

VCST Alba part of BMT Group

INDUSTRIAL

CREATIVE

INNOVATIVE

HUMAN

PROFESSIONAL

The BMT Group

FAMILY OWNED | 4 BRANDS | 13 COUNTRIES |



OMCO

Glass moulds & castings

10 sites in 9 countries
BE | HR | HU | RO | SI | TR |
UK | US | ZA



BMT Aerospace

Gears, gearboxes
and actuators

4 sites in 3 countries
BE | RO | US



IGW

Gears, prismatic parts,
sub-assemblies &
gearboxes

5 sites in 5 countries
BE | CN | IN | RO | US



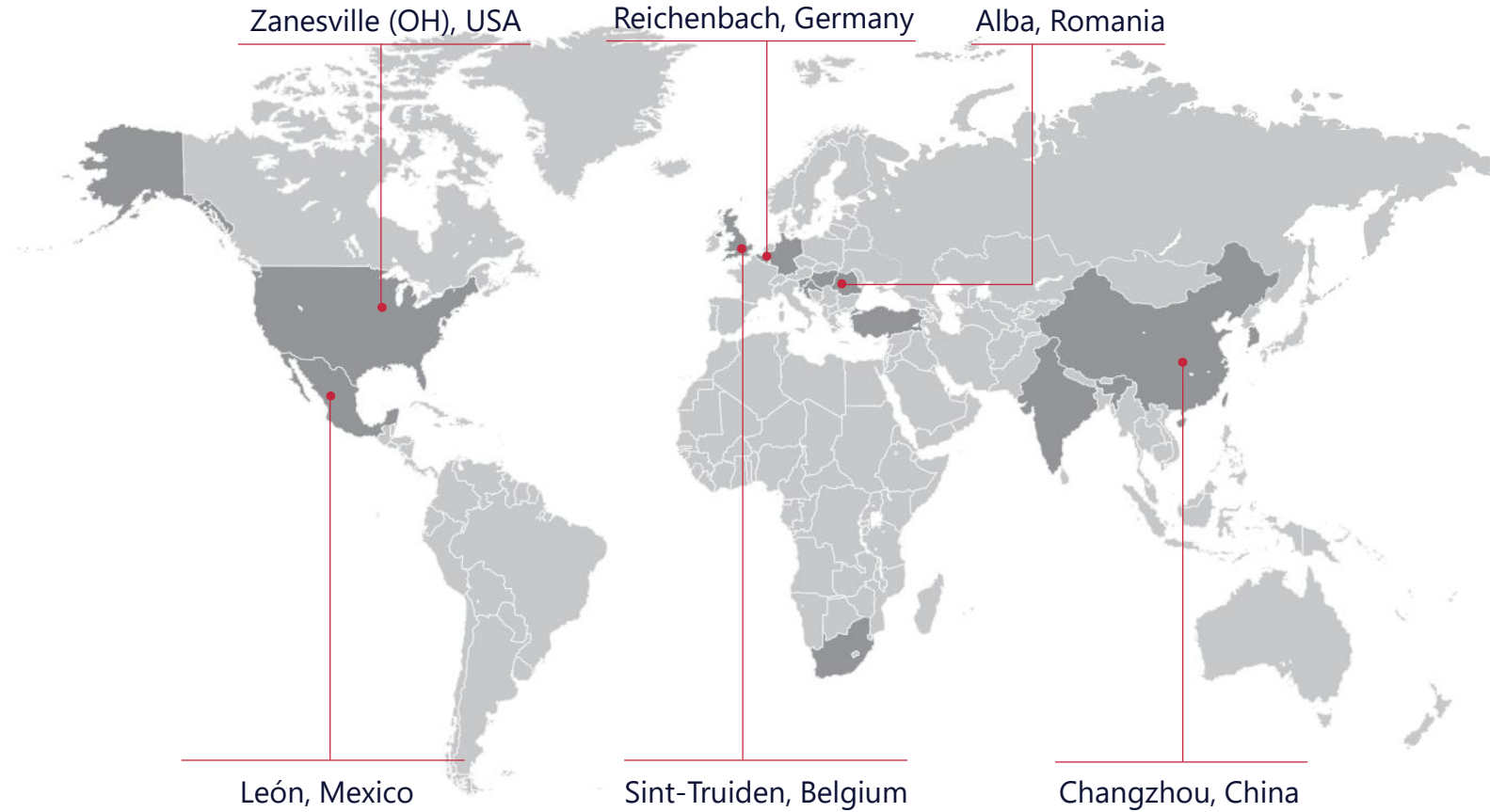
VCST

Engine gears, transmission
parts, brake components,
eDrives & heat treatment

6 sites in 6 countries
BE | CN | DE | MX | RO | US

Global footprint VCST

6 LOCATIONS
6 COUNTRIES





Engine components

Timing gears, balancer shaft gears for ICE



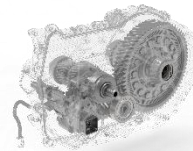
Transmission components

Transmission gears, planetary gear sets & toothed shafts for AT/CVT/DCT/E-Drives



E-Drive systems

1- & multispeed E-Drives, offset & coaxial



Brake components

Valve bodies for ABS, ESP and other more complex applications



General info

Alba Iulia, Romania 🇷🇴

CUSTOMER AWARDS

- Ford-India Zero PPM 2022
- Ford-Dagenham Zero PPM 2022
- Linamar Zero PPM 2022
- Ford-Dagenham Zero PPM 2021
- Ford-Craiova Zero PPM 2021
- DAF-Paccar 10 PPM 2021
- Formel Q Volkswagen: 2019
- Audi PUZ Audit certificate: 2018
- FORD Q1: 2018

PRODUCT PORTFOLIO

Light vehicles:

- Engine gears
- EDU reducer gears/pinions

On & off road:

- Engine gears

PEOPLE

76 White Collars
274 Blue Collars



CERTIFICATES

IATF 16949:2016
ISO 14001:2015

VCST Automotive Production Alba - Insights



Employee Engagement Survey 2022 - results

Engagement rate

78,10% ↗ (2021-74,31%)

Completion rate

No.of total responses: 258 ↗ (76,33%)

