HILTI

team MAGAZINE



25 YEARS OF ADVANCING DESIGN

Celebrating our anchoring and rebar application solutions

FIRESTOP MEETS VIRTUAL REALITY

How we amplify training virtually

BEST PARTNER FOR SUSTAINABILITY

Making Construction Better with sustainable installation systems

12 | 2023

Hilti employee magazine

EDITORIAL

The digital edition.

There's more to discover in this issue: more images, more videos and interesting links.

IMAGES VIDEO LINK





Cover photo: This photo was taken at a customer site in Chur, Switzerland. Photo credit: Uli Reitz

Hi,

Welcome to the latest issue of "team", our global employee magazine.

It's the end of the year and I'm curious. If you were asked to find one word to describe 2023 from Hilti's perspective, what would it be? Take some time to think about it. In the meantime, let me give you a taste of what you can expect to find in this issue of "team."

Turn to page 14 and find out how a team of seven took customer firestop training to a new level using virtual reality.

Join us in celebrating a quarter century of advancing design with evolving fastening technology on pages 22 to 25. From the birth of the industry's first anchor products to the rise of environmentally friendly solutions, Hilti's anchor technology has become an integral part of the construction industry.

With Hilti's commitment to the Science Based Targets initiative, all business units have been given CO_2 reduction targets for Scope 3 emissions. Let's take a look at how the Installation Business Unit is tackling the issue starting on page 10.

As I read these and the many other stories from this year, one word comes to mind: passion. It takes discipline and perseverance to achieve long-term, sustainable success. Here's to a year that redefined boundaries and set the stage for an even more inspiring future. What's your word for 2023? Let me know (sabrina.feliu@hilti.com).

Enjoy!

Sabrina Feliu
Editor-in-Chief

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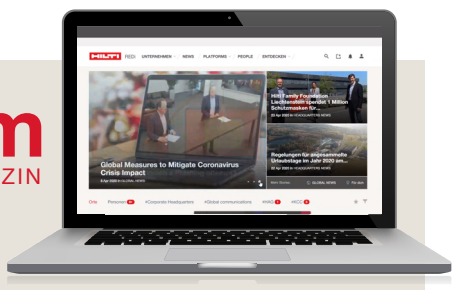








team MAGAZIN



Our magazine is available in an e-zine version or as a PDF on REDi under: **Company/Group**

FUTURE-FORWARD BATTERY-POWERED CUT-OFF SAW

Take a peek behind the scenes to find out how the dream of a high-performance battery-operated cut-off saw became a reality with the visionary team.



Way back in 2016, long before high-performance battery-operated cutting tools gained industry attention, the team from the Diamond Business Unit (BU) embarked on a remarkable journey to lay the foundation for what would become a groundbreaking revolution with evolving battery technologies.

Genesis of the idea

Since 2005 Hilti had been following technology based on a gas-powered system in the cut-off saw portfolio and didn't want to miss the opportunity to transform it into a battery-powered system. But the team at the Diamond BU was facing a big question: "How to develop a battery-driven cut-off saw with same speed and same cutting as a 60cc gas saw, as it was technically impossible to achieve it at that time," reveals Andreas Reinhardt, Senior Product Manager in the Diamond BU.

The journey begins

Still, the team was determined to push the boundaries and develop a beacon for what was possible with battery technology for heavy applications.

They kick-started the Technology Project (TP) in 2017 in collaboration with a core team of ten development engineers at Kaufering in Germany, headed by Ralf Greitmann, Technical Project Manager, Diamond Systems.

The team faced numerous challenges, knowing that their mission was not just to build another battery-operated cut-off saw but to engineer a revolution. What is notable about their initial journey is that they didn't have anything to start with – no motor in the required power class and no batteries that could provide the desired output. So, they had to start from scratch, with all the uncertainty that entailed.



With the introduction of the heavy-duty, battery-powered cut-off saw, Hilti has set a new standard. Combining Hilti's pioneering spirit with its ground-breaking features, we illustrate how this innovation addresses specific application challenges. This innovation gets the same work done as a 60cc petrol cut-off saw, but without the fumes, noise, extra maintenance and fuel mix issues and thereby empowers users to increase productivity and safety more than ever before.

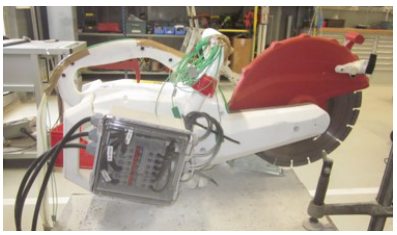
Concept design renderings







Early design studies and production mock-ups







“It not only combines high performance and a low environmental footprint, but also exceeds expectations as compared to its gas-actuated counterpart tool, while producing zero emissions and adding safety for the user.”

Stelios Gasnakis
Head of Marketing
Diamond BU













After many deliberations and technical checks, the team decided to embrace a 72V battery, with an external electronic drive system, and a special in-house diamond blade from our manufacturing plant in India. This would serve as the foundation for maximizing efficiency. Within a year of starting the technology project in 2017, the team developed its first prototype.

Now, the team was excited to convert their theoretical idea to reality by aligning with the Power Tools & Accessories Business Unit. At that time, Nuron was a top-secret project, so the team was not yet aware that a groundbreaking platform was already in the making that would change the course of development of this highly ambitious cut-off saw project.

Unforeseen challenges ahead

The development journey of this cut-off saw was fraught with myriad challenges and limitations, particularly since Nuron was just in the transition phase from a well-thought-out concept to realization. The team’s vision was ambitious, but at this stage clarity of vision was elusive, leading to apprehension and uncertainty.

After intense alignment, especially with the team developing the Nuron battery under the leadership of Bernd Ziegler, it became clear that the only way to fulfill the high power demand of a battery cut-off saw was to use two 22V batteries of the upcoming Nuron platform simultaneously and thus fully leverage the platform’s power.

Developing a Hilti tool with two batteries, and a power rating above three kilowatts to compete with the 60 cubic-centimeter fuel-driven cut-off saw in a short period of time for the first wave of the Nuron launch, was a huge challenge for the team when they started the time-to-market (TTM) project in 2018.

“So far, the technical basics for this new cut-off saw were clear for the TP. However, industrializing completely new components such as motor, electronics, tool software and a dedicated cutting blade for a battery-driven cut-off saw system in this power range was a huge challenge. So, it was clear to us that acting fast would be the key for a successful TTM associated with the Nuron project timeline,” recalls Ralf.

Achieving the vision

A very strong effort in the drive development team in Kaufering was crucial to bringing the performance of this innovation to life. “From developing the motor to spinning effect trials, each aspect was meticulously examined and improved,” says Markus Schneider, Technical Project Leader for the DSH drive in Kaufering. The team’s dedication to perfection pushed them to overcome the obstacles and achieve the highest efficiency. Ultimately, the collaboration with the Nuron team resulted in the DSH 600-22/DSH 700-22, the first twin-battery tools in the Nuron portfolio.

Legacy and beyond

After the launch of Nuron in January 2022, this innovation captured positive attention, validated by the highest number of Nuron pre-orders from customers in Hilti North America. The team's legacy set a new standard for battery-driven high-performance cut-off saws for heavy applications. It also yielded them one of the highest accolades in the Hilti world: the 2022 Martin Hilti Innovation Prize.

In conclusion, we can say that the creation of this high-performance battery-operated cut-off saw was not just about engineering a tool, it was about challenging the status quo, pushing the limits of technology and shaping the future of battery-powered cut-off saws.





“This type of significant innovation makes me really proud and demonstrates our commitment to industry-leading innovations for our customers. This was only possible through excellent teamwork across many different units within our organization, which I believe is our true sustainable differentiation versus the competition.



