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Časopis o auto-industriji

Izdvojeno iz sadržaja:

- INTERVJU: VASILije STEKOVIC I SIMON PILHAR, MHP
- AUTOMOTIVE INVESTMENTS IN SEE - WHERE THE RUBBER MEETS THE ROAD
- DESET GODINA INVENIA I TRANSFERE

broj 10 • oktobar 2023.

AUTOMOBILSKI KLASTER SRBIJE

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Poštovani čitaoci,

Deseti, jubilarni broj časopisa je pred nama. Prošli smo zajedno dug put i hvala vam na tome. Trudićemo se da kroz narednih deset brojeva budeмо još bolji i da i dalje doprinosimo automobilskoj industriji u Srbiji.

U znakud deset su i godišnjice dve velike uslužne kompanije koje opslužuju automobilsku industriju – Invenio i Transfera počeli su svoju avanturu u Srbiji 2013 godine. Vreme brzo leti ali rezultati su vidljivi.

Ovaj broj donosi nam i novi lica. Broj otvara razgovor sa Vasilijem Stekovićem i Simonom Pilharom, menadžerima kompanije MHP koja počinje svoj rad na srpskom tržištu.

Bili stari ili novi, bilo da vam je ovo desti ili prvi broj koji čitate, ili ste negde između, dobrodošli na ove stranice.

Aleksandar Šaranac,
urednik časopisa.



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INTERVIEW WITH VASILIJE STEKOVIC, HEAD OF COMPETENCE CENTER „CLOSED LOOP MANUFACTURING“ AND SIMON PILHAR, PARTNER AT MHP.

Connect&Supply: Hello Simon and Vasilije, please start with a short bio – about when you left the region, what your position is at MHP, what markets you worked on, etc.

Vasilije Stekovic (VS): „My start as a consultant 15 years ago was crucial for my career path, as it opened up the big world of consulting and the automotive industry to me. My passion for business, my personal belief in strong values, my love of change, technology and people led me not only to several of the world's largest international automotive manufacturers and their suppliers, but also to the management and IT consultancy MHP. As Head of the „Closed Loop Manufacturing“ competence centre, I am responsible for digital product development and manufacturing. Together with my team, I focus on efficiency improvements, value stream optimisation and digital transformations for our clients in the automotive and supplier sectors (tier 1/tier 2). In view of my professional background and passion for a better, sustainable future, as well as my years of professional experience, I decided to visit not only Serbia, but also the whole Balkan region to get to know the business market there and to establish strategic partnerships. I am convinced that the Balkans is a hidden treasure for the automotive industry and its suppliers.“

Simon Pilhar (SP): „I started at MHP at the beginning of 2023 and have since then been responsible for the Digital Engineering Solutions division. My main areas of focus include expanding the portfolio to include topics such as digital continuity, digital twins and the development of strategic partnerships with technology partners. What I like most about this job is constantly optimising processes, methods

and tools to meet the needs of our customers and the ever-changing market requirements, and that I'm always learning new things and extending my knowledge in the most diverse subject areas of my profession. And, besides the work with my team, that's also what drives me every day.“

Connect&Supply: You are both currently working for MHP. Can you tell us more about the company? What is your business model? What kind of services do you offer and what makes you unique on the worldwide market?

SP: „MHP is a leading and globally active management and IT consulting company and a subsidiary of Porsche AG. For us, there's no question that digitalisation is one of the best levers we have for achieving a better tomorrow. That is why we develop solutions together with our customers in the mobility and manufacturing sectors and accompany them in their IT transformations along the entire value chain. The consulting approach we take is unique: we combine holistic IT and technology expertise with in-depth management know-how - and we do this, in the fields of Big Data and AI, as well as Industry 4.0 and Intelligent Products, for example.“

VS: “We are therefore an important player, serving our clients on a national and international level, both strategically and operationally. We currently advise over 300 customers worldwide with more than 4,500 employees at 19 locations in Germany, England, the USA, Romania, the Czech Republic and Austria. This makes us the ideal partner for a successful digital turnaround in all industries.“

Connect&Supply: *MHP recently entered Balkan markets, offering a model of consulting that is different compared to what local companies have to offer. How will you apply your business model to Balkan countries?*

SP: „As a company that's successful globally, we not only see ourselves purely as a consulting company, but also as an enabler and a digital, knowledge-based guide. As our international clients are active in the Balkans, we see it as our task to support these companies, as well as local companies in the Balkans on their way to achieving European best-in-class in industrial processes. We want to drive growth in the Balkan region towards more digitalisation, sustainability and more efficient processes. Furthermore, the Balkans is an emerging region where it is important to identify and leverage potential. And of course, as MHP, we also look after our customers who have established subsidiaries or production plants, for example, in the Balkans.“

Connect&Supply: *Can you describe to us the kind of customers you are hoping to address in the Balkan region? Are they international corporations, big local private players, SMEs, start-ups, public sector? Do you have an offer for each of them?*

VS: „An important starting point is to focus on the intended purpose and our own actions. As an essential building block for our future, digitalisation will leverage potential that will contribute to further efficiency gains and thus to growth in the economy. It will also be the key to strengthening our competitiveness - especially in Europe. This is the only way we can jointly succeed in building up and developing our own identity and a sustainable product portfolio. In short, our offer is aimed at both local and international companies that want to fully exploit their value creation potential and thus make tomorrow's world a better place.“

Connect&Supply: *One of the things you would like to mention is that MHP can become a link between a gifted individual or start-up company and the VW group. Can you tell us more about that?*

VS: „That brings us back to individuality, purpose and excellence. There are many creative people, thinkers and entrepreneurs who have achieved great things. To ensure that the new ideas, trends, topics and technologies of the future don't remain hidden, we at MHP also act as market trend scouts to a certain extent and are always interested in identifying new paths and exploring them together with our clients.“

Connect&Supply: *Finally, a request for a more personal opinion. As someone who is originally from these areas, but who spent his entire career in other markets, how do you see the automotive industry in the Balkans today?*

VS: „From my personal point of view, the Balkans have always had a strong connection to manufacturing, the automotive industry and good quality engineering work. These areas have been growing again increasingly in recent years. This is of course a very good sign and a positive development for the Balkan region. The Balkans is characterised by its good location, highly qualified workforce – and consequently short supply routes, especially towards Europe - and this is making it an increasingly popular location for production and technology suppliers.“

SP: „In addition to the occasional car manufacturers, some suppliers have also recognised the Balkans as a new location for their production and technology operations, especially component, system (tier 1 and tier 2) and technology suppliers - some of our regular customers from Germany included. Personally, I see the Balkans as an emerging market and, if the general framework conditions improve, it could also become an attractive region for many more producers and car manufacturers from all over the world.“



Vasilije Stekovic, Head of the Management and IT Consultancy-MHP's „Closed Loop Manufacturing“ competence centre



Simon Pilhar, Partner at the Management and IT Consultancy MHP with responsibility for Customer Product & Services

HYDROGEN AS AN ENERGY CARRIER IN GERMANY

The European Union is heralding a paradigm shift in energy supply:

In the past, electricity was provided from the socket and gas from the pipeline. In the medium term, this will no longer be the case, as available electricity is likely to become scarcer and natural gas will be replaced by hydrogen.

Whereas in the past, customers and suppliers only had to discuss the amount needed and the price to be paid for it, now the questions are:

- Is there enough electricity or gas?
- Can hydrogen be used in existing processes?
- How much does it cost?

- How does hydrogen get to the industrial end user?
- How can hydrogen be temporarily stored at the industrial end user if necessary?

Based on current information, we can safely assume that the energy transition in the European Union is coming and there is a willingness to phase out fossil fuels faster than planned. It is expected that hydrogen will completely replace natural gas by 2040 at the latest.

1. Possible applications of hydrogen

Whether in industry, transportation or heating, hydrogen is considered one of the main energy carriers of the future in the European Union.

As a substitute for fuels such as natural gas, coal and oil, hydrogen is a flexible energy carrier. If hydrogen is produced with renewable energies, it is climate friendly and secures the energy supply to make independent from fossil fuels.

Hydrogen as an energy carrier has several advantages. First, it is virtually CO₂-neutral, as only hydrogen and oxygen react to form water during combustion. Secondly, hydrogen is a very versatile

energy carrier and can be used in both industry and transport.

Hydrogen plays a key role in reducing CO₂ emissions in energy-intensive industries such as steel and chemicals. In the future, gas-fired power plants will also be operated with green gases like climate neutral hydrogen.

In the transportation sector, hydrogen-based fuels can be used, for example, in freight-, water-, rail- and air transport where the use of electric drives is not practical or feasible.

In addition, hydrogen technologies offer the potential for sustainable jobs in a global market.

2. European Green Deal

The European Green Deal represents one of the most important initiatives of the European Union in the fight against climate change. A core area of the Green Deal is the energy turnaround and the development of green technologies to reduce CO₂ emissions.

To achieve the 2030 EU-climate goals and the long-term strategy to become carbon neutral by 2050, the decarbonization of the EU's energy system is crucial.

As part of the Green Deal, the EU wants to establish hydrogen as a key component of its energy transition by 2030. To this end, investments are to be made in the expansion of hydrogen infrastructure and in the development of green hydrogen production processes. The aim is to make hydrogen technology more competitive and reduce CO₂ emissions.

To mitigate greenhouse gas emissions, the European Green Deal focuses on three fundamental principles:

1. Ensuring secure and affordable energy supplies within the European Union.
2. Developing a fully integrated, interconnected, and digitalized energy market across the EU.
3. Prioritizing energy efficiency, enhancing the energy performance of buildings, and fostering a renewable energy-based sector.

The European Commission's primary objectives to achieve these goals include:

- Establishing interconnected energy systems and integrated networks to support the utilization of renewable energy sources.
- Promoting innovative technologies and modern infrastructure.
- Encouraging energy efficiency and eco-design of products.
- Decarbonizing the gas sector and facilitating smart integration across various sectors.

- Empowering consumers and assisting EU countries in combating energy poverty.
- Advocating for EU energy standards and technologies on a global scale.
- Unleashing the full potential of European offshore wind energy.

In line with these objectives, the European Commission has adopted a comprehensive set of proposals aimed at aligning the EU's climate, energy, transport, and tax policies to effectively reduce net greenhouse gas emissions by at least 55% by 2030 compared to 1990 levels.¹

¹ Cf. European Commission: *Energy and the Green Deal*, [online] https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/european-green-deal/energy-and-green-deal_en [08/18/2023].

3. German national hydrogen strategy

In June 2020, the German government adopted the National Hydrogen Strategy (NWS), which provides the framework for private investment in the economical and environmentally friendly production, transport, and use of green hydrogen. The action plan with its 38 measures forms the basis for the successful market ramp-up. In particular, the German government is focusing on promoting the production of green and sustainably produced hydrogen as well as the conversion of production processes to hydrogen-compatible processes and the creation of a reliable regulatory framework.

