

# INDEX

1 THE GROUP

- 1.1 OUR IDENTITY
- 1.2 SUSTAINABILITY
- 1.3 BUSINESS MODEL

2 GROUP STRATEGY

- 2.1 CONTEXT
- 2.2 PERFORMANCE
- 2.3 STRATEGY
- 2.4 DIGITALISATION
- 2.5 INNOVATION
- 2.6 NETWORK EXPANSION
- 2.7 ONE COMPANY

3 OUR FUTURE IN FIGURES

- 3.1 OUR FUTURE IN FIGURES
- 3.2 OTHER FIGURES
- 3.3 THE SHARE

**BIESSE**GROUP

# THEGRUP

- 1.1 OUR IDENTITY
- 1.2 SUSTAINABILITY
- 1.3 BUSINESS MODEL



# OUR IDENITITY

- 1.1 OUR IDENTITY
- 1.2 SUSTAINABILITY
- 1.3 BUSINESS MODEL

- OUR VALUES
- THE VISION
- ONE INDUSTRIAL GROUP
- ALL OVER THE WORLD
- SUPPORTING OUR CUSTOMERS
- WITH OUR PEOPLE

### **OUR VALUES**

Biesse Group is a global leader founded in Pesaro in 1969 by Giancarlo Selci. Listed on the Borsa Italiana since 2001 – STAR segment.

The Group has a strong Italian identity and strongly believes in:

# INNOVATION INTEGRITY PROACTIVITY



Biesse Group's vision is embodied by the word THINKFORWARD:

A STIMULUS TO

LOOKAHEADAND

ANTICIPATE THE FUTURE

**SETTING NEW STANDARDS TO DRIVE** 

TECHNOLOGICAL INNOVATION
AND DIGITAL TRANSFORMATION.

**BIESSEGROU** 



### ALL OVER THE WORLD

We support our colleagues all over the world, using the most advanced management, sales and support systems. Our global network enables us to be always close to our customers.



BIESSEG

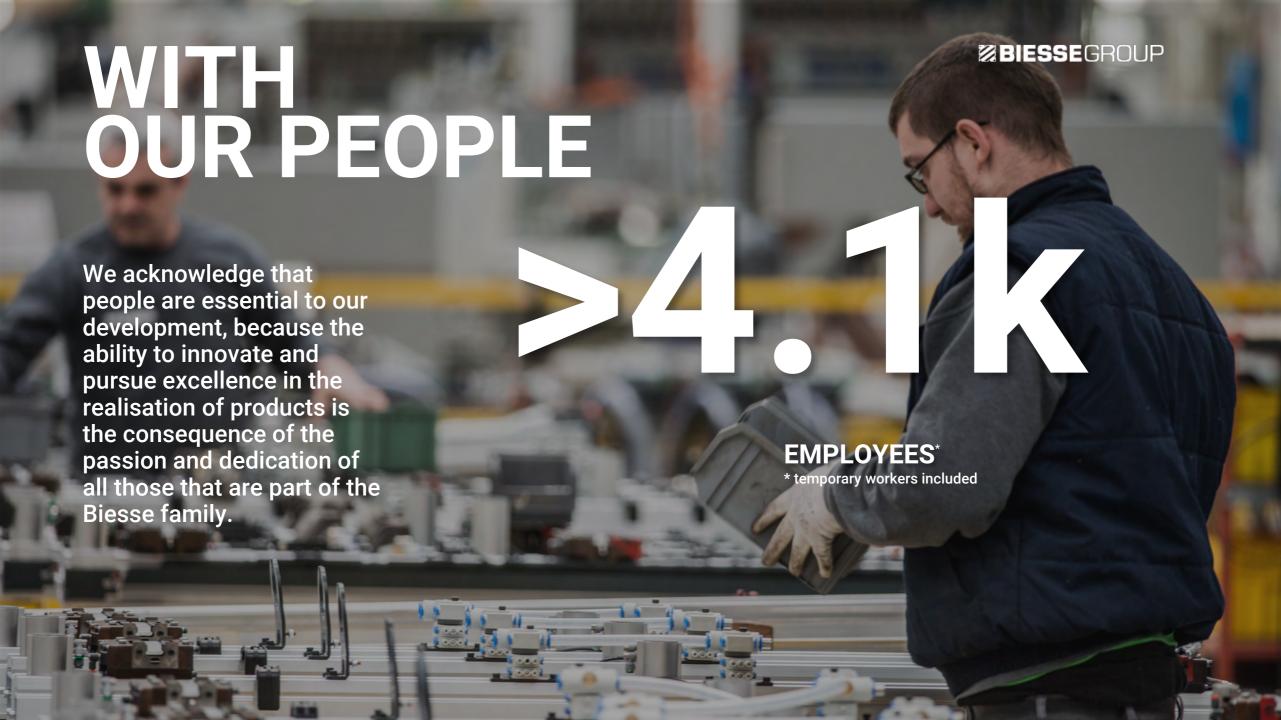
SUBSIDIARIES AND REPRESENTATIVE OFFICES

SELECTED DISTRIBUTORS

**BIESSEGROUP** 

ZBIESSE ZDIAMUT ZINTERMAC





## SUSTAINABILITY

- 1.1 OUR IDENTITY
- 1.2 SUSTAINABILITY
- 1.3 BUSINESS MODEL

- PLANNING FOR A MORE SUSTAINABLE FUTURE
- CSR HIGHLIGHTS
- 2020 MAIN TARGETS

1.2



All activities are carried out in recognition of the moral and social responsibilities that we have towards our stakeholders, in the belief that the achievement of sales objectives cannot overlook our values of honesty, integrity, fair competition and correctness in dealings with all our stakeholders, including shareholders, customers, employees, suppliers and local communities.

**BIESSEGROUP** 

## CSR HIGHLIGHTS

ECONOMIC SUSTAINABILITY

More than

300

persons involved in R&D activities

89%

of purchases by our manufacturing plants in Italy, India and China come from local suppliers SOCIAL SUSTAINABILITY

95%

of employees have permanent contracts

+100K

hours of training provided to personnel during the course of 2019

ENVIRONMENTAL SUSTAINABILITY

+37.5%

photovoltaic panels installed compared to the previous year

92%

of waste products are non-hazardous

### 2020 MAIN TARGETS

REDUCTION OF THE EMISSION IN THE ATMOSPHERE

at least

Through strategies of carbon footprint reduction aimed at utilising energy from renewable sources combined with energetic efficiency.



# BUSINESS MODEL

- 1.1 OUR IDENTITY
- 1.2 SUSTAINABILITY
- 1.3 BUSINESS MODEL

- PRODUCTS
- GLOBAL ORGANIZATION
- CUSTOMERS



### PRODUCTS

#### **MACHINES**

We design, manufacture and distribute a comprehensive range of machinery and technologies for processing wood, glass, stone, metal and advanced materials

04

#### TOOLING

We manufacture tools for the processing of glass, stone and ceramics. Synergies with the Glass & Stone Division have enabled the development of a range of tools that have become a benchmark in the market 02

#### SYSTEMS

We create engineered solutions, from plant design to production, implementation, installation and maintenance

05

#### SERVICES

Through dedicated personnel, we provide professional pre-sale consulting services, and continuous after sales assistance to ensure the correct installation and start-up of machinery, software and Systems

03

#### **MECHATRONICS**

We design, manufacture and deliver high-tech mechanical and electronic components for machinery Industry 4.0 ready

06

#### SOFTWARE

We have developed our software solutions by closely observing the work carried out by the customer every day, with simple interfaces, designed to make practical the everyday use of machines



