

4Q

THE PLACE WHERE
FUTURE HAPPENS





WE ARE
4C



Content

About us	4
Facts about the 4a Group	5
History	6
4activeSystems GmbH	8
4a manufacturing GmbH	10
4a engineering GmbH	12
4airis GmbH	14
Introductions	16
Visions	30
The values of the 4a group	31
Benefits	32
Jobs within the 4a Group	33
Corporate activities	34

About us

4a Group specializes in material science, traffic and vehicle safety, communication and acoustics.

Our core competence in development is the in-depth understanding of materials, plastics, sandwich composites, lightweight construction and mechatronics and their application in the development of products for our customers.

We develop and utilise special simulation, testing and sensor technologies. Our companies are united under the common motto "IN PHYSICS WE TRUST". Our employees are experts in the fields of simulation of plastic and composite materials, production of lightweight materials and sandwich composites as well as in the development and production of special test and sensor systems. The 4a companies are global technology and market leaders in their respective specialized market segments.



Facts about the 4a Group

Employees



190

more than **1000**
customers

📍 headquarter
TRABOCH



6

LOCATIONS

- 📍 Traboch
- 📍 Vienna
- 📍 Spielberg
- 📍 Japan
- 📍 China
- 📍 United States

worldwide

3 and **19**
service centre trading partner

more than **2000**
projects



2002
company foundation

certificates

- 📄 TISAX
 - 📄 ISO 27001
 - 📄 ISO 9001
 - 📄 ISO 14001
- global-market leader

History

2002

4a engineering GmbH founded. Material simulation, material maps, lightweight construction materials.

2006

Advancement in the development of the first systems for testing active vehicle safety in road traffic.

2014

Market milestone in speaker micro-sandwiches, over 1 billion speakers for mobile phones, tablets, laptops made.

4a manufacturing GmbH founded. Speaker membrane micro-sandwiches for mobile phones and laptops.

2004

Internationalization of the corporate group through distribution partnerships in Europe, China, Japan, and the USA.

2012

4activeSystems GmbH founded. Proactive vehicle safety, dummies with real characteristics.

2015

2019

The corporate group takes a significant step forward with opening its first international branch in Japan.

2021

Further internationalization by opening branch in the United States of America.

2022

The corporate group takes a big step ahead by opening its first branch in China.

Entry into the market for components used in 5G antennas and satellite communication.

2020

The first projects in battery cell testing are established and executed.

2022

The unveiling of the new office complex, complete with office spaces and a childcare facility, in Madstein.

2023



The business division of 4activeSystems has been developing systems for active vehicle safety since 2006 and was spun off as a separate company in 2015. This allowed the company to evolve more dynamically and autonomously. Today, 4activeSystems is the market leader in advanced testing technologies for active vehicle safety. It provides innovative solutions to reduce the number of traffic fatalities and ensure safety, while strictly adhering to the highest international standards. With over 70 employees, headquartered in Austria, and offices in Germany, Asia, Japan, and the USA, 4activeSystems serves more than 600 customers worldwide and has already implemented over 2,000 projects. The company possesses highly automated robot platforms for ADAS and autonomous driving tests. The testing system incorporates state-of-the-art technologies with live monitoring, auto-reporting, and comprehensive connectivity between individual test elements. 4activeSystems is the go-to partner for vehicle manufacturers, testing laboratories, and automotive suppliers worldwide in this field.



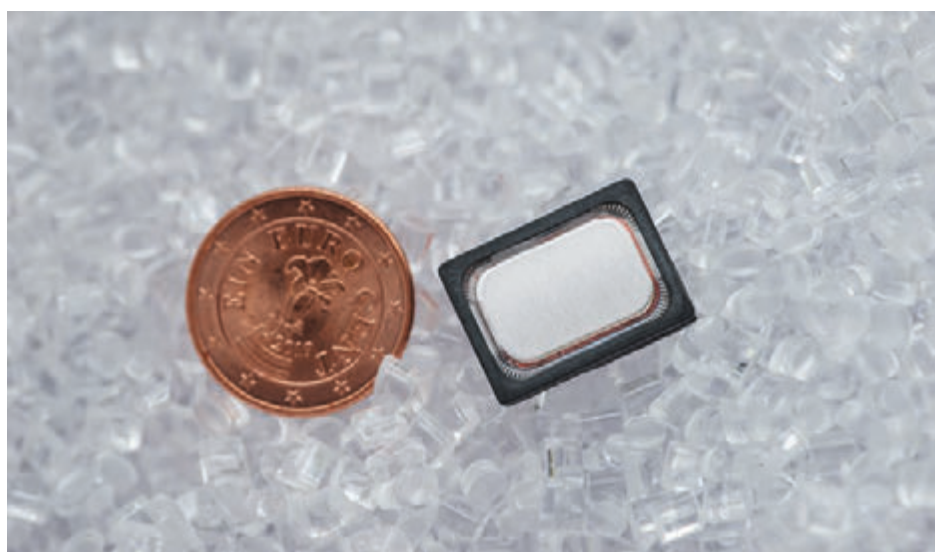
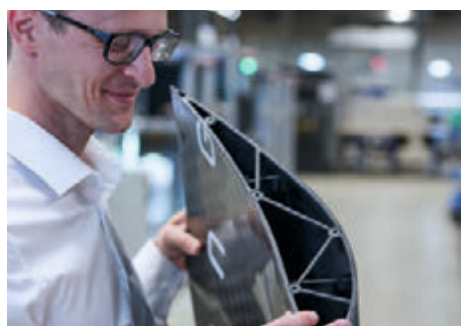