Click here to watch the video.

Johannes-Wilfried Huber
Head of Diamond Systems BU



Our Priority

BE THE BEST PARTNER FOR SUSTAINABLE INSTALLATION SYSTEMS

Sustainability is one of our key customer promises. It builds on how our solutions add sustainability benefits, making construction better.

Recently Hilti committed to the Science Based Targets initiative (SBTi) as a part of our long-term ambition to achieve net zero emissions. Over the past months, all business units received CO_2 reduction targets for Scope 3 emissions.

Let's take a look at how the Installation Business Unit approaches this exciting journey.



INTERVIEW

with Matthias Lodes, Head of Development Installation Systems BU

Matthias, you are the project sponsor of this newly launched project team that focuses cross-functionally on sustainability in the Installation Systems Business Unit (BU). How is this project team organized and what is your goal?

We formed this cross-functional sustainability project team to bring together expertise from different areas within the business unit, including marketing, procurement, data experts, sustainability experts and development. We have defined five workstreams for this year around sustainability: bringing transparency to our product carbon footprint and circularity for our full future portfolio, setting a clear pathway for CO_2 reduction to achieve the SBTi targets, investigating both technical qualification and commercialization concepts for low-CO_2 steel, and integrating sustainability principles into our new product development. We believe these topics can be properly addressed only by having a 360-degree view of our business. It was therefore vital to set up this dedicated, cross-functional team to detail our approach and way forward.

Why does the Installation Systems BU have this strong focus on sustainability?

The Installation Systems BU has the biggest Scope 3 CO_2 footprint within Hilti, in the category of purchased materials, with more than 90% coming from purchased steel. We see the challenge of reducing these emissions as a big opportunity to significantly contribute to the entire Hilti Group becoming greener. At the same time, decarbonizing our portfolio will help our customers reduce their Scope 3 emissions in the embodied carbon of a building project through leaner product designs, alternative lower-carbon raw materials and value-engineered solutions. We are fully aware of the size of the challenge ahead and we approach it with great commitment – we see and feel that spirit every day when we talk to our teams in the BU.



How do you tackle this challenge? What is your strategy?

To achieve the group's SBTi target, all BUs aim to reduce their CO_2 footprint by 25% over the next 10 years, bringing us on a trajectory towards net zero by 2050. First, we need to set the baseline for our current products. When we have this, we can predict the CO_2 footprint of our innovative new products by evaluating the impact of various designs that, for example, make new products lighter. Our key principle is delivering best-in-class load efficiency which enables design optimization and weight reduction for installation applications overall.

Reflecting on the requirements from our markets, we have prioritized delivering the best possible level of product footprint transparency as this is something our customers are struggling to find with most other suppliers. To achieve this goal, we vigorously work on creating environmental product declarations and cradle-to-cradle material health certification. In addition to CO_2 reductions via design optimization, we investigate the technical feasibility and availability of green steel, a term used for steel with a lower carbon footprint. Additionally, our sustainability project team is currently investigating commercialization concepts for green steel, and we are now in contact with pilot customers.

How do we translate these activities to benefit our customers?

We understand that transparent and validated data on embodied carbon is what customers seek, first and foremost, in their own aspiration to make construction more sustainable. We are supporting this first step through the previously mentioned certification activities. Also, we drive overall reduction of embodied carbon in support system applications through value engineering. We do this by consequently linking best-in-class transparency with the most efficient use of material. Local teams have already won several projects through this powerful combination. That's why we are so confident that we are on the right path to be the best partner for sustainable installation support systems.

In 2024 we will relaunch the SPX line with an enhanced value proposition that will reduce the product's CO_2 footprint by 70 percent. Most mainstream customers using traditional straight barrel core bits replace the entire core bit when the segments wear out. By considering sustainability aspects as early as possible in the product design phase, we were able to split the core bit into two sections, the barrel and the module. These new core bits now come with a single barrel and five interchangeable modules which offer additional advantages to customers and, at the same time, have a positive environmental impact. Compared to traditional bits, we have reduced metal consumption by 80 percent while significantly saving space and weight. It is great to see that sustainability can be part of a product's life at such an early stage in the creation process.

Artem Danilov
Global Product Manager
Diamond BU

In July we held a workshop that brought together all stakeholders who focus on sustainability in the Fire Protection BU to jointly work on the topic of sustainability for the first time. We took this opportunity to discuss what sustainability means to us across all functions. It was great to bring together all the ideas and topics that everyone is working on. At the workshop, we came up with a definition for sustainability for firestop products. In a next step we will develop a road map for how we want to achieve our sustainability goals by 2030. My "eureka" moment was realizing that we were all working on sustainability-related topics but had never talked to each other on this level before. There is so much potential in working together, and it is great to see that this workshop was the first step on the journey.

Emily-Alexandra Hooper
Greenbuilding & Sustainability Manager
Fire Protection BU



FIRESTOP MEETS VIRTUAL REALITY



Study shows VR training's benefits

275%
more confident
in applying the knowledge gained

learn
four times faster
than in a classroom

four times
more focused
than if they were in an e-learning module

Imagine a firestop designer is sitting at his desk in his office. Suddenly, he finds himself on a construction site – without physically being there. It sounds impossible, but it's not.

Behind every innovation lies a team of dedicated individuals who bring their passion and expertise to the table. This story is about one such Hilti team that pushed the boundaries of what's possible in firestop training through virtual reality.

Tackling a big question

Firestop engineering training is crucial for specifiers as it equips them with the knowledge and skills to ensure buildings are properly protected against the spread of fire. With proper training, specifiers can make informed decisions about firestop systems, materials and installation methods, helping to prevent fire-related disasters and saving lives.

Educating specifiers through technical product training has been one of the ways to achieve this so far, but it is not as effective as it could be due to the complexity of topic. An interactive training session could prove more engaging. Many tried to make it interactive but, overall, it failed to evolve much.

At the same time, creating a professional training session that is both engaging and informative isn't as simple as it sounds.

An innovative idea

Just ask Nikoleta Georgieva, the Global Service Owner for firestop training who came up with the idea of a new virtual reality (VR) Firestop Engineering Training and has developed it for more than two years with a passionate and committed core team of seven members. "With the idea of developing an insightful yet interactive training in mind, we started exploring options. The team's initial thoughts were around 'gamification' to make the training as engaging as possible. Soon, it evolved into a strategic process including research, evaluation collaboration and alignment of goals. We needed a partner who could bring fresh and creative ideas. Creating a virtual experience featuring real life scenarios was the key to creating a memorable and effective gamified experience. We knew that a gamification partner could play a significant role in making this a reality. So, we researched potential partners with the expertise in both gamification and VR and finally brought a technology partner, NMY, onboard.

"In 2021, when we started the project, we had countless discussions. We had numerous questions in mind: How should the experience look? What exactly could we show in the VR simulation? How long should the training be? Should people be seated or move around with the headset? Which use cases should we include? There were many others. The team found the answers through sheer determination and by working together with customers and a team of experts from NMY."


Michal Scrna


Nikoleta Georgieva


Nils Taubert


Piotr Gebski


Mikael Habesyan


Rene Gries


Sebastian Demmerle (NMY)

Empowering discovery

Being responsible for innovation, Nils Kroenert explores opportunities to utilize new technologies in products and offerings. When we asked him about the potential of this futuristic training, he was convinced that VR training for firestop was the next step. “Over many years, my team has been researching the impact of virtual reality in training with the Swiss Federal Institute of Technology in Zürich. The results showed that interactive VR training does have a very positive impact on learning, especially where the participants need to perform certain tasks,” Nils revealed.

