

# OUR VALUES

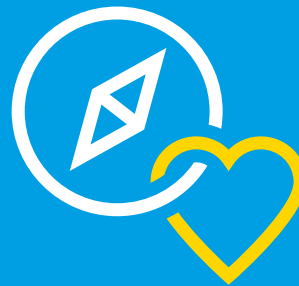
# CIRCLE

The employee magazine  
Issue 06 / December 2024

**Our values compass**  
For a world without waste



**We are all in  
as one team**



**We stay  
humble**



**We get better  
every day**

**interzero**<sup>®</sup>  
zero waste solutions

# One World. Zero Waste.

Let's #MoveTheDate

7:12  
minutes

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# Our values compass for a world without waste



Dear Colleagues,

We have already achieved a lot this year: ALBA Recycling, Abfallverwertung Leipzig, BRAMIN, and Interseroh+ are now all united under the Interzero brand. This unified market presence has strengthened our brand both internally and externally.

And we have even bigger plans for next year. We will be modernising our structures to respond to external challenges like pricing pressure and the general rise in costs. This will let us exploit our full potential and is an investment in our future success. Our goal is to work together as a strong team to achieve our vision of a world without waste.

Now, more than ever, it is important that we define the standards by which we conduct our business and shape the unique company DNA that makes us Interzero.

I'm therefore pleased to announce our introduction of a new set of core values this year, shared across all our companies in Germany and beyond, including ALBA Group Asia:

- **We are all in as one team**
- **We get better every day**
- **We stay humble**

Our new values reflect not only our belief in the strength of a strong team but also our commitment to continual learning and growth as a company.

**"ALBA BERLIN leads the way: We won't be deterred and are going 'all in' to achieve our shared goals."**

We embrace sincerity, pragmatism, and constructive criticism to build a positive workplace culture. All of this brings us closer to our vision of a world without waste.

Many thanks, and I hope you enjoy reading this issue.

**Dr Axel Schweitzer**  
Chairman Interzero

# Values that guide us

Our new core values for a world without waste

## “We are all in as one team”



“Genuine respect and appreciation in our day-to-day work, and ‘doing what’s right, not what’s easiest’ – these ideas are truly important to us.”

Michael Bürstner



“Great achievements need a great team, and for that, we need trust and responsibility.”

Frank Kurrat



“The potential of our team unfolds when we work together. My focus is on realising synergies, doing our best as a team and keeping the big picture and our purpose in mind.”

Irina Seidel



“In my day-to-day work, I find the motto ‘move fast but take care’ particularly important. Rather than just blocking our way, obstacles in our path challenge us to come up with solutions.”

Thomas Herkert



“In pursuing our shared vision of ‘a world without waste’, we are always ready to learn new things, driving innovation forward.”

Andreas van de Loch



“Our markets are changing fast. We are constantly challenged to adapt, to do our best and to act swiftly but with care.”

Martin Ulke



## “We stay humble”



“For me, the idea of ‘the mission, the team and me’ is essential – especially for managers. The mission comes first, which in our case is ‘one world, zero waste’. Then we have our team. Leadership means supporting the team so we can achieve the best results. Our own interests are last in line. As leaders, we have to support the mission and our teams before pursuing our own goals.”

Jan Kroker



“The challenges on our path to a world without waste do not hold us back but drive us forward. For this, it is important to continually adopt new perspectives.”

Romed Aspmaier



“Our most important assets are well-trained, motivated and highly productive employees. Proactive career development is a key priority for us here.”

Anna Grom

## “We get better every day”



“The mindset of ‘constantly learning and pushing beyond the comfort zone’ is particularly close to me. My main concerns are moving with the times, empowering employees to give their best and driving digitalisation forward. This means adopting new perspectives with an open mind, questioning the status quo and establishing a culture of learning from mistakes.”

Claudia Wegener





# Consulting at Interzero

## Sustainability from a single source

Italy is leading the way: consulting as a game changer



**Carolin Kollig**  
Head of IES  
& Consulting  
Interzero Circular Solutions  
Germany

**Our Interzero office in Italy has been active** in consulting since 2017. We are benefiting from this experience: In an increasing number of countries, advisory services are part of our portfolio – since 2024, also in Germany. Therefore, this is an internationally integrated topic for Interzero.