4a

MANUFACTURING

4a manufacturing was founded in 2004 and was the first company worldwide to develop a technology to use a rectangular speaker instead of a round one for mobile phones. The new shape made it significantly easier to fit into smartphones and laid the foundation for later smartphone developments. Today, the speaker microsandwiches from 4a manufacturing are installed in over 1 billion speakers of mobile phones, notebooks, and tablets. 4a manufacturing is now the technology leader in the field of thin foams and microsandwiches. Leveraging its expertise in lightweight construction, composite materials, and sandwich materials, 4a manufacturing not only develops acoustic solutions but also other tailored products to meet customer needs. Additionally, with 4a manufacturing's competencies, individual lightweight solutions are developed to make products lighter without sacrificing stability. The innovative developments of 4a manufacturing are also utilized in automotive, aircraft development, shipping, Formula 1, sports, and radome industries.







4a engineering is the origin of the 4a Group. The company was founded in 2002 as a spin-off from the Montanuniversität and has since become a market leader in its fields. 4a engineering is the market expert in testing and simulation solutions, specializing in materials engineering, battery applications, and product, method, and software development for material characterization. The core business of 4a engineering is material testing and material map creation. The company also developed its own testing instrument called Impetus and successfully established it in the market. The latest division is battery testing and simulation, where batteries are tested for electrical, thermal, and mechanical properties, and simulations are conducted. Another area of activity for 4a engineering is product development. With a holistic understanding of problems and a focus on customer-oriented solutions, companies in the medical, automotive, construction, and transportation sectors rely on the expertise of 4a engineering.







The company PRT was founded in 1987 and in its more than 35 years of existence, it has been the primary partner for general contractors in the field of traffic and safety technologies. In 2019, PRT became a wholly-owned subsidiary of the 4a Group and was rebranded as 4airis in 2022. With a comprehensive product portfolio for ITS systems, LiDAR sensors, and sensors for tunnels and traffic infrastructure, 4airis provides a 360-degree service for its partners. From consulting and planning to project management, system integration, as well as service and maintenance, 4airis accompanies its partners end-to-end in projects. 4airis is listed as a prime partner for various manufacturers and also develops its own solutions in this segment. As part of the 4a Group, 4airis can draw on a broad portfolio and expertise in the areas of mobility, communication, as well as traffic and vehicle safety, in addition to its own specialization. The main task of 4airis is to bring digitization to road infrastructure.







We introduce ourselves

The 4a Group is currently a family-owned business. All subsidiaries are led and co-developed by individuals who have been with us from the beginning. This allows us to take a longer-term view of our business policy and continually drive innovation forward. Our employees are the most important asset to us, as they make many things possible. Through the cohesion of the entire team, we have become a crisis-proof employer with our subsidiaries. It is important to us that each individual colleague grows in their strengths, is nurtured, and finds joy in working on challenging tasks. As a team, we never lose sight of our four core values. We strive to reflect these values in our collaboration with colleagues.

We focus on the needs of our employees

We strive to create the best possible conditions for our colleagues. Flexible working hours, home office options, and opportunities for further development are not just buzzwords for us; they are actively lived as part of our corporate culture. Ergonomic workspaces with height-adjustable desks and the latest technical equipment are standard for us. Our healthy fruit and vegetable basket are highly valued and well-received by our colleagues.

We live the pioneering spirit as a team

The world belongs to the brave, and thus, we always create opportunities to pursue and implement ideas. No idea should go unheard, and therefore, we continuously encourage each team member to actively try new things and contribute ideas. We embody the spirit of pioneers and are not afraid to explore new paths and think outside the box.

