

passion
for precision



16/17

Annual Report of the FRAISA Group

Board of Directors and Executive Board



**Board of Directors and Executive Board
of the FRAISA Group**
(from left to right)

Thomas Nägelin
Dr. Dirk Kammermeier
Prof. Dr. Peter Ruf
Ursula Maushart
Dr. Fritz Gantert
Josef Maushart
Charlotte Froelicher-Stüdeli
Hanspeter Kocher
Dr. Markus Schibli

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[3]

5. Preisverleihung Family Business Award



[4]

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EDITORIAL





Editorial

Dear customers, colleagues, and readers

The well-being of individuals is the very basis of our activities. We get up in the morning because we want to care for our families. We form states and parliaments so that we can create framework conditions for the well-being of the population, while countless people devote their free time to the well-being of others, for example in the voluntary fire services or sports clubs. In our companies we also strive to improve the working conditions in such a way that the health, creativity and performance of our colleagues is promoted.

And it is right now that the question arises as to whether the digital revolution might ultimately squeeze us out of our working processes. On the 2017 Swiss Quality Day in Bern we discussed the thesis of whether there will still be any supervisor structures at all in the future, or whether we will be working in self-organizing networks. Of course, I don't know what the future will bring. But I do know that we will need and want attachment figures. We want to belong to a team and we want to have our place in a social group.

Creating a corporate culture in which we humans feel secure and can therefore work at peak performance is the most honorable target that an entrepreneur can aspire to achieve – but at the same time the most demanding. In times of globalization, digitalization and structural change, persistence is not an option for a sustainable existence. We must constantly change our companies, our business processes and our technologies. We must rationalize, innovate and internationalize in order to be able to remain successful over the long term. And although we are aware of the need for such changes, they are a burden on us and also bring various forms of objective hardship with them.

At FRAISA we are attempting to carry out these changes proactively by pushing forward with the technical and organizational options to the best of our ability with high investments, while at the same time taking our employees along with us in the form of in-house and external training and professional development courses. The commitment to remain an independent, owner-run company which can freely determine its own corporate culture and in which the ultimate responsibility for ethical action lies with one person, namely the entrepreneur, holds us together at our very core.

For this combination of dynamic change and social responsibility, we were awarded the Family Business Award in the year under review (see also pages 34/35). This makes us proud of what we have achieved and encourages us to go our own way together as a team. Our most important task in the next few years will be to continue to accomplish and optimize these values throughout the whole of FRAISA.

I would like to thank all of our customers for their trust! And I thank you, dear colleagues, for the cooperation that enables us to combine our forces and makes us stronger. I would also like to thank our suppliers for their support and willingness at all times to further develop processes and products together with us. Thanks to that willingness we are able to continuously improve our services. Together we, the FRAISA team, see ourselves as a link in the overall value creation chain. Our work also strengthens our customers as well as our partners on the supply side. In the same way as their work and trust strengthens us.

When I say "we" I am referring to 536 individuals – all of whom are unique. But only when taken together, they create the overall picture of FRAISA, which is more than the sum of its parts.

Yours sincerely

Josef Maushart
Chairman of the Board and CEO of the FRAISA Group

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Overview of the group's key figures

(Financial figures according to SWISS GAAP FER)

536

EMPLOYEES

503.7

FULL-TIME EQUIVALENTS¹

92.3 million
CHF

BALANCE SHEET TOTAL²

49.9 million
CHF

(54.1 %) **EQUITY**²

[6]

TURNOVER²

94.5 million
CHF

EBITDA²

20.4 million
CHF

(21.6%) OF TURNOVER

RESULT²

10.6 million
CHF

(11.3%) OF TURNOVER

EXPENDITURE

5.4 million
CHF

for **product** and
technology development

INVESTMENTS

8.0 million
CHF

for **machines, plants,**
vehicles and **properties**

¹ as per 28 February 2017

² according to SWISS GAAP FER

³ Consumption of resources per full-time equivalent and year
(excluding travel to and from the workplace)

CONSUMPTION OF RESOURCES

ELECTRICITY³

26,940

kWh

CONSUMPTION OF RESOURCES

FUEL³

612 l

CONSUMPTION OF RESOURCES

NATURAL GAS³

4,252

kWh

CONSUMPTION OF RESOURCES

WOOD³

2,461

kWh

CONSUMPTION OF RESOURCES

WATER³

10.4 m³

**PRODUCTION
AND RETAIL SPACE⁴**

21,078 m²

[7]

