



What has made us strong in the analog world, makes us even stronger in the digital world.

We pioneer motion

## Schaeffler Romania

Official presentation/2024

We pioneer motion

## Schaeffler facts and figures – One of the world's largest family-owned companies

**~83,400**  
employees worldwide

**~200** locations in  
**~54** countries

**82** plants and  
**20** R&D centers

**~€16.3** billion  
of sales in 2023

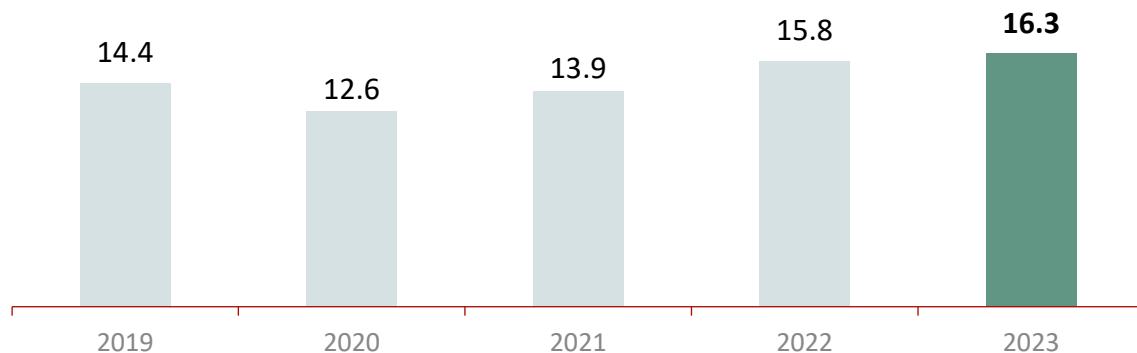
**7.3%**  
EBIT Marge in 2023<sup>1</sup>

