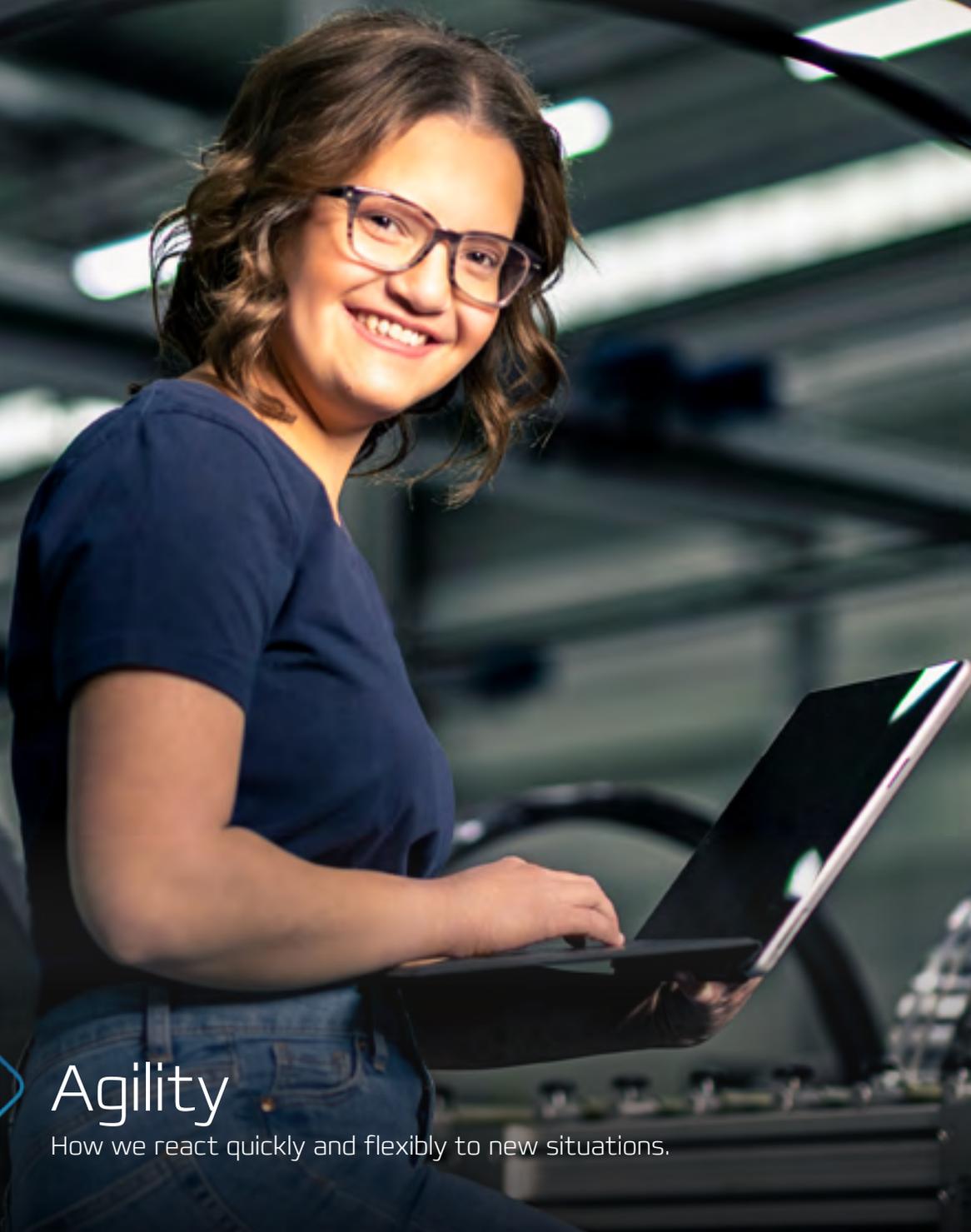


All Around Franke



01/2023 The magazine for employees and partners



> Agility

How we react quickly and flexibly to new situations.

People in focus: Employee satisfaction

Sustainability: On the way to climate neutrality

International: Visiting customers around the world

Training: Projects and Events at Franke NEXT



^ **End well. All is well.**

Our field service representative Michael Bärstecher (l.) convinces himself of the customer's satisfaction on site. Here together with Dominik Knopp from Elmotec-Statomat.

Here, bearing assemblies are used to manufacture electric motors. In line with our mission, this is how we help our customers to innovate.

< Cover image:
Our trainee Linda Flottmann was part of the „Future Ticket“ campaign, an outdoor training fair organized by the city of Aalen.
Photo: Sandra Ehinger



Daniel Groz & Sascha Eberhard

Dear employees,

We would like to inform you in this issue about our corporate strategy regarding agility. **Agility** refers to a company's ability to adapt quickly to change, be flexible and respond effectively to new challenges. In an agile company, hierarchies and rigid structures are broken down to make room for a collaborative and adaptable way of working. Agility promotes collaboration, the exchange of information and ideas, and the continuous improvement of processes and products.

In our efforts to always offer our customers optimal bearing solutions and to systematically open up **new markets** for wire race bearings and linear systems, agility is the key to success. We pride ourselves on helping our customers innovate and achieve their own goals with our solutions.

„We are an active, consultative partner to our customers and find joint solutions.“

To realize this ambition, we keep abreast of the latest technological trends and continuously improve our processes. Investing in **modern technologies** and improving internal structures are crucial to this. Only in this way can we create an innovation-friendly environment and ensure that we are always one step ahead.

As a team, we are committed to further strengthening our agility and continuously improving our **innovation capabilities**. We are aware that this requires a collaborative effort and that each and every one of us can make an important contribution. Your ideas, commitment and willingness to help drive change are of great value.

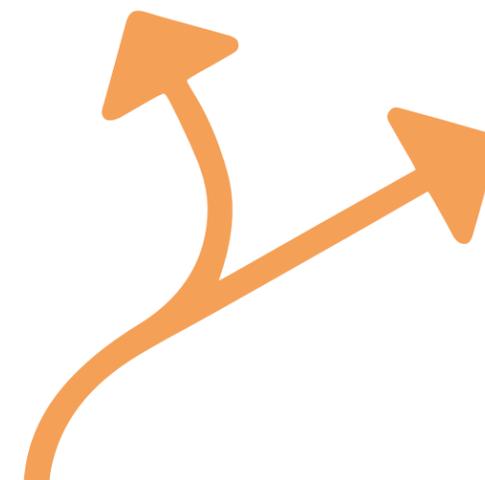
This is particularly evident in the results of the **employee survey**, which we present to you on the following pages. In addition to the assessment of the managers, we are particularly helped by your comments on possible improvements in workplaces, structures and company performance. Thank you very much for this!

At present, the markets are cooling down and we are being called upon to respond to this in an agile manner. After years of boom and steady growth, this is a new challenge for us. Let's accept this challenge together and continue on our path to agility and innovation. By accepting change and remaining willing to learn, we can open up new horizons and continue our **success story**.

We hope you enjoy the new issue, and a nice summer time!

Daniel Groz
Managing Director

Sascha Eberhard
Managing Director





< ^ Various workshops and tasks during the meeting promoted cooperation and sharpened the focus on problems and criticism from the workforce.

> As a team-building event, a joint dinner was on the agenda. Under the guidance of the culinary school, the various dishes were prepared as a team.

v The contents of the meeting can be divided into these four topics. For all topics, we have formulated a common statement of intent:



Retreat management group 27./28.04. **We are Franke. All.**

The changed organization and the generational change in the management team pose new challenges for the management team. In order to find out where we still have deficits and to address them concretely, two measures were decided in the spring:

1. closed meeting of the management circle.
2. employee survey & management evaluation.

