

Datalogic



Dr. Romano Volta Executive Chairman

Founded by **Dr.** Romano **Volta** in 1972, Datalogic is a global leader in the automatic data capture and process automation markets, specialized in the design and production of bar code readers, mobile computers, sensors for detection, measurement and safety, RFID vision and laser marking systems. Datalogic solutions help to increase the efficiency and quality of processes in the Retail,

Manufacturing, Transportation & Logistics and **Healthcare** industries, along the entire value chain.

The world's leading players in the four reference industries use Datalogic products, certain of the attention to the customer and of the quality of the products that the Group has been offering for 45 years.

Today Datalogic Group, headquartered in Bologna (Italy), employs approximately 3.000 staff worldwide, distributed in 30 countries, with manufacturing and repair facilities in the USA, Brazil, Italy, Slovakia, Hungary and Vietnam. In 2017 Datalogic had a turnover of 606 million Euros and invested over 55 million Euros in Research & Development, with an asset of more than 1.200 patents in multiple jurisdictions.

Datalogic S.p.A. is listed in the STAR segment of the Italian Stock Exchange since 2001 as DAL.MI.

- 3.000 employees, in 30 countries
- 600 engineers engaged in R&D
- Over 1.200 patents
- 11 research and development centers in Italy,
 Germany, USA, China and Vietnam
- Almost 10 % of revenues invested in R&D
- Manufacturing and Repair Facilities in Hungary,
 Slovakia, Italy, Usa, Vietnam and Brazil
- Worldwide technical assistance
- The most important global customers

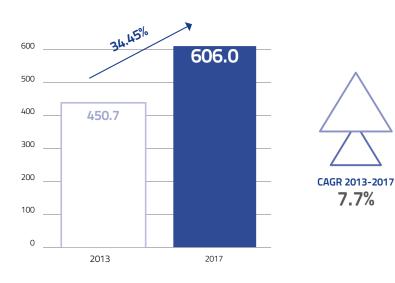




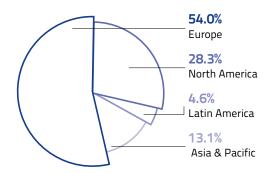
A wide geographical footprint

A continuing growth trend

TOTAL REVENUES (MLN EUROS)