**“While setting up the consulting and IES unit in Germany, we were able to benefit greatly from the expertise of our experienced consulting team in Italy at a workshop in Vienna.”**



**Andrea Sterpellone**  
Director of  
Consulting Italy  
Interzero Circular Solutions  
Europe

### What does a consultant do?

A customer comes to us with a problem. We advise and support them by suggesting solutions, presenting them as strategies, analyses, or recommendations for action.

### What's different about the Integrated Environmental Solutions (IES) approach?

With IES, we also develop a customer-specific strategy, but the key difference is that we take it a step further and look at the bigger picture. Working together with our customer, we aim to develop a new and innovative business model for them, and then also implement this in practice after the design phase. Depending on the business model or solution, Interzero acts as a long-term partner who fulfils various tasks and functions in day-to-day business, and can therefore expand its existing business over the long term.

**“We aim to achieve more than just selling individual products and services. We want to create lasting value for our customers, and offer solutions that are both holistic and sustainable.”**

### Our unique selling point:

#### Practical expertise

Interzero's practical approach is what makes our consulting services so unique. Our consulting services primarily target medium to large companies across all industry sectors. Very large companies tend to work with the well-established consultancy firms, but even they have a gap we can fill: traditional management consultants typically develop only the theoretical strategy – while, as experts with 30 years of hands-on experience, we also provide a practical implementation.

#### Our strengths:

- **In-depth domain expertise:** We offer extensive knowledge and experience in the fields of waste management, circular solutions, and recycling.
- **Straightforward implementation:** We provide solutions that are both feasible and practical.
- **Interdisciplinary expert team:** Every part of the Interzero Group contributes in-depth expertise, and a wide range of skills, both nationally and internationally.
- **Strong partner network:** When necessary, we can tap into a network of highly qualified third-party service providers.



- **Market awareness:** Our close market presence allows us anticipate our customers needs and respond swiftly.

- **Regulatory know-how:** We are thoroughly familiar with all of the regulatory requirements, which allows us to provide added value to our customers, even though we do not offer legal advice.

**“Interzero is a game changer in the consulting business, because we provide more than mere theory by handling the practical implementation as well.”** →

Andrea Sterpellone



### Opportunities and challenges

Both scalable and profitable, consulting is a revenue driver that fosters long-term customer relationships and provides a secure and predictable source of income. The challenge here is to gain the customer's trust – quick wins are rare in this field. It's all about relationship management. "We need to further

develop this mindset," reports Andrea Sterpellone. "As our sales teams typically work with corporate buyers, they rarely come into contact with board-level decision-makers. Yet this is essential for our consulting business. Our Interzero executives can support our consultants by ensuring that they have opportunities to interact with executives from their own networks."

**"Our IES and consulting highlights Interzero's core value 'We are all in as one team'. In Germany, my team focuses first and foremost on our daily bread, which is the waste management, circular solutions and recycling business. In consulting projects, we rely on the expertise and support of our colleagues from various specialist departments. With help from our international consulting teams, we can also tap into their specialist knowledge, for example in LCAs, for example, to benefit our German customers."**

Carolyn Kollig

## Future Resources

Together for change

7 November 2024



## Successful 8th edition: Future Resources

"Future Resources – Together for Change", was the theme of this year's 8th Future Resources in Cologne organised by Interzero Recycling Alliance. On 7 November, we once again brought together experts from retail, manufacturing, and the recycling industry to discuss the future of packaging. The event serves as a central platform for exchanging ideas, engaging in discussions and building networks, which is necessary to drive sustainable innovation. This positions us as a leading force in developing forward-thinking packaging solutions. Our goal is

**"Only through collaborative action can we develop effective solutions that will lead to long-term, positive environmental change."**

to establish a circular economy with the involvement of all stakeholders, shaping a sustainable future for the packaging industry.

