

# COMPANY PRESENTATION

2024



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## SUSTAINABILITY

### CARING FOR THE PLANET

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*"We care for the future by promoting a culture of growth and innovation based on people, technologies and the environment."*

**We are DAB. We move water.** We are a multinational organization specialized in water movement technologies. Sustainability, reliability, innovation, are the distinguishing features of our technological solutions in domestic, residential, civil and commercial applications, as well as in agricultural irrigation systems. We provide friendly technologies and smart solutions for all our different users.

DAB's Digital Culture runs through plants, people and our products. From digital transformation, the focus is now on servitization, to offer hybrid product-service solutions. Building on DAB's expertise in IoT technologies, our research and development efforts are focused on digitizing and interconnecting traditional products and manufacturing processes.



**1700**

people

**430M€**

turnover in 2023

**2M**

pieces produced

**12**

sales offices

**6**

production sites

**7**

local representative offices



1996

GLOBALIZATION



1998 - 2009

ACQUISITIONS



2013

ERGONOMIC TECHNOLOGY: THE ORIGIN



- DAB joined the most important multinational group of the pump sector with a relationship based on a clear separation strategy and full autonomy of the business.

- DAB finalized a run of acquisitions to complete its know-how.

- The first fully integrated electronic system.
- The result of the path undertaken by DAB for the integration of companies, technologies and people.
- The start of a new line of revolutionary products.

esybox



2015

ANNIVERSARY



- 40th anniversary.

2018

EVOSTA RANGE

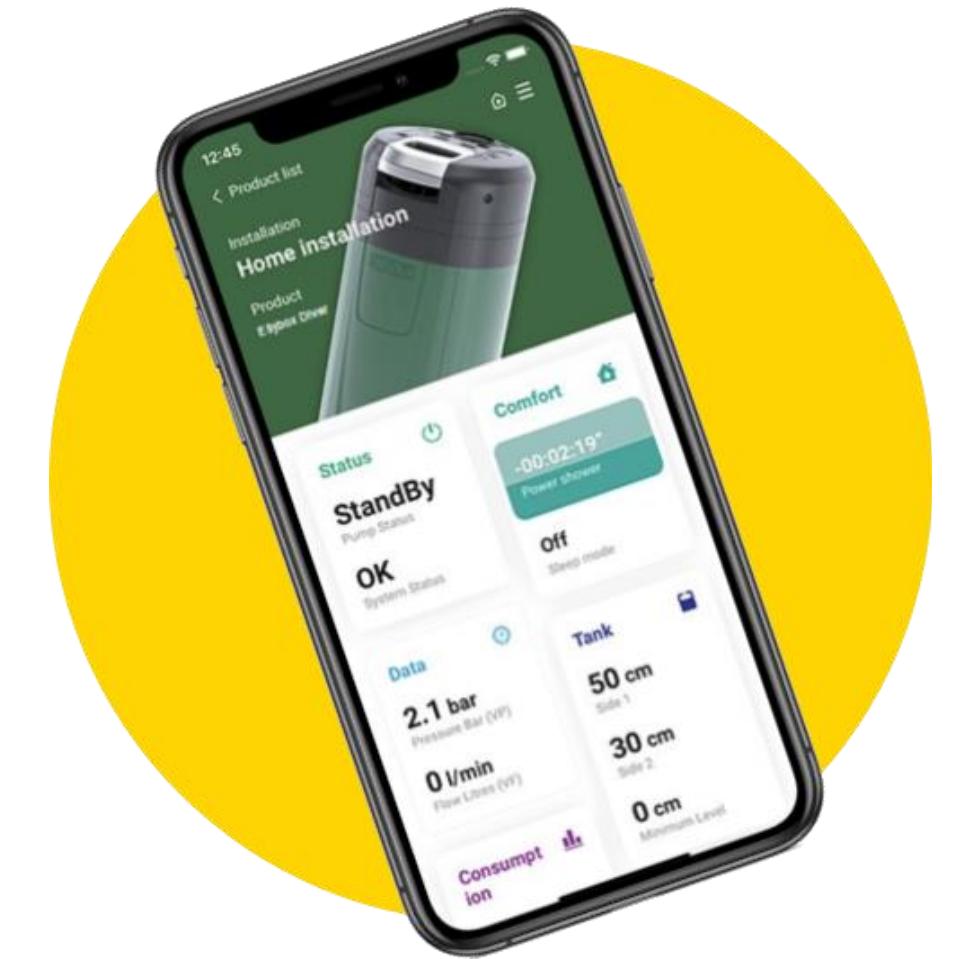


- History, know-how, and the new DAB 4.0 factory.
- Electronic wet rotor circulators utterly innovative in terms of technology, reliability and performance.

EVOSTA

2018

DCONNECT



- The true digital revolution for continuous supervision and management of the systems.
- DConnect always provides effective, versatile solutions for every situation: whether you're an installer, maintenance technician, administrator or end user.

D+CONNECT

## 2021

EASYBOX MAX: LINE UP TO THE FUTURE



## 2021

DAB LIVE!



- The natural evolution of the Esybox Line.
- Disruptive since its conception and meant for both residential and commercial buildings applications.
- It makes modularity and native communication technologies its strengths.
- Technological innovation becomes simple.

esybox MAX

**D**CONNECT

## 2023

TODAY AND TOMORROW



- A new user experience of products and digital solutions.
- Customers-centric approach and a growth strategy that takes advantage of new digital technologies.
- Taking care about people, leaving a positive environmental footprint.



