



The Power to Move Ahead



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Company Profile

The Company



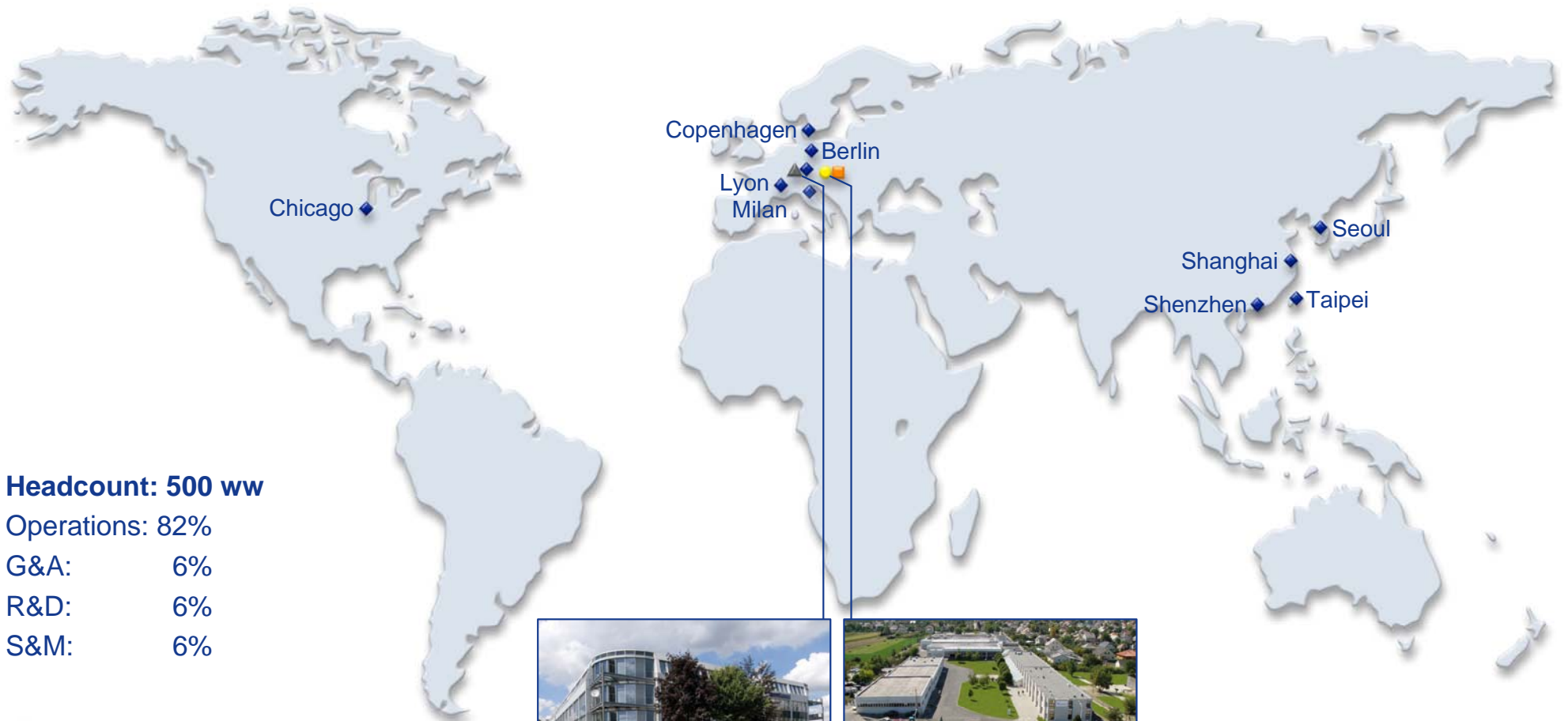
Vincotech, an independent operating unit within Mitsubishi Electric Corporation, develops and manufactures high-quality electronic power components for Motion Control, and Renewable Energy applications. The company's manufacturing services support customers in their efforts to master complex challenges in electronics integration. With some 500 employees worldwide, backed by vast experience and a long history in electronics integration, Vincotech leverages these assets to help customers attain maximum market success. Vincotech has consistently achieved strong growth, clearly outperforming the market.

In 1996, the company first planted a footprint in a market that holds great promise for the future, power modules. Ever since, a dedicated team has developed state-of-the-art technologies engineered to create compelling new components, both standard and customized, for motor drives, solar inverters, welding equipment, and power supplies. Today Vincotech is a market leader in power modules.

Headquartered in Unterhaching near Munich, Germany, Vincotech also owns and operates a site in Bicske, Hungary. The ISO9001- and TS16949-certified factory in Hungary develops and manufactures all power modules. Engineered to comply with the RoHS standard, these modules are subjected to a battery of electrical and functional tests prior to packaging to ensure they fully satisfy Vincotech's rigorous standards for quality. The Hungarian site also offers electronic manufacturing services.

The name Vincotech stands for highest product reliability, excellent customer service, and flexible, competitive solutions, all of which culminate in outstanding customer satisfaction. Highly motivated and experienced engineering teams at two R&D centers, supported by skilled technical service crews in all major regions, provide the underpinning for the company's strong technology portfolio.