EXPENDITURE

for **education** and
training

1'574'616 CHF

EXPENDITURE

for the support of
social and
cultural activities

277'801 CHF

2,664 h

**VOLUNTARY
WORK⁵**

473

(88.3 %)

EMPLOYEES

**WITH COMPLETED
PROFESSIONAL TRAINING**

135

(25.2 %)

EMPLOYEES

WITH HIGHER EDUCATION

26

(4.9 %)

EMPLOYEES

**IN THE DUAL VOCATIONAL
TRAINING SYSTEM (CH AND D)**

4 The total area is divided up as follows:
Production: 15,393 m², **Logistics:** 2,145 m²,
Sales: 1,886 m², **Administration:** 1,654 m²

5 Voluntary work by the members of the Management Board
of all companies in societies, associations, political parties and
other non-profit organisations.

Company, targets and business development

In the 2016/17 financial year we were able to achieve a pleasing turnover growth of 7.8 % (= 6.7 % when adjusted for exchange rate fluctuations). The innovation-driven segment of standard milling tools made of carbide continues to develop at an above-average rate. The level of growth here was 10 %, with the share in the total turnover increasing to 61 %. In the same period the size of the workforce grew by 27 posts (+5.3 %). The number of full-time positions increased on an annual average by 11.7 (+2.4 %).

In spite of the fact that the Swiss franc remains very overvalued, we have succeeded in further improving the earning power of the company. For example, it was possible to improve the EBITDA from 17.7 % in the previous year to 21.6 % in the year under review. The decisive factor in this improvement is the consistent optimization of the core processes.

In the annual risk review we are repeatedly confronted with new risks and changed valuations. We still consider the risk of distortions in the global economy to be relevant. Against this background we are pleased to have a cash position of CHF 16.5 million (previous year: CHF 15.1 million).

This and the high equity ratio of 54.1 % (previous year: 49.6 %) also provide us with the room for maneuver to finance all options even if a serious economic crisis were to occur.

In the past financial year we spent a total of CHF 8.0 million on investments. One of the main focal points of this was the construction of a micro-precision cell in Hungary. A total of CHF 1.7 million was invested for this. Since we have only had this production technology in Switzerland up to now, we were also able to achieve redundancy here from the risk perspective.

For the current 2017/18 financial year we are expecting a growth in volumes of almost 6 % in an economically positive environment. In our opinion, however, the Swiss franc will remain strong. By continuing to consistently implement our strategy in the fields of innovation, automation and process optimization, we are confident that we will also be able to achieve the economically challenging targets in the current financial year.

54 %¹

EQUITY RATIO

16 %¹

BANK FINANCING

8.5 %²

INVESTMENTS

+7.8 %

**GROWTH IN
TURNOVER**

+6.7 %³

**GROWTH IN
TURNOVER**

11 %²

PROFIT

1 of the balance sheet total under Swiss GAAP FER

2 of the turnover under Swiss GAAP FER

3 currency and price adjusted

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SERVICES



[10]

Technical advice



Training ToolSchool



Products



Central logistics



ToolCare® 2.1



Marketing advice



Applications support ToolSchool





Range of services of the FRAISA Group

Services provided by the local branches

		FRAISA SA	FRAISA Deutschland	FRAISA France	FRAISA Italia	FRAISA Hungária	FRAISA USA	FRAISA China	
FOR CUSTOMERS	Technical advice	●	●	●	●	●	●	●	
	Machining training ToolSchool	●	●	●	●	●	●	●	
	Milling tools	Series product	●	●	●	●	●	●	●
		Custom-made products	●	●	●	●	●	●	●
	Threading tools	Series product	●	●	●	●	●		
		Custom-made products	●	●	●	●	●		
	Drilling tools	Series product	●	●	●	●	●	●	
		Custom-made products	●	●	●	●	●	●	
	Central logistics	●	●	●	●	●	●		
	Logistics solution ToolCare®	●	●	●	●	●	●		
	ReTool®	●	●	●	●	●	●		
	FOR SALES PARTNERS	Technical advice	●	●	●	●		●	●
		Machining training ToolSchool	●	●	●	●		●	●
Milling tools		Series product	●	●	●	●		●	●
		Custom-made products	●	●	●	●		●	●
Threading tools		Series product	●	●	●	●			
		Custom-made products	●	●	●	●			
Drilling tools		Series product	●	●	●	●			
		Custom-made products	●	●	●	●			
Central logistics		●	●	●	●		●		
ReTool®		●	●	●	●		●		
Marketing advice		●	●	●	●		●	●	
Applications support ToolSchool		●	●	●	●		●	●	

[11]

Network of the FRAISA Group

Services provided by the subsidiaries

[12]



FRAISA USA, Inc.

