

All Around Franke



02/2022 The magazine for employees and partners



Competence

How we build knowledge and know-how!

Current: Company goals 2023

Technology: Bearing made of hardened wire

People in focus: Health Day at Franke

Training: Our students introduce themselves



^ This is how it looks now:
The old building has been knocked down. Next, the ground will be excavated to the street level by three meters.

> This is how it should look like:
The new Plant 6 will not only be technically state of the art, but will also visually give the Obere Bahnstraße a new face.



< Cover image:
Competence is essential for good work. Alexander Braun wants to become an industrial mechanic. Solid training lays the foundation for this.



Daniel Groz & Sascha Eberhard

Dear employees,

The second issue of our **All Around Franke** magazine brings a turbulent year to a close. Wherever you look, whether in big politics or in your personal environment, almost all areas of life were affected by changes in 2022.

Internally at Franke, a high **backlog of orders** is putting us under pressure. We are experiencing massive disruptions in the form of supply bottlenecks and sharp price fluctuations for our raw materials (aluminum +50%, steel +25%) and for energy. We can only pass on these cost increases to our customers to a certain extent. We are competing globally with suppliers who are not so badly affected.

Our only chance of remaining competitive is to increase our productivity and avoid waste. Against the backdrop of full order books, we must do everything we can and also make sacrifices to satisfy our customers and get off to the best possible start in 2023.

„We are countering massive cost increases with greater efficiency and productivity.“

Despite the unusual pressure to perform, there are many things that make us feel positive. All together, we delivered an **outstanding company performance** last year and achieved the highest sales in the company's history. Our high level of flexibility and commitment, as well as long-standing good relationships with our suppliers, helped us a great deal. We sincerely thank you for your contribution to a successful business year as a result of the sum of our achievements. The result allows us to pay you the full amount of the recently collectively agreed **inflation adjustment** as early as December 2022.

We are also encouraged by the many different **projects and activities** in all areas of the company. There is energy everywhere, many new faces are getting involved, taking on tasks and bearing responsibility. This moves us forward and makes us fit for the future. And it shows that Franke has become more attractive as an employer in the region. A large part of the transformation into an agile technology company is also based on the experience of long-serving employees and on how well we succeed in passing on the knowledge we have gained in the form of **coaching**.

This issue is therefore dedicated to **competence** and tells the story of how we gather knowledge and experience in different areas and make it available to everyone. Your very personal competence at your workplace is also growing day by day and is part of the big picture. Thank you for being with us!

We hope you enjoy the new issue,
and wish you a healthy and peaceful Christmas
and all the best for the new year!

Daniel Groz
Managing Director

Sascha Eberhard
Managing Director



Well tuned and positioned for a difficult new year:

Company goals 2023

Traditionally, at the end of the year, those responsible for the individual departments meet and agree on the strategy for the coming year. The focus lies on the company goals, which are jointly developed during the process. The departments then formulate their own targets and measures to achieve the company goals together.

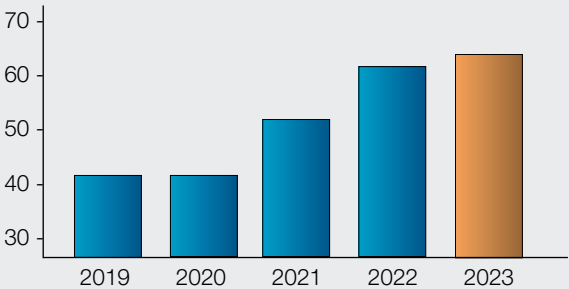
Once the targets have been set, measures are developed to achieve them. The achievement of objectives is updated monthly and reported to the management. Once a year, in the so-called status review, the achievement of objectives is discussed jointly and the effectiveness of the measures is reviewed. It is then also possible to adjust individual targets.

Target achievement in the current year is 90%. The trend in the level of achievement is downward, as the underlying conditions are becoming increasingly difficult. We are most concerned about the purchasing index, which reflects the price development of raw materials and purchased parts and is currently +12% - values of 1 to 2% are usual here.

Company goals 2023:

61 Mio.€

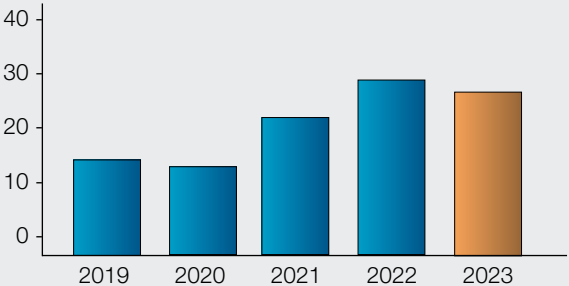
Sales



Sales will be increased further. Our target for 2023 is 61 million euros. This means we will slightly exceed the planned order intake of 60 million euros in sales.

30 Mio.€

Order backlog



The planned sales for 2023 will help us to reduce the current extremely high order backlog somewhat and satisfy customers who have been waiting a long time for their order.

40%

Export share (without CT bearing)



Further development of the classification of our customers by product group (L,C,F), potential classes, key industries and customer segments, in addition to region, will improve the customer approach. It is important to bring our sales partners on board worldwide to win new customers. The regional focus will be on the USA, Europe and Asia.

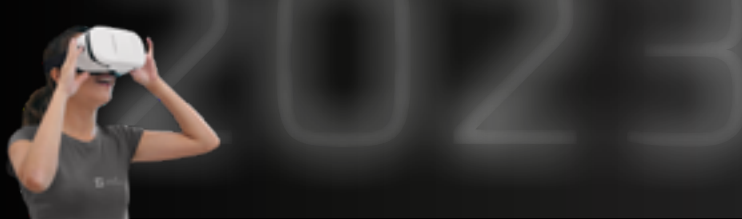
The number of people at Franke will continue to grow. Due to restructuring, generation changes and new tasks, we expect to hire more new employees in 2023. If you know someone in your circle of acquaintances who would like to join an agile technology company please spread the word!

340



People work at Franke





<7%

Purchasing index



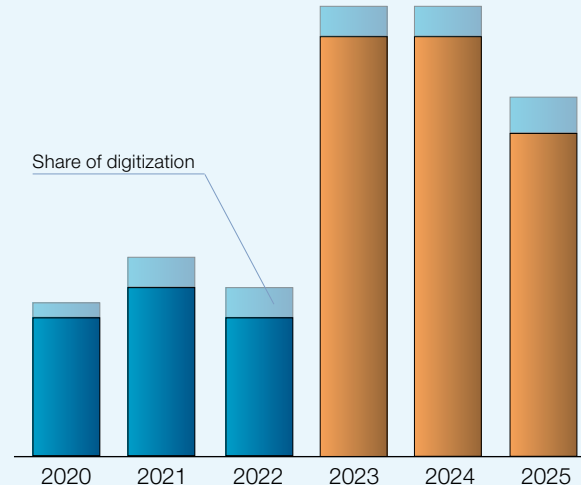
Despite skyrocketing prices, we want to buy as cheaply as possible and our procurement costs should increase by a maximum of 7%.

To this end, we need to secure material quotas at favorable conditions, optimize the size and composition of the blanks, and check the required tolerances.

Through more precise calculations, we want to record prices more accurately and determine the extent to which we can pass on higher costs to our customers.

200%

Investment volume



Franke will invest a double-digit million amount in the development of the company over each of the next few years. The focal points are:

- New building plant 6
- Canteen
- Parking spaces
- Machinery and equipment
- Relocation costs
- Renovation and remodeling in plants 1 and 4
- Digitalization

Maintaining and expanding our IT infrastructure are important prerequisites. An area-wide WiFi network will provide fast data connections for communication with each other and for connecting our machines. Further focal points in IT in 2023 are:

- Update ERP and introduction CRM
- Expansion of our resistance to hacker attacks (cyber resilience)

1.250

Sales opportunities



The focus of the measures in marketing and sales for 2023 will be on the further implementation of the activities started in the **#Neustart** project. Here it is customer segmentation and the introduction of a CRM system* in order to be able to use data from our customers and interested parties in a more targeted manner.

