

All Around Franke



01/2024 The magazine for employees and partners



Franke-History



Erich Franke



Inventiveness (Innovation)

Franke turns 75 years old. Today, we still live from the virtues that characterized our founder Erich Franke: Inventiveness and diligence.

Mission statement: Further training in the management circle

New: New machines; Plant 6 status

Customer orientation: ...in the course of time

Training: Projects at Franke NEXT

In this issue, we take a look back at 75 years of Franke.



^ **Erich Franke (*1900 - †1969)**

You can't reinvent the wheel - but you can reinvent the ball bearing. This is exactly what Erich Franke, the founder of our company, achieved in the 1930s with the invention of the wire race bearing. An invention that still forms the technological foundation of our company.

More about the history of our company will gradually appear on the Internet at www.franke-history.de/en
All the stories will also be published in a magazine, which will be available in printed form for the anniversary in September.

< Cover picture:

Christian Burghard from Technical Sales puts our company's core product in the right light: the wire race bearing.

Small picture: Even at a young age, Managing Director Daniel Groz impressively demonstrated the advantages of Franke lightweight bearings.

„It is important to remember our roots: the inventive spirit of Erich Franke.“



Daniel Groz & Sascha Eberhard

Dear Employees

Welcome to the first issue of our magazine "Rundum Franke" this year.

2024 is a special year for us as we celebrate the 75th anniversary of our company. 75 years ago, Erich Franke founded our company with an innovative product idea and an unwavering pioneering spirit. His courage, determination and hard work laid the foundations for what we are today.



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Did you know that only 1% of companies in Germany are older than 70 years and that the average age of a company is around 12 years? In a world that is constantly changing and in which the challenges are becoming ever more complex, it is important that we remember our roots. Digitalization, the fast pace of our times, society's desire for self-fulfillment outside of work, but also phenomena such as right-wing populism are presenting us with new challenges. In the midst of these changes, we need to ask ourselves what values and virtues define us as a company and how we can continue to live by them.

Pioneering spirit, courage and diligence were the qualities that drove Erich Franke. They are just as relevant today as they were back then. We need to be inventive, have the courage to break new ground and work hard to be successful in the global market. We have taken up these virtues in our mission statement and tried to write them into the future.

At the end of April, we visited the teams in all specialist areas and informed everyone about the current situation. Global crises have a direct or indirect impact on our business. We cannot influence the crises, but we can influence the way we deal with them as a company. The changes are lasting and we are therefore also called upon to adapt sustainably and continue to develop.

We are currently concentrating primarily on eliminating disruptions in various areas and consolidating costs. At the same time, we must ensure that we continue to drive forward our long-term corporate transformation while maintaining the course we have already set.

With this employee magazine, we not only want to look back on our history and our successes, but also encourage you to share your experiences and learn from each other so that we can grow together and continue to be successful in the future.

We would like to thank you for your contribution to the success of our company and look forward to many more successful years as we shape the future together.

Best regards,

Daniel Groz
Managing director

Sascha Eberhard
Managing director

Further training management circle

Cooperation & appreciation



Creative solutions through LEGO Serious Play: How team leaders uncover weaknesses and strengthen collaboration.

In a recent training seminar, the team leaders of our company came together to gain new insights and develop solutions using the LEGO Serious Play method. What at first glance looked like a day of "playing with LEGO" quickly turned out to be an extremely effective method for uncovering weak points and strengthening cooperation within the company.

Active participation:

An important aspect of the seminar was the active participation of all team leaders. Each leader was encouraged to visually represent their thoughts and ideas using LEGO bricks. This active involvement made it possible to share perspectives and work together on solutions.

Holistic approach to problem solving:

By building models with LEGO, the managers were able to visualize different aspects of the existing challenges in the company. This enabled them to look at problems in a holistic way and develop new solutions.

Promotion of communication:

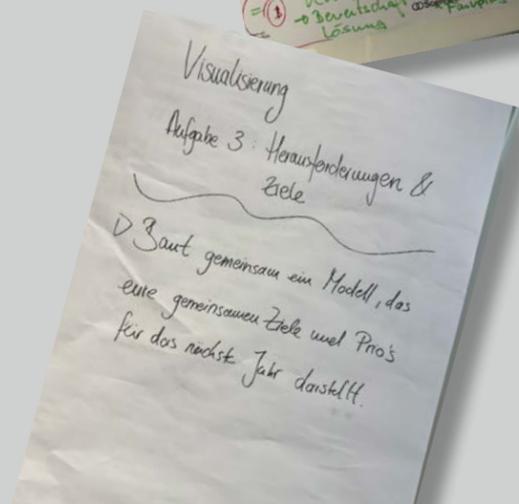
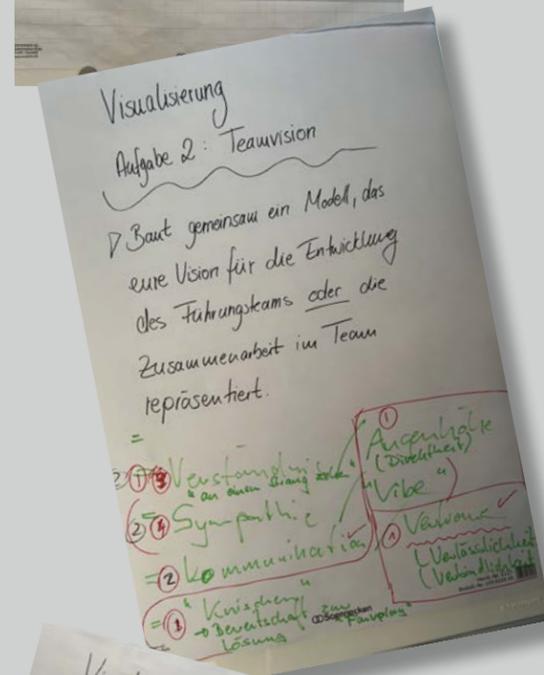
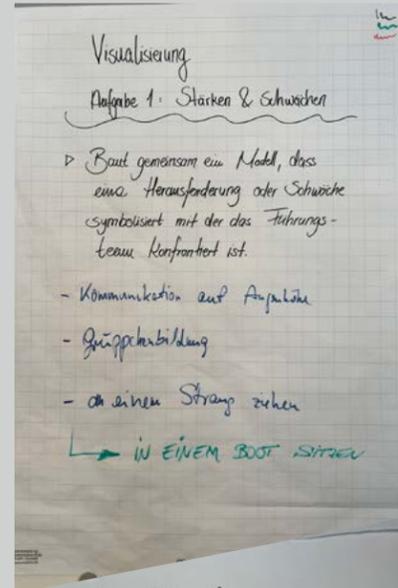
The LEGO Serious Play method promoted communication and exchange between the team leaders. By working together on their models, they were able to better communicate their thoughts and ideas and exchange possible solutions.

Creative solutions for stronger collaboration:

The seminar not only provided new insights, but also creative solutions to strengthen cooperation within the company.

Conclusion:

The training seminar with the LEGO Serious Play method was a complete success. The team leaders not only returned with new insights and solutions, but also with a stronger team spirit and a clearer vision for the future of our company.



The heads of the specialist departments came together for an afternoon of further training at Villa Stützel.

Individual questions on cooperation and appreciation were discussed in several working groups and visualized using the LEGO Serious Method.



In April, the managing directors visited the teams to inform all employees about the current crises and the company's current situation, which has been heavily impacted by them.

This is to ensure that each and every individual at Franke has the same level of information and that we can all work together on the future of the company.

