

EXCLUSIVE :

A word from
MAATEL's C.E.O

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NEWS :

A YEAR-END AT MAATEL



Class photo, MAATEL 2022

SUMMARY :

NEW RECRUITS :

2 new Maatelians!

Meet MAATEL's two new recruits, our new HR Manager and our new Embedded Software Engineer.

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NEWS :

What's up doctor?

Find out what's new at MAATEL to improve the well-being at work and the reception of our customers and suppliers.

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CYBERSECURITY :

Our IT Manager

Find out about MAATEL's advances in cybersecurity, including an anti-phishing campaign.

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INNOVATIONS :

Eric Van Olden and Etienne Lecousin talk about technical innovations.

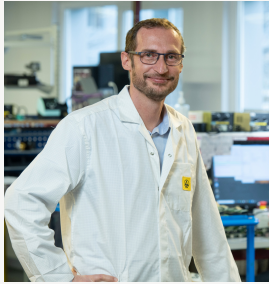
MAATEL has developed a new module with an STM32MP1 chip, under a LINUX system.

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For more than 45 years, MAATEL has been an industrial and medical electronics design company that offers its customers a complete range of services to meet their needs. From the study of your project, to its design and production, the MAATEL team is there to support you and offer you the most appropriate advice. In 2020, SIC Marking Group, a customer for more than 25 years, bought the company in order to synergise all the skills and propose an offer that is even more adapted to the demands of the market. In October 2021, MAATEL welcomes its new manager.



A WORD FROM GERALD LHABITANT, C.E.O



Dear customers, dear suppliers, dear employees;
This year 2022 has been full of excitement, as the international shortage of semiconductors has had a direct impact on our daily operations and working methods. With procurement lead times sometimes reaching 70 to 80 weeks or more, MAATEL has had to organise and anticipate its purchases to cope with this historically unprecedented situation.

On the other hand, many of our customers have seen a growth in their business this year. MAATEL has been able to deal with the situation by offering solutions to its customers and by meeting this challenge in a particularly complex context. MAATEL should achieve a turnover of around €12M, up 18% compared to 2021, in line with the objectives set by the SIC Marking Group.

I would like to thank all of our customers for the trust they have placed in MAATEL, as well as all of my employees and subcontracting partners for the efficiency and quality of their daily work.

RESULTS OF OUR CUSTOMER SATISFACTION SURVEY

Once again, we would like to thank the customers who took part in this satisfaction survey, which will enable us to better meet your expectations and improve the quality of our services.

A big congratulations also to the CORYS company which won the gift basket and which chose to donate it to the Secours Populaire association of Moirans.

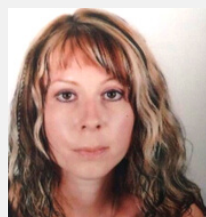


4.72/5*

Overall satisfaction of MAATEL customers in the year 2022

*Based on 38 customer reviews.

PROFILES OF OUR TWO NEW RECRUITS



Bénédicte RUSQUE,
HR Officer at
MAATEL

• What was your background before joining MAATEL?

After a degree in HR, I started my professional career in 2009 at Riotinto Alcan as "HR Correspondent" within the various production departments. Then I joined the Jean Lain Automobiles group in various HR positions. In 2015, I went back to school to obtain my Masters in HR, under a work-study contract, with SFTRF. Following this, SFTRF offered me a permanent contract for two separate positions: "HR Project Manager" and "Site Manager" in one of their subsidiaries, SEMICROF, whose main activity is the rental of offices and warehouses.

• What would you like to bring to MAATEL in the near future?

I have been working in the field of Human Resources for about 13 years. I have been able to work on all HR issues and today I have a global vision of the function. People are at the heart of the HR function, they make the company progress and grow. This is why I want to bring my past expertise to my colleagues by trying to respond to their problems, but also to the Management and all the partners by trying to position myself with a "new" look.

