



Meeting of the Executive Committee of the European Works Council



from left to right: Ullrich Schöppllein (recording clerk, D), Francesco Nicolliello (Deputy Chairman/I), Norbert Lenhard (Deputy Chairman/D), Thomas Mölkner (Chairman/D), Interpreter Sonja Mahler (I) and Jürgen Bänsch (IG Metall Group Contact/D)

❖ New Organisation Europe

On the occasion of the meeting which was held on 9 April 2014 in Herzogenaurach, the chairman of the overall works council, Norbert Lenhard, informed the participants about the installation of a European Organisation of Schaeffler. This organisation will have its domicile in Schweinfurt.

Schaeffler Group is steering its business via a matrix organisation which comprises two divisions (Automotive/Industry), five functional areas and four regions, one of them being Europe at the moment. The Executive Committee welcomed this organisational change, since this way the European Works Council (EWC) will now be able to address their questions directly to contact persons.

Mr Dietmar Heinrich will be the leading officer for Europe. Mr Martin Hellermann will assume the responsibility for HR Europe. It was suggested to the employer to invite them to the forthcoming meeting of the European Works Council held in July 2014 in Hagenau/France, which the employer has already accepted.

It was further suggested to the employer to establish four regular meetings per year together with the responsible people in Europe. These meetings are intended as a platform for regular exchange of ideas about any ongoing developments which are relevant for the European plants and locations. This will lay the foundation for providing relevant information to the EWC at an early stage. It is planned that the EWC chairman, his deputy from Germany and the recording clerk will take part in this meeting. In the event that any country will be affected by any current developments or changes there will be the possibility to agree on a participation in the next meeting. In order to improve communication, the members of the EWC will receive a translated summary of the contents of the discussions after each of these meetings.



All members of the EWC will be asked in due time before these regular meetings, whether there are any particular topics that should be discussed during the forthcoming meeting. The central management still has to grant its consent to these proposals.

❖ Working programme of the EWC

The executive committee negotiated about the implementation of the working programme as resolved during last year's EWC-meeting in Herzogenaurach/Germany. As regards the item "improvement of exchange of information", the proper preconditions have been set by establishing the new Europe Organisation.

As regards the item „payment of a comparable profit-sharing in all countries (resolution adopted in Skalica) and "provision of necessary working materials for employee representatives" are being discussed further together with the Central Management.

After the implementation of the EU-guideline 2009/38/EG, the EWC will be entitled to receive a statutory training measure. That is why a joint three-day qualification seminar will be planned for spring 2015, and the employer will receive a respective proposal in this regard. This will particularly consider the specific representation structures applicable to the various countries and locations.

The working programme also includes the agreement that a set of questions coming from the various countries will be submitted to the employer early enough before each EWC-meeting. **That is why Thomas Mölkner, Chairman of the EWC, hereby requests all members of the EWC to send him any important questions until 16 May 2014 at the latest. These questions will be summarized for the Central Management for the next meeting.**

❖ International Framework Agreement (IFA)

Negotiations regarding the International Framework Agreement will continue in order to reach the appropriate goal. It will serve the implementation of minimum standards for employees worldwide.

❖ New Schaeffler Chief Executive Officer

The Supervisory Board of Schaeffler AG has appointed Mr Klaus Deller as the company's new Chief Executive Officer. He is going to start this new position from 1 July 2014. Up until then Schaeffler will be lead by Klaus Rosenfeld. Klaus Deller has been board member of Knorr-Bremse AG in their Commercial Vehicle Division since 2009. Once Mr Klaus Deller will start his position, Klaus Rosenfeld will become the Deputy CEO apart from his position as Chief Financial Officer.

Schaeffler European Works Council

Thomas Mölkner
(Chairman)

Norbert Lenhard
(Deputy Chairman)

Francesco Nicolliello
(Deputy Chairman)