Together we create unique technologies

Through the joy of collaboration, extraordinary technologies emerge within our group, providing us with long-term innovation and competitive advantages in the market. We actively support our colleagues in the realization and implementation of new ideas.

The joint economic success benefits us all

When the group is doing well, we all benefit. Thanks to innovative technologies, pioneering spirit, and solidarity, we can provide a reliable, crisis-resistant workplace. Even during the COVID-19 pandemic, we increased our staff by 26 %.

We would like to have a few colleagues share directly what it's like to work at the 4a Group.





Wolfgang Stiegmaier

Head of Sales Lightweight & HF

My name is Wolfgang Stiegmaier, and I work at 4a manufacturing as the Head of Sales Lightweight & HF. I joined the team in 2019, with the task of expanding and developing markets and customers for lightweight construction and radomes for high-frequency applications.

These areas are very comprehensive, as we must address various markets simultaneously to achieve solid market penetration. A particular challenge is the diverse customer projects and products we encounter, coupled with equally diverse technical requirements that need to be processed as quickly as possible and translated into feasible solutions.

The roles one assumes in such projects are twofold: on one hand, there's the sales role, where one promotes the company's services externally, and on the other hand, one acts as a mediator between customer requirements and technical implementation possibilities. Naturally, there are also the economic aspects of the projects, with each project needing the potential to lead to serial production.

The team spirit is best described by our constant search for unique niches that pose a particular technical challenge for us. We like to refer to these as technological nuclei. In these areas, we feel particularly comfortable and can leverage our strengths, namely quickly solving technological problems. There's always a sense of dynamism and agility in collaboration with colleagues – qualities that our customers also appreciate. In many cases, there's no hesitation, and a usable initial solution is presented to the customer within a very short time. This requires that everyone in the team can rely on each other and that the necessary information is distributed quickly and effectively. The required sense of ownership is continuously encouraged by the company, allowing individuals to expand their areas of expertise continuously.







Tanja Hafellner

Head of Legal Department

My name is Tanja Hafellner, and I studied law in Germany. Since 2005, I have been leading the legal department of the 4a Group. My responsibilities include reviewing all external contracts for the companies within the group and developing our own contract standards.

For the past two years, I have also been involved in the establishment and management of subsidiaries abroad, which is an additional area I support. I enjoy working at 4a because teamwork is highly valued here. In my profession, it's not always just about legal knowledge; rather, it's crucial to collaborate with colleagues across departments to develop solutions together and tap into their technical or business expertise.

Part of the company philosophy at 4a is to deploy each employee where their talents and abilities lie. Only then can we work with enthusiasm and enjoyment. We are particularly pleased when employees stay with us for a long time and continuously develop in terms of responsibilities and salary grade.

Furthermore, we are provided with fresh fruit daily, offered discounted lunches (including vegetarian options), and various sports courses are available (personal training, yoga, self-defense, etc.). It's fun to work in a dynamic, growing company where, in addition to production, mechatronics, software development, quality, and supply chain management, there are many other interesting career fields.



Peter Lipp

Process Manager & Teamleader Logistics

My name is Peter Lipp, and I have been working at 4activeSystems since June 2022. Initially, my responsibility was to optimize all processes within the company. Given the strong growth in recent years and the years to come, it became necessary to elevate internal operations to a new level. Since the beginning of 2024, I have also been entrusted with the responsibility for logistics. In this role, I work together with my team to master incoming goods, inventory management, and outgoing goods to ensure the supply of production and, in a broader sense, the customer.

For me, 4activeSystems is an extremely exciting company as it serves a comparatively young but dynamic market. In the first few weeks, I had the opportunity to immerse myself in the fascinating products and processes of the company and get to know the specific requirements.

Since joining, I have been working with great enthusiasm at 4activeSystems. Describing all the reasons would exceed the scope of this report. I particularly appreciate the flat organizational structure and the collective will of all colleagues to continuously improve the product, processes, and the company itself. Through this collaborative approach, we succeed in delivering top performance for the customer every day, and everyone in the company gains tremendous motivation from it. As a motivated employee, one finds ideal working conditions here to continuously develop both the company and oneself.







Elisabeth Grasser

Test Engineer Material Characterisation

Hi, my name is Elisabeth Grasser, and I have been part of 4a engineering since early 2018. Over the years, I have had the opportunity to contribute to several projects focusing on product development and improvement.

I started out in product development, where I gained exciting insights and diverse experiences and solutions. Later, I moved to our mechanical testing laboratory. There, I have a versatile role, including handling deliveries, conducting component tests, plate sampling, special setups, and much more. I not only perform testing on various materials but also work with a truly fantastic team that welcomed me warmly from the start. Overall, the company has a very relaxed, open, and almost familial atmosphere. This is further fostered by company outings, sports events, and celebrations organized and supported by 4a. I have had the privilege to participate in several company outings and sports events (business runs, 24-hour cycling races), creating lasting and fun memories with my colleagues beyond our daily work routine.