**>1,000**  
patents registered in 2023

<sup>1</sup> Before special items

## Schaeffler – A leading global technology company

Sales in 2023 in € billions

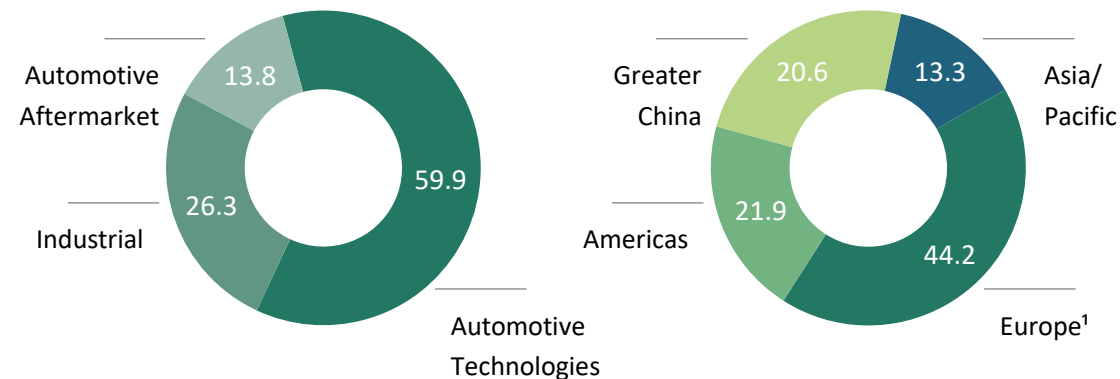


### A globally active Motion Technology Company

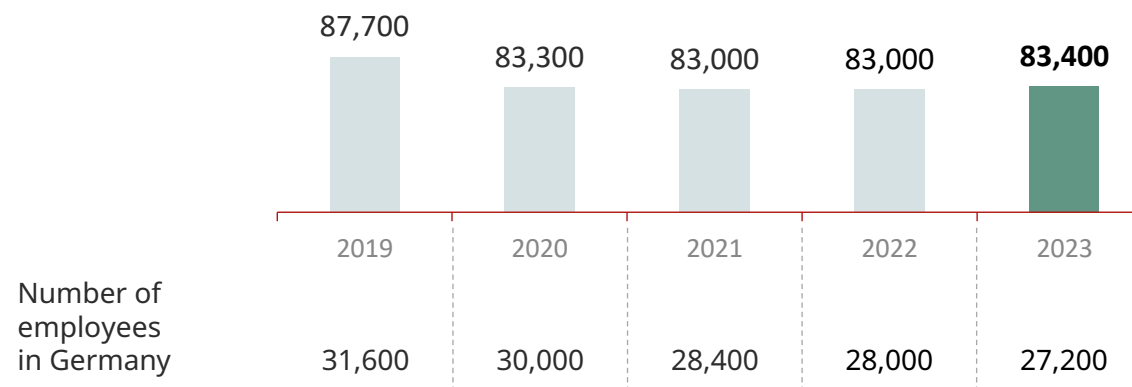
	Plants	R&D centers	Campus locations
Europe	45	9	10
Americas	15	5	4
Greater China	13	2	3
Asia/Pacific	9	4	-
<b>Total</b>	<b>82</b>	<b>20</b>	<b>17</b>

<sup>1</sup> Including Germany, Western Europe, Middle East and Africa, as well as Central and Eastern Europe | As of December 31, 2023

