

Schaeffler India Limited · Pune · Maharashtra

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street,
MUMBAI- 400 001

Company Code: 505790

National Stock Exchange of India Limited

Exchange Plaza, C - 1, Block G,
Bandra-Kurla Complex, Bandra (E)
MUMBAI- 400 051

Company Code: SCHAEFFLER

24/01/2020

Sub: Shareholders' Plant Visit on January 23, 2020

Dear Sirs,

With reference to our letter dated December 17, 2019 on the subject matter, this is to inform the stock exchanges that Shareholders visit to Company's Talegaon Plant ('Plant Visit') took place on January 23, 2020 as scheduled and around 150 Shareholders participated in the Plant Visit.

Phone: +91 20 68198448

A presentation made to Shareholders during the Plant Visit is enclosed herewith.

Kindly take the same on your record.

Thanking you,

Yours faithfully,
For **Schaeffler India Limited**



Chirag K. Shukla
Company Secretary



Encl.: As above



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A Warm Welcome to Our Valued Shareholders

23 January 2020, Talegaon, Pune

Overview of the program (3 to 4 hours)



60-75 min Presentations

45-60 min Lunch

75-90 min Plant visit

30-45 min Shareholders feedback



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Newer Frontiers

Mr. Avinash Gandhi
23 January 2020



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Business and beyond

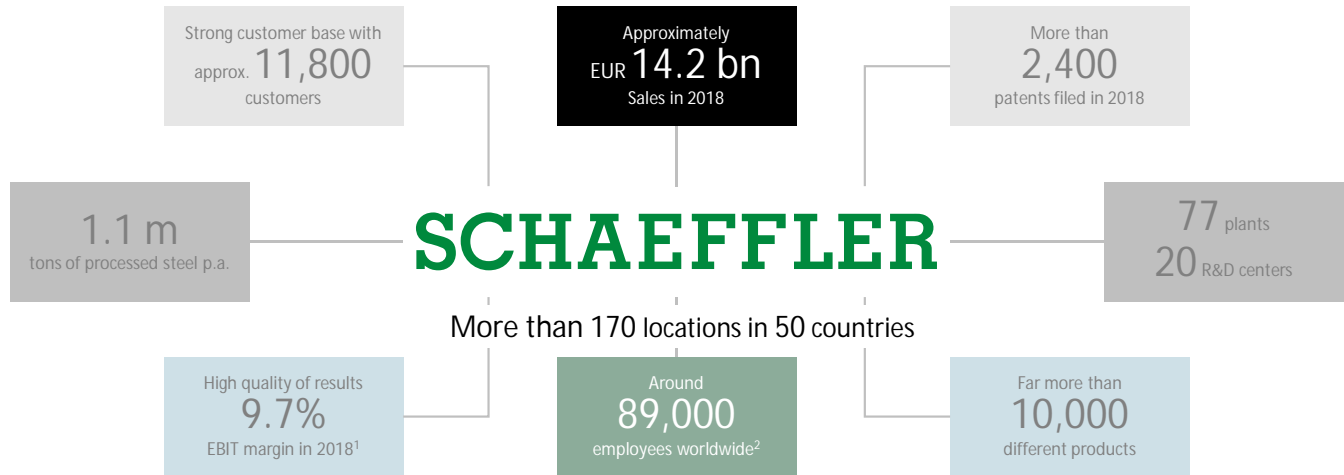
Harsha Kadam
23 January 2020, Pune

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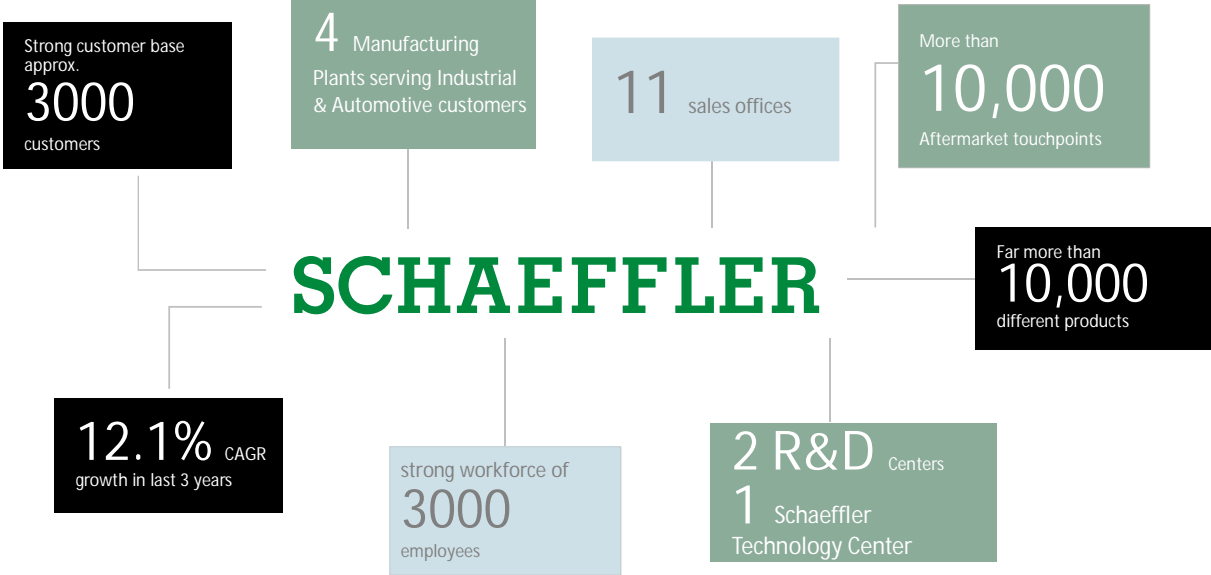
Automotive & Industrial supplier