**EXPORT** APPROX.

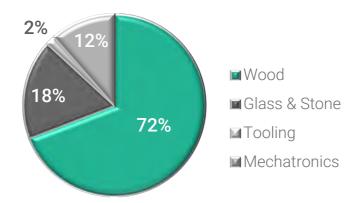
### GLOBAL ORGANIZATION



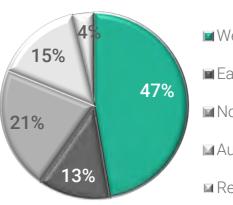
### SALES BREAKDOWN

2019

**BY DIVISION** 



**BY GEO-AREAS** 



Italy 16.2%



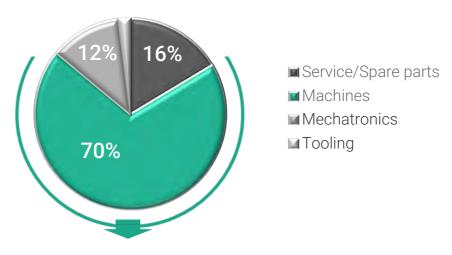


■ North America

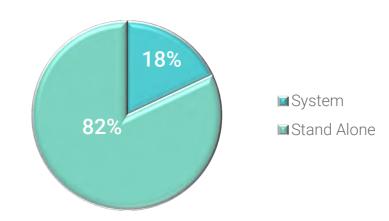
■ Australasia

■ Rest of the World

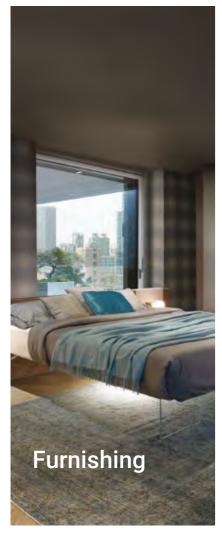
#### **BY OFFERING**



#### BY TYPE OF MACHINES SALES



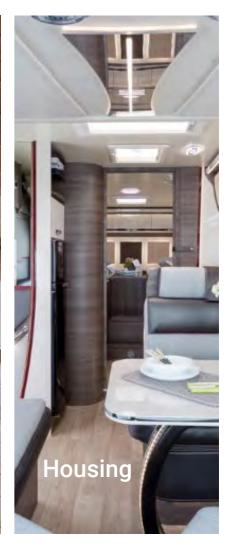
### **CUSTOMERS**



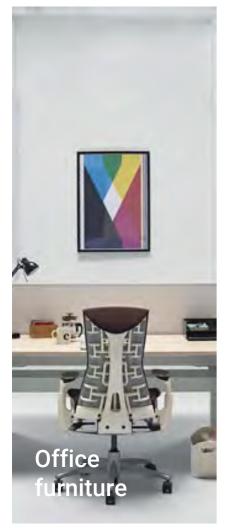








### **CUSTOMERS**







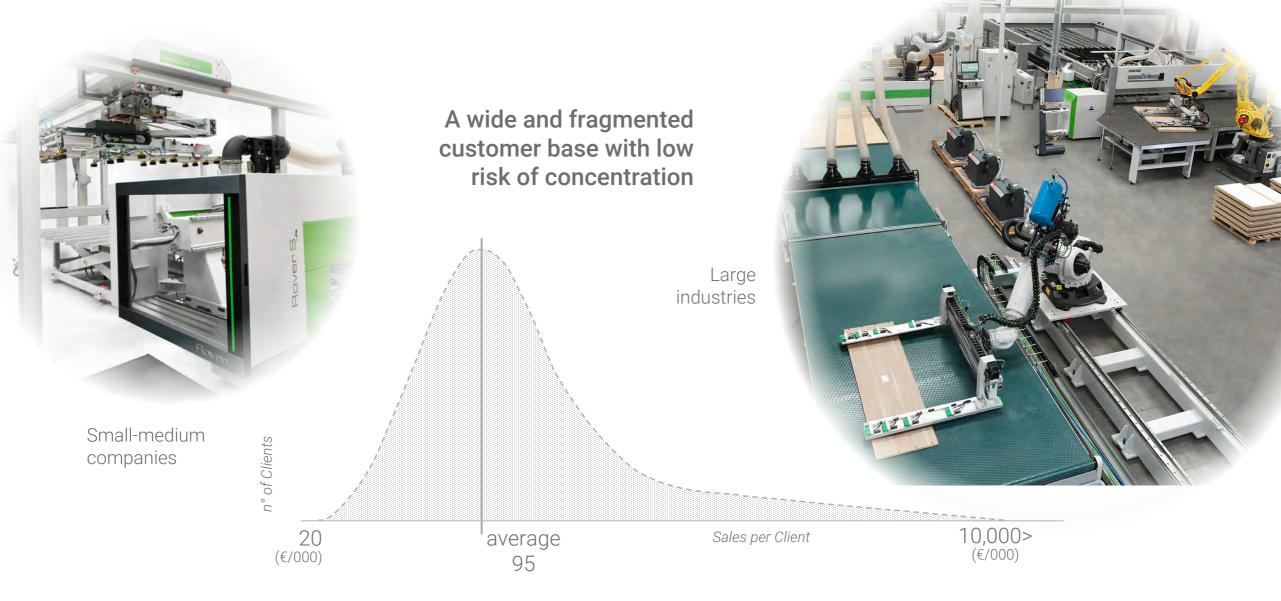




### CUSTOMER SALES



### **CUSTOMERS**





# GROUP STRATEGY

- 2.1 CONTEXT
- 2.2 PERFORMANCE
- 2.3 STRATEGY
- 2.4 DIGITALISATION
- 2.5 INNOVATION
- 2.6 NETWORK EXPANSION
- 2.7 ONE COMPANY



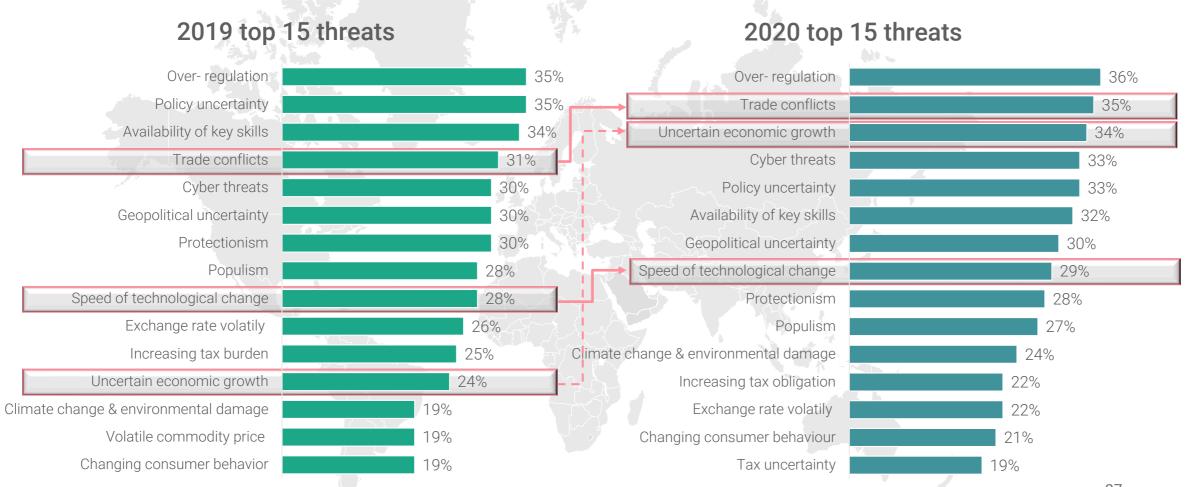
# CONTEXT

- 2.1 CONTEXT
- 2.2 PERFORMANCE
- 2.3 STRATEGY
- 2.4 DIGITALISATION
- 2.5 INNOVATION
- 2.6 NETWORK EXPANSION
- 2.7 ONE COMPANY

- MAIN THREATS
- DIGITAL PARADIGM
- REBOUNDING MARKET

### MAIN THREATS

#### A TIME OF UNCERTAINTY



27

# THE DIGITAL PARADIGM

What will impact Businesses over next years?