In parallel, our website with store and CRM connection will be further expanded and enriched with high-quality content such as customer stories or technical information.

1,250 customers bought from us in 2022. 500 new leads (= new sales opportunities) are to be added in 2023.

*CRM system: EDP program that compiles all relevant data for communication with customers and partners and makes it available to a selected group of users. (CRM = Customer Relationship Management).

5%

Less errors

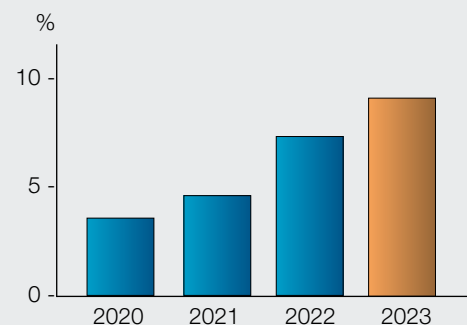


Every year, we incur high costs due to rejects and complaints. In 2022, this amount will be around €800,000. The reasons for this are many and varied and can be found in all departments. They range from processes in need of improvement and interface problems to ignorance due to lack of experience or negligence. In many cases, it would be easy to eliminate the causes of errors when they first occur, to remove obstacles and to avoid costs.

We have set ourselves the goal for 2023 of recording faults and errors in a structured manner, eliminating them in the long term, and reducing the number of errors by 5% – a goal that we can all work towards. We will hold corresponding workshops in the first quarter to strengthen the **quality culture** at Franke.

5%

Productivity increase



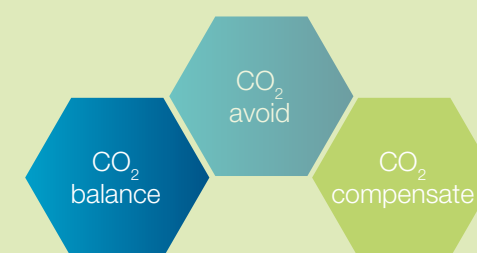
Productivity in production must be further increased. Opportunities for this are offered by further optimization of machinery, production control and improvement of our processes.

Two new machining centers have already been ordered. Our now large toolbox of lean methods, such as improvement routines or setup time optimization, also supports us here.



CO₂ neutral

Roadmap 2025



The **CO₂ emissions** at Franke in 2021 were around 1,000 tons. This corresponds to the emissions of 300 conventionally heated single-family homes. Together with our partner CO2OP, we have prepared a sustainability report including a CO₂ balance.

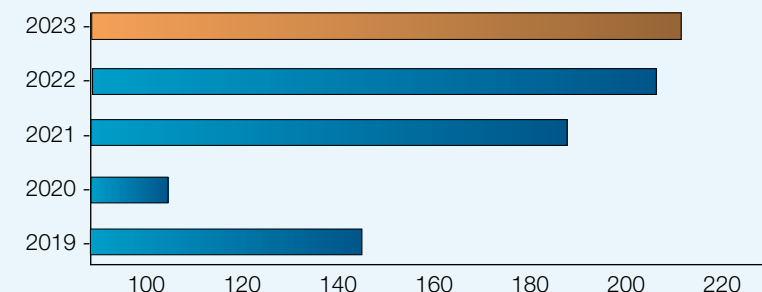
The key factors for greater sustainability are:

- the expansion of photovoltaic systems
- the switch to LED lighting
- a Franke fleet of electric cars
- the renovation of the heating system
- avoidance of errors



>210

Innovation Indicator



The **innovation indicator** is composed of:

- Number of realized customer projects
- Number of product and in-house developments
- Number of new patents, tests and trials
- Number of completed process and machine developments
- Number of improvement suggestions
- Number of completed lean projects
- Number of completed bachelor and master theses

The innovation indicator shows the extent to which we have increased our technical competence and lived up to our claim to be innovative. The number of product developments and patents are weighted particularly heavily here.

We are competent

Franke is the inventor of the wire race bearing and a world leader in the further development and use of this technology in rotary and linear motion systems. A comprehensive understanding of the technical and economic challenges of our customers in all industries is fundamental to our success. In addition, manufacturing know-how and excellent product and manufacturing development are further supporting pillars. Our performance is also supported by a qualified and reliable network of partners and institutes.



1. We meet challenges with new ideas.

Every day, more than 340 people think about what can be done better. Our suggestion scheme regularly provides numerous good ideas for this.

2. We rely on innovative technologies and processes.

In over 70 years of company history, we have learned the art of processing wire as an unwinding medium. We constantly and reliably transfer the fundamentals of this technology from one machine generation to the next.

3. We try out new things and learn.

We are open to new trends and test them out. Examples include lightweight bearings from the 3D printer and company vehicles with electric drives.

4. We create a working environment that promotes creativity and innovation.

With our technical center and digital lab, we have created platforms that promote collaboration and give us enough room to think and tinker.



1. But there's an even better way: Our suggestion scheme takes on board all ideas for improvements.

2. Modern machines are only as good as the people who work with them. The high quality that is typical for Franke only comes from the interaction.

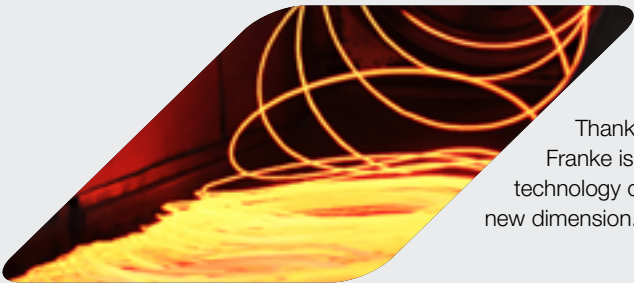
3. The lightweight bearing with housing rings from the 3D printer demonstrates the innovative potential of wire race bearing technology like no other example.

4. Tinkering and testing are an absolute must when it comes to building up basic knowledge and exploring limits. In our technical center, we have the means to get to the bottom of things.



Competence in product development:

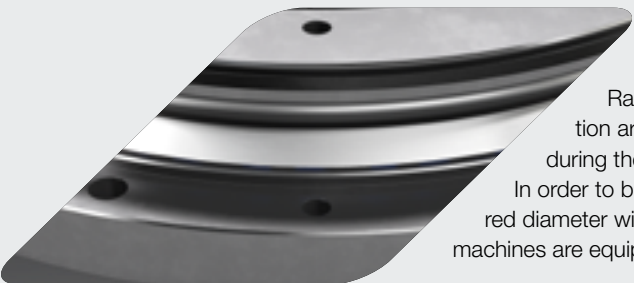
Wire Race Bearings for Heavy Duty



Hardened wire (tempered wire)

Thanks to a special process, Franke is able to take the innovative technology of the wire race bearing to a new dimension.

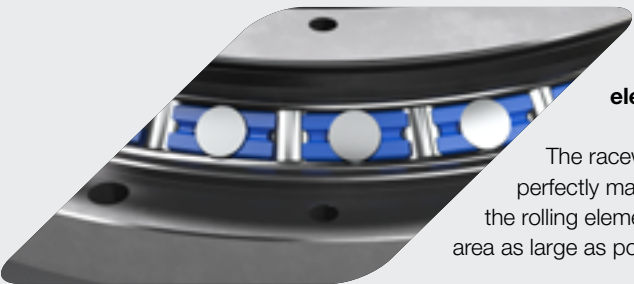
10mm thick barrel wires are provided with a high degree of hardness and formed into precise barrel rings. This is already possible for bearing diameters from 300mm. Thanks to the innovative process, extremely high stiffnesses and load ratings can now be realized even with such small diameters.



