



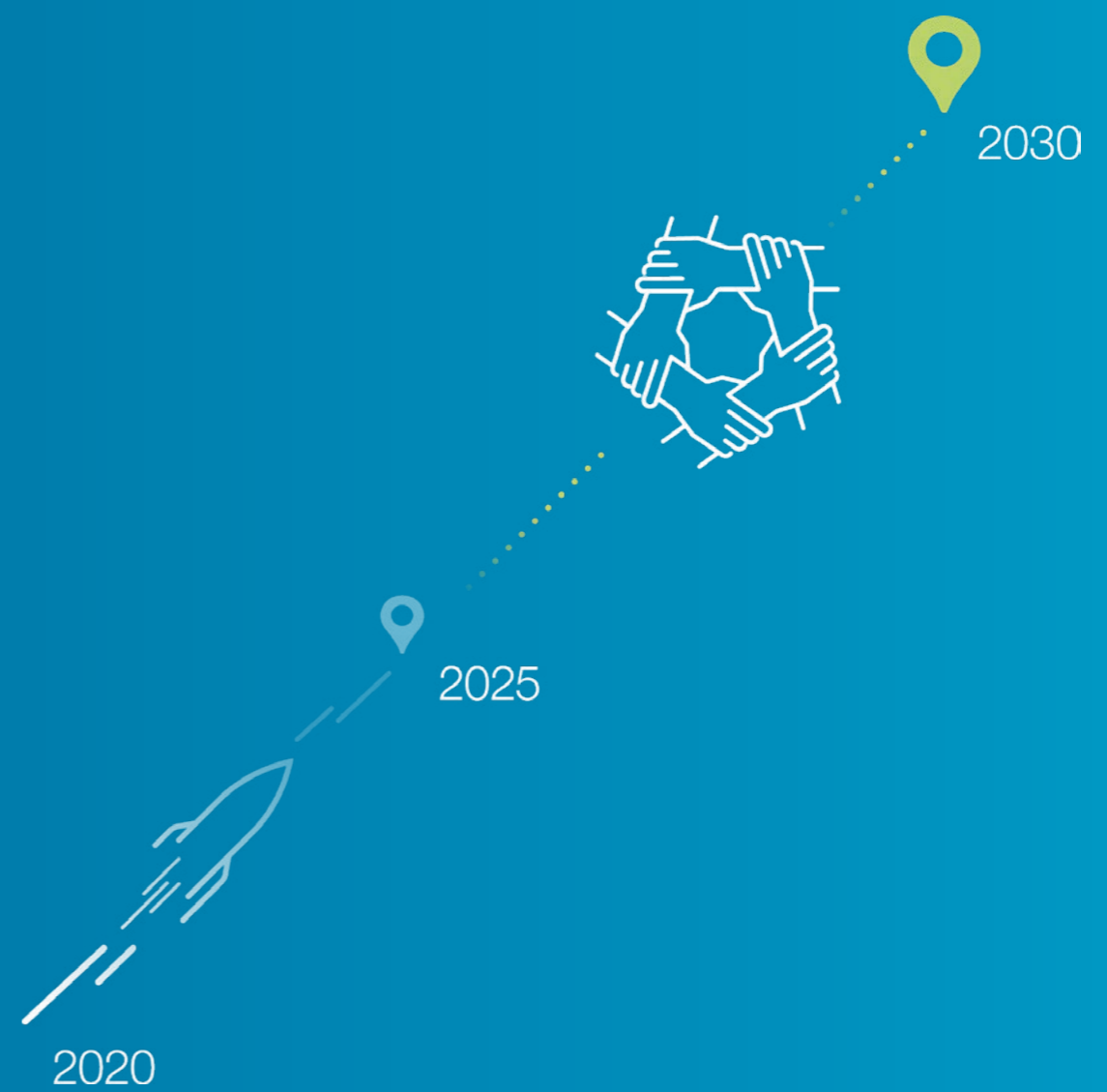
Franke



Together in Motion

Our Company Guidelines until 2030

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Dear employees and partners,

together in motion – that is our revised and updated mission statement. It focuses on the power of collaboration – both internally and externally. Success is achieved when people, teams and partners pool their expertise and take joint responsibility. In this spirit of cooperation, we find the direction, courage and inspiration to be **innovative** and to act in a considered and forward-looking manner, even in turbulent times.