Responses 2021: 198 (56,57%)

Respondents per category:

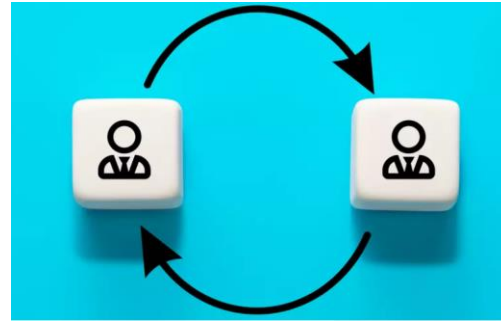
- Management+White collars – 68 (94,44%)
- Blue collars NDP – 45 (73,77%)
- Blue collars DP – 145 (70,73%)

Major areas

- Attitude towards company – 81,39% ↗ (2021-80%)
- Communication – 74,88% → (2021-74%)
- Culture and Values – 81,20% ↗ (2021-77%)
- Personal development – 64,05% ↗ (2021-52%)
- Salaries – 68,86% ↗ (2021-55%)
- The work environment – 88,11% ↘ (2021-90%)
- The work relationship – 81,53% ↘ (2021-84%)
- Your own job – 82,50% ↘ (2021-84%)

Employee Engagement Survey 2022 – after actions results

- Compensation & Benefits package - above regional labor market;
- Learning & Development – accelerated, dedicated and constant internal trainings for the production operators.



Turnrate – 2021 (December)
Blue collars – 17,05% (target 23%)
White collars – 13,41% (target 10%)

Turnrate – 2022 (December)
Blue collars – 12,97% (target 23%)
White collars – 5,91% (target 10%)

Turnrate – 2023 (May)
Blue collars – 6,91% (target 8,33%)
White collars – 4,37% (target 4,15%)

Competences – 2021 (December)
Target – 70%
Realized – 68,58%

Competences – 2022 (December)
Target – 70%
Realized – 74,71%

Competences – 2023 (May)
Target – 75%
Realized – 82,81%



University relations

Very close collaboration with the local universities :

"1 Decembrie 1918" University Alba Iulia



Technical University of Cluj Napoca, Alba Iulia Extension

Plant visits from both the universities (aprox.100 students)

Students in practice:

- 2021 - 8
- 2022 - 11

University Relations Strategy

A unique strategy to promote the educational level of the current workforce and strategically attract graduate talent from local universities.