At the end of April, the members of the management team met for a two-day retreat to gain a shared view of tasks and responsibilities. The focus was on appreciative interaction with each other and on improving the management culture in all specialist areas.

A key point of the meeting was that managers speak the same language among themselves and in their communication with the teams.

This coordination will not work overnight; it is a process that we all have to support and for which we also need your help.

Managers develop their role further and act more as a coach/companion and less operationally. Managers show more presence in the company and improve personal communication with each other and with you.

1.
Our guidelines are not lived out enough in everyday life. Managers must be role models!

This is what we have agreed upon:
We treat each other with respect regardless of role, hierarchy and team.
We provide each other with insights into the different specialist areas through FK shoulder views.

2.
The error culture as a disruptive factor - How do we deal with errors and how do we turn off errors?

We have agreed on this:
We treat errors with respect.
We create a company-wide definition of the term „error“. We test joint error handling in the LD matrix team.

3.
Handling and communication in collaboration and in meetings leave much to be desired.

This is what we have agreed on:
Expand mutual exchange.
Always act at eye level.
Equal treatment in everyday life.
Recognizing talents, developing skills, offering support.

4.
The information and involvement of employees is not always satisfactory.

This is what we have agreed on:
Define uniform communication channels.
Further develop matrix organization, make better use of Reko boards.
Cultivate and expand personal communication.

Employee survey 2023

We are Franke. All.

The survey on employee satisfaction with their workplace and team management was a success. **169 people took the opportunity, which corresponds to a participation rate of 52%**. Many thanks for your participation!

The questionnaires have now been evaluated. As expected, the assessments of the managers diverge. On average, the management team achieved a school grade of 2.3 (1.0 = perfekt... 6.0 = bad). Deviations upwards and downwards as well as the number of evaluations of the individual team leaders are shown in this chart:

Leadership assessment (school grades):



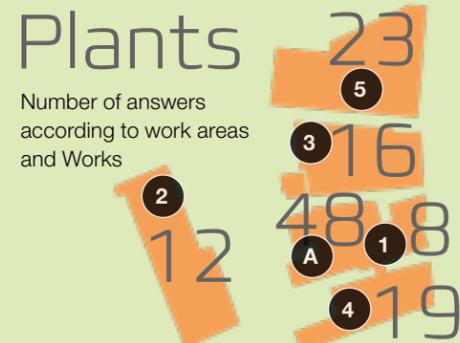
What happens next?

Following the presentation of the results at the works meeting the management is now starting to develop measures. The aim is to eliminate deficiencies and improve across the board. Support is coming from our external consultant, Mr. Siegfried Barth from Tübingen, who knows us well and is a specialist in personnel and organizational development.



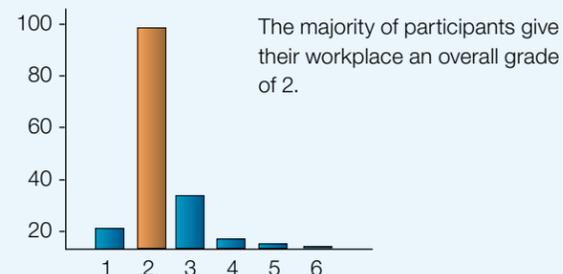
73

Participants gave their name.
96 were anonymous.



Workplace

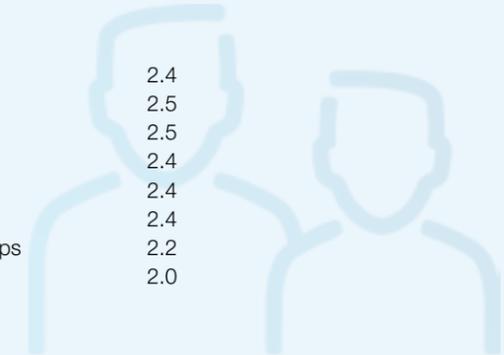
Quantity data



Collegiality in the team

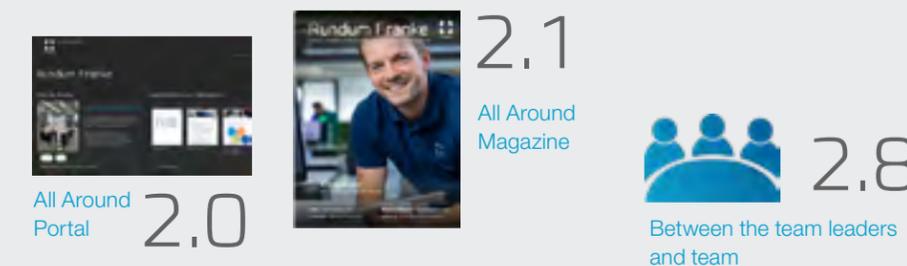
Grade point average

- Workload / Scope of work: 2.4
- Work distribution: 2.5
- Quality culture: 2.5
- Team spirit: 2.4
- mutual appreciation regarding interpersonal contact: 2.4
- Cooperation between the age groups: 2.2
- Equality: 2.0



Communication

Grade point average



2.7 Between management and workforce

2.8 Between the team leaders and team

Between the teams

2.9

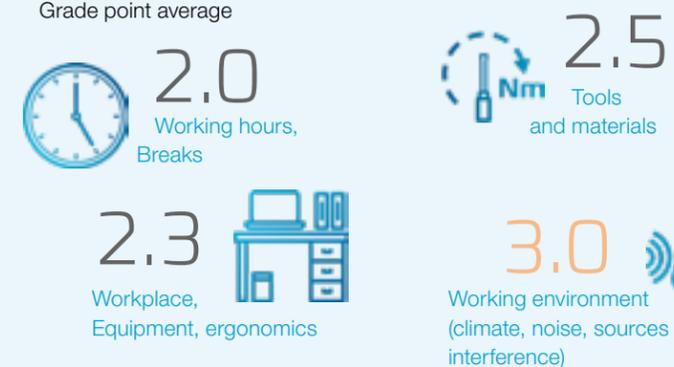
2.5 Between the works council and the workforce

Regarding the digital connection via MS Teams

2.4

Working conditions

Grade point average



2.0 Working hours, Breaks

2.5 Tools and materials

2.3 Workplace, Equipment, ergonomics

3.0 Working environment (climate, noise, sources of interference)



Additional services

Grade point average

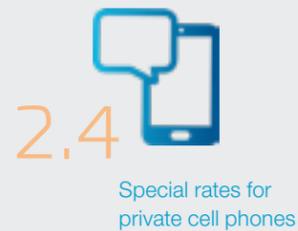
Nutrition



Mobility



Others



Dear employees,

Corporate culture is defined by the way we interact with each other, how we communicate and how we work together as a team. It is of great importance that we are aware that we are all part of this culture and can have an influence on it. Each and every one of us can contribute to creating a working environment that is characterized by respect, openness and collaboration.

We would therefore like to encourage and call on you to play an active role in improving our corporate culture. Each and every one of us can bring about positive change, whether through respectful interaction, support within the college, exchange of ideas and opinions, or through open dialog.

We are proud of our goals and values at Franke, and it is important that they are not just written on paper, but lived out in our daily actions. Together, we can ensure that they are anchored in all our activities and decisions. Let's work together to build a company built on honesty, integrity, innovation and sustainability. Through our joint efforts, we can make Franke an even better place to work.

Thank you for your valuable cooperation and commitment. Together we are Franke. All.

Your Management & Works Council

The next steps:



Individual management discussions with the management group on the results of the assessment.



Informing the workforce about the results in the works meeting and in this booklet.



