ANNUAL REPORT 2024/25

SAL

SAL
SILICON AUSTRIA LABS

Silicon Austria Labs (SAL) is a leading European research center specializing in Electronics and Software Based Systems (ESBS). SAL conducts industry- and application-driven research across the entire ESBS value chain, from wafer to intelligent system, developing innovative solutions for sectors such as industrial production, health, energy, mobility, and safety. The research center aims to strengthen the ESBS ecosystem in Austria, attract top talent to Austria and Europe, and achieve technological breakthroughs to support the triple transition.

161
PROJECTS

174
PUBLICATIONS

350
EMPLOYEES

383
MEDIA REPORTS

Peter Hanke
Federal Minister for Innovation, Mobility and Infrastructure

Future-oriented investments in key technologies, such as microelectronics, are essential for strengthening Austria's long-term competitiveness while supporting the transition of the mobility, energy, circular economy, and production sectors. By securing top-level research, enhancing R&D infrastructure, and strengthening industry-related funding programs, we accelerate progress, enable new applications, and foster economic growth.

Marion Mitsch
CEO Austrian Association of the Electrical and Electronics Industry

Austria's global competitiveness is based on top-level research, innovation, and the ability to transform key technologies into value creation. As a strong research partner of the domestic industry, Silicon Austria Labs plays a central role in this endeavor. For many years, the FEEI, as a co-initiator of SAL, has been dedicated to strengthening the business location through targeted research funding, fostering Austria's technological leadership.

Willibald Ehrenhöfer
Provincial Minister for Economics, Science and Research (Styria)

Silicon Austria Labs is at the heart of microelectronics research in Austria and has established itself as an important international player in this rapidly growing sector. SAL successfully develops key technologies that will have a significant impact on the future of the industry and the economy. With its commitment and innovative strength, the SAL team contributes greatly to strengthening Austria as a technology location. I would like to thank all employees for their commitment and wish them continued success for the coming years!

Gaby Schaunig
State Minister for Research and Technology, Vice-Governor (Carinthia)

2024 was a highly successful year for Silicon Austria Labs, which was reflected not least in the fact that SAL was honored with the Innovation and Research Award of the State of Carinthia. SAL's tireless efforts to become a strong partner to local small and medium-sized enterprises are particularly commendable and of great significance for the regional and national economy. Knowledge is the currency of the future, and innovation the driving force behind success in these times of transformation.

Markus Achleitner
Minister for Economics and Research (Upper Austria)

Silicon Austria Labs in Upper Austria is at the forefront of research in key technologies like 6G, driving innovation and boosting our region's global competitiveness. Through Upper Austrian Research GmbH, we actively support SAL's work in Linz, shaping the wireless and connected future together with industry. By focusing on future technologies, SAL not only accelerates industrial progress but also strengthens Upper Austria's position as a leader in the global digital and ecological transformation.

Anton Plimon
Chairman of the SAL
Supervisory Board

The year 2024 marked a significant milestone for SAL. On the one hand, a substantial number of collaborative projects with industry were launched; on the other, SAL successfully established its position within the European semiconductor research landscape. The funding secured for key equipment through Europe's ambitious investment program in the semiconductor sector will enable SAL to further strengthen its strategic portfolio in the coming years.

Thanks to the dedication of our shareholders, SAL is now well positioned to deliver value and impact in an ecosystem facing intense global competition. A heartfelt thank you to all the individuals and organizations that have contributed to this progress, with special appreciation to SAL's management and team for their commitment and hard work.

Klaus Bernhardt
Deputy Chairman of the
SAL Supervisory Board

SAL was founded with the aim of strengthening Austria in the area of basic electronic technologies. The importance of these technologies, but also of system integration, power electronics, sensors, wireless systems and embedded systems, is increasing massively. They are the base of all modern applications like mobility, green technologies or medical care.

The Austrian industry has clear strengths in these application fields but still needs a relevant boost in the application of digital technologies. Thus, the demand for relevant knowledge and infrastructure increases. There is still much to do for the ecosystem – and much to do for SAL.