Production:

- Production of milling tools
- Production ReTool® (North America)

Service und advice:

- Technical advice
- ToolCare®

Sales:

- Central logistics (North America)
- Sales USA, Canada and Mexico



FRAISA Deutschland GmbH

Principles:

- Technology development

Production:

- Production of milling and drilling tools for special solutions
- Production ReTool®

Service und advice:

- Technical advice
- ToolCare®

Sales:

- Sales Germany



FRAISA SA

Principles:

- Product and technology development

Production:

- Production of milling, threading and drilling tools

Service und advice:

- Technical advice
- Training centre ToolSchool
- ToolCare®

Sales:

- Central warehouse and logistics
- Sales Switzerland, Europe, Asia and South America



FRAISA France Sarl.

Service und advice:

- Technical advice
- ToolCare®

Sales:

- Sales France, Belgium, Luxembourg, Spain and Portugal

Each and every one of our companies has its own very specific skills. They cooperate in a network. In this way, we make all skills available to all customers. In doing so, we maximize the range of services for our partners and minimize the effort required to create it.

For example, FRAISA SA Switzerland stands for product and technology development, as well as with the ToolSchool for the transfer of know-how to our customers. FRAISA Germany provides the ecologically valuable tool reconditioning service ReTool® for all European companies.

FRAISA Hungary, on the other hand, manufactures tools, which have to be produced in large numbers, at particularly favorable conditions in its state-of-the-art factory.

FRAISA USA produces standard and custom tools as well as reconditions tools to observe dimensions in inches for the US market, all based on the technologies of FRAISA SA in Switzerland.

Our sales companies and sales departments ensure that all of the knowledge available to us is integrated into the value creation process of our customers. At the same time they build the bridge between the needs of our customers and our technology departments.

The most important asset of our companies and our network is our employees. They live our corporate philosophy every day at all of our locations. With their achievements for the implementation of the corporate strategy, they contribute the essential aspects for the sustainable success of our group of companies.



FRAISA Italia s.r.l.

Service und advice:

- Technical advice
- ToolCare®

Sales:

- Sales Italy



FRAISA Hungária Kft.

Production:

- Production of milling and drilling tools
- Unfinished parts HSS

Service und advice:

- Technical advice
- ToolCare®

Sales:

- Sales Hungary



FRAISA China Rep Office

Service und advice:

- Technical advice

Sales:

- Sales China



FRAISA SA

Switzerland (Bellach / SO)



[15]

FRAISA SA in Bellach (Switzerland) has been the main registered office of the company since it was founded, with the production facilities for all milling, drilling and thread cutting tools. The facility in Bellach houses the departments of Direction, Administration, Marketing, Research & Development, Logistics, and the ToolSchool. Customers in the Swiss market and our international distribution partners are supported by FRAISA SA.



209
EMPLOYEES

TURNOVER
Financial year 2016/17
68,986,603 CHF

FRAISA Hungária Kft.

Hungary (Sárospatak)





[17]

FRAISA Hungária Kft in Sárospatak and its staff handle customers in the Hungarian market. In addition, 158 employees in this state-of-the-art facility, manufacture top-quality tools for customers within the FRAISA Group.



158
EMPLOYEES

TURNOVER

Financial year **2016/17**

4,858,936,763 HUF

FRAISA Deutschland GmbH

Germany (Willich)



[18]





[19]

FRAISA Deutschland GmbH in Willich and its employees handle customers and distribution partners in the German market. In addition, more than half of the 100 employees manufacture custom tools and provide ToolService for reconditioning of tools. For this purpose, the FRAISA Deutschland GmbH production facility is equipped with state-of-the-art CNC grinding machines, and equipment for cutting edge conditioning and surface coatings.



