

# COMPANY PROFILE



# HISTORY

**Costruzioni**  
**Apparecchiature**  
**Elettriche**  
**Meccaniche**

This was the name chosen when the company was founded by Rito Magrini in 1958 in Subbiano, in the heart of Tuscany, starting like the vast majority of Italian family businesses from the garage of his home.

Over time, this acronym has also come to represent deeper values: Collaboration, Passion, Excellence and Method.

**Collaboration:** our work is the result of a great team effort.

**Passion:** we deeply believe in and care about our corporate mission.

**Excellence:** the constant pursuit of perfection guides everything we do.

**Method:** we carry out our work with rigor, discipline and clear processes. CAEM was born as a manufacturing company specialized in sheet-metal processing, growing steadily while never losing the values of a true family business.

It was Rito's vision that laid the foundations of a company which, already in the early 1960s, chose quality and ethics as its guiding principles. With the entry of his sons Nedo and Milo in the early 1970s, CAEM approached the rapidly growing retail market for the first time, introducing its first modular shelving system for stores. This decision marked the beginning of a continuous path of innovation that still inspires and guides the company today. A strong technological evolution followed, driven by Nedo's intuition and remarkable foresight.

One of the very first computers was installed in the company affectionately called the "big brain" at the time, a series of enormous cabinets filled with buttons and lights that Nedo constantly monitored, even visiting the office during the night to update settings and ensure the system worked properly.

At the same time, Milo focused on the

development of retail furnishing solutions, designing and planning stores thanks to his remarkable ability to translate ideas into precise technical drawings and products. The growing demand led to an expansion of production capacity and the opening of international markets, with which CAEM has always demonstrated a strong ability for dialogue and collaboration.

Today CAEM remains, in the most authentic sense, a great family: united in its decisions, responsible in its actions, close to its partners and faithful to its core values.

A heritage built over time, made of people, knowledge, respect and passion.

***"The world of retail is constantly evolving. For more than sixty years we have been designing solutions to innovate it."***



