



RseP Reads

#LikeABosch

February 2026

The Monthly Newsletter for Bosch's Roseville Plant (RseP)



Christian's Corner

Hi team! We're already two months into 2026, and things continue to move fast. I remain appreciative of the warm welcome you've given me as your new plant manager. I'm also very impressed with all the progress I see across our site and departments. I know you're working hard and are committed to helping us reach our critical goals this year related to production start-up, customer acquisition, and cost management. Though we face challenges, both internally and externally, I'm fully confident we'll succeed. I was also inspired by our recent Town Hall meetings and look forward to building on our momentum together.

In early February, I spent one week in Germany, where I participated in key leadership meetings. This included the Executive Forum 2026, which brings together the top 500 leaders across Bosch to discuss company performance, strategy, and goals. One of my key takeaways was Bosch's commitment to the U.S. automotive semiconductor market and, especially, silicon carbide (SiC) production in Roseville.

I also attended the Mobility Electronics Start of the Year (SOTY) meeting, where we reviewed, among other things, our ME Strategic Priorities for 2026: Increase Competitiveness, Shape Portfolio, Gain Speed, Develop People, and Balance Region. In Roseville, we have the opportunity – and responsibility – to contribute directly to each of these areas. I specifically want to note "Shape Portfolio," which includes a top target of winning external SiC business outside China and in the U.S.

On that note, one of the highlights this past month was our visit by Ford (see page 3). This was another huge step in our customer acquisitions efforts, and I want to personally thank everyone who contributed to making it a success – from making repairs to the site and cleaning up our facility to planning and executing the meeting, and so much more. It was incredible to see so many associates and teams rally to ensure we made our best impression with this important customer. I'm also excited about the many other customer visits we have in the coming months.

Thank you again for all your efforts and dedication to RseP. I look forward to getting to know more of you and working together to make 2026 a successful year.



February Town Hall: We hope the meeting and information was valuable to you. See [presentation slides](#) for reference. As always, please share feedback with your manager or other RseP leader.

Transformation Project Update

Summary: We have a critical 6-8 weeks ahead of us. Commissioning within Rse 105 (Energy Center) must be completed and the media supply needs to be further stabilized after handover. The new Logistics area in Rse 104 is required to be handed over to us by the end of March at the latest, and work in the Wafer Sort area must accelerate. Here, it's essential that the various remaining tasks are coordinated optimally.

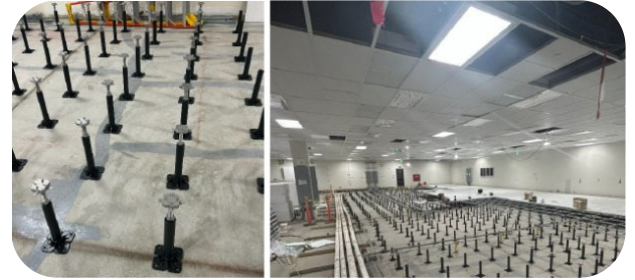
Rse 102, 104, and 105 Reconstruction

Recent Accomplishments (Successes)

- **Rse 102 (Main Fab)** – 60-70% of facility system handover completed
- **Rse 105 (Energy Center)** – Chiller/Clean Dry Air enabling completed; PCW in final commissioning
- **Rse 104 (Wafer Sort)** – Installation of floor pedestals and tiles on upper floor started; welding and preparation of the CDA piping and connection of the filter fan units (FFUs) on lower floor (future dicing area) ongoing

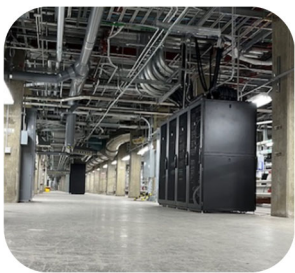
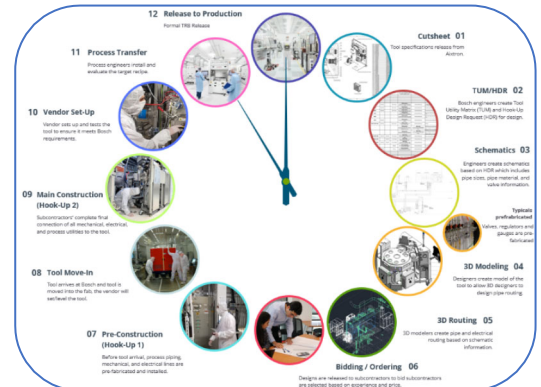
Existing Challenges