99
EMPLOYEES

TURNOVER
Financial year 2016/17
28,202,470 EURO

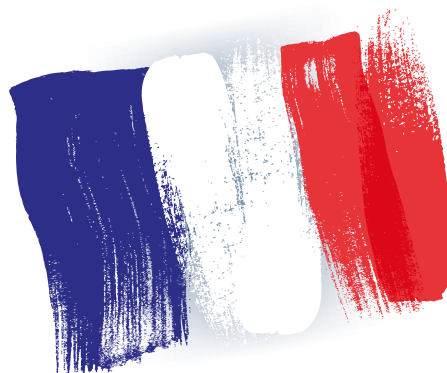


FRAISA France Sarl. France (Lyon)



[20]

The staff of our sales and service company in Décines support customers in the French market. In addition, FRAISA France is responsible for the market zones of Spain, Belgium, Luxembourg and Portugal.



24
EMPLOYEES

TURNOVER
Financial year **2016/17**
15,837,331 EURO

FRAISA Italia s.r.l.

Italy (Milan)



The staff of the sales and service company in Milan look after the customers and distribution partners on the Italian market.



18
EMPLOYEES

TURNOVER
Financial year **2016/17**
10,918,404 EURO

[21]



FRAISA USA, Inc. USA (New Brighton / MN)



[22]

FRAISA USA in New Brighton, Minnesota, supports our customers and distribution partners in the United States of America. In the modern production facility, the employees manufacture the entire range of carbide milling tools in imperial units for the American market. In addition, tool reconditioning and custom tool services are performed.



20
EMPLOYEES

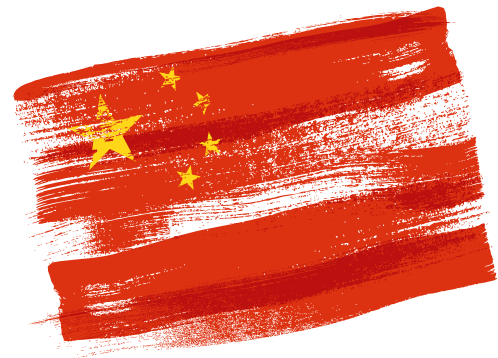
TURNOVER
Financial year **2016/17**
6,688,796 US\$

FRAISA China Rep Office

China (Shanghai)



The FRAISA China Rep Office was established in Shanghai in 2013. Our employees in China look after the customers and sales partners in the Chinese market.



[23]

5
EMPLOYEES

TURNOVER
Financial year 2016/17
1,442,513_{CHF}



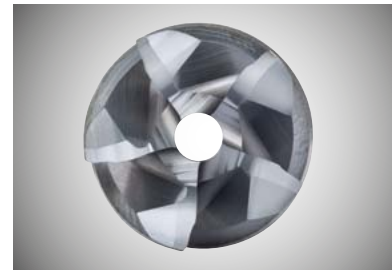
[24]

PRODUCTS





Products



Product innovations that are tailor-made to customer wishes are some of FRAISA's outstanding features. Here, the latest process technologies, coatings and test methods are used to develop high-performance tools that significantly increase the production efficiency of our customers due to their performance and reliability.

A good example of this is the multifunctional milling cutter MB-NVDS (MFC). With this tool it is possible to cover up to 96 applications, for which users previously required a significant number of different tools. With the MFC milling cutter, the user saves logistics costs and time, as well as numerous storage locations in the tool magazine, and significantly reduces the tool changing time during machining. The MFC milling cutter is the answer to the customer's wish to effectively counter the ever-increasing complexity of the manufacturing process.

Tools for mold and die construction have been an integral part of FRAISA's extensive product portfolio for many years. This range has now been expanded to include a new highlight. With the Sphero-CVD and SpheroCarb product families, FRAISA offers highly innovative products for the first time which enable the effective milling of carbide. The geometry of the milling cutter, which is precision-machined to a few micrometers, allows the rough-cutting and finishing of high-precision carbide shapes, which reduces the overall machining time by almost 80 % compared to electrical discharge machining and therefore helps our customers to make huge gains in productivity.

The SpheroCarb milling cutter has also been developed precisely for this machining technology. Since the SpheroCarb was primarily designed as a finishing tool and covers the smaller diameter range up to 1 mm, the milling cutter is provided with a CVD diamond layer. Finishing surfaces on the workpiece with Ra values of 0.8 μm can be produced and the tool service life is well over an hour. The SpheroCarb therefore rounds off the milling program for carbide machining for small and high-precision cavities.

