



Corporate Human Resources

Interim Report

Mr Sohail Qureshi born on 20 April 1999 has been employed in our company as a trainee since 6 July 2020.

ZF is a global technology company and supplies systems for passenger cars, commercial vehicles and industrial technology, enabling the next generation of mobility. ZF allows vehicles to see, think and act. In the four technology domains of Vehicle Motion Control, Integrated Safety, Automated Driving, and Electric Mobility, ZF offers comprehensive product and software solutions for established vehicle manufacturers and newly emerging transport and mobility service providers. ZF electrifies a wide-range of vehicle types. With its products, the company contributes to reducing emissions, protecting the climate and enhancing safe mobility.

With fiscal year 2020 revenue of €32.6 billion, ZF employs more than 150,000 associates at approximately 270 locations in 42 countries.

Over a period of 15 months, the international participants of the ZF Global Trainee Program receive a detailed overview of ZF Group, the special features of its locations, and its wide range of products. During his trainee program, Mr Qureshi worked individually on four interdisciplinary projects:

07.2020 – 09.2020: Project 1 at ZF India Pvt. Ltd. in Hyderabad, India

In the field of: Innovation & Technology - Tech Center India - Engineering - Software Service Center

Project title: "Develop a method to automatically generate test cases and reports"

10.2020 – 01.2021: Project 2 at ZF India Pvt. Ltd. in Hyderabad, India

In the field of: Innovation & Technology - Tech Center India - Engineering - Division Car Chassis Technology

Project title: "Development of Integrated Simulation Environment for Active Kinematics Control"

02.2021 – 05.2021: Project 3 at ZF India Pvt. Ltd. in Hyderabad, India - remote work for ZF Wind Power Antwerpen NV in Antwerp, Belgium

In the field of: Division Industrial Technology - Wind Power Technology & Industrial Drives - Technology & R&D - Digitalization - Data Analytics

Project title: "Lifetime analysis of wind turbine gearboxes"

06.2021 – 09.2021: Project 4 at ZF India Pvt. Ltd. in Hyderabad, India - remote work for ZF Friedrichshafen AG in Friedrichshafen, Germany

In the field of: Division Electrified Powertrain Technology - Research & Development - Software Development Management

Project title: "Supercharge software control tower - KPIs reporting in PowerBI"



09.2020: One week production internship at ZF Wind Power Coimbatore Private Limited in Coimbatore, India

In the field of: Operations Wind Power Technology & Industrial Drives

Throughout the entire trainee program, the trainee group was working on a strategically important project for ZF Group. The project "EV Lamp Post Charging" focused on a potential opportunity for ZF in the direction of Next Generation Mobility. The objectives of this project were to develop a technically and economically feasible concept and a prototype for an electric vehicle charging solution by retrofitting the existing street lamp posts and using their power supply system, analyze main cost drivers and potential function extensions, study the targeted customer as well as market potential and derive an overview of market and competition. Furthermore, a prospective business plan has been carried out to steer the market approach for ZF solution.

In addition to the project work Mr Qureshi was also involved in the operative activities of each of the departments. Moreover, he participated in several seminars on professional and personal development with the following contents:

- Project management
- Intercultural Training: Working better internationally
- Presentation Skills & Lead Self

Mr Qureshi always acquires good specialist knowledge in the respective departments within a short time. He has a good ability to familiarise himself quickly, which always enables him to grasp even more complex training topics well within a short time. Mr Qureshi always works using his own initiative and fully identifies with his responsibilities and our company at all times. He displays a high level of dedication and motivation. Mr Qureshi is open to new experiences at all times and always willing to learn new things. He always demonstrates resilience even in highly stressful situations.

He is highly appreciated by our company because of his very careful and consistently responsible way of working. Mr Qureshi is very reliable.

He always finds good solutions for any problems which arise. The performance of Mr Qureshi during his period of training is fully appreciated by us in every respect.

He is highly appreciated both inside and outside the company for his friendly and even-tempered disposition. He is helpful, courteous and even puts his personal interests on hold if necessary. His conduct towards his line managers, mentors, colleagues or towards clients is always impeccable. He is helpful towards other trainees.



We issue this interim report on the request of Mr Qureshi, since he finishes the Global Trainee Program as of September 30, 2021 and is taking up a new position within ZF. We thank him for the always very committed effort and wish him continued success and luck in his professional and personal future.

Friedrichshafen, 30 September 2021

ZF Friedrichshafen AG

A blue ink signature of Christina Schulte-Kutsch, written in a cursive style.

i. V. Christina Schulte-Kutsch
Senior Vice President Learning, Training,
Recruitment & Organization

A blue ink signature of Margit Sorg, written in a cursive style.

i. V. Margit Sorg
Global HR Business Partner