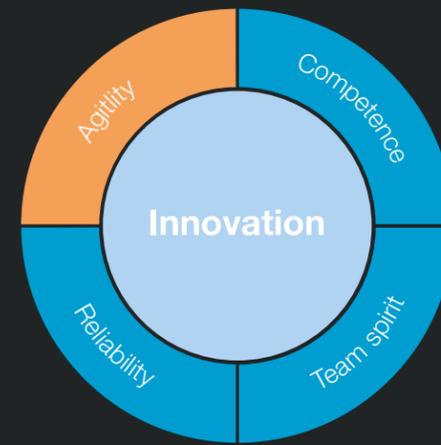
Start of a series of workshops to process the comments, wishes and suggestions from the survey under external moderation.

are currently led

today

in the next weeks

Speed & Flexibility Agility at all levels



Agility? - What is that actually?

In our values in the Franke WIKI, we describe agility as it is understood at Franke like this:

We are an active, consultative partner to our customers and work with them to find the best possible solutions at all levels of cooperation. Our structures allow us to react quickly and flexibly. Modern control systems allow the flexible use of resources for individual and series production. We work in effective teams whose interaction is characterized by short decision-making paths. The outsourcing of production tasks, flexible working hours and situation-related personnel deployment enable us to quickly adapt our performance to demand.

The term also appears in our vision: **Franke is an agile technology company.** Visions are big goals in the future. Something we strive for together. We are on the way to achieving it.



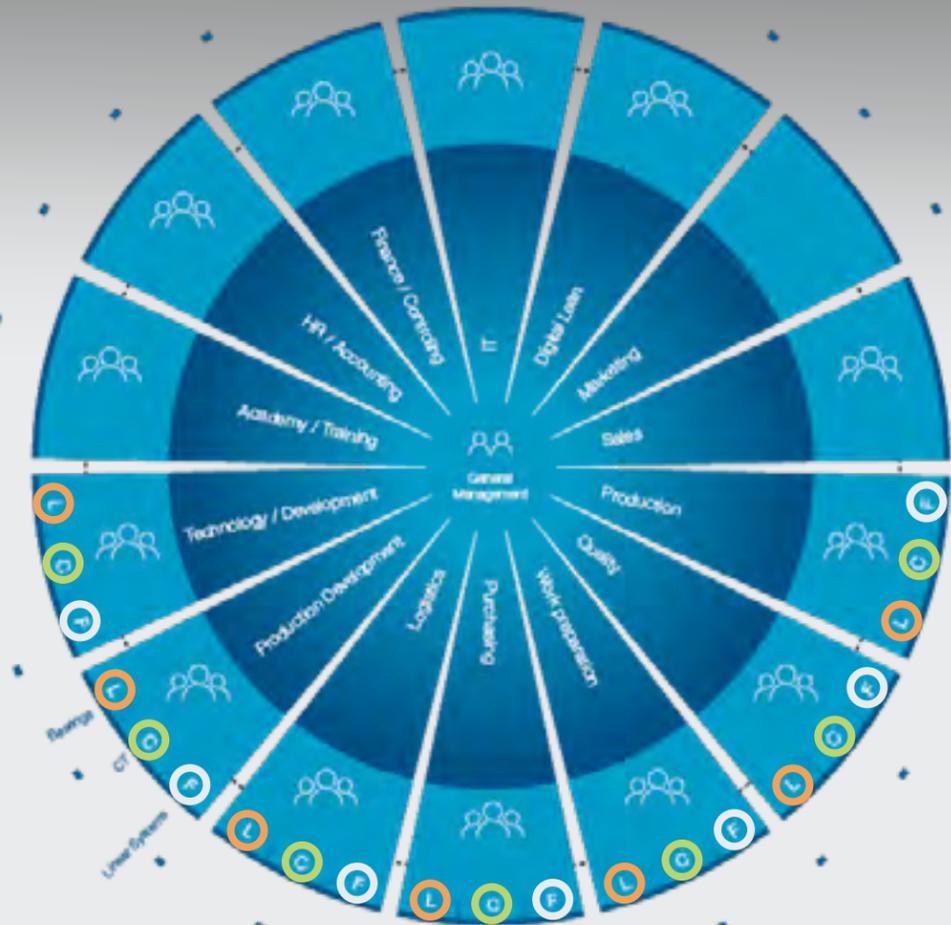
Examples of agility at Franke:

1. We develop new products, such as bearing assemblies with plastic housing parts.
2. We are finding new applications, such as wheel hub bearings in driverless transport systems.
3. We use new media such as video or radio spots, for example, to bring training at Franke closer to a broader target group and to build brand awareness.
4. We invest in the Aalen location for secure jobs and further growth in order to be able to survive in increasingly fast and global markets with a secure future.



Agility in the organization:

Organigram Departments & Matrix



Organizationally operating departments according to product groups, example bearing assemblies

Our organizational chart is being further developed. Hierarchical levels are reduced, the departments cooperate at eye level, coordinated by a management circle and target system. The departments marked already work in the **matrix organization according to product groups**. They have now been spatially combined in the LD area.

Converted: Matrix Bearing Assemblies (LD)



^ Inauguration of the new premises in Plant 4. The Matrix team for bearing assemblies now also works closely together in terms of space. Office areas have been set up for this purpose and a common break zone established.

Due to the growth of the last years and the further development of the organization, this project serves as a trial and pilot for the further development of the administration. The positive feedback shows that the decentralized arrangement of the teams works well.

The introduction of a matrix organization brings with it challenges. These include, for example, the need for effective communication and coordination to facilitate collaboration. Spatial consolidation of the matrix members effectively remedies this.

Expected benefits of the matrix organization are:

- 1. Improved communication and coordination:** The matrix organization improves communication and coordination between the specialist departments and assembly.
- 2. Stronger customer orientation:** Since the matrix organization aims to align specialist areas with customer requirements, it enables a stronger customer focus. The focus is more on customer needs.
- 3. Expertise and specialization:** The matrix structure promotes collaboration among employees with different expertise and skills.
- 4. Flexibility and adaptability:** A matrix organization makes it possible to respond to changes in an agile manner. Since employees work in functional departments and project-based teams, they can adapt quickly to new requirements and priorities.
- 5. Efficient use of resources:** The matrix structure allows resources and expertise to be used efficiently, resulting in better productivity.



The office wing provides bright work areas for employees from the matrix departments.



A break room with kitchenette, tables and chairs connects the office wing and assembly and can also be used as a meeting place for discussions and meetings.

Agility in customer service

#Restart



The #Restart-Team f.l.: Sascha Eberhard (Franke, Managing Director), Stephan Kuhn (Franke, Manager techn. Sales), Alexander Grohmann (Transfer Center Digital Sales), Alexandra Stoll-Reininger (Franke, Manager com. Sales), Lars Exeler (Custom XP), Doreen Grässle (Franke, Marketing), Wolfgang Hirsch (Transfer Center Digital Sales), Julian Niederer (Franke, Business Development).

Our customers continue to evolve. Their business models, their employees (= our contacts there) are also subject to change, which we have to meet. To this end, we use **customer segmentation** to develop the necessary tools in marketing and sales to address customers in an appropriate manner. A total of 12 customer segments have been defined. Examples of these are:



By identifying and prioritizing the most lucrative segments, targeted campaigns can be developed to address the needs of these specific customers.

