

Novoferm Group Employee Magazine



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Dear reader,

Your positive reaction to the initial issue of "NovoLive" is a clear indication that we are on the right track to keeping you informed on Novoferm Group's activities. The success of this magazine is of course dependent on your active contributions.

On September 30th, 2002 we closed the business year with a shareholder-satisfying result. I would like to take the opportunity here to thank you, the employees, for your all your efforts to help us reach our targeted goals.

The economy in Europe presents an irregular picture. While the construction market in Germany is weak, the construction market in the rest of Europe has been producing positive economic data. This development is reflected in the positive results of our non-German branches.

For the coming business year we are expecting a continuation of the overall positive development with the introduction of innovative products and the tapping of new, in particular East European, markets.

I am especially pleased about how well our international project to introduce a common cross-boarder SAP system in 5 group companies kicked off. When this project has finally been concluded, we will be able to substantially improve our cost situation and facilitate cooperation between individual group companies.

May the coming Christmas season be full of contemplative and happy moments with our family and friends. I wish you all the best for next year, in particular health, happiness and a lot of stamina to master the awaited challenges.

Strength by common ground Novoferm introduces a common SAP R/3 system

In recent years the companies within the Novoferm Group have been increasingly pooling their skills and capacities. This manifests itself not only in joint developments and production standardisation, but also in the mutual supplying of products.

The five group companies Rixinger, Siebau, Novoferm France, Novoferm Nederland and Novoferm GmbH particularly foster an intensive cooperation. In the course of this cooperation, it became apparent that the different hardware and software systems impose considerable restrictions on the efficiency and quality of this cooperation. A closer analysis of the overall hard- and software situation within the Novoferm Group revealed that there is great potential for additional savings in this area.

The principle solution is captivatingly

subject within the Novoferm Group.

A particular challenge is the integration of the different corporate cultures and languages. In the consultancy Gambit GmbH, located in Siegburg, Germany, we found a company which knew and understood the impending challenge and supported us in organising and implementing the project.

August 14th was D-Day: at the joint kick-off venue in Troisdorf, the staff members involved were informed and the project started. The performance-oriented functions within the project included members of staff from all group companies involved. The intergroup teams agreed on English as the one common project language. This, of course, does cause some difficulties in some areas, however in such instances we fall back on translators and interpreters for assistance.



SAP PP team members from all group companies at Gambit in Siegburg.

simple: instead of running in parallel at least five different, partly obsolete, computer systems from any variety of suppliers, we will introduce a common system with similar processes and a joint computer centre – true to the motto "strength by common ground".

It is also easily imaginable that by implementing the same software throughout the group, the different systems can quite easily be automated, i.e. work together more efficiently. This represents additional cost savings, increases productivity and eases cooperation.

As some group companies had hard- and software investments on the agenda, we did not hesitate and quickly converted the idea into a project. It is the first major international group pro-

Some months have now past and we have found that the teams harmonise well and the intergroup teams have passed the test. We will continue to regularly report on the progress of this Novoferm Group important project.

Dr. Robert J. Bartels,
Managing Director, NF GmbH

Dong Bang Steel Door Inc. Novoferm Group joint venture partner in Korea

In the context of our internationalisation strategy the Novoferm Group acquired in November 2000 a 50% financial interest in the leading steel door manufacturer in South Korea, Dong Bang Steel Door Inc. Dong Bang is an old, well-known family-owned

enterprise and celebrated its 45th anniversary on August 1st, 2002.

The family-owned enterprise is run by the second generation of the family, the president Mr. Soo Ho Oh.

The plant, located just outside of Seoul, employs a staff of 90 qualified

employees who manufacture high-quality steel, fire-resistant and interior doors for apartment and office buildings. The products stand out due to the variety and quality of finish options. All Dong Bang products are certified in accordance with DIN ISO 9001. The company is predominately active in the construction sector and has worked successfully with such well-known construction companies such as Samsung and Hyundai for years.

The common interests of Novoferm and Dong Bang are the on-going development of new generations of doors that can then be exported throughout East Asia to countries like Japan, China, Hong Kong etc. For the Novoferm Group Dong Bang Steel Door Inc. is the strategic springboard to the Chinese market.

You can find more information on Dong Bang in the Internet under www.dbdoor.co.kr.