The NWS aims to establish Germany as the leading market for climate-friendly hydrogen and thus contribute to achieving the climate targets.

3.1 Flow - making hydrogen happen

The project *Flow - making hydrogen happen* will create a high-performance pipeline system for green hydrogen from 2025. Initiated by the project partners GASCADE, ONTRAS and terranets bw, international hydrogen markets will be linked and supply options for large quantities of hydrogen for industry will be created.

The hydrogen will be produced in the Lubmin region and in the Baltic Sea. Feed-in capacity up to 20 GW is planned.

Connections to cavern storage facilities in Brandenburg, Saxony-Anhalt, and Hesse as well as diversification of the transport routes will ensure a high level of supply security.

In the future, extensions to Bavaria, Austria, Switzerland, France, the Czech Republic, Poland, Denmark, and the northwest are possible.

Flow - making hydrogen happen represents an important building block for the European hydrogen ramp-up and the energy transition.



Figure 1: Planned Pipeline Route²

² GASCADE Gastransport GmbH: *Planned Pipeline Route*, [online] www.flow-hydrogen.com/en/home-en/ [09/11/2023].

4. Hydrogen supply in Baden-Württemberg and region Heilbronn-Franconia

In 2020, the Baden-Württemberg state government published the Baden-Württemberg Hydrogen Roadmap, a roadmap for expanding the hydrogen economy in the state. Concrete goals and action priorities are presented in 29 measures in order to establish Baden-Württemberg as an internationally leading location for the hydrogen and fuel cell industry.

The region Heilbronn-Franconia in the north of state Baden-Württemberg has a strong industrial population hence it is dependent on a reliable energy infrastructure. To maintain the strong economic position of the Heilbronn-Franconia region, the energy transition must be planned carefully and in the short term.

For providing a hydrogen infrastructure in Heilbronn-Franconia region, some main projects are emerging in the Heilbronn region:

4.1 South German natural gas pipeline

The construction of the approximately 250 km long South German Natural Gas Pipeline (SEL) between Lampertheim in Hesse and Bissingen in Bavaria is creating a pipeline that will transport hydrogen to Baden-Württemberg from 2030 on. The city of Heilbronn is directly connected to the pipeline. By 2040 existing natural gas pipelines are to be converted to hydrogen.

4.2 Combined cycle power plant

The Heilbronn hard-coal-fired power plant of Energie Baden-Württemberg (EnBW) is to be converted to natural gas by 2026. To this end, a combined-cycle gas turbine power plant is being built on the existing power plant site. Subsequently, the power plant will be converted to hydrogen by 2035 through admixture. This could make Heilbronn one of the first major cities in Germany to produce electricity and heat on a completely climate-neutral basis.

4.3 H2ORIZON

The village Lampoldshausen is home to the German Aerospace Center (DLR), a major consumer of hydrogen. In the immediate vicinity, electricity is produced by wind power at the Hardthäuser Wald wind farm, some of which is fed to the DLR site via a direct connection. Together with ZEAG Energie AG, green hydrogen is produced at the Lampoldshausen site by means of electrolysis in the H2Orizon project.

4.4 Zero Emission

With the project Zero Emission the DLR Institute for Space Propulsion improve the economic efficiency

and thus the marketability of hydrogen technologies. The project is funded by the Ministry of Economics, Labor and Housing Baden-Württemberg and focuses on technology development. The aim is to make upstream and downstream processes more effective. To achieve this Zero Emission includes three subprojects:

1. Green space flight: Expanding production capacity for green hydrogen, which will be used primarily in the propulsion test facilities.
2. CO₂-neutral site: Extending the site's energy supply system based on a sustainable concept.
3. H2 technical center: Development of a modular and flexible test environment for hydrogen technologies.

4.5 HYDROGENIUM

In March 2023, the hydrogen flagship project for region Heilbronn-Franconia HYDROGENIUM funded by the European Regional Development Fund and the Ministry of Economics, Labor and Housing Baden-Württemberg started. During the project, an expansion of a permanent test, application- and transfer center on an industrial scale for medium-sized companies emerges at DLR in Lampoldshausen. With the test field HYDROGENIUM the DLR offers a place for development and testing of hydrogen components and systems. The test infrastructure focusses on high mass flows and liquid hydrogen. The DLR offers support during erection and operation and service from idea generation to market maturity of systems and components. The test field is open to all sectors and offers flexible container spaces at test positions up to 300m² and continuous operations (24/7).

Various studies, such as a diffusion study in the Heilbronn-Franconia region, by the project partners Fraunhofer Institute for Industrial Engineering IAO, University of Heilbronn and Technical University of Munich are accompanying the project scientifically.

With their research results, the Heilbronn Region Economic Development Agency (WFG) can offer consultations on the transitioning to hydrogen for small and medium-sized companies or municipal utilities.

One of the work packages of Fraunhofer IAO involves the development of a simulation tool for hydrogen consumers.

The scientists are creating a calculation algorithm that can determine the equivalent data for hydrogen based on a company's total energy consumption and fuel mix.

This will provide insights into CO₂ reduction potential, hydrogen demand, and guidance for implementing hydrogen operations.



Hydrogen logistic

Networks, processes, success factors



Toolbox for companies & municipalities

Method set Technology acceptance and Qualification needs, simulation H2-consumer



Business-model innovation

Potentials, tool-based regional approaches



Transfer & Consulting

Advice for companies and municipalities based on the method sets

Projectmanagement & Communication

Reporting, Roadshow

Table 1: HYDROGENIUM³

³ Wirtschaftsförderung Raum Heilbronn GmbH (2023): HYDROGENIUM.

**Iris Ley**

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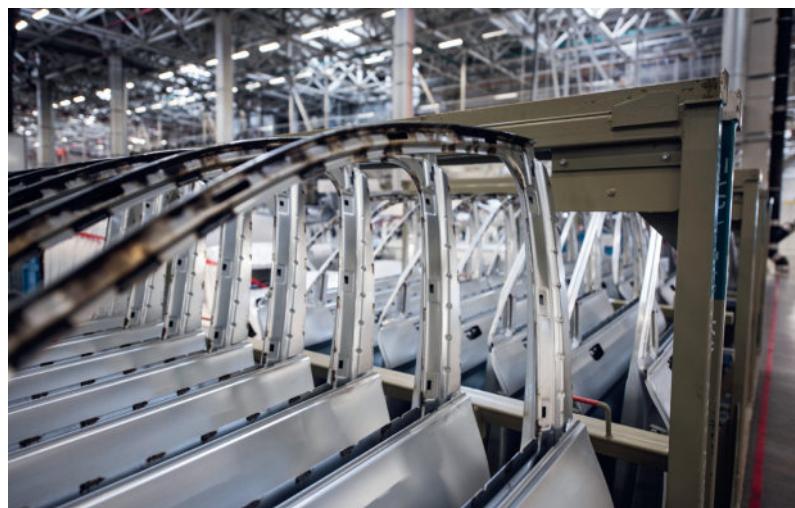
AUTOMOTIVE INVESTMENTS IN SEE: WHERE THE RUBBER MEETS THE ROAD

Boasting a rich automotive history, Southeast Europe has been fertile ground for investments in the sector. With an increasingly capable and cost-effective workforce and a strategic geographic positioning acting as a springboard into the wider European market, Romania, Bulgaria and Serbia have been attractive destinations for nearshoring and offshoring strategies. Government incentives providing support to the three countries' automotive sectors have created a favorable climate for companies looking to expand their operations in the region. The appeal of the region's automotive sector is strongly reflected in its economic contribution, slicing double-digit shares in the gross domestic product (GDP) of each of the three nations and 2023 will not be an exception.

SERBIA SHIFTS INTO HIGH GEAR: INVESTMENT ACTIVITY REVS UP IN 2023

Despite being smaller than its two neighbors, Serbia has led its peers in terms of finalized automotive investment plans in 2023. Japanese electric motor manufacturer Nidec Corporation brought to completion the region's most sizeable investment during 2023 by delivering two factories worth a cumulative EUR 1.5 bln. Opened in May in Serbia's northern city of Novi Sad, the two plants sprawl across 59,760 sq m and 36,000 sq m, respectively, while boasting a total headcount of 1,200 during the first phase of construction. One plant is focused on the production and sale of automotive motors and related products, while the other centres its operations on the manufacturing and

sale of automotive inverters and electronic control units (ECUs). The two factories serve as a centralized base for Nidec Group's production activities in Europe, bolstering the efficiency of its supply chain on the continent and supporting the future expansion of subsidiaries into the local area. The facilities also address tighter environmental regulations in Europe and stricter global CO₂ emission standards, which have increased the demand for Nidec's motors, inverters and ECUs. Nidec is also present in Bulgaria, where it opened its first European research and development (R&D) centre following a EUR-3.5-mln investment in 2022. The Bulgarian unit designs inverters for hy-



brid and fully electric vehicles, which includes both hardware and software development and Nidec has committed to further yearly investments of over EUR 3 mln starting with 2022, according to a SeeNews report from December 2022.

Serbia's automotive industry was the recipient of another significant Japanese investment completed on the heels of 2023. In December, Toyo Tire Corporation opened a EUR-390-mln tyre factory in Indjija, northern Serbia, after having already kicked off partial production in July, prior to the unit's inauguration. A full annual production capacity of five million tyres is expected to be achieved in the second half of 2023. The plant produces radial tyres for passenger vehicles, SUVs and light trucks and is catering to Toyo Tire's main North American market, while also meeting local demand in Europe.

In addition to new investors, German car parts maker Continental, which has been present in Serbia since 2009, also planted a new flag in the country's automotive landscape, continuing its investments with a EUR-140-mln plant opened in Novi Sad in February 2023, the Development Agency of Serbia, RAS, announced at the time. The plant is part of the car part manufacturer's Human Machine Interface (HMI) unit and focuses on the production of advanced electronic vehicle management systems, such as large display solutions for premium vehicles. Creating an additional 500 jobs, the unit is Continental's second factory in Novi Sad, with the first having been inaugurated in March 2021 according to a RAS press release from November 2021. Continental is also present in Novi Sad with an R&D facility that was opened in 2018.

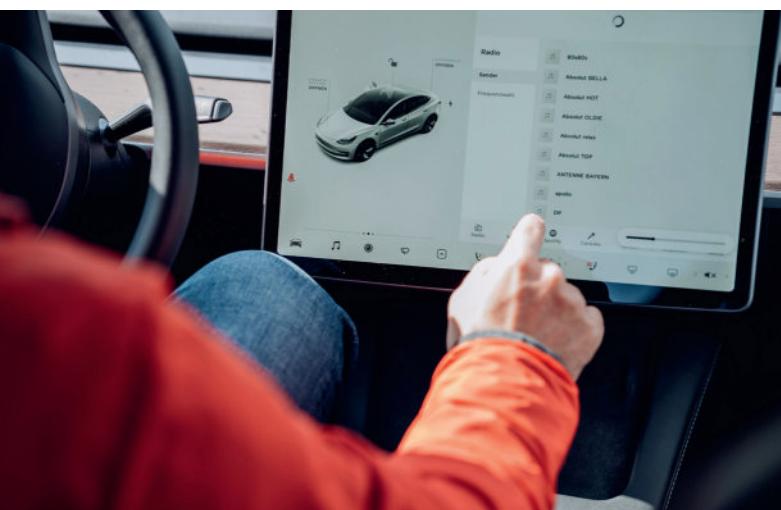
Swiss stamping and fineblanking company Etampa joined Serbia's pool of finalized investment plans in 2023 by opening a factory in the country's central city of Krusevac, the city government said in a press release at the time. The 7,200 sq m factory is projected to employ 60 people by the end of 2023 while

boasting an annual production capacity of 280 million parts for the automotive, electronics, construction and medical technology industries. The total value of the investment amounted to EUR 2 mln, according to a 2021 city government statement first announcing the planned construction of the plant.