Sales by division and region 2023 in %

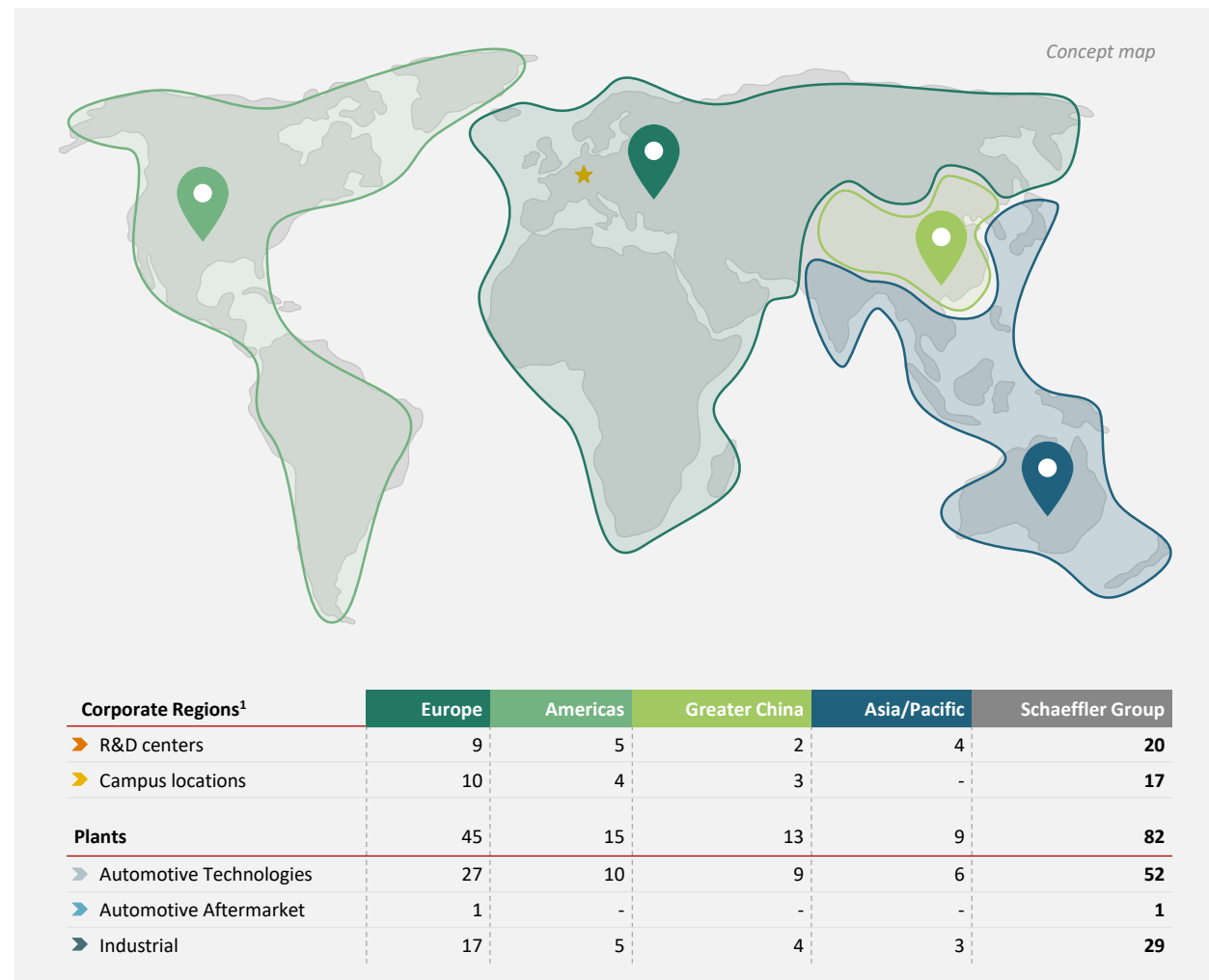


### Employees worldwide



# Proximity to customers – Global plants and R&D centers

Americas	Europe	France	Greater China
<b>Brazil</b>	<b>Germany</b>	<b>France</b>	<b>China</b>
▶▶▶ Sorocaba	▶▶▶ Bühl	▶ Chambery	▶ Anting
<b>Canada</b>	▶ Erlangen	▶ Chevilly	▶▶▶ Nanjing
▶▶ Stratford	▶ Gunzenhausen	▶▶ Hagenau	▶ Pinghu
<b>Mexico</b>	▶ Herzogenaurach ★	<b>Great Britain</b>	▶ Suzhou
▶ Huejotzingo	▶ Hirschaid	▶ Sheffield	▶▶▶▶ Taicang
▶ Irapuato	▶▶ HÖchstadt	<b>Hungary</b>	▶ Xiangtan
▶ Puebla	▶▶▶ Homburg	▶ Debrecen	▶▶ Yinchuan
<b>USA</b>	▶ Ingolstadt	▶▶▶ Szombathely	▶ Changsha
▶ Armada	▶▶ Lahr	<b>Italy</b>	<b>Taiwan</b>
▶▶ Cheraw	▶ Meckesheim	▶ Momo	▶ Taoyuan
▶ Danbury	▶ Morbach	<b>Portugal</b>	<b>Asia/Pacific</b>
▶▶▶ Fort Mill	▶ Nürnberg	▶ Caldas da Rainha	<b>India</b>
▶ Joplin	▶▶▶ Schweinfurt	<b>Romania</b>	▶▶ Hosur
▶ Troy	▶ Steinhagen	▶▶▶ Braşov	▶▶ Pune
▶▶ Wooster	▶ Suhl	<b>Slovakia</b>	▶ Vadodara
	<b>Austria</b>	▶▶▶ Kysucké Nové Mesto	▶ Savli
	▶ Berndorf-St. Veit	▶▶ Skalica	<b>Japan</b>
	<b>Bulgaria</b>	<b>South Africa</b>	▶ Yokohama
	▶ Sofia	▶ Port Elizabeth	<b>South Korea</b>
	<b>Czech Republic</b>	<b>Spain</b>	▶ Ansan
	▶ Lanškroun	▶ Elgoibar	▶▶ Changwon
	▶ Svitavy		▶ Jeonju
			<b>Thailand</b>
			▶ Chonburi
			<b>Vietnam</b>
			▶ Biên Hòa City