“For us, it was always about having an interactive training with a mix of face-to-face and VR experiences to add value for the customers, as opposed to having a fuzzy idea of doing something new in the training,” said Nils.

Converting idea to design

What about the journey of creating a virtual jobsite experience that includes real-life scenarios? Mikael Habesyan, one of the core team members, spells out the challenges.

“Of course, the main challenge was to build VR from scratch. I remember, we first started with the drawings and prototypes to envision what the virtual experience could look like. After that, we had multiple reiterations,” he explains while showing many drawings to emphasize his point. What came to life at the end was quite fulfilling to experience. “We knew the sky is the limit, but while working on this project, we also realized that we had to focus on the core essentials,” he said with a smile.

Elevating experiences in the pilot market

The new Firestop Engineering Training, including firestop design simulations and six design scenarios, went live in Germany, the first pilot market, in the first week of April. After returning from the virtual construction site while having worn the headset, customers could barely conceal their excitement.

“As specifiers, passive fire protection is of utmost importance to us both due to social and technical responsibilities as well as legal implications that arise from the increasing complex nature of our projects. The virtual reality simulation was a standout experience for all our employees.”

Armin Jager, CEO
Engineering Facility Group



Pioneering the path forward

Hilti has always led the way as a pioneer. Now with the virtual reality training for firestop, we are leading the way in digitalizing training in the construction industry.

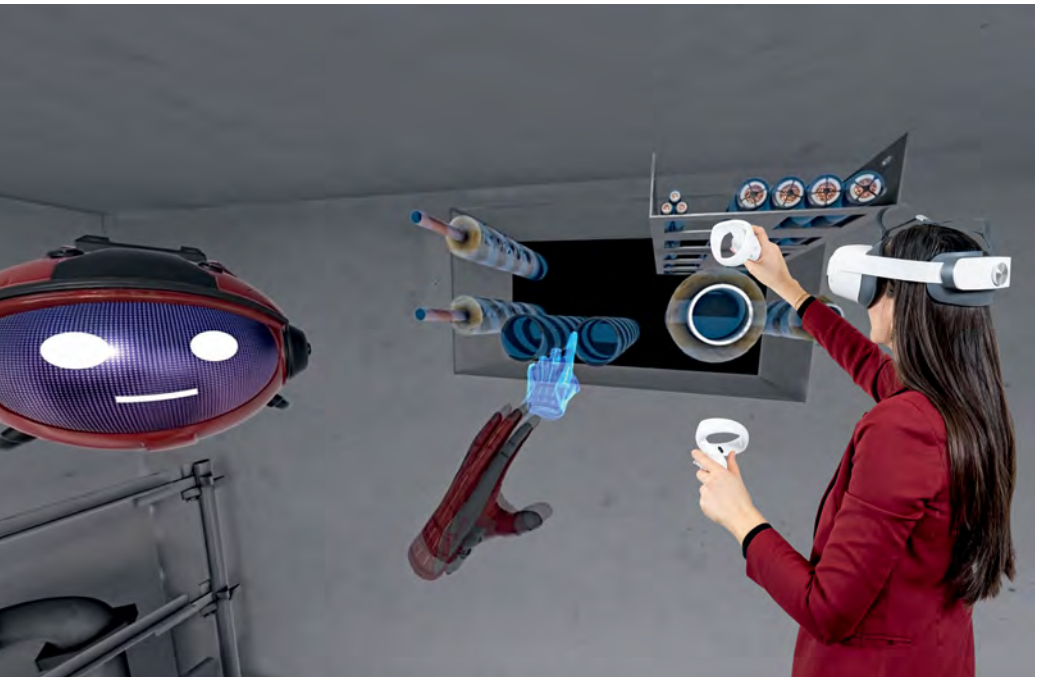
"We strongly believe that virtual reality training for firestop will enable us to simplify the complexity of the topic, which is critical to safety, to reducing the gap in the knowledge of firestop solutions and to making it easier for specifiers and architects to replicate the knowledge on jobsite. This will ultimately help us increase safety for the end users," said Nikoleta. Being among the first to utilize VR in the area of firestop training, we are again pushing boundaries to Making Construction Better.

Firestop training equips specifiers with the knowledge and skills to ensure the safety of a building in case of fire.
Proper training empowers them to make informed decisions about firestop solutions, materials and installation methods and thus reducing risks and enhancing building safety. This year Hilti introduced an innovative virtual reality training, Firestop Engineering Training. By merging technology with training, Hilti revolutionized the way specifiers learn and apply firestop principles and ultimately contribute to safer building and end-user safety.

Want to know more?

Click on the link to learn more about it:

VR Firestop Training



"Our new firestop engineering training with VR not only brings the construction site into the customer's office, it also brings a huge smile to everyone's face who enters the virtual Hilti world! It is a powerful tool to keep our specifiers engaged and to trigger the firestop specification business through professional education."

Lena Holstein-Eickelberg, Service Manager Trainings, Germany MO



A PLACE TO GROW AND LEARN

The New Campus of the International School Rheintal



About the new ISR campus

- Opened in 2023
- Ecologically designed three-story building
- 6400 m^2
- CHF 34 million

Just a few minutes' drive from Hilti headquarters in Schaan is the leading International Baccalaureate World School in the Rhine Valley – the International School Rheintal (ISR). Since its inception in 2002, the ISR has grown in terms of its educational program, but has also outgrown its original building.

Recognizing the importance of this internal educational offering in the region, the Hilti Family Foundation Liechtenstein funded the new school campus – an ecologically designed three-story wooden building.

An educational opportunity for locals and internationals alike

ISR's International Baccalaureate (IB) education program paves the way for a global future for children from international and local families alike. It enables a seamless transition between IB world schools around the globe from an early stage in children's school career. This was a big advantage for Rhizlaine Benabid and her family when she moved from Paris to the Rhine Valley for her new job at Hilti.



"Our foundation attaches great importance to strengthening the area as a business location. The new ISR campus is an important milestone that reflects the region's first-class international education, which keeps Liechtenstein and the Rhine Valley internationally competitive."

Michèle Frey-Hilti
President of the Board Hilti Family Foundation Liechtenstein





“It feels like we are in a tree. It’s all green and it smells of wood. My classroom can be opened with a smart card, and our electricity comes from the sun.”

Adam, age 6, ISR student







In addition to technical skills, the IB training program teaches important soft skills such as critical thinking, problem solving, communication and intercultural competence. The doors to the most renowned universities in the world are open to graduates of the IB program – making the ISR particularly attractive for families from the region.

Exploring the new school

In August 2023, six-year-old Adam had his very first day at the new school and was able to explore the new building, which is exemplary in every way: All learning areas are tailored to the needs of the students and their different age groups. The new campus features more than 40 rooms with vaulted ceilings, light-filled classrooms and learning spaces, including science labs, art studios, music rooms and free study areas. At the same time, direct access to nature on all floors creates an inspiring interplay between indoor and outdoor spaces. In addition, important measures have been taken to promote biodiversity: Outdoor areas are planted with native species. One of the things, Adam likes most about his new learning environment, is the connection to nature.

What Adam is referring to when he explains that electricity comes from the sun is part of the new campus’ sophisticated energy plan. It is connected to the local district heating network and has a compound ventilation system and its own photovoltaic system to meet the school’s electricity needs.

The new school building provides an ideal learning environment for up to 300 students, ages 3-19, who receive a truly international education at ISR from kindergarten through high school.

173
students
30 nationalities

42
teachers and staff
31 nationalities

Individual care
and specially trained instructors

After-school care
until 6 p.m.