Schaeffler Global | Factsheet

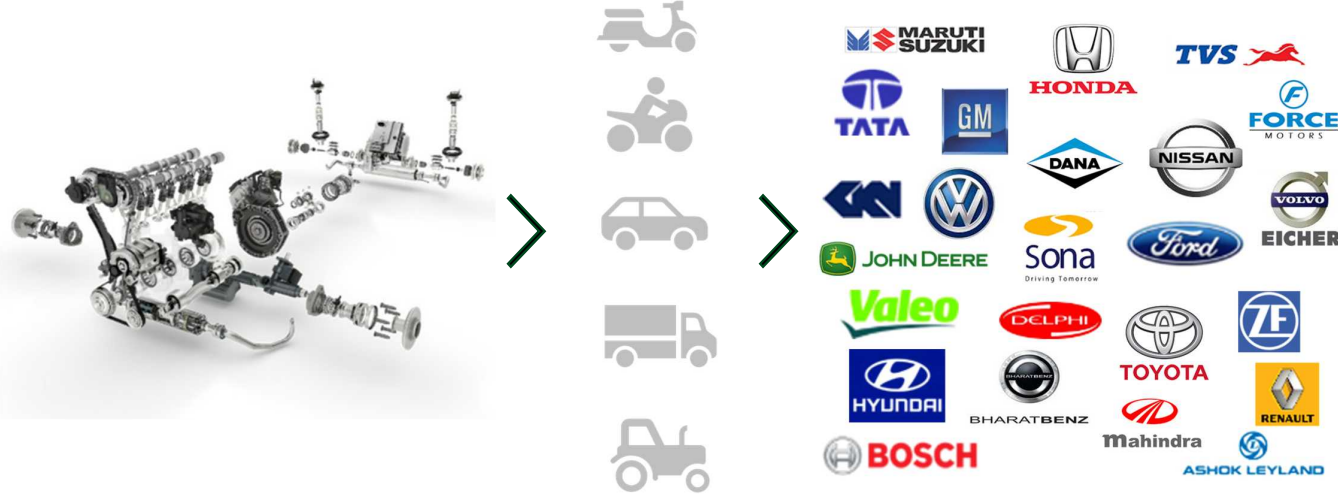


¹ Before one-off effects | ² As at September 30, 2019

Schaeffler India Limited | Factsheet



Automotive Business | Stronger Systems Capability

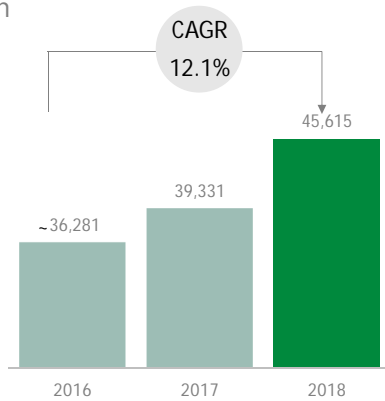


Industrial Business | Wide Product Spectrum



Steady revenue growth over last years

Revenue
INR mn



-2016 numbers are proforma before merger

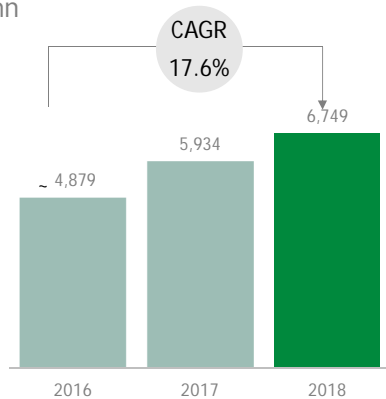
Double digit revenue growth over last three years

2019 witnessed a degrowth of ~3% at run-rate of YTD Sept due to automotive market decline by ~9%

Earning quality better than revenue growth

PBT (Before exceptional items)

INR mn



-2016 numbers are proforma before merger

Earnings have been better than sales growth

Automotive slowdown impacted earning quality in 2019

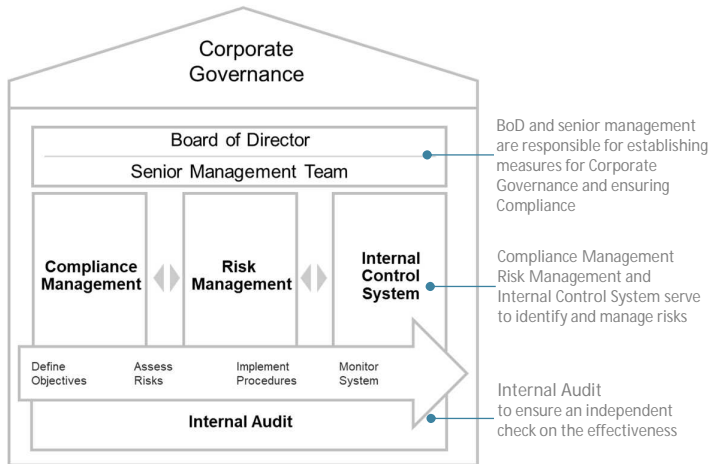
Cost flexing and synergy benefits of merger

Responsible Investing



Responsibility towards investors
+
Responsibility towards society

Responsibility towards investors | Our Corporate Governance



Schaeffler follows the three pillars of Corporate Governance in pursuit of long term enhancement of corporate value

Compliance Management – We are moving from a culture of compliance to a culture of integrity

Risk Management – We assess and review risk diligently to minimize their impact on our business

Internal Control System – We have built controls to ensure integrity of our financial reporting

Responsibility towards Society | Environment



Solar Panels on Roof



Waste Water Treatment Plant



Rain Water Harvesting



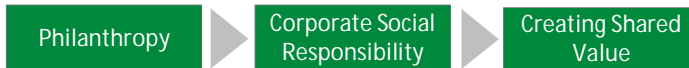
Effluent Treatment Plant

Sustainability at Schaeffler is ensuring the companies lasting business success based on environmental and social responsibility

Our plants have all requisite validations for environmental, health & safety certifications

A systematic and periodic measurement of indices is undertaken to track our progress

Responsibility towards Society | CSR



CSR policy of Schaeffler India is framed around the theme of “Let everyone be happy” - creating a shared value

Our initiatives are focused mainly on wellness, skills for employability, education of economically weak and specially enabled, and awareness of cultural heritage