We work together – knowledge is shared, support is part of everyday life, and diversity and different perspectives strengthen our decisions. Open, respectful and solution-oriented communication makes success tangible and shared goals achievable. Ambition thus becomes a visible collective achievement.

At the same time, we consistently focus on **performance**: to continue producing and supplying technology in and from Germany in the future, we must continuously optimise our processes. Efficiency and speed are measurably improving. Clear goals and transparent progress provide direction – ensuring our efforts are visible and traceable.

Resilience is no longer just a nice-to-have, but a key success factor: we identify disruptions early, respond flexibly and ensure consistency. In this way, we minimise production downtime, safeguard flexible processes and supply chains, and foster a learning-oriented corporate culture that reacts quickly to change.

Last but not least, **sustainability** is at the heart of everything we do: we operate in a resource-efficient manner, reduce emissions and waste, and ensure fair relationships with our employees, partners and customers. In this way, we achieve long-term business success in harmony with the environment and society.

Franke GmbH, Germany 2026

Daniel Groz
Managing Director
Shareholder

Sascha Eberhard
Managing Director

Photo on the left from left: Daniel Groz and Sascha Eberhard



Franke Corporate Guidelines

The principles of our actions

Franke is the inventor of the wire race bearing and a global leader in the further development and application of this technology in rotary and linear motion systems. We are the market leader in customised bearing solutions. We focus on applications where our products offer the greatest possible benefit. We deploy our resources strategically to continuously enhance our expertise.

1

Why do we do it?

We want to make a difference: through technical innovation, the realisation of personal potential, and the development of good relationships.

2

How do we do it?

We provide our clients with highly personalised support at every stage of our collaboration, drawing on our creativity, expertise and attention to detail.

3

What do we do?

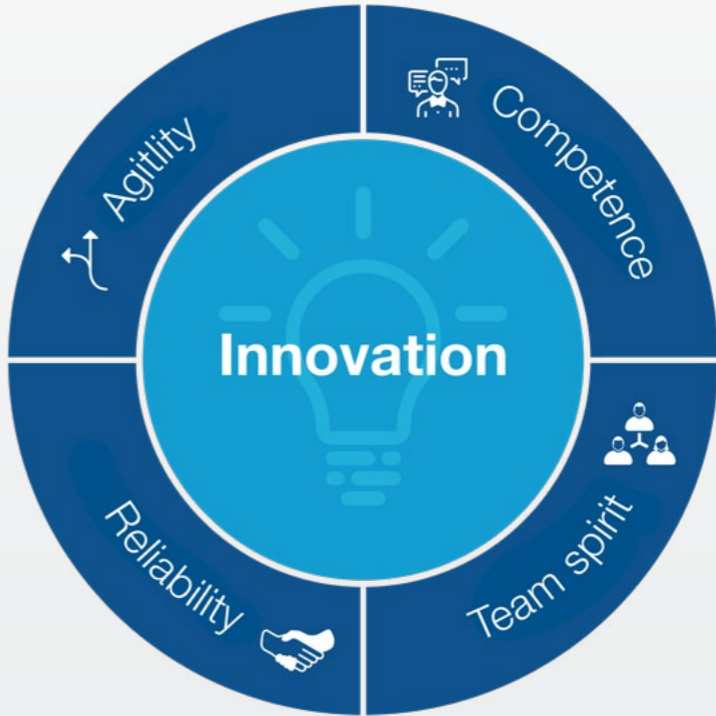
We develop and manufacture perfectly matched wire race bearings and linear guides for rotary and linear applications – including consultancy, engineering and after-sales service.



Franke Brand Values

That is what we stand for. Among us and to others.

Our brand values articulate what defines Franke and where our strengths lie. We can always draw on these values. They guide us in our day-to-day work and on our journey into the future.



New approaches: The digitisation of information and communication, as well as the sharing of knowledge, are taking us a big step forward.