As a measure of completed projects, investment activity in Bulgaria and Romania's automotive sectors trailed behind Serbia in 2023. Notable investors include Netherlands-based engineering and manufacturing company Royal Nedschroef Holding, which opened an automotive parts factory in Bulgaria's southern city of Stara Zaragoza in July, following an investment of approximately EUR 25.6 mln. According to Bulgaria's economy ministry, the facility is projected to create nearly 300 jobs. Designed as a manufacturing hub for high technology and critical car components, the facility is among the largest automotive plants in the region, spanning an area of roughly 30,000 sq m.

In Romania, German automotive parts maker 595° Solutions was granted a EUR-10-mln loan by ING Bank Romania, the local unit of Dutch ING Group, to modernize its factory in the country's central city of Brasov. The works target the expansion of 595° Solutions' Brasov factory to 20,000 sq m, doubling its production capacity and boosting its headcount to 550 from 250 workers, the company and its lender said in a joint press release issued in August 2023.

Following investments totaling roughly EUR 180 mln in 2022, the Romanian arm of German automotive parts supplier Continental allocated an additional EUR 8 mln to another building at its business premises in the northeastern city of Iasi. The investment came to fruition in March 2023 in the form of new testing laboratories and a multi-storey car park, Continental said in a press release at the time. The facility is designed to house around 150 engineers in a testing centre for car brakes.



TURBOCHARGED INVESTMENTS AHEAD

The three countries' investment horizon promises the delivery of large-scale projects as the automotive sector continues to solidify itself as an important pillar for each of their economies. In Bulgaria, a new industrial zone located on the outskirts of Sofia is envisioned as the main catalyst for future investments. In April 2023, the country's caretaker minister of innovation and growth announced advanced talks with three international investors in a bid to attract them to the Dobroslavtsi industrial zone. The projects under discussion are in the range of EUR 1.5 bln to EUR 3 bln and will create thousands of jobs, according to the ministry. The country's commitment to the Dobroslavtsi industrial zone was previously reinforced in January 2023, when the innovation and growth ministry announced it would make available some EUR 108 mln to further develop Bulgaria's industrial zones, with the automotive industry being among the priority sectors.

Aside from paving the way towards a sustainable investment infrastructure through the development of its industrial zones, Bulgaria is also the recipient of several pointed commitments from individual investors. One such plan consists of car parts manufacturer Behr-Hella Thermocontrol Bulgaria's (BHTC) plan to build a new plant by 2028. The company, which is a unit of Germany's BHTC, already invested some EUR 133 mln in its existing local factory, but did not disclose the size of the new investment, according to a SeeNews report from May. Other investment plans include a EUR-29-mln plant in the northern Bulgarian city of Ruse, where Austria-headquartered automotive manufacturer Gebauer & Griller (GG) Group will create around 400 jobs to supply the Bavarian automotive industry. The plant, which will focus on manufacturing e-mobility products for European carmakers, is projected to be completed in the summer of 2024, while serial production is seen to commence a year later, Bulgaria's economy ministry said in a press release issued in July.

One of the most notable plans looming over Romania's investment horizon consists of a EUR-1.4-bln EV battery plant developed by Belgium-based battery manufacturer Avesta Battery & Energy Engineering (ABEE) in Romania's southeastern city of Galati. According to a statement issued by the city mayor in June 2023, the new factory will create 8,000 new jobs. Finnish tyre manufacturer Nokian Tyres is responsible for another notable project under development in Romania's automotive sector. In May 2023, the company announced the groundbreaking ceremony for a EUR-650-mln passenger tyre factory in the northwestern city of Oradea. The investment



follows Nokian Tyres' plans to secure the supply of its products after its exit from Russia in October 2022.

In Serbia, Chinese tyre manufacturer Shandong Linglong Tire is spearheading greenfield investments through an EUR-800-mln tyre factory located in the country's northern city of Zrenjanin. The site represents Linglong's first European production facility and is expected to deliver 13.62 million radial tyres annually upon completion. According to a statement issued by Serbia's presidential office in February 2023, the plant was expected to launch production in the spring of this year, but no further reports elucidate the current state of the project. The construction site was subject to continued media scrutiny over concerns for labour rights, as well as safety and environmental standards.

Serbian battery developer ElevenEs is seen to play a major role in the country's e-mobility sector through the construction of a EUR-1-bln factory for the production and recycling of EV batteries in Subotica, according to information provided by the Serbian

Chamber of Commerce in October 2021. Data from the battery developer's website shows that most of the buildings on site already exist and have been renovated. ElevenEs is an industrial spin-off from AI Pack Group, a multinational manufacturer of aluminium packaging which also operates a recycling facility on site. In April, ElevenEs made significant progress as it opened Europe's first lithium-ion-phosphate (LFP) battery cell manufacturing facility. The facility will expand to become a 500-MWh mega-factory in 2024. The project roadmap includes two gigafactories producing 8 GWh by 2026 and 40 GWh by the end of 2027, respectively. Upon completion, the site's cumulative production capacity will equate to enough battery cells to power one million medium-sized electric cars each year, according to the investor.

Chinese Minth Group's subsidiary United Alloy-Tech Europe (UATE) has also made a large commitment to expand its presence in Serbia. The company pledged EUR 300 mln to expand its production footprint through its fourth factory in the western city of



Sabac. With construction scheduled to start by the end of 2023, the new factory will produce equipment for global automotive companies and employ around 1,500 workers, the city mayor said in a statement in

A BUMPY ROAD FOR M&A

On the mergers and acquisitions (M&A) front of the three Southeastern European countries, deals have been relatively scarce in 2023, with Serbia being home to the only announced acquisition. At the onset of this year, Indian automobile technology manufacturer Sona Comstar inked an agreement to acquire a 54% stake in Serbian technology solutions company Novelic for EUR 40.5 mln. Novelic adds market-leading in-cabin radar-sensing technology to Sona Comstar's technology offering, facilitating growth prospects in a rapidly expanding sector, the buyer said in a January press release.

Bulgaria's automotive sector was close to sealing a EUR-36-mln deal through which local battery

February. Construction works for UATE's third plant in Sabac are already underway and upon completion, the factory will create 1,000 new jobs.

manufacturer Monbat was to sell its Germany-based lithium-ion subsidiary Monbat Holding GmbH to UK battery cell technology company Britishvolt. The Bulgarian battery maker agreed to the divestment in May 2022, but the agreement fell through in April of this year, following the buyer's insolvency, Monbat said in a press release issued in May. The contract was cancelled due to Britishvolt's inability to fulfil the agreed terms. The buyer was in the process of building a lithium-ion Gigafactory in northern England, before collapsing into administration in January. A month later, Australia's Recharge Industries, a portfolio company of US-based investment firm Scale Facilitation bought it out of administration.

After some notable activity that reshuffled the sector's structure in 2022, no automotive M&A deals came under Romania's public spotlight in 2023. Recent notable deals included the takeover of Ford Romania by Turkey's Ford Otosan for EUR 715 mln and the acquisition of German automotive supplier Hella's local operations by French car parts maker Faurecia for EUR 473 mln. In March 2022, US-based Ford Motor Company announced it would transfer the ownership of its assembly plant in Romania's southern city of Craiova to its strategic partner in Turkey. The move was to lend Ford Otosan's expertise in the design, development and construction of commercial and electric vehicles to the Romanian unit. Faurecia's takeover of Hella's Romanian operations was part of a global EUR 5.3 bln deal completed in January 2022, through which the buyer acquired a 79.5% stake in the target.

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INVENIO SRBIJA: DESET GODINA USLUGA KONTROLE KVALITETA, AUTSORSINGA PROIZVODNJE I INŽENJERINGA NA BALKANU

Kompanija Invenio Srbija osnovana je 2013. godine, vođena potrebom nemačko-poljske korporacije Invenio da proširi svoje poslovanje van granica Evropske unije i da prati širenja svojih kupaca, pre svega iz oblasti automobilske industrije. Od tada, ova kompanija je postala ključni igrač u oblasti pružanja usluga kvaliteta, autsorsinga proizvodnje i inženjeringu u Srbiji i širem regionu Balkana.





Osnovana kao odgovor na sve veće zahteve za visokokvalitetnim uslugama u automobilskoj industriji, Invenio Srbija se brzo etablirala kao pouzdan partner za mnoge vodeće kompanije u ovoj oblasti. Centralna kompanija nalazi se u Kragujevcu, gde je došla na podsticaj OEM-a Fiat Srbija.

Jedna od ključnih karakteristika Invenio Srbija je njena sposobnost da pruža širok spektar usluga visokog kvaliteta. Ovo uključuje usluge kontrole kvaliteta, koje su od vitalnog značaja za automobilsku industriju. Invenio se istakao kao stručnjak za osiguravanje kvaliteta proizvoda, što pomaže kompanijama da ispunjavaju najstrože standarde i zadovolje potrebe svojih klijenata.

Takođe, Invenio Srbija se bavi i autsorsingom proizvodnje, pružajući svojim klijentima mogućnost da efikasno proizvode komponente ili finalne proizvode uz visok stepen pouzdanosti. Ova usluga omogućava kompanijama da optimizuju svoje proizvodne procese i smanje troškove proizvodnje.

Inženjerijske usluge su takođe ključni deo ponude Invenio Srbija. Kompanija ima stručne inženjere, koji su spremni da podrže svoje klijente u razvoju, optimizaciji i unapređenju njihovih proizvoda i procesa. Ova ekspertiza pomaže kompanijama da ostanu konkurentne i inovativne u brzo promenljivom svetu industrije.

Invenio Srbija bila je inicijalna kapisla za širenje korporacije na region Balkana. Prvo je otvorena kompanija u Bugarskoj 2015. godine, a potom i u Makedoniji 2019. godine. Ova proširenja su omogu-

ćila kompaniji da pruži svoje visokokvalitetne usluge širom regiona, čineći je ključnim partnerom za mnoge kompanije u automobilskoj industriji i srodnim industrijama na Balkanu.