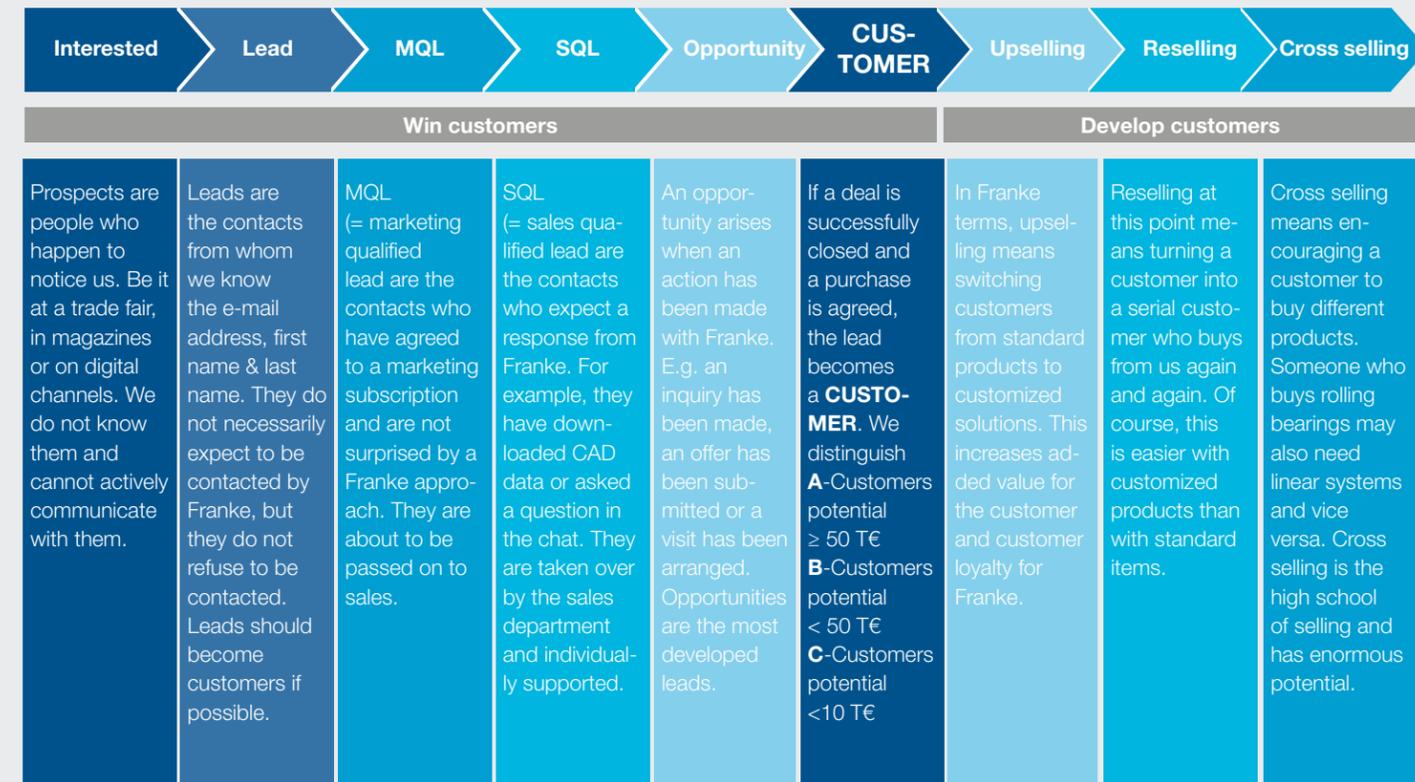
This leads to a higher conversion rate (= percentage of development from prospects to customers) and higher efficiency for our marketing.

Companies that understand their customers well and can offer them tailored solutions have a better chance of building long-term customer relationships and strengthening their position in the market. When customers feel well cared for and understood, they are more likely to maintain long-term business relationships. This leads to higher customer retention and loyalty, which in turn promotes the long-term success of the company.

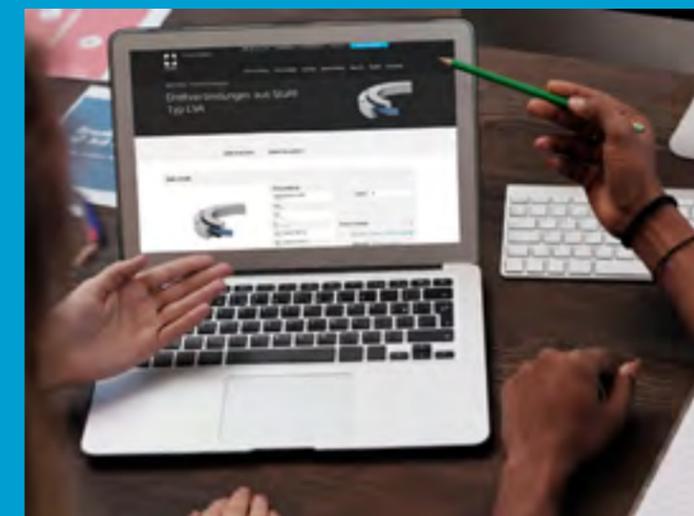
The **#Restart** project has set itself the goal of dividing the target groups for our products into segments and deriving individual measures that are most appropriate for the respective target group. For example, we distinguish between customers who like to be addressed and served personally and those who prefer to seek information anonymously and digitally.

The graphic is intended to illustrate that we are concerned with dovetailing the individual processes of customer acquisition in a meaningful way.

The Franke sales process:



Welcome to MyFranke!



Franke GmbH optimizes customer service with new customer portal for wire-race bearings and linear system

By registering in the customer portal, customers can find out online about price and delivery time displays for standard products. Another highlight of the customer portal is the ability to download CAD files directly from the Franke website for integration into their own designs. A CAD viewer for viewing the products facilitates product selection.

The online calculation program is another useful tool in the Franke GmbH customer portal. Customers can enter the required parameters and the program automatically calculates the suitability of a wire race bearing for the respective application. A comparison tool allows important parameters to be compared. The ability to initiate inquiries or orders online makes the ordering process straightforward.

Agility worldwide Trade Shows

As already announced in the last All Around issue, we have sharply reduced our trade show activities this year, as planned. So far, a total of five trade shows have been attended in 2023, three of which were held in other countries.

Arne Jankowski (Technical Sales, r.) traveled to Anaheim in the American state of California. Here, together with (f. l.) John Yuhasz and Owen Maxwell from Team Franke USA, he was in charge of a booth at the ATX West trade show, an international trade exhibition for automation technology.



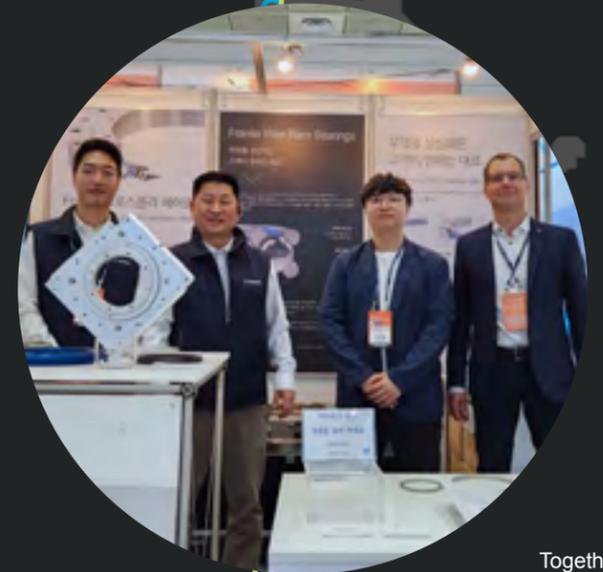
Our field service colleagues Andreas Böttcher and Michael Bärstecher (f. l.) were at the all about automation (aaa) in Friedrichshafen and in Heilbronn, a regional trade fair for industrial automation. Here they informed interested parties about our products and answered all questions about the new online portal MeinFranke.



An international team from Franke took part in the MEC SPE trade show in Bologna this year. In addition to (f. l.) Francesco Fornasari, Michele Vecchio and Roberto Pescarmona from our Italian representative Franke Italia - HTC, (f. r.) Philipp Engert and Petra Abele from our sales team in Germany were also present at the trade fair for innovations in industrialization and production in Italy.



Together with our Korean representative (f. l.) Michael Gang, Forrest Kim, Alvin Choi from Franke Korea, Arne Jankowski (Technical Sales, r.) visited Korea. Here he was at the Smart Factory + Automation trade fair in Seoul and, together with his colleagues, provided information about the possible applications of Franke rolling bearings in the field of automation.