Nedo Magrini, Fondatore



**1958**

**Foundation**  
in Subbiano

**1975**

**New machinery**  
First roll-forming machines  
and powder-coating systems

**1978**

**First Export**  
in France

**1999**

**AU foundation**  
Australian branch  
established

**1984**

**UK foundation**  
Start of production in  
the United Kingdom

**1982**

**Digital era**  
First Olivetti computer  
and Commodore 64

**2003**

**First configurator**  
Development of MYSHOP  
to design store layouts

**2005**

**First international trade fair**  
Participation in EuroShop

**2008**

**New headquarters**  
New production  
facility

**2018**

**Anniversary**  
CAEM celebrates its  
60th anniversary

**2015**

**Investments in IoT**  
New machinery for  
automated production

**2010**

**New product lines**  
Launch of innovative  
modular shelving systems

**2022**

**Investments in solar  
energy and ERP systems**

**2023**

**AEO Certification**  
Recognition as an Authorized  
Economic Operator

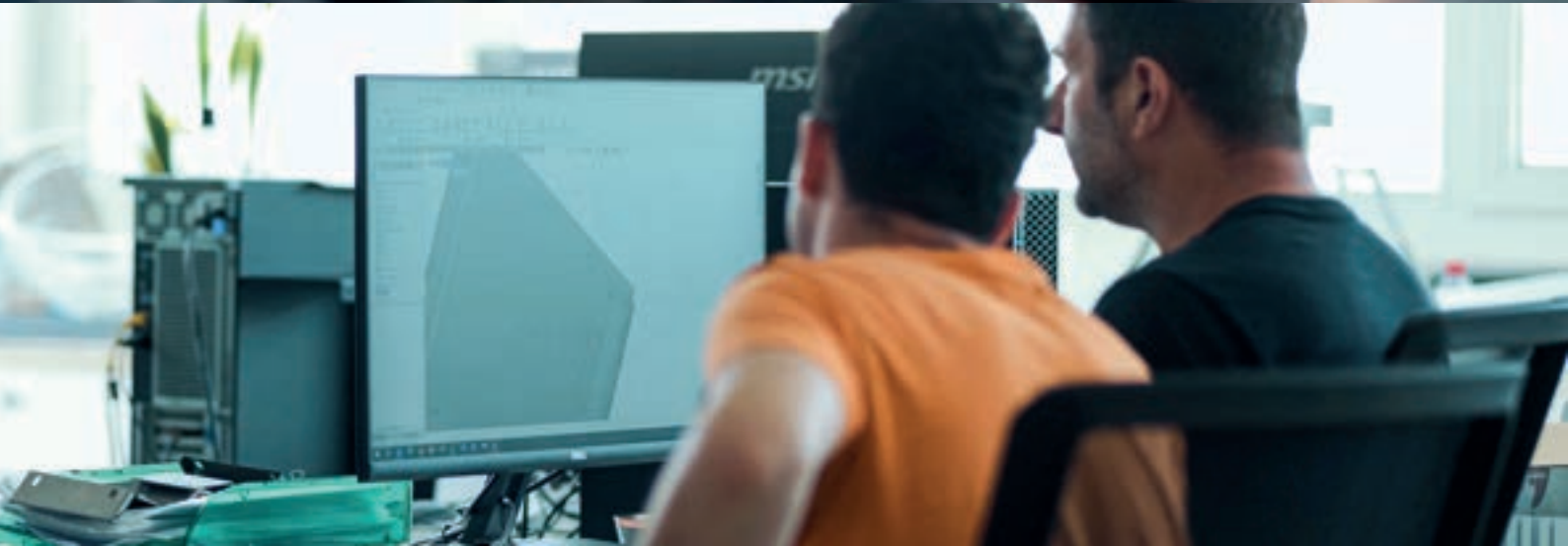
**2024**

**Visione Farmacia**  
Creation of a dedicated  
team of architects

**SUPERMARKETS  
PHARMACIES  
PET STORE  
HOMEWARE  
WINE SHOPS  
DIY  
BOOKSTORES  
NEWSSTANDS  
TOY SHOPS  
BAZAARS  
GARDEN CENTERS  
TOBACCONISTS**

 **CAEM**





OUR STRENGTH  
LIES IN COMBINING  
AN INDUSTRIAL  
APPROACH WITH A  
TAILOR-MADE  
MINDSET, SHAPING  
SOLUTIONS  
AROUND THE  
SPECIFIC NEEDS  
OF EACH CLIENT