Franke Brand Values

That is what we stand for. Among us and to others.



Innovation

We are committed to consistently providing our customers with the best possible bearing solutions and systematically opening up new markets for wire race bearings and linear systems. Through our solutions, we help our customers to be innovative. To this end, we keep abreast of technological trends and develop new products. We invest regularly and substantially in modern technologies and in the continuous improvement of internal structures, processes and procedures. In this way, we create an environment conducive to innovation. We regard a willingness to embrace change and a commitment to lifelong learning as the foundation for innovation.



Agility

We are an active, advisory partner to our customers and work with them to find the best possible solutions at every stage of our collaboration. Our structures enable us to respond quickly and flexibly. Modern control systems allow for the flexible deployment of resources for both one-off and series production. We work in high-performing teams whose collaboration is characterised by short decision-making processes. The outsourcing of manufacturing tasks, flexible working hours and situation-specific staff deployment enable us to adapt our capacity quickly to meet demand.



Competence

Franke is the inventor of the wire race bearing and a global leader in the further development and application of this technology in rotary and linear motion systems. A comprehensive understanding of the technical and economic challenges faced by our customers across all industries is fundamental to our success. This is complemented by manufacturing expertise and excellent product and manufacturing development, which serve as further cornerstones. Our capabilities are further supported by a skilled and reliable network of partners and institutes.



Reliability

For us, reliability is a core value in all our relationships. We aim to be reliable for our customers, our colleagues and everyone around us. Clear management processes, consistent objectives and robust key performance indicators help us to be valued as reliable partners. Through excellent delivery performance, reliable products and comprehensive service, we earn the trust of our customers. In our dealings with one another, we meet deadlines and honour commitments, and provide feedback on the status and progress of joint projects. For us, reliability also means trusting the work of others and helping to catch any mistakes.




Team Spirit

We firmly believe that we can achieve more together. To this end, we form flexible teams. We regard our clients and external partners as members of our team. For us, team spirit involves mutual respect, an interest in the perspectives of our colleagues, and recognition of their achievements. We treat one another with respect and appreciation. Different opinions are important and welcome in the decision-making process. In the event of conflicts, we strive for compromises and joint solutions.

Mission

This is our task.

A large, faint, light blue lightbulb icon is centered in the background of the slide. It has a glowing effect with several short lines radiating from the top, suggesting an idea or innovation.

With our invention of the Wire Race Bearing, we enable our customers to be innovative.

Vision

This is what we want to achieve.

A large, light gray arrow starts from the bottom left, curves upwards, and then turns to the right, pointing towards the right edge of the slide. It is positioned behind the vision text.

Franke is an agile Technology Company.



Franke High-Tech bearing: Bearing assemblies with segmented torque motors are a prime example of the company's innovative strength.



Franke Company Goals

This is what we want to achieve together.

- ▶ We are improving our **performance**.
- ▶ We are **resilient**.
- ▶ We are **innovative**.
- ▶ We act **sustainably**.
- ▶ We work **together**.