Franke-History

Strategic meetings of managers and representatives to discuss future activities have always taken place at Franke. However, they either revolved around specialist topics or were purely team-building activities. The further development of leadership qualities has only taken place recently.



Location development Aalen I

The new Plant 6 is taking shape

Plant 6 already looks gigantic from the outside. On April 5, every employee was able to see what the building looks like on the inside during a tour of the construction site.

Many thanks again to the organizing team!



Facts, figures and data:

1. Building

- Over 28,000 m³ of earth was excavated to create space for the building.
- The usable area is around 7,800 square meters
- Over 1,000 tons of steel were used to secure the structure of the building.
- The building meets the KfW 40 standard, which corresponds to an energy saving of 40%.
- Heating is provided by two heat pumps. In addition, waste heat is stored in a buffer tank with a capacity of 5,000 liters.
- Three ventilation circuits supply production, the office wing and the canteen with clean, fresh air.
- The entire lighting in the building is provided by LED lights. The hall has a quick-assembly continuous-row lighting system similar to that in the Plant 5 office.
- A photovoltaic system with an output of 451 kWp ensures the use of renewable energy.

2. Production area

- The production area extends over 4,900 square meters.
- This will create 40 jobs.
- According to current plans, CT warehouse production will move from Plant 5 to Plant 6, creating space for the consolidation of the previously decentralized warehouse production.

3. Office area

- The office space will accommodate 35 workstations.
- Meeting rooms and a video studio are located in the front part of the building.

4. Canteen (extension in 2025 if the economic situation is good)

- The canteen offers space for approx. 150 guests.
- In order to utilize the capacity, the canteen is to be opened to the general public.
- The late shift receives fresh meals, which are prepared and stored refrigerated on the same day.

In 1957, the first buildings were erected at the current headquarters at Obere Bahnstraße 64.

Initially, the main building was also the Franke family's residence. Today, it houses the reception, management, lean management, finance and HR offices.



Franke-History



Around 50 interested colleagues were guided through the building in three groups. All equipped with safety shoes and construction helmets.



The dimensions of the hall only become dimensions of the hall become visible.



^ Adjacent to the canteen is a terrace, which will also have seating so that people can sit outside when the weather is nice.

< The roof is greened and accommodates the new photovoltaic system. The modules have already been installed and can now be connected to the grid.



Location development Aalen II

New machines & test benches



New test benches for Plant 4 and Technicum

Our torque test rigs are brand new machines that have become essential due to the growing demand from our customers for a running-in process for their bearing. This running-in process is used to compensate for the loss of preload.

With the test bench, we can not only carry out running-in processes, but also perform acceptance tests on bearing assemblies. These are our first test rigs with a completely enclosed working area.

The test bench in Plant 4 enables torque tests of up to 200 Nm. It also allows load tests for tensile and compressive forces of up to 25 kN on the bearing assemblies.

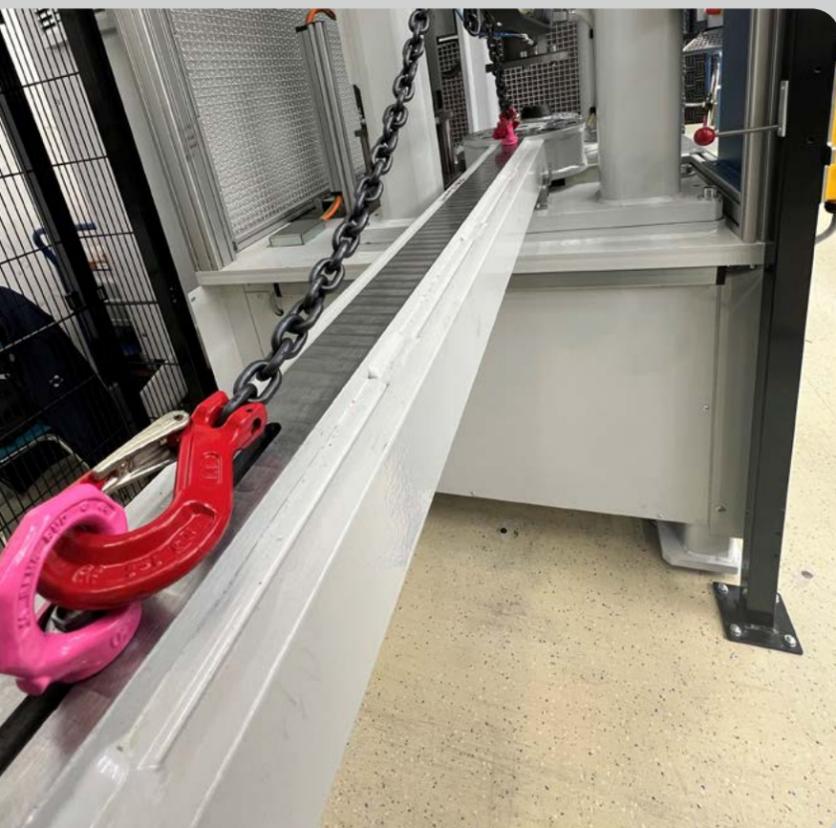
The test rig in the Technicum is similar in design to its counterpart in Plant 4, but also has a cantilever that makes it possible to simulate overturning moments and measure the overturning rigidity.

This test stand allows static loads of up to 100 kN and dynamic loads of up to 78 kN. The maximum tilting moment is 5,000 Nm and the maximum possible speed is 600 rpm.

Both test benches enable the monitoring and recording of torques and temperatures in the bearing assemblies.

Currently on the test calendar:

S10-Seal from NBR80	Service life test
LVA with torque load	Limit load
LSA4	Limit speed
LSA6	Limit speed
LSA8	Limit speed
LEW	Limit speed
Plastic bearing	Limit load
Customer projects	Load simulation



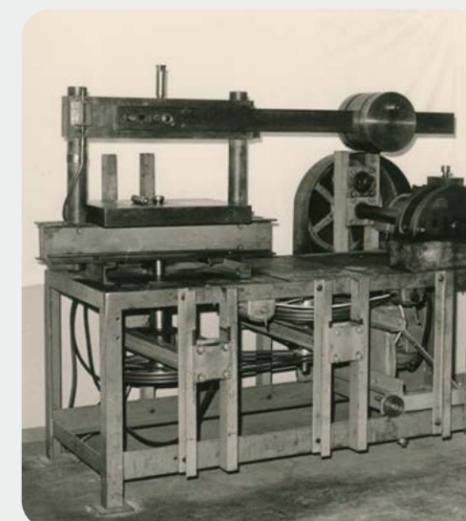
New DMC 80-2 in Plant 2

Our new DMC 80 -2 with 2-fold pallet changer enables us to produce prototypes, individual parts and small batches more precisely. Thanks to its new functions, this machine can be calibrated and adjusted more accurately, enabling even more precise production.

By using this machine, we will be even more flexible and can free up other resources. Our aim is to further advance turning and milling with this machine. In the long term, we plan to replace the Hermle milling machine with this one and fully integrate it into our training process.

Franke-History

Special machines and devices have a long tradition at Franke. Erich Franke's inventive spirit did not end with the wire race bearing, but continued in the design of the manufacturing process and in the development of suitable machines.



Innovations worldwide

Franke at trade shows

Franke is once again represented at numerous trade shows this year. Many thanks to the trade show teams who were on the road in line with the motto "Innovating together"!



An international Franke team took part in the **ATX West trade show in Anaheim (California)** at the beginning of February 2024. Together with (from left) Frank Kuepper and John Yuhasz from Franke USA, Arne Jankowski (Technical Sales) was at the international trade show specializing in automation technology.