- Get **Rse 105** in full operation (air/water systems, etc.)
- Solve the particle problem at high-pressure clean dry air (**HPCDA**)
- Release of **smoke detection** at SEMPA System to get the special gases finally released at the tool
- Get the **Rse 104 Logistics area** released in March
- Continue with **system handover** from GR / Century 3 to RseP



Tool (MAE) Start-Up

- Ongoing move-in and hook-up; **107 tools** moved in and in construction/hook-up
- Ongoing **qualification of systems** from POC to tool (pressure/Helium leak checks)
- **Safety and City tool inspection** moving forward and passing without big findings
- **Supplier/vendor start-up** ongoing
- **Process evaluation** ongoing; first tools released with good results in the Technical Review Board (TRB)



Starting with 5S Activities in Rse 102 Subfab

With the completion of almost all construction work in Rse 102, it's time to establish a meaningful **5S concept in the subfab**. We've already successfully completed the crucial first step, **SORT**, in collaboration with our external contractor. This involved identifying and removing all unnecessary items, tools, and materials that accumulated during the construction phase. We're now actively engaged in the **SET phase**, which focuses on organizing the remaining essential items, arranging them efficiently, and ensuring everything has a designated place. There's still quite a lot of work ahead to fully implement and maintain our 5S standards.



"It's paramount that the various outstanding tasks across all critical areas are coordinated perfectly. This calls upon the sharp expertise of all disciplines – Facilities, Equipment, Process, and IT – and, more than ever, demands excellent, seamless collaboration. Our ability to overcome these immediate challenges, to streamline processes, and to stabilize our infrastructure, hinges on our collective strength, communication, and commitment. Let's tackle these crucial weeks with renewed focus and a unified spirit. As always, your dedication is deeply valued."

– Bekir Samardzic, Technical Responsibility (RseP/TER)

Ford Visits Roseville

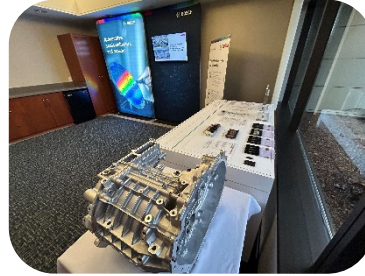
On Tuesday, February 24, 2026, RseP hosted a group of supply chain leaders from Ford interested in our silicon carbide (SiC) chips for future vehicle models. By all accounts, the visit and meeting went well, with a shared commitment to ongoing discussions toward a potential partnership. **Thanks to everyone who worked extremely hard under a tight timeframe to prepare our site and facility for this important visit.**



Rse 120 main entrance



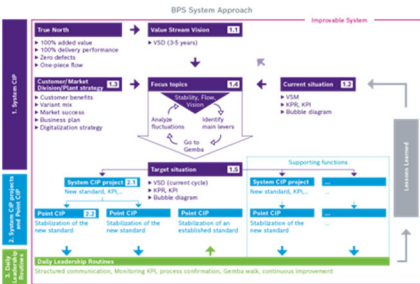
Rse 120 lobby screen



Product showcase room



Group photo



Bosch Production System

Fostering a culture of improvement

We're thrilled to announce the launch of our first cycle of the Bosch Production System (BPS) System Approach – a structured, plant-wide methodology to drive sustainable progress across all functions.

In December 2025, we held a comprehensive Business Requirements Workshop where we gathered more than 100 crucial insights from both internal and external stakeholders. This provided a holistic view of our plant's key objectives for the year. Subsequently, several cross-departmental workshops facilitated the identification of our "focus topics" – areas designated for structured improvement work – and the development of initial project ideas.

This culminated in our first ever System-CIP Workshop where potential project ideas were presented and refined. Our initial improvement projects are set to tackle critical areas: ensuring **on-time C-Sample and qualification lots** and strengthening our **external presentation for customer acquisition**. We are eager to initiate these projects and fully integrate the BPS System Approach within RseP, with the collective support of our organization.

Remember, continuous improvement thrives on everyone's input. Do you have an improvement project idea? Submit it to this [form](#). For more information or inquiries, contact BPS Coordinator Ellexis Monsanto (RseP/MFO).