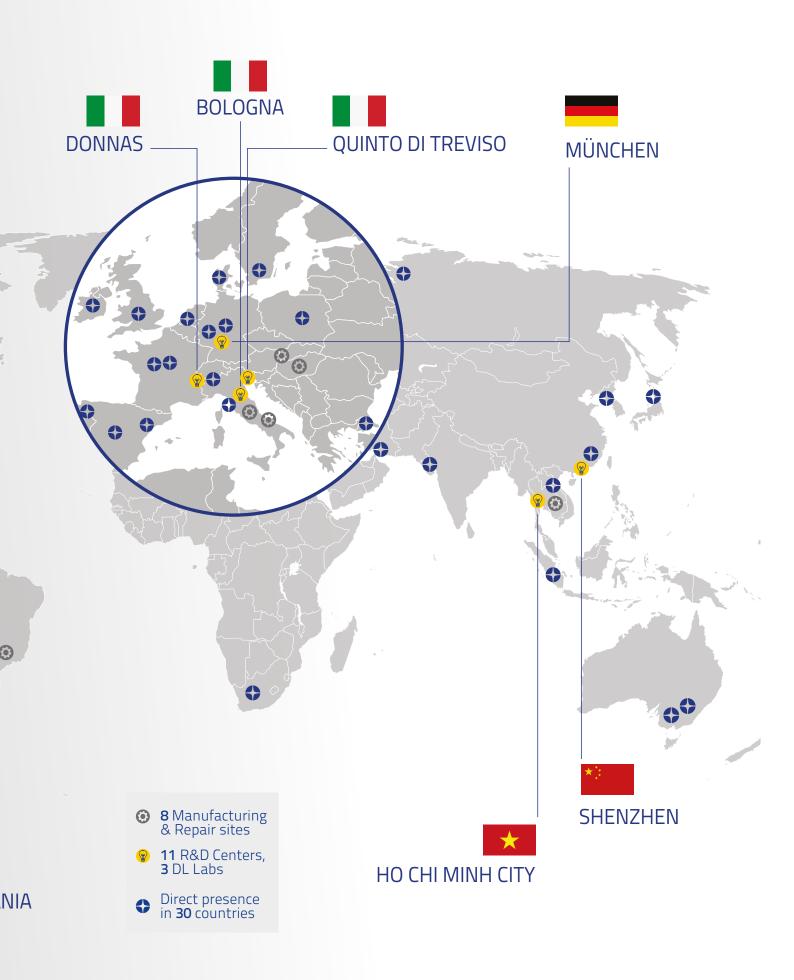


2017 REVENUES Total 606 MLN EUROS



*Data related to 2017





Datalogic Pro



FIXED RETAIL SCANNERS

The most complete family of hands-free readers on Fixed Retail Scanners the market to speed up the checkout process in any retail environment:

Horizontal, vertical and bioptic shape ~ Patented All-Weights™ scale platter ~ Integrated EAS capability ~ Digimarc™ decoding software ~ Sapphire glass window.



MOBILE COMPUTERS

The ultimate in ruggedness, ergonomics, computing and data capture technologies: Pocket-sized to full-alphakeyboard ~ Hand Held devices ~ Industrial PDAs ~

Pistol-grip terminals ~ Vehicle Mount Computers ~ Self-shopping middleware solution.



RFID SYSTEMS

A wide range of UHF RFID devices in multiple form factors:

Hand Held reading applications

- ~ Unattended reading stations
- ~ Inbound/outbound material management ~ Inventory in Warehouse and Distribution Centers ~ Tracking and tracing of medicines and blood/specimens in Healthcare ~ Semi-passive UHF logger tag for sensitive products.





VISION SYSTEMS

The Machine Vision product line encompasses both hardware and software: Industrial grade powerful Smart Cameras ~ State of the art embedded Vision Processors ~ Flexible machine vision software suite ~ Outstanding computing and image processing capabilities.

duct families

Sensors

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offering

quality



The widest range of photoelectric sensors and safety devices for universal and specific purposes applications:

Color, contrast and luminescence sensors ~ Fork sensors for label detection ~ Dimensional and distance measurement ~ Type 2 and type 4 safety light curtains ~ Safety laser scanner for static and dynamic applications.



HAND HELD SCANNERS

Data collection products of outstanding performance and unyielding reliability:

Tethered or cordless ~
Laser technology ~ Linear
or area imaging reading ~
With standard rugged or
antimicrobial enclosure ~
Patented green spot good
read indication.



STATIONARY INDUSTRIAL SCANNERS

Engineered for applications that are not permanently monitored by operators:

Bar code reading for track & trace ~ Omnidirectional stations for sorting and tracking ~ Image processing for inspection and quality control ~ OCR and OCV for verification ~ Most used industrial interfaces and protocols ~ Easy integration in any industrial installation.



LASER MARKING SYSTEMS

Solutions for automotive, electronics, medical devices and high precision metal manufacturing:

Ultra-compact Fiber Laser

~ Solid state and CO2 technology ~ Integration both in production line as well as in stand-alone systems ~ Clear and permanent Logos ~ 1D and 2D codes, serial numbers & dates on most industrial materials.



Datalogic R&D Universe

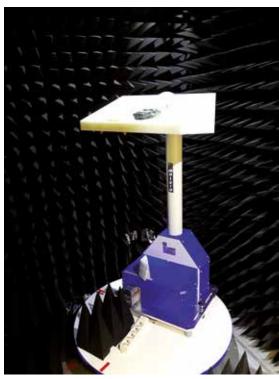
Candidates who decide to start their career at Datalogic will be included in one of the following Hubs:

Mobile Computing

The Mobile Computing Hub develops rugged mobile devices for non-consumer applications. These devices require identification capability and the same functions as consumer products but with a higher level of stability and performance. From an electronic, mechanical and software point of view, Mobile Computing follows the same extremely fast technology development that drives the smartphone/tablet market.

New researchers have the opportunity to become familiar with the latest Qualcomm and Mediatek platforms, and primary mobile technologies including Android, Linux, Windows, Phone, Wi-Fi, Bluetooth, sensors, battery and power management. They will also learn advanced mechanical functions necessary to qualify our devices to resist to a high level of dropstress. The opportunity within the Mobile Computing Hub is considered unique in Europe. Our developers work daily in an international environment of highly selective professionals from Italy, Asia, USA, and the same top class ODMs who develop products for companies like Apple and Samsung.