One focus of the trade shows is on the latest developments in robotics and artificial intelligence, including machine learning. The Franke team presented our products to interested visitors and provided information about their benefits and potential applications in this field.



At the beginning of March and the beginning of May, our technical consultants Michael Bärstecher (right) and Andres Böttcher (left) spent two days at **all about automation in Friedrichshafen and Heilbronn**. The aaa trade fairs are regional trade fairs for industrial automation where visitors can discover the latest innovations in the fields of automation, robotics and digitalization. In keeping with this, the potential of our products for use in the automation sector was presented at the Franke stand.



In May, Philip Worden (r.) and Ian Stuart (l.) from Team USA (Franke Bearings Ltd) were at **Food Manufacturing Live in Birmingham**. On site, they informed interested visitors about the advantages of Franke Wire Race Bearings and linear systems for the food and beverage industry. For example, customized bearing assemblies meet even the high hygiene requirements in beverage bottling.



Ferran Bruach (l.) and Ignacio Garcia (r.) from Franke Spain were also on site for us at **Hispack in Barcelona** in May. Hispack focuses on solutions and trends in the packaging industry. The team took the opportunity to present our solutions for the packaging industry there. Linear guides are used in food packaging machines, for example, and roller bearings are used in beverage bottling.

Our next trade shows:

27. June All About Automation
28. Aug. All About Automation
10. Sep. AMB

Straubing
Zürich
Stuttgart

Find out about upcoming dates on our website www.franke-gmbh.com/news-stories/events



Franke-History



Erich Franke recognized the value of large industrial trade shows for branding and acquiring new customers at an early stage.

The cooperation with Hoesch Rothe Erde was also beneficial in this respect, as the expensive trade show costs could be shared with a joint stand.

Today, trade shows are just one of many channels and often lose out to the Internet when it comes to acquiring information, not least for cost reasons.



Innovative together

Visits to customers and from customers

Visits from and to our customers and representatives are not only an opportunity to present new products and further developments, but also a source of valuable exchanges and interesting insights.

In addition to maintaining business relationships, these meetings always offer the potential to lead to new solutions and innovative strategies.



Partner USA: Thyssen Krupp Rothe Erde

We were delighted to welcome Peter Küpper and Bernd Prinz for a joint exchange on marketing and sales. The opportunities and possibilities for the future were discussed with the Franke team.

< f.l.: Daniel Groz (Managing director), Peter Küpper (Thyssen Krupp Rothe Erde), Bernd Prinz (Thyssen Krupp Rothe Erde), Sascha Eberhard (Managing director)



Partner China: Visit to XREB

Many of our customers, especially in the CT sector, are based in China. Daniel Groz, Stephan Kuhn and Christian Burghard therefore made their way to China to visit five customers and our XREB partners within a week. The main purpose of the trip was to discuss the economic situation of our CT customers and to get an outlook for the current and coming year. They were able to view applications and prototypes at our customers, introduced our CT customers to the new segment torque motor, visited our representative XREB and our customer United Imaging.

< f.l.: Jason Ma (XREB), Yunlei LV (United Imaging), Stephan Kuhn (techn. sales), Daniel Groz (Managing Director), Christian Burghard (techn. sales), Huang Jian (United Imaging), Haddia Wang (XREB), Benxi Xie (United Imaging)

Representation Franke Spain: Ignacio Garcia

Together with our representatives from Franke Spain, we are taking a close look at the Spanish market in a personal exchange in order to develop joint strategies. The aim for the future is to continuously advance the market for Franke in Spain. We have identified focus topics and set clear goals in order to continue to grow together. The exchange is of great importance to us, as Spain contributes to increasing our overall growth rate. Over the years, we have developed an appreciative and trusting working relationship.

> f.l.: Stephan Kuhn (techn. sales), Doreen Grässle (Marketing), Philipp Engert (techn. sales), Ignacio García Rodríguez (Franke Spain), Manu Cobos (Franke Spain), Friederike Kerlein (comm. sales), Sascha Eberhard (Managing director)



Customers visit Franke: Festo

During the visit, we discussed our quality assurance in detail. In addition, our colleagues gave a comprehensive tour of the company and a presentation of our operating procedures and processes. Only through this constructive exchange and personal discussions can we deepen and further expand our partnership with our customers.

> f.l.: Marvin Schumm (Festo), Niklas Schwarzer (quality assurance), Christian Burghard (techn. sales), Daniel Gänzle (Festo), Christian Würtz (Festo), (quality assurance/service), Michael Bärstecher (representative)



Representative Franke Italy: Roberto Pescarmona

Our representative Roberto Pescarmona from Italy presented his annual area report to us in Aalen. Future quarterly meetings will enable us to react to events at an early stage and take steps towards a successful future.

At the beginning of 2024, we set ourselves a new corporate goal: economic success. We are aiming for incoming orders of € 70 million by 2027 and want to be profitable. We are gradually transferring this strategy to our agencies to ensure that our Franke target is achieved.

< f.l.: Stefan Kuhn (techn. sales), Philipp Engert (techn. sales), Alexandra Stoll-Reininger (comm. sales), Petra Abele (comm. sales), Roberto Pescarmona (HTC (Franke Italy)), Renzo Revello (HTC (Franke Italy)), Doreen Grässle (Marketing), Julian Niederer (Business Development)

Customers visit Franke: SACS Aerospace

At the beginning of the year, the opportunity was taken to look back on the past year together with the customer and discuss the current economic situation in the aviation industry. During an informative tour of the company, the customer-specific linear guideways could be inspected directly in production. Our black anodized guides are used in retractable steward tables and as movement elements, e.g. for cockpit doors at SACS Aerospace.

< f.l.: Michael Bärstecher (representative), Daniel Hielscher (SACS), Stefan Hebestreit (SACS), Roland Moser (SACS), Eugen Blank (SACS), Christian Burghard (techn. sales)

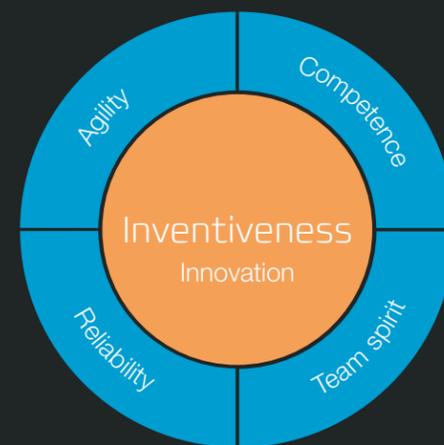
Customers visit Franke: Trumpf

We held an annual meeting with our long-standing customer TRUMPF to reflect on the past year and provide an outlook for 2024. TRUMPF expanded its procurement team and the new colleagues were given detailed information about Franke, including a tour of the plant.

> f.l.: Alexandra Stoll-Reininger (comm. sales), Frank Wochner (Trumpf), Torsten Popp (Trumpf), Armin Stumpp (Trumpf), Johanna Weisel (Trumpf), Heike Faustmann (comm. sales), Christian Burghard (techn. sales)



Our virtue for 75 years: Inventiveness (Innovation)



75 years of company history: continuity in core values

Language has changed in recent decades, and with it the terms we use to describe our values. What we now call innovation, agility, reliability, team spirit and competence were already known as virtues 75 years ago. But at their core, these values remain unchanged.