Christina Hirschl
Chief Executive Officer SAL

Isabel Tausendschön
Chief Financial Officer SAL

At Silicon Austria Labs (SAL), our vision is to become one of the premier research centers in Europe by 2030, with the goal of achieving world-class status. We are dedicated to shaping a better future by driving the triple transition towards green technology, digitalization, and societal change. Our commitment lies in fostering scientifically and economically sustainable progress while empowering our partners to join us in this transformative journey.

2024 marked another milestone in our pursuit of innovation, spanning from component to systems level. Our efforts have enabled diverse applications and amplified our impact through our five divisions. We proudly launched new SAL University Labs in collaboration with Austrian universities and expanded our SAL Doctoral College through the MSCA-funded CRYSTALLINE program. Our researchers' dedication and hard work were recognized with several national and international awards. Over the past year, we have undertaken projects aimed at enhancing electronics sustainability, reinforcing our commitment to a greener future. In Linz, sustainable electronics has become a focal point, essential for reducing environmental impact and supporting a circular economy.

SAL's influence has extended to international conferences and events across Europe, Asia, and North America. We have also hosted numerous delegations and associations, further cementing our position as a leader in the research community. Our success in various activities related to the EU Chips Act has been noteworthy, and we are eager to contribute our expertise to pilot lines, competence centers, and more.

The success of a research center like SAL is built on the dedication of its employees. Our team has grown to approximately 350 members from over 40 nations. Innovation thrives when individuals from diverse cultures, research fields, and backgrounds come together to exchange ideas and think creatively.

Achieving our goal of becoming a leading research center in Europe requires not only hard work but also significant investments in high-tech labs and infrastructure. We are continuously expanding our facilities, such as our Validation Lab in Graz and our SAL MicroFab in Villach.

We extend our heartfelt gratitude to our partners and shareholders for their unwavering support and trust in our work. Above all, we want to thank our entire team for their invaluable contributions in helping us shape a better future.

SAL leadership team

At Silicon Austria Labs (SAL), our leadership team drives innovation in Electronics and Software Based Systems (ESBS). By fostering a culture of respect, open communication, and recognizing individual contributions, we empower our team to pioneer solutions in various fields. Our holistic approach ensures research excellence and significant social and ecological impact, positioning SAL as a benchmark for European research centers.

Empowering women in leadership

Our commitment to diversity and inclusion is reflected in the significant roles women hold within our management team.

We want to foster an environment where female leaders can thrive. Their unique perspectives and contributions are vital to driving innovation and excellence across all areas of our research and operations.

8
Women in Boards

18
Female project leaders

3
Women in the Works Council

JULIA BOCSKAY
Head of Quality, Risk & Sustainability Management

CHRISTINA HIRSCHL
Chief Executive Officer

ISABEL TAUSENDSCHÖN
Chief Financial Officer

BARBARA FUKA-VIOLA
Head of Procurement

ALEXANDRA BRETSCHNEIDER
Head of Human Resources

AYA COHEN
Head of SAL MicroFab

GUDRUN BRUCKNER
Chairwoman of the SAL Works Council

ISABELLA PREUER
Head of Communications & PR

EMILY KNES
Head of Human Resources (on maternity leave)

Highlights 2024

01/2024
Launch of the MSCA-funded CRYSTALLINE program within the SAL Doctoral College (SAL-DC)

01/2024
SAL co-hosts Dagstuhl Seminar on building resilient cyber-physical systems

03/2024
Recertification as a family-friendly employer

04/2024
SAL and JKU Linz continue collaboration in joint lab on 6G

05/2024
Project SOLES wins KWF Innovation and Research Award

06/2024
Kick-off meeting of the FAMES Pilot Line with SAL participation as part of the EU Chips Act initiative

09/2024
SAL Scientific Board meeting with new members

10/2024
Chip2Sys Symposium in Villach

11/2024
SAL Roadshows in Linz, Graz and Villach

11/2024
SAL joins PIXEurope Pilot Line to boost photonic chip innovation

Excellence & impact

In the context of rapid digitalization and cognitive automation, Silicon Austria Labs (SAL) plays a crucial role in enhancing Austria's high-tech capabilities.

Our mission is to combine research excellence with economic impact, advancing the Austrian Electronics and Software Based Systems (ESBS) ecosystem. By attracting talent and achieving technological breakthroughs, we aim to address global challenges and contribute to a better future through green technology, digitalization, and societal change.

