

Press release

N3 Engine Overhaul Services with an update to the expansion programme during operation

- **Attractive employer: team to grow by a further 200 specialists - popular career changer programme**
- **Construction: First plant sections largely completed by the end of 2025**
- **Production: record year 2024 to be surpassed again in 2025**

Arnstadt, January 21st 2025 - The expansion programme of N3 Engine Overhaul Services (N3), the joint venture between Lufthansa Technik AG and Rolls-Royce plc. for the overhaul and repair of Rolls-Royce Trent aircraft engines, is continuing at full speed. "Several records were broken in 2024 - in terms of operational performance, the development of our workforce and the future development of our company," says N3 Managing Director Stefan Landes. "Thanks to an impressive final spurt by the team in the last quarter, we were able to achieve our highest number of engine overhauls in one year to date with 155 overhauled engines." Following the groundbreaking ceremony for the expansion of the factory building in February 2024, work on the construction site has progressed rapidly, with the first parts of the building expected to go into operation at the end of 2025.

Overview of construction activities in 2025

- The topping-out ceremony for the factory building extension and cleaning line for engine parts takes place in spring. The building sections are to be handed over for operation at the end of the year.
- At the same time, 40 new machines and systems will be installed and existing ones relocated. This work will continue until 2026.
- Construction of the logistics building with high-bay warehouse and delivery centre will start in the 3rd quarter with a construction period of around one year.

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- All office areas are being remodelled according to a new, open-plan office concept - the first teams will be moving into their new workspaces in the coming days.
- In the middle of the year, the canteen will be remodelled and this section of the building will be extended to include modern and flexible meeting rooms.

"An expansion programme of this magnitude during ongoing, even growing operations is an extraordinary challenge for our company and is only possible because all employees are extremely committed to it," explains Managing Director Stefan Landes.

Engine overhaul requires many professionals

In addition to the expansion of the company complex, capacity utilisation is to be increased by a further 20 percent compared to 2024 and 185 engines are to be overhauled. To achieve this, N3 still needs new skilled workers and is continuously recruiting. In addition to the seven vocational trainings offered, the company also relies on its tried-and-tested aviation technology career changer programme, preparing specialists from outside the industry for work at various technical stations of engine overhaul. In recent years (2022 to 2024), more than 250 people have completed this programme. With the number of employees exceeding 1,000 in 2024, up to 200 more positions are to be filled again in 2025. "We offer attractive and modern working conditions for our growing team in an industry of the future. We are growing against the current trend," Stefan Landes emphasises. "With an investment of more than 150 million euros, we are developing our site at Erfurter Kreuz into a beacon of engine maintenance and one of the most attractive employers with appeal beyond Thuringia."

In order to improve the attractiveness of Thuringia as a business location for international professionals, it is important that federal and state policy initiate measures such as the easier recognition of foreign educational qualifications and a targeted visa issuing structure. "We are becoming increasingly international", says Stefan Landes. "With the training of the first two young adults from Vietnam as warehouse logistics specialists, we are breaking new ground here and are delighted they have been well accepted into the team." People from more than 28 nations now work at N3.

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Overview of the 2025 qualification programme for career changers

Prerequisites:

- Completed vocational training
- Technical affinity and manual dexterity
- High level of commitment and reliability as well as teamwork and communication skills
- Strong quality awareness and an independent, structured way of working
- Willingness to work shifts and weekends
- Basic knowledge of MS Office
- Basic knowledge of English
- Duration: 6 months

Procedure: 12 weeks of training at various locations in Thörey & Erfurt.

- 4 weeks of English training, aviation law, safety training, quality training, engine technology, human factors and much more.

12 weeks of training at the N3 plant

- supported by specially qualified tutors in the technical areas

Overview of vocational training at N3

Vocational training 2025: around 20 training positions as

- Aircraft Mechanic Specialisation in Engine Technology (m/f/d)
- Specialist for Warehouse Logistics (m/f/d)
- Materials Tester Specialisation Metal Technology (m/f/d)
- Mechatronics Technician (m/f/d)
- Further information: <https://www.n3eos.com/en/company/career>

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Background information Extension N3 Engine Overhaul Services

xDREAM growth programme: ramp-up of production to the possible maintenance of 250 engines per year

N3 Engine Overhaul Services celebrated its 15th anniversary in 2022. Before the pandemic, in 2019, the company was already overhauling 150 engines and was on a growth trajectory to build up more capacity, particularly for the Trent 900 and Trent XWB engine types. In 2021 and 2022, N3 suffered a one-third decline in orders. The Trent 700 and Trent XWB engines got N3 through the crisis, and thanks to the team's good crisis management and the support of the German government in utilising short-time working, N3 was able to maintain its workforce. In spring 2022, N3 switched from crisis to growth. After 15 years of successful collaboration, the parent companies Lufthansa Technik AG and Rolls-Royce plc. agreed to intensify their cooperation and commitment in Thuringia and granted permission to expand the N3 site. This includes the expansion of the plant building and the construction of a logistics centre on the company premise. To implement this, N3 launched its comprehensive xDREAM growth programme in 2022.

N3 short profile

N3 Engine Overhaul Services (N3) is the European centre of excellence for maintenance and repair of Rolls-Royce Trent engines. The joint venture between Lufthansa Technik AG and Rolls-Royce plc. is based just outside Arnstadt, in Thuringia's largest industrial area "Erfurter Kreuz". Around 1,100 employees, including 41 trainees, service the engines of more than 50 international airlines on behalf of Rolls-Royce. The current N3 product portfolio consists of the Rolls-Royce Trent 700, Trent 900, Trent XWB, Trent 1000 TEN and Trent 500 engines (serviceability checks, tests on demand).