Get to know the new ISR Campus:

Link to the video



INNOVATIO MADE BY HILTI



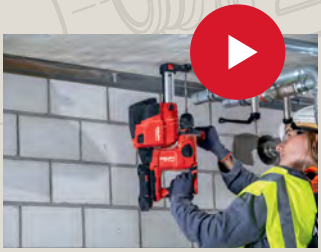
HUMAN AUGMENTATION

Shoulder exoskeleton

The next generation of exoskeleton, the Hilti EXO-S, is designed for a worker's well-being while performing overhead work. Overhead applications, such as fastening drywall track, installing piping or surface grinding and sanding, are usually strenuous and may cause fatigue, pain and injuries. EXO-S reduces stress on the neck and shoulders resulting from repetitive tasks by up to 60 percent.

The mechanical cable pulling technology of the shoulder exoskeleton helps shift the load from the upper body to the hips, which provides enhanced safety and comfort while performing applications at a height above the shoulder level. The backpack design of this exoskeleton makes it easy to wear and convenient to adjust to different body types.

In a nutshell, the new Hilti EXO-S can make construction work safer and healthier as it reduces peak loads above the personal stress limits and prevents risky overloads.



POWER TOOLS

Cordless rotary hammer

With the Hilti TE 4-22 cordless rotary hammer, it was possible to combine active torque control (ATC) and active vibration reduction (AVR) in a compact rotary hammer for the first time.

While ATC can protect the user better from uncontrollable spinning if the bit sticks, AVR makes the tool's repetitive hammering less tiring, which ultimately increases productivity. In comparison to its predecessor, it has a 20% higher drilling speed and is 200 grams lighter in weight.

The TE 4-22 is especially great for overhead drilling due to its light weight, handy grips, LED light and good balance.



POWER TOOLS

Cordless impact wrench

The Hilti SIW 4AT-22 cordless impact wrench is useful for a lot of different tasks, such as anchoring, installations and screw connections.

Due to its short length and low weight of only 1.04 kilograms, the wrench is handy, and working with it is less exhausting. Compared to a torque wrench, using the SIW 4AT-22 in combination with its adaptive torque can save as much as 30 percent of time when installing mechanical anchors.

It is equipped with two speed levels and a brushless motor, which is low maintenance. As in every Nuron tool, the battery of the SIW 4AT-22 automatically collects data on the performance, utilization and location of the device.

NS

In line with our Lead 2030 strategy, we strive to make construction better.

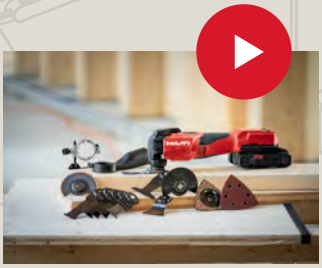
Get to know some of the latest Hilti innovations which make us the best partner for productivity and safety for our customers.



MEASURING

BIM 3D layout module

With the new BIM 3D layout module, it is now possible to transfer the building information modeling (BIM) model to the tablet of a Hilti construction layout tool (PLT 300/400) and to directly position the construction elements (walls, corners, holes) without the need to create a 2D model and to extract points and lines. This is one of the fastest ways to turn the BIM 3D model into reality and avoid errors during file conversion.



POWER TOOLS

Multi-tool

The cordless oscillating SMT 6-22 multi-tool covers a variety of applications on a jobsite. It can plunge cuts in drywall, plasterboard and wood, cut metal and PVC pipes, remove nails and screws and also sand wood.

Due to its brushless motor and Nuron battery, the SMT 6-22 multi-tool has more durability and higher performance. Its Starlock Max interface is compatible with Starlock inserts, which enables safer and convenient tool-free insert changes on the construction site.

Its decoupled head with AVR reduces vibration and increases user comfort and safety. The optional dust removal adapter ensures reliable safety for a dust-free jobsite.



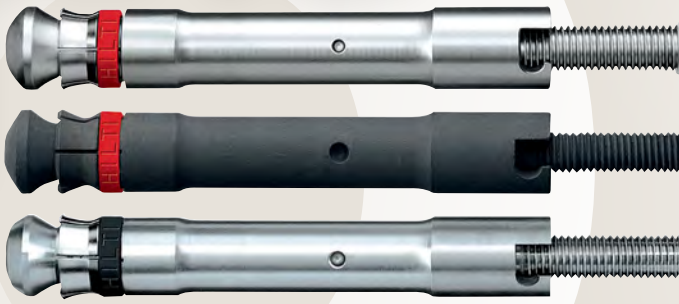
FIRESTOP

First modular firestop pathway device

Low-to-medium voltage cabling is an ever-changing aspect of any building, especially in facilities like hospitals and data centers. The addition of new equipment, daily maintenance operations, building expansions or even complete renovations require adjustments in the cabling infrastructure over time. This calls for a fire protection solution that can quickly adapt. The CFS-MSL (Modular Sleeve) provides exactly this flexibility.

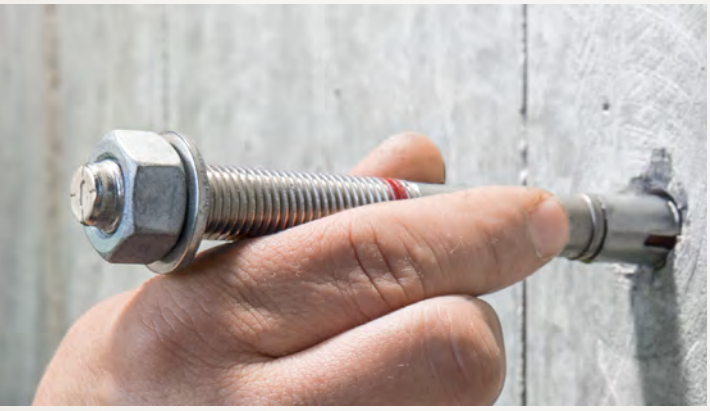
The Hilti Modular Sleeve comes in different sizes that can be combined to fit any openings in a manner that gives specifiers and contractors the peace of mind to achieve the design that they need today, while also easily planning for future cable additions. Modularity combined with best-in-class retrofit capabilities and broad application coverage make CFS-MSL a highly dependable option to help save lives and avoid business interruptions.

25 YEARS OF ADVANCING DESIGN



This year, we are celebrating 25 years of advancing design in anchoring and rebar applications.

Let's explore the key milestones that have defined this fantastic quarter century of anchor technology at Hilti.



Have a look at some of the noteworthy innovations introduced by Hilti

1990s
HST and HST-R

Industry-first anchor products with an ETA (1998)

2000s
Hilti HIT-RE 500-SD

First bonded anchor suitable for cracked concrete (2007)

Over the past 25 years, the evolution of anchor technology at Hilti has significantly impacted the construction industry and has revolutionized the way buildings are designed and constructed.

Birth of game-changing anchors

Initially there were no specific guidelines for the use of construction products like anchors in the European Union (EU). In the 1990s, the EU established the Construction Products Directive (CPD), defining the essential requirements and criteria needed to obtain European Technical Approval (ETA) for construction products. The technical assessment of the fitness for use, reflected in the ETA, required that anchor products undergo stringent testing. This included assessments for short-term and long-term loading in both cracked and uncracked concrete. The evaluation process also included production and installation aspects relevant for the reliability and safety of the

products. Hilti played a significant role in the development of ETA guidelines by contributing extensive research and technical support.

In 1998, our HST and HST-R stud anchors became the first anchors ever to have European Technical Approval.