Agility worldwide Visits

The qualitative cooperation with our international representatives in the most diverse countries of the world is based on a foundation of good communication, regular exchange, alignment with the same corporate goals and also the cultivation of interpersonal relationships in personal contact.

At least as important as acquiring new customers and orders is maintaining the relationship with our existing customers in order to bind them to our company in the long term and to establish sustainable business relationships.



Visit to Franke Spain

Julian Niederer visited our representative Ignacio García Rodríguez in Spain. He reported that customers confirm the advantages of Franke products and many very good discussions were held about existing and upcoming projects. This also resulted in an important motto that we should always keep in mind: The highest award you can receive is when partners have to use your products because your performance has been outstanding with end customers in the past.

< f.l.: Ignacio García Rodríguez (Franke Spain), Julian Niederer (Business Development)



Bengtssons at Franke

We were pleased to welcome Peter Sterner and John Haglund from our Swedish agency Bengtssons Maskin AB in Aalen. In a personal conversation on the business development in Sweden and Denmark for the coming years was discussed.

> f.l.: Stephan Kuhn (techn. Sales), Doreen Grässle (Marketing), Philipp Hügler (techn. Sales), John Haglund (Bengtssons), Peter Sterner (Bengtssons), Sascha Eberhard (Managing Director), Julian Niederer (Business Development)



Visit to Fujifilm in Japan

Fujifilm Healthcare Corporation is one of the largest CT manufacturers in the international market, in 2021 we could offer our cooperation for a new project and this year we had the unique chance to visit Japan to introduce Franke. Important decision makers attended the meeting and we were able to impress with our competence and market position in the CT field.

< f.l.: Philipp Engert and Stephan Kuhn from techn. Sales



Japan trip to Canon

As 3 years have already passed since the last visit due to the Corona situation, there have been some personnel changes at both Franke and our customer Canon in the meantime. The relationship of both companies is still exemplary and the reception on site in Japan was warm and trustworthy. Canon is still convinced of our technology and performance, which is why Franke remains a firm supplier and Canon will continue to be one of our most important customers in the CT business.

> f.l.: Aki Higuchi (Canon), Nazomi Takeuchi (Canon), Philipp Engert (techn. Sales), Stephan Kuhn (techn. Sales), Katsumi Gotanda (Canon), Tadashi Sawanobori (Canon), Yu Terai (Canon)



Vögelin in Aalen

During a visit by Dominik Vögelin from our representative Emil Vögelin AG Technik from Switzerland, there was an opportunity for a personal exchange with colleagues in Aalen. Afterwards, the main focus was on the strategy for joint cooperation and important future topics and goals were discussed. We were very pleased about this constructive meeting!

< v.l.: Stephan Kuhn (techn. Sales), Christian Burghard (techn. Sales), Doreen Grässle (Marketing), Dominik Vögelin (Emil Vögelin AG Technik), Julian Niederer (Business Development), Heike Faustmann (com. Sales)

GE Healthcare at Franke

In April, we hosted representatives from GEHC India and GEHC USA to evaluate a possible future cooperation. The goal of the face-to-face meeting in Aalen was a qualification of Franke as a supplier by GE and the discussion of technical details and a planned prototype order. After a company presentation by Franke and a tour of the plant, these substantive topics were discussed and worked through in groups.

> f.l.: Udo Jarmer (Quality assurance), Niklas Schwarzer (Quality assurance/Service), Vinodh Subramanyan (GE India), Petra Abele (com. Sales), Vishwanath Nayak (GE India), Ben Dowell (GE USA), Jörg Egelhaaf (Engineering/Development), Bhat Venkatesh (GE India), Joachim Heinrich (Engineering/Development), Stephan Kuhn (techn. Sales)



Agile projects

Formula Student



The international design competition Formula Student presents students with the exciting challenge of sending their own car into the race.

The competition offers students the opportunity to gain practical experience during their studies. We are therefore delighted to support the Esslingen racing team with our space-saving rolling bearing solution in their racing car.

Franke rolling bearings are integrated directly into the housing parts of the rim as double-row angular contact ball bearings. The wire race bearing absorbs the loads that occur and operates independently of the material of the surrounding parts. Wires and rolling elements require minimal installation space and create room for the arrangement of brake discs and calipers.



More info on YouTube:
<https://youtu.be/-8SZlyDwnZI>



< The project team of the University of Esslingen as guests at Franke (f.l.): Prof. Karl Ludwig Haken, Franz Öhlert (Engineering/Development), Tobias Langlois, Philipp Kletsch, Christian Burghard (techn. Sales) und Aydin Tekdal

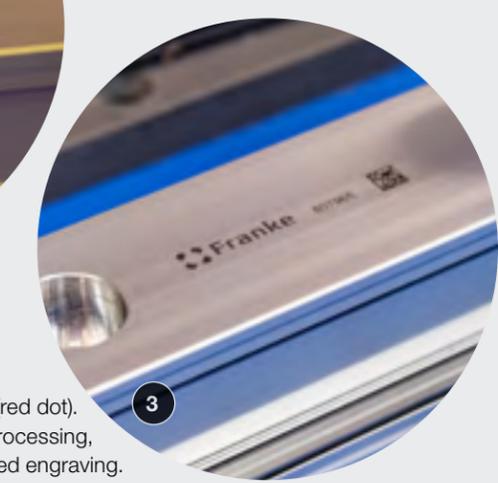
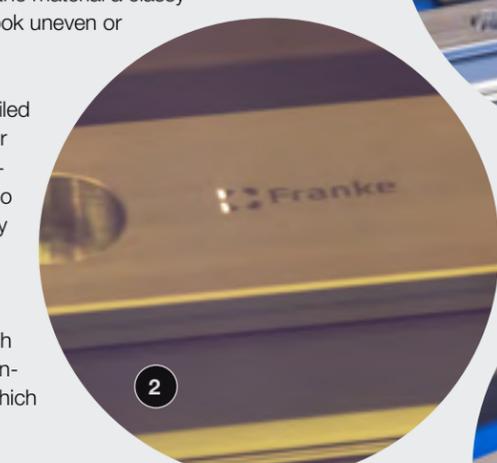
Instead of stickers

Laser engraving



Franke linear guides have recently been given a laser engraving instead of the sticker used since then. Laser engraving offers several advantages over a sticker:

- 1. Durability:** A laser engraving is very durable and abrasion resistant. In contrast, a sticker can be easily damaged by wear and tear or the effects of the weather and can peel off.
- 2. Aesthetics:** Laser engraving creates a high-quality and professional look. It has a precise and durable appearance and gives the material a classy look. Stickers, on the other hand, can sometimes look uneven or messy, especially if they are not applied properly.
- 3. Individualization:** Laser engraving enables detailed individualization of products. Item numbers, logos or special codes with further information can be customized and engraved in high quality. Stickers can also be personalized, but do not offer the same accuracy and lasting effect.
- 4. Environmental:** Laser engravings do not use additional materials such as adhesives or inks, which means less waste. They are thus a more environmentally friendly option than stickers, which often use which often use plastics and adhesives.



1. The laser is calibrated (red dot).
2. Only bright flashes of light can be seen of the actual processing, protected behind a tinted glass pane.
3. The finished engraving.

Sustainability Overview

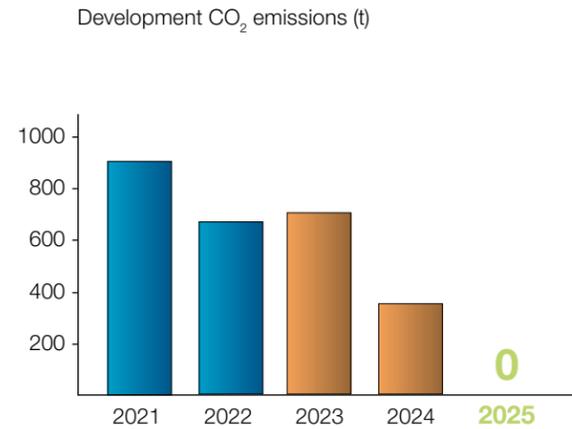
” To meet the needs of the present generation – without compromising the opportunities of future generations – we see a balance between the environment, society and the economy as essential.