Henitsoa RAKOTOMALALA,
Embedded software
development engineer at
MAATEL

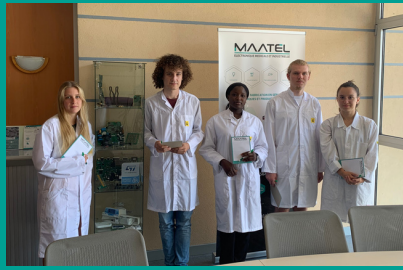


• What was your background before joining MAATEL?

I have always been interested in technical fields and that's why I have a background in microelectronics and computer science. Furthermore, I have had three different professional experiences (from software development to board design to technical support), which allows me to understand many different fields. What I like is to do software development in a family atmosphere. And that's why I'm at MAATEL.

• What would you like to bring to MAATEL in the near future?

I was able to work on very different technologies: microcontroller cards, network electronics for critical domains or even secure element architecture. And I hope to be able to bring all my technical skills to all the projects in which I will have the opportunity to participate. And finally, I will communicate all my good mood, every day, in the office!



1st day at MAATEL



After 1 month at MAATEL



Recruitment at MAATEL :

The labour market is very tight in the metalworking sector. There are fewer applicants than there are jobs on the market. At MAATEL we are looking for rare and specific profiles, which makes our task even more complex.

Recruiting requires time and extra resources to find the talent we are looking for.

We have recently welcomed an embedded software development engineer, a Human Resources Officer, a CRM and data base trainee and a research and development trainee. We will soon be integrating our Purchasing Manager, our Business Engineer and our Electronic Hardware Leader.

Julie LAURAIRE, HR Assistant

Fatoumata: Quality and Regulatory Affairs Intern / Biomedical Engineering Master

Adrian: Work-study student / Engineering degree in electronics / IT / systems

Julie : Work-study student in Human Resources / Master in Human Resources

Micha: Research & Development Intern / Engineering degree in electronics / IT / systems

Léa : Work-study student in Marketing & Communication/ Master MBA Marketing & Communication

Before:



Now:



MAATEL HAD A NEW LOOK...

In 2022, MAATEL decided to change its logo.

Previously, we focused on the medical and industrial fields in which we have been experts for over 45 years.

Today, we want to show that we are open to other markets, where we can bring our expertise and where we are both innovative and efficient.

THE CHALLENGE OF CYBERSECURITY

Cybersecurity has always been a priority at MAATEL to guarantee the sustainability of our business.

Our employees are regularly trained and made aware of the issue, which is why we have set up annual phishing test campaigns.

During the first campaigns, we were in the national average with 20% of employees trapped, but with regular awareness raising during the year, we reached 3% of users! These good results justify continuing awareness campaigns.

Our rules are simple:

1. Always be vigilant when asked for your personal data.
2. Never open an attachment from an unknown or relatively trusted sender.
3. Check links by hovering over them (without clicking) to make sure they point to trusted sites.
4. Never respond under pressure and do not commit to any payment.
5. Contact the sender through another channel if you have any doubts, this will confirm whether it is a fraud attempt or not

Dominique RAMBAUD, Responsable Informatique

What's up doctor ?

This year, MAATEL focused on well-being at work and customer care.

The new features:

- The break rooms have been completely refurbished to make them user-friendly
- The reception area is also being gradually refurbished in order to improve the reception of our customers/partners/suppliers.
- New logo 2022
- Renewal audit of our ISO 9001 and ISO 13485 with two strong points: the 2021 newsletter communicated externally, videos and communications on social networks

A YEAR IN THE DESIGN OFFICE

The year 2022 was rich in various projects, from great successes with production launches to larger and more complex projects requiring design and many hours of development.

We also provided support to the production department and our customers on the difficulties of supplying components in a context of unprecedented shortage. Finally, we have seen a real interest from new players in the electronics market for our know-how, with several new customers and support from the sales team, which has received a good number of requests. We are working to address these requests in the best possible way with several recruitments that have been made and a team that is being strengthened with excellent skills while working on its structure.