I particularly appreciate the flexibility that allows me to balance work reflecting my education (technical high school with a focus on plastics and environmental technology) and interests with my family and children.



Erwin Stier

Information Security Officer

My name is Erwin Stier. After completing my training, it quickly became clear to me that I had to turn my hobby into a profession. Since April 2013, I have been working at 4a technology GmbH, where I am responsible for IT technology. During my time at 4a, I have witnessed the growth of a small company into a globally operating enterprise.

What I particularly like about 4a is that it is an innovative company that fosters creativity and the strengths of its employees. Unity among colleagues is encouraged and actively promoted. A culture of collegiality is truly lived here, contributing to a positive working atmosphere.

Another aspect I appreciate is the flat hierarchy, which is evident through direct communication channels. This structure shortens decision-making processes and allows employees greater autonomy. It promotes individual initiative and strengthens personal responsibility. I see this as a sign of appreciation for the employees, as it allows for flexible task allocation tailored to individual strengths.

4a is a high-technology company that places great importance on top-quality technical equipment. It provides employees with access to this equipment and offers them the opportunity to work with the best technical resources available.







Anna Kaltenegger-Uray

Research and Development

My name is Anna Kaltenegger-Uray, and I studied plastics engineering at the Montanuniversität Leoben. In the summer of 2021, I started working at 4a manufacturing as an engineer in the field of material and process development.

My daily work as a developer is very diverse. Research and theoretical development of material and process concepts are as much a part of my day as hands-on work with test setups or in the laboratory. Even though I will focus more on project management in the future, I never want to completely give up this aspect of my work.

In addition, I had the exciting task of preparing the setup of a new location in Asia. In the fall of 2022, the project started, and I moved to China for 15 months to actively support the setup process on-site. The year in China was a very formative experience for me. In addition to the language barrier and unfamiliar life and work practices, setting up a location brings many challenges that I gladly tackled. In addition to searching for suitable employees, establishing business branches, and creating a functioning process structure, visits to existing and potential customers were also a consistent part of my work.

The year in China was a very exciting and intense year that I would not want to miss. I have not only developed professionally but also personally. I am very grateful for the trust that 4a has placed in me and for the opportunity I have been given.

Visions

We are pioneers in the development of new technologies to make people's lives safer, easier and better. In selected areas of technology, we are the world's most important competence partner for our customers. Our products make it possible **to actively and safely advance the prosperity of people on this planet**

4Q better future

01

Customer Orientation

02

Motivated & Professional Team

03

Leadership in Technologies

04

High Quality Outcome & Success

Our values

4 advanced Customer Orientation – Orientate yourself to our customers

Every employee must deeply understand the technical and/or economic goals of our customers, internalize them, and be aware of them at all times. They must know how our customer sells their products and positions themselves within their business environment, or understand their desires. We not only want to address these desires but also work together with our customers to realize them to the best of our ability.

4 advanced Motivated & Professional Team – Live the pioneering spirit as a team

For the realization of ambitious projects, an excellent team is essential. The joy of creating and achieving is crucial in this process. Talents and competencies of each individual are ideally utilized for professional and efficient work. Every member must fit into the team. An optimal exchange of information should ensure the achievement of the project's goals. Everyone should be able to recognize the shortest path to the goal, seize it, and optimize it.

4 advanced Leadership in Technologies – Create technology that is unique

We see ourselves as an innovative technology company. We do what others cannot. We aim to secure and expand our lead in potential future fields by focusing on our core competencies. Through controlled research and development, we continuously optimize our methods and products. This ensures rapid and cost-effective implementations because we aim to solve things better and more efficiently!
IN PHYSICS WE TRUST ...

4 advanced High Quality Outcome & Success – Create economic success

The value of a new product is generated by its features and performance compared to existing products, but especially by its economic implementation. Therefore, the economic viability and profitability of a product for the customer are paramount for us from the initial concept stage to mass production.

Benefits



employee events



lunch



further education



homeoffice option



flexible working hours



work clothes



fruit & beverages



fitness offer



charging stations for company electric cars



parking space



company mobile phone
company notebook



referral rewards



go international as an expat



child care



ergonomic workstations



parental & educational leave

49 AREAS AND

DEVELOPMENT OPPORTUNITIES



Corporate activities







Jutta Ronner
Human Resources
www.4a.at/jobs/



"Apply now!"

