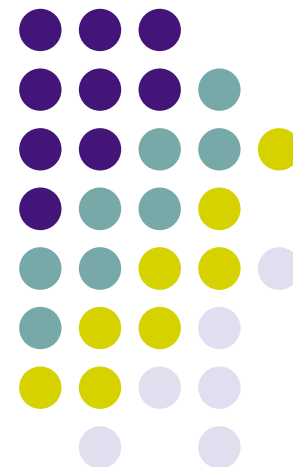




Enterprise Restructuring/ Improvements Conference

Hi-Tech Corporation

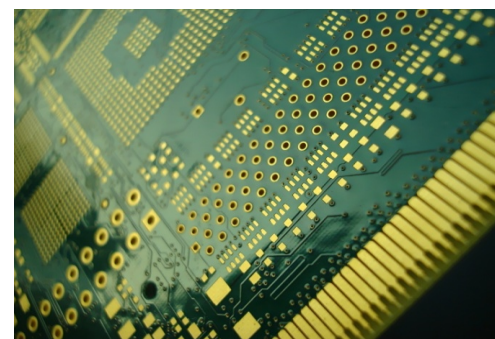
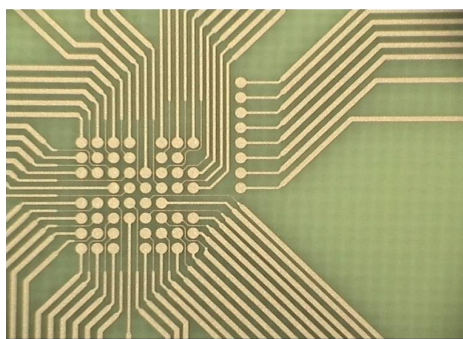
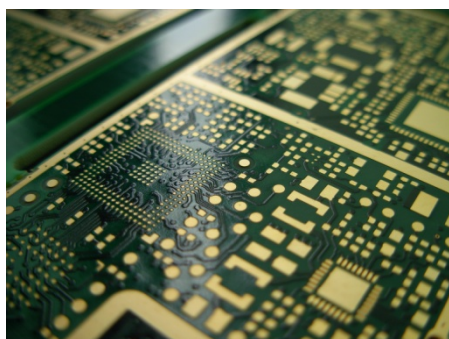
Skopje, September 23rd





Agenda

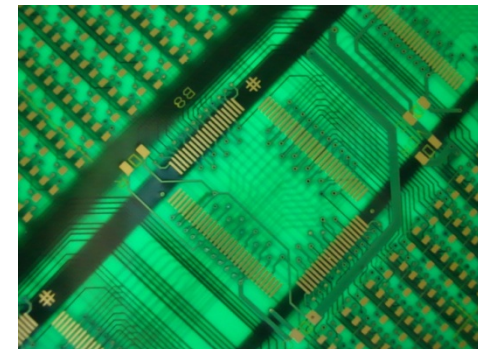
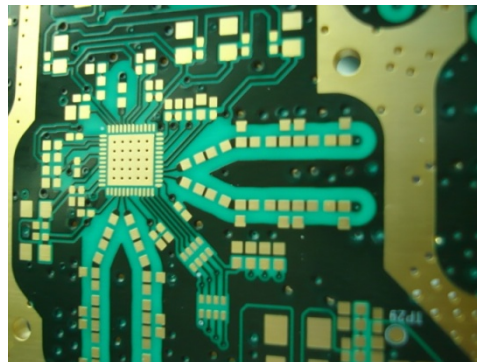
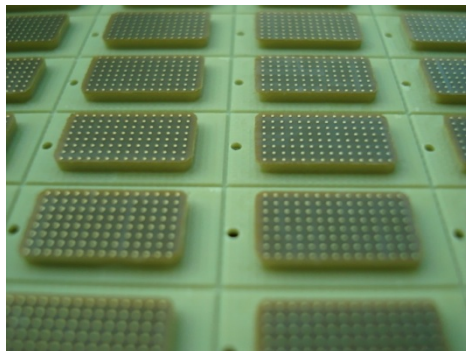
- Company Profile
- Looking back
- Entering the European market
 - What, Why and How
 - Challenges/Objectives
- The era of HDI complex boards and the flex rigid-flex technology
- Toward becoming one of the European technology leaders
- Additional Strategic and structural improvements
- The future ahead