RESEARCH EXCELLENCE at SAL is defined by high standards of impact and quality in R&D efforts. This involves long-term planning, originality, competitive achievements, top-level personnel training, and effective dissemination of results. Our research is tailored to industrial needs and includes strategic, self-funded projects to maintain competitiveness. By forming strategic partnerships with leading institutions worldwide, we enhance our visibility, reputation, and long-term sustainability.

ECONOMIC EXCELLENCE at SAL creates a significant impact on Austrian and European industrial partners through unique innovations, knowledge, services and technology transfer. Our research topics, projects, and infrastructure are designed to serve and anticipate industry needs, whether by addressing identified needs, aligning with industry trends, or generating impactful out-of-the-box research. While our primary focus is on Europe, particularly Austria, we aim to expand our influence globally.

ENVIRONMENTAL EXCELLENCE at SAL involves adopting sustainable practices and developing innovative solutions to protect the environment and natural resources. We integrate sustainability considerations into our R&D efforts and infrastructure, develop green competencies, and adopt sustainable resource management. Our sustainability strategy focuses on supporting customers and partners in solving their research topics through sustainable projects, contributing to a positive and sustainable development.

SOCIAL EXCELLENCE at SAL embodies high standards in social interactions, fostering equality and inclusivity. We integrate social responsibility and ethical practices into all aspects of our operations, believing in the power of diversity and inclusion. By incorporating corporate social responsibility into our core strategies, promoting ethical values, and building a strong corporate reputation, we aim to create a workplace where employees are proud to achieve their personal goals while contributing to SAL's development. Our research activities are transparent, participatory, and inclusive, ensuring a positive impact on society, the economy, the environment, and our clients and employees.

International recognition & awards

ENERGY GLOBE NOMINATION
for the project Digineuron

KWF CARINTHIAN INNOVATION AND RESEARCH AWARD
for the project SOLES

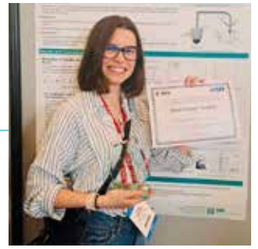
BEST PAPER AWARD AT THE IEEE WORLD FORUM ON IOT IN OTTAWA, CANADA
for Alexander Kemptner and his team

SECOND PLACE AT THE FALLING WALLS LAB VILLACH
for Mani Teja Vijjapu

CARINTHIACUS INTERNATIONAL AWARD
for Nastaran Behravan

YOUNG SCIENTIST AWARD FOR BEST TALK AT THE TILA-LIC 2024 CONFERENCE IN YOKOHAMA, JAPAN
for Dmitry Tabakaev

BEST POSTER AWARD
at the "Progress in unconventional electronics and sustainable flexible sensing technologies" symposium in Strasbourg, France, for Emily Bezerra



Sustainability at SAL

At SAL, we strive to be a role model for sustainability and environmental protection.

Our commitment spans various areas:

Since 2020, our mobility policy has promoted the use of public transportation for business trips, saving 108.4 tons of CO_2 emissions from 2020-2023. In 2023, we launched an initiative to encourage employees to use public transportation, subsidizing the Austrian "Climate Ticket" by 50%. This supports sustainable mobility for business, commuting, and private journeys. Starting in 2024, we offered employees the option to lease e-bikes, promoting health and reducing CO_2 emissions.

To document our efforts, we will publish a sustainability report based on ESG topics, defining KPIs and measures, and aim for ISO 14001 certification in 2025.

With these measures, SAL aims to be recognized as a leader in sustainability, making a positive contribution to environmental protection.

> Sustainability is of central importance to SAL and we are aware that sustainable action not only means ecological responsibility but also encompasses social and economic aspects. Sustainability is therefore an integral part of our corporate philosophy and shapes our decisions and activities.

Julia Bocskay
Head of Quality, Risk & Sustainability Management

SAL University Labs

USE LAB

UBIQUITOUS SENSING LAB

In the USE lab, a collaboration between SAL and the University of Klagenfurt, we conduct research on sensor systems for robotics and automation. The team uses additive manufacturing and benign materials to minimize environmental impact, replacing liquid metals in stretchable electronics with water-based solutions. They are also developing tactile sensors to detect pressure and temperature.