CSR spend focused on impactful projects

CSR Kiosk during plant visit will give glimpses of our initiatives

Responsibility towards Society | Diversity and Inclusion at workplace



We believe that diverse workforce generates creative ideas that lead to superior performance

We have diversity focused employee referral campaign and college graduate hiring program

Build a more balanced workforce and foster an inclusive approach to build cultural intelligence

Responsibility towards Society | Employee welfare



Employee Fitness Week



Laughter Therapy Session



Festive Celebrations



Summer Camp for Kids

Efforts in the right direction to make your company a healthy and a happy workplace

Employee pulse survey scores at 4.8 out of 5, signifying a positive and engaged company culture

Focus on talent mobility & talent exchange opportunities to diversify employee skillsets

Thank You



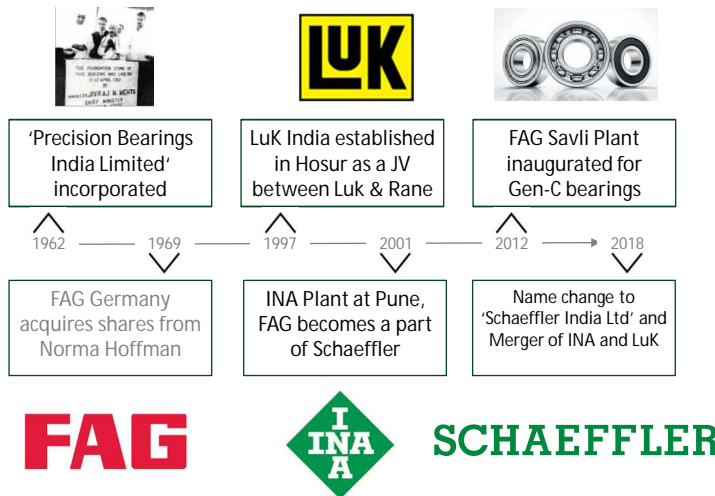
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Governance by choice

Satish Patel
23 January 2020, Pune

Why Corporate Governance is all the more Important now?



- Incorporated as Precision Bearings India Limited
- Renamed as FAG Bearings India Limited in 1999.

- Significant Growth over the years

- Company of high repute

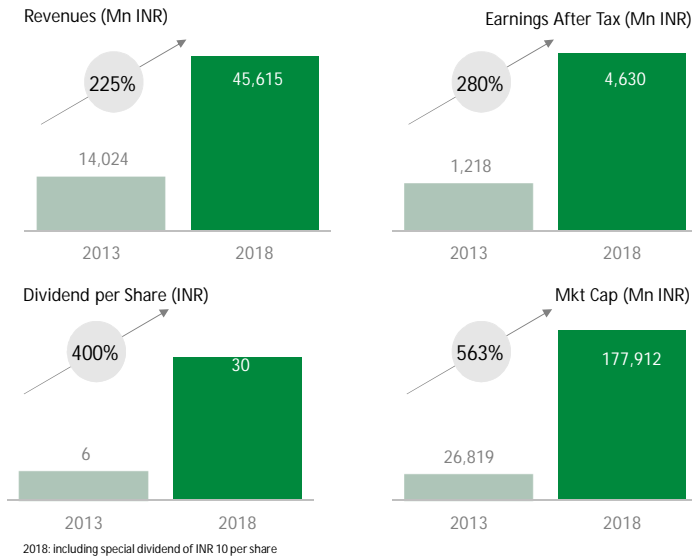
- Merger: Access to large market

- Expanded Product portfolio

- Automotive and Industrial Supplier

- Responsibility towards all the stakeholders

How Schaeffler India Ltd has performed and rewarded its Shareholders over the years?