- **Innovation** has always been an expression of **Inventiveness**
- **Agility** was demonstrated through **Diligence**,
- **Reliability** was the foundation of **Trust**,
- **Team Spirit** was lived through **Cooperation** and
- **Competence** was demonstrated through **Expertise**.

The terms may have changed over the years, but the fundamental values they represent have remained the same. They are proof that the essence of what our company is all about has remained constant since it was founded 75 years ago. This evolution of concepts goes hand in hand with the evolution of generations and their priorities, but ultimately it has been the same for 75 years: the success of our company through strong values and virtues.

Franke-History



Eight rings of hardened wire. A handful of balls. Flat cages made of so-called hard fabric (there were no plastic cages yet) and the vision of using them to move the whole world. The courage and diligence of Erich Franke, who turned this invention into the cornerstone of a global company, are still our role model today.



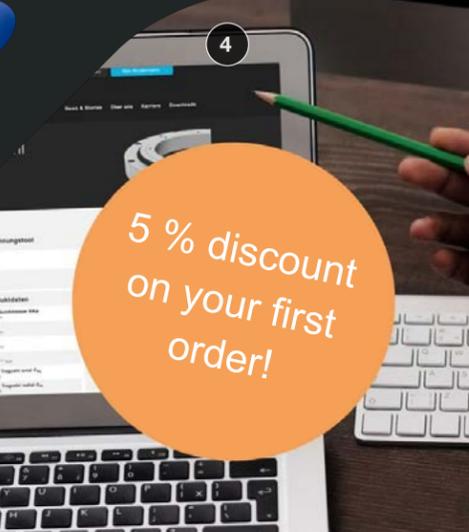
Examples of inventiveness at Franke:

1. Extremely lightweight construction for aviation: beating assemblies with housing parts from the 3D printer are unique!

2. CT bearings with segment motors defy gravity and rotate highly dynamically, almost load-free, with an immense service life.

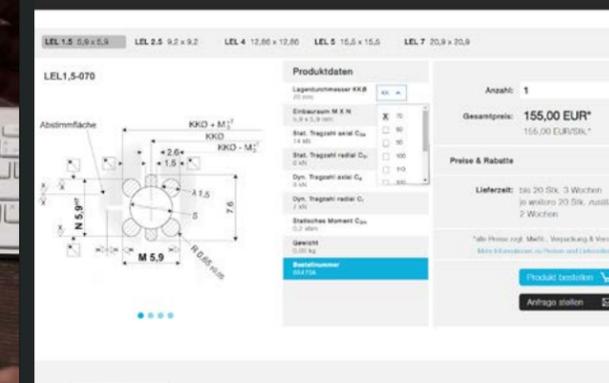
3. Although measuring systems for linear guides are nothing new, they show that we are also constantly on the lookout for progress and improvement in the linear area.

4. An online store in the B2B sector? A bold project and a bet on the future: the next generation of buyers will not want to do without it and will expect the same convenience as in the private sector.



5 % discount on your first order!

Bearing elements with a ground raceway Type LEL



Applied inventiveness: Customized solutions

A new customer story has just gone online on our website. This time we visited our customer FFT.

FFT is a supplier of complex production systems and a manufacturer of its own system components for joining, folding and separating, for image-supported processes and for handling and transport tasks. As a system provider, however, FFT is not limited to its own products. For example, FFT purchases robots and many other components from other manufacturers.

Franke bearing assemblies type LVA 350 are currently installed in the highest expansion stage of the transport system called FFTigv AGILITY. This has two drive units, each with a Franke bearing assemblies for steering. The two wheels of a drive unit are driven and controlled individually. The FFTigv AGILITY is very agile with this drive.

The customer story was also accompanied by moving images. You can find the full story and the video on our website!



Go directly to the customer stories here



The heart of the drive

The large center clearance of the Franke bearing assembly creates space for cables and components



The size of the installed components plays a decisive role in the development of the overall system. Technically, the bearing assemblies fit our requirements perfectly.

Nils Kramm, Design engineer at FFT

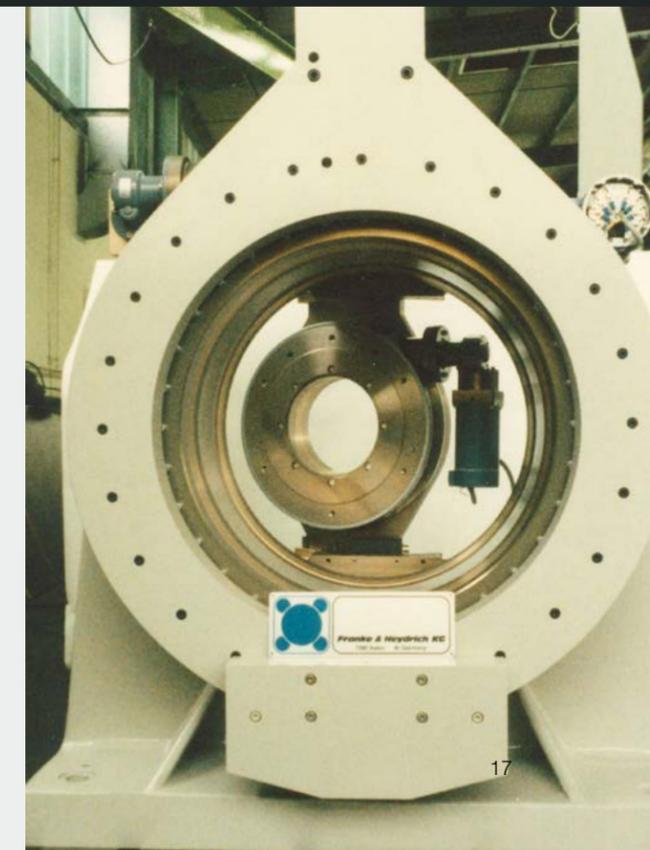


Franke-History



Special components for special applications and projects have always been the outstanding feature of all Franke rolling bearings and linear guides. Even today, 95% of our bearings are customized and not off the shelf.

This custom work has always required special methods, skills and the will to give the best. Yesterday as well as today.



75 years of customer satisfaction

How we make our customers happy

The Franke sales and production process:

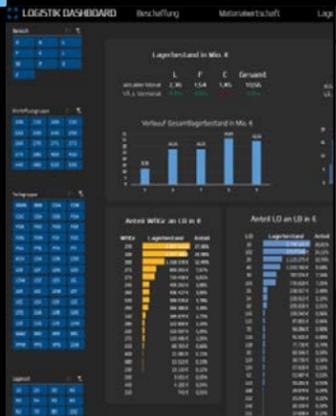


We have been at our customers' side for 75 years. While the tools and skills in the specialist areas have become considerably more sophisticated over time, our central goal remains the same: customer satisfaction. From humble beginnings to the advanced methods of today, our passion to provide the best service has remained.



In recent years, the possibilities for approaching customers have expanded. The internet, online stores, CRM systems, sales automation and analytics have transformed sales processes, while social media platforms such as LinkedIn enable targeted networking.

Recently, AI-supported programs have been added, which promise greater efficiency through automation, among other things.



Digital marketplaces and e-procurement systems have become established in procurement, making purchasing more efficient and transparent.

The use of supply chain management software enables better collaboration with suppliers.



Today, work preparation benefits from advanced planning tools and CAD software that optimize production processes.

Simulations and digital twins allow potential problems to be identified and rectified at an early stage.



In production, the introduction of automation and Industry 4.0 technologies has significantly increased efficiency and flexibility.

Robots and networked machines enable more precise and faster production.



Packaging is becoming an essential part of the sales experience.