Automation Products

The mission of the Automation Products Hub is to provide smart, interconnected devices for Industry 4.0 that are able to protect, identify, sense, check and mark with the highest quality standards.

This is one of the most advanced Research and Development areas in Datalogic. Here engineers deal daily with cutting edge technologies such as high-speed imaging, 3D scanning, hardware acceleration, artificial intelligence, industrial connectivity (Big Data collection), fiber laser, ASIC design, open source multicore platforms and many others.

People love to work in the Automation Products Hub for several reasons including: a very young and informal environment where people empower and leverage each other; it is driven by the right mix of entrepreneurship and structured process; it offers the possibility to innovate, explore and learn new technologies; it has a wonderful office surrounded by nature.

Hand Held Devices

Over 30 years ago Datalogic became the first company in Europe to develop and produce Hand Held readers. Hand Held products are still a cornerstone in the Datalogic strategy and its core business. The challenges that Hand Held designers face are many; technical challenges exist in hardware, software, mechanical and optical design. In the past the Hand Held readers used lasers for data acquisition. Today they are based more and more on imaging technologies. This means that our teams must deal with image sensors and the most efficient LED systems.

Hardware and optical designers work together to capture the best possible bar code image under any environmental condition, from darkness to direct sunlight. The image captured is stored in memory then manipulated by software to retrieve the embedded information and transmit it to a host computer using USB, serial, fieldbus, or a wireless interface such as Bluetooth or narrow band solutions.

Hardware and software designers cooperate in the management of the whole system. They keep control of different operating modes, power consumption, battery life, data transmission, electromagnetic compliancy and much more. Our development involves almost every field of electronic and software design.



Fixed Retail Scanner Transportation & Logistics

The main objective of this large team in multiple US locations is to develop high-end scanning, dimensioning and weighing systems for Retail and T&L industries. They go through a variety of technologies contributing to the product roadmap and strategy definition, ensuring on-time delivery of products and solutions that are used in many applications, and fulfilling the predefined quality standards. This R&D area promotes the standardization of the product portfolio for interoperability and solutions, as well as the IP development to protect our technologies with strong motivation.

Datalogic R&D Universe

Datalogic Labs

Datalogic Labs is a "technology forge" aimed at sustaining innovation by developing core technologies that are constantly enhanced and integrated into products.

R&D areas of interest are: deep learning, vision systems, 3D scanning, image processing, imaging systems, hardware acceleration and miniaturized cameras for automatic identification. Networking with academic and industrial partners that share a passion for innovation and applied research, are key elements for our R&D organization.

Technical challenges require multi-disciplinary teams in which mechanics, optics, electronics and software are combined to design unique imaging systems with incredible performance. Examples include: a miniature camera able to read bar code labels from a few centimeters up to 15 meters and capable of withstanding a 2500G mechanical shock; a body scanner able to precisely measure the size of a human body; software systems able to recognize items regardless of their orientation in space, the most complete family of Fixed Retail Scanners available on the market, to speed up the checkout process for retailers.

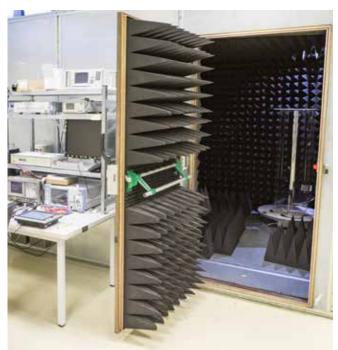
Core Platforms

The Core Platforms Hub designs and develops standard building blocks that are the "embryo" of many future products. Standardization of hardware resources, development of digital platforms and ecosystems of software components are the focus of this R&D organization.

Technologies in this area are related to digital hardware, multi-core systems design, smart power supplies, embedded systems design, real time kernel and operative systems, Linux, low level software, software architectures, image processing, hardware acceleration, vision software and connectivity. The embedded systems designed by Core Platforms are integrated into products designed by the Products Hub and deliver the core features and computational power they require.

Working at Core Platforms is a great opportunity to get acquainted with all the product lines of Datalogic and to face the technical challenges of several different applications.