Mr. Lee, Dong Bang Inc.,
Klaus Stump, Controlling, NF GmbH



SIEBAU Siegener Stahlbauten GmbH, Kreuztal A part of the Novoferm Group since 1982

SIEBAU has been a constituent part of the Novoferm Group for 20 years and the company looks back on more than 55 years of company tradition.

At their Kreuztal location in the picturesque Siegerland region SIEBAU manufactures steel and aluminium construction elements for domestic and industrial applications. Essentially the company's product range comprises garage doors, industrial sectional doors, garages, carports, utility sheds, material containers and storage systems for hazardous materials. Supplementary modules to round off their product offering, such as



garage sectional doors, doors and door frames or automatic garage door openers, are procured from within the Novoferm Group. As a countermove, SIEBAU supplies e.g. side sectional doors and industrial sectional doors to

other group companies.

SIEBAU employs a 250 strong workforce and produces on 25,000 m² of

shop space.

The products are distributed through trading partners or sold directly to commercial or industrial customers.

An important market segment is the concrete prefabricated garage sector in

which SIEBAU has been the leading supplier and solution finder for many years.

In all product areas new ideas are of fundamental importance in order to maintain and strengthen the company's position on this fiercely competitive market. The development of a CARGO sectional door as a closure for motor lorry trailers and superstructures or the extension of their service offerings for industrial doors are just two examples of their innovative ideas.

You can find more information on SIEBAU in the Internet under www.siebau.de.

Michael Feindt, Marketing,
Siebau GmbH



ARCONT in Slovenia:

A long-standing sales and marketing partner of the Novoferm GmbH



Everyone has seen them: the gentian-blue Super-Plus interior doors that you literally stumble over at the Novoferm GmbH plant in Haldern. The principal is our long-standing sales and marketing partner ARCONT d.d., who regularly orders thousands of these doors every year. But that is not all: ARCONT supplies Slovenia and all former Yugoslavian countries with a broad range of Novoferm products.

ARCONT looks back on more than 50 years of history: originally founded in Gornja Radgona as a motorcar repair shop in 1950 the company reformed in the 1970s to become AVTORADGONA; in 1991 the company changed its name to ARCONT. The partnership with Novoferm started in 1996.

ARCONT's business activities are divided into three different segments:

1. The production of multipurpose containers, e.g. for use as offices, living accommodations, warehouses, sanitary facilities or weekend cottage. Owing to the flexible modular system with numerous combination and furnishing options, ARCONT can build hotels, schools, kindergartens and trade fairs. ARCONT is one of Europe's leading manufacturers of containers. Ninety-five per cent of the manufactured containers are exported.

2. The production of windows, doors and winter gardens made of synthetic materials and aluminium that are mainly sold on the Slovenian market; the vinyl windows are also installed in the containers.



3. The distribution of Novoferm doors, garage doors, door frames and operators, the garage doors and Super-Plus interior doors make up the lion's share. The Super-Plus doors are furnished with a special polystyrene insulation as ARCONT uses these doors as the

entrance doors for their containers.

Novoferm and ARCONT – two partners who understand the importance of long-standing partnerships.

You can find more information on ARCONT in the Internet under www.arcont.si.

Marta Lorencic, Marketing, ARCONT,
Ramona Knist, Export, NF GmbH

Riexinger – with quality to the top !

2000 doors for the Commerzbank building in Frankfurt

The Commerzbank erected their new, 298.74 m tall (antenna structure included) bank building immediately next to their old one.

Riexinger products made a considerable contribution to the completion of the building. Over a period of two years Riexinger installed around 2,000 doors, sliding doors and fire-resistant rolling shutters in this fascinating new building.

The new Commerzbank multi-storey building was built in accordance with the most exacting quality requirements.



The building owners intentionally placed quality assurance engineers over the construction supervisors.

This once again confirms how important it is to strive for highest quality in order to win contracts and to secure lasting customer loyalty.

Gustav Riexinger, Managing Director
of Riexinger Türenwerke GmbH

Image left: The approx. 300-m tall Commerzbank Building defines the new Frankfurt skyline.

Garage door types part 1: The up-and-over door

An up-and-over door is a garage door that is made on one door unit. The large-surface door leaf provides plenty of design options with a variety of steel and wooden door panel styles. The door leaf goes through a guided, 90° tilting motion when opened and comes to a stop directly beneath the garage ceiling. Two laterally mounted springs provide the necessary counterweight so that the person opening the door does not have to lift the full door weight. By adding additional springs or replacing the springs with more powerful individual it is possible to adjust the spring power to suit the door weight.

