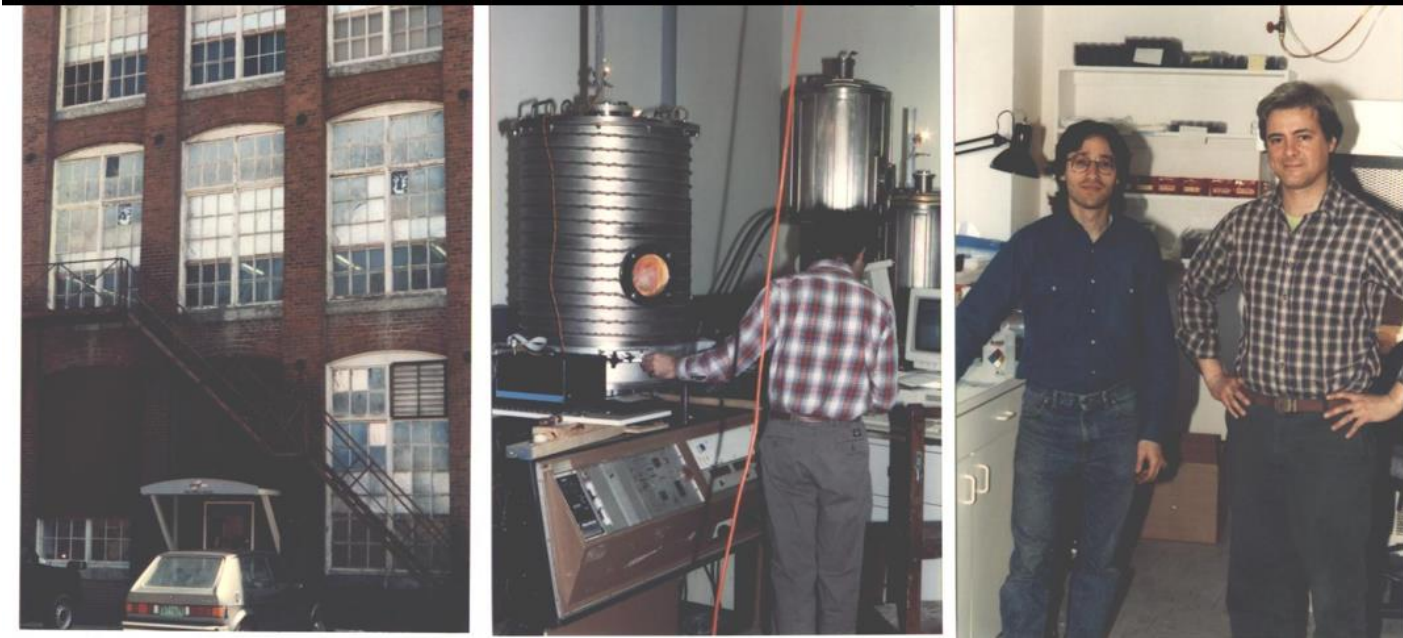


Peter Pan Optical

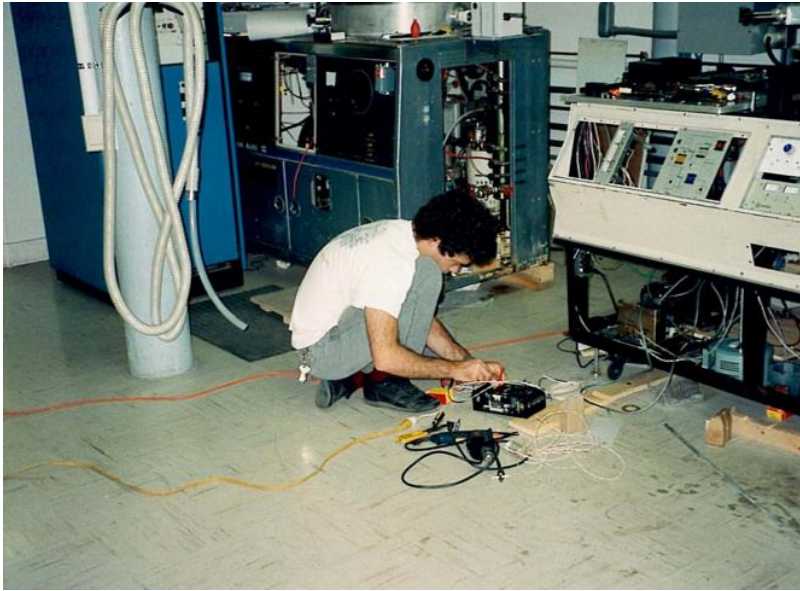
- or how to share ownership

by Georg Draude, PhD
Director of Sales EMEA

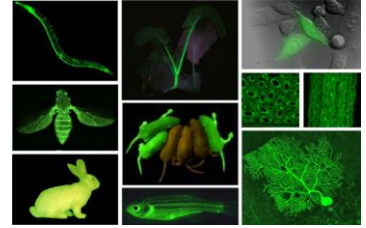
- unexpected spin-off from another local coating company in 1991
- founded as an employee owned company
- incubator hub: former cotton mill – very clean?



- vision #1: create a democratic work-place
- vision #2: become profitable to have profit to share
- vision #3: work close with the scientific community (GFP)



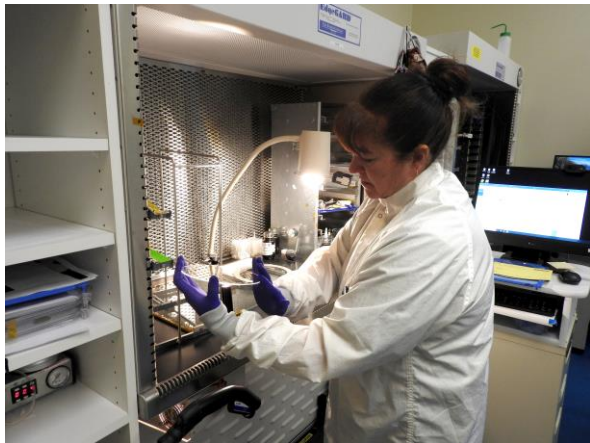
- founded with private money from families and friends
- profitable after one year
- producing filters for fluorescence microscopy



Today....

- approx. 200 owners
- 100% profit and benefits to share
- social security for all
- global presence
- independent, no external shareholders
- new markets
- engineering spin-off: 89North
- doubled footprint in 2018
- clean zone
- state of the art manufacturing
- gouvernance structure







Peter Pan Optical.....?



Thank you!