

**SCHAEFFLER**



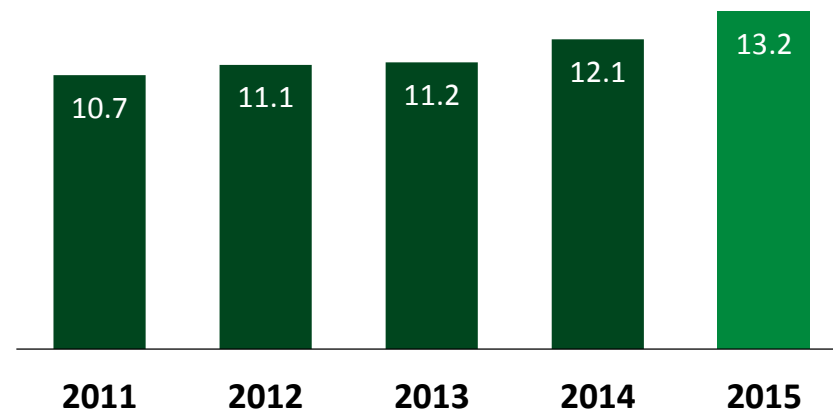
# Schaeffler Romania

Official presentation

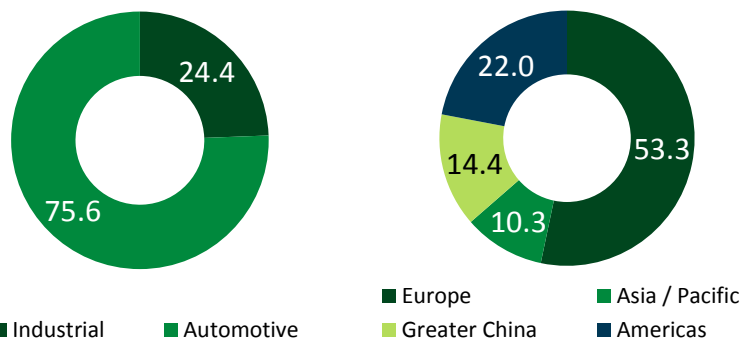
## Schaeffler Group at a glance

- ▶ Integrated automotive and industrial supplier
- ▶ Around 85,000 employees in over 50 countries
- ▶ Above industry average profitability and revenue growth