Operation Engineering Team

The Operation Engineering mission is to drive industrialization excellence, ensure robust processes, maintain a high-quality standard and low manufacturing cost. One of the main responsibilities of the team is to work actively with the R&D units to industrialize new products guaranteeing manufacturability, cost and quality.

The manufacturing processes are designed with the goal of minimizing cost and cycle times while maximizing quality. Operation Engineering projects and provides the assembly tools, testing tools and automated machines for the manufacturing plants. The team manages innovation for new products and for new industrial processes, being the technical interface of Manufacturing. It also organizes PCBAs and products prototypes to provide best-in-class support to the product development teams.

Solutions

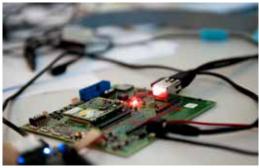
The Solutions Team is the last member of the Datalogic R&D family; its goal is to provide our customers not only with good products but also with integrated Solutions. A Solution is the combination of two or more Datalogic products with third-party products. The value of the ultimate Solution we provide our customers is bigger than the sum of its components.

Our quest is not to solve the problem of a single customer but to provide a general and flexible Solution able to match the needs of a large set of clients. Datalogic expects large growth from the Solutions portfolio, projecting that in 5 years, 15-20% of Datalogic sales will come from Solutions.

Technologies like Interoperability, Database, IoT, SCADA, Data Analytics, Web Applications, Java and more must be combined with a deep knowledge and understanding of the different Datalogic product families in order to create a workable Solution.

The team is partially located in Italy and partially in the United States, offering the opportunity to work in an international context. The Solutions Team's challenge is not to walk on a known path but to open new routes.







our Culture

MISSION AND VALUES

Datalogic is an Italian Global Company with a truly international footprint and it is listed on the Milan Stock Exchange in the segment STAR since 2001. Datalogic is the main italian player in the electronics sector and is one of the top 30 european companies in this field. It is present in over 30 countries with more than 60 locations encompassing between R&D Centers, Plants, Sales, Regional Subsidiaries and Global, Regional and National HQ's.

Datalogic organization is inspired by the most efficient and modern standards and is the most suitable home for talented and fast-growing people.

The secret that lies behind Datalogic success as a leader in automatic data capture and process automation is the high-level quality of its management and human resources teams.

The human factor is the one that really makes the difference in an equation whose other main factors are technology and innovation. It is on this differential of competitiveness that we have decided to invest most of our time, dedication and energies to increase our speed of development and nurture our natural tendency to "go for gold".

This natural attitude is well expressed by our mission statement:

To provide customers in Retail, Manufacturing, Transportation & Logistics and Healthcare the best quality and efficiency in data collection and process automation, thanks to superior product technology, and extremely talented people.

And is well deployed throughout our values:



Ownership

Think and act as if you were the owner of Datalogic



Efficiency

Treat company expenses as you would your own



Focus on results

Deliver what you promise



Realism

Face reality and fix what is wrong



No shortcuts

Don't compromise on strategy, culture or achieving results

WE ARE LOOKING FOR THE BEST TALENTS!

- The best R&D engineering talent in the world
- A passion for innovation and developing new products and solutions
- A commitment to meet our customers needs and help them achieve their goals
- A desire to work as a team with a focus on continuous improvement
- Curiosity, a desire to learn, solve problems and to reach your full potential
- Adaptability and a desire to drive positive change
- A focus on delivering results

CEO DATALOGIC GROUP



Valentina Volta Group CEO

To excel in your business it is necessary to hire the best people.

Differently from the past, competition for young talent has taken on a global dimension. An Italian company must nowadays be aware that an excellent engineering graduate can find a job in Italy but also in the US or elsewhere.

Therefore, we looked for the best tools to compete at the top of our game in the international markets. This involves recruiting the best people. We think that a high-tech leader like Datalogic can recruit the best talent.

We are particularly proud that not only do we offer young people a professional opportunity of excellence within our Group but we also reward their choice to join Datalogic with benefits that are customary in global corporations.

Datalogic offers excellent entry level opportunities, solid growth paths, an opportunity to work in various continents and truly unique benefits (e.g. subsidized mortgage terms for housing and favorable loan conditions).

Our R&D people play a strategic role within our Group for the development of new products and solutions, the primary engine of our growth.

We therefore believe that the constant selection and retention of talent is part of a strategic path aimed at change and innovation, and that we must work hard to attract the best talents.