## RESIDENTIAL BUILDING SERVICE

## COMMERCIAL BUILDING SERVICE

## AGRICULTURE AND IRRIGATION

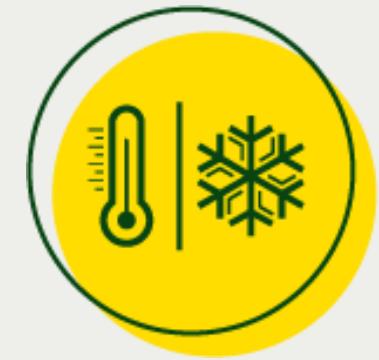
# MAIN SOLUTIONS



WATER  
BOOSTING



GARDENING  
AND  
IRRIGATION



HEATING AND  
CONDITIONING



FIRE  
FIGHTING



RAIN WATER



SWIMMING  
POOLS



GROUNDWATER

DAB platform that monitors and controls all your installations, anytime and from anywhere: to help make your work easier and grow your business.



SYSTEM MONITORING AND SETUP MANAGEMENT: REMOTELY



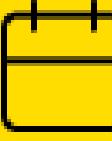
ALARMS CHECK: INTUITIVE AND FAST



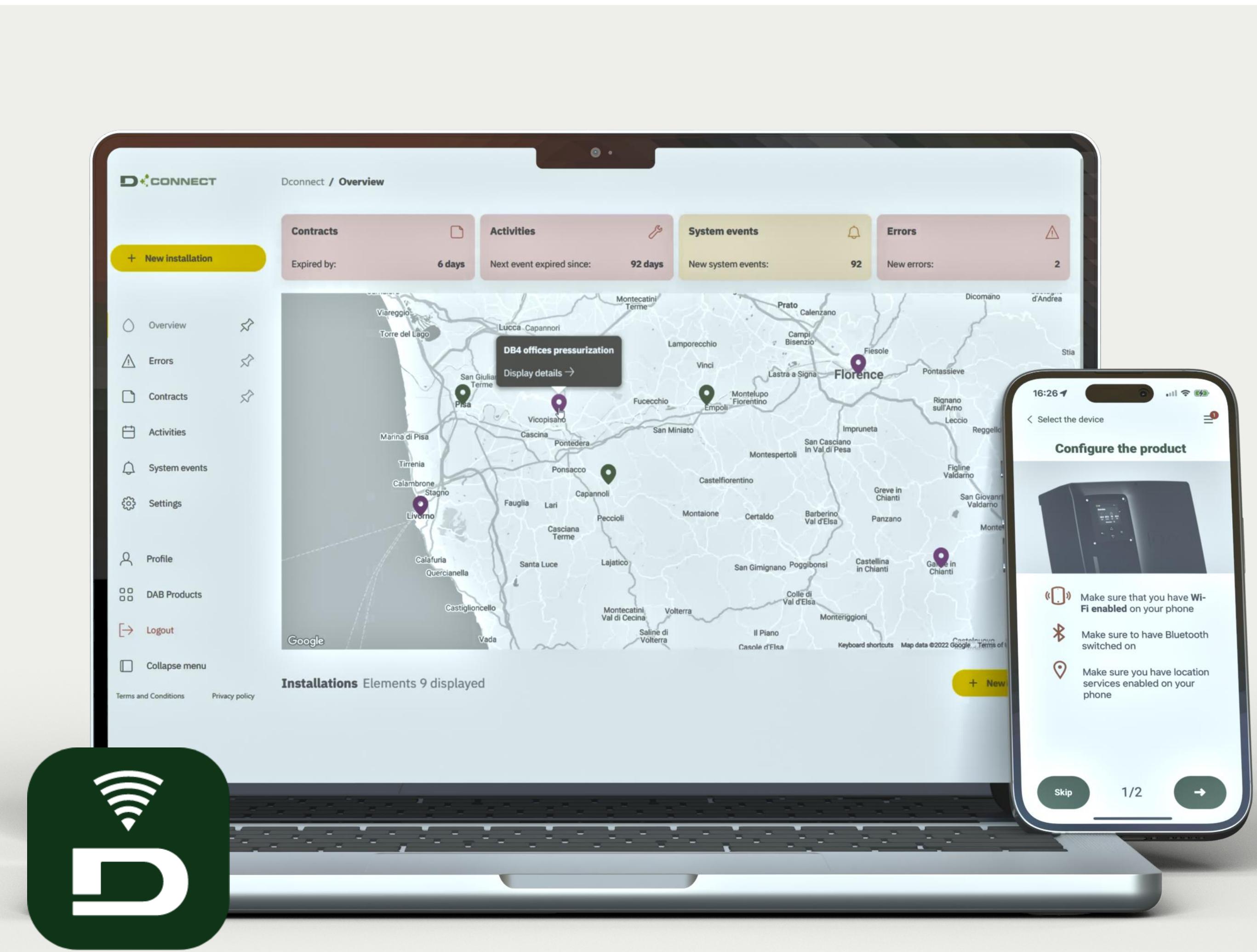
SYSTEM STATUS HISTORY LOG: TO IMPROVE SERVICE OVER TIME