Perfect raceway

Races with a large cross-section are already a challenge during the rolling process. In order to be able to produce the desired diameter with precision fit, the special machines are equipped with rolling heads

manufactured specifically for this purpose. After the raceways have been machined, the races are hardened. Race rings with a large cross-section allow a maximum raceway width and thus the optimum absorption of loads via generously dimensioned and crosswise arranged track rollers.



Crosswise arrangement of the rolling elements

The raceways of the wire rings are perfectly matched to the geometry of the rolling elements to make the contact area as large as possible

and thus increase the load carrying capacity of the bearing. Plastic elements separate the track rollers from each other and ensure a particularly compact design. Due to the crosswise arrangement of the track rollers, equally high loads can be supported from all directions.

60% higher load capacity - 50% lighter running

Crossed roller bearings with hardened races are extremists: They can withstand the highest moment loads, shock loads and vibrations and thus advance into regions that were previously unattainable for wire race bearings. The machining of hardened races requires completely new technologies.

Together with the application-specific design of the enclosing construction, this creates rotational components for the toughest applications. For example, in the storage of heavy equipment on vehicles or means of transport for any terrain, under continuous load with high tilting moments, such as in radar systems, or in the suspension of complex ceiling lights in medical technology.



Competence on site: Personal advice

Customer story: Fecken-Kirfel

At the end of October, another customer story went online on our website. This time together with our customer Fecken-Kirfel.

Fecken-Kirfel produces precise and efficient cutting machines for processing flexible foam, compact plastics such as rubber, caoutchouc and neoprene, as well as rigid foam and cork. Fecken-Kirfel has been using our linear systems for over 30 years. The lightweight linear guides guide the band knives in the cutting machines evenly and precisely through the material.

They are mainly used when not only straight edges but also precise contours have to be cut into the material. For this purpose, the bandknife must be moved in two axes and also rotated in itself. Franke linear guides are used for linear travel. „In this context, we appreciate Franke’s lightweight aluminum design,“ says Stefan Lennartz, head of mechanical design at Fecken-Kirfel. Thanks to lower moving masses, greater dynamics are possible with our aluminum guides.



f.l. **Stefan Lennartz** (Fecken-Kirfel) in conversation with Franke sales representative **Andreas Böttcher** on site in the Fecken-Kirfel production hall.



Customer stories are a visible sign of the good cooperation between our customers and Franke Sales.

” Customer stories are still important content for us. Images and texts can be used on many channels and are also popular with trade magazines. Here they reach a wide audience in print and online and ensure growing awareness of the Franke brand.

Marisa Brenner, Franke Marketing



Win customers

Trade fairs poorly attended

The subdued results of this year's trade shows have prompted us to change the trade show concept for 2023. Effort and results are not in proportion to each other. Trade fairs abroad will continue to be attended, while the domestic fairs will be canceled except for the two already booked. The training and study fairs in the region will be retained, as they are a good opportunity to convince people of our offerings in direct talks. Otherwise, we prefer to invest the budget in digital media for addressing customers.



The Motek trade fair in Stuttgart is a leading trade fair for automation. Our booth could convince with a great new booth layout. Unfortunately, the exhibition halls were not completely occupied by exhibitors and also the visitor frequency was rather restrained. Many thanks to the colorful trade fair team!

f.l. **Philipp Hügler** (techn. sales), **Michael Bärstecher** (sales force), **Heike Faustmann** (techn. sales) and **Christian Burghard** (Techn. sales)



The subcontracting fair for mechanical engineering FMB in Bad Salzungen took place this year already in October. We had a seat of our customer MK Seats at our booth. Our bearing elements are used for the rotary movements of the seat and the height adjustment is done by our linear guides. Many thanks to Philipp Engert and Michael Bärstecher, who represented us at the booth.

f.l. **Philipp Engert** (techn. sales) and **Michael Bärstecher** (sales force) represented the Franke brand at the FMB in Bad Salzungen.

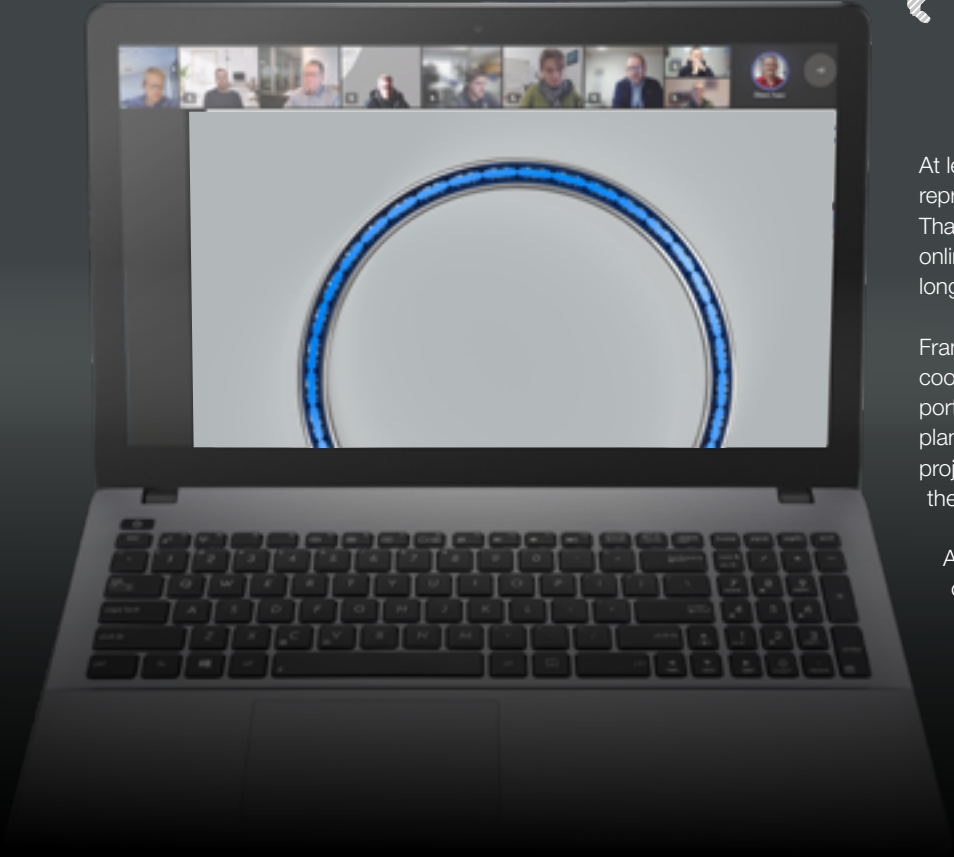


The Aalen Industry Fair at the university in Aalen is a good opportunity for us to make Franke known in the region and to get qualified students interested in working student positions, practical semesters or scientific work.

f.l. **Philipp Hügler** (techn. sales), **Gizem Duvan** (Digital Lean Learning World) and **Sandra Eisele** (Human Resources Management) were able to establish contacts with the younger generation at the AIM in Aalen.

Strengthen networks

Area reports



At least once a year, we meet each of our representatives worldwide for an area report. Thanks to today's established technology of online communication, this no longer requires long and tedious journeys.

Franke's sales and marketing departments coordinate with the agencies in the area report. It deals with the achievement of targets, planning for the coming year, coordination of projects, and general communication between the agency and the head office.

Area reports are an important platform for coordinating cooperation in market development and customer acquisition in the individual countries and bringing them to a common denominator.

On a visit to France

In October, **Philipp Hügler** (le.), **Friederike Kerlein** (2nd from r.) und **Julian Niederer** (r.) set off for France to get to know our French representative Agora in person. Agora has 17 employees and has been acting as an agent for Franke since 1994. Their sales territory is currently divided among 6 people in the field. The focus of the visit was to get to know the agency personally and to find out about the economic situation, problems and potential. The visit was a good opportunity to get to know the colleagues and the working methods in France better. In the picture, center f.l. **Félix Houssay**, **Elodie LeMaitre** and **Jean-Jacques Benitah**.