IWS LAB

INTELLIGENT WIRELESS SYSTEMS LAB

In the IWS Lab, a joint lab between SAL and Johannes Kepler University Linz, we develop future intelligent wireless communication systems for reliable services in all applications. Advanced multi-channel transceivers with RF and baseband signal processing form the foundation, creating a robust network. The network senses and adapts to the environment, ensuring trustworthiness and expected operation.

DES LAB

DEPENDABLE EMBEDDED SYSTEMS LAB

In the DESLab, a collaboration with Graz University of Technology, we conduct basic research on AI dependability (reliability, trustworthiness, safety, privacy, availability) by combining formal methods, machine learning, and symbolic AI. Focus areas include explainability of ML models, trust preservation through federated learning for edge-AI, and advances in efficient neural networks.

PERL

POWER ELECTRONICS RESEARCH LAB

In the PERL Lab, a collaboration with Graz University of Technology, we focus on enhancing converter performance with wide-bandgap (WBG) materials like GaN and SiC. Efforts target high power density and efficiency by reducing high frequency losses in semiconductors and passives, shrinking passive component size, and increasing converter power density. Applications include data centers, telecom, automotive, portable devices, and aerospace.

SAL Doctoral College

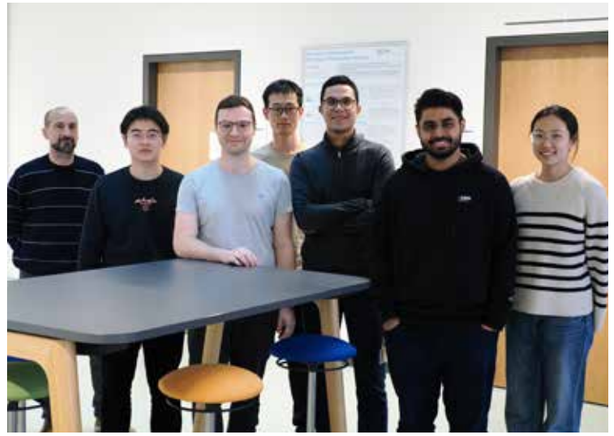
The SAL Doctoral College (SAL-DC) is our doctoral program, designed to enhance collaborative research and education in the field of ESBS. It supplements the legal doctoral programs of universities by providing additional supervision and career development opportunities for PhD students.

During the SAL-DC Summit in October 2024, PhD students and researchers engaged in knowledge exchange, networking and community building with the overall topic "Sustainability in ESBS Research". External keynote speakers and experts from the ministry provided insights for the students.

We launched the CRYSTALLINE program in January 2024, to provide additional funding, training and collaboration opportunities for PhD students. The CRYSTALLINE program introduces 18 new PhD students to SAL-DC. They will benefit from the program's comprehensive training modules and international network, enhancing the overall impact of SAL-DC.

> The SAL-DC presents an outstanding chance to broaden my knowledge but also allows me to conduct valuable research and establish positive connections.

Khaled Ibrahim
SAL-DC Student & Junior Scientist in Electronic Sensors



Micro-systems

With a mission to integrate novel materials, innovative processes, and cutting-edge technologies, our Microsystems Division is shaping the future of industries reliant on piezoelectric, photonic, and magnetic microsystems.

Over the last years, Microsystems has established itself as a key player in Europe's research and innovation landscape, fostering collaborations with academia, industry, and government bodies. By participating in high-impact consortium projects and strategically leveraging funding opportunities, Microsystems continues to address critical challenges in energy efficiency, miniaturization, and material sustainability.

Microsystem's cutting-edge facilities support its mission to deliver industry-leading research and development. The 1,400 m² cleanroom infrastructure, encompassing wet and dry etching, deposition, lithography, and characterization capabilities, is pivotal to its success.

The Magnetics Lab, established in 2024, features a custom high-precision magnetic pole wheel scanner, enabling unparalleled magnetic measurement accuracy. The Acoustic Lab focuses on dielectric, ferroelectric, and piezoelectric thin film characterization, while the Photonics Lab specializes in integrated photonic circuits and meta structure analysis. These facilities not only attract industrial partners but also provide Microsystems with the tools to conduct groundbreaking exploratory research.

