

FACT BOX

**FULL NAME:**

Teknosystem Sp. z o.o.

PRESIDENT:

Marcin Szczypa

INDUSTRY:

Production of cable harnesses

YEAR OF FOUNDATION:

1990

EMPLOYEES:

135

TURNOVER:

PLN 43 million

www.teknosystem.com.pl

partly in Sweden and partly in Poland. Dynamic development of the company resulted in opening the Teknosystem company in 1990, and the company was to ultimately only manufacture for the needs of Teknoproduct AB. Currently, the production plant in Poland supplies products to Teknoproduct AB's customers in Sweden and to its own customers both in Poland and in other European countries.

The Teknosystem company offers a wide range of products. Could you please tell us in detail about the company's offer?

Actually, we don't carry any of our own products apart from the production of lighting under our VIKING brand. The entire manufactured output is special production for specific projects and created in accordance with the documentation provided by customers. These are mainly cable harnesses and electrotechnical systems. Additionally, we deliver rubber and metal elements, and fiber optic cables. Statistically, we produce around 2,000 different types of harnesses and systems a year.

What distinguishes your offer from the competition?

Thanks to many years of collaboration with the world's largest industrial and telecommunications or automotive

companies we have developed very high quality standards in our production processes. Quality control is present at every stage of product development. Our machine park is subject to regular and very rigorous periodic inspections and validations. Each ready harness that leaves our production plant is additionally electrically tested. I think this is what distinguishes us on the market. We ensure very high quality and reliability of the product. In this respect, we are able to meet the expectations of even the most demanding customers.

Who is your offer for?

Our offer is addressed to all those customers who need very high-quality products. We don't distinguish any particular industry here, as we operate in many sectors and in many markets. We specialize in highly advanced cable harnesses.

The Teknosystem company conducts industrial research and development works. Could you tell us a little about the design possibilities of the company? Are you planning to introduce any new products to your offer in the near future?

We have an R&D department in our structures. We participate in projects involving UE financing. We cooperate with ITME (Institute of Electronic Materials

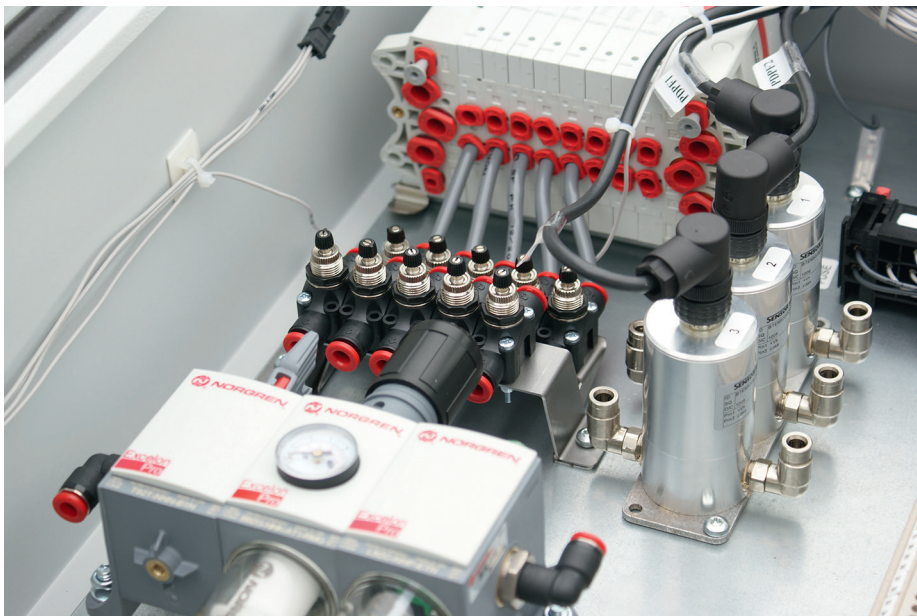
The Teknosystem Sp. z o.o. company for over 30 years has been producing electrotechnical systems, cable harnesses and optical fibers. The company located in Warsaw designs products to comply with individual orders and manufactures them using the highest quality components. The quality of production is evidenced by many awards and certificates won, including ISO 9001: 2015 or ISO 14001: 2015. The company is a part of the Teknoproduct AB group and cooperates with key industrial customers from Poland and Europe.