A standard up-and-over door leaf weighs 40 kg while a magnum door leaf with 5-meter width can weigh up to 200 kg.

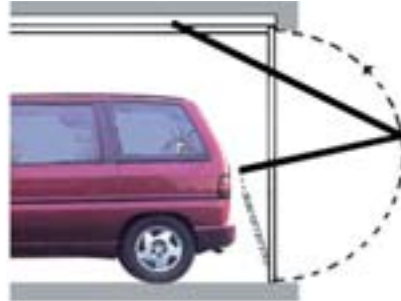
There are different styles of up-and-over garage door product groups which are subdivided into subgroups in accordance with the opening motion. Factors such as regional or national styles and traditions play an important role. In France, for example, door style b) is very popular while there is no market for this style of door. In the Netherlands on the other hand we sell a lot of garage doors with integrated pass doors.

In contrast to sectional doors, up-and-over doors have a simple design which is reflected in the lower price. The main disadvantage is that either the door leaf swings out (styles a and b) or requires a lot of additional space to avoid this (styles c and d).

Style: Hinged up-and-over doors

This style of garage door swings out in a semi-circular motion when opened. The laterally mounted extension springs provide the necessary counterweight.

a) Up-and-over doors with horizontal tracks



Lever arms on the lower half of the door and reciprocal linkage arms on the upper half guide the door leaf. Its simple, robust and long-life design has made this garage door the most affordable and most popular garage door style.

b) Up-and-over doors without horizontal tracks



Lever arms on the lower half of the door and reciprocal lever arms on the upper half in combination with additional linkage arms on the door frame guide the door. As this door style is not furnished with horizontal tracks the flow of movement is instable.

Style: One-piece up-and-over doors

The quarter-circular motion of the overhead lever arms tilts the door leaf inwards when opened.

The laterally mounted pneumatic springs provide the necessary counterweight. The design of this garage door style requires more space inside the garage. Cars cannot be parked directly behind the door leaf.

This garage door style is best suited for front-side garages.

c) Up-and-over doors with horizontal tracks

The door leaf is guided by two heel rollers mounted to laterally installed vertical tracks and two head rollers mounted in horizontal tracks.



d) Up-and-over doors without horizontal tracks

The door leaf is guided by two heel rollers mounted to laterally installed vertical tracks and two lever arms on the upper half of the door leaf. As this style lacks horizontal tracks, the flow of movement is instable.



Stefan Höfling, Garage Door Product Development Manager, NF GmbH

Only the best get through ! Strict testing procedures for fire barriers

Fire barriers are self-closing doors or flaps that are designed to inhibit fires from passing through openings. Each country has its own set of standards and regulations governing the testing and inspection of fire barriers. In the following I shall describe the testing and inspection procedures currently effective in Germany.

Today practically all fire barriers are tested in accordance with DIN 4102 by materials testing laboratories and approved by Deutsches Institut für Bautechnik (DIBt - an institute established in the federal and laender governments and responsible for the approval of construction elements). From the initial fire tests at a materials testing laboratory to the final building inspection approval, the approval



A test object mounted to a test wall and the positioning of the sensors.

process for fire barriers can take up to 1½ years, the approval process for wall types (masonry, concrete, foam mortar and single-plank) can even take up to 2 years!

The first test examines the functional durability and continuity of a door element (door leaf and frame). The door element is installed in an impact rack using spring steel bands the door leaf is slammed from a 90° angle at least 200,000 times.

After this torturous treatment the door element is carefully checked and if each component is fully operable and has not sagged more than 0.5 mm, the door element passes the test.

Only then is the door element subjected to a fire test. Two door elements are mounted to a masonry or concrete test wall. The elements are installed approximately 10 days before the actual fire behaviour test to ensure that the wall and mortar have the specified residual moisture. During the actual test the door leaf is subjected to temperatures of 850°C (fire-side). The door leaf is furnished with sensors (image 1) that continuously monitor and record the temperature development on the outer side of the leaf. As soon as a sensor records a temperature of 180°C, the test is over. If more than 30 minutes have passed since the heat source was switched on and other test criteria are met, the door passes the test and is classified T30. This process applies accordingly to T60 (min. 60 minutes), T90 (min. 90 minutes) and T120 (min. 120 minutes).