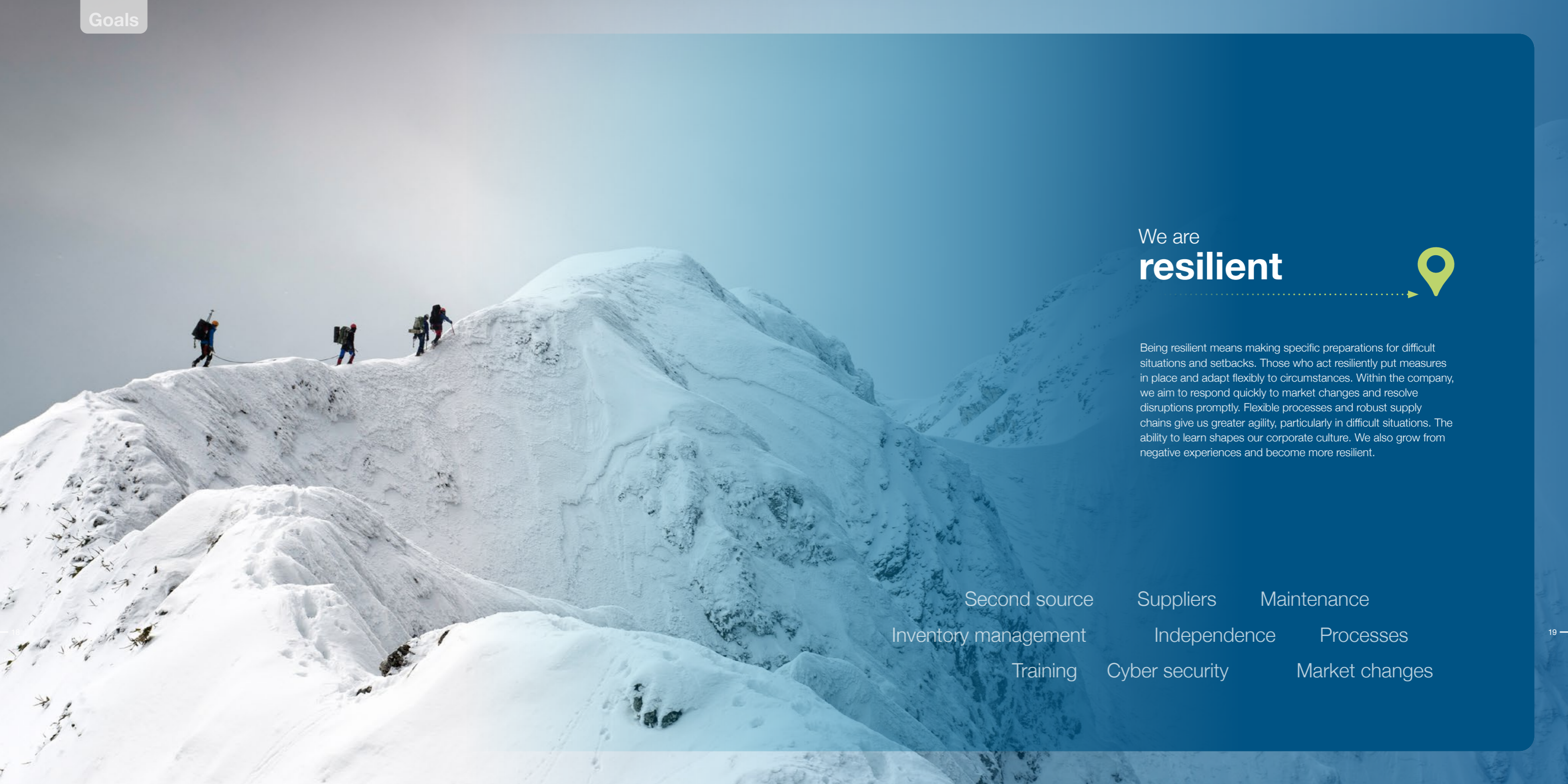


We are improving our Performance



Franke boosts productivity across all areas. Clear objectives are our guiding principle. We achieve them through streamlined processes, clear priorities and close collaboration between all teams. We consistently optimise our processes. Many small adjustments add up to significant, measurable results. Our key performance indicators demonstrate the improvements we have made in efficiency and speed.

- Turnover
- Revenue
- Costs
- On-time delivery
- Lead time
- Productivity
- Quality
- Customer projects
- Supplier evaluation
- Fitness rate

