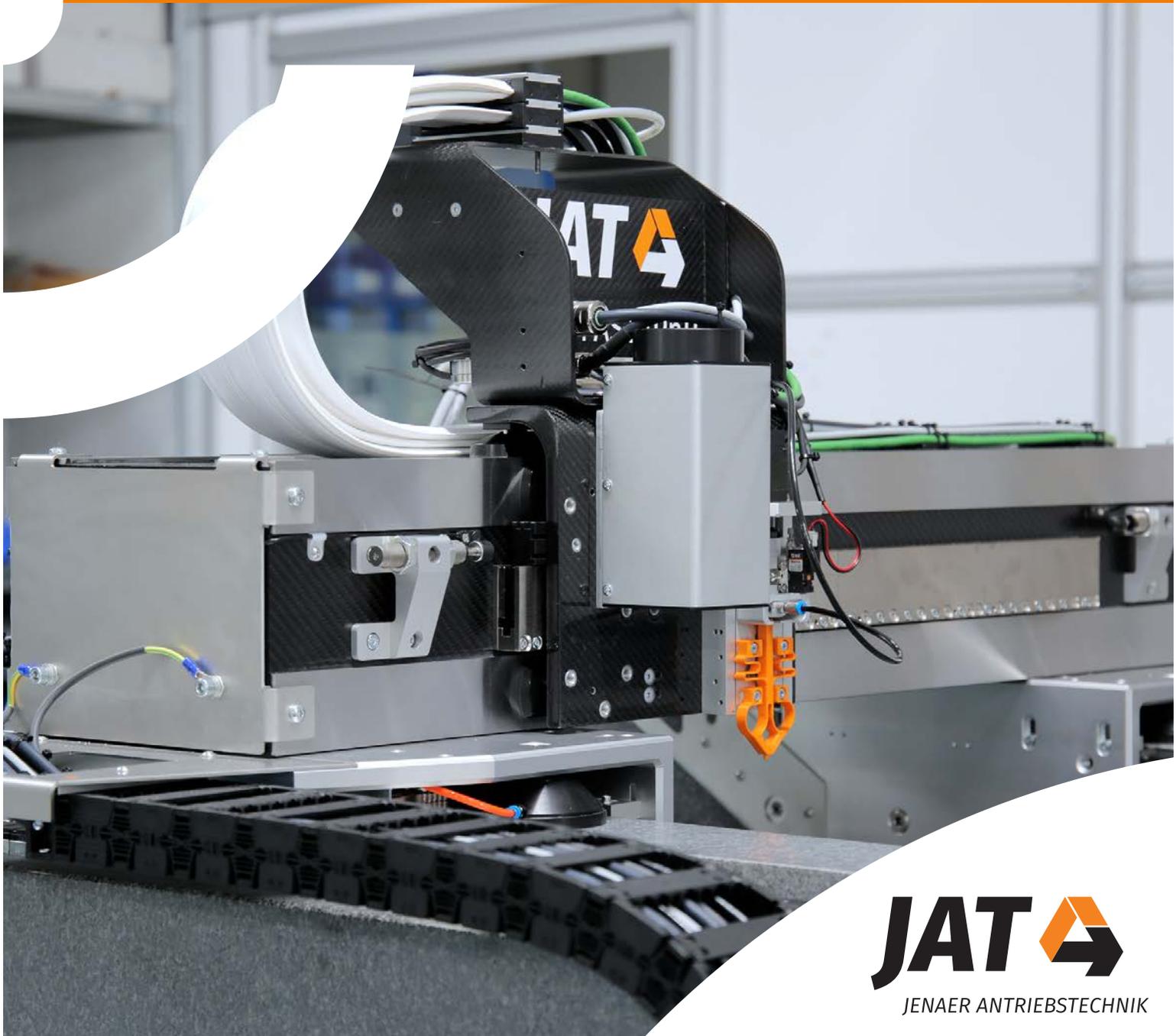


**JAT**  
PRECISION IN  
MOTION





WE FOLLOW THIS PROVIDER OF HIGH-PRECISION MOTION AND POSITIONING TECHNOLOGIES.

# PRECISION IN MOTION

PROJECT MANAGED BY: JACK BIBBY

It is often said that a business starts with an idea, but it only truly becomes a business once that idea is shared. A business really starts with a conversation. JAT began with a conversation between two Zeiss employees who shared an interest in drive technology. One asked the other, "How can we pass on our knowledge to customers?"

That conversation led them to a notary in August 1990, where they founded JAT - Jenaer Antriebstechnik GmbH. Two years later, the company brought its two-axes servo amplifier to the market. From there, JAT has continuously developed its offering, including its range of ECOSTEP®, ECOVARIO®, and ECOMPACT® products. It is a company that has specialised in developing and delivering customer-specific positioning and movement systems since that first conversation.