Competence in the team:

We network the areas Shopfloor & Administration

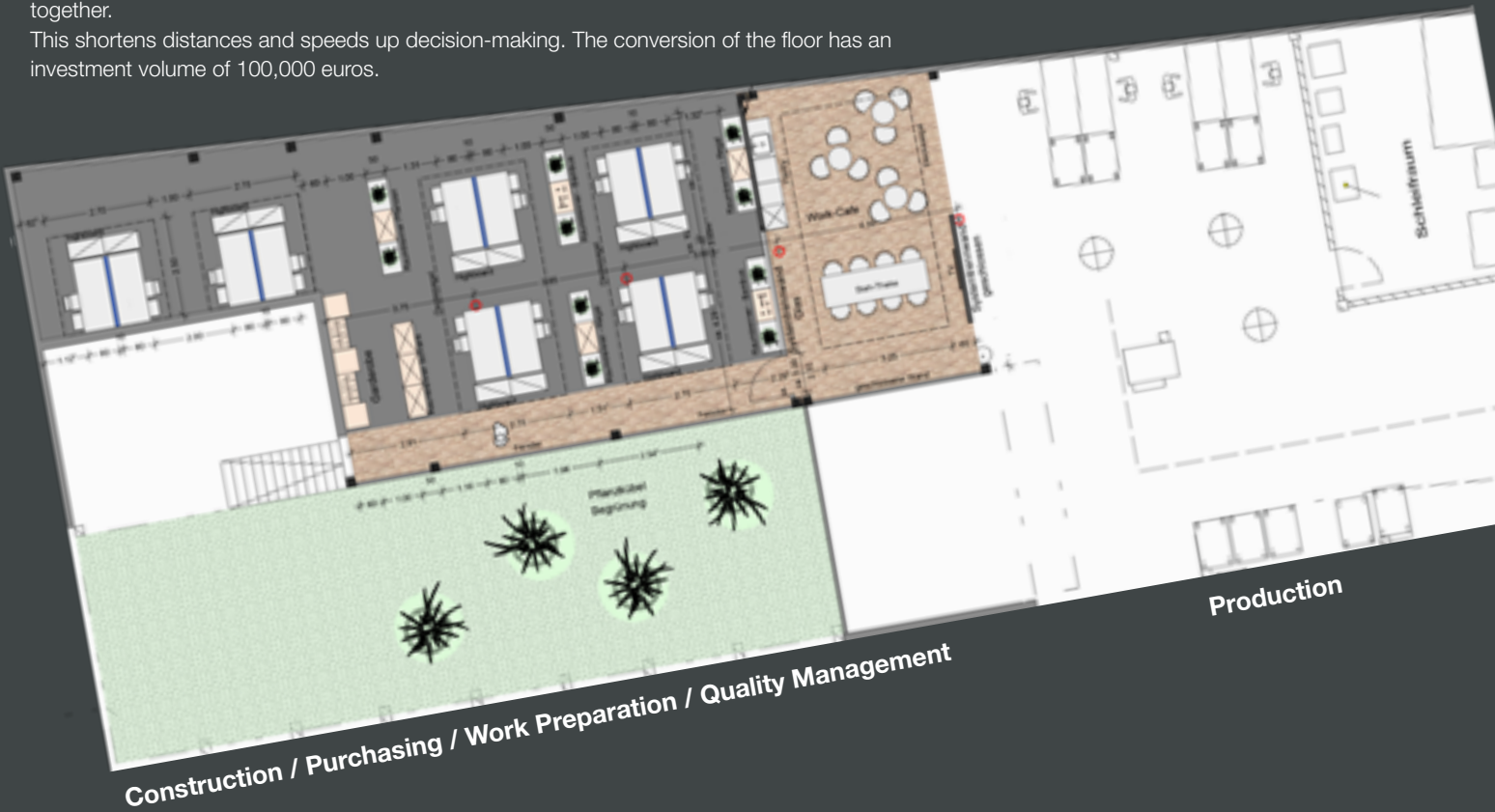
Fast decision-making processes, flat hierarchies, discussions and coordination at eye level - all this characterizes communication at Franke and makes us agile and efficient. The matrix organization in the individual product groups was a first step toward improving cooperation. Now we are going one step further and launching a pilot project to bring all matrix participants together spatially in one area. We are starting with the assembly of the special bearings in Plant 4, where particularly close coordination between production and administration is required.



Peter Niemeyer and **Jörg Egelhaaf** from the construction department (in the background) together with **Gerd Wanner** from the production department (foreground) discuss how a customer-specific bearing can best be mounted.

Assembly plant 4:

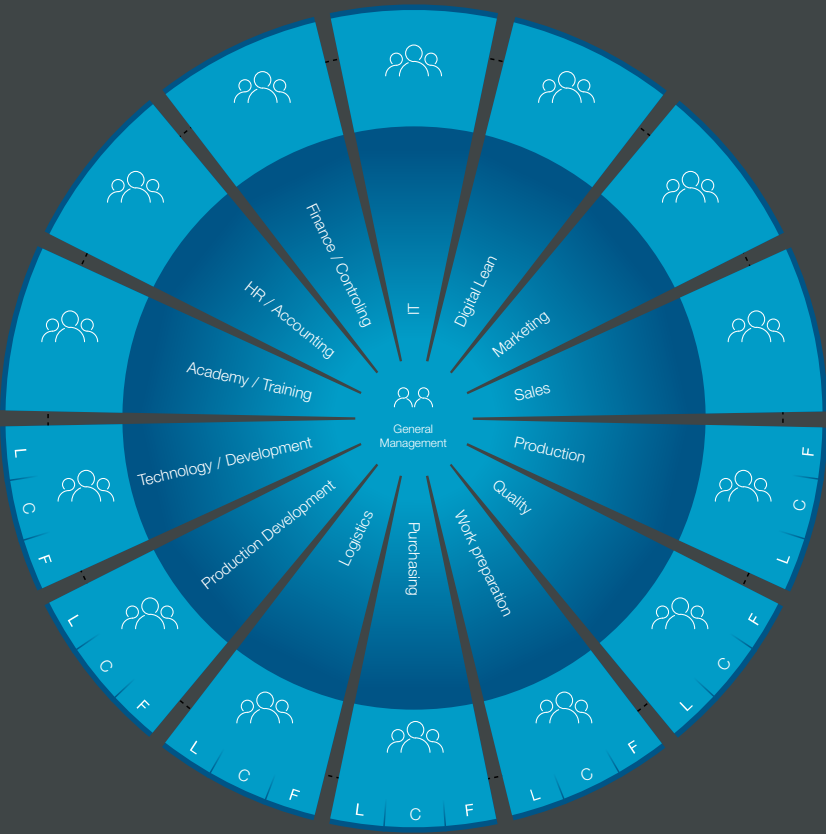
The specialist areas of the **matrix organization** for **special bearings** are moving closer together.
This shortens distances and speeds up decision-making. The conversion of the floor has an investment volume of 100,000 euros.



The matrix organization becomes visible:

What began in Plant 4 is to be continued. The departments are growing together and meeting at eye level in meetings and workshops.

Hierarchies are being dismantled and the new way of working together will soon be reflected accordingly in the organizational chart. Instead of the usual ladder structure, we are organizing ourselves in a circle. A round thing!



Deepen competence: Further education

Project: Digital Days 2022

In order to take all our colleagues with us on the digitization journey, we organized the Digital Days again this year. The training event helps to facilitate work at Franke around digital systems.

At numerous information booths, participants were able to learn about the programs and systems used at Franke. Food and drink were provided and a quiz offered the opportunity to use what they had learned right away to win something.



