



Comer Industries is a global leader in the design and production of advanced engineering systems and mechatronic solutions for power transmission, supplied to major manufacturers of agricultural machinery, construction equipment, industrial and renewable energy applications worldwide.

Economic – Financial Data

Comer Industries ended 2013 with a consolidated turnover of more than 340 million euros. The sales breakdown was about 62% in European Union, 33% in North America and 5% in the rest of the world, with exports to over fifty countries. Comer Industries' growth has been achieved mostly thanks to the agricultural field. Particularly important is also Comer Industries ability to develop new products. About 50% of sales were generated by products developed in the last 3 years. In 2013 company personnel was 1,367 (+ 8.9%).

Corporate organization

Comer Industries Headquarters is based in Reggio (Reggio Emilia), Italy.

The sales of products and customer support is entrusted to a direct sales organization, consisting of 3 divisions, each focusing on a specific market segment: Agricultural Applications, Construction Equipment and Forestry, Energy and Industrial. Comer Industries also operates in major foreign markets with its own sales subsidiaries in the United States, China, Germany, France and the United Kingdom. Since the beginning of September 2013 a new subsidiary has been operating: Comer Industries do Brasil. New product development is supported by the Research & Development Dpt., which has technical design offices in Reggio (Reggio Emilia), Cavriago (Reggio Emilia) and in Shaoxing (China). To develop and test advanced product solutions, Comer Industries relies on its Mechatronics Research Center, established in 1996 and equipped with the latest technologies and experimental tools. Industrial operations in Italy are structured in four Operating Units, specialized by product line: Gearboxes, Driveshafts, Planetary Drives & Axles and Comer Industries Components – with 4 production sites located in Italy, in the provinces of Reggio Emilia, Mantua and Matera. In China, where the company has a consolidated presence since more than 20 years, the Operating Unit in Shaoxing (Zhejiang province) has been manufacturing transmissions for agricultural and wind applications since 2008.

Comer Academy, the in-house management school, born to promote cultural growth, enhances employees' technical and managerial skills through training programs and attracts young, creative talents.



Vision – Strategic development plan

Comer Industries develops innovative products and technology for a balanced and sustainable growth of the planet. The company aims to be recognized preferred supplier by the leading Original Equipment Manufacturers in the global market.

Comer Industries summarizes in its Vision the strategic development plan based on key economic drivers and a model of organizational excellence, the Comer Business System (CBS): an integrated management model that promotes lean and efficient organizational processes and enhances people's talent and passion. **People**, together with **360° innovation** and **internationalization**, are the strategic assets that will allow Comer Industries to face the new challenges of the global market, guiding the company in the future growth path.

People

Comer Industries' evolution is based on associates' growth and cultural change. Comer Academy enhances employees' technical and managerial skills through tailored training programs. It also attracts the best talent coaching them for their professional roles. In 2013 about 26,700 hours of training were provided, both as learning class and training on the job. Each Comer Industries' associate attended an average of about 22 hours training. In 2013 Comer Industries has implemented traditional training as well as new projects: these that were primarily directed to young talent integration in the company through leadership programs.

360° innovation: product excellence, industrial processes and organization

Innovation in Comer Industries arises from the product, the heart of the company. Product solutions grow out from people's engineering and management skills, transmitting knowledge acquired in over 40 years of research and continuous improvement. Investment in technology and a strong specialization allow to create customized solutions for OEMs. Innovation also concerns company's processes: the application of Comer Production System (CPS), an integrated model for manufacturing processes' management, is leading to an operational simplification and to the achievement of world class quality standards. Organizational innovation is pursued through the adoption of Comer Business System (CBS), which ensures the successful execution of the three year-strategic plan and provides an integrated approach to change, continuous improvement and profitable growth.

Internationalization

Comer Industries operates through its subsidiaries in Europe, Asia, North and South America, where the company is observing a steady growth in business. Foreign subsidiaries have a strategic value because they allow to respond in real time to customers' needs, in order to provide them personalized services and to develop products in partnership.