R&D

Technology has made big strides in the last 20 years and today's advancements in many sectors, like software, computing platforms and sensors, are indicating that an accelerated rate of innovation lies ahead of us. At Datalogic, we believe that innovation is the key to satisfying our customer's needs and the key to our future.

Our engineers and product managers are relentlessly looking for breakthrough ideas. They strive to simplify difficult tasks and make processes error-proof for our customers by utilizing all technologies available. We are active in optical, mechanical, hardware and software design; we are at the forefront of mobile operating systems; we continuously improve algorithms to classify complex images and machine- readable codes; we use the latest developments in artificial intelligence to push the boundaries of the ease-of-use concept.



Pietro Todescato Chief Technology Officer

We are looking for innovators who are not afraid to embrace new technologies and are dedicated to the concept of continuous improvement.

WHAT'S THE VALUE PROPOSITION FROM DATALOGIC?

- Free career orientation with the use of leadership self-assessment and psychometric tools (Thomas PPA and GIA) with feedback on your talents and professional orientation
- 6 months internship with a reimbursement of 1200 euros per month
- Summer camps/Curriculum internship with the possibility also to prepare a thesis for an engineering degree
- Individual development plan with internal coach and national/international assignments (Graduates R&D international program) with 6 years pre-defined career path
- Mentoring from senior level professional R&D Engineers
- Top talent R&D Leadership acceleration program
- Possibility to switch to planned inter functional assignments
- International teamwork and assignments
- Opportunities to travel to Germany, USA, Vietnam and China
- Relocation assistance and temporary housing
- Competitive compensation and benefits

STUDENT SESSION

- 1-3 months national and international summer camps
- Highly specialized lectures at university
- 6 months curricular internship
- 6 months pre-hiring internships finalized to high specialization orientation
- Assistance for Thesis preparation with support for practical experimentation
- Sponsorship for innovation projects development and new start ups support
- Best Thesis Award

DISCOVER YOUR TALENT!



Our Customers

We satisfy globally the Retailers' business needs, from Distribution Center to Checkout and Shoppers' Home

- ♣ FOOD
- NON FOOD
- **♦** HOSPITALITY
- GAS STATIONS

Unique portfolio provider of smart, interconnected devices able to protect, identify, sense, check and mark

- **AUTOMOTIVE**
- FOOD & BEVERAGE �
- WAREHOUSE LOGISTICS •
- AGV/ROBOT GUIDANCE �
 - **ELECTRONICS**
 - TIRES ♦

We ensure efficient &
effective Data Collection
to Courier-ExpressParcels, Airports,
Warehouse operators
and sorting processes

- AIRPORT
- **COURIER & PARCEL**
- POSTAL
- LOGISTICS

We empower the entire Healthcare ecosystem from drug production to patient care

HOSPITALS �

PHARMACIES �

MANUFACTURING

Solutions and Services

SELF-SHOPPING



Self-shopping allows customers to self-shop by directly scanning their own groceries with a Joya device or a smartphone. Shopevolution creates an exciting shopping experience for customers while providing an increase in basket size, lower operational costs, and improved loyalty for retailers. While shopping, customers can bag items as they shop, check the running total, enjoy personalized promotions, and pay without queueing at the checkout.

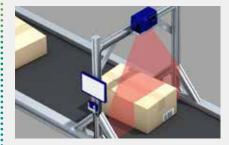
MARK & READ



Only Datalogic delivers end-to-end solutions for Direct Part Marking & Reading, from automated to manual deployments.

With the smallest marking head footprint, Datalogic products make mechanical installations extremely easy in every application: from stand-alone marking stations to fully automated working center in production lines. Automated reading cameras and vision processors complete the solution with the industry's most intuitive interface, easy to deployment.

DIMENSIONING & WEIGHING SYSTEMS



The process of shipping and managing freight expenses is now dependent on the weight of the freight and the space it occupies. Determining these characteristics and associating them with an order or shipment is essential in order to maximize shipping economy. Datalogic Dimension Weigh Scan systems provide a complete solution of dimensioners, scales, and bar code readers, to provide certified parcel profiles. The system integrates the bar code, weight and dimension data into a single message that can be used for sortation and verification.

