

Leader of pneumatic components.



# A global company.



Metal Work is a global company that is close to its customers anywhere, anytime.

Just like energy from the sun or the Earth that turns on its axis, the great forces of nature cannot always be seen but they are everywhere. In the same way, Metal Work operates in Italy and worldwide providing experience and quality in every component.

# Looking to the sky.

- 1967 ----- { Metal Work established
- 1974 ----- { Costitution of Metal Work SpA
- 1982 ----- { First Italian subsidiary
- 1983 ----- { First foreign subsidiary
- 1992 ----- { ISO 9001 certification
- 2000 ----- { ISO 14001 certification
- 2002 ----- { First italian productive company acquisition
- 2003 ----- { First foreign productive company acquisition
- 2005 ----- { GO live SAP R3
- 2006 ----- { Establishing of Metal Work China
- 2007 ----- { OHSAS 18001 Certification
- 2008 ----- { Start up Kaizen project
- 2011 ----- { Establishing of Metal Work Russia
- 2012 ----- { First stone of new building
- 2013 ----- { ELITE project
- 2014 ----- { Metal Work becomes social
- 2015 ----- { New production plant
- 2017 ----- { 50° year....
- 2018 ----- { ISO 45001 certification
- 2019 ----- { American Cylinder Co., Inc company acquisition
- 2020 ----- { C4C implementation
- 2022 ----- { AR Vacuum Technology,S.L. company acquisition
- 2023 ----- { Publication of Sustainability Report

The Metal Work adventure starts in 1967 with the production of rapid connections for compressed air systems. It is the story of a company that, from nothing, has been capable of building something big, reaching results at world level. With more than 500 workers in their Concesio (BS) factory and more than 800 people making up the Italian and overseas sales organisation, today we are among world leaders in the automatic air system sector.

*“We work together for a purpose. There’s nothing that can’t be done better today than yesterday.”*

Erminio Bonatti  
*Erminio Bonatti*

# Leader numbers.



**59**

filiali  
*subsidiaries*



**850+**

prototipi testati  
ogni anno  
*prototypes tested  
every year*



**1.380**

prodotti speciali  
creati ogni anno  
*special products  
manufactured every year*



**44.000 m<sup>2</sup>**

di superficie  
*of floor space*



**500+**

utenti SAP  
*SAP user*



**70**

specialisti dedicati  
*dedicated specialists*



**320**

persone a contatto diretto con il  
mercato ogni giorno  
*people in direct contact with the  
market every day*



**300**

utenti CRM  
*CRM user*



**11.000**

ore di formazione  
*hours of training*

# Leader numbers.

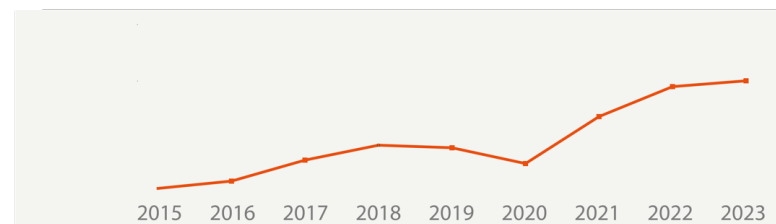
CAPEX



INVESTIMENTI CAPEX	2015	2016	2017	2018	2019	2020	2021	2022	2023
	22.682	10.813	13.094	25.332	14.024	7.283	12.119	19.017	18.086

\* Data shown in thousands of Euros

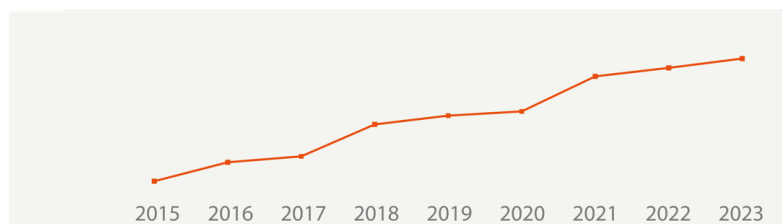
SALES



VENDITE SALES	2015	2016	2017	2018	2019	2020	2021	2022	2023
	155.037	161.490	180.062	193.244	190.966	177.007	218.564	245.065	250.206

\* Data shown in thousands of Euros

EMPLOYEES



PERSONALE EMPLOYEES	2015	2016	2017	2018	2019	2020	2021	2022	2023
	950	1.017	1.038	1.151	1.182	1.197	1.321	1.351	1.384

\* Data shown in thousands of Euros

NET CASH FLOW - EBITDA



NET CASH FLOW	2015	2016	2017	2018	2019	2020	2021	2022	2023
	15.525	17.617	21.662	23.347	22.909	21.227	30.880	31.821	28.609

EBITDA	2015	2016	2017	2018	2019	2020	2021	2022	2023
	21.184	22.074	28.445	30.286	26.132	26.735	35.782	38.010	34.509

\* Data shown in thousands of Euros

We do things in style

04

# We do things in style.



Some of our subsidiaries

Our products can be found in Italy and abroad thanks to 59 subsidiaries offering an efficient and capillary pre- and post-sales service.