Today...

Actual number of HC: 350

- Blue collars – 274
- White collars – 76
- Number of Men – 202
- Number of Women – 147
- Average age – 37,5
- Average seniority – 5,14

This year the average salary increase was **10% for the blue collars** and **6% for the white collars**.

The entry salary level for DP (CNC Operators), is **3.500 RON gross (2.050 RON netto)**, could increase until **4.000 RON gross (2.320 RON netto)**.

The entry salary level for NDP (**Quality Inspectors and Maintenance Technicians**), is between **4.400 – 5.000 RON gross (2.600-3.000 RON netto)**.

Today...

Beneficii – care se vor acorda in cuantumurile / procentele de mai jos, pe durata valabilității Contractului Colectiv de Munca in vigoare.

- **Tichete de masa** in cuantum de **30 RON/ tichet** – in funcție de numărul de zile efectiv lucrate în luna, dar nu mai mult de numărul de zile lucrătoare;
- **Asigurare privata de sănătate** (asigurator SignaliDuna);
- **Transportul** – decontarea contravalorii abonamentului pe mijloace de transport in comun, proporțional cu perioada lucrata sau asigurarea transportului pe rutele Aiud – Teiuș – VCST (si retur), Zlatna – VCST (si retur), Alba Iulia – VCST (STP);
- **Cantina subvenționata 50%** de către companie;
- **Prima de Paste si de Crăciun:**
 - **300 RON net/salariat** pentru salariații cu o vechime mai mica de 1 an, la data efectuării plății in cadrul companiei si care nu au contractul individual de munca suspendat la data plății primei;
 - **800 RON net/salariat** pentru salariații cu o vechime neîntrerupta între 1 an si 4 ani, la data efectuării plății in cadrul companiei si care nu au contractul individual de munca suspendat la data plății primei;
 - **1.000 RON net/salariat** pentru salariații cu o vechime de peste 4 ani, la data efectuării plății in cadrul companiei si care nu au contractul individual de munca suspendat la data plății primei;
- **Prima de fidelitate** - acordata in funcție de vechimea in cadrul VCST in condițiile specificate in Contractul Colectiv de Munca;
- **Numărul zilelor de concediu de odihna anual: 21 zile** lucrătoare care creste in funcție de vechime, pana la **25 zile/an**.

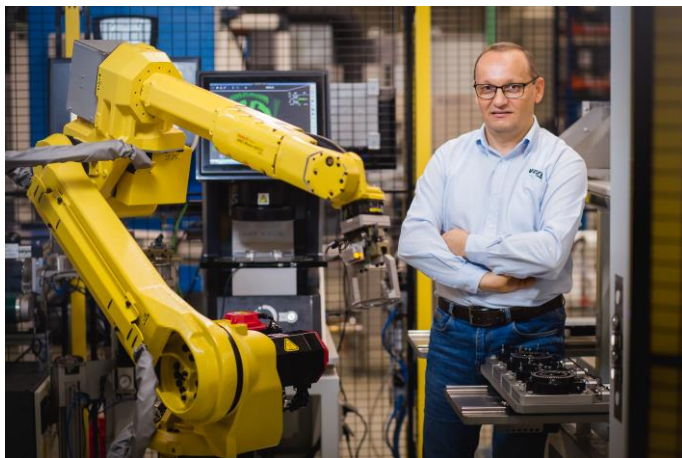
- **Programul de lucru:** este in 3 schimburi, conform programării schimburilor.
Astfel schimbul I de la ora 07:00 la ora 15:00, schimbul II de la ora 15:00 la ora 23:00, schimbul III de la ora 23:00 la ora 07:00; succesiv, timp de 3 luni de luni pana vineri, apoi o luna se va lucra in weekend cu acordarea repaosului săptămânal in alte 2 zile consecutive decât sâmbăta si duminica.



Our every
day bread
and ...
coffee ☺



**Working
together,
being
different,
for the
same
results**



Celebrating performance & creative ideas



Celebrating performance & creative ideas



Having fun together 😊



Playing hard, after working harder



vest YOUR DRIVE
OUR PASSION



TRUST



EMBRACING
DIVERSITY



WINNING
WITH US



PASSION
TO EXCEED