We're talking to Mr. Zbigniew Bańkowski – Development Director at the Teknosystem Sp. z o.o. company.

Could you briefly present the history of Teknosystem Sp. z o.o.? What's its origin?

In 1986, Teknoproduct AB was founded in Sweden. From the very beginning, the company dealt with the supply of cables and electrotechnical systems for Swedish companies. Production located was





Technology) in Warsaw, Łukasiewicz Research Network and the Warsaw University of Technology. As part of EU funding, we are currently working on a prototype of a UV-C viricidal lamp. If the project is successful, we will launch the production of the lamp that can bring tangible benefits in the era of fighting the COVID-19 pandemic.

Can you tell us about the company production facilities? Is the Warsaw plant equipped with the latest production and quality assurance technologies?

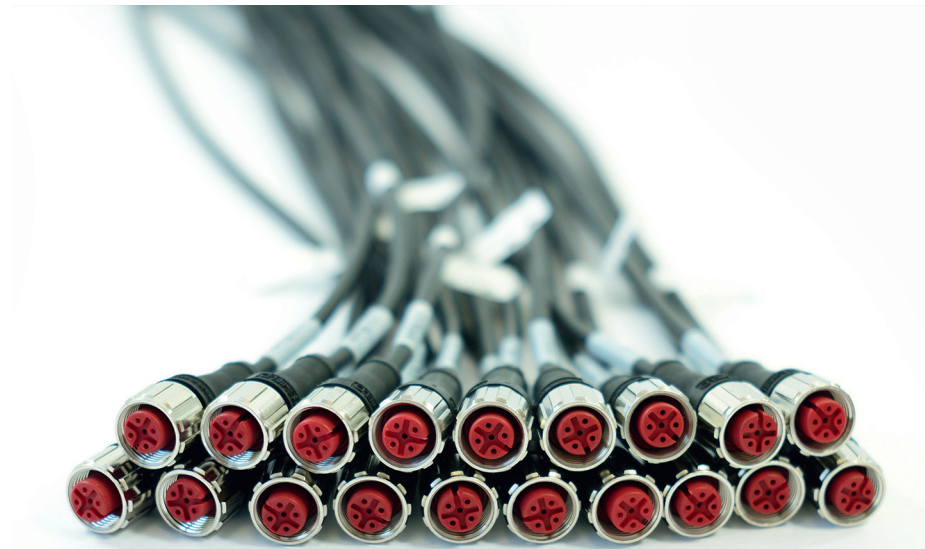
As I mentioned before, we focus on quality, so we have a very modern machine park and research laboratory. Recent investments in the Teknosystem company included the purchase of new KOMAX ZETA and KOMAX GAMMA machines, the purchase of several dozen tools for crimping connectors as well as the purchase of laboratory equipment. We implement the 5S and TWI systems in our production. All devices are subject to periodic inspections, maintenance and validation procedures in order to ensure the highest quality of our products.

Teknosystem has many satisfied customers in Poland and Europe. What made your company so successful and what gained the trust of your customers?

We achieved all this thanks to the determination and hard work of the entire Teknosystem team. It was that much more difficult that we started practically from scratch, developing and growing

the company year by year, hiring new people, and fitting our production with more and more modern tools. We don't stop in this process - we continue to develop, acquire new markets, new customers and new projects. It's not easy in the times of big competition, but it's the only right direction.

Achieving success in business wouldn't be possible without the right staff. How many people do you currently employ? Can you tell us about the staff of Teknosystem specialists?



At the moment, employment exceeds 135 people in Poland. Many people in key production positions have been with us almost from the very beginning. We have employees with over 20 years of

employment and with vast experience.

We also have very carefully selected production staff. They are aware of the fact that our highest value is quality and everyone contributes to it. This is very important for us.

Apart from business activity, employer branding activity is equally important. What does your company offer?

When it comes to employer branding, Teknosystem introduced a number of activities. First of all, there is flextime. Working hours can be adapted to individual circumstances. Employees are first recruited for new positions internally. Employees can be promoted to higher positions within one company. Socializing events are organized on a regular basis. There is also a newsletter informing employees about important events in the company which helps the employees stay aware of the importance of their work for the company.

Quality of the products is your priority; therefore, you cooperate only with reliable suppliers. Could you highlight any of these companies - the most important partners?