PUNCHING MA-  
LASER CUTTING  
HYDRAULIC PR  
PANEL BENDING  
ROLL FORMING  
PRESS BRAKES

# YOUR PARTNER, ALWAYS PRESENT

**93+**

professionals in our  
Italian team

**13'000**

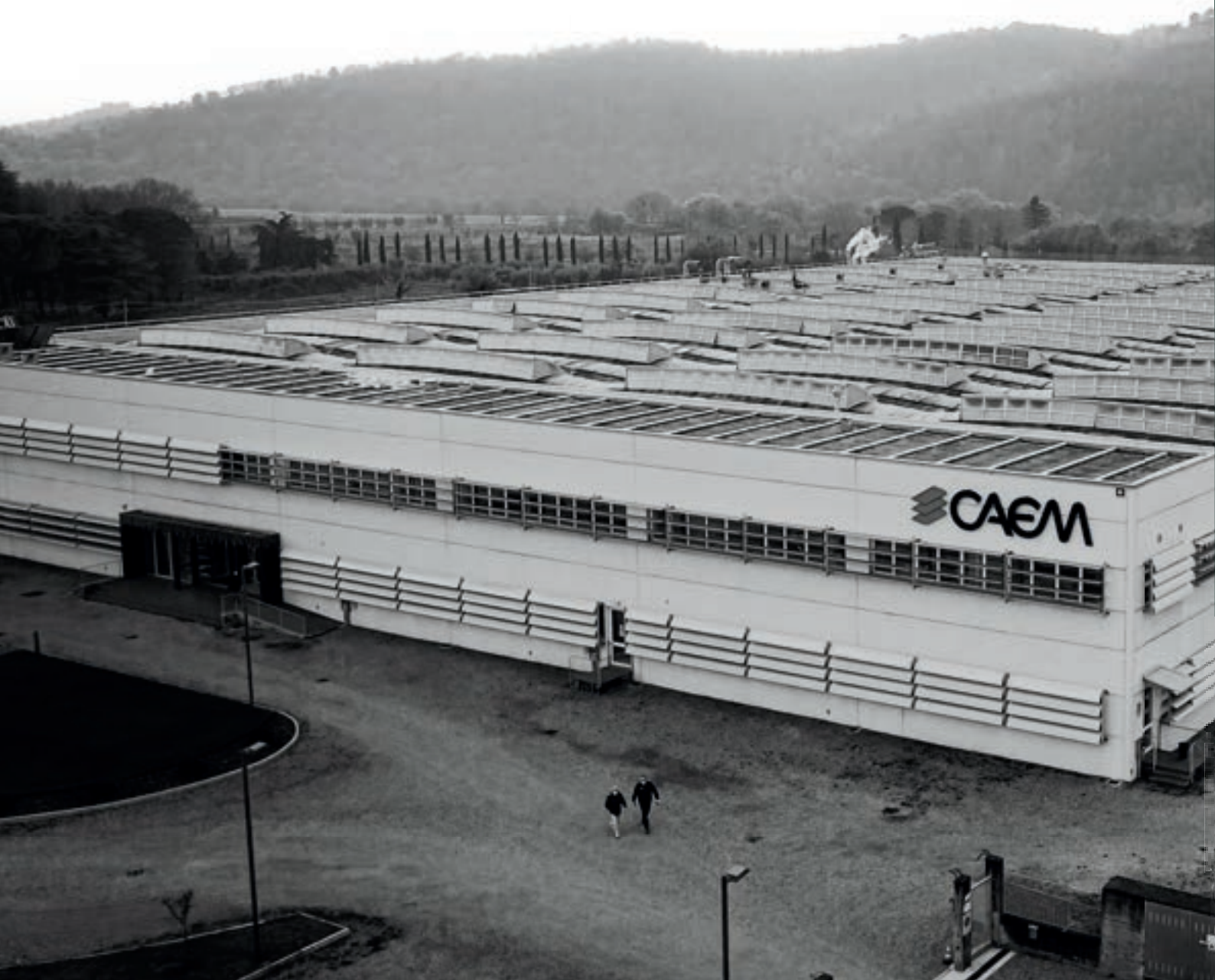
square meters of  
production area

**180+**

people across all  
CAEM locations

**32'000**

components  
produced every day



THE SUCCESS OF  
EVERY PROJECT IS  
BUILT ON A **DIRECT**  
**AND HUMAN**  
**RELATIONSHIP**  
WITH THE CLIENT,  
BASED ON  
LISTENING AND  
TRUST





