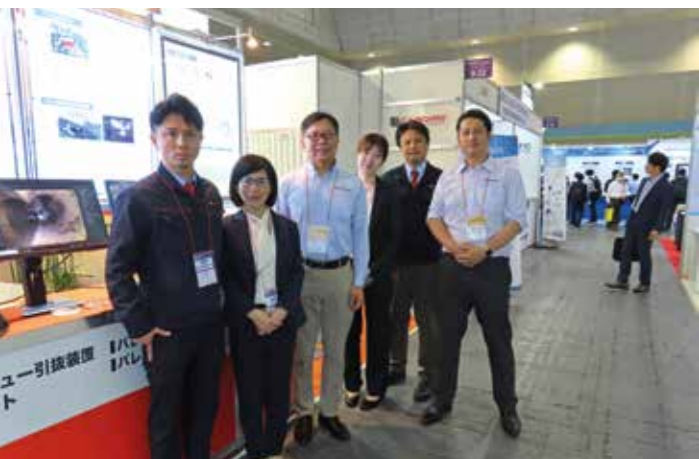
IPC APEX EXPO 2023



International Electronic Circuits (Shanghai) Exhibition 2023 (CPCA Show)



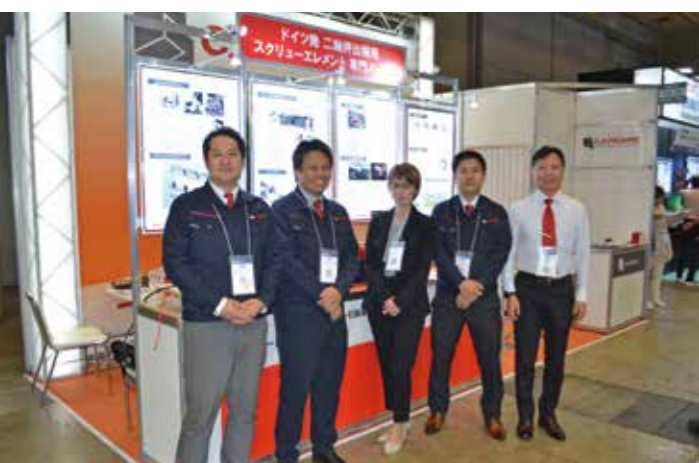
CHINAPLAS 2023 (The 35th International Exhibition on Plastics & Rubber Industries)



Plastic Japan Osaka 2023

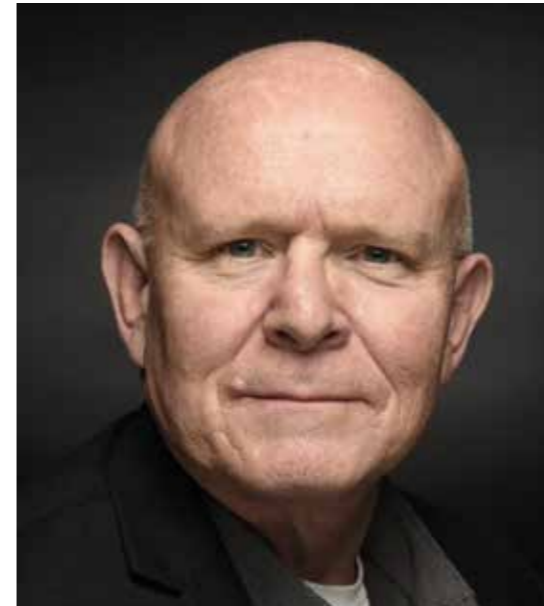


Compounding World Expo 2023



Plastic Japan Tokyo 2023

Portraits



Guy Alderton
TSE Sales Manager
Battle Creek, USA

Born and raised in Michigan, I have had the opportunity to live in many parts of the world. Now living back in Michigan, my spare time is spent enjoying the outdoors camping and kayaking with my wife and children. Early roles in my career were focused on direct sales, representing several different products. The last 25 years have been primarily centered around the plastics industry in both extrusion and injection molding. During that time, I had the honor of developing several successful sales strategies for both machine and parts manufacturers.

I hold an MBA with emphasis in Marketing and International Business and Business Solution

Professional Credentials from the school of Business and Labor at Michigan State University. I also hold credentials from Grand Valley State University/SEIDMAN College of Business and am recognized nationally by the Academy for Professional Business Consultants.

I began my employment with C.A. Picard, Inc. in 2022. This is a very exciting time to be a part of C.A.PICARD®. I strongly believe that with a focused strategy rooted in people, products, and service, C.A.PICARD®, over time, will be the leading parts provider to the extrusion industry in North America and the world.



Helge Kost
VP Sales Plate Technology
Remscheid, Germany

I am delighted to have this opportunity to introduce myself to you all. On 1 March 2022, I took over the role of VP Sales in the Plate Technology division. This coincided with the start of the **Fit2gether** transformation at Carl Aug. Picard GmbH, which is why my area of responsibility also extends to production planning and order customisation for the plate products.