HOW, WHEN, WHAT WILL IMPACT OUR BUSINESS



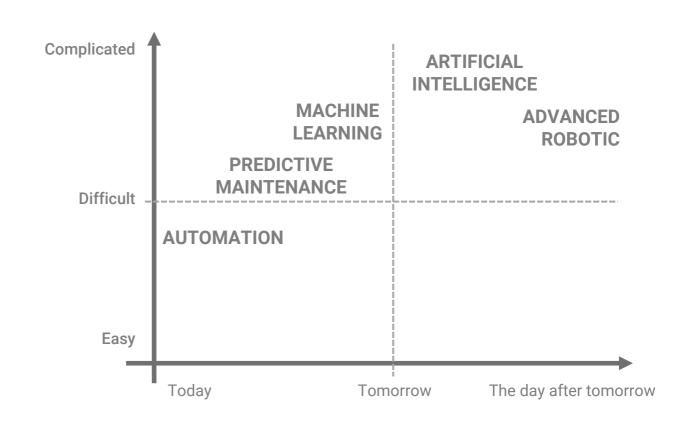
**Digital channels** and **technologies** will significantly improve our **interactions** with **business customers** 



**Digital** will provide **significant** opportunities to **reduce cost** 



**Digital** will help us **engage** our **partners** like never before

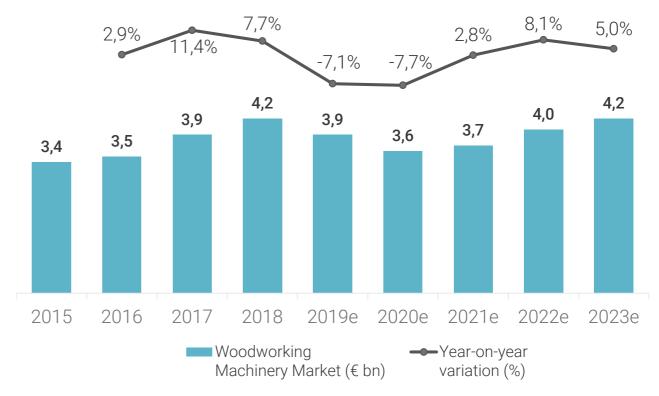


### A REBOUNDING MARKET

Woodworking Machinery market will experience a decrease in demand also in 2020e. In the period 2019-2022e the estimated CAGR in the reference market is approximately 0.8%

As highlighted by sector studies regarding the Biesse industries of reference (Acimall, VDMA, UCIMU), 2019 has witnessed a considerable cooling of the demand, following a positive cycle that lasted 4 years (2015-2018).

In particular, for this wide sample basket of markets/companies, new orders intake between 2019 compared to the same period of 2018 is on average approximately -15%.

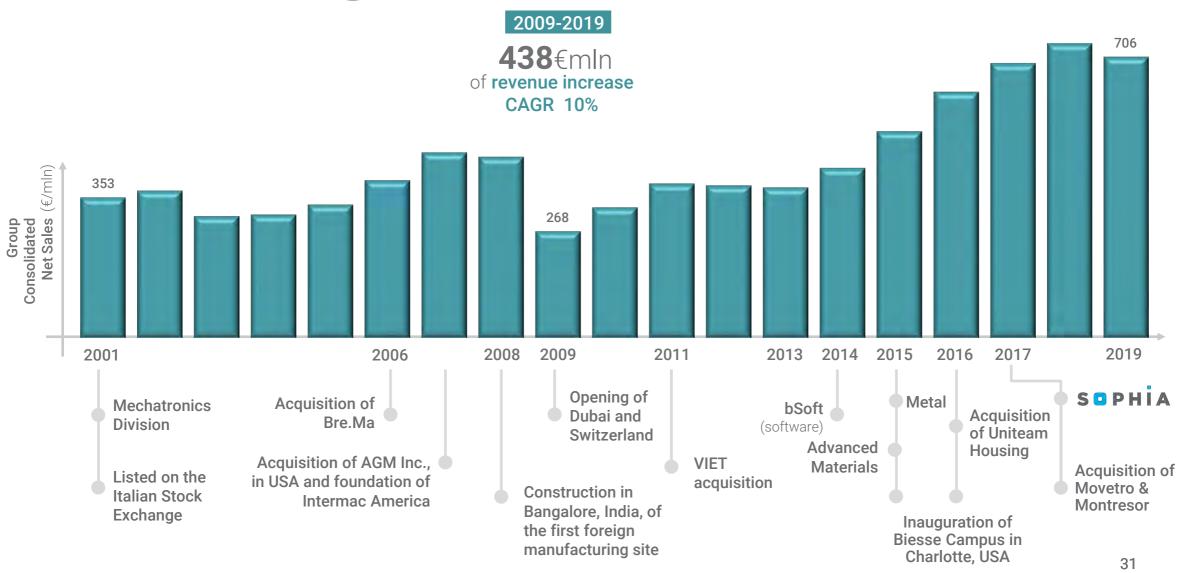


# BIESSE PERFORMANCE

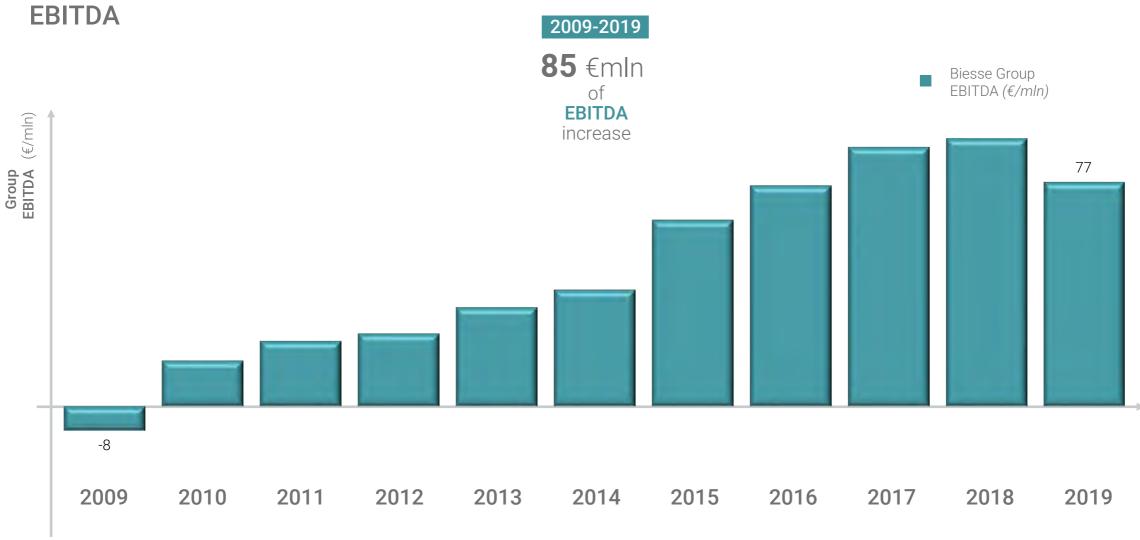
- 2.1 CONTEXT
- 2.2 PERFORMANCE
- 2.3 STRATEGY
- 2.4 DIGITALISATION
- 2.5 INNOVATION
- 2.6 NETWORK EXPANSION
- 2.7 ONE COMPANY