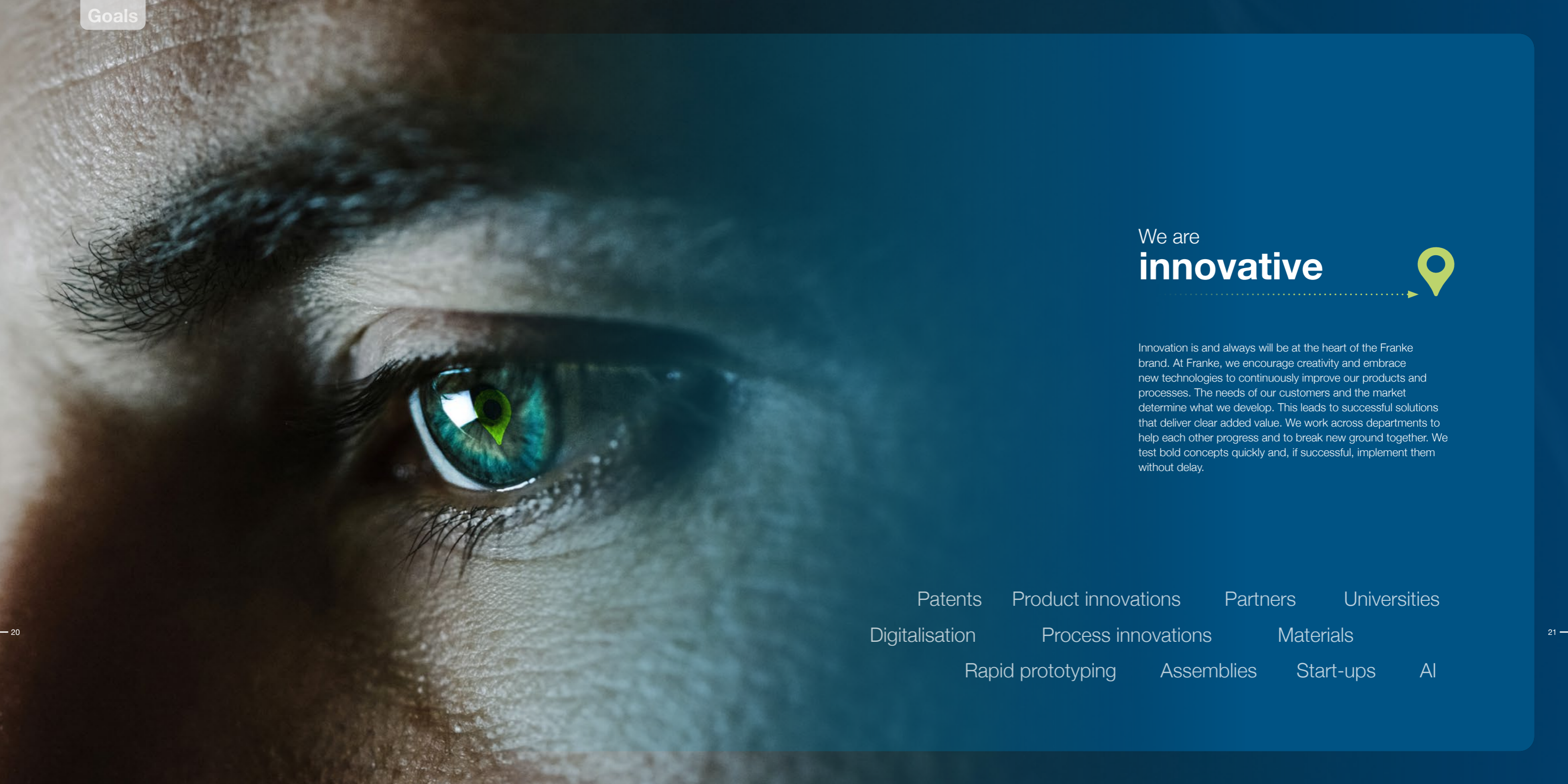


We are
resilient



Being resilient means making specific preparations for difficult situations and setbacks. Those who act resiliently put measures in place and adapt flexibly to circumstances. Within the company, we aim to respond quickly to market changes and resolve disruptions promptly. Flexible processes and robust supply chains give us greater agility, particularly in difficult situations. The ability to learn shapes our corporate culture. We also grow from negative experiences and become more resilient.

- Second source
- Suppliers
- Maintenance
- Inventory management
- Independence
- Processes
- Training
- Cyber security
- Market changes



We are
innovative



Innovation is and always will be at the heart of the Franke brand. At Franke, we encourage creativity and embrace new technologies to continuously improve our products and processes. The needs of our customers and the market determine what we develop. This leads to successful solutions that deliver clear added value. We work across departments to help each other progress and to break new ground together. We test bold concepts quickly and, if successful, implement them without delay.