[www.future-resources.de](http://www.future-resources.de)



**Frank Kurrat**  
Managing Director  
Interzero Recycling Alliance





# ALBA E-Waste Smart Recycling

Managing the E-Waste PRS in Singapore

Since 1 July 2021, ALBA E-Waste Smart Recycling, a subsidiary of ALBA Group Asia, has been running the Producer Responsibility Scheme (PRS) for electrical and electronic waste (e-waste) in Singapore. This important task was assigned to the company by the National Environment Agency (NEA). This commission runs until 30 June 2026. The team was faced with the challenge of launching something completely new in the Singaporean market with a very short lead time: they had just four-and-a-half months

to get the scheme up and running. As the PRS operator, ALBA E-Waste Smart Recycling is responsible for the proper collection, handling, and recycling of regulated e-waste, including:

- Information and communications technology (ICT) equipment
- Large household appliances
- Electric mobility devices
- Light bulbs and fluorescent tubes
- Portable batteries
- Batteries for electric vehicles

To make it easier for companies and the general public to dispose of e-waste correctly, ALBA E-Waste Smart Recycling has set up an extensive network of over 700 collection points across Singapore. The team used geographic information system technologies to ensure that the collection point coverage was the same for each neighbourhood. Collection points are strategically located in central areas such as city malls, shopping centres, government buildings, community centres, and supermarkets. Collection campaigns and events plus door-to-door pick-up services have also been organised. Last but not least, ALBA's E-Waste Team has also been visiting schools to raise awareness about e-waste recycling. Consumers can find out more by visiting [www.alba-ewaste.sg](http://www.alba-ewaste.sg) or by using the ALBA STEP UP app.

### Logistics and recycling process

E-waste collection has been simplified with IoT – by using ultrasonic sensors, for example, which make flexible pickups possible. Once collected, the e-waste is sorted into 21 categories at ALBA's in-house logistics and sorting centre before being transferred to licensed recyclers. For devices like laptops, ALBA E-Waste Smart Recycling collaborates with specialised recycling companies, that can securely erase data, ensuring data is protected.

### Achievements

Thanks to all of these efforts, ALBA E-Waste Smart Recycling has recorded

a steadily growing volume of e-waste collected. In 2021–2022, the first year of its commission, around 5.9 million kilograms of e-waste was collected. By 2023–2024, this figure has risen 7.5 million kilograms – an increase of 27 percent.

ALBA E-Waste continues to work on improving efficiency and building stronger relationships with both manufacturers and customers, who are key stakeholders ensuring the long-term success of e-waste recycling schemes in Singapore.

**“Starting something new is always a challenge, and with the benefit of hindsight, there are certainly things we would have done differently. However, it’s exactly this experience that has driven us to achieve excellence in our day-to-day work and we are working hard to take things to the next level with ALBA in Singapore. There’s still plenty to do – but we’re on it!”**

**Philip Tan**  
Head of Operations  
ALBA E-Waste Smart Recycling



## Learning from the pros: excelling at trade shows

IFAT 2024 marked the first occasion where we presented our comprehensive product portfolio under a single, unified company and brand: Interzero.



**Sabine Braun**  
Senior Circulation Manager  
Team „Materialkonto“ at  
Interzero Circular  
Solutions  
Germany

**This trade show was not only a major project for our marketing team but was also a valuable platform for our sales colleagues, who spent five whole days talking about our zero waste solutions at the Interzero stand. But what exactly are the benefits of a trade show for the company? And what's the best way to prepare for one? Three of our colleagues from Interzero share their valuable insights:**

**Sabine, you were part of the IFAT fair team in Munich. Why was it important that we had a stand there?**

**Sabine:** Trade shows are all about visibility and presence. Being there not only demonstrates our strength but also offers valuable insights. We can observe market trends, as well as the visions being pursued by our competitors and customers. At the same time, we can gain strategic advantages by identifying their strengths and weaknesses.

**Christian, you also attend a lot of trade fairs, including fairs in Asia. What benefits do you see in attending?**

**Christian:** I agree with Sabine, it's all about visibility and expanding your network. Another practical benefit is that you'll meet many of your customers and suppliers in one place, saving the need for individual appointments – which is a huge time-saver. You'll also see the latest developments in the industry at trade show.

**Fabian, you often attend trade shows like BAU in Munich, SHK, or Holz + Bau. Why is this important and have you identified any trends?**

**Fabian:** For existing customers, maintaining a presence is crucial – I think it's even more important than some might realise. Over the past two years, interest in sustainability has grown significantly. Companies no longer see it as a tiresome duty but are now actively interested in it. This shift has greatly changed the tone of discussions and helps in attracting new customers.

**How do you prepare for a trade show?**

**Fabian:** First, I review the exhibitor directory and gather background information. Our client management team also provides great support. I check whether my business contacts will be attending and arrange meetings with them in advance.