Farmacia Monti | Italy





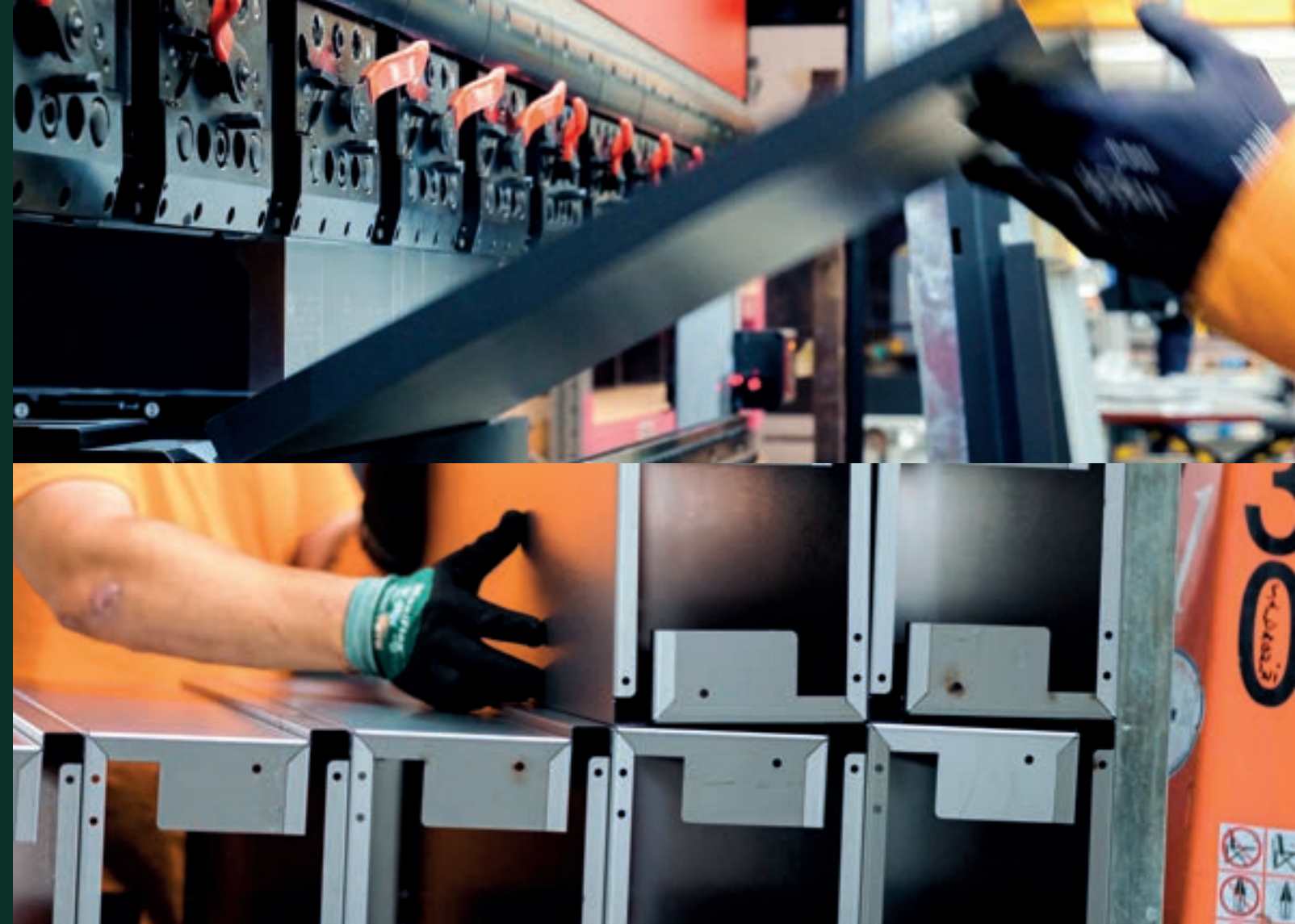
# FLEXIBILITY AND CUSTOMIZATION

We believe that a product should adapt to the client, not the other way around.

For this reason, every project begins with careful listening and analysis of the client's real operational needs, with the objective of developing tailor-made solutions designed to respond precisely to the requirements of each point of sale.

Our strength lies in combining solid industrial capabilities with experience built over decades of hands-on work in the field. This balance allows us today to operate as true craftsmen at an industrial scale, able to design, modify, customize and refine every system down to the smallest detail.

With CAEM, every solution is "tailored" to the client's project.



EVERY DETAIL  
CUSTOMIZATION

# WORKING METHOD

In every project, our first objective is always to build a relationship of trust.

We believe that effective collaboration is built through strong personal relationships, based on mutual listening, transparency and the sharing of common goals.

Working with CAEM means having a clear, present and responsible point of contact who follows the project with continuity and attention.  
A trusted partner, always available, with whom it is possible to communicate directly and openly

Because, even before the solutions themselves, it is people who make the real difference.



YOUR PARTNER  
ALWAYS AVAILABLE

# OUR CLIENTS

## Joe Morris

*Innovations Director per Home Bargains*

As part of a major store re-design, we worked with CAEM to develop a custom wire store shelving solution. The goal was to make our store environment industry leading. CAEM managed this task extremely well.

## Monica Giri

*Facility & Project Management per Farmacie Italiane*

I would like to congratulate you on the wonderful work you have carried out. As always, I thank you for your professionalism, dedication, reliability and patience. You are our guarantee, our strength, and above all our point of reference.