SYSTEM LOGICS AUTOMATION: ACTIONS PERFORMED AUTOMATICALLY



PLANNING OF ROUTINE TASKS: EASY AND IMMEDIATE

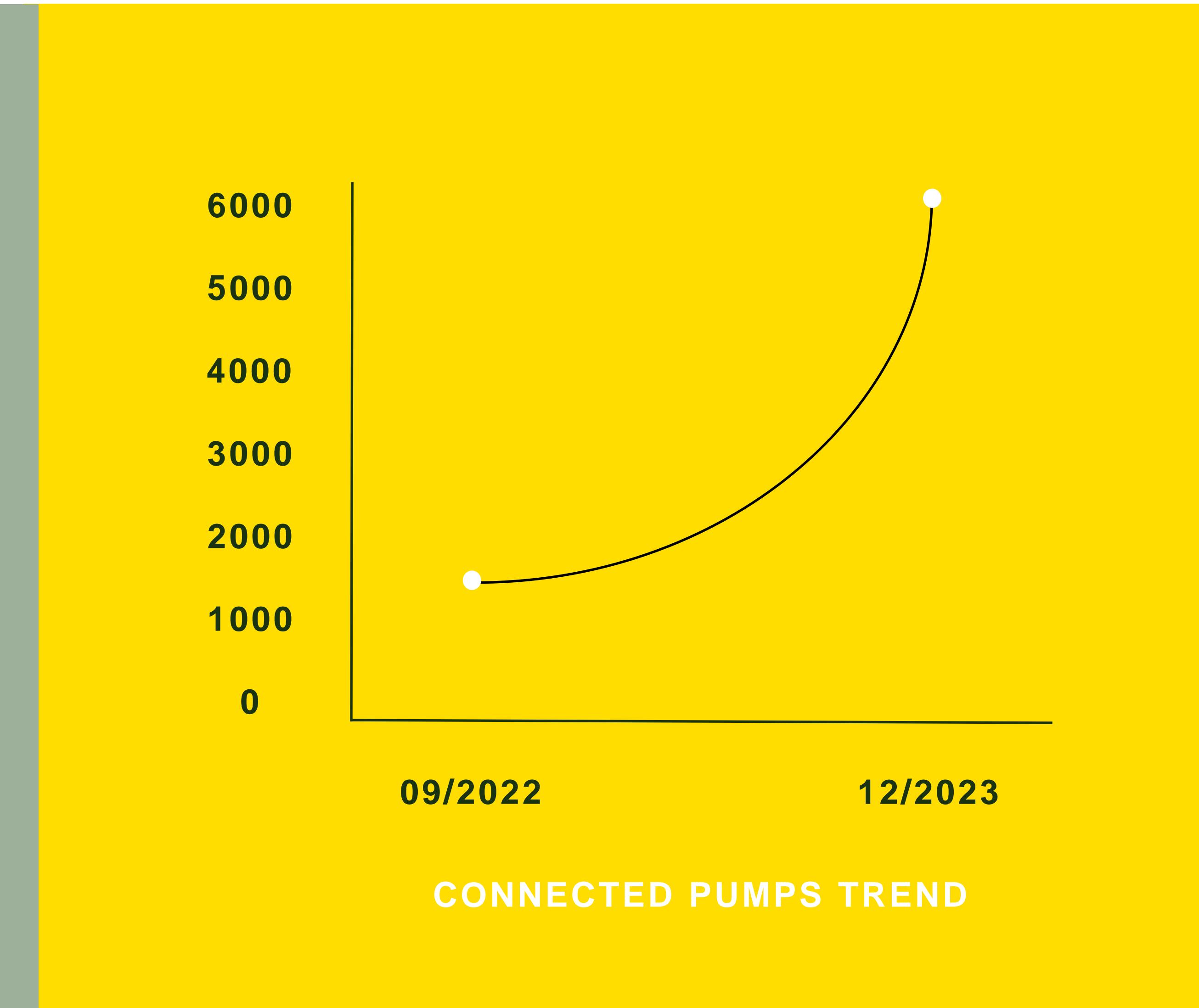


**+200%**

2023 CONNECTED  
PUMPS GROWTH VS 2022

**+300%**

2023 SUBSCRIPTIONS  
SALES GROWTH VS 2022

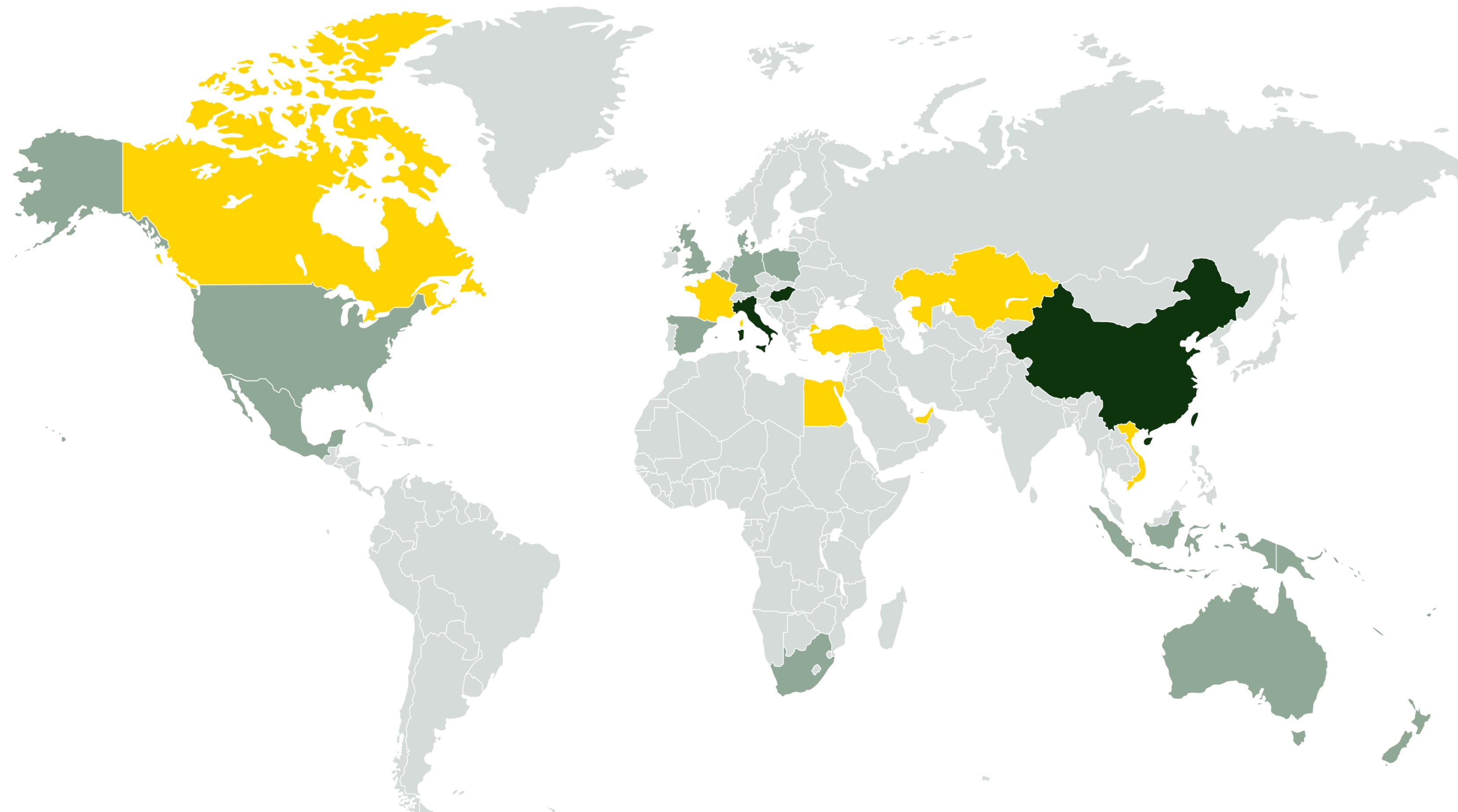


**6000**  
CONNECTED PUMPS

**9800**  
DAB LIVE!  
APP DOWNLOADS

**37900**  
DCONNECT APP  
DOWNLOADS

# DAB IN THE WORLD



## 6 PRODUCTION SITES

- ITALY – Mestrino (Padova)
- ITALY – Castel di Godego (Treviso)
- ITALY – Bientina (Pisa)
- ITALY – Val Liona (Vicenza)
- HUNGARY – Nagykanizsa
- CHINA – Qingdao

## 12 SALES OFFICES

- UK – Colchester
- GERMANY – Mönchengladbach
- NETHERLANDS – Den Bosch
- BELGIUM – Groot Bijgaerde
- CHINA – Qingdao
- SPAIN – Madrid
- SOUTH AFRICA – Olifantsfontein
- POLAND – Warsaw
- USA – Ladson
- MEXICO – Mexico City
- OCEANIA – Melbourne
- INDONESIA – Jakarta

## 7 LOCAL REPRESENTATIVE OFFICES

- ARAB EMIRATES
- VIETNAM
- TURKEY
- EGYPT
- FRANCE
- KAZAKHSTAN
- CANADA

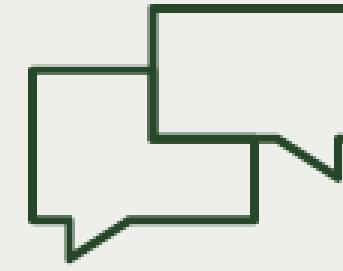






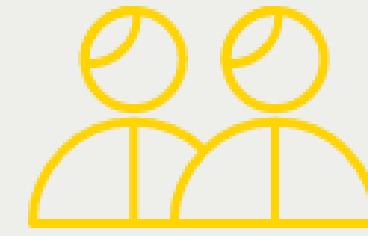
## SUSTAINABILITY

We act driven by awareness and focus on planet's challenges.



## TRUST

We generate trust by communicating openly and transparently.



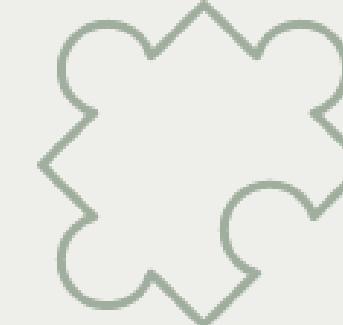
## PEOPLE

We preserve an inclusive workplace where people feel good.



## INDEPENDENCY

We aim for a solid financial basis, enabling us to invest in our values.



## PARTNERSHIP

We strongly believe in a professional partnership, driven by ethical principles.



## AMBITION

We keep challenging ourselves in order to lead the market through innovative solutions.

## CODE OF CONDUCT

The purpose of the CoC is to set the standards for the business ethics, which all employees in the DAB Group must adhere to.

## WHISTLEBLOWING

The DAB Group has implemented globally the whistleblowing channel. It's available for employees, members of the Board of Directors and third parties who collaborate with DAB with the means to report alleged criminal offences or cases of non-compliance with the DAB Group Code of Conduct.

## HARASSMENT PREVENTION POLICY

We commit to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, customers, and any other parties doing business with DAB and a workplace free of discrimination, harassment or abuse.

## CONFFLICT OF INTEREST

We ensure that business decisions are taken in the best interest of DAB. DAB does not accept that its employees use their position for personal gain or any other interest other than DAB's interest.

CARING  
FOR THE  
FUTURE



**DAB**  
WATER TECHNOLOGY

# CARING FOR THE PEOPLE

We prioritize the **well-being of individuals** as an integral part of our development strategy. Our commitment to listening drives our capacity for transformation, and through **change**, we nurture our **growth**. All of this is made possible through the contributions of our valued team members.

In pursuit of our business goals, we have implemented a strategy to enhance the skills and performance of our people within their respective roles.