Company Profile



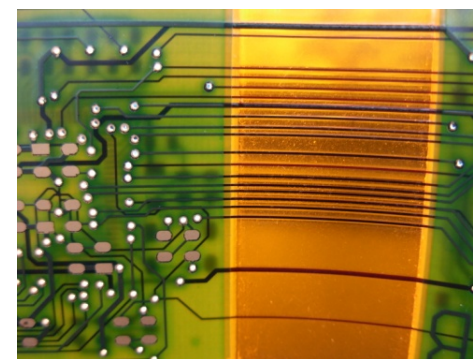
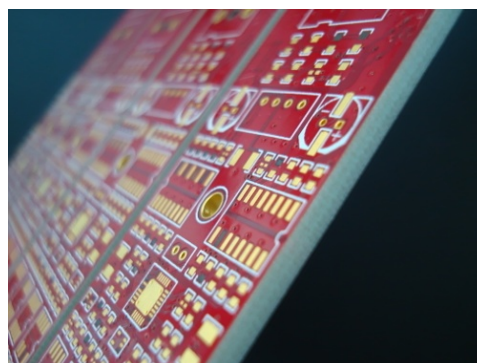
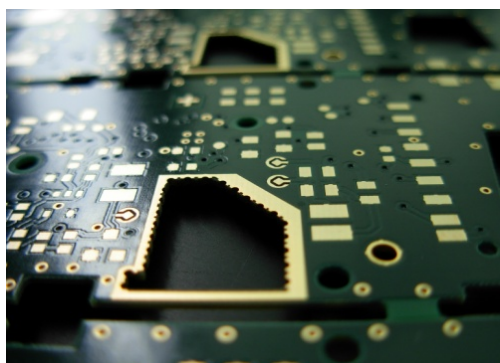
- **Privately owned company founded in 1981**
- **Leading East European manufacturer of rigid and flex electronic printed circuit boards**
- **Market sectors:**
 - Automotive
 - Telecommunications
 - Medical
 - Consumer and industrial electronics
- **Major Markets:**
 - Germany 60%
 - UK 20%
 - Scandinavia 15%
 - France 5%
 - Israel and the Balkans 5%





Company Profile cont.

- **Major Customers:**
 - Continental
 - Bosch GMBH
 - Siemens
 - Infineon
 - Panasonic
 - Kontron
- **Product structure:**
 - Double sided PCBs
 - Multi-layer PCBs of up to 36 layers
 - Rigid-flex and flex
- **Quality certificates:**
 - UL certified
 - ISO 9001:2008
 - ISO 14001:2004



Looking back – the beginnings



- **Hi-Tech Corp. was founded on the 1st of January 1981**
 - Design and production of industrial electronic devices
 - milking machine, welding machine and a controller unit for the zinc melting factory Zletovo
 - **1983** – purchased second hand equipment from Germany for the production of electronic printed circuit boards
 - **1984** – completed the construction of the first production facility
 - **1985** – began with manufacturing the first electronic printed circuit boards for the local Yugoslavian market (single layer printed circuit boards)
 - Customers: Rade Koncar, Energoinvest (Sarajevo), Ei (Nis), Muhajlo Pupin (Belgrade) , EMO (Ohrid), Nikola Tesla(Blegrade), MZT (Skopje)
 - **1986** – purchased the first CNC drilling machine for improved precision drilling and higher throughput



The beginnings continued

- **1988** –investment in additional production facility and own tool shop factory for the manufacturing of production equipment



- **1989** – first electronic printed circuit boards exported to the German market

- **1991- 1993** – built a completely new factory

- Land area16000 m2
- Administration building 800 m2
- Production building 8200 m2
- Clean rooms600 m2
- Storage area 400 m2
- Water plant/waste water treatment 600 m2
- Additional area2500m2





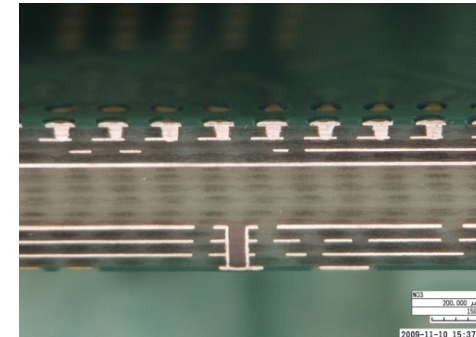
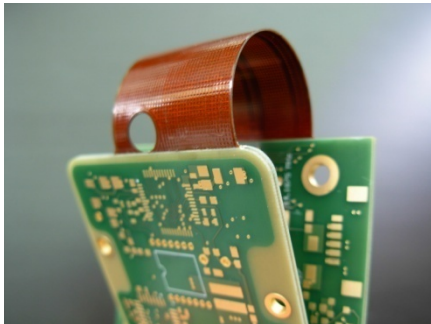
Entering the European market