**Sabine:** I also create a 'walkabout plan' of the fair, so I know where to find everyone.

**Christian:** Before I meet with someone, I know exactly what I want to achieve from our talk. So I need to properly research and prepare the talk beforehand.

**Do you always schedule meetings with interesting contacts before the event?**

**Christian:** Definitely. I always recommend a healthy balance of scheduled appointments and spontaneous meetings. You also need enough time to explore the trade show yourself, and always be open to spontaneity. After all, you never know when an unexpected and interesting contact might pop up.

**Any advice for colleagues attending a trade show for the first time?**

**Sabine:** Be open and curious when approaching people. Don't hesitate to engage with young professionals and nurture these relationships – LinkedIn is a very helpful tool here. You need to take a long-term perspective, as you never know how people's careers will evolve.

**Christian:** Don't forget your follow-up work and schedule time for it in advance. Leads should be followed up as soon as possible.

**Fabian:** It's essential to communicate on equal terms and be seen as a competent partner. Make sure you're well-prepared in terms of the industry and our company's products – and wear comfortable shoes!

**Any interesting anecdotes you can share with us?**

**Fabian:** I recall an evening event at one trade show, where we managed to sit at the same table as a potential customer, who'd been on our radar for some time. Through engaging conversation and a pleasant evening, we ultimately acquired them as our customer. This is the magic of face-to-face interaction, and trade shows provide the perfect setting for it.



**Christian Schneller**  
Head of Sales  
PET&EPS Europe  
at RDB plastics



**Fabian Zell**  
Account management in Sales  
Transport Packaging  
Interzero Circular  
Solutions  
Germany



# A small miracle at Interzero: Cat “Zero” rescued from our LWP sorting plant

On 20 June, our colleagues at Interzero Plastics Sorting Leipzig discovered something rather unusual at the sorting plant: thanks to the eye of a truck driver, a kitten was found in a shipment of LWP material. “The little fellow must have spent maybe a whole day in a full truckload of material before they were both unloaded at the plant,” reported Plant Manager René Ottlinger, speaking on Interzero Voice.

and stored in high storage at our plant but had also spent a full 24 hours in a container packed with waste.

Happily, the adventurous tomcat has found a new home with the family of shift supervisor Ronny Riedel and has settled in well. Given his miraculous rescue, he’s been given the name ‘Zero’, as he came so close to his ‘zero hour’ at the plant.

The fearless feline was immediately sent off to the vet for examination but was luckily uninjured. The brave little cat had not only survived being loaded, unloaded,



**Ronny Riedel**  
Shift Manager  
Interzero  
Plastics  
Sorting Leipzig



Little tomcat “Zero” after a visit to the vet



## Future Sounds

A festival for our planet

Thanks to our collaboration with our customers and partners, we managed to push back Earth Overshoot Day by an impressive **7 minutes and 12 seconds**. Our #MoveTheDate campaign shows our customers, partners, and the general public what we can achieve when we work together.

**Earth Overshoot Day: 1 August**  
However, in many countries, this day came much earlier. To raise awareness of this fact, we have launched our

**Future Sounds campaign.** Just like a music festival, this brings people together to promote enthusiasm and awareness for the sustainable handling of resources. Our line-up? That’s our products and services, which we use to avoid waste and manage raw materials in the loop.





“The ‘We are all Interzero’ workshop is designed to help teams internalise our new core values and is now available for booking through perview.”



**Nina Richter**  
 HR Development  
 Interzero Circular Solutions  
 Germany

**1. VALUES AS THE FOUNDATION:**

Values need to be actively communicated and practised by both management and employees. They form the basis for productive teamwork based on a culture of mutual trust.

**2. COMMUNICATION AND TRANSPARENCY:**

A culture of open and honest communication is key to embedding these values in our day to day work.

**3. LEADERSHIP ACCOUNTABILITY:**

Leader play a key role in modelling our values and positively shaping company culture.

**4. APPRECIATION AND TEAM SPIRIT:**

Mutual appreciation and shared values strengthen team spirit while improving motivation.

**5. CONTINUOUS LEARNING:**

Success requires us to keep learning from one another, discussing our values, and adapting them where necessary.