<sup>1</sup> The Schaeffler Group has a regional structure | ★ Headquarters

## Our Origins: Significant milestones in our company history



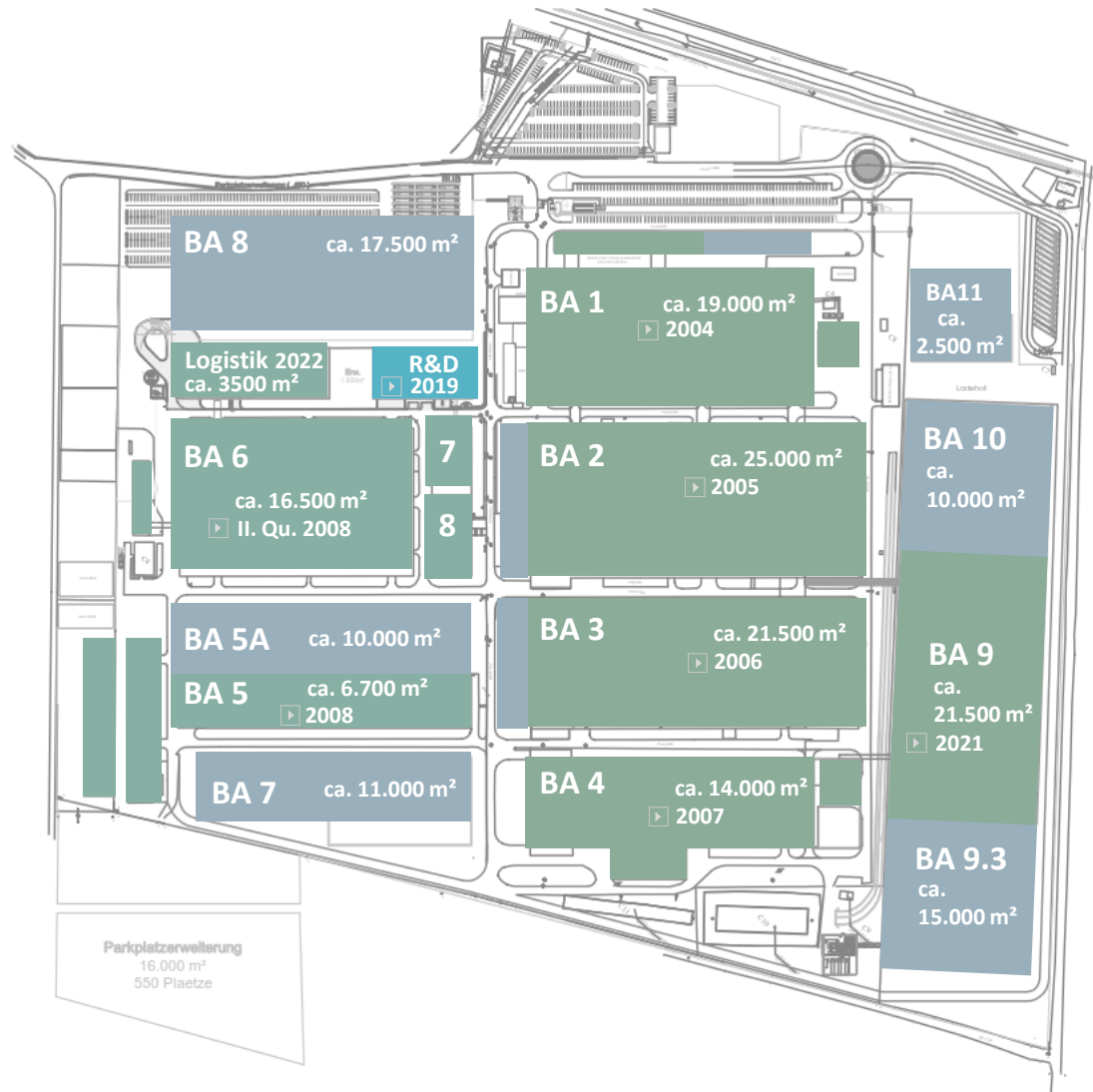
### Production milestones:

- 2007: The first large sized bearing is produced in Schaeffler Romania
- 2008: The first 2.080 mm slewing ring is produced in Romania
- 2013: Schaeffler Romania awarded as excellence supplier by Ford and GM
- 2018: The heaviest roller bearing for Brasov (10T)
- 2019: Largest roller bearing produced in Brasov (4m outer diameter) + 5.000 employees