# PEOPLE FIRST – To create a positive and productive workplace



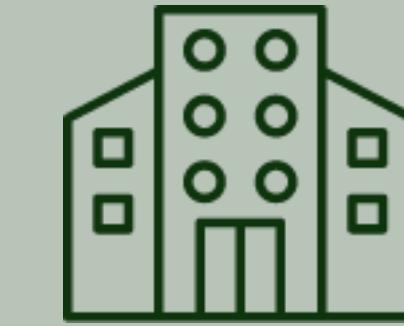
## BE AGILE

Be agile by encouraging **leadership** that supports people to make decisions without being worried about making mistakes, through short and continuous work processes that aim to create an **MVP** (Minimum Viable Product) with incremental and continuous releases of value, and that ensure **continuous feedback**, in an environment where **cross-functional teams** experiment and adapt.



## BE FLEXIBLE

Be flexible through **new ways of collaboration and working**. Smart working for example offers flexibility in working hours and the possibility of working remotely or in the office. The aim is to strengthen **trust**, a stronger sense of **commitment** and improved motivation, with actions aimed at improving employees' life quality and **well-being**.



## LIVING THE NEW WORKSPACES

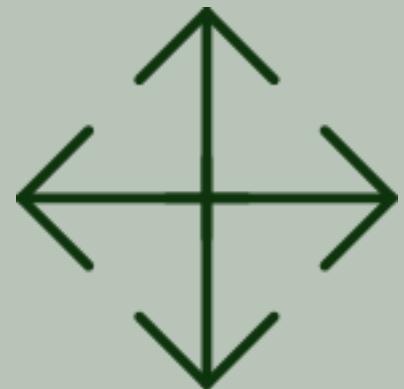
A new way of working and collaborating required a **cultural as well as a physical change**, reflected in creating and redefining shared workspaces inside our plants.

# WORKSPACES DESIGNED FOR PEOPLE

At DAB, we believe that the new offices at our headquarter in Mestrino, it is not only the physical appearance of the spaces that makes them so innovative. They are also designed to encourage creativity and **collaboration**.



From quiet zones for focused work to communal areas for brainstorming sessions, our new workspaces provide the tools and resources necessary to help our team members thrive.



## ACTIVITY BASED ENVIRONMENT

Continuous and direct **interaction**

**No** structural **boundaries**

**Adaptable** to our needs/activities and personal preferences

Cross functional **cooperation**



## SUSTAINABLE WORKING AREAS

Modern **design**

Energy **efficiency**

Working **comfort**



## PEOPLE PRODUCTIVITY

Team synergies

Interpersonal relations



## COMMUNICATION IMPROVEMENT

**Team** spirit

**No** hierarchies

**Immediate** exchange of information

# EMPLOYEE MOTIVATION SURVEY

CARING  
FOR THE  
FUTURE

The DAB **Employee Motivation Survey (EMS)**, along with the Customer Satisfaction Survey (CSS), is a strategic focus within the People Pillar. It evaluates the employee's satisfaction and motivation levels regarding people's job and the working environment.

We believe that to implement positive change within our organization, we must be dedicated to continuous internal feedback, and one of the most valuable methods is to listen to our employees.

EMS is a global survey that provides an opportunity to offer structured feedback on how individuals perceive working at DAB. This allows the company to understand which areas need attention and improvement over time.



# EMPLOYEE ASSISTANCE PROGRAM

DAB offers to all its employees around the world a EAP (Employee Assistance Program) service, for finding support and resources to address various challenges. All programs are free and available 24/7 for DAB employee and families, and any shared information remains confidential.