- 1993-1994 - with the purpose of augmenting the production capabilities and the product range Hi-Tech invest \$2.0 million USD in additional equipment from US
- 1996 – UL Certification
- 1997 – Strategic alliance with Elexsys International /Sanmina from USA, Hi-Tech employees receive training in the area of production of multilayer boards
 - First multilayer boards produced/exported for the German market
- 1997 – investment in a new software platform for the purposes of designing and editing electronic printed circuit board data
- 1998 – Hi-Tech grows additionally with the help of a foreign credit line
 - Investment in additional drilling and wet process equipment
 - Added capacity and technological know how

The era of HDI complex boards and the flex rigid-flex technology



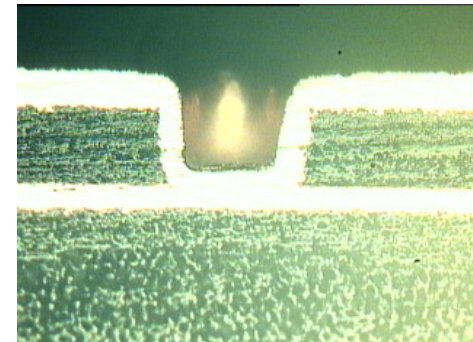
- 2001-2004 Hi-Tech replaces manual exposure with two new Laser Direct Imaging machines two AOI machines, with an investment of €1.5 million (only the 4th company in Europe with such technology)
 - Production capabilities
 - Min. line of 25um
 - Registration +/- 10um
 - Speed and flexibility of processing
 - Decrease in the number of defects
- 2004 -Production of the first flex and rigid flex boards



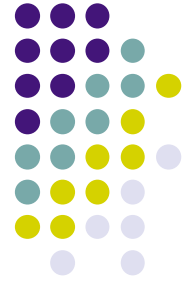
Toward becoming one of the European technology leaders



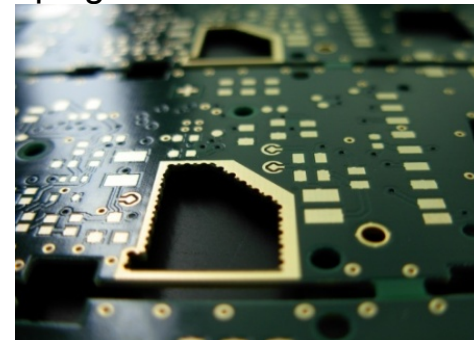
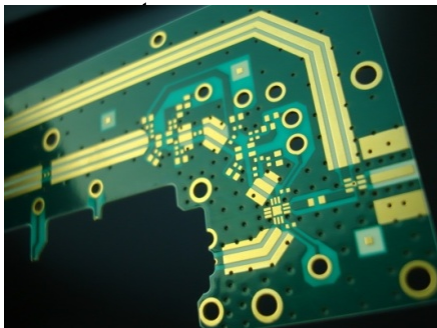
- 2008 – Hi-Tech invests in new production building with a new floor space of additional 8500 m²
 - New clean room Class 1000
 - New laser drilling machines with a capability to drill 0.075mm blind holes with a speed of 80 holes per second
 - The switch to horizontal electroplating with additional investment of €2.2 million in new lines from Schmid and Hollmuller .
- 2008 – Hi-Tech obtains the ISO 9001 certification



Additional Strategic and structural changes



- Strategic position:
 - Quick turnaround/express service company with a standard delivery time of 5 working days
 - Implemented the policies behind the TPS in our daily operating activities
 - Worked with Japanese partners to improve quality and streamline operations
 - Regularly attend electronic trade shows in Japan, Germany and US
 - Continuous Six Sigma and SPC training for process engineers and department managers
- Marketing
 - 2006,2008,2010 – regular exhibitor at the biggest electronic fair in the world – Electronica Munich
 - 2009- Hi-Tech adds two new offices in Germany (Munich and Hannover)
- Information Technology
 - Built a team of software developers that worked on developing our own customized ERP





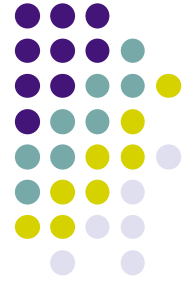
The future ahead

- Become an end-to-end electronics service provider
 - Invest in new department for design and engineering of printed circuit boards
 - Invest in assembly plant

Concept » Design & Engineering » Prototype » Manufacturing » Production

- Make an inroad into the PV industry





THANK YOU !