## Continuous sales growth from (in EUR bn)



## Sales by division and region in 2015 (in %)



**EUROPE:** Incl. Germany, Western, Southern and Eastern Europe, Middle East, Africa, Russia and India

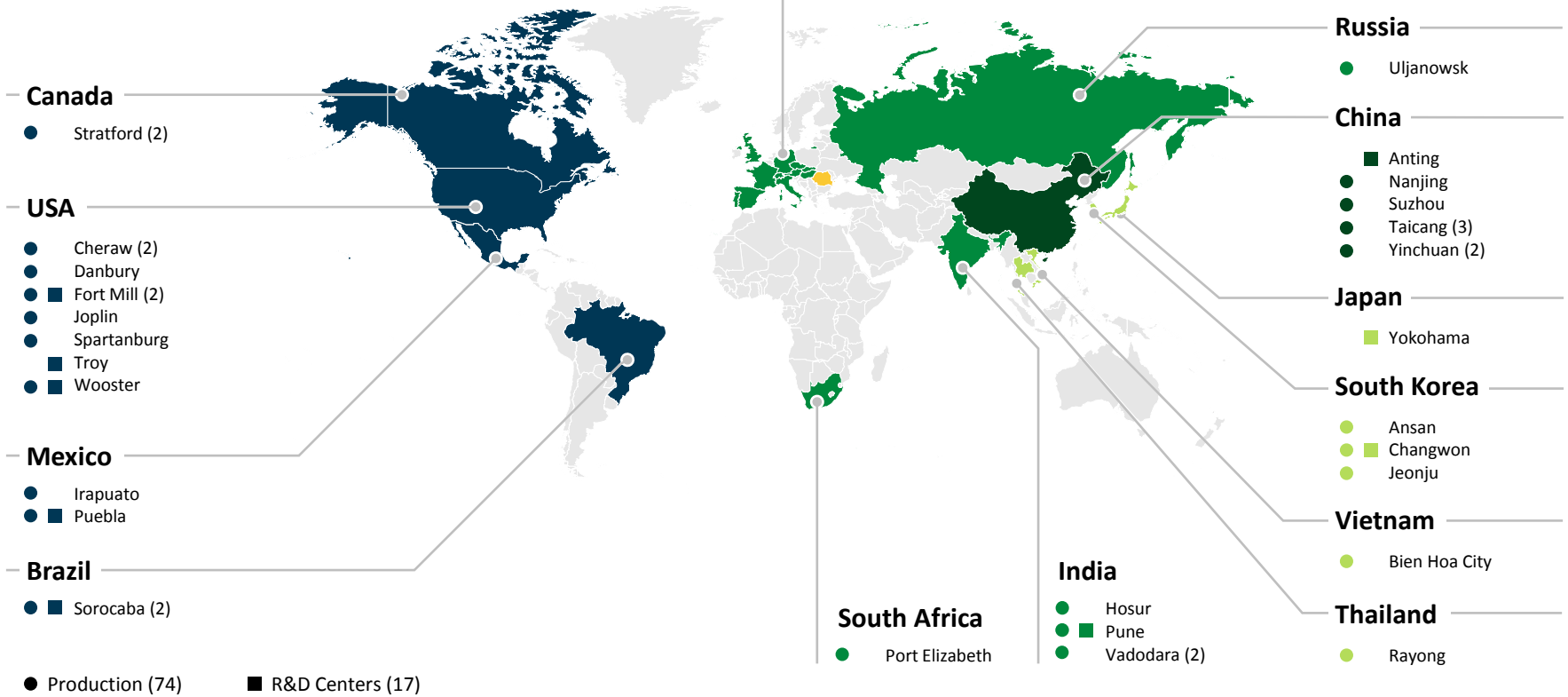
## Global footprint

	#Plants	#R&D Centers
Europe	48	9
Americas	14	5
Greater China	7	1
Asia / Pacific	5	2
<b>Total</b>	<b>74</b>	<b>17</b>

# Global customer proximity

- |                    |                  |                     |                       |                      |                        |
|--------------------|------------------|---------------------|-----------------------|----------------------|------------------------|
| <b>Germany</b>     | ● Hochtstadt (2) | ● ■ Schweinfurt (2) | <b>Austria</b>        | <b>Portugal</b>      | <b>France</b>          |
| ● ■ Bühl           | ● ■ Homburg (3)  | ● Steinhagen        | ● Berndorf-St. Veit   | ● Caldas da Rainha   | ● Calais               |
| ● Elfershausen     | ● Ingolstadt     | ● Suhl              | <b>Italy</b>          | <b>Great Britain</b> | ● Chevilly             |
| ● Eltmann          | ● Kaltennordheim | ● Unna              | ● Momo                | ● Llanelli           | ● ■ Haguenau (2)       |
| ● Gunzenhausen     | ● Lahr           | ● Wuppertal         | <b>Czech Republic</b> | ● Plymouth           | <b>Romania</b>         |
| ● Hamm/Sieg        | ● Luckenwalde    | <b>Hungary</b>      | ● Lanskrout           | ● Sheffield          | ● ■ Braşov             |
| ● ■ Herzogenaurach | ● Magdeburg      | ● Debrecen          | <b>Spain</b>          | <b>Switzerland</b>   | ● ■ Kysucké Nové Mesto |
| ● Hirschaid        | ● Morbach        | ● ■ Szombathely     | ● Elgoibar            | ● Romanshorn         | ● ■ Skalica            |