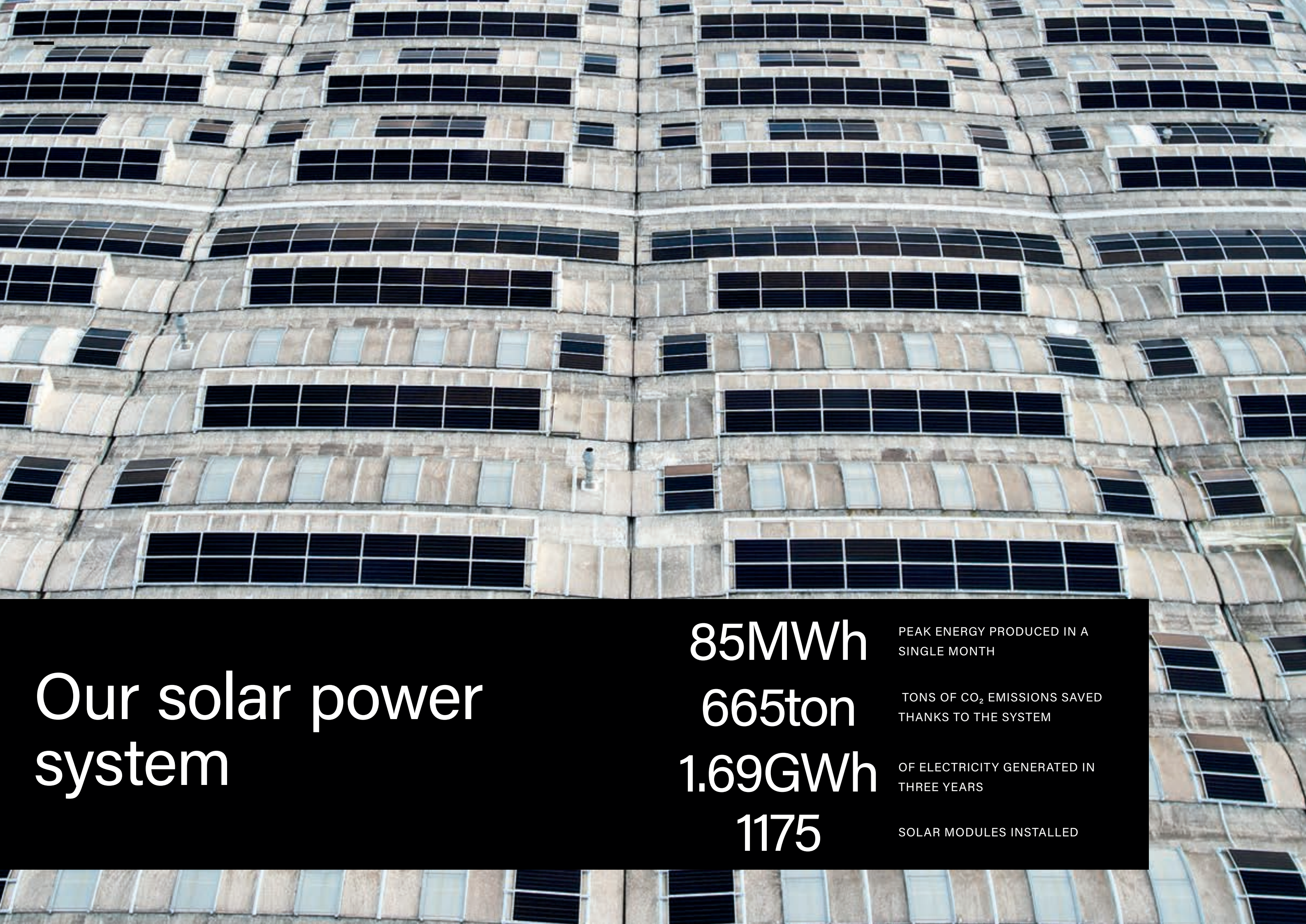


Magrini Uk Gran Bretagna / **Fischer** Italia / Ax' Agencement Francia / 2M Agencement Francia / Praticima Francia / **Urika** Francia / **Createurs Artisans** Reunis Francia / Jean Rolland Agencements Francia / C.E. Delta Francia / Novel Medical **Qatar** / Toolbox Design Francia / **3 Ads** Agencement Francia / **Dab Pump** Italia / Ergon Jbcc Agencement Francia / Farmacia Monti Italia / Farmacia Varesina Italia / **Soriana** Messico / L'Atelier R. Ravon **France** / **Toolbox Design** Et Developpement Ile Francia / Arca Real Estate Italia / **Tesco** United Kingdom / Mobilys Concept Francia / Pvo **Latvia** / Polymathe Francia / Pieffe 92 Italia / **A&Co'** Francia / **Dr Max** Italia / Etablissement Bonnefoi Francia / Piscopo Arredo Negozi Italia / Evoshop Francia / **Toolbox Design** & Developpement Sud Francia / **Kollirama** Francia / Rusconi Librerie Italia / **Fitt** Italia / Besombes Promotion Francia / Innospace Francia / **Cubik Agencement** Francia / **Carrefour Express** Italia / Farmacia San Marco Italia / Effe Sistemi Italia / Farmacia Centrale Amato Italia / Marlex Impex **Romania** / Theorema Italia / **Amazon Fresh** Regno Unito/ Interarredo Italia / Severi Arredamenti **Italy** / Alfa-Tec Italia / Isa Italia / **Pets At Home** United Kingdom / Móstoles Industrial **Spain** / Tecnostrutture Italia / Tracors Francia / Maione Group Italia / **HomeBargains** United Kingdom / **Consorsio farmacia laboratorio** Italia / To.Gi. Italia / Arredi Chiariello Italia / Glintt **Portugal** / Gam Olivet Francia / Farmacia Trussardi Italia / Jbm Francia / **Jm Villegas International** **Mexico** / AT Design Team GmbH **Germany** / Farmacia Saettone Italia / Fiore Shop Italia / Mondo Scaffali E Servizi Italia / **Storch** Italia / Inkrease Francia / At Design Team Germania / Progettoidea Italia / **Cubik** Francia / **Tecfi** Italia / **Gifi** Francia / Elettroveneta Italia / Farmacia Vecco Italia / Panda Studio Francia / Varlese Italia / Attieh Medico **Saudi Arabia** / Abiad Group **Lebanon** / Seven Francia / Ifiam Italia / Abiad Group Libano / **Retif** Francia / Shop And Display Francia / Forniture Ambienti Italia / Albaris Italia / Tamy Services Francia / **Morrisons** United Kingdom / Cf Arredamenti Italia / Aoled Francia / Liguori Contract Italia / Arcadium **Switzerland** / **Schekir** Italia / Immobiliere Seguy Francia / **Knauff** Italia / Rd Farm 2.0 Italia / Cicli Pasquini Italia / Italia / **Dunelm** United Kingdom / Savoini Italia / Arcoa Francia / Pharmaled Francia / Sologis **Czech Republic** / Erredue Italia / **Gruppo Farmacie Italiane** Italia / Principle Italy Italia / De Luca Arredamenti Commerciali Italia / **Husqvarna** Italia / Franchinifarm Italia / Delta Concept Francia / Bmb Italia / Aesse Arreda Italia / Farmacia Cavalli Italia / Connexia Francia / Farmacrimi Axa Italia / Rt Agencement Francia / Aloisio Group Italia / Buonaidea Italia / Arredo Sima Italia / Fratelli Davoli Italia / Enoumbria Italia / Acorh Francia / Knauf Italia / Category