„FAILED“

In order to use a T30 door element for all purposes, further fire behaviour tests in combination with foam mortar walls and dry walls, as defined by DIN standards and guidelines, are necessary.

These test results or test reports are sent to the DIBt in Berlin together with any applicable expert's testimonial and the constructional drawings which include illustrations or images of all door versions and styles for approval. After a period of 10 to 12 months the approval is finally issued. In future all Novoferm fire barriers will be tested in accordance with the new European standard DIN EN 1634).

Rolf Borneck, Technical Designer, NF GmbH
Michael Arnold, Riexinger

Novoferm Lutermox visits Haldern

Co-operation to be intensified

In October of this year we had the pleasure of welcoming representatives of Novoferm Lutermox at our Haldern plant. Mme Ihuellou (Chief Purchaser), M. Etourmy (Managing Director) and M. Russo (Sales Manager) travelled from France to visit us. In the course of their visit, our visitors were able to exchange information and views with representatives from our export and operations departments.

After a walking tour of our Haldern facilities, we discussed the possibility

of marketing German-made doors in France during a product presentation.



We were able to develop various options for adopting such a plan.

The meeting was intensively used to learn more about the products manu-

factured at NF Lutermox and NF Haldern plants and to settle technical and marketing-related details. At the end of the day everyone present at the meeting confirmed that the meeting had been informative and productive. With the outcome the penetration of the French market should be successful.

Klemens Böggering, Assistant to the Works Management at Haldern, NF GmbH

Fast Close: New Controlling project

With the Annual Accounts for 2001/2002 we concluded the first phase of the ThyssenKrupp AG Fast Close Project.

Fast Close is targeted at shortening the time required for preparing the Annual Accounts.

We gradually shortened the time required to produce the auditor-certified Annual Accounts as per national law and US balance sheet guidelines (US-GAAP) from 24 days to 12 days.

Why is the shortening of this time period so important to the Group and the individual companies? By quickly publishing our accounts we can positively influence exchange analysts, which then finds expression in the price of ThyssenKrupp shares. This on the other hand is decisive for determining the credit-worthiness and the terms of credit for the group companies.

It is essential that the time pressure does not have a detrimental effect on the quality of the account figures. We must ensure that a falsification of our balance sheets as the world experienced with the US corporations Enron and Worldcom is impossible or happens unintentionally.

What is the significance of Fast Close for each individual company? Had people been "twiddling their thumbs", since it is obviously possible to complete the accounts more quickly?

By no means! For the departments concerned this time of year has always been the most work-intensive.

Two factors were decisive in accomplishing this feat. The first was we had to optimise the annual account processes. The second was the introduction of a quarterly review. The reviews were introduced in the Business Year 2001/2002 and each quarterly review must be certified by a competent auditor. This not only improved the quality of the sub-annual accounts, but also regulated the annual accounts as a lot of work was done while preparing the quarterly reviews.

Peter Kruse, Controlling, NF GmbH

Novoferm Bike Tour 2002

Four days and 2000 kilometres, ideal weather conditions and sheer biking fun. That sums up this year's bike tour in a few words. All types of motorcycles took part: from cult bikes (Harley Davidson), hogs, off-roads and street bikes to crotch rockets.

This was the third Novoferm Bike Tour for Road Captain Manfred Seitz, for the other six it was the first trip together.

On Wednesday, June 29th, at about 7:00 pm the group met in Birkenau (Odenwald) for the first time (loud clothing, unconventional hairstyles and uncommon vehicles).

Our group first headed along the curvy roads of the southern Odenwald. After a short pass along

With sunny weather prevailing and a view all the way to Basle, the trip took us to Freiburg. After an ice cream in town, we headed off towards Schauinsland, the historical race track, where we queued up with the other weekend Agostinis. Over mountains and through dales we drove back to the hotel via Badenweiler where we had dinner together after which we went for a walk through town (accumulated distance: 700 km). Saturday was reserved for a jump across the Rhine and into the Vosges. The "Route du Vin d'Alsace" took us to the Ballon d'Alsace (1247 m), an insider tip for the best Alsatian tarts. From there we took the country



the Motorway with the chance to push the speedometer to over 200 km/h, our trek took us along the Black Forest Ridge Highway and the North end of the Zwieselberg then South past the Glottertal to the Feldberg (with 1493 m highest mountain in the Black Forest). The "Hotel zum Löwen" provided us with a pillow to rest our heads on (double-occupancy) and a big stable for our bikes.