Research highlights

The participation in several granted pilot lines within the European Chips Act has enabled Microsystems to drive novel microfabrication capabilities by integrating advanced thin films and offering process design kits for emerging RF and integrated photonic components, ensuring alignment with Europe's strategic priorities in microelectronics and photonics.

Key projects demonstrate our ability to manage multi-firm collaborations, bringing together academic and industrial expertise to address technological challenges.

Collaborations with leading companies underscore the industry impact of Microsystems. For example, our work with RF360 on consumer-market applications and with Evatec on PE-ALD process integration showcases our role in delivering scalable solutions for mass production.

Furthermore, partnerships with academic institutions such as EPFL, Tokyo University, or Penn State ensure the growth of talent and ideas, fostering innovation across the value chain.

Magpylib

Discover Magpylib, our innovative open-source software for magnetic field computation, trusted by industry and researchers alike with over 100,000 downloads.

Sensor Systems

The Sensor Systems Division focuses on R&D for sensors tailored to industry-specific needs, from applications in healthcare and environmental monitoring to industrial automation and smart cities.

At the interface between physical and virtual worlds, sensor systems are at the heart of digitalization, transforming real-world data into actionable digital insights that drive smarter decision-making across industries.

Sensor Systems supports a widespread use of technologies that increase sustainability in sensor systems and align with international sustainability goals. Our research includes new lasers, quantum optics, linear and non-linear spectroscopy, photonic microsystems and biophotonics. Where classical electronics reach their limits, we investigate printed electronics to provide sensor systems with unconventional properties like sustainability, flexibility, or invisibility.

Research highlights

The Sensor Systems Division is the driving engine behind the development of laser ignition systems. One focal point is the continuous development of high-power laser systems to address the needs of aerospace applications, which led to a manufacturing license for the Gen-V ignition system issued to Ariane Group. Combined with diffractive optical elements multiplexers, our researchers developed a 4-fiber system, which was successfully tested at a rocket ignition test facility at DLR (German Aerospace Center) in Lampoldshausen.

The efforts to investigate new paths to eco-friendly biosensor devices have resulted in agar substrates for electronic devices that are derived from red algae. It is one of the fastest growing organisms and not in competition with feedstock, making it a very suitable source for natural polymers. Using this flexible and transparent algae-based substrate, we have developed an electrochemical glucose monitoring device. The sensor electrodes are screen printed to minimize resource consumption and costs and are made from carbon.

The research project QARINTHIA unites SAL's efforts to bring solid-state spin-based quantum gyroscopes to market, leveraging the quantum-optical properties of nitrogen-vacancy centers in diamond. These advanced quantum sensors promise competitive precision and compactness, revolutionizing autonomous navigation and consumer electronics, and ensuring Europe's strategic autonomy in global technological leadership.

VALIDATION LAB

Testing electronics under environmental influences ensures the durability and reliability of components and devices under various conditions like temperature, humidity, pressure, and vibration. This process helps manufacturers identify flaws early, improving product quality and extending service life.

The Validation Lab offers a comprehensive validation tool park and feedback concepts to enhance the design of electronics in terms of robustness, aging, and lifetime. It also supports the redesign of products by implementing application-relevant testing procedures, ensuring that electronics meet the highest standards of durability and reliability.

Intelligent Wireless Systems

The Intelligent Wireless Systems division aims to revolutionize the way we electronically communicate, perceive, understand and interact with people and our future sustainable environment.

The goal for the next generation of wireless communication and sensing systems is the transmission of large volumes of information in nearly real time with high reliability. By integrating advanced technologies such as artificial intelligence or meta-materials, these systems aim to provide unprecedented levels of accuracy, efficiency, and connectivity.

Emerging communication standards (5G/6G, NR+, UWB) play an essential role for wireless “machine-to-machine” communication in industry, which requires high-speed data transmission with low latency. To replace wired communication, even in safety-critical areas, wireless connections must be highly resistant to interference.