My name is Helge Kost, I am 56 years old and live in Dabringhausen with my partner and her two sons. Together, we have four grown-up children. I was born in Solingen and grew up near Düsseldorf, where I spent my youth and attended school.

I completed my apprenticeship as a fitter at Mannesmann in Solingen. After spending a few years as an assistant and doing my military service, I decided to train as a state-certified mechanical engineering technician specialising in production technology at Technisches Berufskolleg Solingen (vocational school in Solingen), graduating in 1992.

I gained my first experience in the recycling industry in the mid-1990s. As a technician at a manufacturer of scrap processing plants, the focus of my work was already on the sales of wear and processing parts. I already found this environment exciting at that time, so I decided to study for a qualification in technical business administration. I received my diploma from the European Academy for Business in Cologne in 2000.

Since then, as head of various sales teams, I have been responsible in particular for sales of spare and wear parts for manufacturers of recycling systems, construction machinery and also work machines. In addition to selling our products and visiting customers, my duties at C.A.PICARD® mainly involve taking responsibility for managing staff in the Plate sales team and focusing on strategic development. I was particularly impressed with the above-mentioned **Fit2gether** transformation process, which is why I was thrilled to accept the position of VP Sales at Carl Aug. Picard GmbH. I firmly believe that this change process is the right decision by the company management. That's why I will draw on my qualifications and professional experience to do everything I can to ensure its successful implementation.

My big hobby is football. I am currently a member of the coaching staff at the SV 09/35 club in Wermelskirchen. Whenever time allows, I like to go for walks with my partner in the forests of our beautiful Bergisches Land region. When the opportunity arises, I also like to go dancing with my partner. Our favourite holiday destination is the Alps, also for the long hikes.

The first two years at C.A.PICARD® passed very quickly, and I very much look forward to working with all of you for many years to come. I would like to take this opportunity to thank all my colleagues, who made me feel very welcome and with whom I have enjoyed an excellent working relationship since then.



Hans-Günter Schmitz
Head of Technical Services
Remscheid, Germany

My name is Hans-Günter Schmitz, and I was born in Odenthal-Kalmünthen in 1970. I am divorced and have a 17-year-old son who lives with me in my parents' house.

After finishing school in the summer of 1987, I started an apprenticeship as an electronics installer, specialising in plant technology, at Textar GmbH in Leverkusen Schlebusch in August 1987. I completed this training in January 1991 and then worked as an electronics installer in the maintenance department at Plant I in Leverkusen Schlebusch. Throughout this highly educational period, I familiarised myself with all the tasks involved in maintenance, from high-bay racking control to complete shift support and new systems.

In 1994, with the support of my supervisor at the time, Mr Thomas, I decided to undergo further training by taking evening classes to become a state-certified electrical engineer specialising in

electronics at the Cologne University of Applied Sciences, which I completed in the spring of 1998.

Armed with this training and a desire to put what I had learnt into practice, I took the plunge in August 1998 and moved to a newly constructed site operated by Eurofit Komplettrad GmbH. The idea of helping to set up a new location from scratch for complete wheel production for the automotive manufacturer Ford and gaining experience with just-in-time and batch deliveries to the customer really appealed to me. It was a very challenging and instructive time for me and my professional development. During this time, I also had the opportunity to gain insights into the production activities of other car manufacturers such as Mercedes, VW, Volvo and Porsche. I worked as a senior technician at the site in Cologne for over 25 years until September 2023.

Despite having worked for such a long period, I decided to take up the position of Technical Manager at C.A.PICARD® in Remscheid on 1 October last year. I was convinced by the company and the way in which the senior managers presented it to me. I'm looking forward to the tasks here at the Remscheid site and will use my qualifications, and professional and life experiences to do everything I can to successfully implement the company's tasks and goals.

I enjoy spending my spare time with my partner and children. This is a counterbalance to the world of work. Football is also a part of that - no longer as a youth coach, but occasionally as a fan in the stadium. I also enjoy hiking, travelling and gardening.

Internship at C.A.PICARD®

In summer 2022, I got the opportunity to do an internship at C.A.PICARD®.

Text: Antonia Picard



While I was searching for internships, the thought of going to another country for ten weeks didn't sound realistic to me. I studied Finance at Grand Valley State University in Michigan, USA. I would graduate spring of 2023 and was looking for an internship where I could get a better understanding of what my future career would look like and to practice what I had studied. When I first heard that I could stay in Germany for the summer, I was nervous and quickly searched for other options. I had never been in a different country for so long without my immediate family and friends. When I accepted the internship, I did not know what to expect. I did not know that I would like staying in Germany with my grandparents as much as I did and that I would be this sad to leave.

At this internship, I got to understand more about finance, but I also got to see how all the departments worked together, including production. I spent a week in each department and learned through teaching and doing instead of just teaching. This was the goal of an internship, to learn by doing. Each week was a bit different and in each department I got to take with me some more knowledge that helped me in the next department. I had responsibilities like talking to clients on the phone, sending emails, helping with billing, booking in the software, and working in production. I also got to go with a sales representative to visit a client. I went to visit the C.A.PICARD® in Monschau for a tour and a quick visit to the mustard mill. It was difficult saying goodbye to my colleagues, because they not only taught me a lot, but made me feel welcome.