Ono što Invenio odvaja od konkurenčije je briga za zaposlene i nizak stepen fluktuacije kadrova. Stalno zaposleni tim koji obuhvata i inženjere i tehničare koji saraduju sa Inveniom od njegovog osnivanja 2012. garantuje visoku obučenost kadrova i visok kvalitet usluga kompanije.

Invenio Srbija imala je svoje uspone i padove. Kao i za sve organizacije koje se baziraju na ljudskim resursima, godine pandemije naročito su predstavljale izazov za opstanak kompanije u Srbiji. Ipak, Invenio je uspeo da se izbori sa svim problemima, i da očuva svoj najvažniji kapital – svoje zaposlene.

Danas, kompanija broji oko 70 operatera, koji opslužuju dvadesetak stalnih i veliki broj povremenih klijenata na teritoriji Vojvodine, centralne i zapadne Srbije. Dve proizvodne hale, jedna u Novoj Pazovi i jedna u Kragujevcu, dodatna su pogodnost za ispunjenje potreba i najzahtevnijih kupaca.

I nakon deset godina poslovanja, Invenio Srbija nastavlja da raste, razvija se, pruža visokokvalitetne usluge svojim klijentima i doprinosi industrijskom razvoju Balkana.

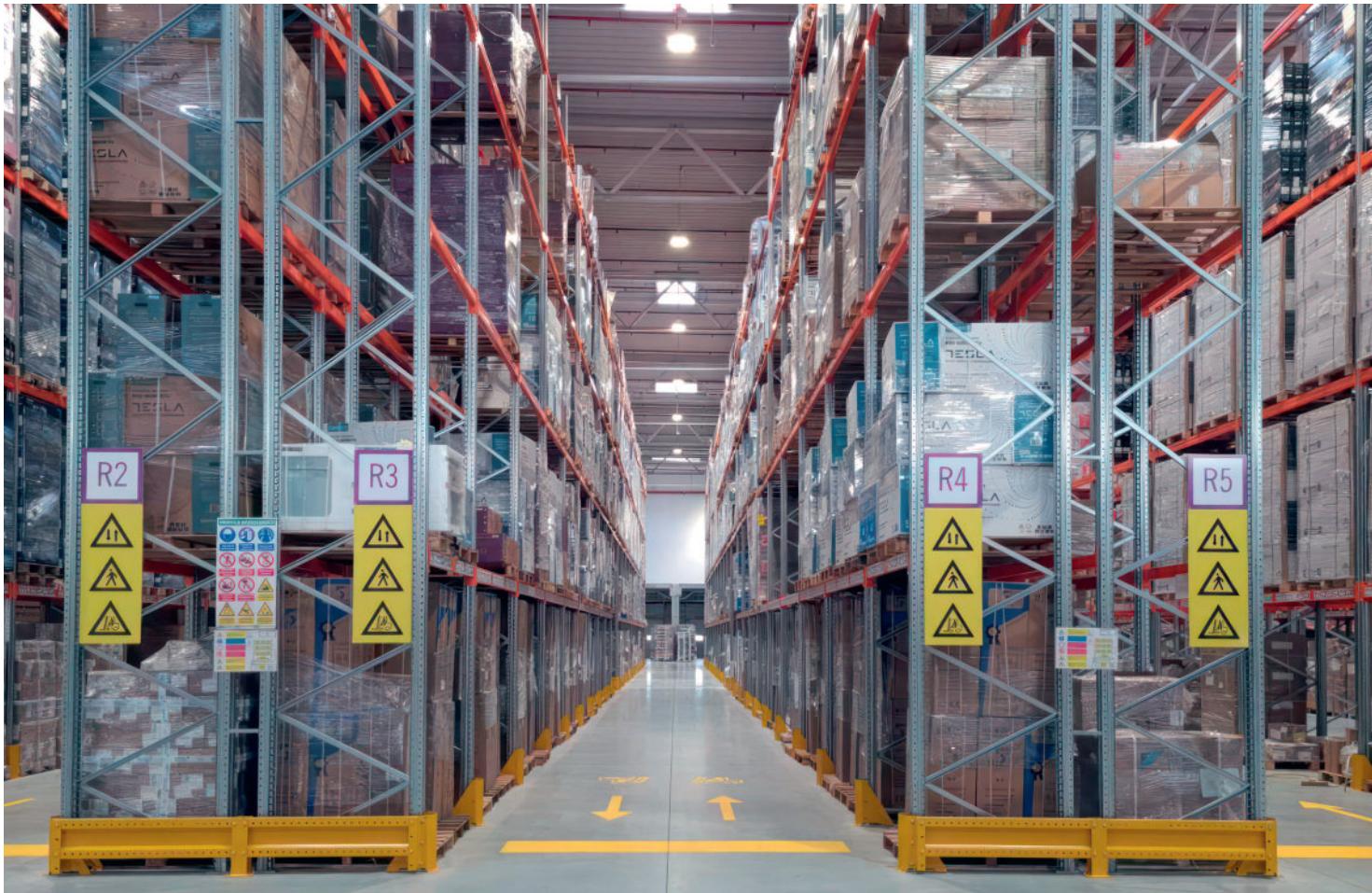


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KOMPANIJA TRANSFERA: DESET GODINA NEPRESTANOOG RASTA I RAZVOJA



Za Transferu, 2023. godina protiče u znaku velikih dostignuća – uskoro se navršava više nego uspešna prva decenija poslovanja, zahvaljujući kojoj danas uživa status jedne od najvećih i najbrže rastućih logističkih kompanija u Srbiji i regionu. Tome u prilog govore i postignuti rezultati koji su zaokružili prethodnu godinu koja je, usled ekonomске i geopolitičke krize, predstavljala veliki izazov za ceo svet. Rast od preko 40%, približno 100 miliona evra ostvarenog prihoda, 400 zaposlenih, 20 poslovnica širom Srbije i predstavništvo kompanije u Narodnoj Republici Kini govore o tome da je, čak i u nestabilnim vremenima, Transfera ostvarila značajan progres.



Prva godina u novootvorenom Transfera logističkom centru

Za samo devet meseci, počevši od juna 2021. godine, Transfera je realizovala svoj najambiciozni poslovni poduhvat, izgradnju prvog logističkog centra (TLC1), deo šireg projekta stvaranja Transfera logističkog parka (TLP) u industrijskoj zoni u Novim

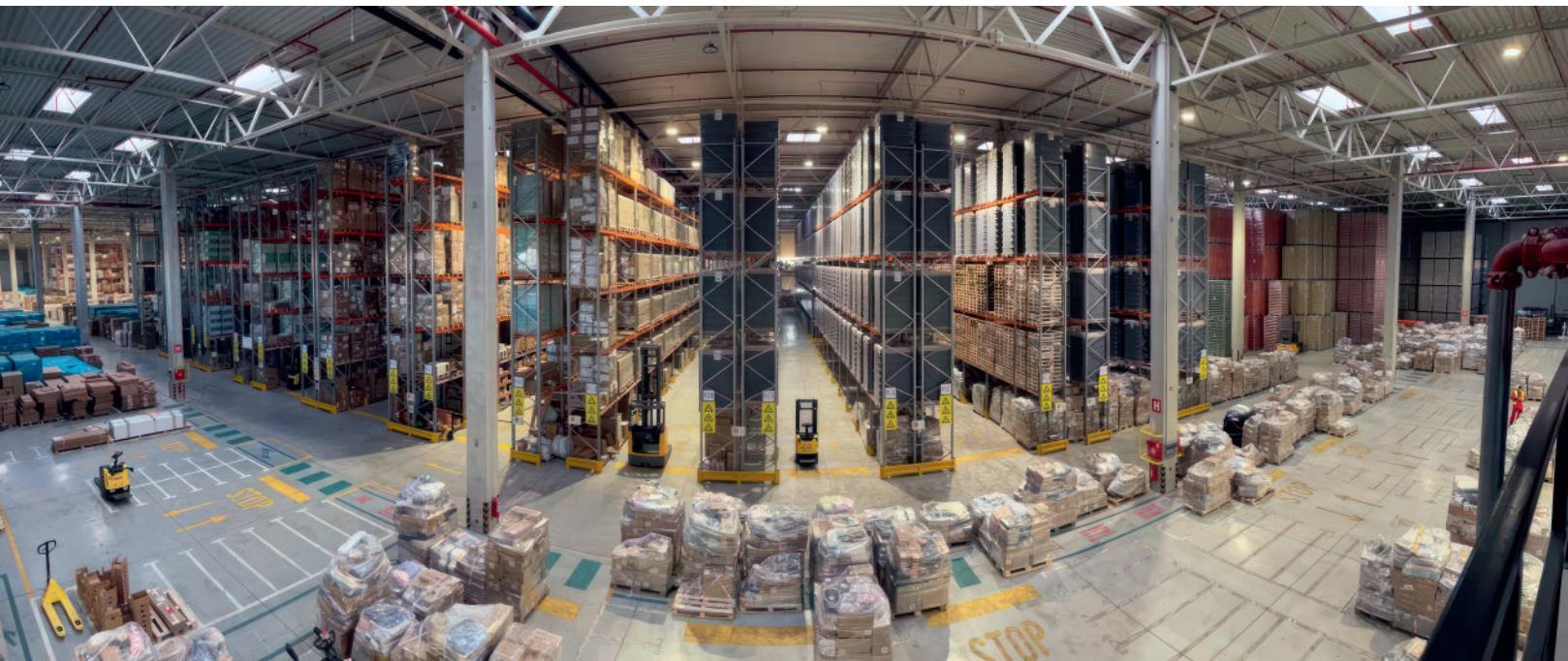
Banovcima, nadomak Beograda. Transfera logistički centar prostire se na ukupnoj površini od 53.000 m², dok površina samog objekta iznosi 30.000 m², čime se svrstava u jedan od najvećih objekata ove vrste u Srbiji i regionu.

Posvećenost inovacijama i unapređenjima

Digitalizacija procesa i poslovanja, koja je preuzeila primat u svim aspektima biznisa, uslovila je brzo reagovanje, ali i anticipiranje promena u industriji. Upravo zbog toga, TLC1 je prilagođen najvišim standardima FM globala i opremljen najsfisticiranim tehnologijom za upravljanje skladišnim operacijama, *Warehouse management system*-om (WMS), a kao jedan od prioriteta postavljeno je korišćenje obnovljivih izvora energije. Ukupna površina terminala u potpunosti je kontrolisana primenom softverskih rešenja *Yard management system* (YMS) i *Dock management system* (DMS). Uz to, radi modernizacije i pojednostavljenja procesa unutar velikog sistema kao što je Transfera, u toku prethodne godine izvršena je

optimizacija i spajanje softvera za podršku klijentima (CS) i organizaciju transporta (TMS) u jedinstveno rešenje čija arhitektura pokriva sve operacije i garantuje maksimalnu bezbednost informacija – *Transport management system* (TMS).