However, milling is not the only domain of FRAISA – there is also the field of thread milling. As a result of the precise coordination of HSS substrate hardness and surface conditioning, it has been possible to significantly reduce the level of wear on the thread formers. The result is a quantum leap in the life of the tool. These technological improvements have been transferred to the entire thread former range. With this "new quality" it is possible to create more than four times as many threads that remain within the tolerances compared to previous models.

In conclusion, however, the family of the Microdrill NX should not go unmentioned. These tools round off the FRAISA drilling range in the field of internally cooled drills up to a bore diameter of 0.8 mm. A clever combination of cooling channel positions and cooling channel diameters helps these drills to achieve a particular degree of robustness, coupled with excellent chip removal. This is a problem solver for our customers, where the main focus is on process reliability and high performance.

[25]



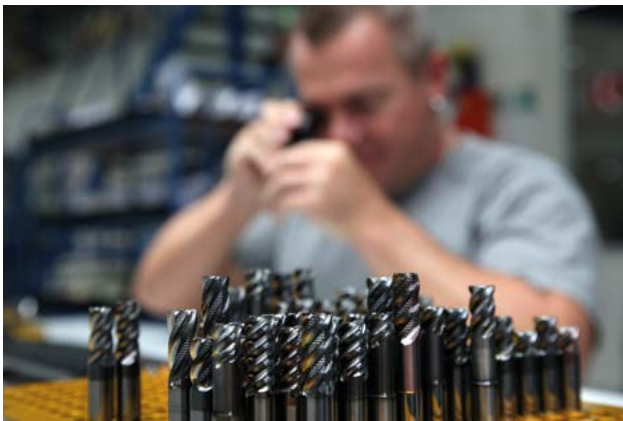


[26]

CUSTOMER SERVICE



Customer service



Services are not just accessories to the products. The services are designed to reduce effort and resource consumption while at the same time maximizing the benefits of the product.

For this reason we successfully launched another service with ReToolBlue in May 2016. With ReToolBlue we take the task of the closed material cycle (life cycle management) into our own hands. ReToolBlue has been very well received by our customers. Used carbide tools with a weight of more than 10 tonnes were returned to the material cycle already in 2016. The development of new services and the further development of existing services are strategic tasks for the FRAISA Group. On the way to "smart industry", good and innovative services are becoming increasingly important. That is why we have formed a development team which takes on the strategic tasks associated with "smart services".

The services offered by FRAISA:

ToolCare® 2.1

With ToolCare® 2.1, the comprehensive tool management system from FRAISA, the productivity of our customers can be increased considerably. With the cloud-based management software ToolCare® 2.1, the tools used in production can be stored in such a way that they can be quickly found and efficiently managed.

ToolService

With the ReTool® re-sharpening service, FRAISA ensures that customers can achieve maximum operating data even when using re-sharpened tools. With the new ReToolBlue service we return the used tools to the recycling process and thereby close the material cycle.

ConceptTool

Custom tools are "made-to-measure" tools. Those specially manufactured tools are adjusted to the specific needs of the customer and adapted to current market requirements.

ToolSchool

FRAISA not only produces new tools, but also provides future users in the in-house ToolSchool with instructions on how to optimally use the tools in practice, what are the latest technologies and what measures help to improve the customers' production processes and reduce costs. Recently, ToolSchool has started to communicate its know-how by means of an e-learning platform to our employees worldwide.



[27]

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A decorative graphic consisting of two red lines that curve from the left side of the page towards the right. One is a solid line and the other is a dotted line. They meet at a small red dot on the left side of the text.

SUSTAINABLE
DEVELOPMENT



Values



When Hans Stüdeli handed the business over to members of a younger generation in 1995, after 41 years of formative and passionate work, they identified the key values of FRAISA together with the workforce and embedded it in its mission statement. And these key values continue to apply unchanged:

- **Quality and technological advancement** for the product and in production.
- **Collegial communication** and high personal responsibility.
- **Cooperation** with all partners for mutual benefit.
- **Environmentally friendly products** in ecologically compatible processes.
- **Fairness** in everything we do.
- **Preservation of autonomy** as an owner-run company.

Furthermore, the Supervisory Board and Management Board are committed to the ideas and work of the Global Ethic Foundation (www.weltethos.de).