It's not just about delivering goods safely and cleanly, but also about promoting the brand in a positive way.



In the service sector, digital platforms and AI-controlled chatbots ensure faster and more effective customer support.

Remote diagnostics and predictive maintenance increase operational reliability and minimize downtimes.

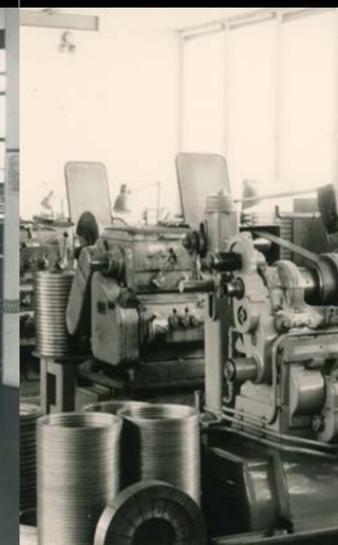
Franke-History



Printed catalogs, personal sales talks and phone calls used to dominate. A new era began with the advent of the internet in the 1990s. Websites, email marketing and online ordering systems increasingly replaced traditional channels. The reach and efficiency of marketing and sales strategies increased.



Despite these changes, the goal remains the same: to open up new markets and satisfy customers.

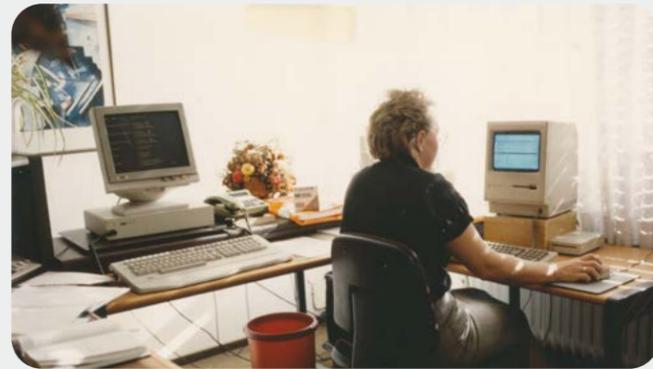




Franke-History

When Erich Franke started production of the first wire race bearings, digitalization was not yet an issue. It was not until the 1960s that a revolution began that radically changed our world. Milestones in this development, which Franke has always observed and followed, include:

- Emergence of the Internet (1960s to 1980s)
- Development of the PC (1970s to 1980s)
- Mobile communications revolution (1990s)
- Rise of the World Wide Web (1990s)
- Internet of Things (2000s onwards)



Innovative projects Let's get digital!

At the Learning Days in January 2024, we gained exciting insights into one or two digitalization projects. In this issue of Rundum, we would like to take a closer look at three particularly innovative projects.

The current focus is on the Internet of Things, i.e. the increasing networking of devices and objects with the Internet, which enables physical objects to be digitally recorded, controlled and networked with one another, leading to a fundamental change in many industries.



WinTool - the tool management system

Why do we need a new system at all?

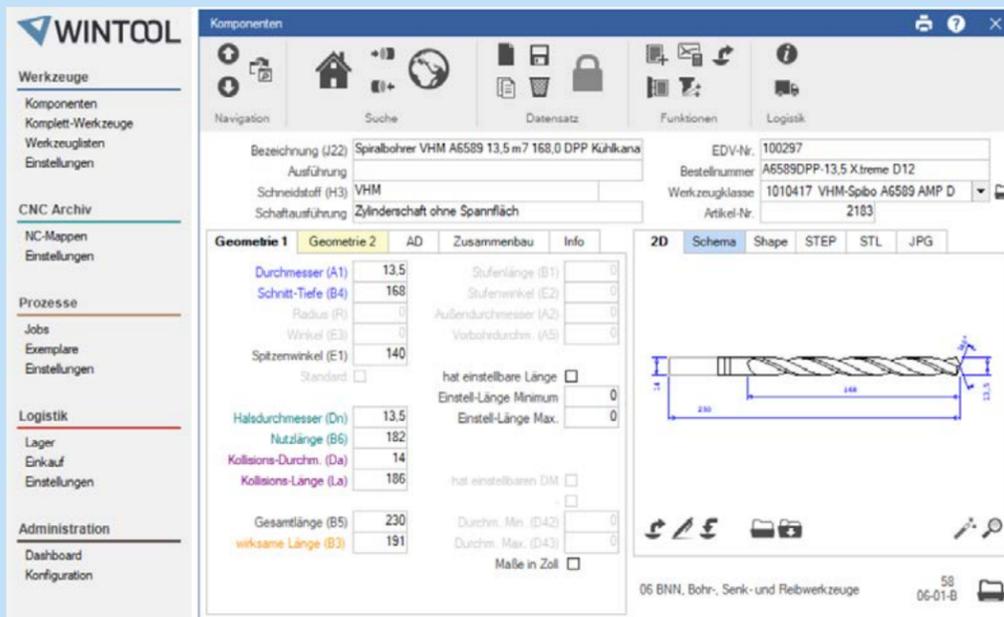
Franke previously used the TMS32 tool database, but without the option of storing images or drawings. Tools had to be created in both TMS32 and SolidCAM, which led to a loss of efficiency. There was no interface to proALPHA and SolidCAM.

The aim was to simplify the workflow, from the creation of the

setup plan to the tool output to the machine operators.

Why did you choose WinTool?

WinTool is a tool management system that organizes and manages tools, equipment and NC programs. It provides comprehensive information on each tool, including cutting data and storage location.



How does the introduction of WinTool work?

We are currently implementing WinTool in the LD area in Plant 2. All tools for turning and milling operations have already been recorded. Machine operators can make digital tool requests directly at the workstation, which increases efficiency

And what can we expect in the future?

The next steps include the creation of tool lists for turning and milling machines as well as series products in order to be able to use WinTool to its full extent.



Werker Cockpit & digital ReKo-Board

Cockpits are not only found in airplanes, but also at Franke!

What is the aim of introducing the "cockpit"?

There are numerous separate software systems, but no central platform for storing and evaluating all company data. The Cockpit is intended to bring the systems together and simplify evaluations.

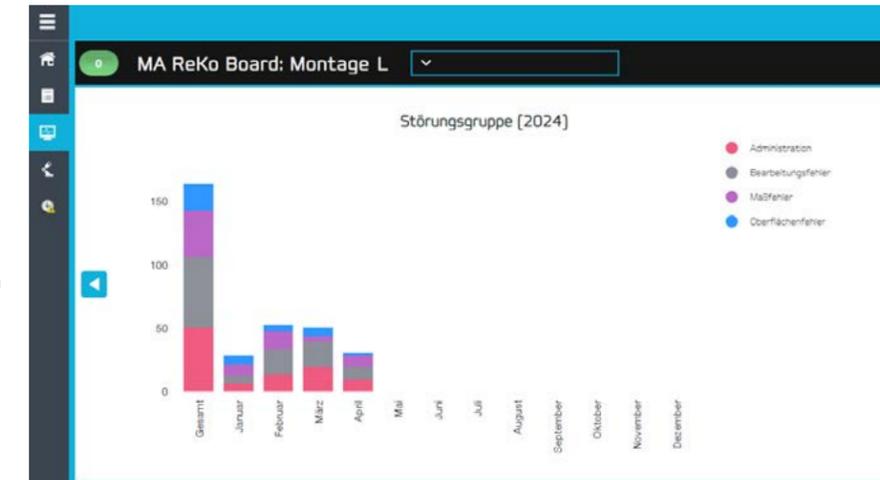
What functions does the system offer?