Paralelno sa otvaranjem logističkog centra, Transfera je radila na optimizaciji carinskih procesa i uvođenju benefita za svoje klijente, te prisustvo carinskih organa u TLC1 od septembra 2022. godine donosi značajne prednosti kada su u pitanju procesi smeštaja i carinjenja pošiljaka. Na ovaj način, redukovano je prosečno vreme carinjenja pošiljaka u odnosu na standarde srpskog tržišta, a samim tim i tranzitno vreme isporuke do naših klijenata.



Poslovanje na globalnom nivou

Razvijena logistička mreža, koja kroz mrežu HUB-ova pokriva države u celoj Evropi, nastavila je svoj rast i na globalnom nivou. Od prethodne godine, Transfera poseduje i predstavništvo u Šangaju, u Narodnoj Republici Kini, što poslovanju pruža potpuno novu dimenziju i jaku globalnu poziciju za dalji razvoj. O tome da je Transfera prepoznata kao

vredan partner kineskim investitorima najbolje govori činjenica da je tokom skorašnje dvomesečne posete delegacija kompanije održala preko 50 sastanaka u 15 gradova širom NR Kine. Obavljeni razgovori o narednim zajedničkim koracima, novim projektima i Transferinoj logističkoj podršci učvrstili su partnerske odnose, ali i pružili priliku za nove saradnje.

Rast definisan principima održivog poslovanja

Pored svoje osnovne delatnosti, Transfera u svoje strateške ciljeve integriše i rešavanje izazova održivog razvoja, kao i društvenu i ekološku odgovornost. Briga o životnoj sredini ogleda se u transformaciji svakodnevnog poslovanja koja se odnosi na primenu ekoloških rešenja u logistici.

Upravo zbog toga, početkom aprila prethodne godine Transfera je u portfolio svojih usluga uvrstila novi servis, redovan kontejnerski voz koji saobraća na relaciji Beograd-Rijeka-Beograd, i koji predstavlja

značajno povećanje kapaciteta uz poštovanje ekoloških normi. Takođe, na ovogodišnjem minhenskom sajmu logistike ozvaničena je saradnja između Transfera i Rail Cargo Group Austria, članice OBB grupe i jedne od vodećih kompanija čija je osnovna delatnost organizacija železničkog transporta. Uvođenjem novih Transferinih servisa u domenu intermodalnog transporta, dve kompanije će zajedničkim snagama značajno doprineti implementaciji koncepta zelenog transporta u Srbiji, ali i regionu.

Posvećenost društvenoj odgovornosti

Tokom proteklih deset godina, kompanija Transfera organizovala je niz humanitarnih akcija kako bi pružila pomoć i podršku onima kojima je to najpotrebnije. Realizovan je veliki broj projekata u institucijama i udruženjima poput Svрatišta za decu, Doma za decu i omladinu bez roditeljskog staranja, Instituta za majku i dete, Unicef-a, Banke hrane, Udruženja

roditelja dece obolele od malignih i drugih retkih bolesti „ZVONČICA“.

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AUTOMOBILSKI
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SISTEM USLUGA KLASTERA



PRIMENA ROBOTIZOVANIH SISTEMA U KONTROLI KVALITETA U INDUSTRIJI

Uvod

Kontrola kvaliteta predstavlja jedan od ključnih segmenta savremenih industrijskih procesa i ima presudnu ulogu u zadovoljavanju visokih standarda i očekivanja od proizvoda. Napredni sistemi i prakse kontrole kvaliteta omogućavaju kompanijama da stvore proizvode koji su bezbedni, pouzdani i u skladu sa specifikacijama, čime unapređuju svoju poziciju na tržištu i obezbeđuju poverenje kupaca.

Brz razvoj tehnologije uslovljava dinamične promene i u segmentu kontrole kvaliteta, pri čemu se posebno izdvajaju trendovi primene principa i alata Industrije 4.0 u ovoj oblasti. Jedan od trendova pred-

stavlja uvođenje robotike i kolaborativne robotike koje, zajedno sa sistemima mašinske vizije, predstavljaju nezaobilazne i pouzdane partnere u savremenoj kontroli kvaliteta u industriji. Njihova implementacija u industrijsku praksu doprinosi unapređenju efikasnosti, brzine i preciznosti procesa kontrole kvaliteta u industriji, stvarajući uslove za proizvode visokog kvaliteta koji zadovoljavaju zahteve današnjeg tržišta. Ovaj trend ima potencijal da potpuno redefiniše način na koji se posmatra i organizuje industrijska proizvodnja i kontrolu kvaliteta.

Primena robotike u kontroli kvaliteta

Tradicionalne metode kontrole kvaliteta često uključuje manuelne procese inspekcije i testiranja, što može biti vremenski zahtevno i podložno ljudskim greškama. Brzi napredak robotike omogućava revolucionarne promene u načinu na koji se vrši kontrola kvaliteta. Industrijski roboti, opremljeni naprednim sistemima mašinske vizije i specijalno programirani za preciznu inspekciju i testiranje, postaju sveprisutni u fabrikama širom sveta.

Posebno značajan savremeni trend u kontroli kvaliteta predstavlja uvođenje kolaborativnih robota odnosno kobota. Koboti imaju za cilj da komuniciraju sa ljudima u zajedničkom prostoru i da rade u neposrednoj blizini ljudi. Klasični industrijski roboti dizajnirani su da rade autonomno, uz visok nivo bezbednosti koja je obezbeđena izolacijom od ljudskog kontakta. Zahvaljujući senzorima i drugim karakteristikama, koboti mogu direktno i bezbedno da rade zajedno sa ljudima u njihovom neposrednom okruženju. Povećana bezbednost na radu predstavlja ujedno i najvažniji aspekt interakcije između ljudi i kobota, što omogućava zajednički rad u istom radnom okruženju. Koboti su opremljeni senzorskim sistemima koji im daju „čulo“ osetljivosti na dodir, što omogućava da identifikuju kontakt i zaustaviti svoje pokrete kako bi izbegli udar i nanošenje povre-

da ljudima. Kobotski sistemi često imaju i dodatne sisteme vizije koji im omogućavaju da identifikuju prisustvo ljudi i automatski uspore svoja kretanja ukoliko se radnik ili delovi tela radnika nađu u zoni rada kobota.

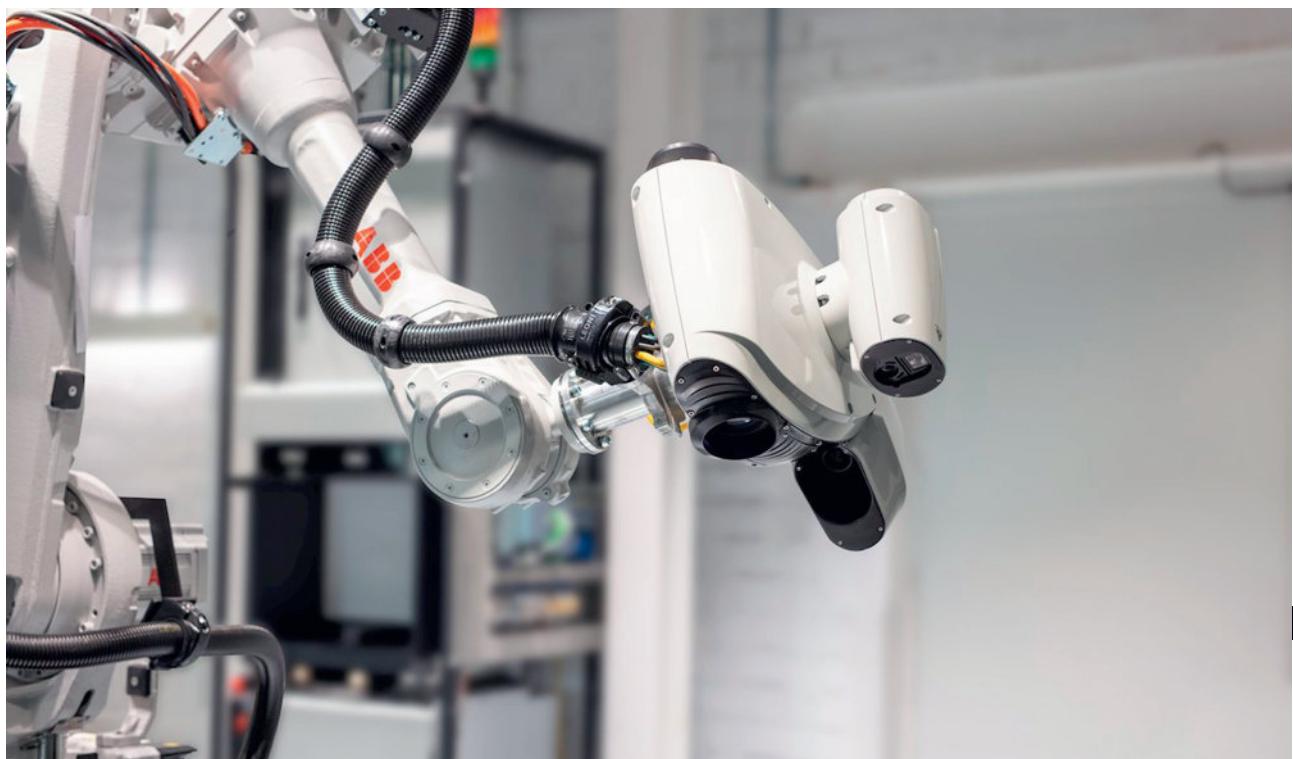
Programiranje kolaborativnih robota je vrlo jednostavno i koboti su spremni su za rad posle samo par sati „treninga“ što donosi visok stepen fleksibilnosti i prilagodljivosti u industrijske procese kontrole kvaliteta. Tradicionalna podela rada između ljudi i mašina dobija sasvim nove karakteristike sa širom primenom kobota koji preuzimaju razne zamorne i monotone zadatke poput repetitivnih inspekcije ili manipulacije delovima. Ovakva saradnja omogućava bržu i precizniju kontrolu kvaliteta, uz istovremeno smanjenje rizika od ljudskih grešaka, koje su neizbežne u ručnim procesima kontrole. Takođe se postiže značajno unapređenje bezbednosti, ergonomije, kvaliteta radne sredine, smanjuje se opterećenje i zamor radnika koji rade na operacijama inspekcije i kontrole kvaliteta. Sve ovo doprinosi promeni klasične forme organizacije industrijskih procesa, gde roboti rade izolovano od ljudi i razvoju potpuno novog poretku koji podrazumeva istinski zajednički rad i saradnju čoveka i maštine (kobota).

Ono što kobote čini posebno zahvalnim sistemima za primenu u kontroli kvaliteta jeste sposobnost da se prilagode promenljivim okruženjima i zadacima. Koboti su programirani tako da konstantno primaju informacije iz radne sredine, preko svojih senzora, sistema mašinske (robotske) vizije i kroz direktnu interakciju sa radnicima, što omogućava njihovu brzu i preciznu adaptaciju. U industrijskoj kontroli kvaliteta, ova prilagodljivost ima ključnu ulogu. Na primer, kobotski sistemi kontrole kvaliteta mogu lako prepoznati i reagovati na različite promene u vrsti, obliku ili položaju proizvoda, što omogućava da se identifikuju različiti subjekti kontrole, da se priladi protokol i algoritam kontrole i da se utvrde sve nepravilnosti koje su identifikovane kao predmet kontrole.