I definitely grew and learned a lot from being at C.A.PICARD® in summer 2022. Not only did I learn more about C.A.PICARD® and finance, but I also learned to be more independent, I made new friends, got more experienced with the German language, and was helped in finding what direction I would take after University. I, for sure, will be back to visit and this summer was an experience I will never forget. Good times go by too fast!

EMT - Extended Management Team

As part of the FIT2gether project, the three action areas "Organisation" - "People" - "Market" were defined in 2022 for the immediate future.

Text: Andreas Meise

In defining the "Organisation" action area, we took into account findings from the theory of "organisational development" along with current experience gained from operational practice at Carl Aug. Picard GmbH to an appropriate extent.

Corporate management is a multi-stage process comprising target-oriented planning, deciding on the optimum alternative, realising the chosen alternative and comparing PLANNED and ACTUAL outcomes.

The "shortcomings in the management process" are the gap that opens up between flawless planning and unsatisfactory execution. The causes of inadequate human action at the execution level are seen in the insufficient information (lack of knowledge) and insufficient motivation (unwillingness) of the people involved.

If the number of people involved in the operational delivery process increases, the gap between planning and execution widens. Through coordination and motivation, the company management attempts to narrow the gap between ideal planning and inadequate execution.

As the company size increases, so too does the organisational workload for the company management. A large number of collaborative processes must be coordinated, and a large number of employees must be motivated.

The term "organisation" refers to the efforts of company management to structure the complex process of operational service delivery and service utilisation in a way that minimises efficiency losses at the execution level.

The structure of an organisation is geared towards the overall corporate objectives of vision, mission and strategy and must therefore create an order of collaborative processes based on economic princi-

ples while also reducing the company management workload through a system of general rules that ensure the completion of routine tasks.

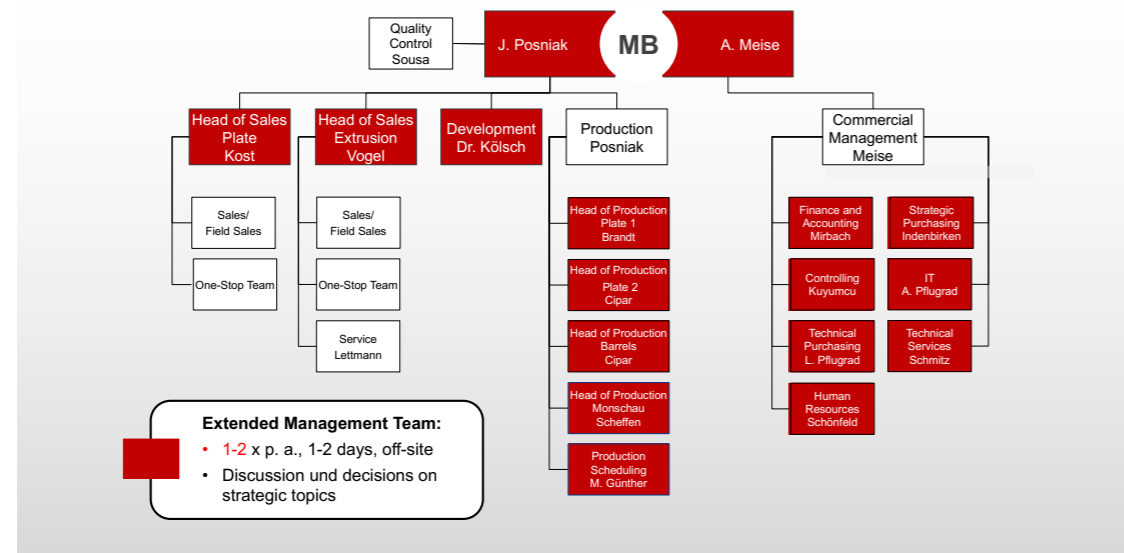
The company management concentrates on important management tasks and relieves itself of routine work by delegating in three steps: separating individual and routine decisions, issuing general regulations for the completion of routine tasks at downstream levels and delegating individual tactical and operational decisions to subordinate decision-makers.

Organisation delivers advantages that can also become disadvantages if the organisation, that is, the introduction of general rules, is taken too far. If a company manages to strike a balance between general regulations and case-by-case reviews with individual decisions, this is referred to as an organisational balance.

The organisational structure is based on long-term decisions made by the company management to regulate the relationships between people, departments and resources. The process organisation is based on short to medium-term decisions taken by the middle and lower management level concerning how work processes are structured in terms of time, location and personnel. The processes are regulated based on an existing organisational structure.

Against this backdrop and in the context of the organisational structure, new "teams" as part of the FIT2gether project and the future management structure along the customer-to-customer process were defined. For the resulting new management positions with altered duties, responsibilities and competencies, we developed role profiles to identify the right "team leaders" for the new challenges and to follow this up by providing them with further qualifications, for example, for conducting employee/feedback meetings.