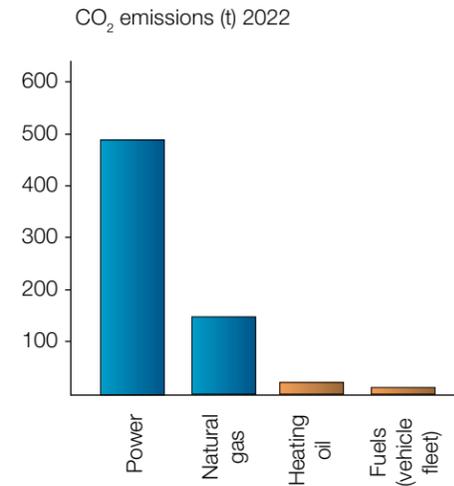
Thomas Math, Environment, Energy, Safety



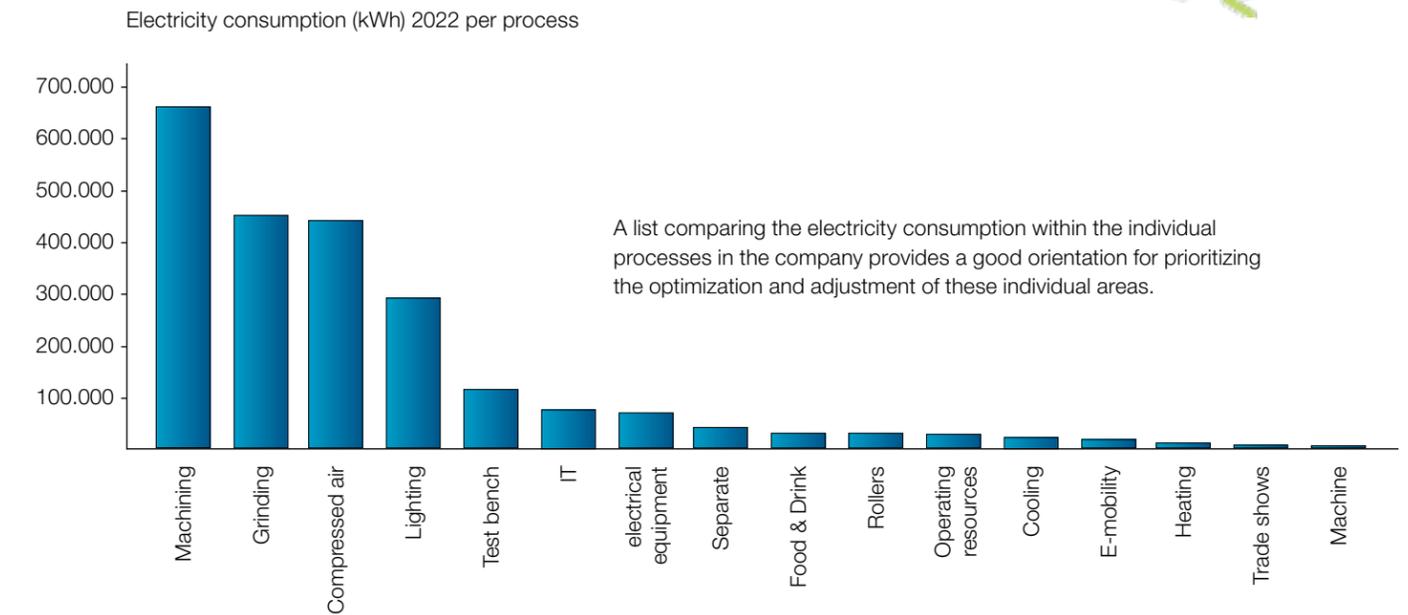
2025: Franke is climate neutral



Since 2021, the amount of CO₂ emissions at Franke has already decreased significantly. If not all CO₂ emissions can be avoided, the remaining ones are to be compensated.



Electricity consumption accounted for by far the largest share of our CO₂ emissions in 2022.



A list comparing the electricity consumption within the individual processes in the company provides a good orientation for prioritizing the optimization and adjustment of these individual areas.

Environment & Economy

A positive environmental balance sheet also plays an economic role in addition to the ecological aspects. Franke identifies environmental aspects, optimizes its processes and designs them so that as few resources as possible are required. An ecological balance sheet is drawn up and the company is certified in accordance with international standard ISO 14001.



Our measures

Energy efficiency measures	Potential energy efficiency measures	Potential measures for climate neutrality
<ul style="list-style-type: none"> Relocation of production to energy-efficient plant 6 → plant 1 & 4 reduced utilization, usage, consumption (2024) Heat recovery compressors plant 6 (2024) Heating renewal plant 2 (2024) Retrofit heat pump in plant 6 (2024) 	<ul style="list-style-type: none"> Expansion LED lighting Reduction of production waste Overhaul: E-motors instead of conventional motors Optimize compressed air network Check use of compressed air (e.g. only absolutely necessary pneumatic consumers, question use) Energy efficiency measures buildings plant 1 & 4 Install measurement strategy consumption data for detection of new efficiency measures and compliance with ISO 50001 	<ul style="list-style-type: none"> Increase share of green electricity Convert to bio natural gas Successively convert vehicle fleet to e-mobility Further PV systems (planned in plant 6 & new parking garage) Generate heat from electricity (heat pump technology) Replace refrigerant with climate-neutral cooling (efficient air-conditioning units, if necessary) Electric forklift (powered by climate-neutral electricity)

The works council Have a nice summer!



Dear employees,

After years of extremely high capacity utilization, Franke is also feeling the effects of the economic downturn. Initially only in the CT area, but now we are also noticing it in the L area, where some customers are ordering much more cautiously. We have recognized this and are responding with targeted measures.

We would like to express our gratitude to you for actively participating in the major employee survey. Your contribution is of great value and we are convinced that we can further improve the culture in our company through this survey. The detailed analysis of the survey results was shown at the staff meeting and is documented again in this booklet. We would like to emphasize that your opinions and concerns are of paramount importance to us and we will work to ensure that your voices are heard.

While we look forward to developing the measures, we encourage you to continue to share your concerns, suggestions and ideas with us. The Works Council is always here for you to represent your interests and promote a positive work environment.

With summer just around the corner, we would also like to wish you a relaxing vacation season. Take advantage of the coming weeks to recharge your batteries and spend beautiful moments with your loved ones. We hope you can enjoy the sun, nature and leisure activities to the fullest. Please note that our contact persons are still available during the vacation period if you have any questions or concerns. The Works Council is always available to support you and ensure that your rights are protected.

Thank you again for your dedication and have a wonderful summer!

With warm regards
Your works council!

Gabriele Di Nucci
Chairman of the Works Council

Team-Events: Actively involved

„To work by bike“



The AOK's annual „Cycle to Work“ participation campaign has started again, and in the period from May to August, all participants at Franke are using their bicycle or e-bike as often as possible as a means of transport for their commute to work, but also in their private lives. This allows them to integrate additional exercise into their everyday lives and hopefully establish new habits in the long term. In addition, as every year, there is the opportunity to win great material prizes in a raffle! In 2022, Andreas Weber, Nicola Gentner, Holger Baumann and Manuela Neher cycled together as a team (f. l.). Andreas Weber cycled to work on 46 days, covering **881 kilometers**.



Aalener City Run 2023

The Aalen city run is entering a new round this summer and a Franke team of four participants is also highly motivated for the start. The running group already meets regularly for training, which they adapt to their individual capabilities and thus steadily improve their performance together as a team.