Remarkable breakthroughs

In 2011, the CPD was repealed and replaced with the Construction Product Regulation (CPR). The CPR allowed manufacturers to declare the essential characteristics of a construction product which were not yet covered by a harmonized product standard in a European Technical Assessment (ETA). Harmonized European standards provide a technical basis to assess the performance of construction products and elevated the transparency and efficiency of anchors. With this change, a simple glance at the ETA provides specifiers with the information needed to decide which anchoring solution is best suited for a specific connection.

As of today, Hilti has over 120 ETAs for anchor products, making Hilti number one in the industry in terms of product and customer safety.

The journey of anchor design and assessment at Hilti has seen several remarkable breakthroughs which have transformed the construction industry.

Over two decades of innovation in anchor design

From the birth of the industry's first anchor products to the rise of environment-friendly solutions, anchor technology at Hilti has become an integral part of the construction industry's success story. Hilti's revolutionary anchor design innovations over two decades are the result of revolutionary ideas and cutting-edge research.



"We were not only the first in the industry, but we also embodied a commitment to research and development and a drive for safety and efficiency. It was a milestone that kick-started an exciting era of innovation."

Lars Taenzer
Head of Anchors BU

2010s

Hilti HIT-CT 1: First Hilti product not required to have hazard symbols in the market (2011)

2013
HST

First mechanical anchors with high performance in wide cracks and cyclic loads according to new seismic qualification requirements in Europe.

Hilti SafeSet

Simplified design and no cleaning required to set anchors and rebar reliably.

Hilti HIT-HY 200 with HIT-Z rods

First product qualified under the new European seismic design and qualification requirements.

2015
Hilti TE-CD / TE-YD hollow drill bit

Drilling and cleaning of the drilled hole in one step.

Adhesive anchor system for post-installed rebar

The industry's first solution for post-installed rebar using chemical anchors.

2017
Profis Engineering (PE) Suites

Smart design of anchorages and baseplates as per various applications.

2018
Adaptive Torque (AT) Systems

Switch from manual torque wrench to an intelligent adaptive torque module with setting control.

2019
Smart Fasteners

First anchor with QR codes to track anchors on jobsites.





“Our customers love the performance of chemical anchors and the productivity of mechanical anchors. In 2018, we began working on a hybrid anchor that could combine the best of both technologies. We spent months and years researching and testing. In 2022, after rigorous development and unique qualification procedures, we launched HUS4-MAX, featuring game-changing technology in the anchoring world. It not only allows users to have a simple and productive non-cleaning installation, which we call drill-drop-drive and is up to 4x faster than the conventional injectable mortars, but also provides ETA approved immediate loading and outstanding performance.”

Matteo Spampatti
Group Manager, Mechanical Anchors







2022

HUS4-MAX

First hybrid system combining mechanical and chemical anchor technology with an ETA.

HDE 500-A22

First cordless dispenser for easier operations, minimizing waste and reducing downtime by moving away from a manual dispenser.

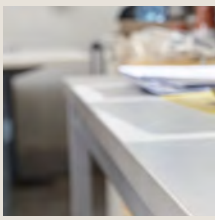
2023

C2C Module in Profis Engineering

Introduced design of concrete-to-concrete connections in our PE Suite.

FP-700R

The first injectable mortar that can take the heat and performs ‘like concrete’ under high temperatures.

















“Hilti has always been at the forefront of research and code writing to advance designs. A very prominent example is the development of seismic qualifications and the design of anchors in Europe based on intensive, years-long research together with industry partners and universities. We are proud to continuously contribute to making construction safer and more sustainable.”

Philipp Grosser
Head of Regulations & Approvals
Anchors BU

Looking to the future

Over the years, we have extended our traditional playing field from product leadership to application leadership. “With this advanced approach, we not only focus on the design aspect of the structural connection, but also consider how the structural connection impacts the structure itself,” said Marien Adema, Head of Marketing, Anchors Business Unit. He also illustrated an example and mentioned that we already do this with the FP700-R. With its superior performance in the event of fire, it requires less insulating concrete cover than traditional systems, leading to a lower cost and smaller carbon footprint for the structure itself. And this is only the beginning.

We will continue to innovate steel-to-concrete, concrete-to-concrete and timber connections, ensuring superior safety, productivity and sustainability in structural connections.

Over the years, the commitment of Hilti in research and development has not only transformed the way we build structures but has also contributed to a safer and more sustainable construction world. As we look ahead, one certainty remains – Hilti will continue to drive innovation within this ever-evolving industry, leaving a lasting mark with enhanced anchor designs to make construction better.







A DAY WITH

Hello, my name is...



MARTIN MAHLFLEISCH

Senior Team Member
Production Logistics
Hilti Austria Industrie GmbH

Martin joined Eurofox GmbH in 2006. He still remembers that the company had a manual production setup when he joined as a production team member.

"I was really happy when Hilti acquired Eurofox because Hilti was a trusted brand in Central Europe and promised to maintain the operations and have a smooth integration.

"I never imagined being here at Hilti for 17 years. But the transformation in the company and my ever-evolving role kept me challenged every day," said Martin.



05:30 First thing in the morning / Upon waking up, I make myself a coffee to get the day started. I don't need a lot of time in the morning to get ready for work – 15 to 30 minutes and I'm out of the house.



06:00 Starting my day at the office / On arrival, I check the production schedule for the day and refill semi-finished goods for the production lines as needed. I load aluminum rails onto the forwarding system to ensure production team members have everything they need. This ensures a continuous flow of materials to the subsequent production stages and prevents interruptions and delays in the manufacturing process. I also check my emails and work on the tasks on my to-do list.



08:00 Daily production shop floor meeting / We share a set of targets with the production unit that includes product availability, maintaining minimum stock and keeping obsolescence to a minimum. I attend the production shop floor meeting to ensure that I'm up-to-date on the progress and the key tasks of the day. This allows me to effectively plan my tasks around production needs. It also helps me to avoid downtime and ensure that unloading and loading is efficient.



09:30 Uploading of material and quality check / A lot of tasks depend on the progress in production or on the delivery of goods and therefore can't be scheduled. For instance, sometimes a truck arrives for unloading earlier than expected while, at the same time, the semi-finished materials need to be resupplied to the production lines. We have a good team spirit in production and help each other out when these events happen simultaneously.
Once the semi-finished goods are unloaded, I make a corresponding entry into our ERP system. I am also responsible for ensuring that the quality of the goods received meets our standard. Sometimes, we receive damaged goods and I coordinate the required steps with our quality manager. In these situations, I have to list the damaged goods as blocked stock and place them in a separate section until we have done all necessary checks and can decide either to use or return the material.

12:00 to 13:45 My lunch / I eat lunch depending on my schedule. I am flexible! If a truck arrives, I will have lunch after I finish the unloading process. While working, I am never overly hungry.

“I never imagined being here at Hilti for 17 years. But the transformation in the company and my ever-evolving role kept me challenged every day.”

Martin Mahlfleisch

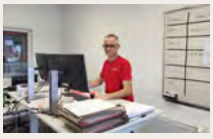
Martin is known among colleagues as someone who is always there to help wherever and whenever needed, trustworthy and going the extra mile whenever an occasion presents itself. In his free time, Martin likes to listen to music. He enjoys travelling to different locations and loves hiking.

Hilti Austria Industrie GmbH (formerly known as Eurofox) is one of the biggest substructure suppliers worldwide. The Hilti Group acquired the company in July 2011 and expanded the facilities in 2015. Today, the facility hosts the manufacturing of Hilti’s innovative range of substructure systems for ventilated façades. It is also home to our development teams for ventilated façades, allowing us to test new solutions and ideas in constant alignment with production and supply. We further operate our own engineering office, which develops specific project designs for end customers around the globe.