The running times of four sanding machines from the LE area are displayed in the worker cockpit; in future, the running times of all machines at Franke will be displayed. The order backlog is displayed and cross-shift information can be entered. The data is stored centrally on a server and the dashboard is updated regularly.

What benefits do you expect from using the Cpro Worker Cockpit Dashboards?

A decisive advantage is the ability to record faults digitally and display them graphically, which facilitates evaluation and traceability per ReKo area. The Worker Cockpit provides a clear overview of the order backlog and thus improves the planning of work processes.

Overall, the use of dashboards promises an increase in efficiency, transparency and responsiveness within the company.



David Meyer is responsible for digitalization projects and IoT at Franke. After completing a bachelor's degree in mechanical engineering, he studied data management, wrote his master's thesis at Franke and joined the Digital/IT department in 2022.

Thank you very much for the interview!



Digital Twin

What is that actually?

A digital twin is an exact virtual representation of a real object. The recording and processing of machine and process data creates an exact image of the workpiece on the machine with all its individual characteristics.

Why do we need this?

The digital twin makes it possible to measure workpieces directly on the machine and to detect and compensate for deviations immediately. The aim is to achieve reliable unmanned production around the clock. We are currently carrying out a pilot project on a DMG machine in Plant 5.



Franke turns 75 years old

We celebrate on September 28!

We have several reasons to celebrate at Franke this year! We would therefore like to invite you to our anniversary celebration, which we would like to combine with our 75th company anniversary and the inauguration of Plant 6.

Due to the current moderate order situation, we have decided to hold the party in the usual setting and focus on having fun together and a cozy get-together.

The party will take place on September 28 at the new Plant 6 and offers a great opportunity to spend an enjoyable day. A varied

program promises games, fun, delicious food and drinks, company tours, music and a children's program. You can also learn about the exciting history of our company on a Franke history tour!

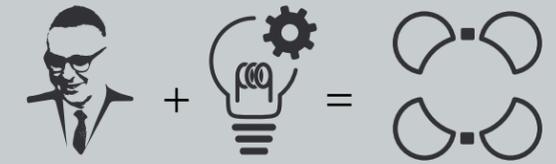
Information on the detailed procedure and registration will follow.

PS: You are also very welcome to contribute to the program of the event with your own interludes, performances and themed stations. If you have any ideas or suggestions, please contact Nicola Gentner - Management Office, Tel. 103.

Company parties at Franke

As the amount of employees has increased, so have the size and design of the summer parties. We are expecting 1,000 visitors for the anniversary celebration.

Years ago, such events were a little more modest. A large barbecue, beer benches and drinks were all that was needed. The picture on the right shows Egon and Eva Franke talking to guests.



The story comes to light

Both the construction progress of Plant 6 and all other activities relating to our company anniversary are going according to plan. The anniversary magazine is filling up with stories and has already been given a face. The magazine is published in German and English and will be distributed in September.

Anyone who wants to can already follow parts 1 + 2 of the company's history online on several channels. The anniversary website can be reached at www.franke-history.de/en. Further information will be published at irregular intervals on our social media channels.

Schedule:



75 years of change in the world of work

The future of work challenges us

Dear colleagues,

This year, we are not only celebrating the 75th anniversary of our company, but also the continuous development that has brought us here. This also applies to developments and changes in the world of work.

From long-term commitment to dynamic development

Long-term employee retention used to be a sign of stability and loyalty. Today, however, we are experiencing a paradigm shift: Generation Z is coming to the fore with different ideas about work. Flexibility, meaningfulness and work-life balance are not just buzzwords, but the building blocks of a new work culture. This generation is not just looking for a job, but a vocation that is in line with their personal values and goals.

Ikigai: The concept of satisfaction and success

Ikigai literally means "meaning of life" and describes the feeling of having something worth getting up for in the morning. It is the intersection of what you love, what you are good at, what you get paid for and what the world needs. Ikigai is a guide to personal fulfillment and professional success. The graphic on the right explains the connections. If you had a pin handy, where would you place it for yourself? Ideally in the center!



Shaping the future together

As a mechanical engineering company, we face the challenge of adapting to these changes. We need to create work environments that support both the needs of our employees and the long-term goals of our company. By integrating Ikigai as a guiding principle, we can foster a culture where each individual can find their place and thrive.

Managers as mentors and inspirers

Our managers play a crucial role in this transition. They are mentors who recognize and nurture individual strengths and visionaries who drive a culture of learning and development. Together with them, we can create a working environment that supports both personal ambitions and our corporate goals.

Let's shape a future together in which we not only build innovative machines, but also create jobs that bring joy and meaning to life. Here's to the next 75 years of growth, adaptation and shared success!

Yours, Andreas Neubauer
Team Leader Human Resources

Team Franke

A warm Welcome

Achim Schlude
startet in the Purchasing department at the end of last year.



DECEMBER

JANUARY



Sezer-Ali Uludogan
was transferred from temporary employment in guideways production in plant 3.

Natalie Horlacher
is a new employee in the commercial sales department.



MARCH

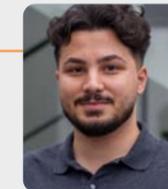


Lamprini Terpsiadou
is a new team member in the Human Resources department.

Paula Diemer
was transferred from temporary employment to the Purchasing department.



APRIL



Okan Baser
supports the quality assurance at Franke as a qualified employee.

Denis Friedel
joined the logistics team in April.



Nachruf

Doris Bernlöhr (former Schneider)

Doris Bernlöhr has been working at Franke since 2004. Her Job was the straightening of races in the diameter range from 45 - 300 mm. Her workplace was in the upper floor of plant 1.

Doris Bernlöhr only ended her active time at Franke 2022 anf took partial retirement. Unfortunately, she was not granted a long period of retirement. We mourn the loss of our colleague and wish her family much strength.



Farewell... All the best!

Marion Siebold >

started working for us as a judge of small races and has spent the last five years in cage production. In addition to her main job, she was also a member of the works council for several years, where she stood up for the interests of Franke employees.

Ms. Siebold always had an open ear for the concerns and problems of her colleagues! We will greatly miss her many years of loyalty and her valuable contributions. She is a real family person and enjoys spending her free time outdoors. Now she can spend more time with her dog and enjoy wonderful moments with her many grandchildren.

Harald Doleschel v

has had quite a few stations behind him in his 45 years at Franke. He took the first industrial trainees under his wing on the milling machines and eventually moved into logistics via the production management department. There he was responsible for incoming goods in dispatch until the end.

We wish them both a good time in their well-earned retirement!



Franke-History

Long-standing employees are a tradition at Franke. In the past, several generations of a family often worked "at Franke".

Here, Egon Franke, the son of the company founder and successor in the management, congratulates Dieter Ulmer, then master race maker, on his anniversary.



Your works council We stand together!



Dear colleagues,

The past quarter was a real challenge for our company. The weak economy has presented us with major challenges and we are now all called upon to put our heart and soul into our company.

In times like these, it is particularly important that we think and act like entrepreneurs. We must avoid waste, reduce costs and work in a focused and efficient manner - in line with our corporate values. It is up to each and every one of us to make our contribution and keep our company on track.



This year, we are celebrating the 75th anniversary of the founding of our company. A milestone that invites us to look back at our roots. The values of our founders are still relevant today and should serve as a guide for us to master these challenges together.

Let's give our all to ensure that our company remains successful! Together, we can move mountains and overcome every challenge that comes our way.