Vincotech – A Worldwide Company



Headcount: 500 ww

Operations: 82%

G&A: 6%

R&D: 6%

S&M: 6%

- ▲ Headquarters
- Design Centre
- ◆ Sales Offices
- Manufacturing



Unterhaching (Munich),
Germany



Bicske, Hungary

The Vincotech Vision: Being Supplier of Choice



Vincotech will be recognized as supplier of choice for Power Modules for Motion Control and Solar Inverter applications. Vincotech will deliver the highest product **reliability**, excellent customer **service**, and **flexible and competitive** solutions. This will result in outstanding customer and employee satisfaction.

Focus on Reliability:

Vincotech's policy is to deliver highest product reliability with error-free products and services on time. All products and services meet customer requirements. Quality, continual improvement and customer satisfaction are the personal responsibility of each employee.

Focus on Service Mentality:

Vincotech provides excellent customer service. The teams of global Sales and Field Application Service, Marketing, Logistics, Customer Service, and last but not least Research & Development work hand in hand to create value for the customers.

Focus on Flexibility and Competitiveness:

Vincotech is a flat networked organization in which speed and flexibility in decision-making and RFQ responsiveness characterize the way of working. Competitive total cost solutions made Vincotech to a marked leader in Power Modules.

The Senior Leadership Team



Joachim Fietz - Managing Director (CEO)

Joachim Fietz heads the Vincotech Group. Joining the Company in January 2009, Joachim previously held senior positions in engineering, sales, and operations during a career spanning more than two decades. Most recently, he served as CEO of Innominate Security Technologies AG, a Berlin-based company funded by venture capital that develops and sells advanced network security products to global customers. Before, he was Managing Director of Storage Technology GmbH, where he restructured and refocused the business to achieve significant profit and sales increases. At Sun Microsystems, he managed the German sales team, where he drove growth in core vertical markets.

Joachim earned a master's degree in Mechanical Engineering from the University of Hanover, graduating summa cum laude.



Ralf Meinardus - Managing Director Finance (CFO)

CFO Ralf Meinardus is responsible for Vincotech's financial operations worldwide. Prior to joining the company in 2009, he served as Managing Director Finance HR and IT for the Ondal Group, a privately owned medical equipment company, where he introduced modern, flexible work agreements and improved investor and banking relations. As Managing Director Finance for Avaya Germany from 2005 to 2008, he was a driving force behind the new business strategy, achieving major cost reductions and quality improvements. From 1996 to 2005, Ralf held several senior finance positions at General Electric, where he led successful business initiatives throughout Europe.

Ralf earned a bachelor's degree in European Business from the College of Trier, followed by a master's degree from the University of Leicester.



The Senior Leadership Team



Eckart Seitter - Vice President of Global Sales and Marketing

As VP Global Sales and Marketing, Eckart Seitter's mission is to drive sales growth, win new customers, and boost design-win performance. Joining Tyco Electronics in 1999, he has served as Director Global Sales and Manager Product Marketing, and successfully developed sales in the renewable power generation market. With over 15 years experience as a manager and executive, he has a strong background and leadership skills in international sales, strategic marketing, and business development. Previously serving as Industry Marketing Manager Mobile Communication at Molex Services GmbH, where he developed European mobile phone accounts, Eckart was also International Sales and Project Manager for military, aerospace, and medical industries sales at AXON Kabel GmbH.

Eckart earned a bachelor's degree in engineering from the University of Technology in Esslingen, Germany, and a master's degree in International Marketing from the Export-Akademie Baden-Württemberg.



Peter Sontheimer – Vice President R&D and Product Marketing

As Vice President R&D and Marketing, Peter Sontheimer is responsible for researching, developing and marketing industrial products such as power modules. He is tasked to establish the entire standard product portfolio for the target markets and manage various custom developments. Since Vincotech GmbH's launch, he has headed up the newly formed business units Power Modules & Hybrids and Positioning Products. Joining the company in 1997 as Product Marketing Manager, Peter was later promoted to Director Product Line Power & Switches, and then headed up Marketing & Sales for Power Modules. Before that, he had been responsible for Sales Switching Devices in the automation market for the French manufacturer Crouzet.

Peter holds a diploma degree in electronics from the University of Kaiserslautern.



Senior Leadership Team



Karin Schiller – Director Human Resources

As Vincotech's Director of Global Human Resources, Karin is responsible for envisioning and implementing the company's strategy for worldwide staffing, employee relations, training, organizational development, compensation and benefits, human resource systems and processes, and internal communications. Joining Vincotech in September 2008, she had previously been HR Business Partner at NetApp, a double-digit growth company and Great Place To Work award winner, for six years. Prior to that, Karin had lived in California for two years and provided HR leadership to international high-tech companies such as Sun Microsystems and Knorr Bremse AG at both the operational and strategic levels.

As a trained and certified HR specialist, she has earned the title of Bachelor Professional of Human Resources Management (CCI).