- REVENUE
- PROFIT
- CASH

### REVENUE

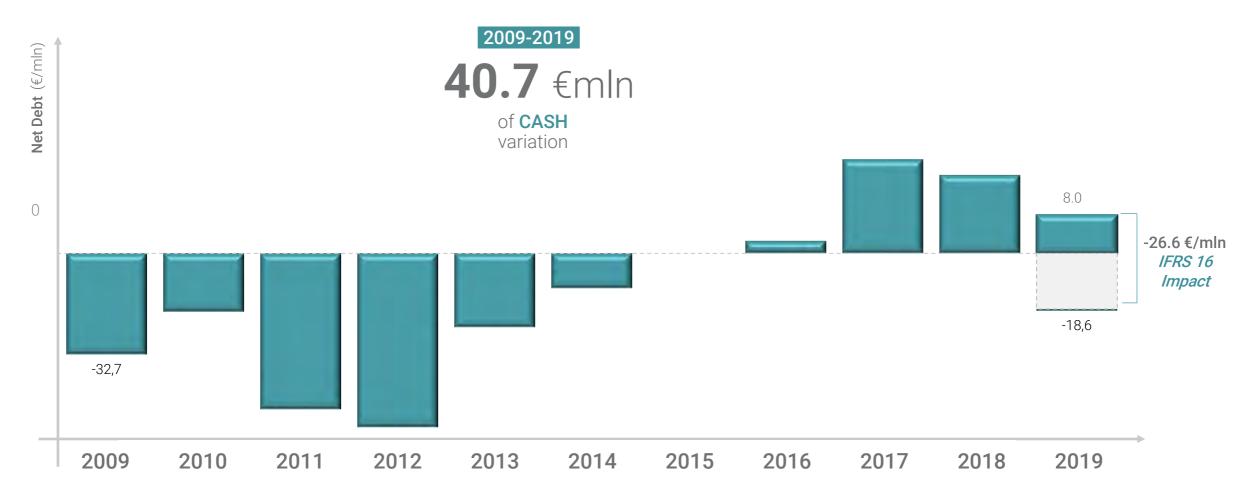


### **PROFIT**





# CASH NET FINANCIAL POSITION



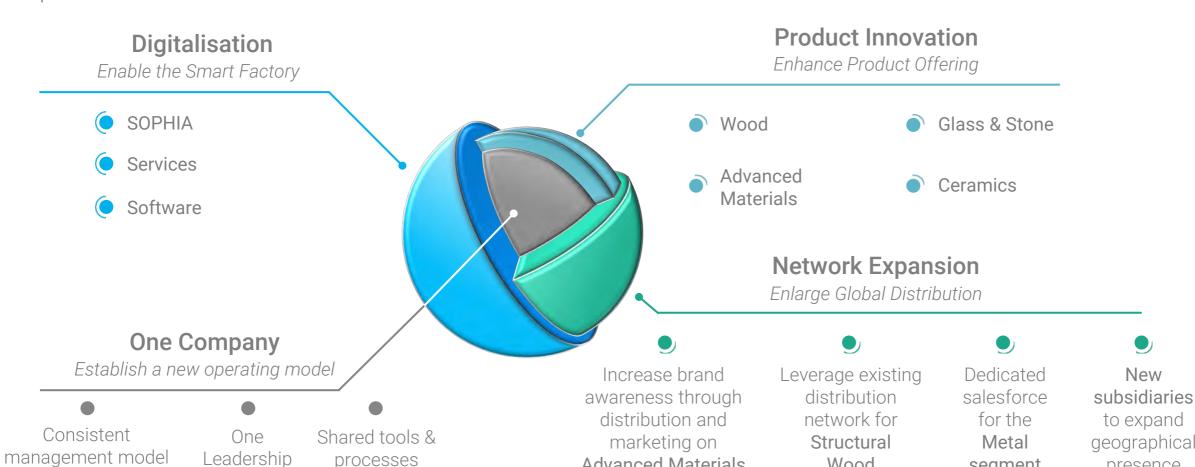
# STRATEGY

- 2.1 CONTEXT
- 2.2 PERFORMANCE
- 2.3 STRATEGY
- 2.4 DIGITALISATION
- 2.5 INNOVATION
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- 2.7 ONE COMPANY

- STRATEGY
- DIGITALISATION TARGETS
- INNOVATION TARGETS
- EXPANSION TARGETS
- ONE COMPANY

### STRATEGY

In the next 3 years, Biesse's strategy will be focusing on **four main directives**: the strengthening of our offering through Digitalisation and Product Innovation supported by the reorganization of the Company's processes and the extension of our sales network.



**Advanced Materials** 

Wood

segment

presence

### DIGITALISATION



#### **TARGETS**

>10,000 SOPHIA packages in 2022 ● SOPHIA —



Services —

19.0%

Services Incidence on Group Net Sales in 2022\*

Enable the **Smart Factory** 

Software —

Software packages sales in 2022

### INNOVATION

### **TARGETS**

Wood

Reference Market Estimated CAGR 2019-2022 0.8%

Wood

**-7.7**% 2020 vs 2019

+5.4%

CAGR 2020 - 2022

Wood estimated CAGR 2019-2022



Enhance **Product Offering** 

Glass & Stone

Glass & Stone Reference Market **Estimated CAGR** 2019-2022

Advanced Materials

>1.5%

Glass & Stone estimated CAGR 2019-2022

New models in next 3 Years

Ceramics

>5.0% -

Ceramics Reference Market **Estimated CAGR** 2019-2022

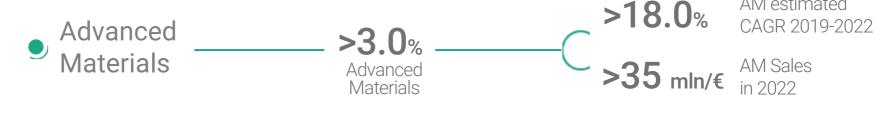
>5 mln/€ Ceramics Sales in 2022

AM estimated

### **EXPANSION**

### **TARGETS**

Reference Market Estimated CAGR 2019-2022





Enlarge **Global Distribution** 



Metal Sales >20 mln/€ in 2022 Metal

New New Subsidiaries Subsidiaries

### ONE COMPANY

#### **TARGETS**



Establish a **new operating model** 

- Consistent management model
- One Leadership

Shared tools & processes

- Implement a global management model to foster the culture of a synergy-driven enterprise, enabling cross fertilization across Headquarters, Divisions & Subsidiaries
- Strengthen the global leadership model to ensure a cohesive and independent Management Team

Guarantee IT solutions to support the Company's global processes

## DIGITALISATION

- 2.1 CONTEXT
- 2.2 PERFORMANCE
- 2.3 STRATEGY
- 2.4 DIGITALISATION
- 2.5 INNOVATION
- 2.6 NETWORK EXPANSION
- 2.7 ONE COMPANY

- BIESSE SMART FACTORY
- BIESSE SMART FACTORY ENABLER
  - SOPHIA
  - SERVICES
  - SOFTWARE

2.4

# BIESSE SMART FACTORY

### THE MARKET EXPECTS

Solutions that allow manufacturing companies of the fourth industrial revolution to evolve technologically, combining human skill and experience with total production automation and interconnectivity.

### **BIESSE RESPONDS**

with advanced technologies and services that can digitalise and automate factories and production processes, optimising all their main assets - whether technological, strategic, organisational or human.

# SOPHIA: SMART FACTORY ENABLER

### **Digital transformation**

The use of Artificial
Intelligence solutions and
IoT technologies enable our
clients to remotely activate
and manage their
manufacturing systems.

### Biesse responds to the future

SOPHIA is a central hub of services connected to machines. The future objective is to evolve the platform into a centralised coordinator of services based on Artificial Intelligence.









"Focus on your work, Sophia takes care of the rest".

### **SOPHIA RESULTS**

>2,000

Connected Machines by SOPHIA in 2019

1 Hour

With SOPHIA the average response time for a machine downtime ticket is 1 hour in 80% of cases

>50,000

Carts Created on
Parts, the Online and in-app
SOPHIA Marketplace

90%

of Customers in Italy and 70% worldwide have renewed the service





### **SOPHIA TARGETS**

>50%
Spare Parts order on SOPHIA Marketplace (Parts) by 2022

### Route to the future

Digital innovation creates the future: an inevitable process, that is yet to be developed in machinery industry.

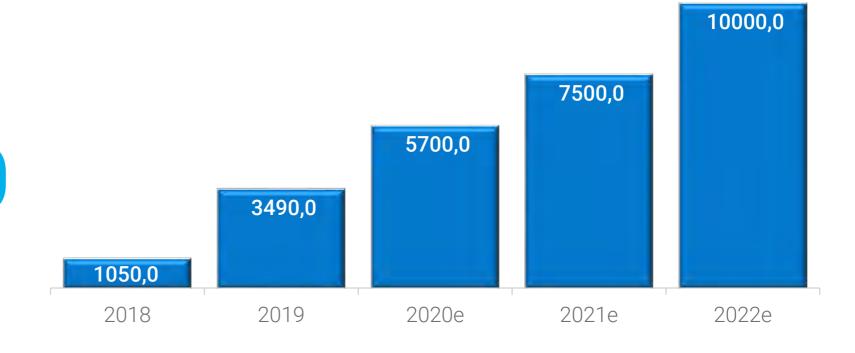
SOPHIA paves the way for the future of Industry 4.0, starting now.

Number of **SOPHIA packages** sold with new machines and renewal 2018-2022

**SOPHIA** will be in

>10,000

machines sold by 2022 and make them intelligent.