Robotizovani sistemi za kontrolu kvaliteta, kako oni koji su bazirani na klasičnim industrijskim robottima, tako i kobotski, imaju čitav niz prednosti koje su veoma značajne za savremenu industriju i predstavljaju inovativne rešenja koja transformišu način na koji se sprovodi inspekcija, kontrola ili testiranje proizvoda:

- *Povećana efikasnost i brzina kontrole:* robotski sistemi značajno ubrzavaju procese kontrole kvaliteta, zahvaljujući svojoj brzini i preciznosti. Vrlo složeni protokoli ispitivanja izvode se neuporedivo brže nego kada to rade ljudi čime se smanjuje proizvodne vreme, uklanjuju uska grla i povećava ukupna produktivnost procesa.
- *Povećana preciznost:* preciznost i ponovljivost pozicioniranja standadnih robotski sistema se meri u stotim delovima milimetara što predstavlja njihovu ključnu karakteristiku u izvođenju zahtevnih kontrola i otkrivanju najsitnijih nedostataka ili nepravilnosti, čak i za red veličina manjih od dozvoljenih tolerancija. Ova sposobnost omogućava otkrivanje potencijalnih problema u proizvodnji u ranoj fazi, pre nego što počnu da generišu defekte.

- *Stabilnost, doslednost i objektivnost rezultata:* ljudski faktor predstavlja ključni problem u kontroli kvaliteta i po pravilu predstavlja uzrok značajnih varijacija u rezultatima inspekcije, u zavisnosti od osobe koja radi kontrolu ili kod iste osobe u dužem vremenskom intervalu, usled zamora ili pada koncentracije. Robotizovani sistemi kontrole kvaliteta potpuno eliminisu ovu varijabilnost, obezbeđujući konstantne i objektivne rezultate svaki put, u dužem vremenskom intervalu, čime se minimalizuje broj defekata koje mogu proći neprimećeni. Rezultati inspekcije robotizovanim sistemima su uvek dosledni i objektivni generisani bez uticaja emocija i subjektivnosti.
- *Smanjenje troškova, otpada i rasipanja:* efikasna i precizna kontrola kvaliteta smanjuje gubitak resursa, materijala i vremena. Identifikacija problema ili potencijalnih nedostataka u ranoj fazi proizvodnje omogućava brže reakcije i njihovo rešavanje pre nego što se generiše veća količina defektnih proizvoda. Iako instalacija robotizovanih sistema kontrole kvaliteta nosi značajne inicijalne troškove, period povraćaja investicije je, po pravilu, vrlo prihvratljiv, pod uslovom da je mesto i protokol kontrole izabran i definisan na adekvatan način.
- *Integracija u informacioni sistem kompanije:* imajući u vidu da se radi o visoko automatizovanim i kompjuterizovanim sistemima, integracija robotskih sistema za kontrolu kvaliteta u kompanijske proizvodne i poslovne informacione sisteme je relativno jednostavna i omogućava ne samo punu sledljivost procesa kontrole kvaliteta, već i čitav spektar dodatnih benefita vezanih za prikupljanje i obradu velikih količina podataka (*big data*), primenu naprednih algoritama i alata veštacke inteligencije (AI), mašinskog i dubokog učenja (*machine & deep learning*), dinamike sistema, poslovne analitike i napredne statistike.



Značajan iskorak u primeni robotizovanih sistema za kontrolu kvaliteta postignut je u automobilskoj industriji. Savremena automobilska industrija suočava se sa sve većim izazovima vezanim za kvalitet i pouzdanosti sa kojima se bori primenom mnogih inovativnih rešenja u proizvodnji. S obzirom na to da su vozila postala složena kombinacija elektronskih i mehaničkih sistema, uključujući nove izvore energije i senzore, održavanje visokog standarda kvaliteta je od suštinskog značaja.

U proizvodnji ključnih komponenti i u samim fabrikama automobila, kontrola kvaliteta se često oslanjala na manuelnu statističku kontrolu. Ovaj metod podrazumeva da je uzimanje uzorka proizvoda izvan proizvodne linije i njihovu detaljnu inspekciju kako bi se na osnovu utvrđenih karakteristika uzorka izveli zaključci o kvalitetu celokupnog lota komponenti. Ocenjivanje kvaliteta celokupnog lota na osnovu samo nekoliko uzorka nosi rizike da se ceo lot nepotrebno odbaci zbog jedne neispravne komponente ali i da se lot sa defektima propusti jer uzorak nije pokazao problem ili je došlo do ljudske greške u sprovođenju procedure ispitivanja ili u tumačenju rezultata. Dodatni problem predstavlja i sve veći, hronični, nedostatak obučenih kadrova sa potrebnim znanjima i vesteinama za sprovođenje zahtevnih i kompleksnih procesa kontrole kvaliteta. Metrološka ispitivanja uz korišćenje koordinatnih mernih mašina, često zahtevaju sate rada i analize samo jednog dela, što često predstavlja usko grlo koje direktno utiče na produktivnost ograničavajući broj delova koji se mogu proveriti u jednom lotu.

Jedan od primera primene naprednih sistema predstavlja robotska trodimenzionalna kontrola kvaliteta (3DQI), koja je kombinacija hardvera i softvera koja omogućava automatizovanu inspekciju delova. Ova kontrola kvaliteta omogućava precizno skeniranje, inspekciju i analizu trodimenzionalnih komponenti, bez uticaja na brzinu proizvodnje. Osim što omogućava proveru delova proizvedenih na licu mesta, ova tehnika se koristi i za proveru i verifikaciju kvaliteta delova koji dolaze od dobavljača.

Najefikasniji i najfleksibilniji sistem za automatizovanu 3D inspekciju koristi robote. Standardni 3D merni sistemi koriste fiksne kamere sa fiksnim tačkama, ali često ne pružaju potpunu vizualizaciju. S druge strane, robot može da se kreće oko objekta što je posebno značajno kod skeniranja predmeta složene geometrije sa nepravilnim ili složenim oblicima.

Roboti u 3DQI sistemima nose trodimenzionalne optičke skenere i pozicioniraju ih u predefinisane

položaje za skeniranje predmeta. Optičko skeniranje miliona tačaka se vrši za samo nekoliko minuta, što omogućava detaljna merenja uz smanjenje vremena potrebnog za manuelne tehnike i smanjenje potencijalnih grešaka.

Postoje i *offline* i *inline* rešenja za 3DQI, pri čemu se u *offline* verziji uzima jedan deo iz svake serije i detaljno se kontroliše, poredajući podatke sa CAD modelom komponente. S druge strane, rešenja za *inline* 3DQI podrazumeva inspekciju svakog dela tokom procesa proizvodnje i omogućava brzu detekciju grešaka i preuzimanje korektivnih mera. Ovakva rešenja su namenjeno za upotrebu između dva procesna koraka, obezbeđujući brzinu koja odgovara vremenu ciklusa proizvodnje.

Savremeni trendovi u primeni robotike u kontroli kvaliteta pokazuju da će ova tehnologija imati značajan uticaj na budućnost industrijske proizvodnje. Robotizovani sistemi će se intenzivno razvijati i postati još moćniji i prilagodljiviji alati za automatizovanu kontrolu kvaliteta. Posebni napredak se očekuje u delu koji se odnosi na sledeće oblasti:

- *Primena veštačke Inteligencije i mašinskog učenja:* ove tehnologije će omogućiti robotizovanim sistemima da postanu sve „pametniji“, koristeći se sposobnošću učenja, koja im omogućava da prepoznaju nove obrasce i promene u procesima proizvodnje, brzo im se prilagode uz unapređenje preciznost procesa kontrole.
- *Novi senzorski sistemi i sistemi mašinske vizije:* napredak u senzorskoj tehnologiji, u sistemima vizije i softverima za obradu slika omogućavaju robotizovanim sistemima da prepoznaju defekte koji su često skriveni za tradicionalne metode i tehnike ispotivanja.
- *Integracija kroz Internet stvari (IoT):* povezivanje robotizovanih sistema kroz IoT koncept otvara prostor za bolje praćenje i upravljanje proizvodnjom, pri čemu oni mogu da komuniciraju sa drugim mašinama i sistemima, omogućavajući praćenje ključnih parametara kvaliteta proizvoda u realnom vremenu i trenutnu reakciju na utvrđene promene.
- *Prilagodljive fizičke karakteristike robota:* očekuje se da će u bliskoj budućnosti biti razvijeni robotski sistemi sa fleksibilnim ekstremitetima koji se mogu prilagoditi različitim formama i veličinama proizvoda, što će omogućiti precizniju i efikasniju inspekciju.

**Prof. dr Ivan Mačužić
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3D MODELIRANJE U PROIZVODNJI - VREME KAO NAJSKUPLJI RESURS

Usluga 3D modeliranja i štampe predstavlja modernu tehnologiju kojom se mogu kreirati kompleksni i precizni modeli raznih predmeta i komponenti. Naša usluga 3D modeliranja omogućava klijentima da dobiju visokokvalitetne i detaljne modele, koji su savršeni za korišćenje u različitim projektima. Pored toga, naša usluga 3D štampe omogućava izradu realističnih prototipova, kao i serijsku proizvodnju delova i komponenti po specifikacijama klijenata.

U skladu sa ciljevima industrije 4.0 uvodimo promene u svojoj proizvodnji:

- Skraćujemo ciklus razvoja proizvoda
- Najsavremenijim mašinama i alatima izrađujemo sve složenije geometrije proizvoda



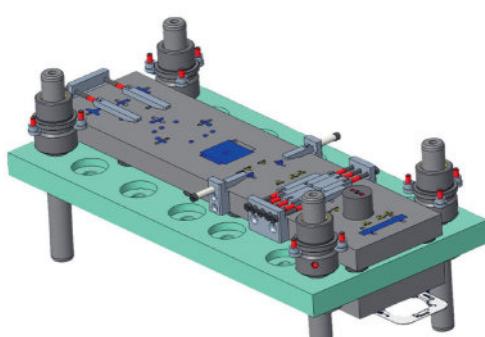
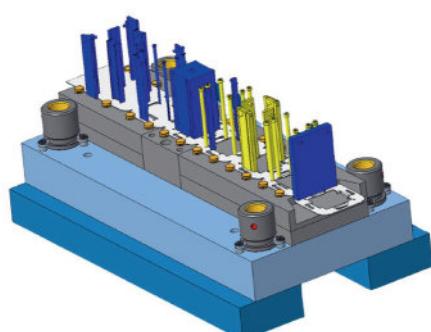
Umrežavanjem mašina, opreme i resursa, dobijamo veću fleksibilnost i sposobnost da bolje i efikasnije optimizujemo proizvodnju, da brže reagujemo na zahteve tržišta. Modeliramo sklopove, složene mehanizme gde više elemenata zavise jedan od drugog, na način

- Dizajn proizvoda primaran u cilju funkcionalnosti i estetike
- Ispunjvamo sve teže zahteve za kontrolom proizvoda
- Automatizujemo stare tehnologije
- Prelazimo na digitalnu proizvodnju

Aditivna proizvodnja (3D štampanje) nam omogućava da nemamo ograničenja u pogledu geometrije, smanjujemo utrošak materijala (rebraste unutrašnje strukture) a samim tim i uticaj na okolinu. Izrađene komponente su lakše, utrošeno je tačno onoliko materijala koliko je potrebno i vreme izrade je kraće.



koji nam omogućava da, ukoliko dođe do potreba za izmenom, sve dimenzije možemo promeniti na jednom mestu i tako ažuriramo ceo sklop. Manje izgubljenog vremena, manje grešaka u poravnavanju i uklapanju (manje kolizija površina).