Europe



## Country data

<b>Population:</b>	19.517.953
<b>Total area:</b>	238.391 km <sup>2</sup>
<b>Currency:</b>	1 EUR = 4.48 RON (01.01.2015)
<b>GDP per capita in 2015:</b>	€ 15 000
<b>Member of:</b>	UN, NATO, OSZE and EU



## Investments

### HC (2015)

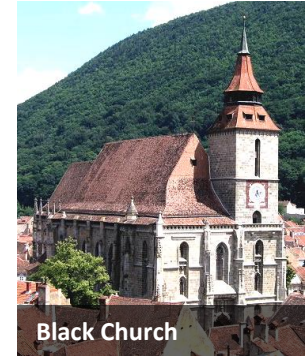
<b>Continental</b>	16.500
<b>Autoliv</b>	6.893
<b>Takata</b>	4.103
<b>SEWS</b>	7.571
<b>Leoni</b>	4.348
<b>Yazaki</b>	4.535
<b>Schaeffler</b>	3.868

## Schaeffler Romania

**manufacturing location in Brasov**

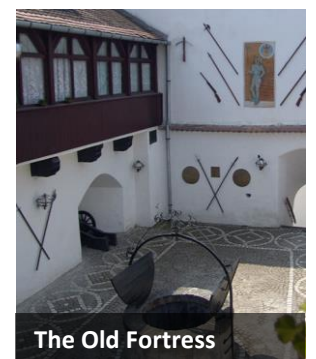
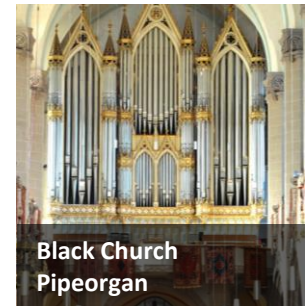
industry & automotive





## Bearing industry since 1949

- ▶ Qualified work force
- ▶ University Transilvania
- ▶ Support from local authorities
- ▶ Competent suppliers



**2002**

Founding of INA-Schaeffler Braşov LTD. Start of production in a rented building. The first 100 employees.



**2004**

Relocation and start of production in the new plant in Cristian. Employees: 652



**2005**

Official inauguration of the first Schaeffler building in Romania. TUEV and Environment accreditations.



**2006**

Start of activity in the Training Workshop: apprenticeships, perfecting courses and reconversion courses.



**2007**

The first large sized bearing is produced in Schaeffler Romania.



**2008**

The first bearing (slewing ring) in outer diameter range +1600 mm is produced in Romania.



**2009**

Inauguration of the forge. The forge has a capacity for rings with diameters of up to 3 m.