### SERVICES ACTIONS

Customer Experience is the driver of our Services growth on people competences, services solutions and customer care. We deliver performance as value



Guidelines of the Action Plan

- SOPHIA Marketplace development and Digital Services Ecosystem deployment
- Service Solution portfolio leveraging Customer segmentation
- Introduce **new digital solutions** to support our Customers in **factory performance improvement**
- Predictive Diagnostic and A.I. integrated on machines
- Service Academies to improve knowledge and productivity

19.0%

Expected Service
Contribution\* to Net sales
in 2022

### SERVICE PLATFORM

Biesse Group Service processes evolve through Salesforce After the successful experience of the CRM project for the Sales Area, Biesse will also implement Salesforce in support of Service processes.

The new platform will provide a **better user experience** and will include new features to simplify and increase the efficiency of the daily activities of Contact Centres, Hot-liners, Planners, Field Technicians and Service Administration.

This is an important step towards providing our Customers with an ever-improving level of service in the management of customer requests, the planning of activities and resources, guidance in the execution of works, and for onsite reports on mobile devices.



### SOFTWARE

### **B\_SUITE**

It is a complete suite of advanced software tools, giving users access to cutting edge technology, offering endless possibilities.

### **B\_CABINET SUITE**

It is a unique solution for managing furniture production from the 3D design phase to production flow monitoring.

B\_CABINET FOUR, supplementary module, makes it easy to manage all the work phases with a click. It includes an environment dedicated to the real time monitoring of the progress of the production phases. >10

m|n/€
2022 target
Software sales



## INNOVATION

- 2.1 CONTEXT
- 2.2 PERFORMANCE
- 2.3 STRATEGY
- 2.4 DIGITALISATION
- 2.5 INNOVATION
- 2.6 NETWORK EXPANSION
- 2.7 ONE COMPANY

- CORE SEGMENTS MARKET 2019
  - WOOD
  - GLASS & STONE
  - AUTOMATION
- NEW SEGMENTS
  - ADVANCED MATERIALS
  - CERAMIC

2.5

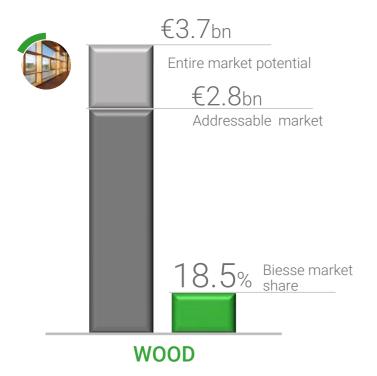
Entire market

Addressable market

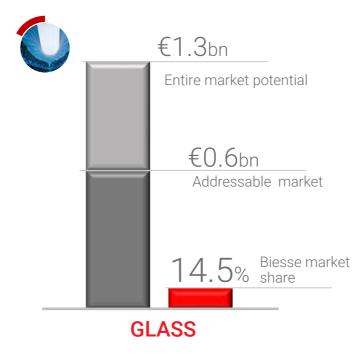
# CORE SEGMENTS MARKET 2019

We are in leading positions in our reference markets: Wood, Glass, Stone working machines.

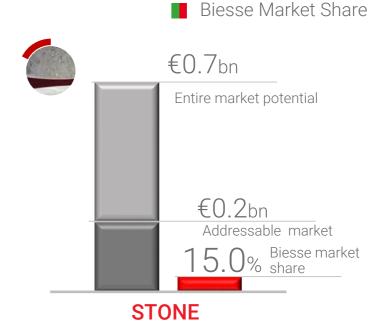
We want to consolidate our positioning fostering product innovation



We are in **leading** positions in the sector.



We are the world **industry leader** in the glass processing market in which we operate.



We are the world **industry leader** in the stone market in which we operate.

### WOOD





Guidelines of the Action Plan

Increase Group efficiency to strengthen our R&D focus on **innovative solutions** 

Continue to innovate our product offering to meet Customers needs for more flexibility and easy-use machines (Batch-One, Stream B MDS).

**Enlarge** our offering of **Full Liner products** and machines integrated with our **handling** and **storage solutions** 

>3%

Wood products sales estimated CAGR 2019-2022

0.8%

Market estimated CAGR 2019-2021

**-7.7**%

Market estimated decrease 2020 vs 2019

+5.4%

Market estimated CAGR 2020 - 2022

## BIES

#### **BIESSE**GROUP





Guidelines of the Action Plan

- Introduce a **new range of CNC Vertmax** for small workshop and medium companies
- Become a single provider of the whole sheet of glass manufacturing process, introducing high performance laminated glass lines, new vertical CNC integrated with washing machines and robot cells
  - Continue to **renovate** our **product portfolio** both for Glass & Stone introducing **complete lines** and **system solutions**

>1.5%

Glass & Stone products sales Estimated CAGR 2019-2022

>6.0%

Glass & Stone products sales Estimated CAGR 2020-2022

## AUTOMATION

STRONG FOCUS ON INDUSTRY 4.0 ORIENTED SOLUTIONS



Technological innovations developed to create automated and interconnected production.

AUTOMACTION – Automation for large Industries
Thanks to the alliance of robotisation and the digital factory,
production becomes interconnected and completely automated.
This concept guides the creation of the digitised factory in large
industrialised plants and represents the key to strengthening and
increasing the production performance for large industry.

SMARTACTION – Automation for small and medium companies It is aimed at companies intending to look at digitalisation for the first time: it makes it possible to create a compact, connected and accessible factory, offering this opportunity to small and medium-sized companies that want to become more competitive in the market.

21%

Systems target incidence on machines Net Sales in 2022

>15.0%

Systems estimated CAGR 2019-2022

### **NEW SEGMENTS**

We will continue to innovate our product offering to expand our presence in new materials processing

### **ADVANCED MATERIALS**



### **CERAMICS**



Ceramics materials are innovative materials, created artificially using specific innovative technology.

### ADVANCED MATERIALS





Guidelines of the Action Plan:

Continue product development on current portfolio and ideation of new processing techniques

Foster the **development of new models** to complete the current product range and expand towards new sectors

Encourage **innovation**, through **new technologies**, **processes and applications** to anticipate and reinvent **more performing production solutions** 

### CERAMICS



In 2018 Biesse Group made its debut in the Ceramics sector.

The Group approached this new segment through

- Innovative range of tools dedicated to the squaring, lapping and polishing of all ceramics materials.
- Combined solutions that include smart storage and handling systems that can be seamlessly integrated with cutting table for sheets of natural, quartz and ceramics materials

### HIGH PERFORMANCE, PERFECT INTEGRABILITY

## NETWORK EXPANSION

- 2.1 CONTEXT
- 2.2 PERFORMANCE
- 2.3 STRATEGY
- 2.4 DIGITALISATION
- 2.5 INNOVATION
- 2.6 NETWORK EXPANSION
- 2.7 ONE COMPANY

- NEW SEGMENTS MARKET 2019
- STRUCTURAL WOOD
- METAL
- ADVANCED MATERIALS

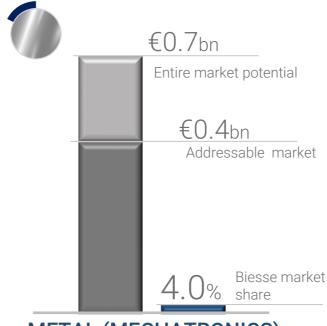
### **NEW SEGMENTS MARKET 2019**

We entered in new market segments, we want to continue to increase our market penetration.



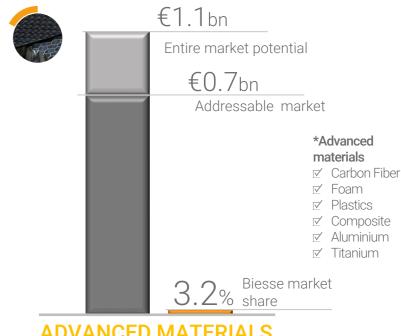
#### STRUCTURAL WOOD

Our competitors are mainly located in Germany and in Italy. The most important are **Hundegger** (market leader), **HOMAG** and **Weinmann**.



### **METAL (MECHATRONICS)**

Our main competitors are **KESSLER**, IBAG, GMN, WEISS (Siemens), FISHER and STEPTEC.