For us, the most important principles of the global economic ethic are:

- The dignity of all people is inviolable.
- Sustainable business management never only serves one's own interests.
- The golden rule of reciprocity: Do unto others as you would have them do unto you. It stands for reciprocal responsibility, solidarity, fairness and tolerance.
- Occupational safety, product safety and safety of products are fundamental requirements.
- Responsibility, integrity, transparency and fairness are fundamental values of economic activities which are characterised by compliance and integrity.
- Corruption is unacceptable.
- Truthfulness, honesty and reliability are values without which sustainable economic relations, which safeguard human welfare, cannot thrive.
- The discrimination of people because of their sex, race, nationality or religion is unacceptable. Inhuman actions or dealings contrary to the principles of human rights will not be tolerated.

[29]





Innovations



The word innovation, which is derived from the Latin word *innovare* (renew), is interpreted in a very forward-looking way at FRAISA.

[30]

The focus is on the employees: not only in the field of development, but also in production, marketing, logistics and sales. Due to the close networking and intensive cooperation between the departments on the one hand and the conscious admission of creative periods on the other, a unique climate of motivation is created which promotes the development of groundbreaking tool solutions.

In this, the very proactive examination of the latest technologies also plays a role. Laser or scanner technologies, as well as humanoid robotics and integrated tool sensor technology, provide support for the development projects in order to combine a maximum level of tool performance with inexpensive and efficient production.

Currently, the production of microdrills and tapping gauges with a laser is being investigated in order to explore not only the technological limits, but also the opportunities available.

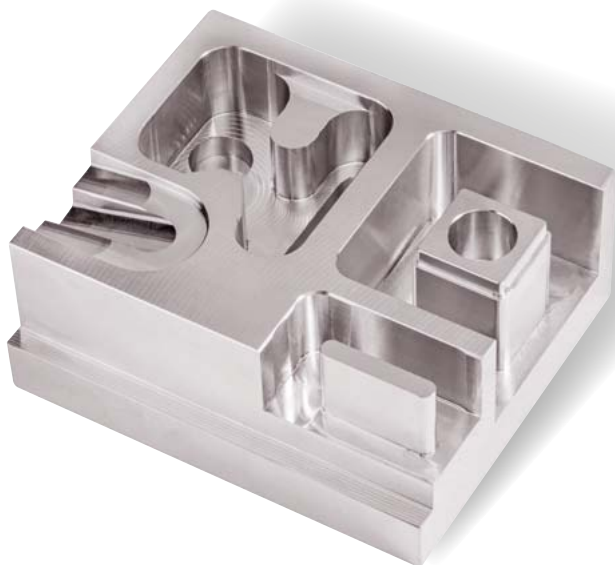
Mold and die construction is looking for innovative solutions so that complex 3D shapes can be milled even more closely to the final contour. FRAISA is currently working on development projects that satisfy these customer requirements with new machining strategies and completely new tool geometries.

Last but not least, mention should also be made of the coating technology. Nowadays, hard-coated layers play a decisive role in determining the range of application and the service life of the tools. Intensive investigations in the field of PVD hard coatings and CVD diamond layers accompany tool development projects in order to offer our customers the tool performance they need in order to be able to produce competitively even in high-wage countries.

However, a company the size of FRAISA also needs partners if it is to operate with speed and agility. For this reason, FRAISA is integrated into a fine-meshed network with a large number of university and industrial partners which allows the company to explore the latest technologies.

Innovation is a process that not only has to be practiced, but also guided. The process is practiced through intensive communication with our customers in order to ensure that we always have an up-to-date picture of their needs – and to provide us with inspiration. But also the regular attendance of advanced training courses, seminars and congresses opens our eyes to future innovations. In a structured process, the ideas are collected, evaluated and condensed into research and development agreements.

The process is guided by our 2021 long-term strategy, which provides support for our fields of activity and describes our targets. Every FRAISA employee is informed of the core elements of this long-term strategy so that he or she can act accordingly.





Health and occupational safety



Comprehensive – and in many cases state-regulated – procedures, institutions and regulations have been established in all countries for the purposes of occupational safety. They all aim to avoid accidents and prevent damage and injury, especially permanent injury to employees. And these procedures and measures have a very positive effect in the majority of cases. Fortunately, serious occupational accidents have become rare in all modern industries.