We would like to remind you that our doors are always open. Whether you have questions, requests, ideas or difficulties, feel free to contact us. As works council members, we are here to support you and represent your concerns.

We stand together!

With best regards

Gabriele Di Nucci
Chairman of the Works Council

Sandra Weisel
Works council member



Works councils are important for modern companies as they represent the interests of employees and ensure a positive working atmosphere. They support communication between the workforce and management and help to improve working conditions, which makes the company more attractive.

The work of works councils has a long tradition at Franke. Gerhard Colmsee was the first works council.

Franke Academy

Training and further education



Dear colleagues
dear trainees and students,

The past six months presented our company with a number of challenges due to the weak economy. However, now is the time to stick together and take off with renewed vigor.

As Head of Training and Development, it is particularly important to me to motivate and support you. Especially in difficult times like these, it is important that we pull together and support each other. I would like to emphasize that successful training and development requires commitment and dedication from both sides. It is a constant give and take in which both we as a company and you as employees, trainees or students can grow and learn from each other. We are all the architects of our own fortune, as the saying goes. With initiative, curiosity and a willingness to take on responsibility, we can actively shape our professional future and benefit from the many opportunities offered by training and further education.

Let's see the challenges of the last few months as an opportunity to develop and grow. We have great opportunities to continue our professional development and improve our skills. You can find all the information you need to apply for further training in our Franke WIKI information system. Let's use this opportunity to emerge stronger from this phase.

This year we are celebrating the 75th anniversary of the founding of our company. A milestone that reminds us that we can look back on a long tradition and experience. Let's work together to ensure that our company continues to be successful in the years to come.

The following pages provide an overview of various activities relating to health, training and further education.

I am always available if you have any questions or need support. Together we can achieve a lot!

Kind regards

Gizem Duvan
Head Ausbildung & Academy

Franke-History



Heike Faustmann from Sales was our first trainee in 1983. Today, she is part of the Digital Sales team and is in the process of introducing our Hubspot marketing and sales software. Her tasks range from data maintenance to process adjustments and training. Heike Faustmann is a good example of how important it is to use past experience to actively shape the future.

Innovation in Motion: Health at Franke

Health Day 2024

On July 19, 2024, a health day will take place at Franke from 8:30 am to 3:00 pm. **Various stations offer comprehensive opportunities for preventive health care:** AOK offers body fat measurement and a sugar exhibition. Barmer invites you to a balance check and runs a smoothie station. There will also be information stands from Rad und Tat and the works council.

More information about the event and the opportunity to register will follow.



Eurorad: Company bike

Environmental protection starts on a small scale! Even seemingly small actions in everyday life, such as organizing your commute, can make a significant difference.

We therefore offer all employees the opportunity to lease a bicycle or e-bike. This not only helps us to protect the environment, but also promotes the health of our employees.

Are you interested? You can find all further information on registration in our Franke WIKI under the term "Lease company bike".



Company fitness with **EGYM** **WELLPASS**

We are now a partner of the EGYM Wellpass corporate fitness network with almost 8,000 facilities throughout Germany.

From January 1, 2024, you will receive an exclusive offer for €24.90 per month, with Franke paying the rest.

You can register conveniently online. Please always register by the 20th of the month so that you can start on the 1st of the following month.

Scan the QR code for more information about Wellpass, here you can also go directly to the registration >



Franke Academy

Further training



Lifelong learning is more than just an empty phrase! The world is constantly changing, so continuous further training is crucial to stay on top of things. The Franke training program supports you in this. You can find details in the Franke WIKI.

You are welcome to initiate a discussion with your manager to discuss suitable further training opportunities, e.g. in view of technological changes or changes to your area of responsibility. Marlen Schinko will be happy to answer any questions you may have about further training opportunities.

Seminar registration is now easy and digital via cloudplan. You can find instructions in the Franke WIKI under "Edit seminar request in Cloudplan". Take advantage of the opportunity to "look over your shoulder" at any time to gain insights into other specialist areas. Further information can be found in the WIKI under "Perform shoulder review".



Learning Days 2024

The Learning Days took place at Franke at the beginning of this year. Colleagues presented informative topics from their specialist areas:

- Information about MS Teams
- Changes in the Franke WIKI (e.g. upload profile picture! :-))
- Further training and agile learning
- proAlpha and tisoware
- Presentation of the tool management tool (see page 20)
- IIoT and digital twin (read more on page 21)
- Information about ChatGPT



The participants found the excursion into augmented reality and Lego Serious Play particularly interesting.

Performance evaluation 2024

In future, further training should also pay off for you in cash. In 2025, qualification behavior will be introduced as a new assessment criterion in the performance evaluation:

- z. e.g. dealing with mandatory instructions
- Demanding further training and making suggestions
- Continuous learning, expanding methodological skills
- Working with Franke Wiki & other digital applications

Franke-History



We learn something new every day. Learning and continuing education are basic principles for a successful life.

Learning was also essential when we switched from managing Leitz folders to computer systems.



Events & Dates

Franke NEXT



STARTit! Aalen

On February 03, we were represented at the STARTit! - trade show in Aalen. The trade show team consisting of Hartmut Maichel, Ilija Stamenkoski, Dominik Barth, Sina Drabek, Sarah Heinzmann, Samira Rockinger, Jürgen Häfele, Sandra Pietsch and Klaus Mayer answered all questions about our apprenticeship and dual study program.

Girls' Day 2024

This year's Girls' Day for schoolgirls took place on April 25. On this day, nine schoolgirls were able to find out about careers as IT specialists, industrial mechanics and cutting machine operators. Thanks to everyone who took part in this day



Announcement soccer event

On June 22, there will be a company soccer tournament with the motto "Kicking blood cancer to the ground together!". The tournament starts at 10.00 a.m. and will take place at the Günther+Schramm Stadium in Wasseralfingen.

Announcement Future Day

Our Future Day will take place again on July 13. On this day, our trainees will give interested parties an insight into the various apprenticeships and dual study programs. This year, Autohaus Bierschneider will be taking part in the Future Day for the first time with Mapal and us.



News

Trainees & students

Congratulations on graduating!



Nico Kratschmann

studied general mechanical engineering at Aalen University. He wrote his thesis in the Construction & Engineering department on the subject of roller bearing cages.



Alexander Puno

studied general mechanical engineering at Aalen University. He wrote his thesis in the Construction & Engineering department on the subject of roller bearing cages.



Lamprini Terpsiadou

developed concrete solutions for increasing participation in further training at Franke in her bachelor's thesis in the Human Resources department.

A warm welcome



Patrick Brenner

Department:
Construction & Engineering

When did you join Franke?

I have been a working student here since February 2024 and a Bachelor's student in the Construction & Engineering department since April 2024.

What are you studying?

Engineering education with a specialization in production engineering at Aalen University.

What do you like about Franke?

The friendly and trusting way I have been treated since the job interview, as well as the helpfulness and support in all departments I have been able to work in so far.

New area



Lars Löffelad

Current task:
Technical instructor

When did you join Franke?

I completed my training as a cutting machine operator in 2020 and have been working in training since November 2023.

What do you like most about the field of training?

I want to prepare the trainees for working life and I enjoy working with young people.

I also think it's great to see how quickly people can learn and I want to pass on the experience I've gained over the last few years. The job is varied and every day brings something new.

Trainee projects

Franke Next



The aim of these projects was to design and produce objects under their own direction in order to get to know about the processes in a company from the idea to the finished product.