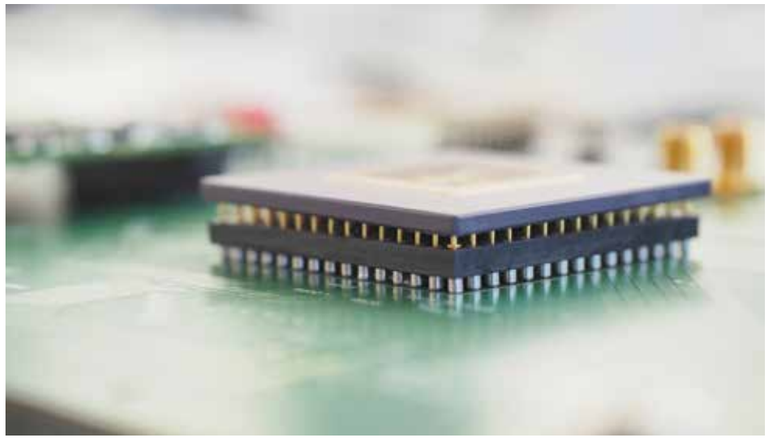
At the SAL sites in Linz and Villach, the Intelligent Wireless Systems team conducts research on communication, radar, and sensor technology, including chip integration.

Research highlights

In 2024, the Intelligent Wireless Systems team initiated several new projects, including the design of transceiver chips for next-generation wireless standards, demonstrators for sub-terahertz biosensing, and a large-scale research initiative focused on ultra-wideband (UWB) applications. A collaboration on AI-based object measurement and localization has surpassed expectations in terms of accuracy.

Scientific highlights included the participation in numerous international conferences and events, among them the One6G Summit in Valencia, and hosting the INTERACT COST Technical Meeting in Linz.

In March 2024, we launched a new research topic focused on Regulation-Enabled Sustainability Innovation of Electronics and Software Based Systems. We aim to develop ESBS technologies and design strategies that emphasize environmental and societal benefits, securing research grants and leading a work package in the Chips JU Design Platform.



Power Electronics

The purpose of the Power Electronics division is to contribute to the clean energy transition with power efficient and power dense converters.

We develop new applications and solutions for economic, environmental and technical sustainability. Our expertise ranges from system and circuit design, control concepts, mechanical, thermal and electrical system integration to heterogeneous integration and packaging as well as electromagnetic compatibility.

Electronic waste, toxic substances in electronic components and the carbon footprint of power electronics are critical topics of the future. Upcoming EU regulations, such as the Ecodesign Directive, present new research questions on the design of power electronic systems. To address this demand, we have introduced a new research topic, "Sustainable Power Electronics", on our strategic roadmap. Our goals include establishing life cycle analysis (LCA), optimizing multiple parameters for sustainable mission profiles, and implementing health and condition monitoring (HCM).

Research highlights

As of 2024, Power Electronics is part of two new labs in collaboration with the University of Technology Graz: PERL (Power Electronics Research Lab) and the CD Lab on EMC Robust Electronic Systems.

In Villach, we won an FFG infrastructure proposal to establish a Wafer Level Fan Out Packaging Pilot Line with new equipment for molding and electroplating. This is a key infrastructure to trigger packaging innovations in power system-in-package and RF solutions.

We also successfully installed a new Power Hardware-in-the-Loop (P-HiL) System with a rated power up to 200kW in the labs in Graz. This P-HiL enables us to emulate both power electronic sources and loads to test our converters efficiently.

Collaborations with industry partners led to fruitful developments on Electromagnetic Interference (EMI) and on a new power system-in-package technology based on fan-out in our cleanroom backend.

The Power Electronics Division initiated new multi-firm calls in automotive applications and DC µGrid technology. Both projects start in 2025 with significant project volumes and new international partners.

Embedded Systems

The Embedded Systems division aims to pioneer trustworthy Edge AI solutions, delivering intelligence directly to embedded devices while ensuring reliability, security, and energy efficiency.

We focus on robust systems that operate autonomously at the edge, making real-time decisions with high safety and dependability standards, and providing human-understandable explanations of the AI's reasoning. By integrating hardware and software co-design, we create advanced AI systems optimized for reduced energy consumption and seamless deployment across diverse industrial environments.