DATALOGIC **CUSTOMER SERVICE ORGANIZATION**

We are passionate about our Customers and we have designed a Customer Services organization that reflects exactly that. From order entry to post-sales support and through delivery management, our Global Organization makes sure to provide our Customers and Partners with a seamless, hassle-free experience.

Our Technical Support Team is organized in different levels, making easy for End Users to receive immediate support on their products. As we want to improve continuously, our highly specialized Tech Support Engineers work together with R&D Engineers in order to discuss new trends, think and develop customized solutions upon specific needs. All of this whilst keeping customer intimacy through aimed Voice of The Customer initiatives. Best solutions come from a great departmentinteraction in a international environment.



Human Resources



Interview to Andrea Franco CHRO, Datalogic Group

You've worked in various industrial companies, what made you decide to join Datalogic?

Datalogic represents to me the best challenge in my 30 years international experience. An Italian company, listed in the best segment of the Italian Stock Exchange (STAR), with a solid track record in terms of innovation, technology and economic results; a friendly and open to change environment, a real international environment with a footprint that covers 30 different countries with 7 plants, 11 R&D centers and labs and more than 60 Global and Regional entities.

How do you plan to contribute to add value to the company? Which changes are you planning to implement?

Datalogic, after the implementation of project TRIPOD in 2017, is literally changing skin, focusing on customers ext products. This means a radical change of direction of strategy, structures and process orientation staffing and skilling enhancement. Datalogic has a dimension where as HR Director you can really make the difference, supporting the business and people to grow steadily and continually.

I'm planning to review all HR Processes in order to provide the company with managers and individuals along with the most competitive and up-to-date set of tools/competencies (leadership and technical) required in order to enhance our chances of being number one in our industry and markets.

An open-minded HR Director that listens to the needs of the people and company and turns these into practical and sustainable solutions to vercome this big challenge.

Datalogic is built on innovation. In order to maintain this commitment the company is launching an impressive recruitment program, how do you think the new recruitment program will impact the business in the near future?

Our recruitment process is pretty challenging for 2018 and 2019. We have to sustain our growth all over the world, attracting the best people for the best company. We want to steadily go from good to great, leveraging human capital and internal talents.

This will also have a significant impact in terms of induction program, individual and collective training programs (also through the creation of Datalogic functional academies); people development and succession planning pipeline management; best place to work strategies and premium brand positioning in the labor market.

What makes Datalogic different from other companies? Why should a young engineer choose Datalogic over other multinational companies?

Young engineers (and not only) will find in Datalogic a world of opportunities to personally grow not only technically but also from the leadership and personal standpoint. I would say "join Datalogic and you will see the world" from a privileged perspective. We are going to build a "personal" project around each individual that will be carried out religiously through the years. The human touch of Datalogic will make the difference again and again. Here PEOPLE are not numbers but assets. I would say THE ASSET.

A key factor in engagement - among not just millennial, but the workforce in general - is being able to grow and become senior leaders in a firm. Describe the career path in Datalogic

Careers will be based on an extremely keen initial orientation based on personal profile analysis (from Thomas International) and will be agreed with the individuals after an initial period in the company. We are calling this process "discover your talent". A mentor will then be assigned to support the growth through the years in a well-planned succession planning pipeline. We are calling this "Leaders Creating Leaders".

The structure of resumes often strip hiring managers of the ability to sense a candidate's personality. How does Datalogic choose its talents and which kind of personality is it looking for?

We choose smart, talented people, with a strong orientation in terms of ownership, execution, people and change management. Another aspect is to ive the right sense of urgency to the things we do and respect timelines, priorities and targets.

We want people who like technology and who we can consider (rregardless of age) digital native. Innovation, motivation, work orientation complete the profile of the talented managers of the future. Give us a chance and you will see: we play to be N. 1! If you are a winner Datalogic is your new professional house.

Leonardo da Vinci Award

Datalogic is built on innovations, boasting 46 years of history, during which it has achieved unique results: over 1,200 patents in multiple jurisdictions; 11 research centers and development; almost 10% of Revenues invested in R&D with over 500 engineers dedicated to developing new products and solutions, supported by a management capable of looking to the future.