Hilti ventilated façade substructure systems have been used in many leading construction projects, such as the Corniche towers in London, the 264-meter-high Triumph Tower in Moscow and the Audi Campus in Germany. The facility employs approximately 138 team members, of which 12 team members are in shared services like HR and Finance, 24 are in the Installation division, 37 are in production and 65 are in ventilated façade functions.

Learn more about it here.

12:00 to 13:45 Maintaining permanent inventory / Every two weeks, my team leader provides me with a randomly generated list of items. Upon checking, I enter corrections right away into our ERP system, if required. Previously, we used to carry out a yearly inventory check, which used to take two to three days and required us to stop production. I appreciate this positive change of having frequent inventory checks, as it allows us to distribute the work better and doesn’t affect the operations.



12:00 to 13:45 My special time / We also receive goods for the various office departments and I distribute them to my colleagues. This is a nice opportunity for me to see my office based colleagues from time to time and catch up occasionally.

13:45 Daily logistics shop floor meeting / Our entire team meets daily to coordinate schedules and shifts. My shift ends by 3:00 p.m. So, after the team meeting, I hand over my open tasks from the morning shift to my colleague for the afternoon shift. It helps me to ensure that the shift change goes smoothly and open tasks can be completed.



14:30 The last hour of my shift / Based on our schedule, I wait for the arrival of the truck that picks up finished goods and transports them to our Headquarters warehouse at Nendeln in Liechtenstein or warehouses in our market organizations, such as Nuremberg (Germany), Carpiano (Italy) or Leopoldsdorf (Austria). I know most of our truck drivers well and have a good working relationship with them. I ensure that everything is done before the pickup – I check the delivery schedule, arrange hardware, pick the pallets, wrap them in plastic and place them in the pick-up zone as per the target location. The truck drivers often tell me that we do our job very efficiently, which makes me feel elated.



Beyond work / After work, I like to hike or take a walk. I am an avid hiker and have visited many interesting mountains. My preferred areas are around Rax or Schneeberg mountain. /



FAMILIES AT HILTI

It's not uncommon to see multiple generations of families working at Hilti. Their profound love and commitment to their employer resonates in our company culture.
Two families, from Thüringen and headquarters, share their own Hilti stories:

The Kranz Family

G1 Generation 1: Walter Kranz was driving a truck to Riyadh, Saudi Arabia, for his employer in 1977 when his wife secretly applied for a job at Hilti on his behalf. She knew that her husband always had a soft spot for Hilti. After seeing a vacancy, she seized the chance and put in an application. When Walter returned home, he learned that he was scheduled for a job interview at Hilti, which proved successful. From that moment on, Walter would drive for Hilti in Liechtenstein. Initially, he delivered goods to MOs and trade fairs throughout Europe, sleeping in his truck during the week. After that, he drove from Schaan to Kaufering, and back, every day for 25 years until his retirement in 2009. In total, Walter drove 3.7 million kilometers for Hilti, or enough to travel around the world more than 92 times.

G2 Generation 2: From an early age, Jürgen Kranz was surrounded by Hilti employees when he sometimes visited his dad, Walter, at work and went with him in his Hilti truck around Europe. He started his mechanical apprenticeship at Hilti in 1989. After leaving Hilti for five years for higher education, Jürgen returned in December 1999. Since then, he has held various positions in the company. Currently, he is responsible for Health & Safety at corporate headquarters, together with two colleagues.











GENERATIONS AT HILTI

Hilti has pioneered the manufacturing of construction industry solutions for generations. Over the decades, Hilti has fostered not only an outstanding company culture, but continues to develop new technologies and improved services, ensuring success through the years. Founded by brothers Martin and Eugene Hilti in 1941, strong family ties continued when Martin's son Michael joined his father in the 1970s. Today, Michael Hilti serves as the Honorary Chairman of the Board of Directors, while his daughter, Michèle Frey-Hilti, manages the Hilti Family Foundation.

Generations and family ties have been highlighted in the past by various market organizations. Click the icon above.

Do you have a family story relating to Hilti?
Write us: media@hilti.com

The Pfitscher Family

G1 **Generation 1: Alfred Pfitscher and his brothers immigrated from the Italian province of South Tyrol to Austria after World War II to find work. Like one of his siblings, Alfred worked at Hilti Thüringen in the tool manufacturing plant from 1974 until 1984.**

G2 **Generation 2: Alfred's son, Stefan, spent his whole professional life working for Hilti. He started as a mechanical apprentice in 1978 and finished his education in 1982. After that, he worked in Thüringen and Schaan in different positions. He retired at the end of 2022 after working at Hilti for 45 years. In addition to Stefan, his brother Alfred Josef and their cousin Siegfried Pfitscher also worked at Hilti Thüringen for some time.**

G3 **Generation 3: One of Stefan's daughters, Katharina Pfitscher, followed in her dad's footsteps and did her mechanical apprenticeship at Hilti Thüringen. Currently, she is working in the P4X2 Machining DF& DIA department. Katharina mentioned an administrative job opening to her sister, Patricia Pritz, in 2018. Since then, Patricia has been working part-time and is responsible for visitors and anniversary jubilees at Hilti Thüringen.**



TEAM SUCCESS ON THE "R4 NORTH PREŠOV/BIKOŠ" PROJECT

"When perseverance pays off" would also have been a fitting headline for this article on the long-term collaboration on the Prešov bypass project, the auxiliary section of the Northern Motorway in Slovakia. This project posed numerous challenges for the project team.

For the first time in the history of Slovakia, a tunnel construction project included the successful implementation of an integrated floor system and cable transit system.

The project, for the national highway company Národná diaľničná spoločnosť, was a learning opportunity for the Hilti Slovakia team, which included a deeper understanding of competitive parameters, investor requirements and the specific needs of individual suppliers. "Precise timing and completion of deliveries was absolutely crucial to the project's success," Jana Budacova, Product Manager Engineering Marketing, explains. Given the limited storage space on the site, the logistics team had to be creative.

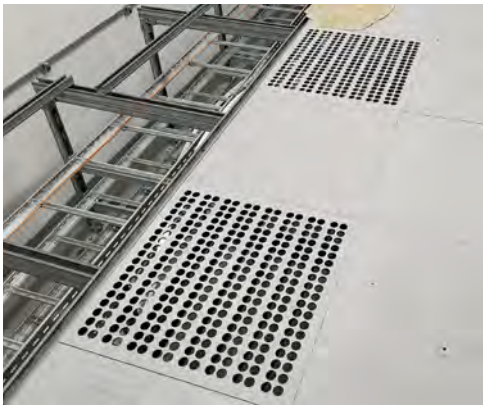
In summary, here's a few of the systems that were successfully installed:

- Installation of ISD cables across three bridges by using HDG MQ supports.
- Anchoring emergency ventilation fans, involving difficult drilling techniques.
- Installation of dry pipe distribution, utilizing stainless steel MQ components.
- Construction of an integrated floor system.
- Cable penetration sealing using a cable transit system in the tunnel.
- Supports for ducts and pipelines.
- Heavy support construction for a diesel unit.
- Anchoring the lighting and other systems.