Nakon učitavanja modela u program, a pre početka procesa 3D štampanja potrebno je da:

- Definišemo orijentaciju modela
- Planiramo raspored predmeta u okviru radne zapremine mašine
- Kreiramo noseće strukture (ukoliko je potrebno)
- Dodamo parametere izgradnje

Orijentacija modela direktno utiče na vreme izgradnje, na kvalitet površine odštampanog komada i na mehaničke karakteristike. U određenim situacijama, opravdano je izabrati orientaciju predmeta koja će biti izgrađena za kraće vreme, iako smo svesni da su mehaničke karakteristike i površine objekta slabijeg kvaliteta. Najčešće je to u ranim fazama razvoja



Koristimo najnovije laserske mašine koje omogućavaju sečenje različitih vrsta metala, uključujući čelik, aluminijum, mesing i bakar. Ova tehnologija nam omogućava da postignemo kompleksne i precizne rezove sa glatkim ivicama.



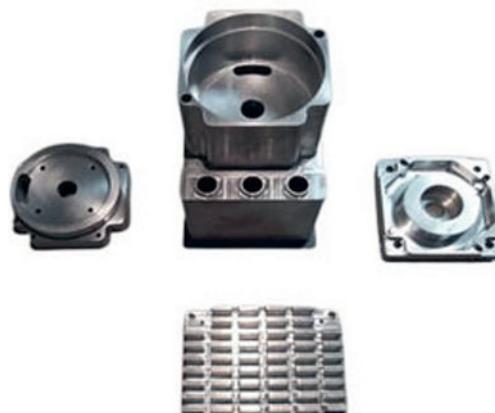
Ko je P&M Tools i koji su glavni ciljevi i usluge kompanije?

Naš cilj je da obezbedimo maksimalan kvalitet i tačnost delova koje proizvodimo, što potvrđuje standard ISO 9001. Verujemo u dugoročne partnerske odnose sa našim klijentima, te smo posvećeni pružanju personalizovanih rešenja koja odgovaraju

proizvoda, kod prototipova kod kojih sagledavamo prve greške u dizajnu.

Često postoji potreba da se u jednoj radnoj zapremini izrađuje više istih modela. Program za aditivnu proizvodnju omogućava jednostavno kopiranje modela, kao i uklapanje različitih modela. Program procenjuje vreme izgradnje, kontroliše ceo proces, uključujući i upravljanje materijalima i hlađenjem po potrebi.

Naša ponuda obuhvata širok spektar proizvoda, uključujući delove za automobile, energetske komponente, mašinske delove, alate i mnoge druge priлагodjene proizvode. Koristimo najnapredniju CNC tehnologiju, visoke standarde varenja i precizno 3D modeliranje, kako bismo proizveli delove kvalitetno i sa izuzetnom preciznošću.



Prednosti naše usluge laserskog sečenja metala su mnogobrojne. Pored visoke preciznosti, laser omogućava brzu i efikasnu obradu metala, što rezultira uštedom vremena i smanjenjem troškova. Takođe, laser ne zahteva dodatne alate ili kalupe, što omogućava fleksibilnost u izradi različitih oblika i veličina.



njihovim specifičnim potrebama. Naš tim stručnjaka je spreman da sarađuje sa vama na projektima svih veličina i složenosti, pružajući Vam tehničku podršku, inovativne ideje i brzu isporuku.

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KONSULTANTSKE USLUGE ZA POSLOVANJE

Pre nego što vam podelimo neke ideje, najviše iz ugla prodaje i marketinga, da vam predstavimo i agenciju koja стоји iza istih. Proman Consulting agencija za razvoj poslovanja, sa sedištem u Kragujevcu, a sa projektima od USA preko Poljske, Slovenije, Švajcarske pa sve do Kine, postoji punih 5 godina. Portfolio usluga oslanja se na dva stuba: business development i lead generation za b2b, i marketing na društvenim mrežama za b2c kompanije.

S obzirom na to da imamo iskustva i par dodirnih tačaka i sa ovim magazinom (neke od njih su automotive i logistika i transport) bavićemo se time. Naše se iskustvo najviše odnosi na podršku kompanijama kroz izgradnju novih dilova u *pipeline*-u, ali i izgradnji sistema, procesa i procedura za prodaju. Budući da smo već nekoliko godina na tržištu lead generation, a kako Linkedin mreža nije u tolikoj meri razvijena kod nas, tu smo videli prostor za inovaciju, generalno za sve industrije. Pokušaću da vam više približim benefit Linkedin-a kao platforme koja se pojavila kao ozbiljan potencijal za pronalaženje novih klijenata i partnera, ali i širenje mreže kontakata, kao i svesti o određenom brendu.

Suočavanjem sa pandemijom korona virusa, naterani smo da razmišljamo i ponašamo se drugačije. Gledajući kako se neke industrije strmoglavo ruše, jedno od glavnih strateških pitanja je bilo upravo to za koju se industriju uže specijalizovati. Vrlo kratkom opservacijom doneli smo zaključak da nekoliko

industrija neće stati, čak ni u slučaju pandemije ili, ne daj bože, nuklearnog rata. Internet trgovina (*e-commerce*), digitalne tehnologije, logistika i transport. To su industrije za koje smatramo da bi bile ne samo stabilne već bi, kao što se pokazalo, čak i rasle tokom vanrednih situacija.

Prva akcija koju smo sproveli u logistici i transportu jeste zapravo naš „napad“ na industriju. Sa ne baš 100% sigurnošću, jedna od prvih kampanja koje smo sproveli u Srbiji, trajala je nešto manje od mesec dana. Sproveli smo istraživanje i došli do nekih 80–90 firmi za koje mislimo da bismo mogli da pomognemo. Ako bismo gledali baš idealni profil, mislim ne bi bilo više od 10–15. Nakon toga, na Linkedinu smo izvukli bazu od 210 ljudi iz tih kompanija, kojima smo poslali zahteve za konekciju. Od 210 poslatih, prihvatile nas je 136 ljudi, što je nešto više od 64%. Ukupno je odgovorilo 90 ljudi iz oko 40 kompanija, a prvi, „discovery“ sastanci sprovedeni su sa njih 12. Od njih 90, svega troje koristi Linkedin kao kanal za prodaju i generisanje prodajnih sastanaka. Takodje, od 12 sprovedenih sastanaka, Ugovor smo zaključili sa četvoro ljudi, odnosno 4 kompanije. U sklopu ove jako kratke kampanje poslato je i oko 20 mejlova u kombinaciji sa ukupno oko 20 poziva.



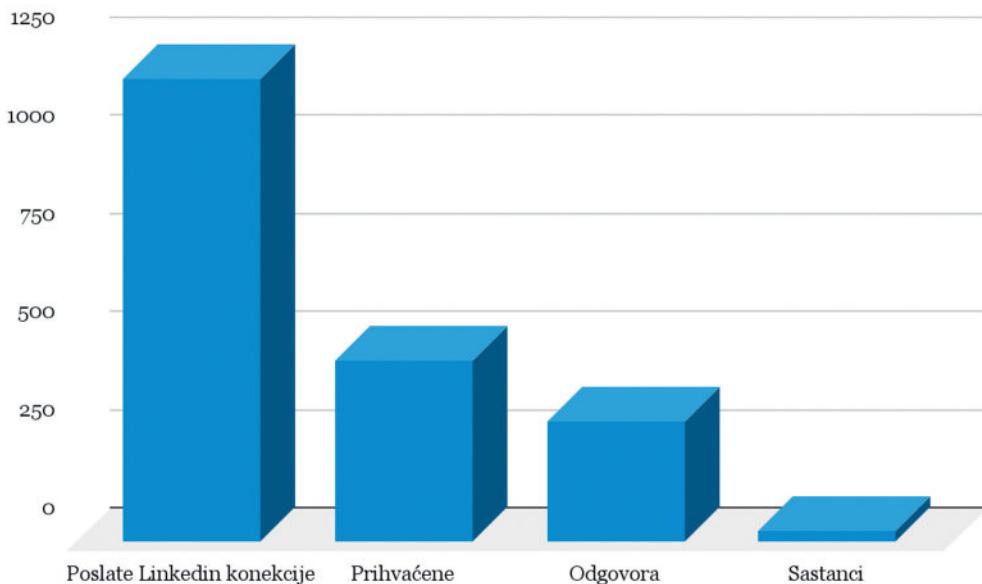
Poslate Linkedin konekcije	Prihvaćene	Odgovora	Sastanaka	Novih klijenata
210	136 (64%)	90	12	4

Eksperiment uspešan! Uloženo je oko 50 radnih sati ukupno tokom jednog meseca, jedna osoba je sprovodila aktivnosti, a ja sam preuzimao posao od sastanaka pa na dalje. Ne samo da je uspešan eksperiment i da smo naučili nešto, validirali teoriju, već je i firma profitirala. Došlo je vreme i da se sprovedu kampanje za klijente, pa ćemo dalje u tom pravcu.

Otkrićemo vam neke detalje jedne kampanje: industrija logistika i transport, poznata svetska kompanija, tromesečni napad na zapadnu Evropu i Balkan. Najpre smo definisali industrije koje ćemo napasti u Evropi. Potom smo pripremili detaljnu komunikaciju, dokumenta i prezentacije koje ćemo slati i naravno bazu podataka. Poslato je 1180 konekcija ukupno,

prihvaćeno je 461, što je 39%. Od 461 ukupno je odgovorilo 308 ljudi što je takođe izuzetno visoko iznad proseka ili 67% od ukupnog broja prihvaćenih. Ukupno je zakazano 28 kvalifikovana sastanka za klijenta. Sastanci su uglavnom podrazumevali google

meet ili telefonske razgovore, tokom kojih su se istraživale potrebe potencijalnog klijenta i prezentovale usluge i logistička rešenja. Zanimljivost je da smo sa kampanjom stali jer klijent nije uspeo da postigne da obradi sve dogovorene sastanke.