**Renata Kuleta**  
 Head of HR  
 Interzero Circular Solutions  
 Europe

“Workshops promote a frank exchange of views and help translate abstract company values into concrete actions. This makes our values perceptible and tangible.”

# Values workshops Results and insights

In May, we held workshops with supervisors and senior management to reflect on our core values and develop them further. These insights are an important step in the process of strengthening our corporate culture.



**interzero**<sup>®</sup>  
zero waste solutions

## Starting a career in the circular economy

Helping shape a sustainable future in the Interzero team

### Did you know?

For many people, especially the younger generation, having a meaningful job is becoming increasingly important. We asked our apprentices, trainees, and student employees what motivates them at Interzero. Their answers show how we can win over young talent with our vision of a world without waste. In this series,

we introduce our career starters – and not only their job roles but also their engagement for the ever-growing circular economy. Please say hello to Constantin Bornée.

### How Constantin got started at Interzero:

“I’ve been with Interzero since 1 August 2023,” Constantin tells us. “I’m interest-

**Constantin Bornée**  
Student employee,  
Waste Management  
Solutions, Interzero  
Circular Solutions  
Germany (ICSG)

ed in environmental topics and I want to help create a more sustainable future, so I looked for a dual-study opportunity in a company that’s not only part in a fast-growing industry but also has a clear focus on environmental protection and sustainability. Personal insights into the industry and the positive feedback shared with me by my contacts at Interzero convinced me that this was the perfect company for my dual-study programme.”

### My role at Interzero:

“I’m a dual-study student working in the Commercial Management team while studying at Cologne Business School in Rodenkirchen,” he explains. “My degree follows a block model, so I spend three months in the company and then three months of study.

Currently I’m working on the rollout of the Zero Waste Manager within WMS. My project role includes sales work and integrating waste management companies with our platform. So, I’m busy scheduling migrations, for example, as well as training for our partners in waste disposal. Last but not least I’m also responsible for acquiring new customers who could benefit from the Zero Waste Manager.”

### Job satisfaction and motivation:

Constantin explains: “What makes my job interesting and satisfying is the direct contact with waste management partners and how my work helps to drive

digitalisation within their industry. Thanks to my interactions with various teams at Interzero, I have day-to-day contact with new and interesting people.

Working on a digitalisation project allows me to gain practical experience with digital tools and process automation. This isn’t only relevant for my personal and professional development but also helps me acquire practical skills that are highly sought after in today’s digital workplace. And it’s great to see how the industry is progressing and developing.”

**After graduating from school in summer 2022, Constantin gained work experience in several jobs while looking for the right company for his dual-study degree course. In his free time, he loves to play golf with friends. He really appreciates the chance to spend plenty of time outdoors in the fresh air, always on the move and no phone needed. A welcome break from the daily grind – and a mini digital detox.**

With young professionals like Constantin, Interzero is well-placed to help shape a sustainable future. We are very happy to have him on board as we work together towards a world without waste.





Instructor  
Marcus Jahn with  
trainees Leon  
and Maximilian in  
Leipzig

## Starting a career in the circular economy

New trainees in Leipzig and Marl

**“It’s definitely the right time to start training. And we’re very happy to finally get going, because people with the right skills are now in high demand.”**

**Marcus Jahn**  
Sorting and  
Maintenance  
Interzero Plas-  
tics Sorting  
Leipzig

**Four new faces in our teams at Marl and Leipzig:** This year, two trainees started at each of these locations – an exciting milestone, as this is the first time we’ve welcomed trainees to our sites in Marl and Leipzig. In Marl, Elias and Norman will begin their vocational training to become mechatronics specialists. This is a particularly



**Jens Offen**  
Plant Manager,  
Marl  
Interzero  
Plastics  
Sorting

**“We offer demanding technical jobs in our plants, and we are pleased to be training the right specialists for these positions ourselves.”**

special programme, as it has been organised in cooperation with Evonik. Our two trainees will not only join our team but will also gain valuable experience at Evonik’s apprenticeship workshop and attend vocational school.

In Leipzig, we’ll be greeting Leon and Maximilian, who will be starting their vocational training as industrial electricians. They will also alternate between practical and theoretical training, switching between our company and vocational school. This combination of theory and practice will give them a strong foundation for their future careers.

Our decision to train also has a serious background: the shortage of skilled labour. As it becomes increasingly difficult to find well-qualified employees, we’ve decided to train our own skilled professionals. And in a shift system, which brings its own set of special challenges, it’s even more important to have a team of highly skilled and motivated employees.