SUSTAINABILITY  
GENDER EQUAL

WE WORK FOR A  
BETTER FUTURE  
BASED ON EQUAL  
OPPORTUNITIES.  
WE SUPPORT  
AND ACTIVELY  
CONTRIBUTE TO  
THE **SUSTAINABLE  
DEVELOPMENT  
GOALS**





# Our solar power system

85MWh

PEAK ENERGY PRODUCED IN A SINGLE MONTH

665ton

TONS OF CO<sub>2</sub> EMISSIONS SAVED THANKS TO THE SYSTEM

1.69GWh

OF ELECTRICITY GENERATED IN THREE YEARS

1175

SOLAR MODULES INSTALLED



# GIVING BACK TO OUR PLANET

## Solar Energy

Thanks to a significant investment, we have installed 1,175 solar modules that allow us to reduce by more than 50% each year the electricity we draw from the grid for our direct operations.

**20'000** Equivalent to trees planted

**5 Mln** kilometers of clean mobility generated

## Reforestation

We collaborate with Forest Carbon to plant more than 7,150 trees, helping to offset the tons of CO<sub>2</sub> generated by company activities.

## Reduction of Plastic Packaging

We have invested in new packaging technologies, reducing plastic usage by more than 40%, eliminating polystyrene and prioritizing recycled paper and cardboard.

## No Plastic Bottles

The installation of water dispensers, together with the use of reusable bottles, allows us to save approximately 22,000 plastic bottles every year, equal to around 286 kg of plastic.

## Biodiversity

To actively support biodiversity, CAEM has installed and manages several beehives in the Parrot's Drumble Nature Reserve, the natural area that borders our production facility in the United Kingdom, providing a safe habitat for a colony composed of tens of thousands of bees.



# CERTIFIED PROCESSES AND PRODUCTS

## Legality Rating

The attribution of the legality rating requires compliance with high standards of transparent, ethical and responsible corporate management. The Italian Competition Authority (AGCM) has recognized the quality and professionalism of CAEM's processes, awarding the company a top rating ★★★★★

## Management system

We operate under an ISO 9001:2015 certified Quality Management System, ensuring high quality standards, operational reliability and full customer satisfaction.



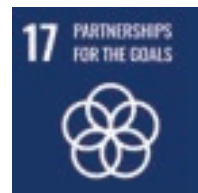
## Authorized Economic Operator

Working with reliable partners in import and export processes allows for faster, safer and more transparent customs procedures. For this reason, CAEM is recognized as an Authorized Economic Operator (AEO), a certification issued by customs authorities that confirms the company's reliability in managing international operations.



## Place Of Customs Clearance

Thanks to the reliability recognized by customs authorities, our clients can manage customs procedures directly through CAEM, simplifying and accelerating the entire process.





# INVESTING IN PEOPLE

## Health comes first

We place people's well-being at the center of our company culture, offering attention, support and supplementary healthcare coverage through the MetaSalute fund.

## Continuous training

We continuously invest in the training of our team through professional development programs, many of which are carried out internally, encouraging constant growth and improvement.

## A workplace accessible to all

Our spaces are designed to be inclusive and easily accessible, free from architectural barriers and ensuring safety and accessibility for everyone.

## Controlled and free drinking water

Thanks to our drinking water dispensers, we provide safe and free sanitized water to everyone, encouraging a more responsible use of resources through the use of reusable bottles.