#### **ADVANCED MATERIALS**

Highly fragmented market, our main competitors are Geiss, Belotti CMS Industrie, Breton, Mecanumeric, and Multicam.

# STRUCTURAL WOOD



Guidelines of the Action Plan

Introduce our **new products** both **in the high-end and the mid segment:** RC, CLT and BM series

Leverage on **Group Sales Network** (Subsidiary and Trade) to boost sales in Key Markets

**Expand** in new attractive and **growing structural** wood markets (i.e. Japan)

>15%

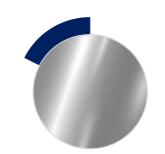
Structural Wood products sales Estimated CAGR 2019-2022

>18

mln/€

2022 target in Structural Wood sector

### METAL MECHATRONICS



10%

Metal products sales estimated CAGR 2019-2022

Guidelines of the **Action Plan** 

**Expand abroad in the Metal Working Machines market,** especially in Asia and Western Europe markets

**Strong focus on rotary tables** (new product), that allows a more effective metal working process

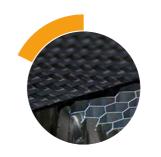
Complete product portfolio for metal working machines

>20

mln/€

2022 target in metal sector

### ADVANCED MATERIALS



**Brand Awareness** 

Guidelines of the Action Plan:

Reinforce the **role of marketing** in order to increase **brand awareness** in the Advanced Materials segment

Development of a **new communication plan** focused on Advanced Materials **application industries** instead of its products

Increase **brand visibility** among large companies belonging to the aerospace, automotive and wind energy sectors

### **WE SHAPE**

**Elegance** 

Lifestyle

**Movement** 

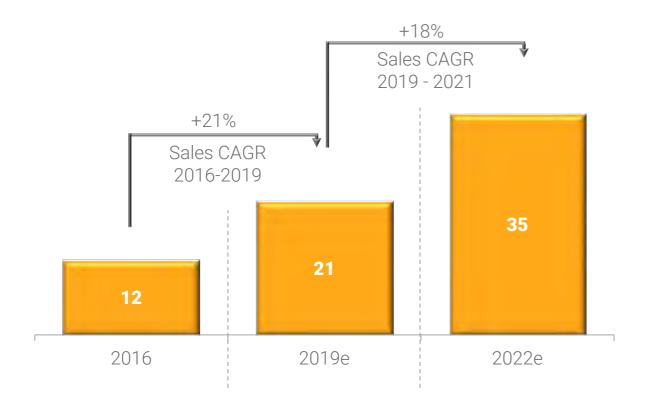
Ideas

**Protection** 



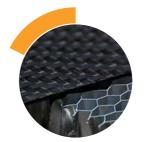
### ADVANCED MATERIALS

#### **TREND**





### **ADVANCED** MATERIALS



**Advanced Materials** 

products sales Estimated CAGR 2019-2022

>35

mln/€ 2022 target in **Advanced Materials** 

**Global Distribution** 

Guidelines of the Action Plan:

Invest in commercial development, empowering our sales organization worldwide with special focus on Advanced Materials Key Markets

Adoption of dedicated go-to-market strategies for each market. **Market attractiveness** and Biesse penetration capacity will be evaluated, for each geographical area, in terms of product portfolio suitability, market needs and market value



## ONE COMPANY

- 2.1 CONTEXT
- 2.2 PERFORMANCE
- 2.3 STRATEGY
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- A GLOBAL VISION
- ONE COMPANY JOURNEY



### A GLOBAL VISION

We are securing the Group growth by a solid implementation of the One Company concept. The process is aimed at creating a culture in which employee self-interest and corporate self-interest intersect. The transformation is fostered by a global management model, based on structured and shared processes, supported by a matrix organizational model and guided by a cohesive and independent Management Team.

### ONE COMPANY JOURNEY

- Global strategy, processes and tools unified worldwide
  - Share corporate values, processes, organization, tools
  - New global organization to optimize the work of our employees and strengthen the relation with our customers (common guidelines, PDP, ...)
  - Deployment One Service & One HR step already achieved Global system to manage and support the main processes to standardize procedures among Headquarters and Subsidiaries.

## FY 2019

**RECAP** 



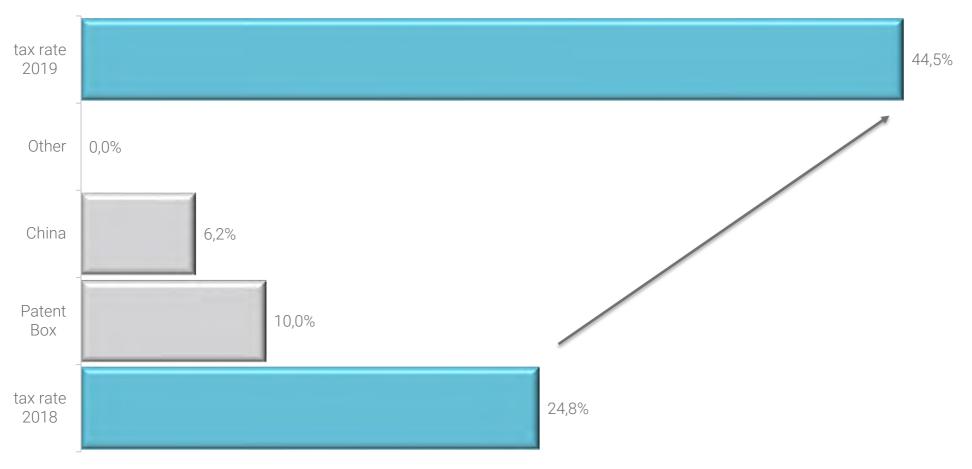
### EXTRACT OF THE P&L

€/mln	2014	2015	2016	2017	2018	2019
Net sales	427	519	618	690	741	705,9
year -1	<b>+12.9</b> %	<b>+21.5</b> %	<b>+19</b> .1%	<b>+11.6</b> %	<b>+7.4</b> %	<b>-4.8</b> %
Cost of goods sold	171	206	245	270	295	286
	40.1%	39.7%	<b>39.6%</b>	<b>39.1%</b>	<b>39.9%</b>	40,6%
Labour & Overhead cost	219	253	301	335	359	350
	51.3%	48.7%	48.7%	48.6%	48.5%	49.6%
EBITDA	40	64	76	89	93	77
%	9.3%	12.4%	12.3%	12.9%	12.5%	10.9%
EBIT	25	44	55	64	64	30*
%	5.8%	8.4%	8.9%	9.2%	8.6%	4.2%

CAGR 2009-2019 **10.2**%

\*after non recurring items before € 40 (5.6%)