In the statistics which record the employees' levels of absence, it is disease and illnesses which dominate the picture. On average, around 80 % of all unplanned absences are attributable to the category of illness/disease. In the FRAISA Group, the level of absenteeism among the employees in 2016 was 9 days on average. Of these, the employees were ill for 7 days, absent due to accidents in their private lives for 1.5 days and absent due to accidents at work for 0.5 days. This means that we are well below the average values for our industry. This is very pleasing indeed. On the one hand because our operational efficiency is higher, and on the other hand because illness always places a burden on the individual.

We are convinced that in many cases, illness has something to do with an individual's overall feeling of wellbeing and their job satisfaction. For this reason we have conducted an extensive employee survey in Switzerland with the support of the Helsana health insurance company.

The return rate was very good at 78 %. The overall levels of satisfaction were also better than the average for the industry. It has already been possible to improve some of the critical points by means of short-term measures, while others such as noise and temperature conditions in the workplace will probably be implemented as part of a building adaptation process in 2018.

The large amount of feedback was very revealing to us and we are striving to continuously improve the conditions in the workplace. Against this background, employee surveys are also to be carried out among the larger foreign companies.

We all experience crises in our lives sooner or later. Sometimes we do not see a way out and do not know what to do. In such situations we often also lack the courage to talk to a colleague or supervisor. In order to provide assistance in such situations as well, FRAISA works together with ICAS all over the world. ICAS is one of the leading ESP (Employee Assistance Program) providers. All of our employees and their family members have direct 24/7 access by telephone to assistance and advice wherever they are in the world. In conjunction with the EAP program, highly qualified individuals are available at all times for initial contacts. Everything can be organized on this basis – from legal or family counseling to psychotherapeutic care. The service is anonymous and free for the employees. It is our intention with EAP to help our employees during personal crises, provide them with competent support with respect to matters of the law and everyday life and improve their overall satisfaction.

[31]





Education



FRAISA makes use of in-house and external training and professional development. In the 2015/16 financial year we invested CHF 1.6 million or 1.7 % of our turnover, i.e. 15 % of our profits, in professional development.

[32]

When considered at the individual employee level, this corresponds to 3.2 days of professional development per year and a cost burden of CHF 3,120 per employee per year.

Thanks to these efforts, we are able to qualify our next generation of employees in almost all areas ourselves and thus make an important contribution to our productivity, innovation and reliability.



The percentage of colleagues who have not completed vocational training has been reduced from 8 % to 7 %, mainly as a result of in-service catch-up training for adults. The catch-up training is paid for in full by FRAISA, with the tuition days considered to be paid working time. Over the past two years 16 people have started such catch-up training. It is notable that at the start of the training, 5 people were already over the age of 50. Most of the interim reports confirm outstanding performance and we are convinced that everyone who completes their catch-up training in 2017 will pass with flying colors.

Learning and qualifications provide each and every one of us with security, perspectives, better pay, motivation and satisfaction. As a result, the development dynamics of the company improve, leading to faster problem-solving, continuous improvement, shorter project times and greater production efficiency. Because more qualifications in many cases are associated with a greater sense of self-assurance and self-confidence, the team spirit and positive working atmosphere are also promoted.

In the area of the ToolSchool, extensive work was carried out in 2016 on the implementation of an e-learning platform. This will be used in the future as a supplement to the classic ToolSchool aspects of technical training, and subsequently for all forms of in-house professional development. It has already been possible to implement initial applications for new products.





Resources



The use of tungsten and cobalt (carbide) is still one of the main focal points of our ecological improvement program. Since May 2016, our system of a closed cycle for carbide has been available throughout Europe.

The ecological cycle of our tools and the environmentally conscious use of precious carbide begin with product development, where it is specified how much work a piece of carbide can subsequently perform in the form of a milling tool. Of equal importance is the selection of an optimum tool for the task. However, expedient use can only be achieved by the application of appropriate operating parameters. With its experience in the supply of technology data and Europe's largest manufacturer's range of milling tools, FRAISA offers the best conditions for the ecologically optimal use of new tools.

However, the tools which are used in everyday industrial practice are often still far from ideal. This is where our comprehensive tool management system ToolCare® 2.1 comes in, which covers local tool stores on the customer's premises. These are equipped in accordance with the customer's requirements and enable a wide range of tools from different manufacturers to be administered. The ToolCare® system results in the repeated use of certain tool types – and therefore a "learning effect" in relation to the optimal use of the tools. There are no longer any tools left over and tools are no longer overlooked.