**2012**

Inauguration of the Engineering Center Schaeffler



**2013**

Schaeffler Romania awarded as excellence supplier by Ford and GM

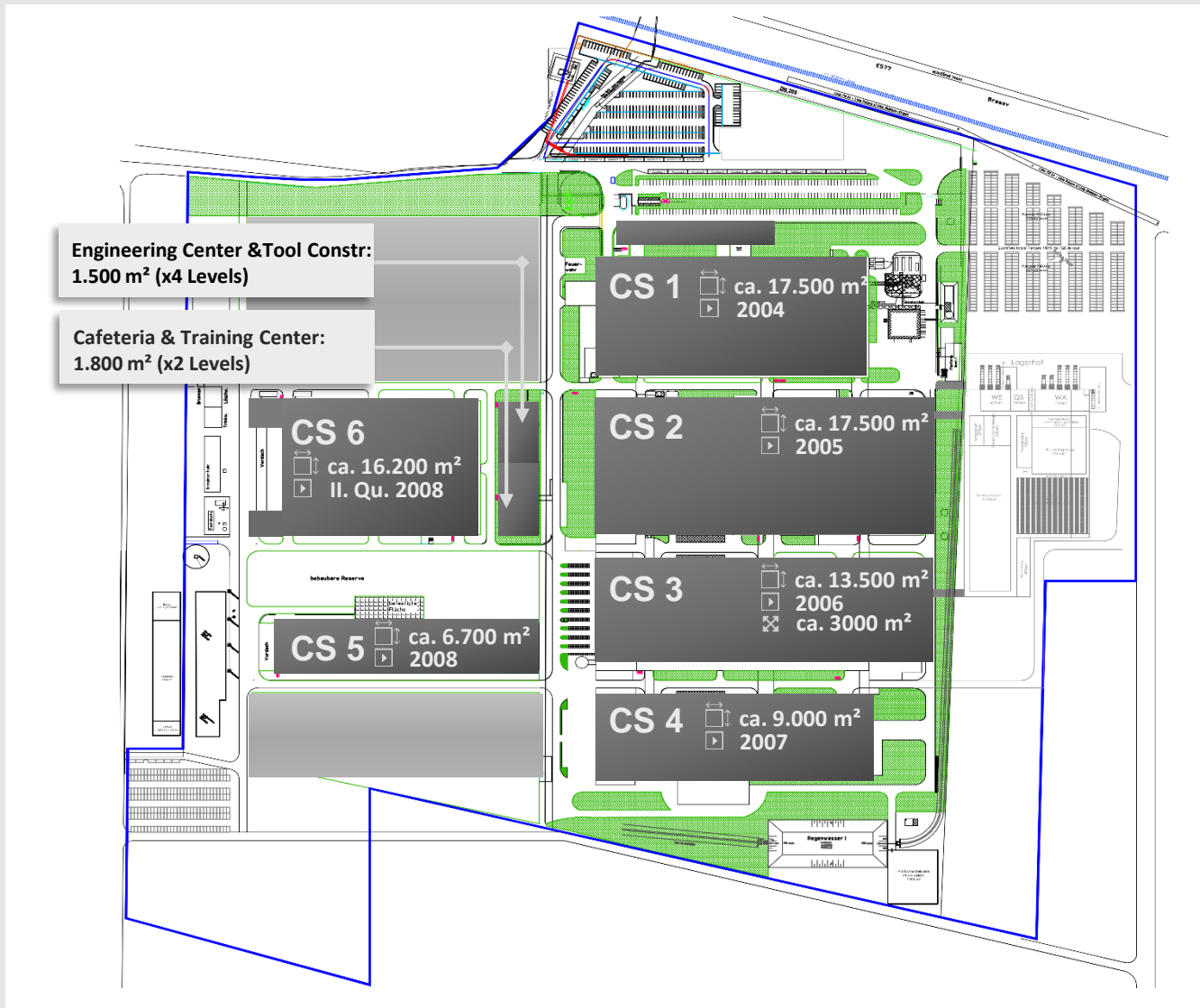


**2014**

First promotion of the Professional German School Kronstadt



# Layout: Overview of Construction Stages (CS)



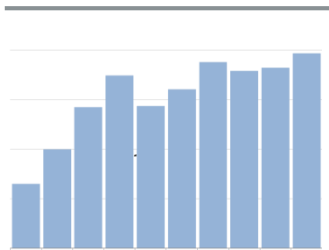
**Total Area: 440.877 m²**  
**Built area: 139.702 m²**

- construction
- potential
- ↕ production area
- ▶ inauguration
- ✚ extension



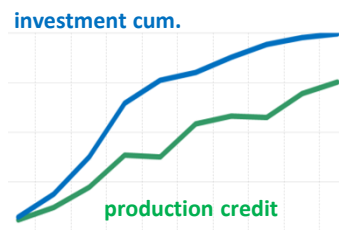
4.000

Employees



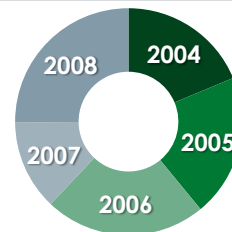
>500mil.