Thibault CRETINON, Head of the Design Office

FOCUS ON..

OUR EXHIBITIONS IN 2022

LYON
sido
IoT • AI • ROBOTICS • XR

SEPEM
CENTRE EST
L'industrie au cœur des territoires

Techinnov 365

PARIS
sido
IoT • AI • ROBOTICS • XR

**GLOBAL
INDUSTRIE**

SUPPLIER INTERVIEW



MAATEL is part of the STMicroelectronics ecosystem, and has been integrated into the ST Partner Program since June 2018. Close to our STMicroelectronics site in Grenoble, MAATEL is a privileged user of our components and solutions.

We work together on a daily basis in several areas. In particular, through the European SERENE-IoT project, which was awarded a European innovation prize and perfectly illustrates the influence of our local technical cooperation.

Armand CASTILLEJO, Collaborative R&D Program Manager, ST

A YEAR AT OUR PRODUCTION SITE

2022 was a busy year in Production. We supported the growth of our customers, both industrial and medical.

Despite the shortage of electronic components and thanks to the efforts of the Purchasing and Supply teams, we were able to deliver to our customers and enable them to maintain or even improve their market share.

The team has embarked on a visual improvement and tidying project, which has been slightly delayed by the high level of activity of the last few months, but which is gradually enabling us to improve efficiency and quality of life at work. A 5S training course was also followed by part of the team, which helped to boost the launch of this project.

The Production team is mobilised to finish the year on a high note, and spares neither its hours nor its efforts to deliver to its customers!

Emilie PISTONE, Production Manager



INNOVATION: THE MP1 MODULE

Description of our module :

MAATEL has invested in the development of a modular SOM (System On Module) based on an STM32MP1 microprocessor. This component is a co-processor with a Cortex-A7 chip embedding an embedded Linux based on Yocto and a Cortex-M4 chip embedding a cooperative multi-tasking system developed by us (optional).

The SOM also integrates all the memories (DDR3, EMMC or NANDFlash) required for the co-processor to function properly.

Maatel has developed all the software elements required for this module to function properly: implementation of the Linux BSP (Board Support Package) to interface with conventional hardware bricks, implementation of multi-tasking for the Cortex-M4 to address hard real-time type functionalities, implementation of inter-microphone communication based on the shared memory, etc.

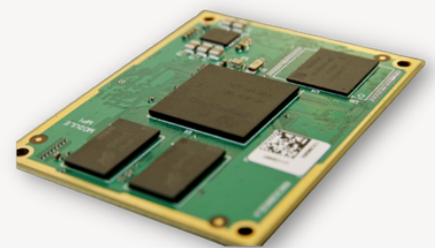
Concrete example of use:

We are currently implementing this SOM in the redesign of a flagship product of one of our customers.

The use of this SOM allows us to ensure low-level development for the proper management of motors, sensors and power supplies, with high-level performance in terms of accuracy and response time. At the same time, our customer can implement the graphic library of his choice and create a modern user interface with a "facilitated" development environment. Finally, our client can easily add functional upgrades, whether it be the addition of connectivity (wifi, ethernet, bluetooth), or accessories (camera control, printer management or keyboard/bar code reader). All these developments will be based directly on the Linux ecosystem to facilitate implementation.

Who is our module for?

For constrained sectors of activity (medical or not), with a need for specific performance or for the development of the "business" part of your embedded software (while having freedom in the development of the application layers, e.g. graphic interface and scalability of high-level functionalities). With its experience in the development and manufacture of dedicated electronic boards in series, MAATEL has all the skills to develop and manufacture your business board.



Eric VAN OLDEN, Design & Development Engineer & Etienne LECOUSIN, Project Manager

Find us on our
networks:



maatel.com

Directed by Léa Vignancour