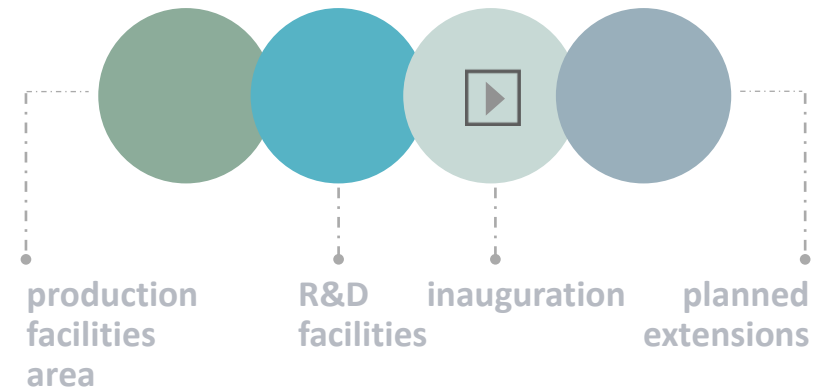
<p>2002</p> <p>Founding of INA Schaeffler Braşov LTD</p>	<p>2004</p> <p>Relocation &amp; start of production in the new plant in Cristian.</p>	<p>2005</p> <p>Official inauguration of the first Schaeffler building in Romania</p>	<p>2009</p> <p>Inauguration of the forge. Capacity for rings with diameters of up to 3 m</p>	<p>2012</p> <p>Inauguration of the Engineering Center Schaeffler</p>	<p>2014</p> <p>First promotion Professional German School Kronstadt</p>	<p>2018</p> <p>Testing Center: Foundation Stone Ceremony</p>	<p>2020</p> <p>Construction of newest production hall to date</p>
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# Company layout



**406 K m<sup>2</sup>** Total area  
**170 K m<sup>2</sup>** Built area  
**100 K m<sup>2</sup>** Area to be built

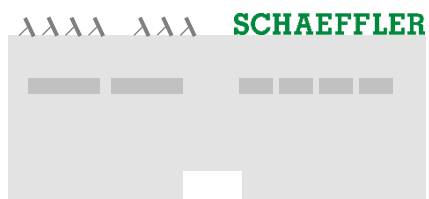
## Legend:



- 7** Engineering Center & Tool Service  
1.500 m<sup>2</sup> (x4 levels)
- 8** Cafeteria & Training Center  
1.800 m<sup>2</sup> (x2 levels)
- R&D** Testing Center  
2.800 m<sup>2</sup> (x3 levels)



## Facts & Figures Plant Brasov – Industrial dominant in a 5.000+ employee plant



Region: **Europe**

Location: **Romania** | Location Manager: **S. Gulacsi-Gologan**

**3** Plants (2 Ind., 1 ATECH) & **9** production halls

**1** R&D + Testing Center



## Products

- 1: Cylindrical roller bearings
- 2: Spherical roller bearings
- 3: Tapered roller bearings
- 4: Spherical plain bearings
- 5: Linear guides
- 6: VCT & ZMAG
- 7: Tripod rollers
- 8: RSTO & IR
- 9: Balancer shaft
- 10: Hydraulic elements