Investment



100.000sqm

Production area



12

Products





## Industry



Tapered roller bearings



Wind



Spherical roller bearings



Rail



Cylindrical roller bearings



Industrial Automation



Linear technology



Power Transmission



80%

## Automotive



VCT



Transmission Systems



RSTO



Engine Systems



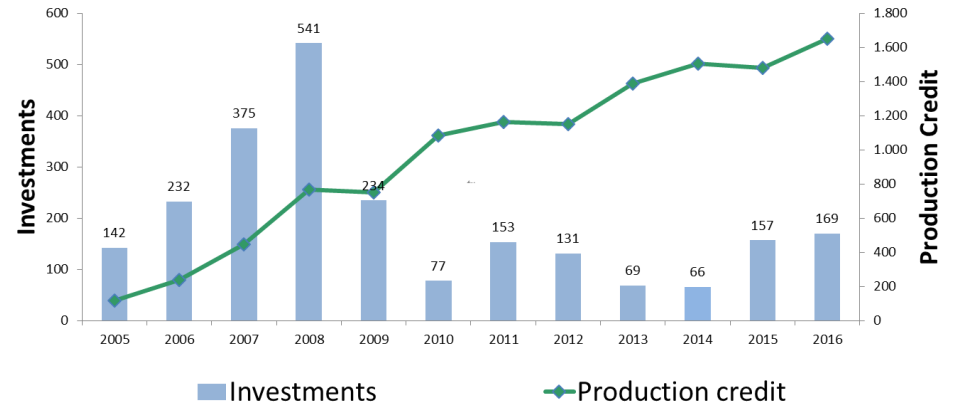
Tripod rollers



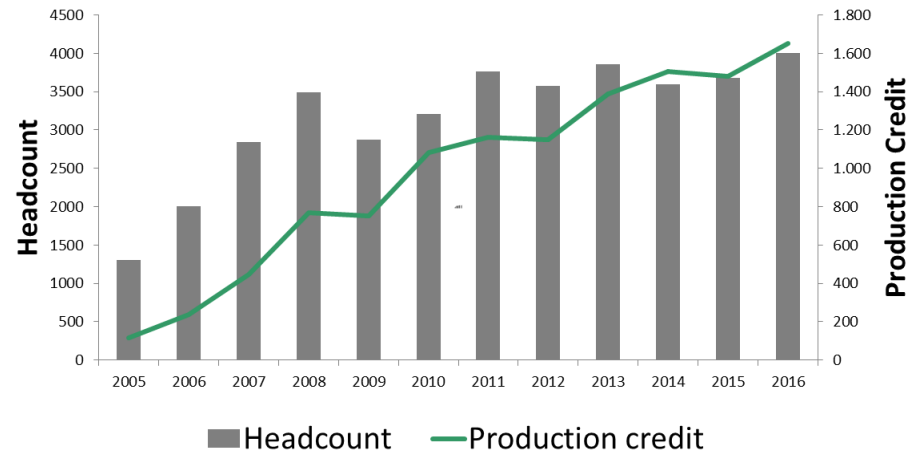
20%



## Investment 2005-2016



## Headcount 2005-2016



**VISION**



**SUSTAINABLE DEVELOPMENT**

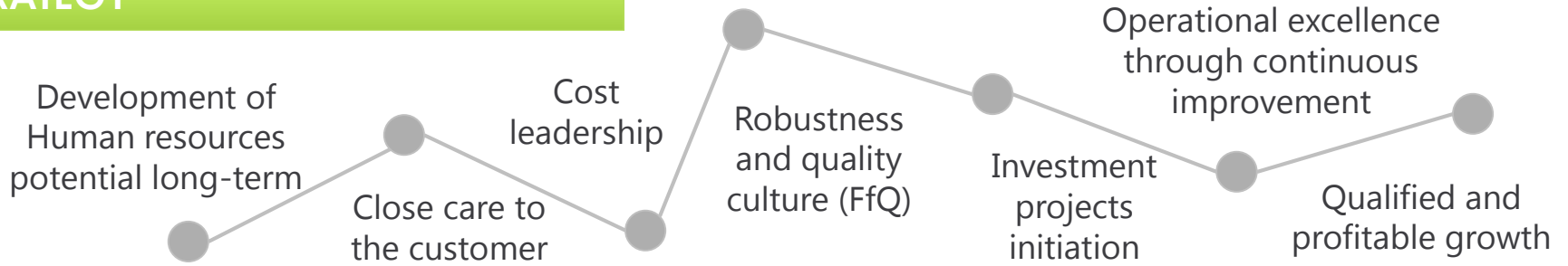


**LONG-TERM POLICY**

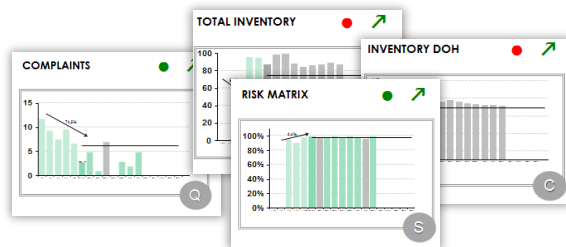


**COMMITMENT TO OUR EMPLOYEES AND SOCIETY**

**STRATEGY**



**TARGETS**



**PROJECTS**

C	Reduction of <b>additional time</b> and improvement of routings' quality	Q, Q <sub>1</sub>	Roll-Out <b>Robustness concept</b> pilot projects (N12, G16)	●
C, Q	Finish the roll-out of <b>Six Sigma</b> organization	C, D	<b>Dojo</b> implementation for each MU	●
			Overall <b>Equipment Effectiveness</b> improvement at bottleneck machines	●

## Schaeffler Production System



**Safety** → Working Capacity

**Quality** → External Q-Claims

**Delivery** → Delivery Performance

**Cost** → Productivity

**Morale** → Fluctuation

## Fit for Quality



Quality has the highest priority!

### Fit For Quality Academy

- since January 2014
- training for all employees
- interactive 1 day-course
- 8 quality axioms
  
- target: zero defects

## MOVE



**Mehr Ohne Verschwendung**  
= more, without waste

### MOVE Academy

- since October 2009
- training for all employees
- 10 distinct courses
- Schaeffler concept

## Research & Development



### Engineering Center

- ~ 3,2 mio Euro investment
- > 100 employees
  