## THE ASSISTANCE SERVICE COVERS:



RELATIONSHIPS  
MATTERS



WELLBEING



LEGAL  
SERVICES



PERSONAL AND WORK-  
RELATED CHALLENGES



EMOTIONAL  
DISTRESS



SUBSTANCE  
ABUSE

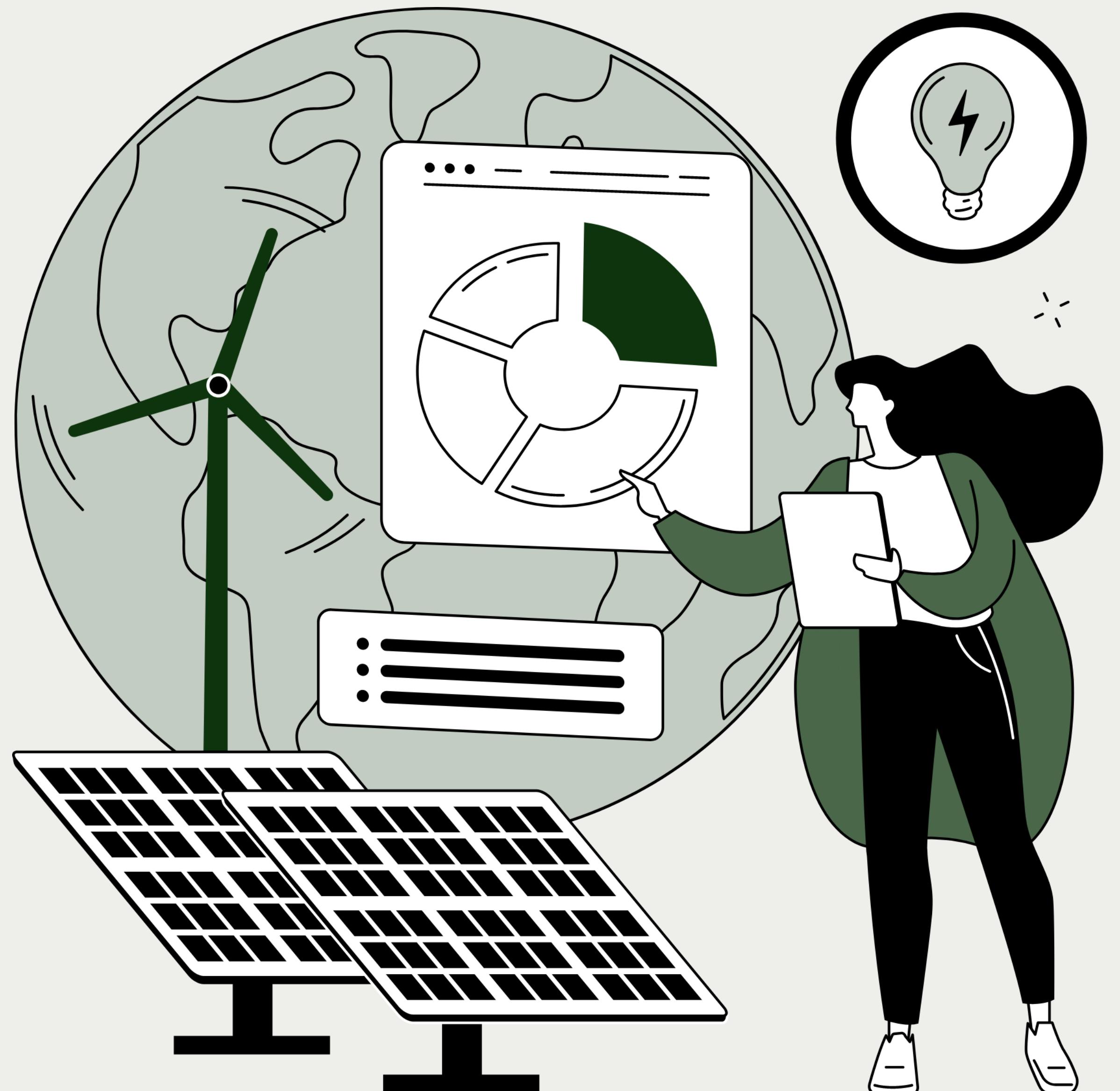


FINANCIAL  
ADVICES



FAMILY CARE  
(CHILD AND ELDER)