Tools that have been used once and which have only minor wear can continue to be managed in the FRAISA ToolCare® system. If the tool is too heavily worn, an online price calculator allows an immediate decision to be taken as to whether reconditioning would be cost-effective. For its own tools, and within the framework of the true-to-original ReTool® reconditioning process, FRAISA guarantees a minimum of 80 % of the original tool service life under unchanged operating conditions. ReTool® tools can also be managed in the ToolCare® system.

Tools that can no longer be re-sharpened are returned to FRAISA within the framework of the new ReToolBlue service and the value of the carbide is refunded. FRAISA cooperates with its raw material suppliers to ensure that this material is recycled. Our partners either process the material into rods, which in the shaft area consist of recycled material and in the cutting edge section of new material, or they go down the route of complete recycling and re-generate completely new carbide from the used material.

The ecologically optimized use of the carbide raw material therefore extends from the product development stage, through tool management and application optimization, all the way to repeat reconditioning and ultimately a recycling process which is appropriate for the level. In this manner, not only is the material cycle closed, but the benefit obtained throughout the life cycle of the tool is maximized. This process is equally interesting from the ecological and economical aspects because it saves resources and reduces costs.





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PORTRAIT





Portrait: Family Business Award 2016



FRAISA SA was presented with the Family Business Award on September 14, 2016. The firm impressed the jury with its corporate philosophy and culture, as well as the manner in which it exercised its social and corporate responsibility.

The high-ranking jury with famous personalities from politics and business stated that it had based its assessment and the award of the prize on the following values

- long-term thinking and action
- strong corporate culture
- high social and corporate responsibility
- dynamism and flexibility
- strong personal relationships with the employees
- high level of equity financing

The Family Business Award was presented in 2016 for the 5th time. It was donated by AMAG Automobil- und Motoren AG and implemented organizationally by the team of the SWISS Economic Forum SEF.

The public communication of the important achievements of family businesses for the Swiss economy is one objective of the Family Business Award. AMAG created the award in honor of its founder and patron Walter Haefner, who was always committed to the practice of a genuine corporate culture. The award is intended to draw attention to the important economic significance of family businesses in Switzerland.

The companies which receive the award are family businesses from Switzerland which display a high level of responsibility and entrepreneurial sustainability. The term family businesses refers to companies whose majority share capital is in family ownership. Furthermore, either the Chairman of the Board of Directors or a member of the operational management (Executive Board) of the company is a family member.

FRAISA received a Family Business Award certificate confirming its particularly sustainable entrepreneurial activities. Furthermore, in December 2016 at AMAG in Solothurn, the company was ceremoniously presented with a new VW Passat Variant GTE, an environmentally friendly plug-in hybrid made by Volkswagen.

The owners, Board of Directors and Executive Board of FRAISA understand this award – which relates to FRAISA SA, but explicitly includes the entire Group – to be confirmation of the joint work carried out up to now, as well as being motivation for the future. As a sign of the appreciation of our employees, each FRAISA company will be holding a family celebration for the local workforce and their family members in 2017.

The awarding of the Family Business Award is not meant to be an end or a climax, but a starting point for the fact that the company will continue to improve continuously in view of the aforementioned criteria of awarding prizes.

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COMPANIES

fraisa

Empfang
Welcome

Corporate Governance Bodies



Board of Directors and Executive Board of FRAISA Holding AG

(from left to right)

Thomas Nägelin
 Dr. Dirk Kammermeier
 Prof. Dr. Peter Ruf
 Ursula Maushart
 Dr. Fritz Gantert
 Josef Maushart
 Charlotte Froelicher-Stüdeli
 Hanspeter Kocher
 Dr. Markus Schibli



Board of Directors and Executive Board of FRAISA SA

(from left to right)

Thomas Nägelin
 Head of the Sales & Marketing Division

Hanspeter Kocher
 Head of the Financial Division, IT, Logistics, HR

Dr. Dirk Kammermeier
 Head of the Production Development Division

Charlotte Froelicher-Stüdeli
 Member of the Board

Josef Maushart
 Chairman of the Board,
 Chairman of the Executive Board

Stefan Gutmann
 Head of the Production Division

Dr. Markus Schibli
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Here, you will be provided with further information on the FRAISA Group.

You can also use our ordering service via our E-Shop and benefit from our changing offers.

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passion
for precision