"JAT is a fully integrated provider of high-precision motion and positioning technologies for demanding and deep-tech applications," says Simon Schwinger, CEO of

JAT. "Besides a comprehensive line of standard off-the-shelf products, including servo drives, motors, axes, and rotary tables, we also provide engineering and production services for customised solutions."

JAT has evolved to become the technology company that sets the standard for drive technology. Its solutions enable technology across the world. Wherever lenses, lasers, sensors or workpieces in the micro- and nanometre range need to be moved dynamically, JAT is there. The company develops and manufactures servo components and highly complex positioning and motion systems for even the most demanding industrial applications. >>

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Simon Schwinger,  
CEO,  
Jenaer Antriebstechnik GmbH.

# HENGSTLER

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**Hengstler – Setting Standards in Motion.**

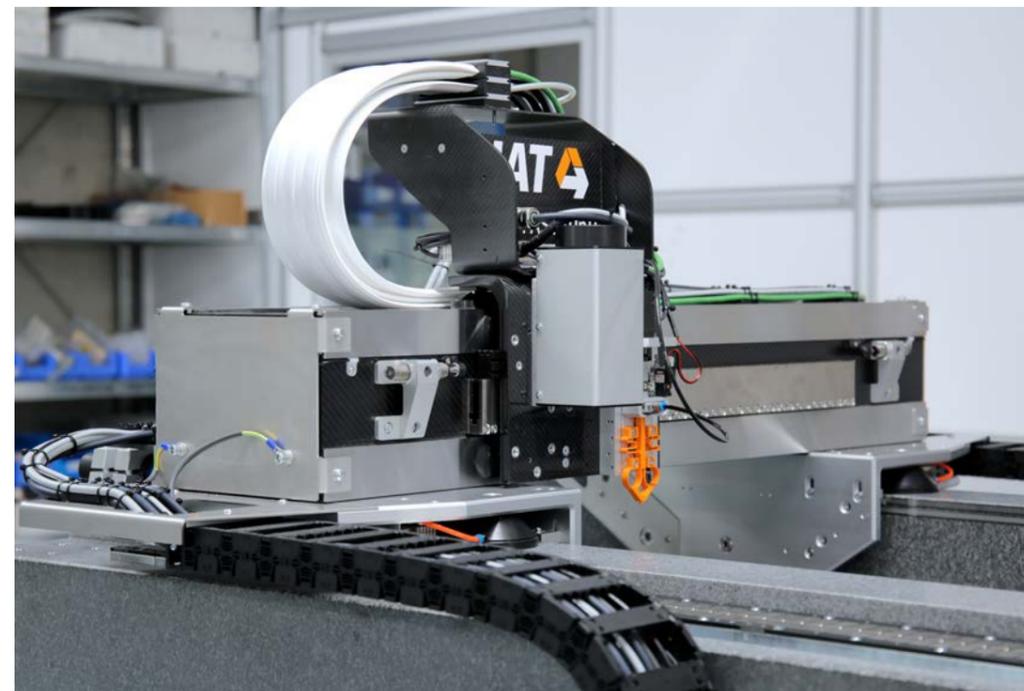


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Its products include linear technology, servo motors, servo amplifiers and innovative software technology functions. However, JAT goes a step further, combining these technologies to create complete and perfectly coordinated solutions. These solutions are what keep JAT one step ahead, inspiring customers who value its interdisciplinarity and experienced development and manufacturing expertise. This is what sets JAT apart: the expertise and the passion its people have for each individual project. Its customised drive solutions are behind the products that shape people's daily lives around the globe, from MRI tables and textiles to smartphone circuit boards.

"We understand and successfully merge the best of two worlds: Electronics for leading-edge ultra-precision servo controllers and the highest-precision mechatronic systems and solutions," says Schwinger. "This way we define the future of mechanical engineering."



## RESPONSIBILITY FOR THE FUTURE

In defining that future, JAT wants it to be a more sustainable future. Its team has a passion for driving technology that has led the company for more than 30 years, but that passion means they are also committed to developing that technology in a sustainable and environmentally friendly way. For JAT, acting sustainably is not an add-on, but a fundamental responsibility. Protecting the climate and the environment through large and small measures is how the business participates in creating a future for everyone. Their vision is to do this by creating the most technically sophisticated and precise motion solutions the market has to offer. >>

JAT believes it has an economic, social and ecological responsibility to society and the environment. To live up to that responsibility, the company is involved in the support of countless associations and institutions as a sponsor, patron and advisor. It supports schemes to get young people excited about science, technology and innovation, consciously focusing on nurturing that interest. At the same time, JAT is systematically integrating environmental protection measures into every part of its activities to conserve resources and protect the climate. These factors consciously inform all of JAT's investment decisions.



By having a clear understanding of the technological and ecological issues that will be most relevant in the future, JAT can make commitments to the long-term economic success of the business and its customers. It also means the business is well placed to respond to macroeconomic challenges.