Research highlights

One of the main topics of Embedded Systems is RISC-V. We acquired three new research projects in this area for 2025 and beyond. RISC-V is also a topic of the Austrian Chips Competence Center (AT-C^3), and together with other Austrian key players, Embedded Systems is organizing Austrian RISC-V meetups.

Furthermore, Embedded Systems joined the European initiative for the development of a high-performance computing ecosystem based on RISC-V. SAL is the only Austrian partner in this big initiative with over 30 partners, led by the Barcelona Supercomputing Center (BSC). Within the project, Embedded Systems and Power Electronics will contribute towards future AI acceleration as well as signal and power-integrity respectively.

Around virtual sensing, we have built up considerable knowledge and tooling for efficient AI-based simulation and reconstruction of the temperature of 2D and 3D bodies. Our approach is much faster than conventional ones, and in the case of reconstruction, we can show that we are even more precise.

We also presented a virtual temperature sensing demonstrator. This innovative setup allowed people to move a heat source and observe the complete temperature reconstruction over a surface in real time, utilizing a limited number of temperature sensors. The demonstration was a great success and showed our advantage in performance and precision compared to the state-of-the-art method.

SAL MicroFab

As the largest research cleanroom in Austria, the SAL MicroFab is committed to supporting research activities to drive innovation and bridge the gap between research and commercial manufacturing. This ensures that translational research can be scaled effectively to deliver impactful, real-world solutions.

To attract international companies and industrial partners, the SAL MicroFab continuously invests in and upgrades its cleanroom facilities. It provides a controlled environment for advanced prototyping, low-volume production, and seamless technology transfers from the lab to commercial manufacturing. By connecting scientific and industrial partners, it transforms innovative ideas into practical solutions and enables efficient scaling of translational research, reinforcing Austria's innovation ecosystem.

Operating two cleanrooms, the SAL MicroFab supports R&D and small series production on multi-technologies, including MEMS, photonics, advanced packaging, and hybrid integration, on 200 mm wafers.

Unlocking innovative solutions: An inside look at SAL's industry services

Do you know about SAL's extensive industry services? There are too many to count but we have summarized the most important aspects for you. Heimo Müller, Head of Business Development at SAL, provides insights into our contract research and industry services. Find out how you can profit from it.

Heimo, could you start by explaining what contract research and industry services SAL offers?

Heimo Müller: At SAL, we offer a comprehensive range of contract research and industry services tailored to meet the needs of our partners. Our services include design, simulation, characterization, measurement, and testing, as well as manufacturing along the value chain of ESBS. We aim to provide customized solutions that help our partners achieve their research and development goals, as well as manufacturing/quality challenges, efficiently and effectively.

That sounds impressive. Can you share an example of a successful project that SAL has completed?

We have many! For example, one of our partners in the pharma industry struggled with disinfection in their cleanroom due to air circulation. By using flow simulation, we identified the problem and were able to provide a solution. We also designed an intelligent sensor technology for interactive point-of-sale stands for a carpenter. Additionally, with the help of Raman spectroscopy, we managed to analyze stress in several products.

Who can make use of these services?

Basically everyone! Our services are not limited to a certain industry or company size. We work together with small and medium-sized companies (SMEs), large industry players, as well as start-ups. No matter your challenges, we are here to help.

What makes SAL's industry services stand out from other providers?

One of our key strengths is our multidisciplinary team of over 300 experts from 40 different nations, working across three locations in Graz, Villach, and Linz. We have a robust network of partners from industry and research, and we operate 20+ research units within five divisions. This extensive expertise and our collaborations enable us to offer innovative and high-quality solutions that drive our partners' success.

How can potential clients get started with SAL's contract research and industry services?

Interested clients can start by visiting our website and exploring our service offers. They can also reach out to our business development team to discuss their specific needs and request a quotation. We are committed to providing tailored solutions that meet the unique requirements of each client, ensuring a successful and collaborative partnership.

Thank you, Heimo, for providing such valuable insights into SAL's contract research and industry services.

You're welcome! We at SAL are always excited to collaborate with new partners and contribute to their success through our expertise and innovative solutions. We are up for any challenge!