<https://www.n3eos.com/en/>

Press contact

Elke Siedhoff-Müller, Phone: +49 151 589 431 61

E-mail: elke.siedhoff-mueller@n3eos.com

Internet: <https://www.n3eos.com/en/company/media>

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Images for publications: <https://www.n3eos.com/en/company/media/downloads>

Register entry: Jena Local Court HRA 103052; Registered office: Arnstadt; General partner: N3 Engine Overhaul Services Verwaltungsgesellschaft mbH; Register entry: Jena Local Court HRB 113770; Managing Directors: Carsten Behrens, Stefan Landes; Chairman of the Advisory Board: Matthias Niessen

N3 Engine Overhaul Services GmbH & Co KG, Gerhard-Höltje-Str. 1, 99310 Arnstadt

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Company profile

British-German success story in Thuringia, Germany

Arnstadt, January 2024. N3 Engine Overhaul Services (N3) is the European technological centre for the servicing and repair of Rolls-Royce Trent 500, Trent 700, Trent 900, Trent XWB and Trent 1000 TEN engines and their components. They serve as engines on Airbus models A340, A330, A380 and A350 as well as the Boeing model 787 “Dreamliner”. As one of the first to settle on the outskirts of Arnstadt, N3 has been active in the Erfurter Kreuz industrial area since 2007. The Thuringian company is integrated in the global Rolls-Royce network that consists of operations in Hong Kong, Singapore, and Great Britain (Derby). N3 quickly earned a good reputation in the aviation industry, particularly in terms of quality, flexibility and delivery reliability. The company serves more than 50 international airlines from all over the world. It is also one of the most profitable companies in the region. N3’s defined objective is to become the leading centre of excellence in the global Rolls-Royce network for the maintenance and repair of Rolls-Royce Trent 500, Trent 700, Trent 900, Trent XWB and Trent 1000 TEN engines and their components.

Engine overhauling using the latest methods

Since 2007, more than 1,730 engines have been dismantled, inspected, repaired and tested at the company. Currently, 150 to 200 engines can be processed per year. The factory is equipped with the latest facilities e.g., for cleaning components, for thermal coating and for machining and balancing. The engine test station is one of the most advanced and powerful at any overhauling facility in the world. N3 continually expands its capacity for repair. Thus, the Thuringian company has Rolls-Royce certification for special repairs known as “source-controlled repairs”. For these procedures, MRO companies (Maintenance, Repair and Overhaul) require certification from Rolls-Royce to be able to conduct these repairs autonomously.

Unique to N3: vertical stripping and building

In order to achieve the best results when overhauling engines, N3 uses vertical stripping and building. Engines are disassembled into individual assemblies while standing vertically and then reassembled in the same way. This is very efficient and non-destructive.

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N3 Engine Overhaul Services GmbH & Co. KG, January 2024

Attractive employer and one of the best training companies in the region

N3's settlement in Erfurter Kreuz, currently the largest industrial area in Thuringia, gave the region an enormous boost. After N3 settled on a location, other renowned national and international companies decided to build factories in the dynamic region.

N3 offers modern and attractive working conditions to its highly qualified workers. Occupational safety and health protection are given top priority. The workforce has more than tripled from 270 when operations began to around 1,100 employees today. The Thuringian aviation company has provided itself with well-educated young talent since 2007. In August 2024 the 16th technical training cohort for aircraft mechanics in the field of engine technology began. The apprentices learn about the complete process of maintaining, servicing and repairing engines. Within the scope of the operation of the different specialist departments, the working steps e.g., disassembly, inspection, repair, assembly and test of assemblies and engine parts, are conveyed with due regard to the general aviation-specific conditions. Graduates of the technical vocational training are among the best in their field. In 2020, the prize for Germany's best aircraft mechanics was awarded to an N3 graduate for the 4th time. In addition to aircraft mechanics, warehouse logistics specialists are being trained for the first time since September 2016. Due to the special aviation-specific requirements at N3, training on these logistical planning and organisational processes should be encouraged. From 2024, N3 also trains materials testers specialising in metal technology and from 2025 mechatronics technicians. The company already supports middle-school students in their professional orientation. Students are able to take part in a weeklong internship at N3 during the autumn and winter holidays as well as in the summer.

N3 Engine Overhaul Services – company history milestones

2003	Foundation of the company and location search
2004	Location selection
2005	Planning phase Start of the qualification program - Building permit issuance
2006	Construction phase Ground-breaking ceremony in February - Topping out ceremony in September
2007	Moving into the factory Trent 500 operational approval - Operational start-up Start of commercial training
2008	Trent 700 operational approval DIN EN ISO 14001 certification - Joining the Thuringia Sustainability Agreement Start of technical training
2009	Overhauling of the 100th engine
2010	Trent 900 operational approval
2011	Overhauling of the 250th engine, AEO F certificate
2012	5 years in operation
2013	Roll-out of the 500th overhauled engine
2014	For the third time, the best German graduate aircraft mechanic in the field of aviation technology comes from Arnstadt
2015	Overhauling of the 100th Trent 900 engine
2016	Start of logistical training for warehouse logistics specialists Trent XWB operational approval
2017	10 years in operation
2018	Overhauling of the 1000th engine
2019	Overhaul of the first Rolls-Royce Trent XWB engine
2020	For the fourth time, the nation's best trainee (Aircraft mechanic specialising in engine technology) comes from N3
2022	15 years in operation Trent 1000 TEN operational approval
2023	Start of the extensive expansion of the company during ongoing operations
2024	Ground-breaking ceremony for the extension of the cleaning line and the factory building