At the same time, on 9 November 2022, we took the first step towards collaborating in a new "Extended Management Team" (EMT):



The EMT represents the link between the Management Board and the downstream organisation and meets once or twice annually away from everyday business activities. The managers discuss cross-divisional or strategic issues and actively participate in decision-making recommendations and decisions.

THE EXTENDED MANAGEMENT TEAM - COLLECTIVE DECISIONS ARE BETTER DECISIONS

The "Extended Management Team" is an expression of a collaborative form of work and generates knowledge and motivates participants to implement the collectively developed and supported solutions. In addition, we use the EMT to pursue goals such as networking among participants, encouraging dialogue, social learning, fostering an understanding of sustainable development and willingness among individuals to contribute.

Examples of previous topics:

1. Defining further steps for FIT2gether
2. Adopting the Carl Aug. Picard GmbH competence manual
3. Adopting Carl Aug. Picard GmbH communication standards
4. Decision recommendation for Strategy 2027 Carl Aug. Picard GmbH
5. Works agreement on more flexible working hours

Collaborative forms of work at C.A.PICARD® have a lasting positive influence on the quantity and quality of product and process innovations and lead to:

1. Greater innovative strength
2. Increased employee satisfaction
3. Improved employee motivation
4. Greater acceptance of change
5. Better understanding of problems and improved error culture
6. Stronger identification with the organisation

Anniversary celebrations 2023 and 2024



Anniversary celebration 2023 Remscheid

From left: Hartmut Springwald, Marion Indenbirken, Andreas Meise, Stefan Tix, Thomas Brandt, Cengiz Akdere, Josef Posniak, Davor Grzancic, Frank Simon, Ralf Jankowski, Frank Darmann



Anniversary celebration 2023 Monschau

From left: Josef Posniak, Christoph Everts, Berthold Röder, Rolf Müller, Walter Picard, Cordula Schönfeld, Andreas Meise, Patrick Scheffen, Franz-Georg Waider, Ralf Wagenführ, Stefan Theißen



Anniversary celebration 2024 Remscheid

Front, from left: Krunoslav Cipar, Cordula Schönfeld, Lutz Pflugrad, Frank Ludwig, Boris Johnen, Peter Jindra
Rear, from left: Andreas Meise, Josef Posniak, Walter Picard, Ralf Jankowski, Jakob Kauz



Anniversary celebration 2024 Monschau

From left: Patrick Scheffen, Walter Picard, Cordula Schönfeld, Josef Posniak, Siegfried Hurtz, Jörg Kaczmarek, Andreas Meise, Rolf Müller

Anniversaries 2023

10 years

YangQiang Cai	Jiangmen
RongSheng Chen	Jiangmen
ChaoZhong He	Jiangmen
JianWen He	Jiangmen
Liang Jianming	Jiangmen
Huang Yongqiang	Jiangmen
XiaoYi Yu	Jiangmen
Li Yueping	Jiangmen
Ying Zhenxiang	Jiangmen
ZuBing Zhou	Jiangmen
Guido Bahr	Monschau
Patrick Scheffen	Monschau
Vito Fornarelli	Remscheid
Christian Köller	Remscheid
Burak Mutlu	Remscheid
Julia Stankiewitz	Remscheid
Jörg Vogel	Remscheid

20 years

Yu Huipu	Jiangmen
Zhong Xiaoping	Jiangmen

Liu Xinmin	Jiangmen
Ma Xiufag	Jiangmen
Wu Xiuxian	Jiangmen
Lin Yanhong	Jiangmen
Mo Zhongjun	Jiangmen
Manuel Nießen	Monschau
Sylke Frost	Remscheid
Nikolaj Stolz	Remscheid

25 years

Joey Chan	Hong kong
Lin Chuanxi	Jiangmen
Ge Junhong	Jiangmen
Li Rongqiang	Jiangmen
Guan Xuefen	Jiangmen
Akiko Siadat	Kawaguchi City
Kei Yabe	Kawaguchi City
Siegfried Hurtz	Monschau
Jörg Kaczmarek	Monschau
Krunoslav Cipar	Remscheid
Boris Johnen	Remscheid
Thomas Künstler	Remscheid
Frank Ludwig	Remscheid

Josef Posniak	Remscheid
Maik Wingefeld	Remscheid

35 years

Peter Jindra	Remscheid
Dirk Minas	Remscheid
Santos Joaquin	Remscheid
Saez Castro	
Thomas Vorberg	Remscheid

40 years

Lutz Pflugrad	Remscheid
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45 years

Hans-Peter Werel	Remscheid
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Anniversaries 2024

10 years

JanDay Chen	Jiangmen
Dequan Du	Jiangmen
Zhuoyuan Gao	Jiangmen
Peishan He	Jiangmen
JingSheng Huang	Jiangmen
JiangHua Li	Jiangmen
Jianhui Li	Jiangmen
XuBing Li	Jiangmen
Lily Liang	Jiangmen
GuoFu Lin	Jiangmen
NianYu Pan	Jiangmen
GuoZhan Xie	Jiangmen
XiaoMing Xue	Jiangmen
ZhiChao Yan	Jiangmen
ZhiQiang Yan	Jiangmen
BaoLi Yuan	Jiangmen
PeiXing Zhang	Jiangmen
Mario Heusch	Monschau
Matthias Motes	Monschau
Michel Niessen	Monschau
Nico Piana	Monschau