We are consistently promoting inventions that are practical and primarily related to automatic data capture and industrial automation for the Retail, Manufacturing, Transportation & Logistics and Healthcare industries. A Patent reward systems is in place as a true recognition for the contribution of our engineers to the Group, bringing out enormous emotional energy. The Company motivates employees to contribute to the Datalogic Group Intellectual Property ("IP") portfolio. This portfolio plays a strategic role in ensuring our competitive edge and strength in the market by recognizing engineering excellence and innovation throughout the group through the use of a superior recognition and awards program which both celebrates and accredits inventors.

The Leonardo Da Vinci Award rewards inventors who had at least one ID submitted, ID accepted by the Intellectual Property Commitee, inventors who had an ID or design first filed, inventors who had a patent or design first granted, during the previous year. The Committee's composition reflects and covers all fundamental aspects of inventions originating in our company.

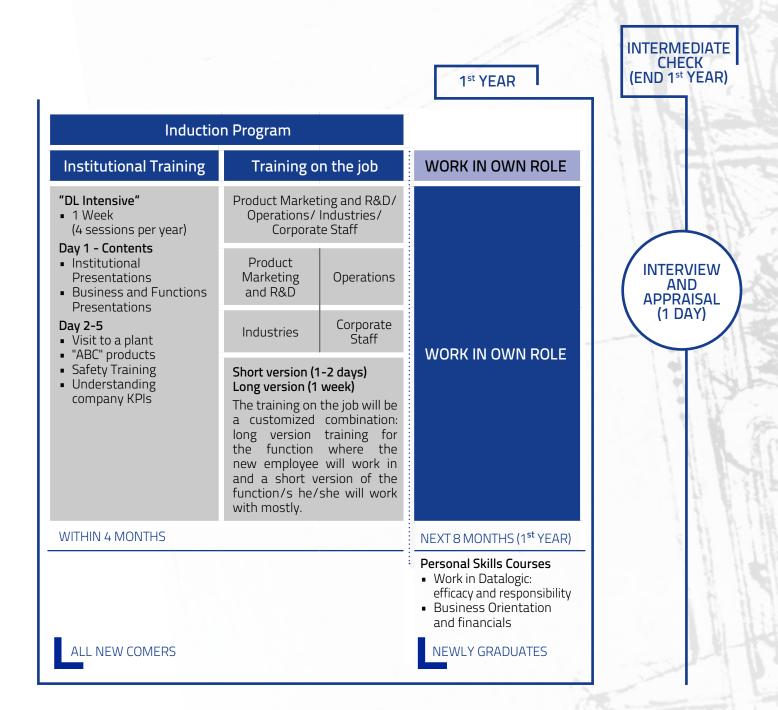
Each patent eligible for the Award is evaluated and judged by 10 essential criteria including:

- How patent advances state-of-the-art of Datalogic's core technologies?
- How the patent protects scientific and business interests of the company?
- What is the scope of patent claims?
- Does the patent provide competitive advantage for Datalogic on the marketplace?
- Does the patent cover required or highly desirable features that make the product highly desirable on the marketplace?
- What is a possibility of adoption by industry?