HILTI



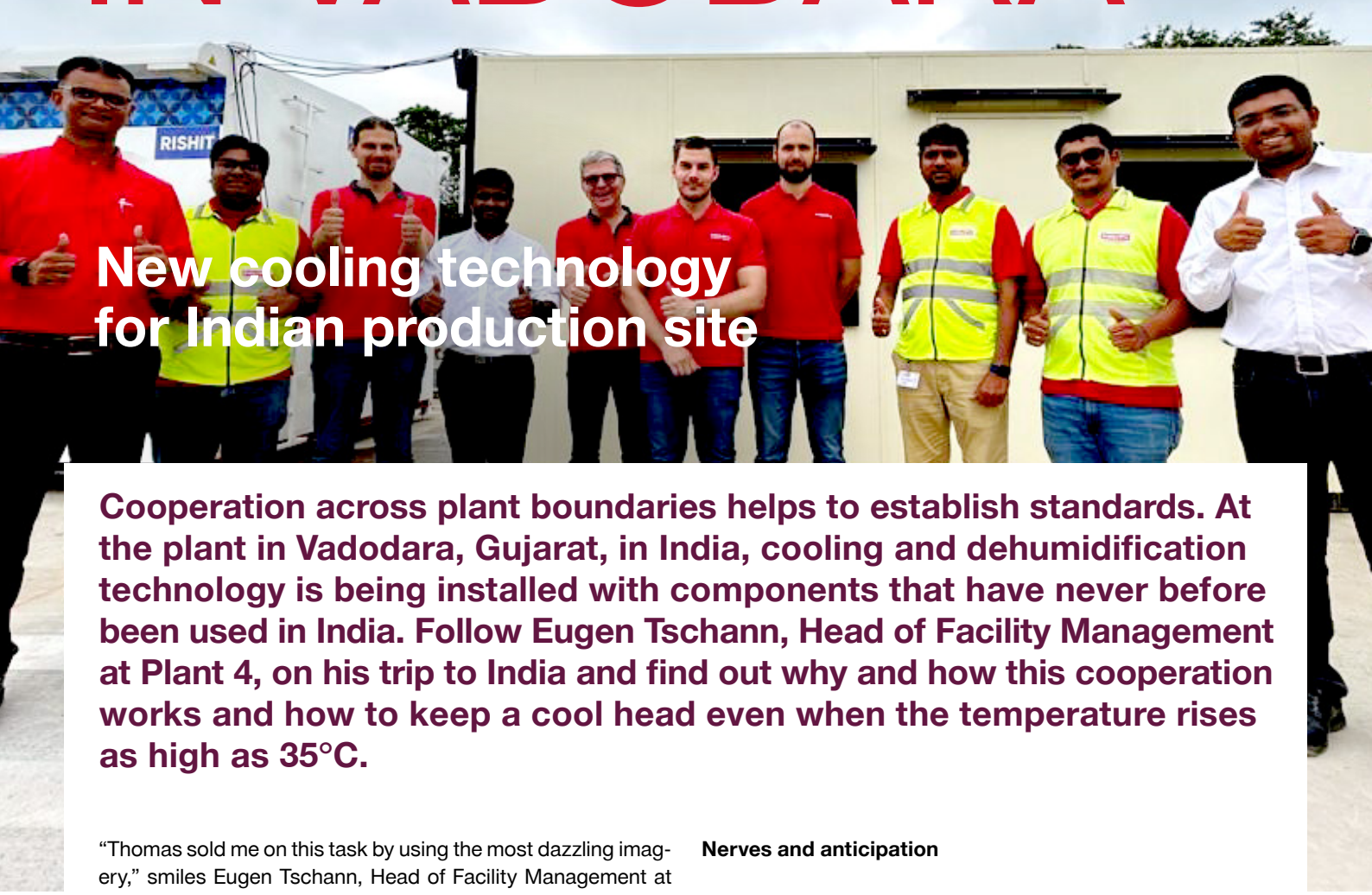





267m
13m



COOLING DOWN IN VADODARA



New cooling technology for Indian production site

Cooperation across plant boundaries helps to establish standards. At the plant in Vadodara, Gujarat, in India, cooling and dehumidification technology is being installed with components that have never before been used in India. Follow Eugen Tschann, Head of Facility Management at Plant 4, on his trip to India and find out why and how this cooperation works and how to keep a cool head even when the temperature rises as high as 35°C.

"Thomas sold me on this task by using the most dazzling imagery," smiles Eugen Tschann, Head of Facility Management at Plant 4. He was recounting how, in the spring of 2023, he received an offer from Thomas Breuer, Plant Manager at Plant 4, to assist with the installation of cooling and dehumidification equipment at Hilti's new manufacturing site in Vadodara, Gujarat, India.

"I saw this as a great opportunity, but I could think of many reasons why this would be inconvenient for me right now. After all, I have enough to keep me busy at Plant 4." Collaborations of this kind strengthen cooperation across plant boundaries and also represent a good opportunity for employees to grow personally. Plant 4 supports this project for this very reason, and Eugen knows that the necessary resources will be made available and that he can count on the active support of his colleagues. "So I really saw no reason why I shouldn't seize this opportunity and organize the first trip to Vadodara. Video conferences and preliminary discussions with my contacts in India, travel organization, rescheduling tasks on site and so on ... the days until my initial departure simply flew by." Two visits of four weeks each were planned.

Nerves and anticipation

On the first trip, the aim was to provide support, including in relation to structural measures, in advance of beginning operations. The second trip will define the process for energy-optimized operations as actual production ramps up. In between the two, there are weekly video conferences to discuss the project's progress and to suggest improvements where we think they are required. On July 3, 2023, Eugen checked in at Munich Airport. "Now it's time to go. Nerves and anticipation are constant companions. What awaits me? How will I cope with the language? Can I meet expectations? Many questions ran through my mind." Embarking on the unknown requires courage and the ability to leave one's comfort zone. But one also gains new perspectives by broadening one's horizons.

"Once I arrived in India, I had to get used to the climate. This was also the biggest challenge for me on the technical side: familiarizing myself with the modern cooling systems in combination with the unique climate conditions."







New challenges

Manufacturing diamond tools when the external temperature is around 35°C, along with 75 percent humidity, requires a very powerful, robust, flexible and efficient cooling technology. This is true for both the production facility and the office complex. The new cooling system, including components that were being deployed in India for the first time, is designed to significantly reduce humidity in order to efficiently produce diamond systems in accordance with Hilti's high quality standards.

Plant 4, in Thuringia, Austria, already uses building materials that support low-energy heating and cooling, and the assembly hall is the first industrial building in Austria to be certified according to green building standards. The same systems that are to be used in India are also in use at Plant 4, monitoring control systems and energy. Eugen not only has many years of experience with energy-efficient building designs, but sustainable technologies are also his passion. "By working closely together, we can share experiences and the latest knowledge in this field. In the spirit of give and take, we can all learn and stay on the cutting edge of technology." During this time, Eugen also learns about the lifestyles and culture of a foreign country. "They want to do great things!," he told Plant 4 in late July, after returning from his first trip. "My usual way of working was turned upside down. Where we, in certain cases, will use prefabricated building elements, many steps are taken directly on site without certain equipment or standards in India. I was very impressed by the attitude and confidence of the people I spoke to." Besides having to learn certain technical matters, communication was the biggest challenge for Eugen. "My moderate English skills, coupled with the local Indian dialect and the technical terminology, often left me speechless. The AI translator on my smartphone was a constant companion."

Then it was time, as is the case with many others, for Eugen's summer vacation. His next trip is scheduled for fall 2023. At this time he'll be present for the final commissioning of the plant. He is already looking forward to this and emphasizes that this cooperation is really a varied task full of the most dazzling colors. There is also the aspect of continuation training, in the form of specialist and technical training that provides great added value. Overall, it's a unique life experience. "Thomas's promise to me was not overstated. Sharing experiences and knowledge is a growth driver, for me as much as for the others."