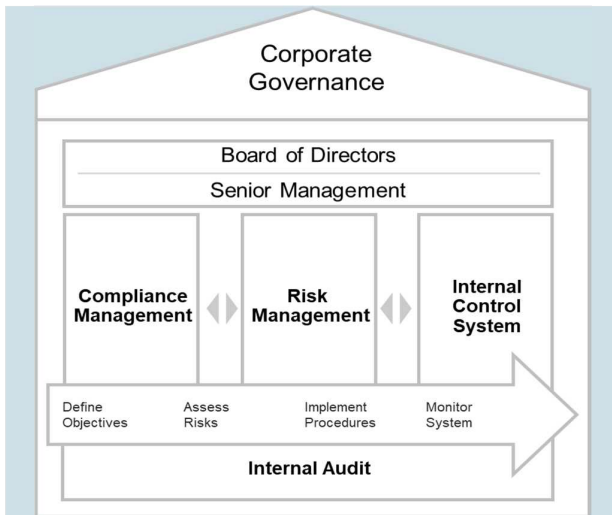
- Better than industry revenue growth
- Merger contributed in achieving this

- Higher margins due to Balanced business portfolio
- Persistent focus on cost & productivity

- Year on year increase in dividend payout

- Long presence in the market and improved performance reflected in Market Cap

What policies differentiate Schaeffler India Ltd in terms of Governance?



- Four Eyes Principle
- Managing Conflict of Interest

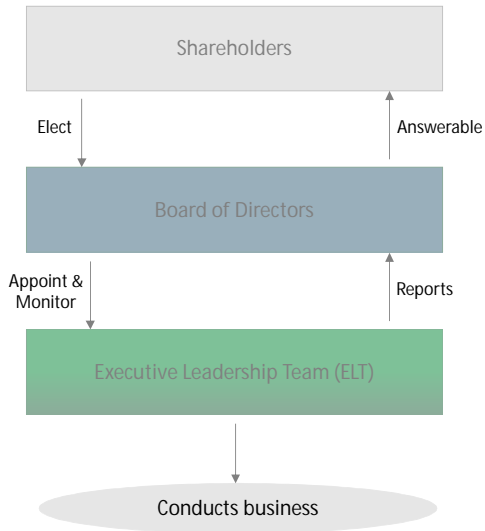
- Strong Anti Corruption and Anti Bribery Policy

- Code of Conduct for Employees as well as associates

- Strong Internal Controls

- Independent Compliance and Internal Audit

What is the Governance Structure at Schaeffler India Ltd?

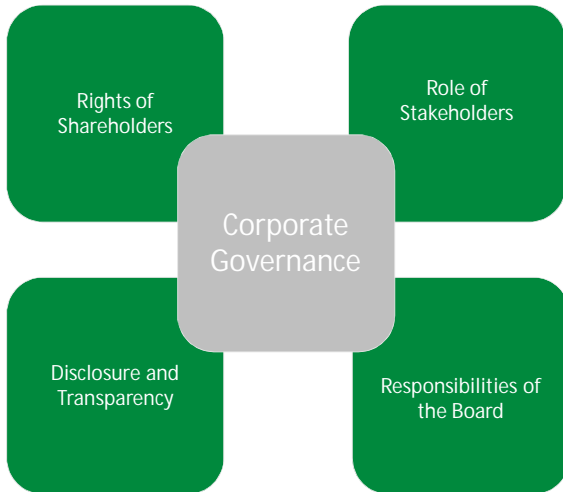


Executive Management structure ensures objective oversight

Well composed Board of Directors

Well defined role and scope of ELT with requisite expertise to manage the business

Which are some of best Corporate Governance Practices at Schaeffler India Ltd?



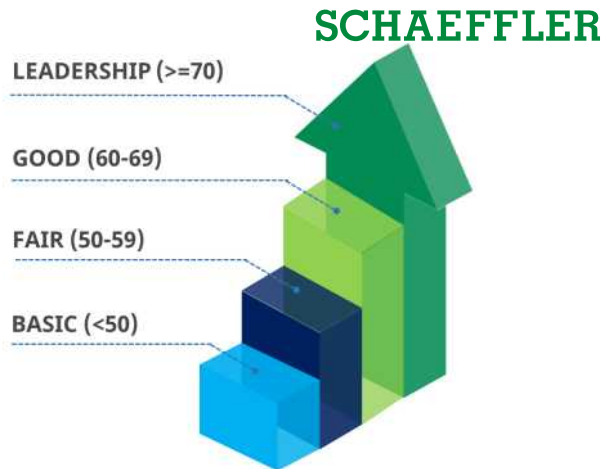
- Shareholders' Handbook
 - Related Party Transactions
 - Participation in AGM
-