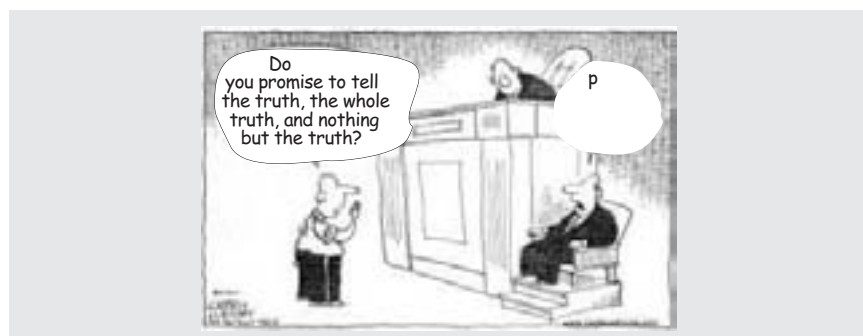
Leaving our luggage behind, the first motorcycles roared off at 8:30 am for the first round trip through the southern Black Forest.

roads to Selestat, along the Rhine Valley through Strasbourg and up to Odenwald where we had a good dinner and a good drop of wine to end the day.

In the end, we all knew what we were going to do next year: a tour through the best passes of the Alps.

Any interested in more details or doing the tour themselves, contact Manfred Seitz, Viernheim branch office, for an unabridged version (seitz@novoferm.com).

Volker Bibow, Human Resources Manager, NF GmbH



Jos Nieuwhuis

Member of the Novoferm Nederland B.V. staff at the Almelo location, Netherlands

Jos is 39 years old and lives in Denekamp, a stone's throw from the Dutch-German border. He is married and has 2 young children. His free time is devoted to his great passion: carrier pigeons.

Jos was hired as a technician when the firm was still Debo Bouwprodukten in 1983. He was one of the company's 9 employees. His job was to go to the customer to sell and install Debo building and garage door products.

Shortly afterwards Debo grew rapidly to become part of a group of Dutch companies with an excellent position on the Dutch building and garage door market. In 1992/1993, a time when Debo was an important Novoferm customer, the owner of Debo started a dialogue with Novoferm the result of which was that Novoferm bought the company. In 1999 all Debo Group companies merged to become Novoferm Nederland B.V.

Over the years Jos has become one of the most experienced



technical specialists in the installation business. The understanding and knowledge of door electronics he acquired in the course of his employment has made him a valuable technical advisor: at present he is often called upon as a "practised consultant" for door development projects where his ideas and advice on improvements and redesigning are put to good use.

Gerard ten Dam, Managing Director of Novoferm Nederland B.V

On Friday the thirteenth Ingo Winter married his Katrin. Of course his colleagues in the export department could not resist surprising them outside the marriage office with a prank à la Novoferm. After finally finding the right key to the Novoferm door Ingo was allowed to carry his Katrin across the Novoferm threshold.



The bishop visits the Haldern plant

On September 17th of this year we had the honour of welcoming the Most Reverend Heinrich Janssen, Suffragan Bishop of the Diocese of Münster, a high-ranking official of the Catholic church in Germany, to our Haldern plant.

Bishop Janssen who is also the Regional Bishop for the Lower Rhine Region recently used the opportunity during one of his regular visits through the parishes to call on Novoferm, one of the largest and most important employers in the region.



After an official welcome from Mr. Wilke, the bishop was given a walking tour of the plant and production facilities.

He was obviously taken with the friendly and open work climate, the modern production facilities and the plant's productivity.

Klemens Böggering, Assistant to the Works Management at Haldern, NF GmbH.



NovoLive

Novoferm Group Employee Magazine

ISSUE 2, DECEMBER 2002, 1ST YEAR

PUBLISHER:

Novoferm GmbH

EDITORIAL STAFF:

Dr. R. Bartels, A. Bechtloff, K. Böggering, S. Höfling, R. Knist, K. Stump

DESIGN/TYPE/LITHO:

Enk Druck & Media GmbH

PRINT:

Enk Druck & Media GmbH

Outlook:

Look forward to the following topics in our next issue:

Specialists for special garage doors: our plant in Bavilliers
Steel provides long-term security – what is so special about it
Novoferm Schievano, Italy: a company portrait
Garage doors part II: sectional doors
Export organisation
BAU 2003: a report
Novoferm Alsal, Spain: a company portrait
References