When the components are activated, the building's mass is used to regulate the temperature. In this process, walls, ceilings or floors are fitted with water-bearing pipes, which are utilized for low-energy cooling and heating.

The cooling and dehumidification technology in India consists of four large cooling machines, six cooling towers, several heat exchangers, two ventilation centers, over 150 ceiling cooling systems, including fans, and a large number of pumps. All of this is used to ensure that the diamond tools can be produced efficiently, and at Hilti's high level of quality, in the prevailing climate.

Plant 4 was founded in 1970 as Hilti's first production site outside Liechtenstein. Now, approximately 500,000 Hilti tools, including power tools, diamond drilling and direct fastening tools, are assembled there every year. The plant also produces about 800 different machined parts that are used in the assembly process of the various tools. Plant 4 employs approximately 600 people.

The groundbreaking ceremony for Plant 11 took place in January 2021 and operations started in August 2023. The ceremonial inauguration is planned for January 2024. The plant will manufacture diamond saw blades, diamond cup wheels and diamond core bits. The plant is a global center of excellence for cutting, grinding, PU drill bits and SP wall saw blades. Approximately 260 people are employed in India. The plant is seeking the Gold level of certification from the German Sustainable Building Council for its buildings. This would be a first or India.

QUESTIONS FOR EIVIND SLAAEN

Empowered to Ignite Lead 2030



Organizational success in today's fast-paced business environment heavily depends on the ability to navigate challenges, seize opportunities and cultivate a workforce that is not only equipped with the right skills, but also willing to work towards the same vision.

With many different initiatives that support individual empowerment just as much as organizational growth, our Learning & Development department fosters a culture of continuous development that encourages all Hilti team members to actively contribute to our joint success. The same holds true for Ignite Lead 2030 – our global strategy training that lets you reflect on your individual contribution while also promoting a sense of shared purpose and direction.

Creating a comprehensive training program for a new strategy is an investment in the successful implementation of the same. It ensures that we are all equipped with the knowledge, skills and mindset needed to contribute effectively. Eivind Slaaen, Head of People & Culture Development, played a key role in developing our Lead 2030 training and shared some interesting insights on his journey at Hilti as well as the challenges and opportunities that arise during the creation of a global training program.

What were your first steps of this day? 1

When I got out of bed this morning, I spent the first 20 minutes on a rebounder. I thought these trampoline rebounders were for kids until my wife convinced me that it's a good way to get an hour's worth of exercise done in 15 minutes and loosen up for the day. After that, I did some mindfulness activities and then finished up by making a cappuccino and waking up my wife.

What were your first steps at Hilti like? 2

Gosh, that's almost 33 years ago. Hilti was a completely different company back then; much more formal, much more stiff. We all had to wear suits and ties, and it wasn't very diverse. There were few women, I think two Americans and one French person. That was sort of exotic compared to the 60-plus nationalities today. But the thing we've always had in common was that if you wanted support, doors were always open. That hasn't really changed.

Still, quite a few things have changed. How do you keep up with the developments that our business is facing? 3

Basically, there are three things I do. I use my internal Hilti network to reach out to business leaders around the world and understand what their key challenges and needs are. I also have an external network where I work together with other global companies. One is based here in Europe, and one in the U.S. That allows me to step out of the Hilti bubble and look at things from the outside, understand trends and get ahead of the game. It's also a good way of benchmarking what we do at Hilti. And thirdly, I listen to a few selected podcasts and do a fair amount of reading and testing.

Interesting. This format is called First Steps, and our organization is also taking its first steps on a journey towards a new strategy called Lead 2030. How were you involved in the associated training and the development of this strategy?

I have the privilege to be part of the communication and training stream. Together with the Head of Installation BU, Oemer Cagirgan, and Mario Siewert, Head of Corporate Development, we developed what is now called Ignite Lead 2030, which is the learning solution for this strategy.

Were there any challenges you faced during that development phase? 4

Yeah, quite a few and pretty much the same as every time you develop a learning solution. It starts with the question of what success looks like and what you really want to achieve with it. We defined this as "We want people to understand the strategy". We want them to connect with this strategy on an emotional level, take ownership and then passionately implement it. The second challenge is: When you know it, it's easy. But this is for the people who don't know yet, people



> **“We want them to emotionally connect to this strategy, take ownership and then passionately implement it.”**
>
> **Eivind Slaaen**
> **Head of People & Culture Development**

currently in the company but also people who will be joining us in the years to come. So you need to simplify it with a common message that you can then share throughout the world, globally. You also really want to create a good learning experience, make it interactive, make it fun. And in the end, you need to come up with a comprehensive package which is easy to translate and can be implemented around the world.

Do you have any advice for team colleagues who are joining Hilti now and taking their first steps with the company?

5

I would focus on two things. The first one is: Build a network. That’s how you get the most out of belonging to the company. That’s where you get support when you need it. And that’s not something that just happens by itself, so be in charge. And secondly, when you bring up solutions, focus on the idea behind the solutions. You’ll come here with different experiences than us. It’s easy for us to dismiss what you have as a solution because we’re different. If we take time to understand the idea behind the solution and we can combine that idea with our understanding of what Hilti is, then we can make a great solution out of it.

Watch the full interview

FROM THE ARCHIVE

On the occasion of the opening of the new campus area last September in Schaan, let's look into the past and highlight the greatest milestones in the history of Hilti that led to creating the headquarters we all are familiar with today.



1



2

1 /

It was 1941 when Martin and Eugen Hilti founded their company "Hilti Maschinenbau OHG" in building number 70 in the center of Schaan. Eugen had bought it eight years earlier, knowing he would want to start his own business one day. The two brothers began producing spark plug shells and engine parts, among other things, for various companies in the back of their house. While the workshop was in the garage, the offices were located at the rear.

2 /

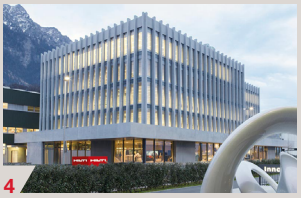
As the Hilti business was expanding rapidly, it was necessary to increase production capacity. Therefore, in 1954 the Hilti brothers settled on establishing a new facility for production and offices, for what were now 120 employees, in the open countryside of Schaan. This became Plant 1. Eugen Hilti was highly involved in the planning and building process. He even found a solution for the facility's water supply. When all hope for finding water nearby was almost lost, he found it 100 feet below the surface with his dowsing rod.

3 /

A major milestone for the Hilti headquarters was the construction of the large Main Administration Building in 1973. Back then, it won favor with its remarkable glass façade. This "glass palace" had space for 300 employees and was very modern at the time, complete with a file transfer facility for more convenient communication. Some 42 years later, in 2015, the centerpiece of Hilti Schaan was renovated and given a new façade as well as a large, welcoming entry area.



3



4

4 /

The modernization of Hilti's Corporate Headquarters officially began in 2012, when the cornerstone for the Innovation Center was laid across the street from the main building. At the beginning of 2015 approximately 400 employees moved to their new offices, testing areas, labs and workshops on a total area of 30,000 m². Thus far the multifunctional Innovation Center is the biggest investment project in the company´s history. It was followed by the Hilti Kita day care center, a parking garage, the Middle Office Building, and the new North Office Building, which complete the new Hilti campus.

Publication details

"team" is the magazine for the employees of the Hilti Group. Opinions published in "team" do not necessarily agree with those of the editor or the Executive Board. Articles in "team" represent official statements of the Executive Board only when expressly marked as such. The editor is responsible for selecting content and is advised by the Editorial Committee. The editor reserves the right to shorten articles submitted for publication. Different shades of meaning may result from translation. In the event of differing interpretation, the original text shall be viewed as valid.

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