On July 23, they will then take part in the city run with uniform sports shirts in the Franke look made especially for the occasion and have the chance to win the AOK health mobile as 1st prize as the fastest team.

< The Franke running group f.l. Philipp Hügler (techn. Sales), Sandra Eisele (HR), Gabriele Di Nucci (Works Council), Christian Burghard (techn. Sales)

Shoulder views

The Schulterblicke campaign is intended to help gain an insight into the working methods and work content of colleagues and provide an opportunity to get to know them better.

Participants visit a team of their choice for one day. On this day, they are released from work. Such a shoulder look can be completed by all employees once a year and in every department at Franke.

Are you interested in gaining an insight into the daily work of another team yourself? Then you will find all information on how to easily register in the Franke **WIKI** at: [Organize Shoulder Views](#). We look forward to your participation!



Since Corona unfortunately prevented me from making a walkthrough at Plant 5, the shoulder view was now the perfect opportunity to make up for it. Through a shoulder view, you get more respect for the work of others and meet many new nice people!

Marisa Brenner, Marketing

> Marisa Brenner (Marketing) looks over Michael Gebhard's (r.) shoulder in plant 5



Team Franke Welcome!

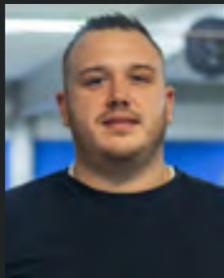
2023



Kadir Günes
Production Linear Guides



Patryk Wojtyczka
Production CT-Bearing



David Andacic
Production CT-Bearing



Nicolai Vetter
Production Bearing Elements



Marcel Henne
Production Bearing Assemblies



Maxim Beitler
Production Bearing Assemblies



Anke Furch
Human Resources



Stefan Rathgeb
Production Bearing Elements



Goran Prosineki
Production Bearing Elements



Michael Kwoka
Work Preparation



Marian Keller
Engineering/Development



Kim Lopuschynski
Trainee Sales



Stefan Heberling
Retraining IHK
Production Linear Guides



Christian Müller
Production Linear Guides



Jochen Beckers
Finance/Accounting



Alexander Bauer
Production Bearing
Elements: Grinding



Natalie Bredl
Production Bearing
Elements: Separation

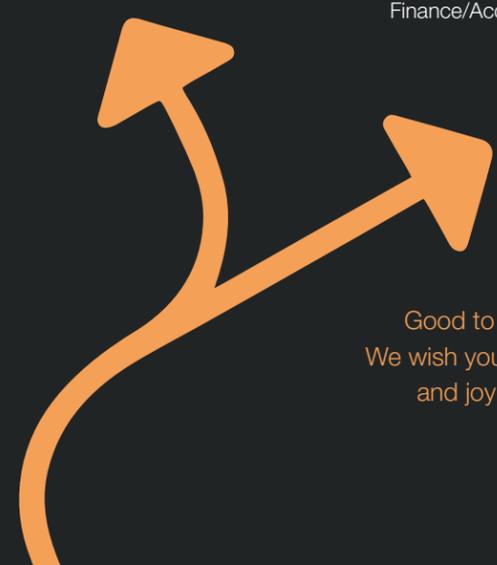
June

May

April

March

February



Good to have you here!
We wish you all much success
and joy in your tasks.

For the Future All the Best!

In the last few months, we said goodbye to three valued colleagues in retirement. Their many years of work have contributed to the success of the company and we would like to express our sincere thanks for their time at Franke. For their new phase of life, we wish them much joy and fulfillment!



Johannes Baier

was initially employed at Franke in the PL department as a ring straightener for knitting machines. In 2014, he then moved to guide production and joined the team assembling linear guides. He became an integral part in the roller shoe and cassette assembly area and was a very reliable and dedicated employee. Mr. Baier was always open to the concerns of his colleagues and was an important contact person for all alignment-related topics. In his retirement, he can now pursue his hobbies of miniature golf and golfing, which have since been a popular way for him to relax at work.

Werner Waschek

was an absolutely reliable employee as a grinder on the conventional grinding machines and an extraordinarily helpful colleague. If he was faced with a difficulty or a special challenge, he took it on with sovereignty and made everything possible. At the same time, he was always up for a joke and to make him happy, a delicious cappuccino was always the right choice! With Mr. Waschek a piece of history of Franke goes into well-deserved retirement, which he can now use for his motorcycle rides.

> Sven Schneider (l.) presents the Works Council's farewell greetings.



Vladimir Frank

always showed full commitment in his cage-making activities and always kept his cool. Due to his extremely conscientious work, he did not cause one complaint during his entire time at Franke. As an absolute expert for balls and cages of all kinds, he also mastered very special tasks and orders. Mr. Frank was highly appreciated by his colleagues and even learned a few words of Swabian from them! We wish him a nice retirement with lots of time for tinkering with his grandchildren.

< Gabriele Di Nucci (r.) wishes all the best for the farewell.

Obituary for Gerhard Gentner

*06.09.1945 †20.05.2023

It is with deep sadness that we say goodbye to our former long-time employee and valued colleague Gerhard Gentner.

He worked for Franke for more than 40 years. With his exceptional commitment, he made a significant contribution to the success and growth of the company. His professionalism, expertise and loyalty were always exemplary.

As an assembler of particularly tricky bearing assemblies, Gerhard Gentner was an authority in terms of expertise and experience. He was a true team player and was always on hand to offer advice and support to those around him. His friendly nature and positive charisma made him a valued contact and a popular mentor for many of his colleagues.

Gerhard Gentner showed special dedication during his numerous assembly assignments for the maintenance of CT bearings all over the world. In the time he has spent traveling, he has probably seen the inside of more CT scanners than any of us. Whether China, USA, Dubai or South Africa - Gerhard Gentner was on site with his assembly case when it came to analyzing and eliminating knocking noises in the CT bearing. Best customer service was a matter of course for him. We thank him sincerely for this!

In these difficult hours, our thoughts are with his family and loved ones. May they find comfort and strength in the memories of Gerhard Gentner. His legacy will live on and motivate us to cherish his legacy.

Business Management & Works Council
of Franke GmbH

> f.l.: Georg Haas, Gerhard Gentner,
Benjamin Fiedler, Peter Kovac



> f.l.: Gerhard Gentner and Thomas Stanienda



Franke NEXT Generation



Dear Trainees and
Dual Students,

For Jonas, Maren, Robin and Anna, the training will soon come to an end. You have already passed the written exams, and now we are preparing together for your final oral exams. We all have an exciting time ahead of us, which we will master together as a team. Our dual students Luca, Sebastian and Thomas are also in the final spurt. For them, it's now time to work on their bachelor's thesis.

We wish you every success and keep our fingers crossed for a successful graduation!

A lot is happening again in the training workshop at the moment. Among other things, we have invested in an intelligent tool management cabinet, a 3D printer and a new processing machine. With your ideas, we are redesigning the space and creating a modern training workshop with retreat options. We are also investing in interesting projects, in collaboration with other departments. Kilian takes over first projects on the 3D printer and supports with smaller print parts in the training. Marco produces promotional gifts in the form of a cube puzzle for a larger school project. Kevin takes on responsibility in the „Junior Innovators“ project (company within a company) and prepares for his future tasks with Silke Stanienda and Barbara Friedl. Linda can be seen not only on this cover, but also on a display stand in downtown Aalen. The further development of the company in the course of Franke 2025 and our mission statement thus also includes training.

After the very successful participation in the STARTit! trade show in February and the Girl'sDay in April, we are starting to organize our Future Day on July 8, 2023. On this day, we will open our doors to present Franke as a training company to interested parties. In addition to attractions such as apprentice projects, the M+E truck from Südwestmetall, a food truck and presentations about the apprenticeship and study professions, we would also like to provide information about Franke as an employer. To this end, we are planning individual company tours that will be conducted by our trainees and dual students.

