

# SITECH Group – Seat systems from Volkswagen



Volkswagen



Think Blue.  
Factory.



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**Production:** About 1.7 million complete seat sets ("car sets") and about 16 million seat components (2016) at seven production facilities throughout the world

March 2018

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**Models:** Volkswagen Golf, Golf Sportsvan, Tiguan, Touran, Passat, Arteon, T6, Amarok

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**Components:** Seat systems

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**Employees:** More than 5,300 employees throughout the world (2017)

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## Company

As a wholly-owned subsidiary of Volkswagen Aktiengesellschaft, SITECH develops and produces seats in Germany, Poland and China. At the German plants in Wolfsburg, Emden and Hanover, the company assembles complete seat sets ("car sets") for the Volkswagen models produced there, the Golf, Golf Sportsvan, Tiguan, Touran, Passat, Arteon, T6 and Amarok and for the Tiguan produced in Osnabruck. In Poland, SITECH produces seat components at Polkowice and Glogow, as well as car sets at Wrzesnia. In China, both seat components and complete car sets are produced.

## Production

At seven production facilities throughout the world, 5,300 SITECH employees produce carsets and seat components for the brands of the Volkswagen Group. A car set includes all the seats needed for a vehicle, which may be up to 9. The sets are delivered just in sequence, i.e. they are delivered to the production lines in the correct sequence, precisely when they are needed.

At the SITECH plant in Wolfsburg, about 1,300 employees, working three shifts per day, produce up to 3,800 car sets per day for the Volkswagen models Golf, Golf Sportsvan, Tiguan (Wolfsburg and Osnabruck) and Touran. In 2017, about 825,000 car sets were produced in Wolfsburg.

At the SITECH plant in Emden, about 400 employees currently produce car sets for the Volkswagen Passat and will also produce car sets for the Arteon in the future. In 2017, the Emden plant produced a total of 235,350 car sets.

At the SITECH plant in Hanover, about 300 employees assemble car sets for the Volkswagen T6 and Amarok. In 2017, production totaled 205,500 units.

At the Polkowice plant in Poland, about 1,320 employees produced more than 11.6 million seat components in 2017. At the plant, they are pressed, welded, painted and assembled to produce seat frames. In Glogow, about 120 employees produced more than 2.6 million components in 2017 using modern joining and production technologies such as laser welding. A modern logistics system ensures that each part is delivered to the right place at the right time. At Wrzesnia, about 135 employees have been producing complete car sets for the new Crafter since the fall of 2016.

In Shanghai, SITECH produces seats for the Volkswagen and ŠKODA plants in China together with Chinese partners Dongchang and Etern. In 2017, about 780 employees produced some 362,500 car sets and about 1.8 million seat components.

## **Development**

In Germany, Poland and China, more than 200 SITECH employees develop seats for vehicles of the Volkswagen Group in close cooperation with Volkswagen, Audi and Volkswagen Commercial Vehicles. SITECH covers the full range of development activities from preliminary development and design calculations, design, and covering and upholstery development to prototype production, comprehensive testing and support for series production.

At SITECH's vehicle seat competence centre in Wolfsburg, with an area of 6,000 square meters, knowledge concerning seat development, material analysis and seat assembly is pooled, exchanged and extended.

The development team at Polkowice provides additional expertise in the field of seats and adjustment mechanisms, with design and simulation, prototype and tool production and its own test bed.

## **Management**

Since September 2015, Thomas Hegel Gunther has been Chairman of the Board of Management of the SITECH Group and Board Member, Technical, and Speaker of the Board of Management of SITECH in Germany. Thomas Hegel Gunther holds a degree in mechanical engineering and an MBA. He joined the Volkswagen Group in 2000 and has held various responsible positions in production. From 2013 to 2015, he was Head of Plastics Production in the Components division of the Volkswagen Passenger Cars brand.

Since July 2014, Michael Breuer has been Member of the Board of Management of the SITECH Group responsible for Commercial Affairs and Board Member, Commercial, of SITECH in Germany. Since joining Volkswagen in 1992, he has held various management positions in Group auditing and controlling. Most recently, he was Head of Controlling and Finance at Volkswagen's Kassel plant.

Since January 2017, Sebastian Patta has been Member of the Board of Management of the SITECH Group responsible for Human Resources and Organization and Head of Human Resources and Organization of SITECH Sitztechnik GmbH in Germany. Sebastian Patta started his career with the Volkswagen Group in 1984. Following various positions in marketing with the company health scheme, communications and in human resources at Volkswagen, he was Executive Vice President, Human Resources with Volkswagen in Chattanooga.

## **Corporate Social Responsibility**

As a responsible employer, SITECH is committed to social projects at its locations. Company personnel regularly take part in volunteering campaigns. In addition, employees donate the small change from their salary statements to charitable organizations in and around Wolfsburg.

In Polkowice, employees regularly donate blood and bone marrow with the support of the company. The project "safety on the road: the right way for children to travel in cars" sensitizes children, parents and teachers to the importance of child safety seats and the proper use of seat belts.

## **Environment**

SITECH is participating in the Think Blue. Factory. program of the Volkswagen brand, which plans to improve the environmental compatibility of production by 25 percent by 2018. Conveyor belts at the SITECH facility in Wolfsburg have been reprogrammed to shut down when they are not required and only to restart when a button is pressed. This reduces the power required for conveyor belts by up to 35 percent. In addition, more than 400 lamps in production have been replaced by modern LED lamps, halving power consumption for lighting.

In Poland too, SITECH is committed to sustainable production and has already achieved above-average results with measures to optimize equipment shutdown times and modern LED lighting. In addition, the waste heat of the compressors is used for heating water, saving 864 MWh of power per year.

## **History**

Sitech Sp.z.o.o. was established in Poland in 1998 as a joint production company of Volkswagen Aktiengesellschaft (51%) and KWD GmbH (49%). Production in Polkowice (Poland) already started a year later. In 2001, Sitech Sitztechnik GmbH Deutschland with headquarters in Wolfsburg was established. Production at the Wolfsburg plant started in February 2003. In the same year, the shareholding structures were changed and the SITECH Group became a wholly owned subsidiary of Volkswagen Aktiengesellschaft.