Dirk Grineisen	Remscheid
Ömer Kuyumcu	Remscheid
Okan Mutlu	Remscheid
Eduard Schweigert	Remscheid

20 years

Noal Delaforet	Battle Creek
XiaoLei Chen	Jiangmen
Huyang Han	Jiangmen
Charlie Li	Jiangmen
QingMei Li	Jiangmen
Wenjie Li	Jiangmen
HuaLin Liu	Jiangmen
Jiemei Liu	Jiangmen
CuiXia Ma	Jiangmen
FengXiu Ma	Jiangmen
Chun Peng	Jiangmen
Gan Wei	Jiangmen
YuanHu Xu	Jiangmen
Tracy Zeng	Jiangmen
Teng Zuo	Jiangmen

25 years

Bin Huang	Jiangmen
ShuFen Liang	Jiangmen
Arnd Pflugrad	Remscheid

30 years

Darren Ritter	Battle Creek
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35 years

Francisco Ruiz Serrano	Remscheid
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40 years

Zafer Hüseyinoglu	Remscheid
Ralf Jankowski	Remscheid

45 years

Randall Forman	Battle Creek
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Bergische Expo 2023

Trade fair appearance as a TEAM performance

Text: Cordula Schönfeld

The Bergische Expo recruitment fair held on 1 and 2 September 2023 saw more than 60 innovative and future-proof employers from the trades, crafts, industry and the service sector, including C.A.PICARD®, present themselves in the heart of Wuppertal city centre. When it came to planning and implementation, the main organisers from the HR Department received active support on all days from colleagues across all areas of the company. Without them, our participation on this scale would not have been possible, and we would like to take this opportunity to thank all our supporters and helpers.



The Bergische Expo started on Friday at 3 pm in typically rainy Wuppertal weather. However, this did not dampen the number of visitors to the event pavilions, particularly as residents of Wuppertal are used to braving the rain.

At our newly designed stand, interested parties were able to find out more about C.A.PICARD® and the wide range of career opportunities.

In addition to the more than 60 pavilions hosted by well-known employers, central stages were set up at Döppersberg and Neumarkt, which offered a varied programme of events including an e-sports tournament. C.A.PICARD® also took part in the tournament with an e-sports team.

Dressed in our new e-sports shirts, our team, consisting of Marvin Gurk, Daniel Catarino Costa, Salvatore Cutaia Mesa, Sezer Aydin, Ardrin Peci, Marc vom Schemm and coach Nele Gassen, made a strong start to the tournament. We even held out against the experts from Bayer 04 Leverkusen and made it through to the quarter-finals. However, that's where our involvement came to an end with a 5:4 defeat against Wuppertaler SV following a penalty shoot-out.



On Saturday, our apprentice Erwin Wichner made a grand entrance on the big stage in front of the station building and presented C.A.PICARD® as part of a pitch to prospective apprentices. Despite some backstage nerves, Erwin Wichner put in a magnificent performance on behalf of C.A.PICARD®, thanks not least to the support shown by many colleagues and the Picard family in front of the stage.



Impressions from skilled employee and vocational training fairs in 2022 and 2023

As well as attending the Bergische Expo event in 2023, we participated in the recruitment fair of Continental Aachen and, with special support from our apprentices, in several vocational training fairs in the last two years.



Recruitment fair of Continental Aachen on 30 March 2023 at the Event Center Aachen
Stand hosts: Salvatore Cutaia Mesa, Nele Gassen, Patrick Scheffen, Cordula Schönfeld



Open day at the "Berufsbildungszentrum der Industrie" (vocational training centre for industry) on 4 and 5 November 2022
Stand hosts: Sezer Aydin, Salvatore Cutaia Mesa, Nele Gassen, Marius Halek, Erwin Wichner, Jannik Zimmermann



Open day at the "Berufsbildungszentrum der Industrie" on 10 and 11 November 2023
Stand hosts: Antonia Allmacher, Sezer Aydin, Salvatore Cutaia Mesa, Jonas Degen, Nele Gassen, Ercümend Okurer, Ardrin Peci, Vanessa-Ana Relja, Erwin Wichner, Jannik Zimmermann



Vocational training fair in Wuppertal City Hall on 31 August 2023
Stand hosts: Antonia Allmacher, Sezer Aydin, Salvatore Cutaia Mesa, Jonas Degen, Nele Gassen, Ercümend Okurer, Ardrin Peci, Vanessa-Ana Relja, Erwin Wichner, Jannik Zimmermann

Apprentice excursion 2022

A tour of Cologne

Text: Salvatore Cutaia Mesa, Erwin Wichner, Jannik Zimmermann

On 10 June 2022, we (the apprentices) and the trainers from Carl Aug. Picard GmbH met at Wuppertal Central Station to set off in the direction of Cologne on what was a rather different type of apprentice day in the company's history.