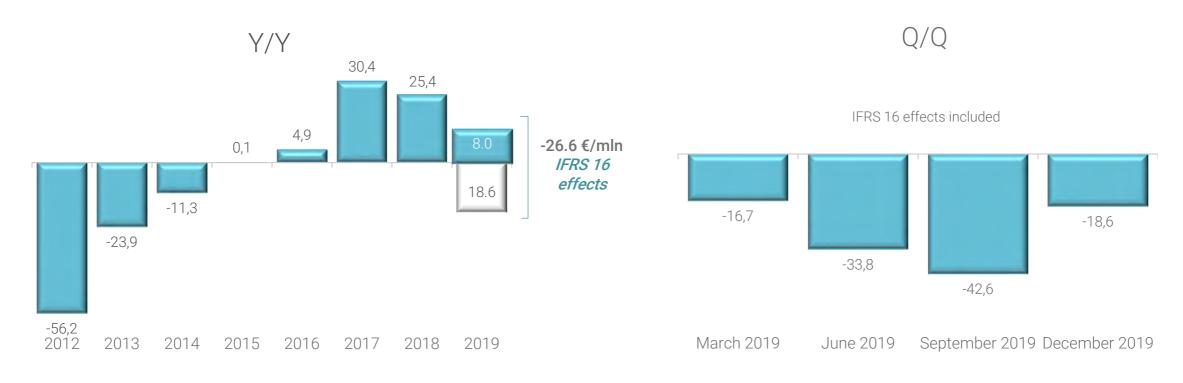
### TAX RATE EVOLUTION



2019 tax rate is affected by non deductible non recurring expenses

### NET DEBT

€/mln



# OPERATING NET WORKING CAPITAL



- ✓ Group **DSO** 51 days
- ☑ Group **DPO** 103

# RECEIVABLES PAYABLES INVENTORIES



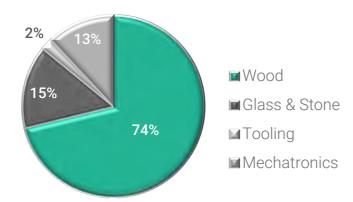
## IQ 2020



### SALES BREAKDOWN

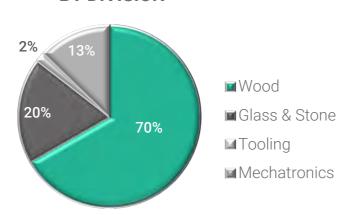
**IQ 2020** 

**BY DIVISION** 

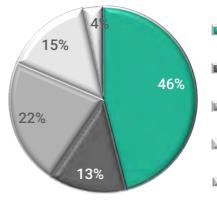


IQ 2019

**BY DIVISION** 



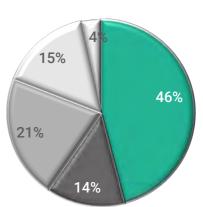
**BY GEO-AREAS** 



Italy 14.4%

- Western Europe (Italy included)
- Eastern Europe
- North America
- Australasia
- Rest of the World

**BY GEO-AREAS** 



Italy 15.0%

- Western Europe (Italy included)
- Eastern Europe
- North America
- **■** Australasia
- Rest of the World

# EXTRACT OF THE P&L

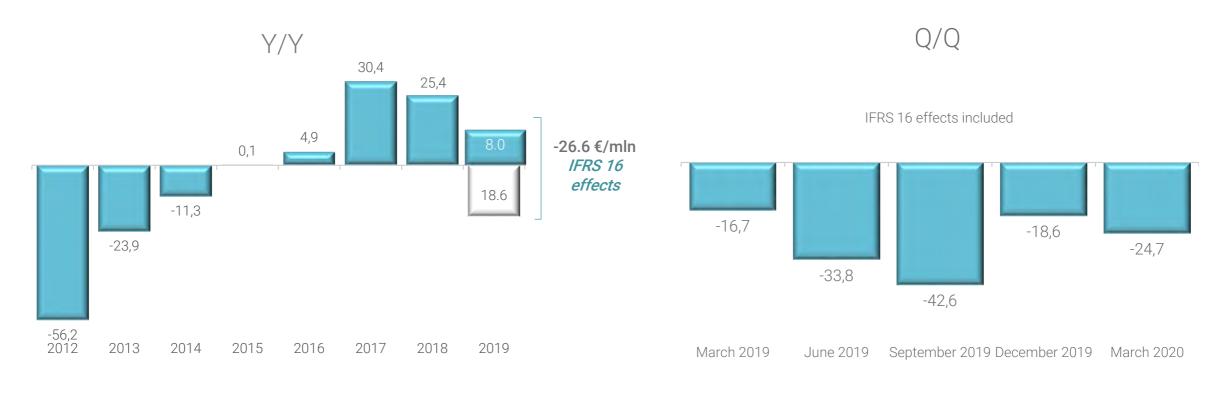
€/mln	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
Net sales	427	519	618	690	741	705,9
year -1	<b>+12.9</b> %	<b>+21.5</b> %	<b>+19.1</b> %	<b>+11.6</b> %	<b>+7.4</b> %	<b>-4.8</b> %
Cost of goods sold	171	206	245	270	295	286
	40.1%	39.7%	<b>39.6%</b>	<b>39.1%</b>	<b>39.9%</b>	40,6%
Labour & Overhead cost	219	253	301	335	359	350
	51.3%	48.7%	48.7%	48.6%	48.5%	49.6%
EBITDA	40	64	76	89	93	77
%	9.3%	12.4%	12.3%	12.9%	12.5%	10.9%
EBIT*	25	44	55	64	64	30*
	5.8%	8.4%	8.9%	9.2%	8.6%	4.2%

IQ 2019	IQ 2020
169.2	147.7 -12. <b>7</b> %
75.4	58.7
44.5%	39.7%
57.2	50.4
33.8%	34.1%
18.9	12.4
11.2%	8.4%
10.7	5.4
6.3%	3.6%

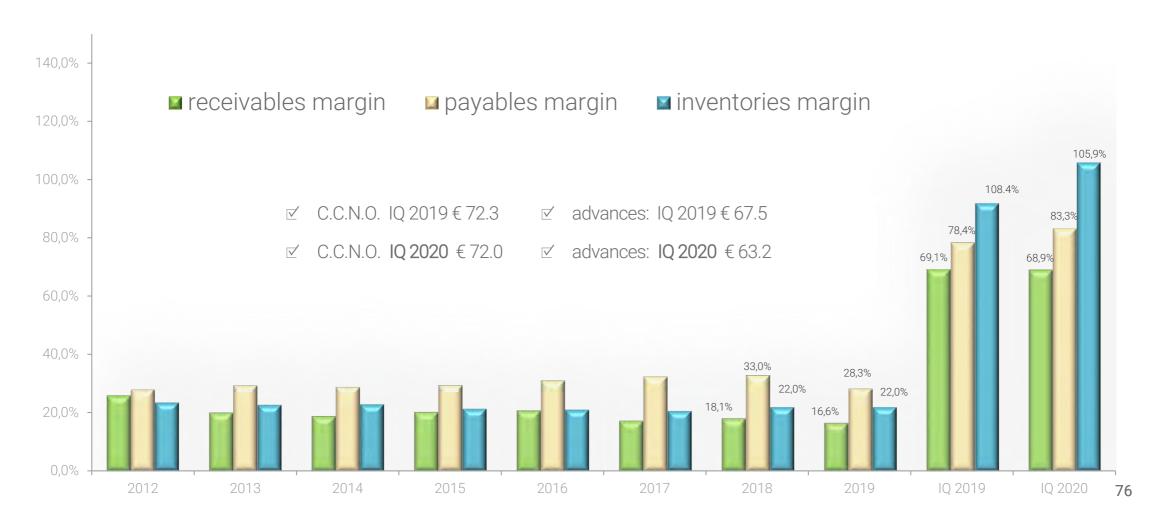
<sup>\*</sup>before non recurring items

# NET DEBT

=/mln



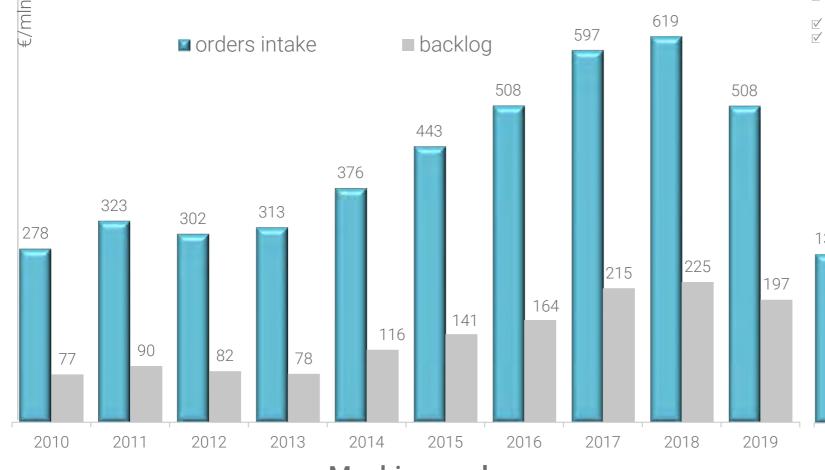
# PAYABLES INVENTORIES



# ORDERS INTAKE & BACKLOG

# GROUP ORDERS INTAKE & BACKLOG

- ✓ FY2019: Group <u>orders</u> intake -17% (vs. 2018)
- FY2019: Group <u>backlog</u> -12.8% (vs. 2018)
- 2020 IQ Group orders Intake -24.7% (vs 2019)
- 2020 IQ Group backlog -15.4% (vs March 2019 and -3.8% (vs December 2019)