LEARN MORE ABOUT OUR INDUSTRY SERVICES

HEIMO MÜLLER
Head of Business Development
heimo.mueller@silicon-austria.com

VITAL4SAL

At SAL, we believe that the well-being of our employees is paramount to fostering a productive and positive work environment.

In 2024, we made significant strides in enhancing the health and well-being of our employees through a variety of impactful measures. We continued key initiatives such as the Coaching Pool, Communication and Mental Health Workshops, and sports activities such as Squash, Badminton, and Bouldering.

Additionally, we introduced further activities:

MASSAGES

At every SAL location, we now offer on-site massages, providing our employees with a convenient way to relax and relieve muscle tension right in the workplace.

HEALTH CHECK-UP

We launched preventive health check-ups, making essential medical screenings easily accessible. This initiative promotes early detection and prevention, empowering employees to take a proactive approach to their health.

BREAKFAST

To encourage a balanced and nutritious diet, and to foster community spirit, we held Healthy Breakfast Events at every site, bringing people together over wholesome meals.

GOODIES

We provided health-related goodies such as water bottles and hoodies, and established pharmacy discounts for SAL employees, making essential health and wellness products more accessible.

> Vital4SAL is more than just a set of health benefits; it's about creating a nurturing environment where our employees feel valued and supported. Seeing the positive impact these initiatives have on our team is incredibly rewarding and motivates us to continue striving for excellence in workplace health.

Eva Ambrosch
Junior Expert Human Resources

Work & Family

Following our successful re-certification last year, we are committed to further enhancing the working environment at SAL by implementing goals to improve work-family compatibility.

In 2024, we focused on:

- Inclusively redefining "family" to support diverse employee realities.
- Expanding family-related resources for easier access to childcare, vacation care, and more.
- Improving communication and work etiquette at SAL.
- Raising leadership awareness about the importance of work-family compatibility.

These initiatives aim to continuously improve family-friendly working conditions at SAL, creating a supportive environment for our employees to thrive both professionally and personally.

ISO 9001:2015

During the annual surveillance audit conducted by TÜV AUSTRIA CERT, we successfully reaffirmed our ISO 9001:2015 certification.

The high standards of quality were particularly emphasized by the existing systems and the measures we have implemented in recent years.

For a research center like SAL, maintaining excellent quality is essential as it ensures reliability and accuracy, which in turn supports our mission to drive innovation. A heartfelt thank you to everyone who participated in the audit and contributed to the continuous improvement of our processes.

SAL in numbers

Publications & Patents

174
peer-reviewed publications

48%
of publications with international co-authors

9
newly filed patents

Project Revenue

6.9 Mio € cooperative research | **7.6 Mio €** funded research | **1.2 Mio €** contract research

Human Resources

Finance

11.2 Mio € investments

62.2 Mio € operating performance

Numbers as of December 2024

Shareholders

50.1 %
Republic of Austria

24.95 %
Austrian Association of the Electrical and Electronics Industry (FEEI)

10 %
Styrian Business Promotion Agency (SFG)

10 %
Federal State of Carinthia

4.95 %
Upper Austrian Research GmbH (UAR)

At a glance

LOCATIONS

Sandgasse 34
8010 Graz

Europastraße 12
9524 Villach

Altenberger Straße 66c
4040 Linz

Information as of December 2024.

SUPERVISORY BOARD

DI Anton Plimon
Chairman of the Supervisory Board

DI Dr. Klaus Bernhardt, MBA
Association of the Austrian Electrical and Electronic Industries (FEEI), Vice Chairman of the Supervisory Board

Mag. Christa Bock
Federal Ministry of Finance

Mag. Dr. Gudrun Bruckner
Chairwoman SAL Workers Council

Dr. Christian Hofbauer
Deputy Chairman SAL Workers Council

Ing. Gerd Holzschlag
Steirische Wirtschaftsförderungsgesellschaft mbh (SFG)

Mag. Markus Hornböck
Delegate of the Province of Carinthia

Mag. Alexandra Ortner
SAL Workers Council

Andreas Primoschitz
SAL Workers Council

Mag. Ingrid Rabmer
Upper Austrian Research GmbH (UAR)

Henriette Spyra, MA
Federal Ministry for Innovation, Mobility and Infrastructure

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Federal Ministry for Innovation, Mobility and Infrastructure

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