- Research & Development
- Technical Calculations
- Analysis and Benchmarking
- CAD-Methods and Support

## Recognition



### Top international standards

- Manager of the year award
- Top Exporter Award CCIBv

### Awards and titles

- Best inventory development – GPF Meeting
- Certificate – Lead Segment for Large Rollers

### Supplier & Group awards

- ISO / TS 16949 : 2009
- IRIS

## Employee Development



Increasing the level of qualification:

Schaeffler Academy – training opportunities

Events and activities custom made for employees:

eg. the Schaeffler Romania Awards Gala

Training Center

## Students



Internship program

Dissertation program

Schaeffler Masters program

10 Excellence Scholarships / year

Trainee program

CONAT FISITA main sponsor (2004, 2010)

3 Schaeffler laboratories

Events, lectures and other projects

## Investing in future generations



Leading role in initiating the first vocational school in dual system in Romania:

**German Vocational School Kronstadt**

over half of the first graduates of the school are now Schaeffler Romania employees

## Social and charitable projects

More than **200** cultural, educational, social and charitable projects

## Our employees

Special programs for and with our employees: sports competitions, anniversaries, children's day, employee gala ...

## Educational programs

German Vocational School Kronstadt, student programs, Summer Job for Employees' Children, Fit for Future – Professional orientation for pupils, visiting program

## Environment

Project involving planting, protecting and cleaning the environment

## The Schaeffler Park

- 2007 – first involvement
- 2011 – concept competition



**Thank you  
for your attention**

