

Norwood Medical appoints Jim Kircher as CEO

Industry veteran to oversee company's continued growth and expansion

DAYTON, Ohio, February 13, 2024- Norwood Medical, one of the world's leading providers of advanced, outsourced medical manufacturing services, has announced the appointment of Jim Kircher as CEO.

Kircher succeeds Dr. Frank Stietz, a member of the Board of Managing Directors of the Heraeus Group, which acquired Norwood Medical in December of 2021. Dr. Stietz led Norwood Medical for the past two years to ensure the smooth integration of Norwood Medical into the Heraeus Group. With Mr. Kircher's appointment, Dr. Stietz has returned to Germany to continue his role on the Heraeus Board of Managing Directors and serve as Chief Operating Officer of the company.

Kircher brings to Norwood an extensive background in the medical technology field as well as a proven track record in international operations, micro-manufacturing, engineering, commercial strategy and leading companies to new levels of growth and expansion. Mr. Kircher most recently served as CEO of Libra Industries, a global manufacturing and systems integrator. Prior to that, he held senior leadership positions with international companies including Jabil, Flextronics, Boeing and McDonnell Douglas.

Kircher will be leading Norwood Medical at a time of significant growth and innovation for the company, which has added five new buildings to its Dayton facilities in the past 10 years. Last March the company broke ground for the construction of its 11th building, a 72,000 square-foot state-of-the-art manufacturing facility, which will focus on producing components for minimally-invasive, robotic-assisted surgeries and orthopedics.

When the building becomes commissioned and operational in Q2 2024, the new facility will enable Norwood to continue increasing its capabilities in electro-chemical machining, laser-induced processes, automation and MIM. The expansion will support Norwood's strategic goal of producing 35 million parts per year.

Commenting on his appointment, Mr. Kircher said, "It is an honor to lead Norwood because it has earned such an unmatched reputation for excellence and innovation with its medical device customers. Another thing that has truly impressed me has been every employee's sacred commitment to put the patient at the center of everything they do. That mission and mindset will enable us to continue to deliver new medical technology breakthroughs that improve patient care and treatment outcomes."

Kircher holds a BS degree in avionics engineering from Emery-Riddle University and an MBA in Marketing and International Business from Rutgers University. He also served in the United States Air Force from 1981 to 1985.

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About Norwood Medical

Originally founded in Dayton in 1927 as a tool and die manufacturing operation in 1927, the company began specializing in medical component manufacturing and assembly in the 1980s. Today, Norwood Medical provides the medical device industry's largest and best-known companies with a full range of specialized, precision manufacturing and secondary processing and assembly. It specializes in developing and manufacturing minimally-invasive surgical instruments, complex instruments and components for

robotic-assisted surgery, and manufactures and assembles medical devices used in orthopedic surgery.
Visit www.norwoodmedical.com for more information.

Media Contact

Jeff Oddo

Sr. Manager, Communications

Heraeus, Inc.

Phone: +1 (215) 944-9981 or Mobile: (215) 666-3390

e-mail: jeffery.oddo@heraeus.com