CARING  
FOR THE  
FUTURE



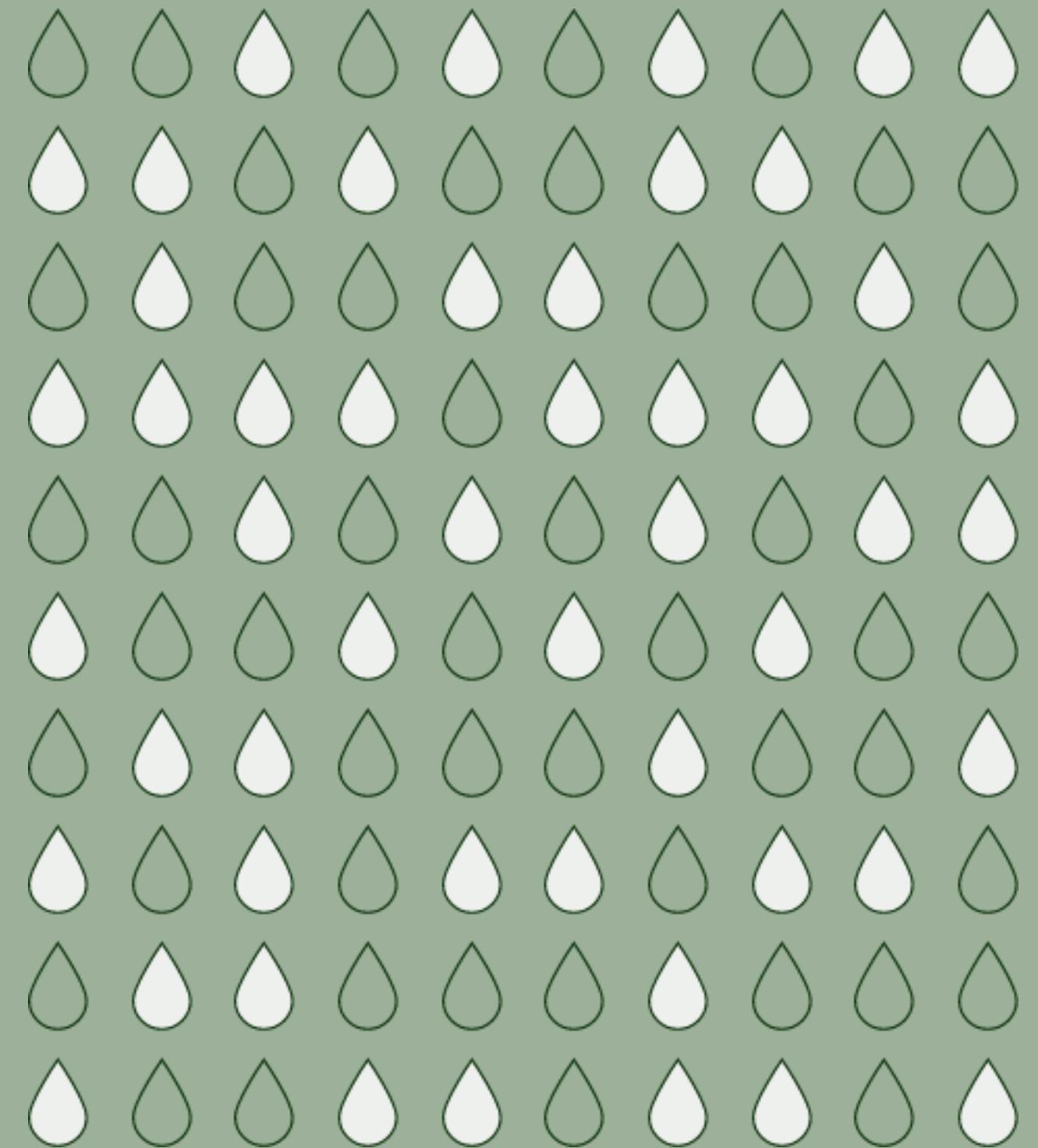
**DAB**  
WATER TECHNOLOGY

CARING  
FOR THE  
PLANET

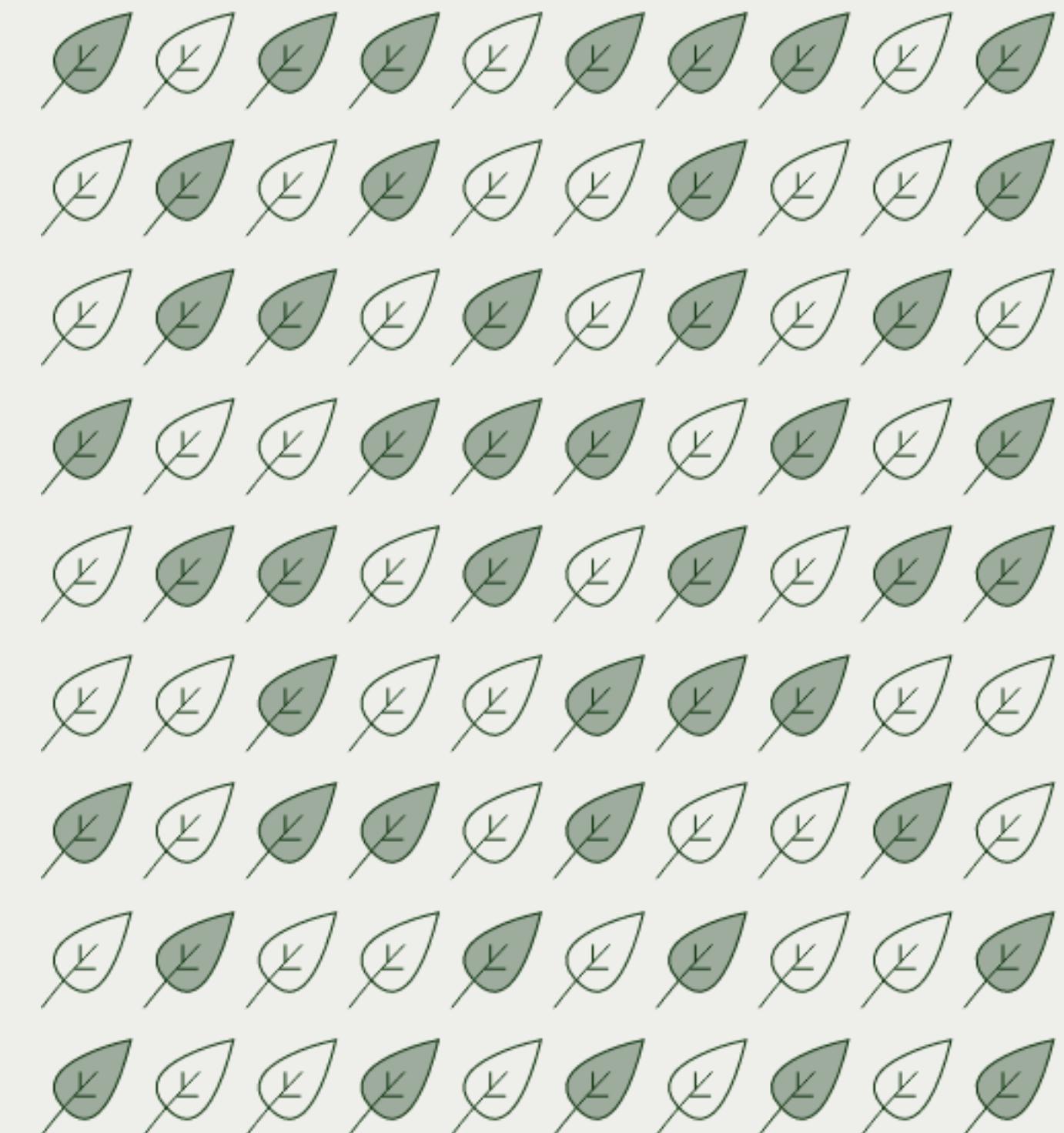
As a Group, we are committed to building a **culture of sustainability** daily that can provide everyone with greater awareness and a sense of belonging to a common cause with no corporate boundaries but concerns the future of us all: the **care of our planet**.

# 2025 GOALS

From 2018 to 2025 in all DAB production plants.