Wind turbine

The first year of apprenticeship decided on the wind turbine project and made initial plans for the appearance and technology. With the help of the product designers, these plans were converted into a drawing. After a few meetings in the training workshop, the final dimensions were determined.

Solar panels and a powerful 6-volt motor were integrated. A 3D printer then printed the rotor blades.

Lighthouse

In collaboration with the trainers in the workshop, drawings were checked for manufacturability. A prototype was then produced in order to adapt the drawings again if necessary.

When the next technical product designers were working through the process, they made further minor revisions to ensure functionality and manufacturability. The lighthouse is now finished and will also be available in the internal Franke NEXT store in the near future.



Our trainees have further developed the Franke car. The windows, radiator grille, license plate and Franke logo were engraved. Thanks to the use of electric components, the SUV even has LED headlights.

You can order one of these SUVs internally via our online store for €30! There you will find the Franke SUV, which reflects the skills and commitment of the trainees. The proceeds will benefit the trainees. They would be delighted to receive your order!

F.R.A.N.K.Y

The trainees of Alfiing and PlanB built and programmed a 3D printed robotic arm together with our trainees. This experience immersed them directly in the world of smart factory technologies.

Projects like these show how we combine innovation and training.



Innovative Cleaning robot

What was the background to the test?

In order to increase efficiency in the company, the issue of floor cleaning in production was also examined more closely and potential for improvement was identified.

For this reason, the fully autonomous "KIRA B 50" scrubber dryer was tested in plants 4 and 5 on two days in March and April, cleaning the floors fully automatically and during operation. The robot scans its surroundings and reliably stops when people or forklift trucks pass by. The aim of the test was to increase the quality and efficiency of cleaning.



Manuel Haller
Purchasing & logistics

What was the outcome?

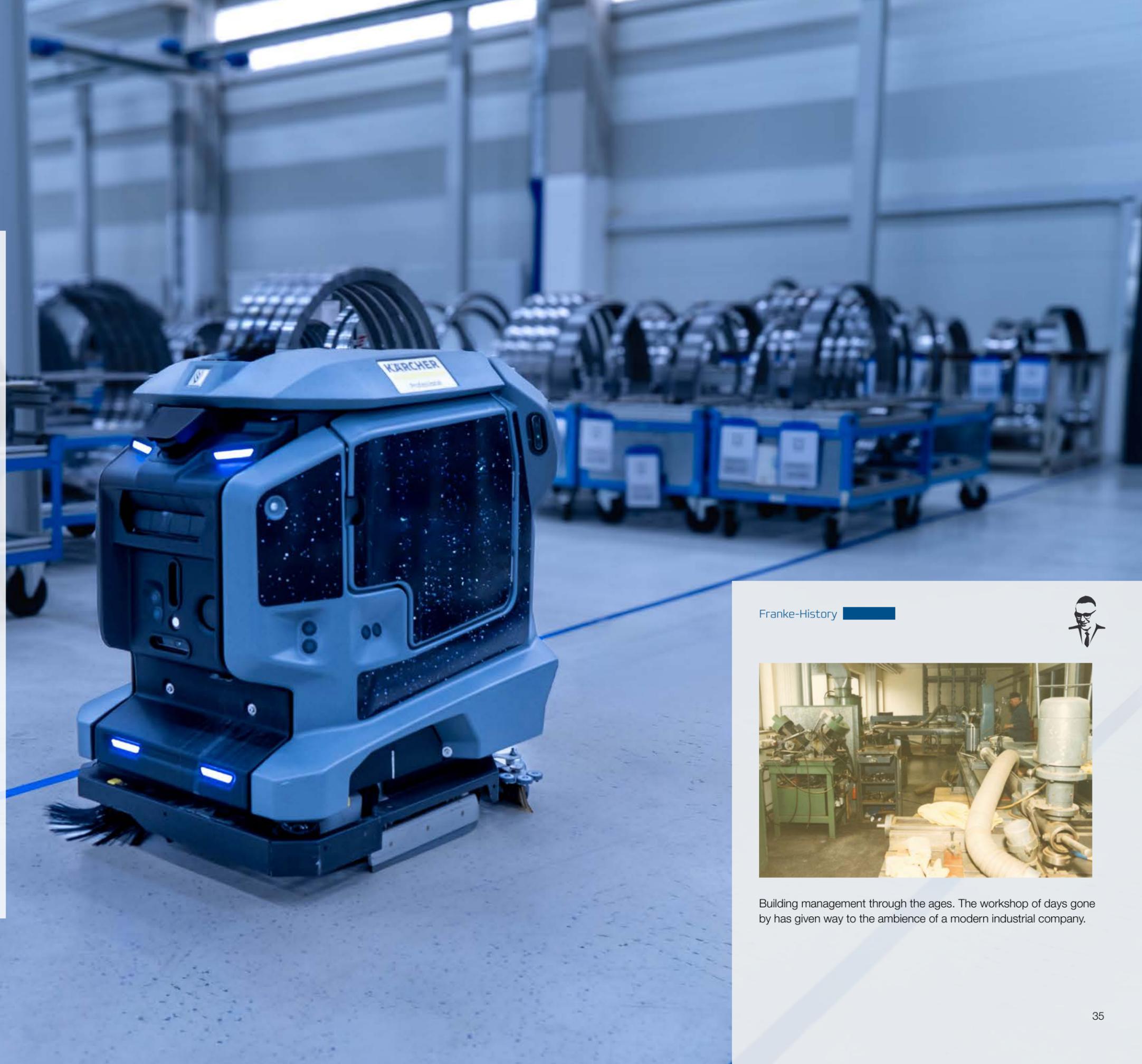
The test was successful and everyone involved was very satisfied with the result! The robot has a significantly better cleaning quality than the previous cleaning machine:

The decision was therefore made to purchase the innovative machine, which can be used to increase the cleaning interval to twice a week and thus optimize cleanliness in the plants. In the future, 95% of the production areas can be cleaned with the new cleaning robot, the rest is done manually.

What is our benefit?

Improved basic cleanliness in the production area is the main benefit we get from using the cleaning robot. Cleaning also takes place without disruption during operation, which, in combination with the autonomous mode of operation, enables cleaning intervals to be increased.

Another advantage is the intelligent water dosing system, which doses the amount of water depending on the speed of travel. This saves water and the reduced consumption of resources has a positive impact on sustainability and costs at Franke.



Franke-History



Building management through the ages. The workshop of days gone by has given way to the ambience of a modern industrial company.



Please spread the message: We still have open positions!

At Franke, we are convinced that everyone strives to improve their lives and their world. The prerequisite for this is individual freedom. With our customized rotary and linear bearing solutions, we support our customers in developing better products. For this task, we are looking for people we want to make a difference.

If you know someone who is looking for a new challenge, please pass this information on!

Currently we are looking for:

- Apprenticeship as industrial clerk (m/f/d) - Start 2025
- Apprenticeship as an industrial mechanic (m/f/d) - Start 2025
- Apprenticeship as Technical Product Designer (m/f/d) - Start 2025
- Apprenticeship as a cutting machine operator (m/f/d) - Start 2025
- Training as a warehouse logistics specialist (m/f/d) - Start 2025
- Controller (m/f/d)
- Employee Accounting / Financial Accounting (m/f/d)
- Cutting machine operator (m/f/d) Prototype construction



Simply apply online at:
www.franke-gmbh.de/karriere



Franke-History



Even then, only the best were good enough. Top turners and skilled grinders were sought and found. This has not changed to this day. Even on the most modern CNC machine, the skills of the skilled workers determine the quality and efficiency of the processes - no chance for robots (yet).



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