- Health and safety of Employees
 - Treatment of Suppliers
 - Good Corporate Citizen
-

- Disclosure of material information
 - Disclosure of non-financial information
 - Disclosure of Codes and Policies
-

- Board Evaluation
 - Remuneration Structure
-

Schaeffler India Limited is independently rated on Corporate Governance?



Schaeffler India Limited achieves 'Leadership' position in governance

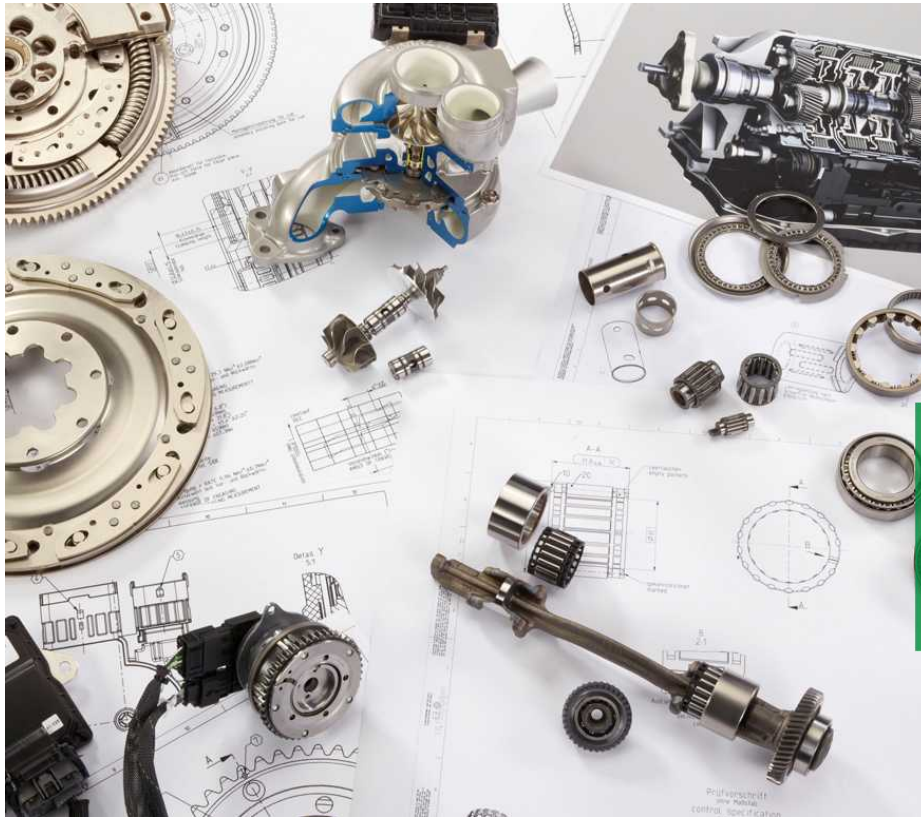
Only 3 companies in SENSEX and 6 in BSE 100 fall in the 'Leadership' category

Embarked journey from G to ESG

*Assessment as on December 20, 2019 by Institutional Investor Advisory Services (IIAS), a SEBI-registered proxy advisory firm