## The company gym

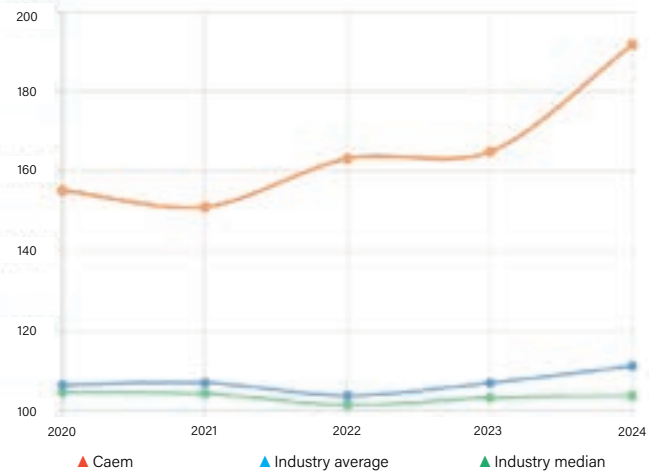
We have invested in the development of a company gym so that our team can train and maintain a healthy lifestyle. We also organize group classes led by external professionals to promote well-being and team spirit.



IFRS Indicators

|                                        | 31/12/2024 | 31/12/2023 | 31/12/2022 | 31/12/2021 |
|----------------------------------------|------------|------------|------------|------------|
| Operating efficiency                   |            |            |            |            |
| Inventory turnover (%)                 | 17.3       | 15.85      | 19.01      | 13.03      |
| Average collection period (days)       | 56.11      | 91.93      | 83.63      | 67.78      |
| Average payment period (days)          | 51.79      | 55.89      | 62.84      | 72         |
| Short-term solvency                    |            |            |            |            |
| Availability ratio (current ratio) (%) | 2.65       | 2.26       | 2.27       | 1.94       |
| Liquidity ratio                        | 1.92       | 1.65       | 1.63       | 1.51       |
| Short-term debt ratio                  | 0.41       | 0.47       | 0.48       | 0.66       |
| Long-term solvency                     |            |            |            |            |
| Medium- to long-term debt ratio        | 7.57       | 9.14       | 18.45      | 22.29      |
| Financial independence ratio           | 69.76      | 67.99      | 67.37      | 58.3       |
| Debt ratio                             | 0.48       | 0.53       | 0.56       | 0.79       |

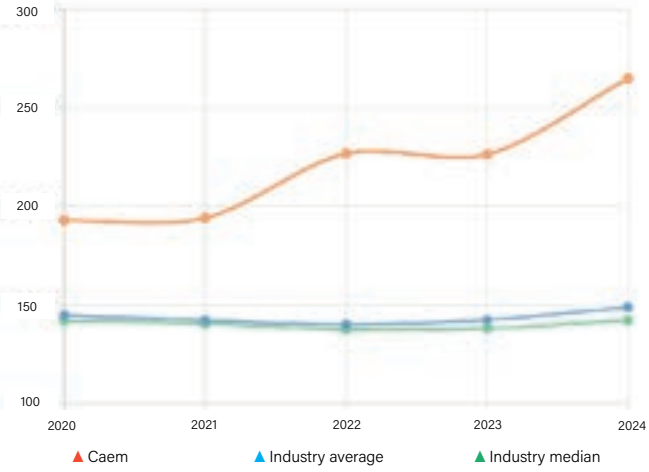
Immediate liquidity ratio



It represents an index that measures the company's short-term financial balance. Its purpose is to assess the actual liquidity available to the company, excluding inventory

| Year | Caem   | Industry average | Industry median |
|------|--------|------------------|-----------------|
| 2024 | 191.80 | 111.07           | 103.68          |
| 2023 | 164.86 | 106.85           | 103.14          |
| 2022 | 163.20 | 103.65           | 101.30          |
| 2021 | 151.02 | 106.87           | 104.17          |
| 2020 | 155.16 | 106.34           | 104.56          |

Availability ratio



The following financial indicators illustrate the company's operational efficiency, liquidity and financial balance over recent years, highlighting CAEM's ability to maintain solid performance and reliability compared with industry averages

| Year | Caem   | Industry average | Industry median |
|------|--------|------------------|-----------------|
| 2024 | 264.76 | 148.57           | 142.17          |
| 2023 | 226.19 | 142.24           | 137.87          |
| 2022 | 226.65 | 139.80           | 137.28          |
| 2021 | 193.84 | 142.03           | 140.37          |
| 2020 | 192.64 | 144.67           | 141.89          |