“From my perspective, it's the combination of challenges like supply chain disruption, tariffs, labour costs, finding talent and geopolitical uncertainties – all basically at the same time,” Schwinger tells us. “We work with and for our customers. Each and every one of them has its own perception of what their most urgent needs are. My team is trained to understand and come up with a tailored answer, very specifically for that customer. Such an answer only partially consists of technology, but also answers how to, for example, orchestrate the necessary supply chain while most effectively controlling costs.”



**PRECISION, PASSION AND PEOPLE**

JAT achieves this by creating a working atmosphere characterised by curiosity, courage and passion. More than a supplier, JAT acts as a technology partner for its customers.

To build and maintain these partnerships, JAT needs to have the best available talent at its disposal.

“We are competing in the ‘War for Talent’ by offering a bouquet of benefits,” says Schwinger. “For white-collar jobs, we provide our staff with a large degree of freedom in terms of how they do the work, and the fact that we are addressing challenging deep-tech applications is a draw. Of course, we combine this with attractive salaries, flexibility in on-site and remote work and so on.”

In terms of more manual work, JAT has made itself attractive to workers through its location.

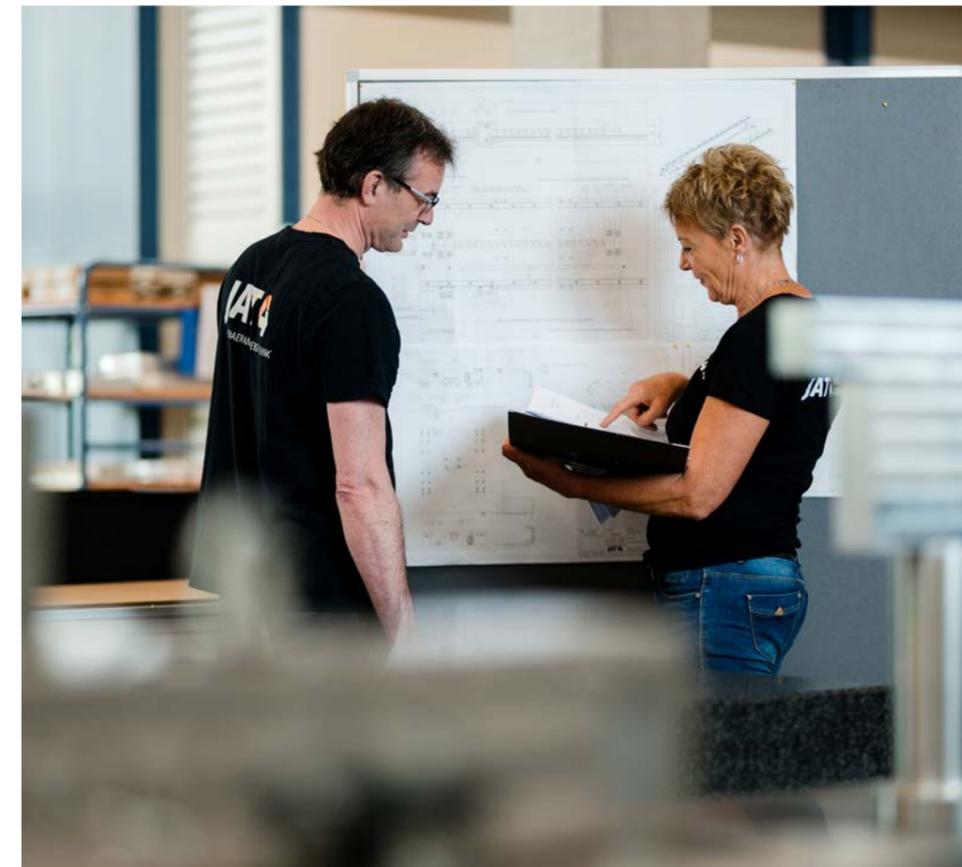
“On the blue-collar side of things, we benefit from our location in a rather vibrant area of Germany for doing business,” Schwinger says. “Yes, there are larger corporations that attract talent. But for workers seeking more variety and less monotonous work in the products they manufacture and assemble, they will find more value in the work we provide at JAT.”

JAT has always been a people-focused business. The company invests in engineers, developers, merchants, technicians, masters, specialists and trainees. It looks for people who are passionate about customised drive solutions for a wide variety of segments. It has consciously built a team that treats one another with

respect while handling complex, customer-specific projects and recognises its employees are the most important resource it has. JAT is a business that drives positive, cooperative relationships between its employees, its customers and its business partners. This is the core of its company's philosophy. Through transparency, constructive feedback, and cooperation, JAT has created a culture that promotes sustainable solutions and long-term business relationships.

It is a culture that will ensure the company's future for years to come.

“We will continue striving to be an operationally excellent company,” says Schwinger. “This way we'll successfully penetrate and attract existing customers while approaching and winning new strategic accounts.”





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