Project: Shoulder views

Finally, you can look over the shoulder again!

After a break of almost two years, the „Schulterblicke“ campaign is starting again. For more appreciation and cooperation, the so-called shoulder glances were launched as part of our Strategy 2020.



The measure is intended to contribute to gaining an insight into the working methods and work content of colleagues and to offer the opportunity to get to know colleagues better. Due to the pandemic situation in the last two years, the project had to be paused.

Since a lot has changed at Franke in recent years, **Janine Laubensdörfer** (project manager, not in the picture), **Philipp Löffler**, **Elke Hermann** and **Friederike Kerlein** worked out a new edition of the shoulder views as part of the Franke newcomer program. In addition to relaunching the project, the process is also to be digitized.

What are shoulder views?

For one day, participants visit a team of their choice. On this day, they are released from their work. The aim is to gain an insight into the working methods and work content of the other area and ...

- get to know workflows, processes and working conditions
- understand interdependencies (What is connected and how?)
- see the big picture (How are our products created?)
- develop understanding and strengthen team spirit

Who can participate?

All employees can complete a shoulder check once a year.

How can I sign up for a shoulder look?

Registration is simple and digital via Perview. How this works exactly is described on the page > **Organize shoulder views in the Franke WIKI**. It is important that the application is submitted at least one month before the Schulterblick so that the relevant departments have enough time to plan.

How many shoulder looks are possible per department per year?

Each department should conduct a maximum of three shoulder reviews per quarter.

Where can a shoulder look be performed?

A shoulder view can be completed in each subject area.



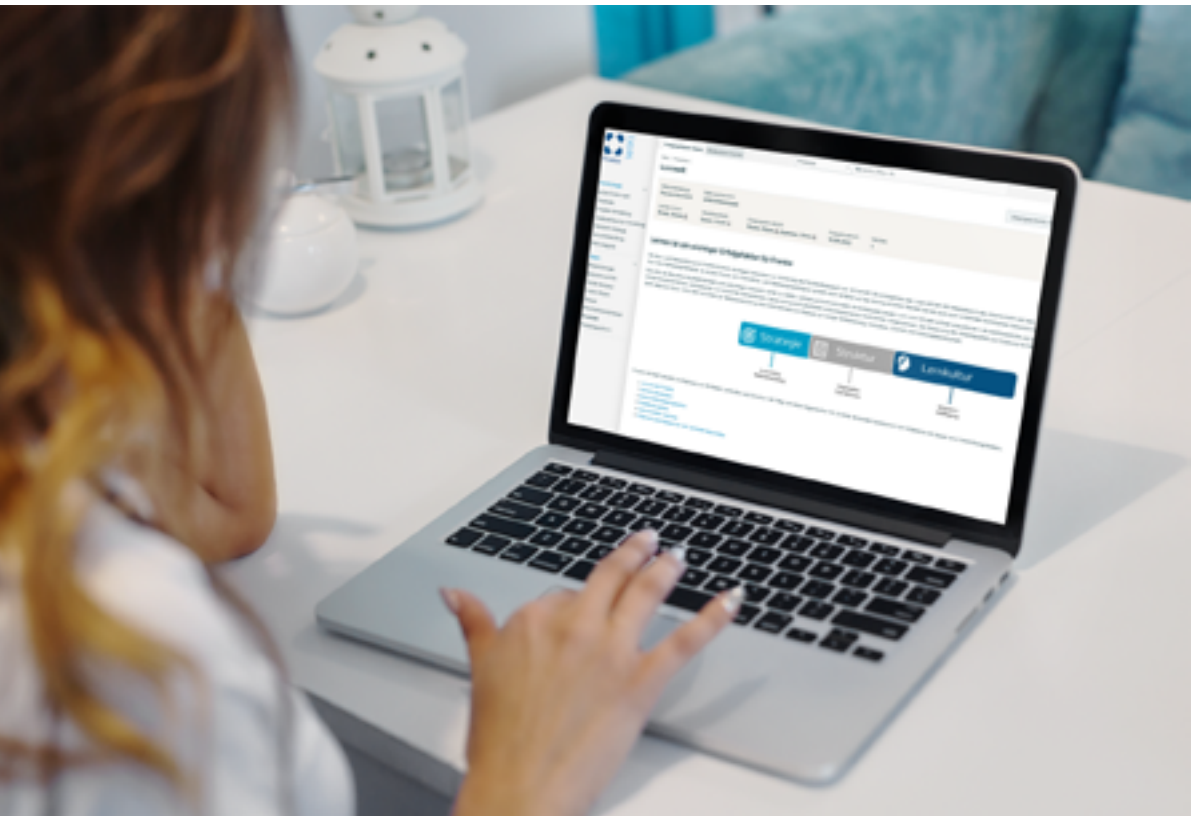
Looking back into 2019: **Inessa Kauz** takes a look over **Peter Kovac's** shoulder in guide production to find out how our linear systems are manufactured.

Further Education

Learning as a factor for success

Training and continuing education at Franke are an important tool for securing our innovation and competitiveness, especially in view of demographic change and rapidly changing technical developments.

The environment and requirements in the workplace change very quickly in some cases and require continuous and future-oriented enhancement of personal, methodological and professional skills. We work on this in a targeted manner and implement appropriate measures. The focus is on increasing the quality of work in order to achieve professional and personal success. This ultimately leads to the further development of the company in terms of continuous improvement, innovation, quality and willingness to perform.



Everything on the subject of further training / learning world can be found in the Franke WIKI under the tab > **Learning world**.



Franke Lernwelt works in a triad of strategy, learning culture and structure. The path from a static organization to a learning one only works in the balance of these three development fields.

Contact persons for all matters relating to training and further education as well as instruction at Franke are:

f.l. **Gizem Duvan, Lamprini Terpsiadou, Marlen Schinko**, Franke Learning World, Planning and Organization

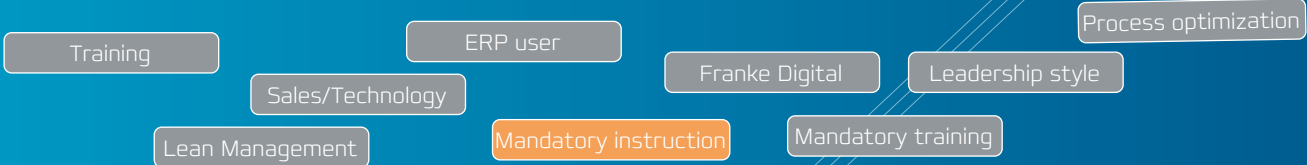


f.l. **Andreas Neubauer**, Human Resources Development

Thomas Math, Safety specialist, environmental protection

- We distinguish between further training measures:
1. **Face-to-face trainings** take place with personal presence of the persons.
 2. **Digital instruction** is self-paced through e-learning with success monitoring.
 3. **Online Workshops** take place by means of digital communication, e.g. via concept board or teams.

Thematically, we distinguish further training measures for the areas:



Especially with regard to the **mandatory instructions**, we ask you to take the calls and deadlines seriously. You will receive invitations via your Franke e-mail address - one more reason to check your mailbox regularly. Mandatory training mainly deals with occupational safety and health and takes place when a new employee is hired, as job-specific training before starting a new job or in special cases. Furthermore, for defined functions and topics (e.g. first aid, crane operation, data protection, environment). The regular implementation of mandatory training is required by law and is also part of the annual TÜV audit for obtaining the certificate.

Regardless, these instructions and learning their contents are important building blocks for maintaining smooth operations in the company and for your personal health and safety.

Dangers lurk everywhere. This makes it all the more important to raise awareness of how to recognize dangerous situations and to regularly refresh knowledge of how to handle machines and devices.