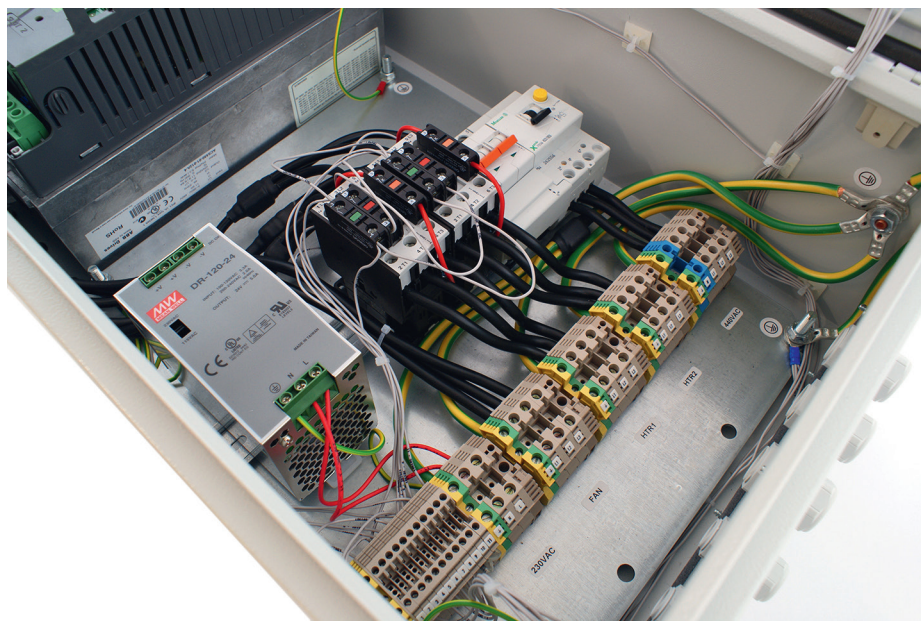
We have been cooperating with the world's best producers of components

stability are very important to us. It's crucial to be credible and reliable for our customers.

The pro-social aspects of business activity are also a very important part of business. Are you locally involved in the sectors not related to the industry?

Yes, we've been involved in sponsoring a local football team. In the era of

our employees with appropriate protective devices, such as masks and helmets, and there are hand disinfection stations. The production work was distributed in such a way that as few people as possible worked at the same time, as far as possible from each other. I must admit that the staff diligently complied with disinfection of hands, wearing of helmets and keeping a safe distance.



COVID-19, we've also been helping to supply masks and helmets, and offering our lighting to the built temporary epidemic hospitals.

Certificates confirm the high-quality functioning of the company and of the offered products. What are the most important certificates you can show off?

From the production of harnesses point of view, the most important for us are the ISO9001 and ISO14001 quality certificates. We have the UL certificate, the AQAP military certificate and the IPC-A-610 and IPC / WHMA-A-620 certificates.

The coronavirus pandemic has left its mark on many industries. To what extent has the epidemic affected the operations of your company?

After the introduction of restrictions related to the pandemic in 2020, we adapted our workplace to safety requirements. We introduced home-office work and alternating and multi-shift systems of work on the shop floor. We equipped

What are the company plans for the coming years? What challenges are you preparing for the company?

As I mentioned before, we want to develop further. Win new markets, use new technologies, expand our machine park and increase production. There is no other way. We need to become stronger and more competitive. This is a guarantee of further success of the company.



Teknosystem has been continuously developing its operations for over 30 years. What are the achievements of the company so far are you most proud of?

Teknosystem was established in 1990. Those were very turbulent and unstable times. Times of great changes in the Polish economy. Free market. Anyone could start a business and trade or manufacture. At that time, a lot of companies were established in Poland. Some companies achieved spectacular successes and then were faced with dramatic failures. Many companies didn't survive. Huge conglomerates, unable to cope with the free market economy, also collapsed. The Teknosystem company in this troubled time was developing slowly, at its own pace. The company survived all the economic crises we faced in the previous years. It all happened thanks to the tenacity of the people managing the company and hard work of its employees. I think that from the very beginning this was intended to be long-term and stable project. Now is 2021. The company is constantly developing. In my opinion, it is a really great success. I can't help but wonder how far Teknosystem will go in the next 30 years?