Drugi slučaj o kojem ćemo otkriti nešto više je u vezi sa kompanijom koja dolazi iz *Automotive* industrije, takođe prisutnom na globalnom nivou, sa preko 2 000 zaposlenih na svim kontinentima. Sa radnom jedinicom u Srbiji smo sproveli eksperiment na domaćem tržištu za novu uslugu vezanu za ljudstvo i kontrolu kvaliteta. Pristupili smo problematici novog Zakona o agencijskom zapošljavanju, po kojem preduzeća neće moći da zaposle preko agencije više od 10% kadrova na svoj postojeći broj zaposlenih.

Ukupan broj poslatih LinkedIn konekcija: 984 (u levku oko 2500 ljudi, čim smo uspostavili komunika-

ciju sa kompanijom, ljudi iz iste više nismo kontaktirali) Ukupan broj prihvaćenih konekcija: 486 (49,39%; očekivani prosek 30% -5+) Ukupno odgovora: 325 (66,87%; očekivani prosek 30% -5+) Najveći broj pozicija sa kojima smo razgovarali su lideri svojih HR odeljenja, njih 17. Sa C nivoom, odnosno izvršnim ili generalnim direktorima smo dogovorili 10 sastanaka. Ostale uloge su bile na primer project i *quality* menadžeri. *Food*, *Automotive* i *Chemical* industrije su bile najzainteresovanije da istražuju i ispituju nova rešenja na tržištu.

Zuker Logistics, Lead Generation, November 2022 - PowerPoint

The slide displays a funnel diagram illustrating lead generation statistics:

- Invitations sent: 984
- Accepted: 49,39%
- Responses in total: 66,87%
- Number of First Meetings: 11,31%
- Number of Second Meetings: 4,73% **

A callout box for "Invenio d.o.o. Serbia" provides additional details:

- Automotive, Food, Pharmaceutical, Chemical, Mechanical, Furniture Industry
- Scheduling meetings
- 3 months

We have scheduled meetings with following companies:

- HEINEKEN SERBIA
- CONTINENTAL
- HELLENIC SUGAR INDUSTRY SA
- LESAFFRE
- GIGANT AUTOMOTIVE D.O.O.
- GRUNDfos
- STADA GROUP
- YAZAKI SERBIA
- ADIENT AUTOMOTIVE D.O.O.
- AL DIAH HOLDING
- MAGNETI MARELLI AUTOMOTIVE
- FRESNENUS MEDICAL CARE
- PHOENIX PHARMA
- DELTA AGRAR
- FUNGFIT COMPANY
- ZLATIBORAC
- MIND GROUP D.O.O.
- AD TURIS
- FRIKOM DOO
- NECTAR
- GALENKA A.D.
- FORMA IDEALE
- ADVENT AUTOMOTIVE D.O.O.
- SUNOKO D.O.O.
- NEOPLANTA
- TRIGO SERBIA D.O.O..

** The second meeting was performed by **Invenio**

Slide 4 of 11 English (United States)

29

Bilo je još nekoliko kampanja sa logističkim pro-vajderima, uglavnom vrlo uspešnih. Izdvojio bih jednu saradnju iz automobilske industrije i dogovor sa kom-panjom koja se bavi električnim vozilima da učestvu-jemo u prikupljanju investicija za prototipove. Tokom mog boravka u USA u proleće ove godine, imao sam priliku da razgovaram sa nekoliko potencijalnih inve-stitora, ali i nekim *automotive* kompanijama. Stiče se utisak da se dosta ulaže, da se kupuju manje kompa-nije, posebno one se bave električnim automobilima, ali takođe i u naredne generacije (na primer, vozila na vodonik). Svakako, tržište litijumskih baterija je takođe u ekspanziji i tu je takođe primetan visok broj investicija. Ono što je izazov u traženju investicija u USA, jeste to što su investitori skeptični oko tržišta sa kojih dolaze oni koji pičuju i traže sredstva. Posebno ako ste sa područja istočne Evrope ili Balkana. Pođo dolazim iz Srbije, to mi je predstavljalo najveći izazov u tim razgovorima. Jedan od njih investira, na primer, samo u kompanije sa zapada USA, dakle čak ni iz cele Amerike. Generalno, postoje i neka mesta tačnije tipovi investitora koji investiraju i u kompanije koje imaju ovaj izazov. Oni se uglavnom mogu pronaći u Njujorku, Silikonskoj dolini, Kaliforniji, Bostonu.

Dakle, da sumiramo. Prvi zaključak, kampanje na LinkedInu koje smo sproveli u Srbiji nadprosečne su, odziv tržišta je odličan, dakle postoji veliki prostor i ovaj kanal će tek biti u ekspanziji kod nas. U ostatku sveta već je uveliko razvijen. Dalje, u industrijama *automotive* i logistika i transport, postoji veliki prostor za inovacije, posebno u marketingu i prodaji. Igrajte se, inovirajte, investirajte. Uvek se isplati naučiti nešto novo ili sprovesti novinu, promenu. LinkedIn može biti samo jedan od načina. Takođe, postoji veliki pro-stor i za investicije, za šta je potrebna podrška direktno i fizički na terenu gde se igra utakmica sa potencijal-nim investitorima. Može se zaključiti, još sa samog početka, da je i odabir industrija jako bitan. Pažljivo proučite celokupnu situaciju, probajte da predvidite gde bi moglo doći do ekspanzije ili dodatnog prostora, a gde je na primer tržište prezasićeno, kakvi su tren-dovi itd. Nažalost živimo u takvim vremenima, da bismo trebali uzeti u obzir i pandemije, svetske krize, inflacije i ratove. Živimo u vremenima koje iziskuju promene, inoviranje, prilagođavanje, brzinu, dodatno vreme, dodatne prihode.



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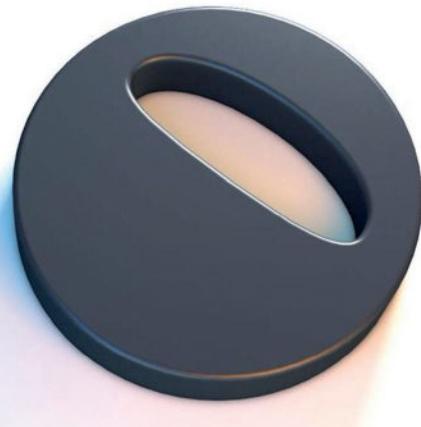
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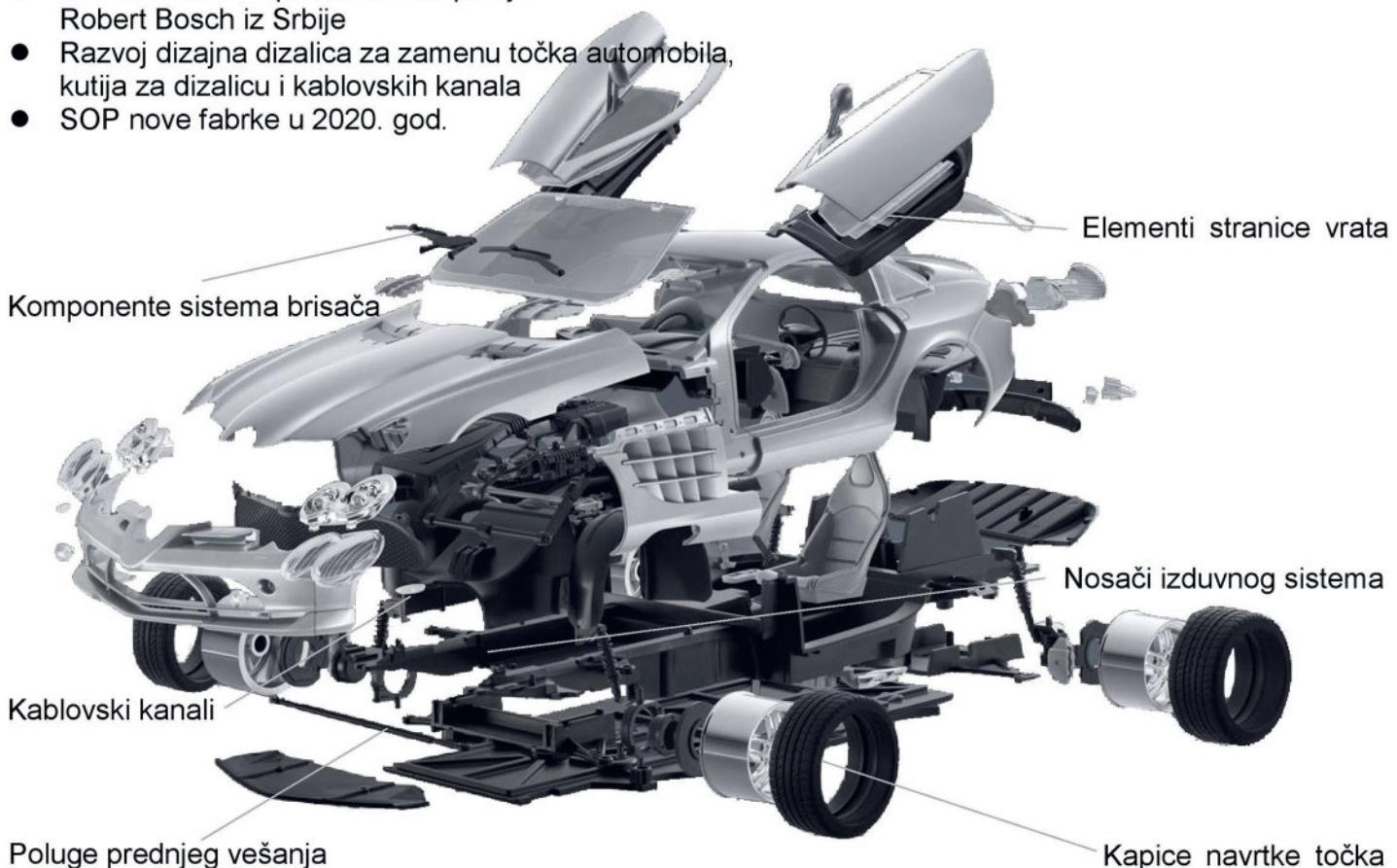
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- TIER 1 dobavljač od 2001. godine,
- Prvi direktni isporučilac PSA grupe, GM-a i Opela iz Srbije
- Prva srpska kompanija certifikovana po ISO/TS 16949 standardu 2004. godine
- Od 2015. deo globalne TIER kompanije Teknia Manufacturing Group
- "PSA best supplier plant" u 2018.
- Jedini direktni isporučilac kompanije Robert Bosch iz Srbije
- Razvoj dizajna dizalica za zamenu točka automobila, kutija za dizalicu i kablovskih kanala
- SOP nove fabrke u 2020. god.

- Dugogodišnje iskustvo u proizvodnim tehnologijama:
- Izrada otpresaka od ugljeničnih i nerđajućih čelika
 - Brizganje delova od plastike
 - Obrada cevi
 - Bojenje prahom
 - Elektrootporno zavarivanje
 - Poluautomatske i ručne montaže



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