Product quality and a dynamic sales organisation are the basis on which Metal Work founds its leadership, allowing the group to satisfy all possible requests regarding automation systems.

# The Metal World.

## Our subsidiaries in the world

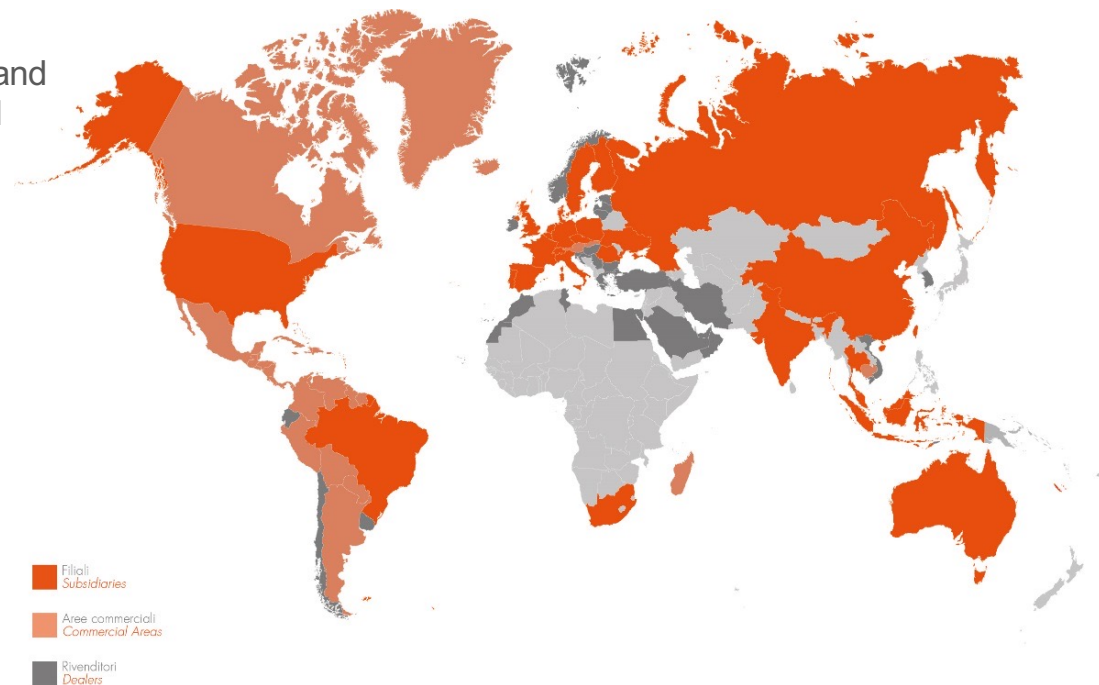


- |                |           |              |             |
|----------------|-----------|--------------|-------------|
| Australia      | France    | Portugal     | Switzerland |
| Belgium        | Germany   | Romania      | Thailand    |
| Brazil         | Holland   | Russia       | Uk          |
| China          | India     | South Africa | Ukraine     |
| Czech Republic | Indonesia | Singapore    | Usa         |
| Denmark        | Malaysia  | Spain        | Vietnam     |
| Finland        | Poland    |              |             |

## Our subsidiaries in Italy



- |         |               |        |         |
|---------|---------------|--------|---------|
| Bari    | Lecco         | Novara | Treviso |
| Bergamo | - Varese      | Parma  | Verona  |
| Bologna | Mantova       | Prato  | Vicenza |
| Brescia | Modena        | Rimini |         |
| Cremona | Monza Brianza | Torino |         |



Our manufacturing companies

# The Metal World.



Handling - since **2001** - Italy



Hydraulic-pneumatic - since **2005** - Italy



Automation machines and systems - since **2011** - Italy



NPT actuators - since **2019** - USA



Vacuum - since **2022** - Spain



# The mission.



To be a leader, first of all you must be aware of the responsibilities deriving from your work.