Source: Creditsafe

# A SOLID STRUCTURE

600+  
active clients  
worldwide

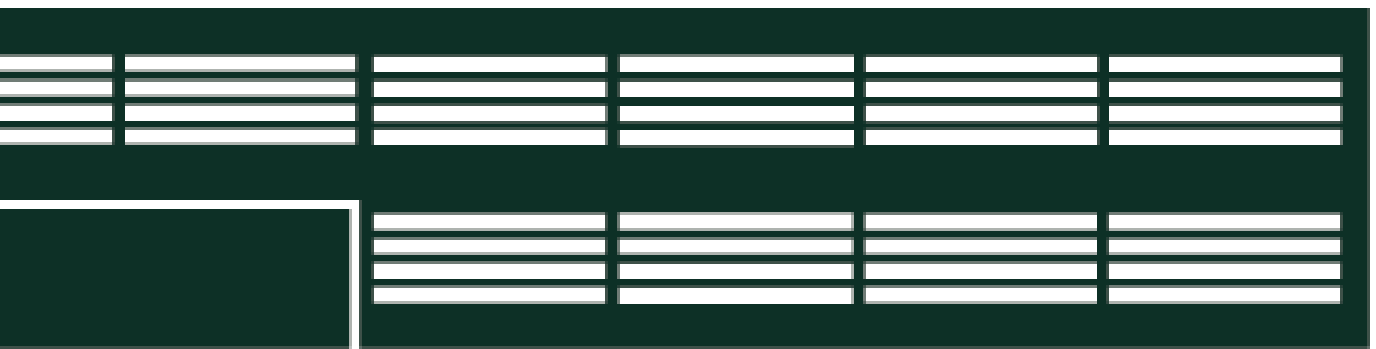
17Mln +  
average  
annual turnover

A  
risk rating  
CRIBIS

A  
international reliability rating  
CREDITSAFE

290 +  
monthly orders managed  
by our customer support

5  
languages spoken  
by our staff



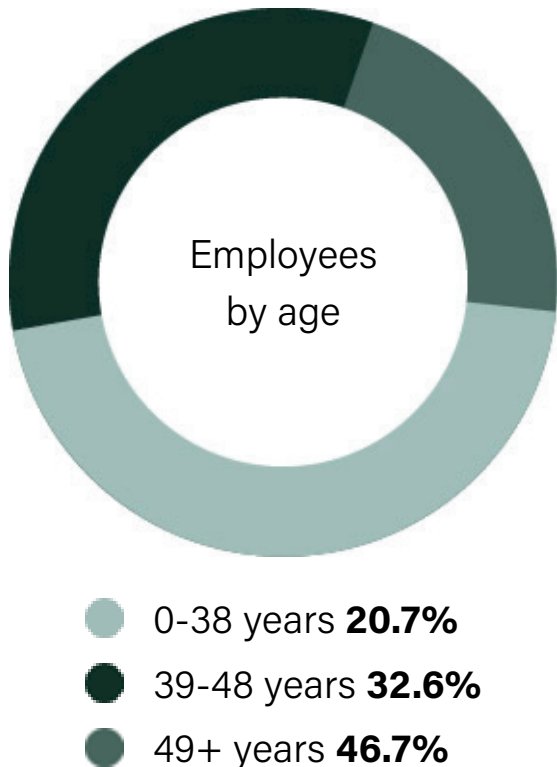
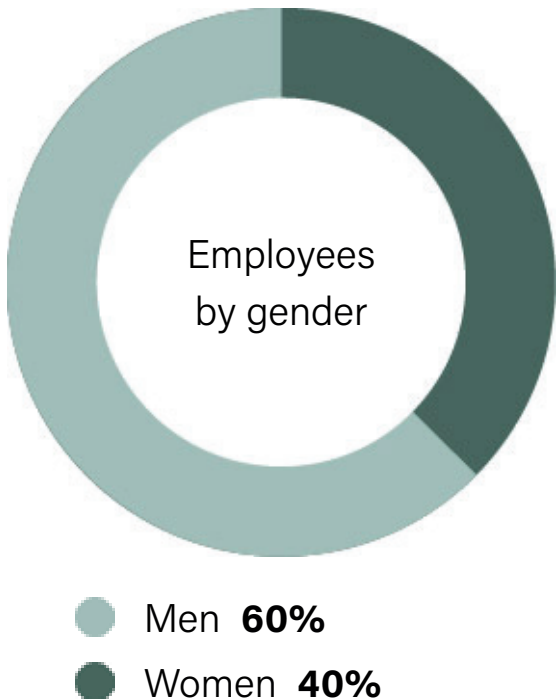
114

**100%**  
of CAEM employees  
have health coverage

**100%**  
of employees  
have access  
to training programs

**100%**  
of CAEM employees  
receive supplementary meal  
vouchers

**100%**  
of employees  
have access  
to the company gym





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