At the start of the day, Deutsche Bahn was already living up to its unfortunate reputation, so the morning began with a cancelled train. However, we didn't let this spoil our day and used the time to call into the nearby bakery for breakfast. With a warm coffee and fresh bread roll in hand, the time flew by.

We spent the time on board the train to get to know each other for the first time. This was our first opportunity to chat with the trainers and hold interesting discussions with our colleagues.

The choice of Cologne as the meeting point was perfect as it is ideally situated between Monschau and Remscheid.

After arriving in Cologne, we used the underground to make up for lost time on the railway and headed straight for TeamEscape Köln.

We met our waiting colleagues from Monschau as arranged and were then split up into groups selected at random. This also gave the experienced trainers a chance to mingle with the young apprentices.

Before we could proceed to the main attraction, many people were asking themselves: what are escape rooms anyway?

An escape room, also known as an escape game, puzzle room or exit game, is a game in which a team of several players searches for clues, solves puzzles and completes tasks in one or more rooms to reach a certain goal within a specific amount of time - usually limited to one hour. In

many cases, the objective aim is to escape from the game location.

The spectrum of subjects ranged from murders to a classic prison break and even a dangerous virus. The rooms were also allocated to us at random. The puzzle-solving could now commence.

Only the group consisting of Marius Halek, Siegfried Toussaint, Ardrin Peci and Salvatore Cutaia Mesa managed to contain the virus at the very last second and thus break the spell of the room. We soon realised that the only way to escape from the rooms was if every single member of the group cooperated. This certainly strengthened the team spirit.

The guessing games were not over yet. We continued with an open-air city tour of Cologne in conjunction with Black Stories.

Black stories in this case are stories that initially seem to be completely incoherent. The listeners then have to figure out missing parts of the story. These are tricky stories that usually revolve around a murder.

Here's one for you to solve yourself: a drowned man lies next to the Rhine, the hand of the clock points to 11 o'clock. What would you say?

The individual stories were linked to the individual stops on the city tour. These included places such as Cologne Cathedral and the Chocolate Museum.

We managed to solve each puzzle by working together as one large team. Everyone certainly got their fill of puzzles throughout the day. We also learnt a little bit of the history of Cologne's old town.

And if you haven't yet figured out the solution to the Black Story - the clock is no ordinary clock. It indicates the water level. The man drowned because he was unable to escape the water.

We rounded off the day by dining out as a group in a pizzeria. On the way there, we walked through Cologne's old town and past the old city wall.

We were able to continue to get to know each other in a relaxed atmosphere. At the restaurant, there was a lot of discussion about the escape rooms, Black Stories and our personal lives. The day was an excellent opportunity for us to build interpersonal relationships outside the workplace.

The process of getting to know each other drew to a close. After long and entertaining conversations, we set off on the homeward journey.

Since our apprentice excursions in recent years were cancelled due to the coronavirus, this excursion was particularly memorable for everyone who took part. After such a long break, we were very excited to leave the work environment to go on an excursion together.

Apprentice excursion 2023

On 21 June 2023, we - the Remscheid apprentices - and our trainers first travelled to Kerpen to meet up with our colleagues from Monschau.

Text: Sezer Aydin, Jonas Degen, Ercümen Okurer, Ardrin Peci



The first item on the agenda was to visit one of our customers from the Extruder Technology business unit. On arrival, we were warmly welcomed by our contact partner and were given a short safety briefing and our safety equipment before we entered the production hall. We were then split into two groups and entered the production area, where we could admire the various machines and production processes.

It was fascinating to see where the barrels, segments and shafts we produce are used and what they are used for in extruder technology. Extruders are special conveying devices that press solid or viscous masses evenly out of a moulding opening under high pressure and temperature.

During production, the components play a vital role in the special systems in which processing takes place. The barrels are used to control the different processes and ensure safety. The segments on the shaft, on the other hand, help to mix and process the raw materials efficiently. Together with the chemical compounds, they

enable the production of high-quality plastics, for example. The tour was a total success. Experiences like this are really valuable for us as they connect us directly to our products and we get to see how they are used in practice at the customer's premises.

After gaining in-depth insights into our customer's production facilities, we went straight to the nearby Michael Schumacher Kart Centre.

Pure adrenalin for both beginners and experts!

With the formalities out of the way, we donned our helmets and jumped into the karts. At full speed and with adrenalin pumping through our veins, we raced around the curves as we all battled for first place. Everyone wanted to prove that they were the fastest drivers. Although it was a competition, the focus was on having fun. We all cheered each other on and enjoyed our time together away from work. It was a great opportunity for us to get to know each other better and build our team spirit. After the

exciting laps on the track, the best drivers were presented with trophies. However, even those who didn't make it onto the podium had a lot of fun and could be proud of their achievements.

After releasing all our energy, we were all pretty hungry, so we went directly afterwards to the restaurant at the Michael Schumacher Kart Centre where we enjoyed a hearty meal at the burger joint. Everyone created their personal dream burger - with extra cheese, bacon, avocado or whatever they desired. The burgers were excellent and were the perfect way to end our action-packed day.