It's not just internally that things are happening – through our network, we also have the opportunity to go to schools and present our professions. Here, too, trainees have agreed to present their professions.

This year, for the first time, we are offering an apprenticeship in digitalization management (m/f/d) and a dual study program in industrial engineering (B.A.). We have been able to fill all positions for 2023 and are looking forward to welcoming 10 apprentices and 4 dual students in September.

Training and dual studies are on the move. What more can you say about it? So it's on.

Kind regards, Gizem Duvan

Congratulations on... ... passing the final Exam!

This year, four of our trainees successfully completed their training and thus reached an important milestone in their professional careers, we congratulate! During their training, they were able to learn technical knowledge and gain important practical experience for their future work. We are very proud and happy to welcome all four of them as new colleagues at Franke!

Marcel Lorenz

has strengthened the team in the machining mechanic, he has joined the team in our production in plant 2.



Magdalena Friedl

has been employed as an industrial mechanic since she successfully completed her training as an industrial mechanic, she has been employee in the grinding shop in Plant 1.



Lara Grna

has completed her training as an industrial clerk with a commendation and supports the quality management in the service for repairs and complaints.



Alexander Braun

has completed training as an industrial mechanic and works for the quality management in the measuring room in quality testing.



Trainee projects Franke Next



Girls' Day 2023

This year in April, Girls' Day was again held at Franke and nine schoolgirls were able to get to know the professions of machining mechanic and industrial mechanic or IT specialist. The students showed great interest and we hope that we were able to show that the choice of profession is not dependent on gender!



Trainee Breakfast

In April 2023, all trainees from the commercial and industrial areas came together once again for a joint breakfast. In a relaxed atmosphere, they were able to chat about current topics and exchange experiences during their training.



Franke G-Class

Our industrial apprentices from the 1st apprenticeship year Jan, Nico, Sinan, Konrad, Silas and Moritz have redeveloped the Franke Technolino car together with Samira and Kilian from technical product design. After intensive brainstorming, the team decided on a model that would resemble an SUV (G-Class from Mercedes). They first made sketches and considered what the manufacturing process might look like, creating CAD models. With the help of the technical drawings, the car could be milled on the processing machine and the fine details subsequently machined. The car was engraved with windows, radiator grille, license plate, Franke logo and the names of the trainees. Thanks to the use of electronic components, the car even has LED headlights. The car is a sight to behold - really great work!
By the way: This car can be purchased for 20 € via the Junior Innovators (inquiries to Klaus Mayer).



Radio 7 Trainee Day

Attention listen: We are on the radio! In April, the Radio 7 trainee day took place and we were there. Kevin, Pia and Maren (f.l.) were interviewed about their apprenticeship at Franke, click here for the infomercial: <https://eu1.hubs.ly/H0405RDO>



In addition, we also produced a radio spot: <https://eu1.hubs.ly/H0405Vc0>



Thanks to the team, we had a lot of fun recording!

Training network meeting

First network meeting around the training and the dual study CHECK

Numerous training managers from companies in the area were guests at the kick-off event. Topics included digitization, the job application situation and behavior in training. The aim was to find solutions to common obstacles. After all, we are all pursuing the same goal: to offer young people a secure future through good training or studies!

> Gizem Duvan (3. f.l.), Sandra Pietsch (5. f.l.) und Klaus Mayer (6. f.l.) with the training managers of the companies Mapal, Zeiss, RUD, Voith, Hartmann, Seydelmann, Kessler and Alfing.



> f.l.: Samira & Alexander do a training at Franke

Future Day at Franke

This year, those interested in a training or a dual study program can once again find out about the various offers at Franke. For this purpose, we are organizing the Future Day in cooperation with the Mapal company for the second time **on July 8, 2023**. We hope that we can convince many young people of Franke as a training company and win them over!



Our students introduce themselves:



Name: **Sherikha Chandrasegaran**
Area: Academy/Training
At Franke since: March 2022

What are you studying?

I am studying international business administration (IBW) at Aalen University and I am currently in the 8th semester.

What is your job at Franke?

In March 2022, I started as a working student at Franke and since March 2023, I have been working as a bachelor student in the Academy/ Training department and am currently developing a learning culture concept for Franke. I also support the team in organizing events.

What do you like about Franke?

I think it's great that I can take responsibility for my tasks and am supported by my team.

What do you want to achieve in 2023?

I would like to successfully complete my bachelor's degree and use the knowledge gained from my studies and experience at Franke to further develop myself.



Name: **Sharika Chandrasegaran**
Area: Academy/Training
At Franke since: March 2022

What are you studying?

I am currently studying international business administration (IBW) at Aalen University in my 8th semester.

What is your job at Franke?

Last year, I worked as a student trainee in HR from March to July. Since March 2023, I have been working as a bachelor student in HR and am writing my thesis on recruiting and employer branding. Along the way, I have also helped organize various events such as Girls' Day.

What do you like about Franke?

I receive great supervision and support, I am very flexible with my work and have great colleagues!

What do you want to achieve in 2023?

This year I want to have a good bachelor's degree in my pocket and gain new experience.



Name: **Joshua Bartsch**
Area: Manufacturing Development
At Franke since: April 2022

What are you studying?

I studied general mechanical engineering in my bachelor's degree and wrote my bachelor's thesis at Franke in 2021/2022. Now I am in my 2nd master's semester studying technology management with a focus on development and management, both at Aalen University.

What is your job at Franke?

I am currently supporting the production manufacturing department as a working student with constructive work, reworking and smaller tasks.

What do you like about Franke?

At Franke and in Manufacturing Development, I find the communication at eye level and the working environment very good and pleasant.

What do you want to achieve in 2023?

In 2023, I would like to have successfully completed all lectures of my studies in order to be able to start my master's thesis with full power.



Name: **Minuk Choi**
Area: Engineering/Development
At Franke since: April 2023

What are you studying?

I study general mechanical engineering at RheinMain University and am currently in my 7th semester.

What is your job at Franke?

In the field of Engineering/Development I am writing my Bachelor thesis on the topic „Automated quality assurance of linear systems“.

What do you like about Franke?

I really appreciate the flexibility in my work and working hours and the opportunity to mobile working. I also get great support at Franke, the employees are all friendly and nice and I can work in a clean and pleasant environment.

What do you want to achieve in 2023?

My most important goal is to gain practical experience in a professional environment. And of course I would like to successfully complete my bachelor's thesis in 2023.



Name: **Alexander Puno**
Area: Purchasing & Logistics
At Franke since: March 2023

What are you studying?

I am studying Technical Logistics Management at Heilbronn University.

What is your job at Franke?

I am writing my bachelor's thesis at Franke on the development and implementation of a key performance indicator system for logistics.

What do you like about Franke?

I really like the working atmosphere at Franke! The colleagues treat each other with respect and communicate openly with each other. In addition, everyone is very helpful and takes the time to explain their processes to me and answer questions.

What do you want to achieve in 2023??

For 2023, the top goal for me is to complete my studies and gain work experience.

Congratulations on graduation!

Jonas Schneider studied Mechanical Engineering/Development: Design and Simulation at Aalen University. In his bachelor's thesis, he conducted research in the area of our CT bearings. The findings of his work will be further investigated and tested at Franke in the future.



Agility in leisure time

Have a nice summer!



Robin Laux is doing his training as a cutting machine operator with us.



Peter Hommel has been with us for many years and works in the machining department in Plant 2.

Robin Laux has fulfilled a dream. With his new BMW, he will be hard to beat in terms of agility on the roads. We wish him a good trip at all times!

It was photographed by our colleague Peter Hommel. His passion is photography and under his label undergroundpics he is active on Instagram and Facebook.



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