Machines only

# EMPLOYEES DISTRIBUTION

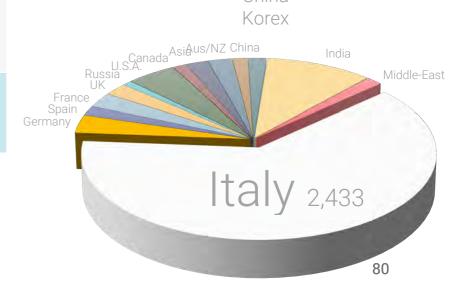
### EMPLOYES DISTRIBUTION

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	IQ 2020
ITALY % of total people	<b>1,646</b> 59%	<b>1,547</b> 57%	<b>1,605</b> 56%	<b>1,780</b> 56%	<b>2,009</b> 70%	<b>2,176</b> 57%	<b>2,483</b> 59%	<b>2,417</b> 62%	<b>2,433</b> 63%
OUTSIDE ITALY % of total people	<b>1,136</b> 41%	<b>1,148</b> 43%	<b>1,276</b> 44%	<b>1,396</b> 44%	<b>1,609</b> 44%	<b>1,670</b> 43%	<b>1,744</b> 41%	<b>1,509</b> 38%	<b>1,437</b> 37%
TOTAL	2,782	2,695	2,881	3,176	3,618	3,846	4,227	3,926	3,870

interim people at the end of March 2020: 298

total 4,168

	FY 2019	IQ 2020	%
Production	1,385	1,330	-3.97%
Service & After Sales	992	1,000	0.81%
R&D	482	492	2.07%
Sales & Marketing	685	664	-3.07%
G&A	382	384	0.52%
ITALY	2,417	2,433	0.66%
OUTSIDE ITALY	1,509	1,437	-4.77%
TOTAL	3,926	3,870	-1.43%
	China		





### EMPLOYES DISTRIBUTION

(without interim people)

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	IQ 2020
<b>Production</b> % of total people	<b>1,264</b> 45%	<b>1,175</b> 44%	<b>1,201</b> 42%	<b>1,335</b> 42%	<b>1,482</b> 41%	<b>1,494</b> 39%	<b>1,621</b> 38%	<b>1,385</b> 35%	<b>1,330</b> 34%
Service & After sale % of total people	<b>574</b> 21%	<b>613</b> 22%	<b>628</b> 22%	<b>690</b> 22%	<b>803</b> 22%	<b>894</b> 23%	<b>1,001</b> 24%	<b>992</b> 25%	<b>1,000</b> 26%
<b>R&amp;D</b> % of total people	<b>338</b> 12%	<b>321</b> 12%	<b>361</b> 13%	<b>383</b> 13%	<b>436</b> 12%	<b>479</b> 12,5%	<b>501</b> 12%	<b>482</b> 12%	<b>492</b> 13%
Sales & Marketing % of total people	<b>364</b> 13%	<b>351</b> 13%	<b>439</b> 15%	<b>495</b> 15%	<b>587</b> 16%	<b>641</b> 17%	<b>715</b> 17%	<b>685</b> 17%	<b>666</b> 17%
<b>G&amp;A</b> % of total people	<b>242</b> 9%	<b>235</b> 9%	<b>252</b> 9%	<b>273</b> 9%	<b>310</b> 8,5%	<b>338</b> 8,8%	<b>389</b> 9%	<b>382</b> 10%	<b>382</b> 10%
<b>ITALY</b> % of total people	<b>1,646</b> 59%	<b>1,547</b> 57%	<b>1,605</b> 56%	<b>1,780</b> 56%	<b>2,009</b> 56%	<b>2,176</b> 56%	<b>2,483</b> 59%	<b>2,417</b> 62%	<b>2,433</b> 63%
OUTSIDE ITALY % of total people	<b>1,136</b> 41%	<b>1,148</b> 43%	<b>1,276</b> 44%	<b>1,396</b> 44%	<b>1,609</b> 44%	<b>1,670</b> 44%	<b>1,744</b> 41%	<b>1,509</b> 38%	<b>1,437</b> 37%
TOTAL	2,782	2,695	2,881	3,176	3,618	3,846	4,227	3,926	3,870

# COVID 19 CRISIS

# FACE THE CRISIS

Our main goals:

a) keep safe our people

b) re-think and re-organize our business model

c) be ready and reactive for the future changes

### FACE THE CRISIS

### Our main goals:

- a) adopt all available health measures to keep safe our people
  - smart working increase-prolong
    - constant internal communication
- b) review the operating activities, adapting our model to the customers request
  - support and focus the margins, maintaining the liquidity
    - do not give up / slow down the innovation in technology (R&D investments)
- C) uninternal analysis regarding the organizational measures to be taken in respect of the laws (health)
  - external analysis of any possible impact of the Covid-19, especially for the future development
  - evaluate all the possible steps to be taken considering our ESG commitment

# FACE THE CRISIS

### Focus on cost containment:

#### Labour cost

- forced collective holidays (residual balance if any)
- CIGO (temporary lay-off scheme)

### Cost cutting

- travel, exhibitions and marketing costs reduction
- renegotiation of key contracts (fixed costs)

#### Investments

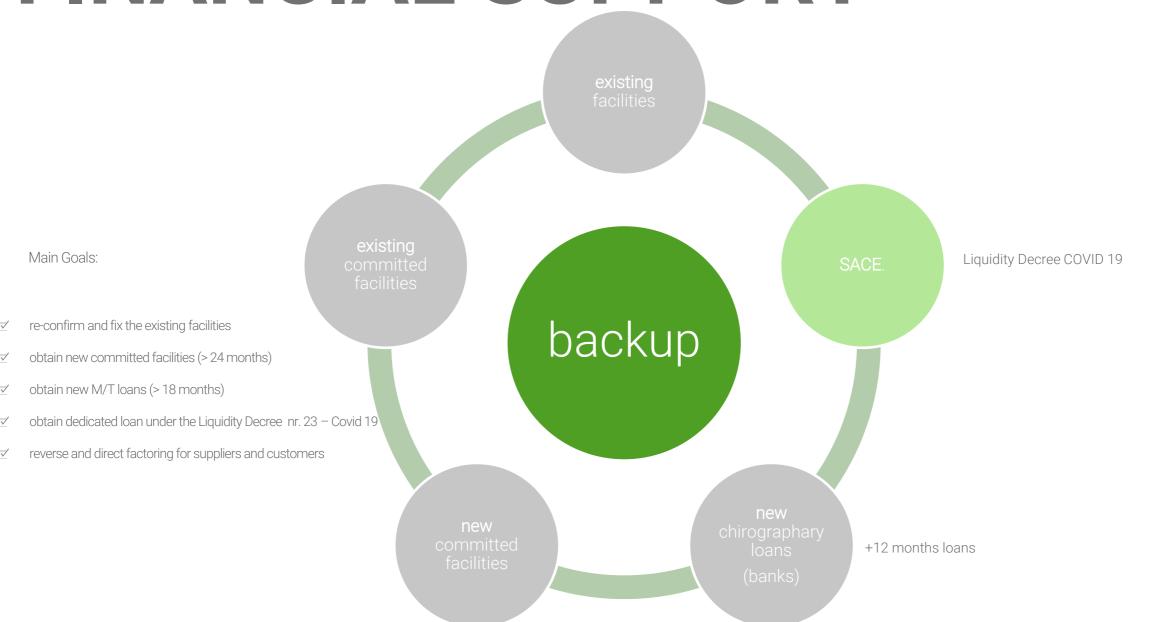
- □ CAPEX reduction
- postponement of the NON-Strategic projects

# FINANCIAL SUPPORT



### FINANCIAL SUPPORT

**BIESSE**GROUP



# SHAREHOLDERS

& B.o.D.

### SHAREHOLDERS **BREAKDOWN BY** OWNERSHIP

Source: Bloomberg

**BIESSEGROUP** 



#### Biesse B.o.D.:

- ☐ Giancarlo Selci (founder president)
- ☐ Roberto Selci (C.E.O.)
- ☐ Stefano Porcellini
- Alessandra Parpajola
- ☐ Silvia Vanini
- ☐ Giovanni Chiura (indipendent)
- ☐ Federica Palazzi (indipendent)
- ☐ Elisabetta Righini (indipendent)

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