The go-karting trip was not only an adventure, but also a valuable experience for us. It allowed us to showcase our skills in handling speed, strategy and teamwork. These experiences will also be useful in our everyday work.

All in all, the go-karting outing was a great success and we will remember it for a long time to come. It made a great change from our everyday working life and brought the team closer together.

Who knows? Perhaps the next apprentice excursion will be just as exciting and memorable!



Apprenticeship

Apprenticeships started and final examinations completed



Front, from left: Ardrin Peci, Salahdine Laadel, Arda Alper Kurtoglu
 Rear, from left: Antonia Allmacher, Salvatore Cutaia Mesa, Sezer Aydin, Jannik Zimmermann, Ercümend Okurer, Jonas Degen, Vanessa-Ana Relja, Erwin Wichner, Nele Gassen

In this section, as usual, we would like to present a brief overview of the new apprenticeships started and final examinations passed since our last PICUP.

Final examination successfully passed in summer 2022

- Remscheid plant
- Semih Aslan (Machine and Plant Operator)

Apprenticeship starts in 2022

- Remscheid plant
- Salvatore Cutaia Mesa (Industrial Clerk)
 - Ercümend Okurer (Machine and Plant Operator)
 - Ardrin Peci (Machine and Plant Operator)
 - Jannik Zimmermann (Industrial Clerk)

Final examination successfully passed in 2023

- Remscheid plant
- Alexander Dumler (Cutting Machine Operator)
 - Sophie-Marie Mirbach (Industrial Clerk)
- Monschau plant
- Nico Cremer (Cutting Machine Operator)

Apprenticeship starts in 2023

- Remscheid plant
- Antonia Allmacher (Personnel Services Clerk)
 - Arda Alper Kurtoglu (Cutting Machine Operator)
 - Salahdine Laadel (Cutting Machine Operator)
 - Vanessa-Ana Relja (Industrial Clerk)

- Monschau plant
- Mattias Küpper (Cutting Machine Operator)
 - Kardo Kussa (Cutting Machine Operator)
 - Marco Theißen (Cutting Machine Operator)

Final examination successfully passed in winter 2024

- Remscheid plant
- Sezer Aydin (Cutting Machine Operator)
 - Erwin Wichner (Industrial Clerk)

The partners, managing directors and workforce would like to extend their congratulations on the examinations successfully passed and wish the young newly qualified technicians every success in the future and the new apprentices an educational and stimulating time and a successful qualification.

Useful insights for pupils attending the BZI preparatory year for vocational education

Text: Nele Gassen



The eight-strong group comprising six pupils from the preparatory year for vocational education organised by the "Berufsbildungszentrum der Industrie Remscheid" (vocational training centre for industry in Remscheid) along with Ms Dörschler, who has a degree in education, and trainer Mr Giacomelli, visited us on 16 March 2023 to give the pupils an initial impression of practical areas of application in industry.

Our HR recruiter Ms Gassen as well as our apprentices Erwin Wichner and Salvatore Cutaia Mesa guided the interested young adults through the production facility in Remscheid where they did not only explain our products and production methods,

but also provided insights together with the industrial apprentices into the various apprenticeship roles and associated activities in the company.

"You can sense that your staff members across all departments have a very special 'team spirit' and mutual respect for one another. That creates a pleasant working atmosphere, and I wasn't the only one who particularly enjoyed it during our visit," was how Ms Dörschler summed up the visit to our company.

We are delighted with this feedback and the opportunity to help young adults with the challenge of choosing a career and getting a start in the world of work.

Football at C.A.PICARD® - resurrecting an old tradition



Following a hiatus of more than three years, partly due to the COVID-19 pandemic, we have resolved to revive the proud tradition of CAP football at the Remscheid site.

Text: Ömer Kuyumcu

Immediately after the initial announcement, we received numerous verbal confirmations that encouraged us to go ahead with the project. At the end of October 2022, we put up a notice including a list on which those interested could register. At last count, 27 prospective football players were on the list, confirming the positive outlook indicated by the previous verbal commitments.

As the next step, we organised a meeting for interested persons at the beginning of November 2022 to discuss further details. Questions of when, how often, where and for how long to play were put to the vote. The group at the meeting decided to play for 1.5 hours every two weeks on Wednesdays. The preferred venue was the indoor football hall at the "Bergische Sportarena" sports complex in Wermelskirchen. To simplify the organisation and flow of information, a decision was also taken to

set up a CAP football WhatsApp group. The general conditions were thus finalised and the first training sessions could be booked.

After the long break, the CAP footballers returned to the pitch on 23 November 2022 with eleven players. In a five-a-side match, the ambitious footballers worked off their energy for 1.5 hours. Afterwards, some of the players met up for a drink in the restaurant area of the Bergische Sportarena.