At Metal Work we call this awareness Lean Thinking that aims to attack the waste throughout the value chain and through the continued involvement of people, increase flexibility and competitiveness.

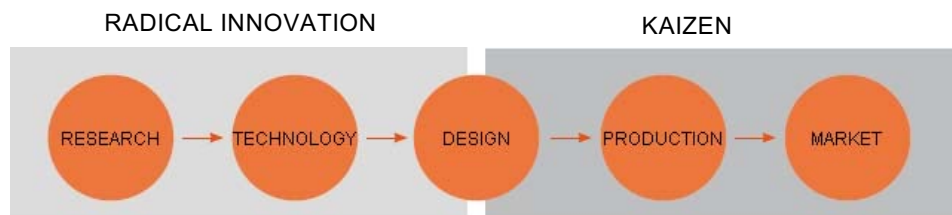
# Kaizen philosophy.

## RESULTS

- Improvement in one's own work
- Savings in energy, material, and other resources
- Improvement in the working environment
- Improvements in machines and processes
- Improvements in office work
- Improvements in product quality
- Ideas for new products
- Customer services and customers relations
- Reduction of waste in all company activities

Our method is based on the introduction in our company of the continuous improvement culture originating from the Japanese KAIZEN management philosophy.

Kaizen is based on the fundamental principle of this 'philosophy': "Energy comes from below", or more precisely on the understanding that a company's results are not due exclusively to decisions at management level, but also from the work carried out directly on products and processes. Management therefore assumes a new role, not so much linked with hierarchy as with the guidance and support of those directly involved in production and other operations that contribute to the company's activities.



# Technology and environment.



Long ago we identified an important factor of development in the low environmental impact of our products.

This allows us to achieve winning results by respecting the environment of every country in which we operate. ISO14001 certification for Environmental Management Systems is the proof of how, from 2000 onwards, our company has been a leader in the research and development of technologies that respect the environment.

# The certifications.



Recognition of the quality of our work and the certification of our management systems are, first of all and for all of us, a moral undertaking

For this reason, since 1992, Metal Work has been certified according to the ISO 9001 standard, added to which the ISO 14001 Environmental Management in 2000.

In 2007 Metal Work followed up with the OHSAS 18001 standard, guaranteeing a Workers' Health and Safety Management System to match the company's level. In 2018 Metal Work moved from OHSAS 18001 to ISO 45001.

All our certificates have been issued by the German Certifying Body DEKRA ITS, accredited by DAkkS..