Logistic hall plant 5.
f.l. **Jolante Matusch, Thomas Schwarting, Ghasem Amoozegar**



We spend time together

Team Events

A team is strong when the team members know and understand each other. Joint activities outside the company strengthen the „we“ feeling and lead to growing closer together. Even across teams, this can often be a good idea. By the way, for the information of all team leaders: the management sponsors such events. How this works and how to get such financial support can be found in the Franke WIKI under Franke Personal > Team Leaders > Organize Team Event Sponsoring.



Team Purchasing/Materials Management/Dispatch

The employees from the areas B, BM and BMA had met one afternoon at the end of September at the Waldstube Eichenhof for a small team event. In beautiful sunny weather, a small round through the adjacent forest was explored together with the dogs. Delicious food in the Waldstube and nice conversations made for a nice end of the team event.

f.l. **Alen Butic, Michael Momesso, Jessica Oberdorfer, Sandra Heidrich, Jolante Matusch, Inessa Kauz, Thomas Schwarting, Claudia Spiess, Salvatore Harpeng, Bianca Stütz, Christiane Schiele, Thomas Winter, Eugen Ickert, Emma Buchonin, Philipp Löffler, Klaus Paerschke, Lena Egelhaaf, Sarah Schneider**

Team Digitalisation/ Learning world

“We were in Stuttgart in an escape room called Bluttausch (= blood euphoria). There we had the task of convicting a mass murderer. 60 minutes was the target time and we did it in 50 minutes.

Afterwards we went to eat together comfortably.”

Your team DL

f.l. **Thomas Schibelgut, David Meyer, Gizem Duvan, Steve Kumtepe, Daniel Lindenlaub**



Balance & Mindfulness

AOK Health Day

The world of work is constantly changing. Sometimes it's hard to find the right balance between work and relaxation. Together with the AOK (our local healthcare organization), we organized a health day that addressed the topics of life balance and mindfulness.

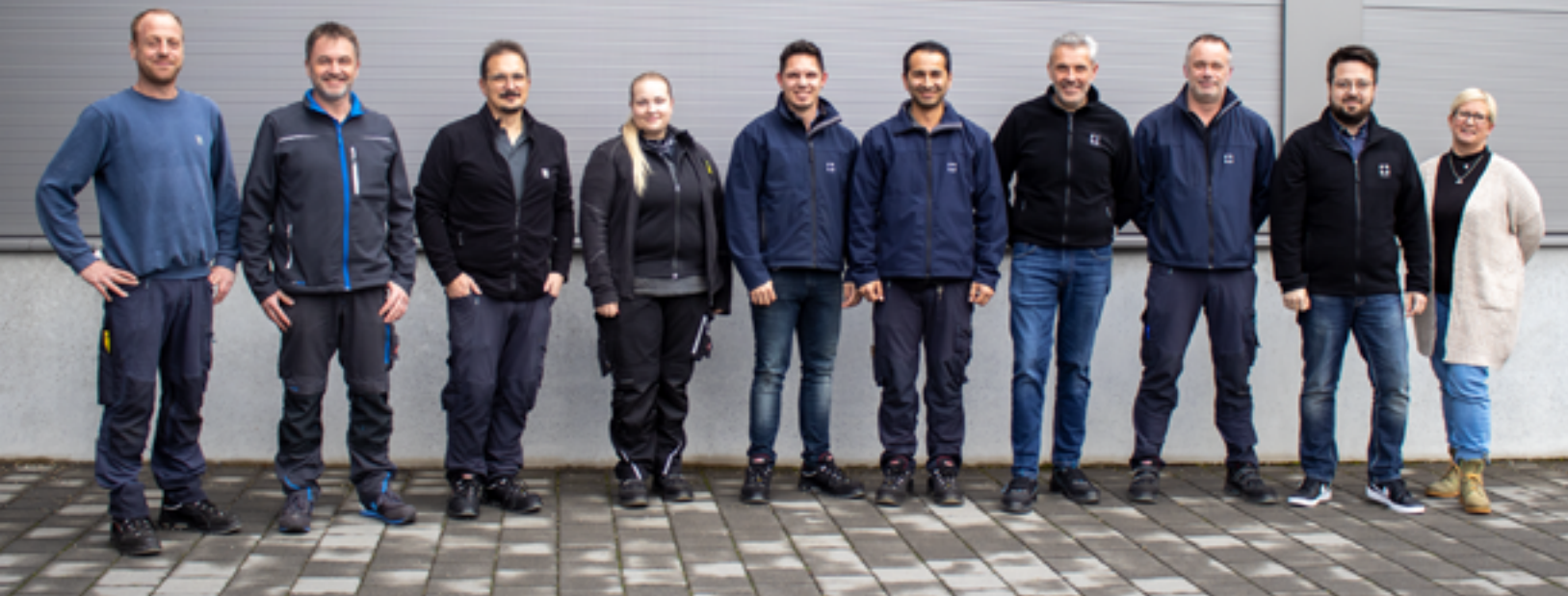
As part of the day of action, all employees were able to learn about protective factors for strengthening mental health.

#FrankeGmbH
#mindfulness
#mentalhealth
#balance



Reliable & competent: The works council

We look back on a turbulent year with numerous successes but also high burdens for the workforce.



f.l. **Frank Weinschenk, Matthias Neufischer, Jürgen Häfele, Sandra Weisel, Marcel Frumolt, Alen Butic, Gabriele Di Nucci, Sven Schneider, Steve Kumtepe, Monique Siegmann**

Dear Colleagues,

The past year 2022 was very successful for Franke. However, this success was only possible thanks to the **great commitment** of all employees. The high workload required brings with it many **burdens**, in some cases also overloads, and demands a great deal from all of us. **Extra work** throughout the company most recently meant overtime for the specialist departments in administration and almost continuous Saturday work and night shifts in production.

Another important event this year was the new IG Metall **collective bargaining round**. Employee representatives made demands for a pay increase and employees took to the streets to lobby for this adjustment on the part of the employers' associations. After all, steady inflation and a global energy crisis are having a major impact on the everyday lives and financial situation of us all. The result gives us confidence. The pay increase will help many people to at least partially compensate for rising costs.

Have a wonderful Christmas full of lightness and a positive start into the new year 2023!

Your works council
Gabriele Di Nucci & Steve Kumtepe

Warmth for body & soul: People in focus

Company chaplain at Franke:
Karolina Tomanek

Present topic: Burn-out

"My counseling sessions often deal with the problems of single parents, existential fears or unemployment," reports Karolina Tomanek. Together with company chaplain Dr. Rolf Siedler, she takes care of women and men whose lives have gotten off track in personal conversations.

„We take care of people who are at a loss at their workplace," Tomanek and Siedler say. The topic of „burnout“ is becoming increasingly present. The pressure to perform at work is increasing, the pace is getting faster, and tasks are becoming more complex. „Many people can't cope with digitalization," reports Karolina Tomanek.

Not a fashionable disease

And because burnout has become an unstoppable phenomenon, the chaplaincy has picked up the thread of the burnout self-help group. The burnout self-help group meets every third Thursday of the month from 6:00 p.m. to 7:30 p.m. in the House of the Catholic Church in the conference room of the Catholic Workplace Chaplaincy. Registration is not required.

„We provide the framework for this," describes the theologian. „Burnout has long since ceased to be a fashionable disease," say Karolina Tomanek and Rolf Siedler. The fatal thing about the illness, they say, is that you often don't see it yourself. „You often find yourself in a tunnel." And what distinguishes burnout from other illnesses is the fact that those affected look for the cause of the illness in themselves. „That's a very different approach to overcoming an illness," the two theologians said. Among other things, the self-help group wants to address this sensitive point.

House of the Catholic Church
Weidenfelder Str. 12
73430 Aalen
aalen@betriebsseelsorge.drs.de
Phone: 07361/59020



Caps and scarves against the cold: Franke donates to Needy

During the inventory of advertising materials, remaining stocks of Franke wool hats and scarves were found. Especially now at the beginning of the cold season it was obvious to give these things to those in need.