- Patents
- Product innovations
- Partners
- Universities
- Digitalisation
- Process innovations
- Materials
- Rapid prototyping
- Assemblies
- Start-ups
- AI



We act sustainably



In the context of corporate management, sustainability means adopting a long-term perspective for both our company and the environment. This involves producing in a resource-efficient and energy-saving manner, as well as developing durable and recyclable products. We aim to reduce emissions and waste. Treating employees, customers and business partners fairly ensures lasting relationships and builds lasting trust.

- Carbon neutrality
- Scope 3
- Energy self-sufficiency (electricity)
- Packaging technology
- Operating materials
- Recycling
- Refurbishment
- Product range



We work together



All Franke employees are colleagues with shared goals. Through effective collaboration, these goals can be achieved more easily and successfully. People from diverse backgrounds bring a wide range of experiences and skills to the table. Exchanging ideas within the group leads to an increase in knowledge and expertise. Engaging with different perspectives can help us find innovative solutions. We aim to treat one another with openness, respect and a focus on solutions. In this way, misunderstandings are avoided and mutual trust grows.












- Equal footing
- Focus
- Responsibility
- Culture of improvement
- Winning teams
- Communication
- Projects
- Successes
- Humanity

Guide Lines Summary

Macroeconomic trends

Guide Lines

Development of departmental goals

Principles	Brand Values	Mission	Vision	Goals 2030	Strategy	Goals	KPIs	Methods
<p>Why do we do it?</p> <p>We want to make a difference: through technical innovation, the realisation of personal potential, and the development of good relationships.</p>	<p> Agility</p>	<p>With our invention of the Wire Race Bearing, we enable our customers to be innovative.</p>	<p>Franke is an agile Technology Company.</p>	<p></p> <p> We increase our Performance.</p> <p> We are resilient.</p> <p> We are innovativ.</p> <p> Wir act sustainably.</p> <p> We work together.</p>	<p>Staff, Training and Health</p> <p>Safety / Fire Safety / Cleanliness & Tidiness</p> <p>Procurement</p> <p>Research, Technology & Manufacturing Development</p> <p>Investments</p> <p>Product Management</p> <p>Production & AV</p> <p>Quality</p> <p>Sustainability / Energy / Environment</p> <p>Marketing & Sales</p> <p>Digitalisation & IT</p> <p>Training / Studies</p> <p>Logistics / Materials Management</p>	<p>Training</p> <p>Work Planning</p> <p>Procurement</p> <p>Digital & IT</p> <p>Production</p> <p>Quality & Service</p> <p>Sustainability, Health and Safety, Environment, Energy Management</p> <p>Marketing & Sales</p> <p>Logistics</p> <p>Human Resources & Training</p> <p>Engineering & Development</p> <p>Manufacturing Development</p>	<p>Order intake, turnover, contribution margin, customer acquisition, export ratio</p> <p>Productivity, on-time delivery, lead time,</p> <p>Innovation metrics, projects, new products, patents</p> <p>IT security & digitalisation metrics</p> <p>Lean, quality costs, profitability, investments</p> <p>Inventory turnover, purchasing index, scrap</p> <p>Staff costs, training</p> <p>Carbon footprint, refurbishing, engagement, foundation</p> <p>Site development, number of employees, export share</p>	<p>Strategy Meeting & Review of Current Situation</p> <p>Project Management</p> <p>Lean Management</p> <p>Staff Training & Matrix Training</p> <p>Continuous Improvement</p> <p>FMEA, QFD</p> <p>Suggestions for Improvement</p>
<p>How do we do it?</p> <p>We provide our clients with highly personalised support at every stage of our collaboration, drawing on our creativity, expertise and attention to detail.</p>	<p> Competence</p>							
<p>What do we do?</p> <p>We develop and manufacture perfectly matched wire race bearings and linear guides incl. engineering and after-sales service.</p>	<p> Innovation</p>							
	<p> Reliability</p>							
	<p> Team Spirit</p>							

#togetherinmotion



Franke GmbH
Obere Bahnstraße 64
73431 Aalen, Germany

www.franke-gmbh.com
info@franke-gmbh.de
Phone +49 7361 920-0