[Visit the BPS page on Bosch Connect](#)

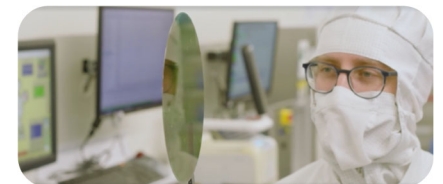


Project ideation workshop

SiC 200 mm Trenching Wins Innovation Award

Earlier this month, winners of the Robert Bosch Innovation Award 2025 were announced. Silicon carbide 200 mm trenching was among the four winning teams, out of 135 applicants this past year.

A novel method for manufacturing silicon carbide chips makes production more precise and efficient.



[Click here for the video](#) | [Read more about the Robert Bosch Innovation Awards 2025](#)

Associate Celebrations

February Work Anniversaries – Thank you for your dedication and years of service!

Bob Hardy (40)
David Spottsville (38)
Stephen Wood (36)
Michael Shields (34)
Edossa Geleta (27)
Scott Olsen (23 *incl. rehire)
Sara Lausmann (18)

Michael Duane (12)
Costa Erhayel (11)
Michael Cha (9)
Neal Anderson (4)
Ryan Levario (4)
Alex Collazo-Zavalza (4)

Nicholas Marciano (4)
Jeffrey Gardina (1)
Brittney Rubio (1)
Joel Gregg (1)
Douglas Emond (1)
Austin Peregrina Brambila (1)

February Birthdays – We wish you all a happy birthday and great year ahead!

Henry Advincula,
Sameer Askar
Shirley Atenta
Craig Boom
Arthur Caicedo
Rachel Chang
Curtis Chetkowski
Michael Duane

John Early
Loren Ferrin
Ben Filler
Neil Frandsen
Shu Hayashigatani
Alexander Jackson
Josue Magallon-Hernandez
Michael McKenna

Cassidy Mikrut
Mariam Ndiege
Jerry Pattee
Ivan Robertson
Allison Suba
Tin Tu
Wesley Walker

Welcome to the Team *(joined since February 9)*



Rob LeGette
Facilities Maintenance
(RseP/SAS11)



Angel Espinoza
Manufacturing Operations
(RseP/MFO4)



Leo Bautista
Facilities Maintenance
(RseP/SAS11)



*Correction:
The January newsletter
incorrectly labeled new hire
Hossein Shanini's title. He
is QMM Engineer.*

February Language Corner

As part of our **"Mosaic of Well-being"** theme, here's a look at the role language plays in our everyday lives. Whether it's a quick hallway greeting, a note of encouragement, or a phrase that captures a way of seeing the world, the words we choose and the language we speak can help us connect and create a more positive and interesting workplace.

Here are some phrases shared by our diverse team members that offer a glimpse into different cultures' approaches to well-being, mindfulness, and seizing the day:

- **"Carpe Diem" (Latin):** Meaning "Seize the Day!" A timeless reminder to make the most of each moment, embrace opportunities, and live fully.
- **"Genau" (German):** Meaning "Exactly!" or "Precisely!" Often used to express agreement and understanding. In a well-being context, it can signify clarity, focus, and being truly present.
- **"Kaya Mo Yan!" (Tagalog):** Meaning "You can do it!" or "You got this!" A powerful and direct phrase of encouragement, expressing belief in someone's ability to overcome a challenge.
- **"Hakuna Matata" (Swahili):** Meaning "No worries!" or "No trouble!" A lighthearted phrase that embodies a carefree and optimistic approach to life, reminding us to let go of unnecessary stress.
- **"C'est la vie" (French):** Meaning "That's life!" While sometimes used with a shrug, it also encourages acceptance of circumstances, both good and bad.

Now it's your turn!

Language comes alive when we use it. This month, we invite you to try one of these phrases in your daily interactions and notice what happens. Offer a "Kaya mo yan!" to encourage a teammate, greet someone with a cheerful "Hakuna matata," or simply lean into a heartfelt "Genau" when you truly connect with an idea. If you suspect a colleague speaks another language, ask them how to say "good morning," "thank you," or "hello." Taking a moment to speak even a single word in someone else's language can be a powerful sign of respect, curiosity, and inclusion. You might spark a smile, start a meaningful conversation, or learn something new about the people around you. Give it a try – even small words can create big connections! – RseP/HR

Leader Spotlight: Johannes Maximilian Meckbach

Each month, we feature one of our leaders to help you get to know them a little better.