The last sessions in 2022 took place on 7 and 21 December. This positive momentum also continued during the first quarter of 2023. Another five football events took place up to April 2023. The event held at the end of March attended by 17 players who formed three teams that played against one another in a tournament format was particularly pleasing. This was followed after Easter 2023 by

Front, from left: Sezer Aydın, Rui Sousa, Ercan Kuyumcu, Marion Indenbirken, Ömer Kuyumcu, Marc Heckemüller

Rear, from left: Orlando Melo da Silva, Ardrin Peci, Leon da Silva, Salvatore Cutaia Mesa, Daniel Costa, Andreas Meise, Thomas Brandt, Erim Ateser, David Oliveira Sousa, Ercüment Okurer, Mert Birdal

a period of fatigue - partly as a result of holiday absences - that lasted until autumn 2023. A follow-up meeting was organised with interested parties in November 2023 to break out of the phase of inactivity and gather new ideas about the organisational framework. It didn't take long for the ideas from the follow-up meeting to bear their first fruits, with meetings taking place at the end of 2023 with twelve participants and in early 2024 with 13 participants. The CAP football group has set itself the goal of continuing the positive momentum achieved at the end of 2022 and in the first quarter of 2023 into 2024 as well. Anyone interested in taking part in sporting activities is most welcome to join the CAP football group.

The company sports club for table tennis

The company sports club for table tennis at C.A.PICARD® has been active since 1975 and is looking for new members.

Text: Rui Sousa

From left:

Ingo Welp,
Rainer Pankauke,
Helmut Holzmann,
Gerd Block,
Hans Welp,
Rui Sousa



The company sports club for table tennis has been a permanent institution at C.A.PICARD® since 1975. Over the years, its committed members have also made it one of the established teams in the "Stadtliga" or city league. The club has experienced many highs and lows over the years, but one thing has remained unchanged: the passion for table tennis and the strong sense of community that defines the club.

Many members have remained loyal to the club since its foundation or at least for many years. For example, former C.A.PICARD® employees and current retirees Hans Welp (HR Director), Helmut Holzmann (Sales) along with Gerd Block and Rainer Pankauke (Fitters) are still contributing significantly to the club's success and continuity with their experience and dedication.

However, time does not stand still and the club is facing new challenges. To secure its future, the club needs to recruit new members.

The members would be particularly pleased to see employees of C.A.PICARD® swell the ranks of the club. The integration of employees into the company sports club not only promotes sporting activity, but also team spirit and a sense of community within the company.

Training takes place every Wednesday at 7 pm in the Friesenhalle sports hall at Jan-Wellem-Straße 29, 42859 Remscheid. It provides an opportunity for beginners as well as experienced players to hone their table tennis skills and prepare for upcoming games. The training session offers a relaxed and yet motivating atmosphere in which friendships are made and the enthusiasm for table tennis is shared.

Since the "Stadtliga" has expanded enormously in recent years due to the growing number of teams that include some excellent players, we have decided to join the "A-Liga" below, which currently better reflects the standard of the C.A.PICARD® team and will make it easier for new and perhaps less experienced players to compete in the league matches.

If you are interested in joining the C.A.PICARD® company sports club for table tennis and becoming part of this wonderful community, you are very welcome. Whether you are a beginner or an experienced player, your passion for table tennis will be appreciated here. Simply join in the training session on Wednesdays at 7 pm and experience the joy of playing table tennis and the community of C.A.PICARD®. We look forward to seeing you!

Trade fair dates 2024

VICTAM 2024 12. - 14.03.2024 BITEC Exhibition Center Bangkok, Thailand	Anuga FoodTec 2024 19. - 22.03.2024 Cologne, Germany	IPC APEX EXPO 2024 09. - 11.04.2024 Anaheim, California, USA
CHINAPLAS 2024 23. - 26.04.2024 National Exhibition and Convention Center Hongqiao, Shanghai, China	Petfood Forum 29.04. - 01.05.2024 Kansas City, Missouri, USA	NPE 2024 06. - 10.05.2024 Orlando, Florida, USA
Plastic Japan Osaka 2024 08. - 10.05.2024 INTEX Osaka Osaka, Japan	CPCA Show 2024 13. - 15.05.2024 National Exhibition and Convention Center Shanghai, China	COMPOUNDING WORLD EXPO 11. - 12.09.2024 Brussels, Belgium
Plastic Japan Tokyo 2024 29. - 31.10.2024 Makuhari Messe Tokyo, Japan	Compounding World Expo North America 2024 13. - 14.11.2024 Cleveland, Ohio, USA	HKPCA Show 2024 04. - 06.12.2024 Shenzhen World Exhibition & Convention Center Shenzhen, China

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Imprint

Publisher:
 Carl Aug. Picard GmbH
 Hasteraue 9
 42857 Remscheid

Edited by:
 Andreas Meise
 Cordula Schönfeld
 Andrea Schröder

Person responsible:
 Andreas Meise

Production & layout:
 oh! Design und Beratung,
 Remscheid

Photos/pictures:
 Carl Aug. Picard GmbH
 Florian Schmetz
 oh! Design und Beratung

Printed by:
 WIRMachenDRUCK GmbH,
 Backnang

Editorial office:
 Carl Aug. Picard GmbH
 Hasteraue 9
 42857 Remscheid

E-Mail:
 redaktion@capicard.de



www.picard.de



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