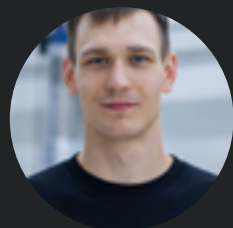
Wolfgang Lohner, head of homeless assistance at Caritas, came by in person to say thank you for the donation. He knows many needy people who will be happy to receive a warm hat or scarf.



Marisa Brenner from Marketing handed over the remaining Franke scarves and caps to **Wolfgang Lohner**, head of homeless aid at Caritas Ostwürttemberg.

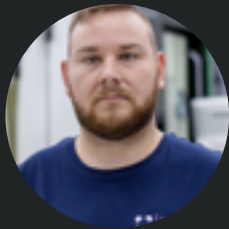
Team Franke

A warm welcome!



Marvin Gremmler

works in assembly in
plant 5



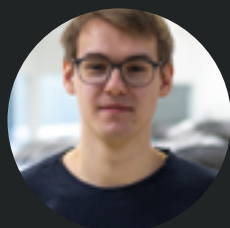
Patrick Müller

works as an assembler
in plant 5



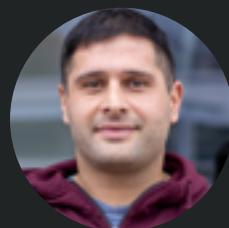
Thomas Math

takes care of safety and
environmental protection as
a safety specialist



Lorenz May

is active in machining
production in plant 2



Mehmet Gürkale

supports the logistics
/ dispatch area in
plant 3

September

October

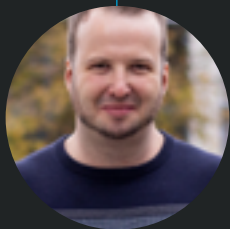
November

December



Emma Buchonin

started as a trainee in
strategic purchasing



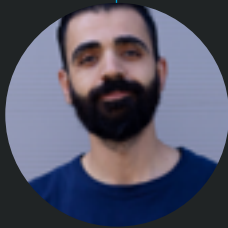
Andreas Wolf

has started as IT
Application Manager



Benjamin Röderer

started as an
assembler in plant 5



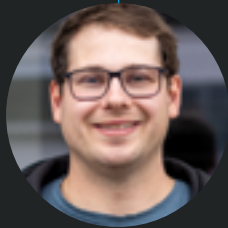
Jamal Hamouda

is mainly used in assembly
(cassette construction) in
plant 3



Emin Demirer

supports the
assembly in plant 5



Tobias Fröhlich

works as an industrial
mechanic / technician in
the field of technology

Great to have you
as part of the
Franke team!

We wish you much joy and success
in your new tasks and activities!

In order to provide you with orientation
about the values and goals of the compa-
ny, the new **guidelines Franke 2025** was
developed last year.
It makes clear what the company stands
for and how we would like to work together
here at Franke.

Guidlines describe **the mission and vision**
of an organization and provides the frame-
work for strategy, goals and operational
action.

You can find all the information you need in
the Franke WIKI (*Processes > Guidelines*,
Strategy and Goals) or in our Guidelines flyer
Future by Motion.

If you have any questions, please feel free to
contact the marketing team!



For the future

All the best!

This fall, we say goodbye to two colleagues whose many years of work have contributed to the success of the company. We sincerely thank them for their time at Franke and wish them much joy and fulfillment in their new phase of life!



Anton Junger

Anton Junger had already been an integral part of Franke since 2001. After working as a PD team leader, he moved to production development as a development designer in 2011. Here he was committed to his work and always took on any task and challenge, no matter how demanding, with a lot of courage. For the team at that time, Anton Junger was a huge development step. His ideas, principles and innovative strength are still influential for new designs today. In addition to his technical expertise, we will especially miss his great human nature, which numerous colleagues greatly appreciated.

We wish Anton Junger all the best for his passive early retirement!



Georg Krauss

What began as a temporary job ends this year in a well-deserved retirement. Since 2007, Georg Krauss (pictured right together with Gabriele Di Nucci) showed his skills in plant 1 in the area of straightening. His good work was convincing and he was taken on as one of the first temporary workers. 15 years later, his colleagues now have to say goodbye to „Schorsch“. Due to his punctuality and reliable manner, he was very popular in the team. We will miss his expertise in the field of KK270 bearing rings.

We sincerely thank him for his commitment and competent work and wish him all the best for the future!



Obituary

Uwe Maier

We mourn for our former colleagues. We cherish their memory.



490 years of competence

Jubilees 2022



This year, 36 employees were honored. 17 of them celebrate their 5-year anniversary, 5 their 10-year anniversary and 5 their 20-year anniversary. 5 employees can look back on 25 years of service, 3 employees have been loyal to the company for 30 years, one even for 40 years. The managing directors Daniel Groz and Sascha Eberhard honored the achievements of the jubilarians in a personal letter and a joint jubilee celebration at Villa Koepf.

The Jubilees according to length of service:

5 years: Holger Brunnhuber, Philipp Engert, Hakan Erkan, Larissa Fuchs, Marc Gold, Oliver Groke, Andreas Janke, Alexander Kern, Paul Martin, Leon Micic, Gizela Peikert, Dennis Rezlaw, Michaela Schmitt, Dennis Schneider, Oliver Strohmann, Jastin Waikner, Wadim Witt

10 years: Michael Bärstecher, Marvin Dorsch, Lars Lamm, Klaus Mattasits, Patriz Wagner

20 years: Kokou Gagba, Sven Schneider, Claudia Spiess, Alexandra Stoll-Reiningner, Andreas Weber

25 years: Uwe Faustmann, Philipp Kieweg, Waldemar Milke, Artur Mittelstädt, Christiane Schiele

30 years: Reinhold Abele, Markus Noetzel, Silke Stanienda

40 years: Jürgen Kratochvil

Franke NEXT Generation



*Dear trainees and
dual students,*

The year is drawing to a close. Looking back on the year, we have mastered many things together, but there are still a few things to come next year. We have adapted our strategy in the training and dual study programs and want to offer you more room for innovation. By means of projects, we ensure that we broaden your horizons and develop you further. Together with you, we will continue to tackle the topic of marketing: We have done good things and must continue to do the same next year. In addition to projects, trade fairs and workshops, we will work on the „Franke Skills“ and bring you even closer to our products.

With regular events, we are growing together more and more into one big team. Thanks to the new organization of the trainers' circle, we are already a well-coordinated team. Next year, our focus will be on combining training and dual studies: because both belong to Franke NEXT. Together with you and your youth representatives, we will also face new challenges in 2023 and overcome them together. We would like to thank you most sincerely for your commitment and support on issues relating to training and the dual study program: You are all doing a very good job at Franke!

I would also like to take this opportunity to thank everyone involved in the training program for this eventful year. Without your support and encouragement, we would not have been able to do all this!

Last, but not least, we would also like to thank all of our students that we have gained through the university. You support us in the respective departments and bring in new ideas. You have taken responsibility for topics and have become contact persons for them. In addition to that, you have shown patience, perseverance and team spirit even in more difficult situations. It's great that you are here and that we can shape the future together with you.

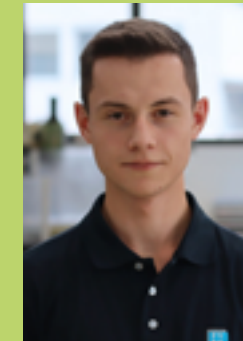
We will say goodbye to 2022 with a joint Christmas party and look forward to an exciting 2023.