What's your title?

Senior Manager for Engineering Power Components North America (ME-PM/ENG-NA).

What's your primary responsibility?

My responsibility is to set up a department of three long-term sustainable teams as a foundation of the ME-PM business unit in North America. With that in mind, my goal is to hire a diverse team of highly talented people: one to set up a lab for electrical device characterization, a team of power component architects for derivation of the product specification, and an application and device engineering team to support technical customer communication for SiC in North America from within Roseville.

How long have you worked at Bosch – and at the Roseville site?

At Bosch since May 2014, and at RseP since August 2025.

What's one of your favorite parts of the job?

One of my favorite things about work is being able to motivate our team and to optimize processes and products. Personally, I believe this is best done by getting to know the individual contributors and their personal motivators, based on which I get the chance of aligning our business targets with personal goals. Along with the large variety of the topics involved, this continues to be very fulfilling to me.

What's a proud moment for you at the site?

So far it was the day that we finally received the permit to start construction of the lab area in building 107. That day felt like a true value-add milestone for me!

In a handful of words, what's important to you at work?

That we always aim to improve ourselves. Not only for the business target or the product, but also as a team and keep supporting each other.

What's one of your fun facts?

I solved a Rubik's Cube while snowboarding at above 10,000 feet and 15 degrees Fahrenheit.

What are your interests outside of work?

My family and friends. And going snowboarding and windsurfing with them.

How do you feel about being part of Bosch?

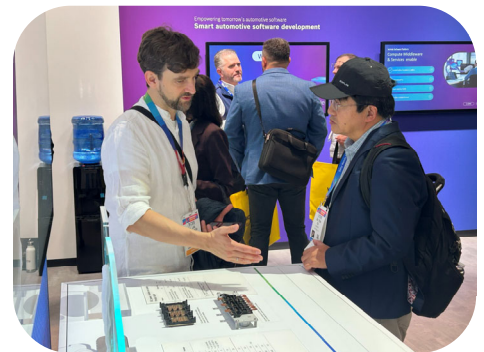
I cherish the fact that I was able to step into very different roles over my career at Bosch.

What's something colleagues might be surprised to know about you?

I love gardening.

Anything else to add?

Call me **Max**.



Max at CES 2026 in January.



Max and his family.

North America Business Insights Town Hall

Winning in North America. Advocating for the brand. The challenging path to profitability. These were among several topics discussed at the recent Business Insights Town Hall in Plymouth, Michigan. Katja von Raven (G8) and Paul Thomas (RBNA/P, M/P-AM) shared how we'll work together to navigate economic and market uncertainties as we collaborate further to grow, deliver and shape in the region.

[Read more and watch recording](#)



Photo Gallery



Community Engagement: RseP attended the Roseville Area Chamber of Commerce Installation Dinner in January, showing support for the local business community. (L-R: Scott Olsen, Christian Foerster, Malte Reimers, Guy Ng, and Joe Wuelfing)



Working #LikeABosch: Can you guess who spent a couple Sunday's helping to clean up the front entrance of Rse 120? Yep, that's new plant manager Christian Foerster safely excavating some old concrete.



Sitting Ducks (er, Geese): A couple resident geese – representing the abundant wildlife around the Roseville site – sit outside the Rse 102 main entrance in the rainy weather. (Perhaps they forgot their badges?)



Here Comes the Sun: Max Haeusler (ME/PJ-SCO) shares this early morning photo of the sun rising through RseP's signature oak tree. Thanks for capturing a part of our site's natural beauty, Max!

Restroom Feedback and Maintenance

We realize the importance of our restroom facilities and appreciate your patience as we work to maintain and upgrade them across our site. We've recently installed QR codes for associates to submit feedback or request maintenance. These codes are specific to each restroom. Simply scan the code with your phone's camera and provide your information.



We're beginning to phase out print copies around the site, as we increase our digitalization efforts. You can [view all newsletter archives online](#). We welcome your feedback to help improve this newsletter. [Share your comments here](#). Contact: Joe Wuelfing, Communications