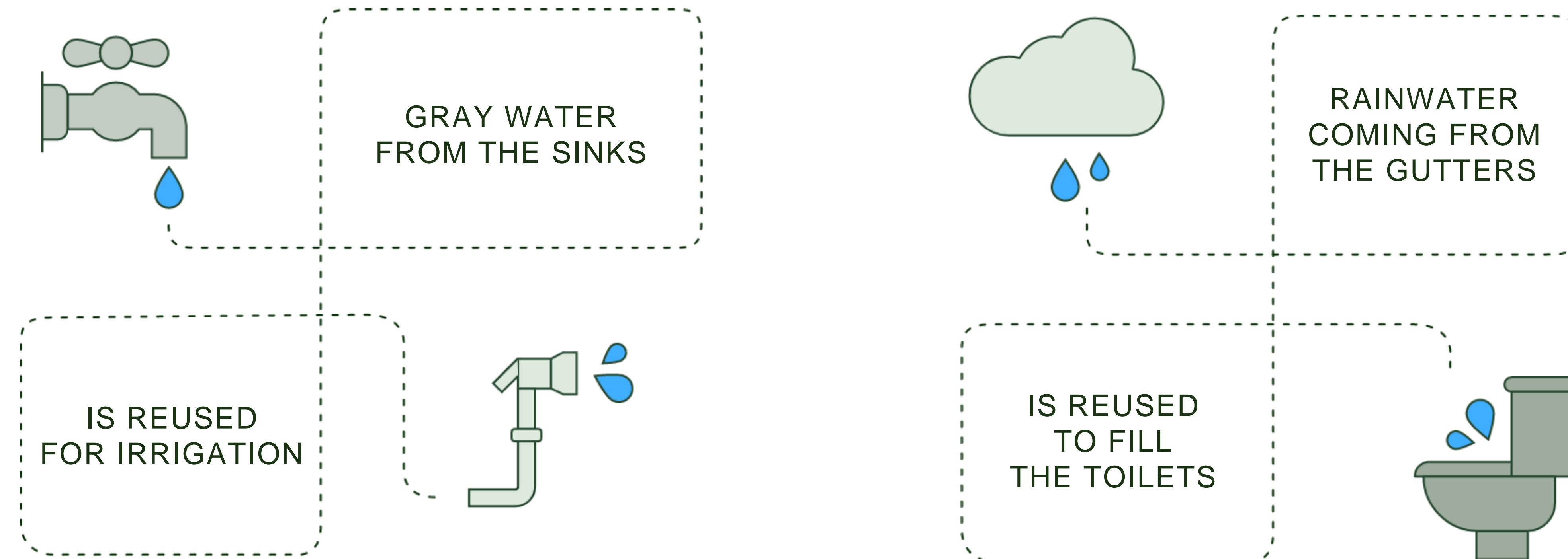


-50% of water consumption



-50% of CO2 emissions

# SAVE WATER, SAVE THE ENVIRONMENT



In our HQs, the **annual reuse** is approximately **400 cubic meters**, active since 2019, while in Val Liona plant, it is **200 cubic meters**, also active since 2019.

From June 2022, a rainwater recovery system started in DHU, used for flushing toilets. The recovery amounts to approximately **500 cubic meters per year**.

**2009**

DAB won the Environmental Award for innovative system of reusing hot air produced by the compressors.

**2011**

Creation of the project DAB Green Friend to promote a better use of resources whether they be water, electricity or heat

**2018**

Installation of photovoltaic system at DAB HQ with annual savings of CO2 1300Ton.

**2021**

Installation of a new photovoltaic system with annual savings of CO2 1200 Ton.

**2022**

Installation of a new photovoltaic system in DAB Hungary and expansion of the existing system in Bientina.

A+

Energy class of DAB Hungarian plant.

# DAB GOES ELECTRIC

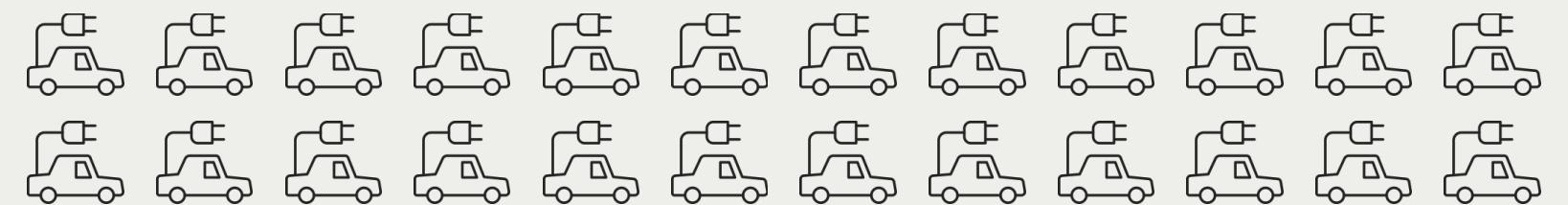
CARING  
FOR THE  
FUTURE

The investments in recharging infrastructures and the new fleet of electric company cars define a new concept of mobility, contributing to the achievement of targets such as reducing the CO2 emissions, planned in the **Group Strategy 2025**.

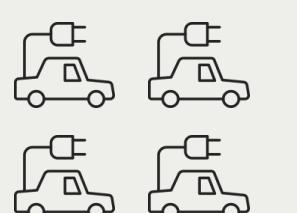
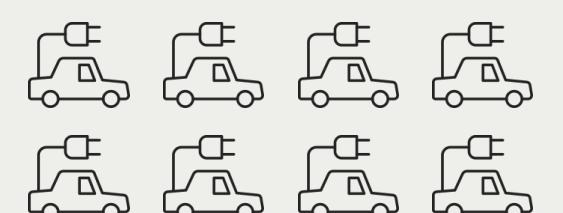
The DAB fleet comprises **22 vehicles**: Through the utilization of these vehicles strategically allocated across our Italian facilities, for corporate journeys, we have successfully conserved a significant **35.215 kilograms of CO2 emissions**. This accomplishment stems from covering a cumulative distance of 261.000 kilometers without any emissions.



## CHARGING STATIONS



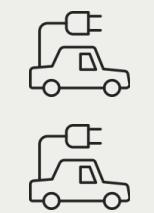
DAB Mestrino



DAB Bientina



DAB Val Liona





WATER • TECHNOLOGY