Kind regards, Gizem Duvan

Youth & Trainee Representation Newly elected

In November of this year, a new youth and trainee representation was elected at Franke. We are pleased with the large turnout and would like to thank everyone who stood for election. The result is now finalized and the JAV is formed by **Marcel Lorenz as chairman, Kevin Tretter as deputy and Maren Arnold as third member.**

Thus, after this election, the representation consists for the first time of three members who represent the interests of young people (all under 25 years of age) and trainees in the company.



Marcel Lorenz



Kevin Tretter



Maren Arnold

We wish the new representatives a lot of fun and success in their new task and a good cooperation with the works council.



In 2020, **Luca Lamm, Thomas Schibelgut and Sebastian Kuck** started at Franke as dual students; they are now already in their 4th semester. As part of their mechanical engineering studies, Luca and Sebastian have already handed in their T2000 project work.

In it, Sebastian dealt with the conception and design of a bearing assembly and Luca looked at ways of reducing the scrap rate in the manufacture of raceway wires.

Thomas has written a project paper in the Digital Business Management course on the selection of a tool management system to increase the level of digitization. This academic work is intended to prepare the three for their bachelor's thesis, which is still pending.

Fourth semester

We are still looking for applicants for the dual study program (start Sept. 2023) in the courses of study:

- **Digital Business Management**
- **Mechanical Engineering**

Further info: www.heidenheim.dhbw.de



Our students introduce themselves:



Name: **Lea Müller**
Area: Digital Lean Lernwelt
At Franke since: March 2022

What are you studying?

I am studying business administration for small and medium-sized companies at Aalen University and am currently in my 6th semester. Since this semester I have specialized in the areas of human resources, marketing and logistics.

What is your job at Franke?

I have been a working student at Franke since October and completed my 6-month internship semester here before that. I support the training and development department at Franke. Among other things, I am allowed to participate in projects such as the Training Day last July or the redesign of our career page on the website. In addition, my main tasks include the creation and revision of e-learning.

What do you like about Franke?

Franke offers me the opportunity to shape my future and gain valuable professional experience. I can contribute my own ideas, am allowed to take on responsibility and very much appreciate the trust that my colleagues place in me in my work.

What do you want to achieve in 2023?

My goal for the coming year is to start my bachelor's thesis, which I would very much like to write at Franke. Until then, I would like to continue to actively support the Digital Lean Learning World area and Franke as a working student.



Name: **Lamprini Terpsiadou**
Area: Human Resources
At Franke since: Sept. 2021

What are you studying?

I am currently studying business administration for small and medium-sized companies at Aalen University - Technology and Economics in the 7th semester.

What is your job at Franke?

I completed my internship semester at Franke in the HR department from September 2021 to February 2022 and have been working as a student trainee in the same area since March 2022. I am responsible for maintaining employee data and training in Perview and am allowed to support onboarding and offboarding. Furthermore, I am responsible for the organization of events for personnel development as well as for the creation of workflows.

What do you like about Franke?

At Franke, I appreciate the trust placed in me by my colleagues. I was allowed to work independently and take on responsibility at a very early stage. In addition, I am allowed to organize my working hours flexibly according to my lecture schedule, so that I can easily reconcile my studies and my work as a student trainee. I also have varied tasks and can thus gain valuable professional experience.

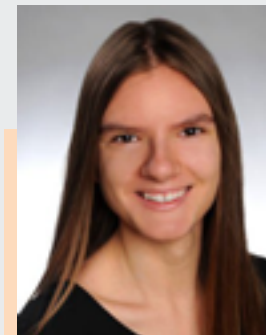
What do you want to achieve in 2023?

My most important goal for 2023 is the successful graduation of my bachelor thesis, which I am fortunate to be able to write together with Franke.

We currently have exciting positions for students advertised again:

- Final thesis on the topic: Forces in rolling bearing cages using the example of 4-point bearings
- Bachelor thesis on the subject of qualification of linear guides
- Practical semester / thesis on the topic: Creation of an IT emergency concept
- Internship Semester - Digital Brand Development / Web Development to 01.03.2023

More info under:
<https://www.franke-gmbh.com/career/students/>



Name: **Aneta Czaja**
Area: Environment/Energy
At Franke since: March 2022

What are you studying?

For me, it was important to combine hobby and profession. Since October 2019, I have been studying for a Bachelor of Arts degree in „Health Management“ at Aalen University, which I will complete in 2023. In addition to my studies, I have also been certified as an „Occupational Health Management Specialist“.

What is your job at Franke?

During my work-study activity and my internship semester, I am responsible for the hazardous substances register and for ergonomics in the workplace. This includes, for example, regularly updating the hazardous substances register, entering safety data sheets, creating operating instructions and presentations, substitution testing of hazardous substances and assisting in the ergonomic evaluation of workplaces and their optimization.

Furthermore, we are currently in the process of creating a new internal platform for employees in the area of health, where everyone will be able to obtain information on the topic of health in the future.

What do you like about Franke?

I particularly like my varied tasks, which never get boring, and the fact that I can contribute my own ideas. If you have any questions, all the nice colleagues are there to help you. As a health management student, a healthy work-life balance was especially important to me at the company, which is definitely given at Franke GmbH. This means that there is still enough time for leisure and hobbies in addition to work.

What do you want to achieve in 2023?

One of the most important goals for me in 2023 is to successfully complete my studies. I will write my bachelor's thesis in cooperation with Franke GmbH in the field of health. I'm also already planning certification as a company health manager. I may also decide to complete a dual master's degree - if possible at Franke GmbH.

Congratulations... ... on graduation!



Jan Uhrle studied industrial engineering with a focus on marketing and controlling at Aalen University. In his bachelor thesis, he analyzed our initial marketing strategy situation and created a marketing plan. Through his work, we can better understand our position in the market and optimize points for improvement in the future.



Emma Buchonin studied international industrial engineering at the University of Applied Sciences in Augsburg. She wrote her bachelor thesis on market research and price analysis for steel and aluminum blanks and developed a calculation tool to simplify our inquiry process. In the meantime, Emma Buchonin supports us as a trainee for strategic purchasing.

A warm Welcome!

Our new trainees

Industrial

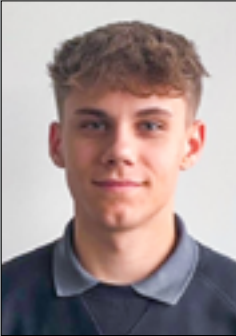
Cutting machine operators



Sinan Cafer Kocayörük



Konrad Nowotny



Nico Rahmig



Jan Zinnbauer

Industrial mechanics



Silas Drechsler



Moritz Heindel

Industrial clerk



Sarah Heinzmann

Technical product designer



Samira Rockinger

IT Specialist
System integration



Sina Drabek

Show competence
Film project Franke NEXT

In order to present our apprenticeship and dual study programs in an appealing video format, we collected some great footage in the fall. In two exciting days, our trainees and students stood in front of the camera as actors and actresses. It was not at all easy to cover all of our varied training programs in one video. You will soon be able to see the final result for yourself. Do you already want to know how you can get started with an apprenticeship or a dual study program at Franke? You can get all the information you need directly on our website: <https://www.franke-gmbh.com/career/why-franke/>

#videoshooting #film #behindthescenes #training #dual studies
#sneakPeak



Every year again ... **Happy holidays!**

Warm through the winter

Christmas present 2022



Christian Burghard from Technical Sales is already wearing it: the new quilted vest with nylon filling and Franke logo. A practical body & soul warmer for the cold season. With the Franke vest, you cut a good figure everywhere, whether at the Christmas market or at après-ski.

The All Around Franke editorial team says thank you for your interest in our magazine and wishes you happy holidays!

Recover & stay healthy!

Marisa Brenner
Gizem Duvan
Jule Launer
Lea Müller
Gerhard Reininger
Jana Schilk



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Gerhard Reininger
Public relations
Franke GmbH

Design:
Franke GmbH, Aalen
Print: ce-print, Metzingen
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