**Industry:** 6 Sectors | Wind, Rail, Off-road, Power Transmission, Ind. Automation, Raw Materials

**Automotive:** 2 Business Units | Engine Components & Valve Train Systems

**+5K**  
employees

**€800M**  
investment

**170K<sub>sqm</sub>**  
production area

**€2M**  
daily production

**>8K**  
orders/month

**+3K**  
final customers

**%75**  
industry

**%25**  
automotive

**13**  
products

**%10**  
avg. productivity growth/year

**400**  
students in edu. programs/year

**100**  
trucks with steel processed/week

## Applications areas, Clients

## Industry



Tapered roller bearings



Spherical plain bearings



Cylindrical roller bearings



Linear technology

wind



rail



off-road



power transmission



industrial automation



raw materials

## Automotive



VCT



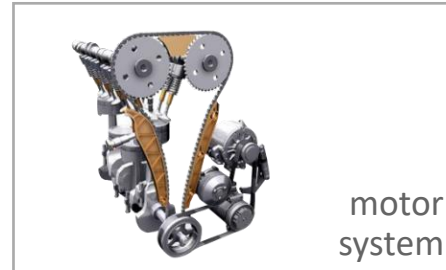
RSTO



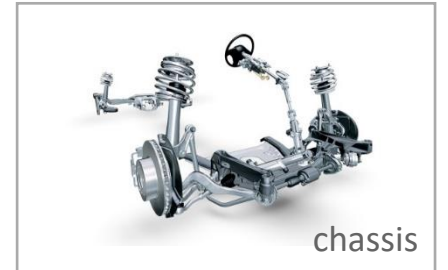
tripod rollers



balancer shaft



motor system



chassis



## Stable values – The motivation behind our actions

**SCHAEFFLER**



### **SUSTAINABLE**

We assume responsibility for the future of the Schaeffler Group and coming generations. With continuity and a long-term view.

### **INNOVATIVE**

As pioneers we know: For (almost) every problem there is a solution. If not, we will create one.

### **EXCELLENT**

We strive for the highest quality in everything we do. No matter where and when.

### **PASSIONATE**

What drives us is curiosity, fascination for innovative technologies, and the joint success with our customers.

## Success factors

### Production System

- **Safety:** Working Capacity
- **Quality:** External Q-Claims
- **Delivery:** Delivery Perform.
  - **Cost:** Productivity
  - **Moral:** Fluctuation

Quality has the highest priority!

### Fit for Quality

#### FFQ Academy

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

### IE

#### Excellence in processes

- **Complexity** mastered for 42 basic technologies
- **More** than 800 new types
  - **Ratio** of over 6 million € about 300 ongoing projects
- **Culture** of improvement

### MOVE

#### MOVE Academy

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

Move = DE Abbreviation  
= more, without waste



WE  
PIONEER  
MOTION  
TO  
ADVANCE  
HOW THE  
WORLD  
MOVES!



## Success factors

### R&D

#### Engineering & Testing Center

- ~ 3.2M. € investment
- > 190HC
- Research & Development
  - Technical Calculations
- Analysis and Benchmarking
- CAD-Methods and Support

### CSC

#### Corporate Service Center

- > 50 developed application
- > 150 HC
- HR Support
- Worldwide IT Support
- EU Logistics Support
- Worldwide Dispo Support

### Certifications

#### Top international Standards

- ISO 9001: 2015
- IATF 16949: 2016
- ISO/TS 22163 (IRIS)
- EMAS, recognized by EU in 2015 as one of the first in RO
  - AEO Certification: 2018
- Six Sigma Certification: 2018

### Recognition

- Top-Exporter | COC-Bv
- Schaeffler Group
- Ford: "Q1 Preferred Quality Award", GM: „Supplier Quality Excellence Awards”, Siemens: „MD Best Supplier Award – Quality”, Volvo: „Quality Excellence”



WE ARE THE  
AUTOMOTIVE  
&  
INDUSTRIAL  
SUPPLIER OF  
CHOICE, THAT  
LEADS  
THROUGH  
INNOVATION,  
AGILITY,  
EFFICIENCY!



## Success factors

### Employees

#### Qualified development

- Schaeffler Academy
- Events and activities: ex. The Schaeffler Romania Award Gala
- Training Center

### CSR

- >200 cultural, educational, social and charitable projects
- for employees: sport events, anniversaries, children's day...
  - environmental actions
  - the Schaeffler Parc

### Students

- Internship program
- Dissertation program
- 3 Master Programs
- 10 Excellence Scholarships
- Trainee program
- 4 Schaeffler laboratories

### Investment in the future

- Leading role in initiating the first vocational school in dual system in Romania: German Vocational School



WE FOCUS ON  
WHAT CAN WE  
DO BETTER FOR  
OUR  
EMPLOYEES,  
COMMUNITY,  
ENVIRONMENT!

# SCHAEFFLER

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