Thank You





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Producing Responsibly

Amitabh Anand
23 January 2020, Pune

Schaeffler Plants in India



Maneja, Vadodara, Gujarat



Savli, Vadodara, Gujarat



Talegaon, Pune, Maharashtra



Hosur, Tamil Nadu

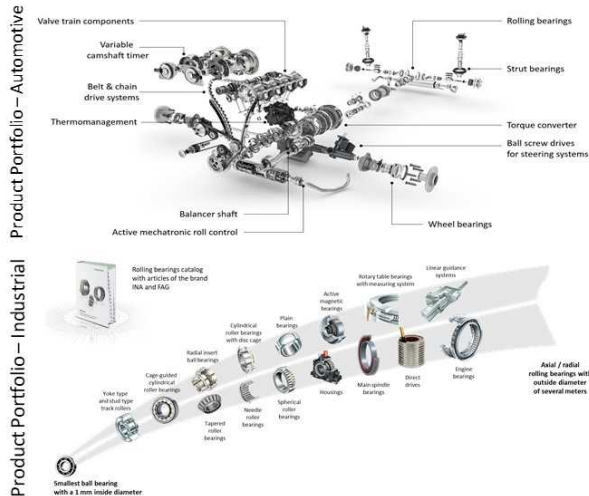
Four production plants in India with distinct product portfolio catering Automotive and Industrial customers

Product basket comprises of Ball and Roller bearings, Engine systems, Clutches, Transmission applications and Chassis components

Overall land area for production facilities is 366,000 sqm

Manpower utilization average 3,665 HCO (total in all plants)

We have diversified product range



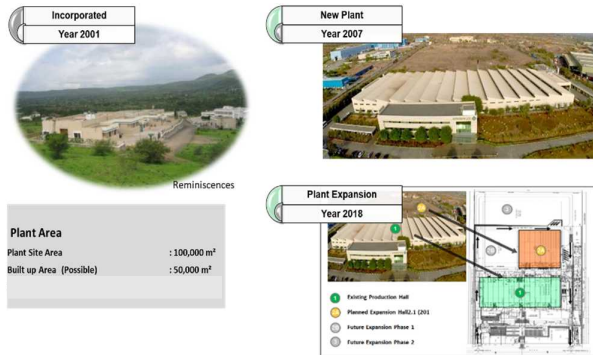
Ball and Roller Bearings from 26 dia to 920 dia
(DGBB, CRB, SRB, NRB, Wheel Bearings)

Engine Components, Belt & Chain Drives,
Transmission applications, Chassis systems, Clutch
& Clutch Release Systems

Bearings comprise of 60% and Automotive
components comprise of 40% basket

We cater to a range of applications in automotive
and industrial sectors

You are in “Schaeffler – Pune” Plant



Operations in Pune started in 2001 in a leased facility in Pirangut - shifted in 2007 to Talegaon

We produce Engine Components, Belt & Chain Drives, Needle roller bearings, Chassis systems and Transmission products here

We have technologies like Grinding, forming, molding, heat treatment and assembly here

It has overall available land area of 100,000 sqm

Flexible, cost effective and quality focused lean plant



Pune plant is certified as 4 star MOVE plant.
MOVE -> Lean Manufacturing practices

It is the only 5th plant out of 72 Schaeffler plants around the world to receive 4 stars. While no plant is 5 star plant yet

India consisting of 4 Schaeffler plants; is the only sub-region in Schaeffler worldwide to achieve 3 star rating

Inventory on wheels, value stream connections from supplier to customer and Team leader qualification are highlights of this plant

Cutting edge technology for premium quality and productivity requirements



Highly advanced technologies in line with requirements of our precise products

Low cost automations to avoid quality issues

Local development of machines under “Make in India”

Skilled workforce to handle critical machineries

We are progressing well on journey of sustainability



Environment : Solar Panel installation reduces CO2 emission: 563MT/year, Zero discharge plant, usage of Returnable packaging

Competency : Team leader concept on shop floor, dojo room and talent development programs to upskill all levels

Diversity: In terms of gender as well as cultural diversity. 40% workforce is from different parts of India. In addition we have 13% female employees.

People Care : Idea management, reward and recognition schemes, state of art creche, townhall meetings, festive events

Awards and recognition from our esteemed customers and Partners



Our Plant is being awarded regularly by our customers and partners for our excellence

Our employees are also competing in technical competitions arranged on various platforms

We are certified by IATF for Quality, EnEHS and OSHAS.

Thank You