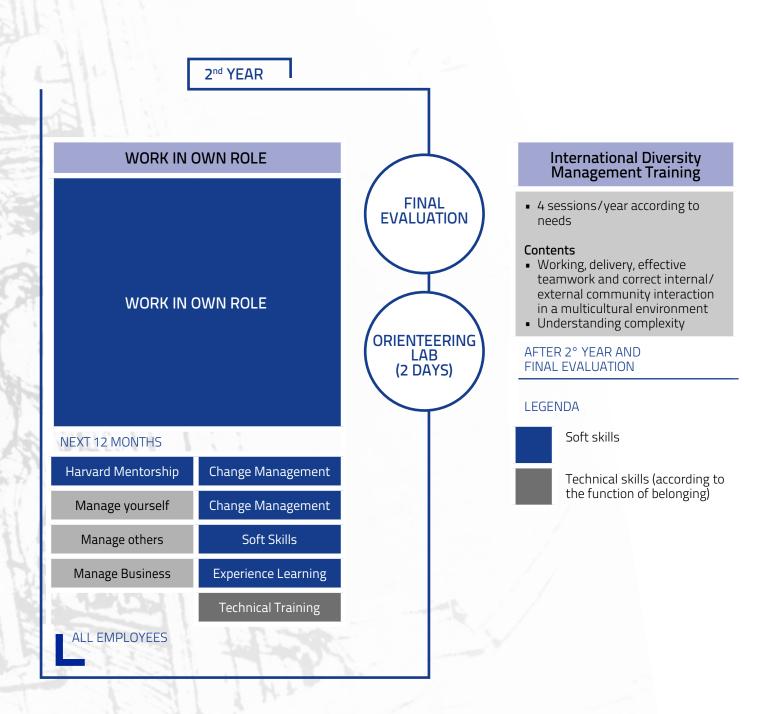
Training Process

Scan-In@Datalogic

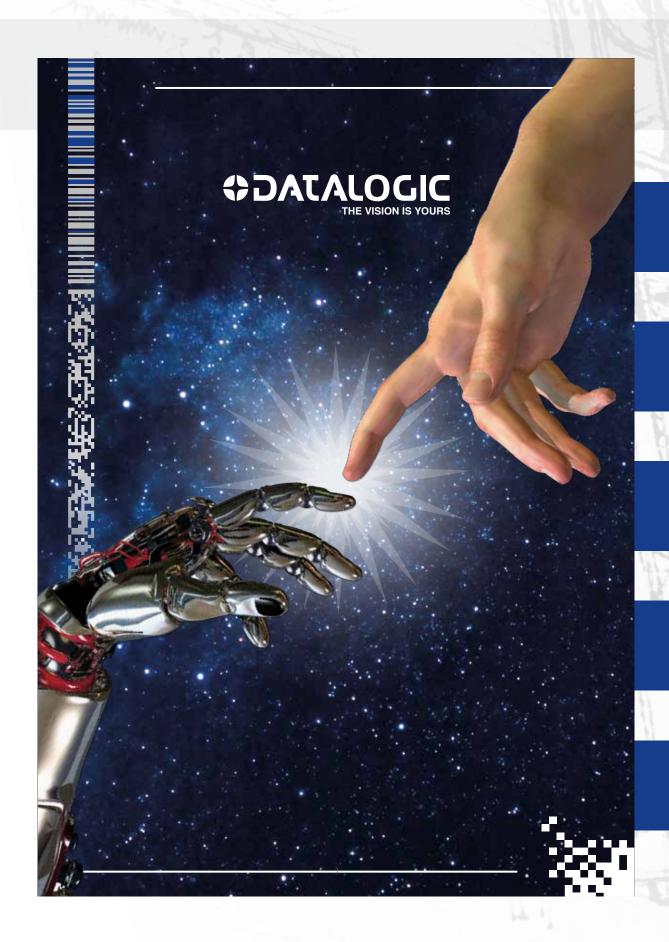
A complete knowledge of the company, its products and procedures is one of the key elements for the future success of Datalogic. To transfer this knowledge to the new hires, the company provides a well-structured and consistent training program in the Countries where Datalogic operates.



This training program is called **Scan-In@Datalogic** and it includes both classroom training and training on the job inside the different organizational functions. You can have an overall view of the general structure of the training program by looking at this chart. Further details about the program are available on the Learning Lab or through your HR Manager.



Training Offer



Datalogic strongly believes in the importance of a continuous employees training to support people professional growth with a lifelong learning path. For this reason it has developed a comprehensive and varied training offer with in-door, out-door and e-learning courses. In addition to that, it has developed the "Datalogic Academy", an e-learning dedicated platform open to all the employees aimed at acquiring knowledge about Datalogic Products and Market. Datalogic wants to teach its employees the most advanced strategies to support company business and identify new potential career paths.

HARVARD MENTORSHIP

Manage yourself | Manage others | Manage business

CHANGE MANAGEMENT

Key Competences for change management | Managing complexity and uncertainty | Self-efficacy in change | Self-efficacy in change for managers | Communicating and engaging people in the change | Leadership for change | Team building to accelerate the change | New attitude and actions to lead the change

SOFT SKILLS

Leadership Development | Time management & Priority | Management Skills | Economics & Financials | Mind mapping & Creativity process | Team Management | Individual Coaching

EXPERIENTIAL LEARNING

Experiential Roads | Action Theatre | Action Thriller

DIGITAL CATALOGUE

Developing Digital Leadership | Disseminating Digital across the organization | Digital Family Day | Activating Digital Transformation | Attracting new talents | Accelerating Industry 4.0 | Accelerating Open Innovation | Developing agility and collaboration



www.datalogic.com