ISO 9001

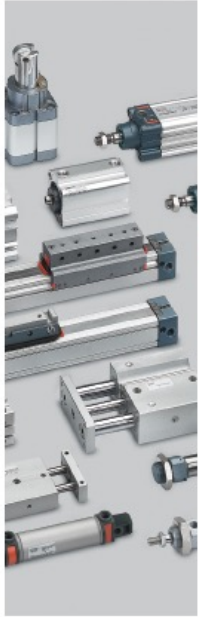


ISO 14001

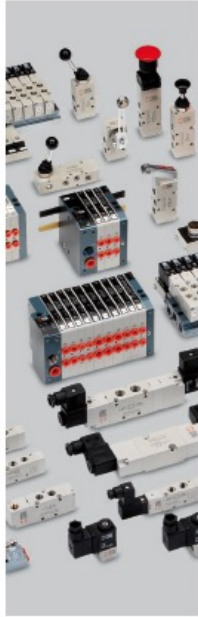


ISO 45001

# The products.



ACTUATORS



DISTRIBUTORS



UNITS

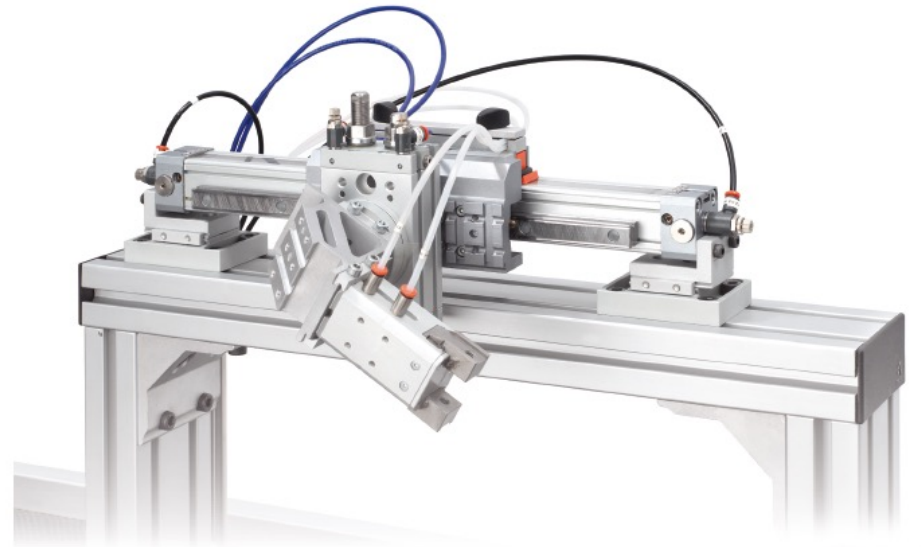


FITTINGS

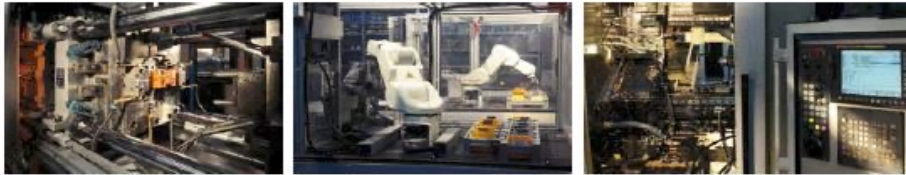


ACCESSORIES

Quality above all: from design to production, we follow every single piece to ensure perfect movement.



# The factory.



40,000 m<sup>2</sup> of precision and quality in our production plant:  
this is where the movement starts.



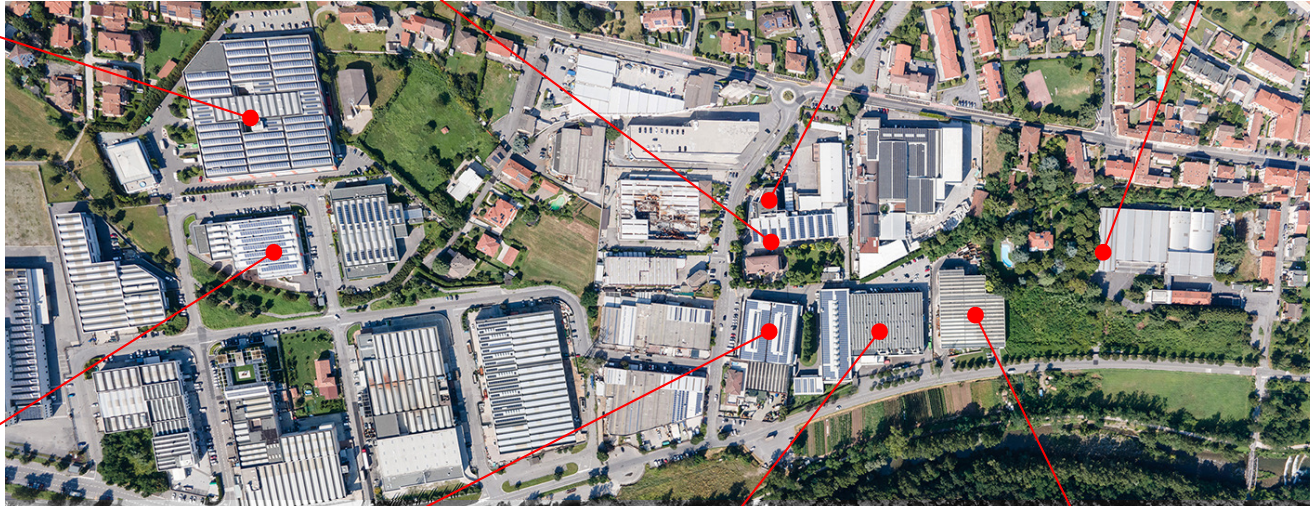
# The factory.

Logistics area  
2016

Original starting nucleus  
1967-1974

Management  
offices  
2001

New acquisition area  
2020



Production area  
Tecnopolimeri  
2021

Production area  
1980

Production area  
1990

New acquisition area  
2023

# Training future.



We dedicate 11,000 hours a year to training our staff, in the conviction that this is the true competitive advantage of the future.

In a mature and global market that is saturated, where all competitors are able to propose complete offers that look more and more alike, the only true added value consists of human assets and relative skills at all levels.



# The Metal Work Gallery.



Thanks for your attention