We are very pleased to be able to welcome our new trainees and we look forward to helping them embark on their new careers.

We warmly welcome them and we wish them a successful start!



Elias and  
Norman joined  
the team at the  
LWP sorting  
plant in Marl  
on 1 August  
2024



# #Explainer: What exactly is an **air classifier**?

Explained by Arno Vogel

**An air classifier** separates light, flat materials from a mixture of materials. In our plants, we use these to separate plastic films and foils from other, heavier plastic fractions.

## How does it work?

Most LWP sorting plants make use of vertical air classifiers, with a vertical stream of air separating materials according to their airflow resistance. Lightweight films and foils with a large surface area are blown upwards, while heavier pieces fall downwards. The principle is similar to that of a vacuum cleaner: light items like films, foils, and paper tissues are vacuumed up, while heavy objects like stones stay put.

The air classifier has a nominal airflow of 20,000 m<sup>3</sup>/h. This number specifies the volume of air per hour that the air classifier can use to separate materials, under optimum operating conditions. Noise emissions are also comparable to those produced by vacuum cleaning.

## Why is the machine so special?

The machine uses the age-old principle of 'winnowing', an ancient method used in agriculture to separate wheat from the chaff. Otherwise, the materials (here: films/foils) would need time-consuming sorting – possibly even by hand.

The Berlin plant operated by Interzero Plastics Sorting uses several air classifi-

ers with fans and rotary feeders, integrated into the plant's automated systems. Operation, maintenance and servicing is all handled by specialist personnel. Depending on how dirty the sort material is, air classifiers may need more or less maintenance. Dirty material produces deposits that need to be removed regularly, while impurities also cause excessive wear. Depending on its size and performance, a new air classifier can run to several hundred thousand euros.



**On 1 March this year, Arno Vogel joined our team in Berlin as our new Technical Manager and Deputy Plant Manager for the LWP sorting plant. A state-certified automation engineer, he sees himself as a troubleshooter who sees problems as opportunities. Vogel says: "I develop and implement technical strategies aimed at achieving our business goals. I plan and monitor projects, motivate my team and keep their skills up to date. Overall, my aim is to optimise technical process flows and ensure regulatory compliance. This involves close collaboration with other departments and partners." Away from the plant, Arno enjoys spending time with his family outdoors, and is a keen gardener and DIY enthusiast.**

**Arno Vogel**  
Technical Manager / Deputy Plant Manager  
Interzero Plastics Sorting

An air classifier in the LWP sorting plant in Berlin





# Climate action needs teamwork!

Interzero and ALBA BERLIN team up for the start of the 2024/25 basketball season

**Basketball and climate action have one obvious thing in common:** long-term success is only achievable with a strong team. We have now put this theory visibly into practice by sponsoring the men's and women's professional teams as well as the youth division in the new season for the first time. Alongside the

prominent display of our logo, team spirit will also be the focus of our sponsoring activities. As one example, our smart-phone collection boxes will again be in attendance at all home games for the men's and women's teams, with all proceeds from refurbishment going to ALBA JUGEND.



**Max Beer**  
Marketing  
Manager  
Sponsoring &  
Event

**“The ALBA BERLIN tipster competition lets you support and cheer on the Albatrosses throughout the season. And if you’ve not yet placed your bets, you can do so any time by using the vBasket app in Microsoft Teams.”**

## Competition

**Send us a screenshot from the ALBA BERLIN tipster game, where you have placed a bet on at least one match.**

All entries go into a prize draw for ...  
**- 1x2 VIP tickets incl.**  
**300 EUR travel voucher**  
**- 3 x-ALBA BERLIN shirts**

All Interzero employees are eligible to participate. Send your screenshot to [communications\(at\)interzero.de](mailto:communications(at)interzero.de) by **28 February 2025**.

**Win  
VIP-Tickets!**

Partnership and Competition

### OUR SOCIAL MEDIA CHANNELS

**LinkedIn:**   
[linkedin.com/company/interzero/](https://linkedin.com/company/interzero/)

**Facebook:**   
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[instagram.com/interzero.career](https://instagram.com/interzero.career)

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**We look forward to receiving your questions or suggestions about CIRCLE:**



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