



Ariston Thermo's goals and strategy:

- Continue growing
- Strive for Excellence in everything we do
- Evolve our products, systems and services
- Invest in our brands
- Put people first



Paolo Merloni, Executive Chairman

Striving for Excellence, tokeep on growing

strengths and faced impor-

tant changes, whilst continuing to pursue our strategic vision. Indeed, last year we achieved and exceeded ambitious targets while also continuing to grow on all main measures not only economic and financial ones - in spite of the still challenging and uncertain economic scenario.

In the first few months of 2013, we decided to make the best possible investment, which is investing in ourselves, by buying back our own shares from investors.

the appointment of Leonardo Bisio. A further proof of our vide to our customers.

013 has been a company's sound governance. In 2014, we will face several significant These changes mark the be-new challenges, and "Excelyear for our ginning of a new chapter, lence" is still our watchword as Group, during dominated by the goal of conwhich we have tinuing to grow in a sector that built up our is expanding and seeing the introduction of new business models. This context encour-

> *«OUR STRATEGIC* **VISION HAS ALLOWED US TO ACHIEVE AND EXCEED AMBITIOUS TARGETS ALSO CONTINUING TO** GROW».

ages us to evolve by striving for Another important event was Excellence, not only in our products and systems, but also Senni as Chief Executive Of- in the way we market them, as ficer, taking over from Aldo well as in the services we pro-

we tackle them.

To do this, we will continue to focus on our brands, investing further in marketing and communication to capture an increasing share of the markets we operate in.

We will also make new investments to strengthen our industrial footprint as well as research and development, so as to make our solutions increasingly efficient and sustainable. We operate in a sector that is on the front line of the fight for protecting the environment and our communities, a responsibility that pushes us to step up our efforts towards energy efficiency.

Therefore, there are important challenges and commitments ahead of us, and we want to successfully address them by putting people, our strength and most valuable asset, first.



The spirit of our origins remains unchanged and serves as inspiration to continue growing and showing great respect for the local area and community.



Francesco Merloni, Honorary Chairman

Social responsibility

he reference to our origins has been a constant throughout the history of our Company. It was founded over eighty years

ago thanks to the bold and daring choice made by Aristide Merloni to start an industrial business in a place without services and far from major roads.

It was founded out of his bond with his land, and the firm willingness to help it break away from backwardness and marginalisation.

It was founded also out of the identified, with the intention of migration. to create opportunities and It was founded with the com-

«OUR SOCIAL **RESPONSIBILITY DATES BACK TO OVER EIGHTY** YEARS AGO-TO THE BOLD AND **DARING CHOICE MADE BY ARISTIDE MERLONI TO START AN INDUSTRIAL BUSINESS IN A PLACE WITHOUT SERVICES AND FAR FROM MAJOR** ROADS».

affection for the people he prospects capable of putting was part of and with which he an end to the historic plague

mitment to reinvest most of the profits in the Company, fostering its development and that of the local community. All this sparked the great economic and social transformation of our Company's home territory.

All this led to the creation of the company - now global - we are proudly part of.

Those remote events are now history; Ariston Thermo confidently faces the challenges posed by competition, ever-changing markets, technologies, and the new frontiers of energy efficiency and innovative energy sources.

Fabriano, where the company was set up, remains the centre of a worldwide network. The spirit of our origins remains a model and guide for the present and the future.

inside 10











BRANDS AND PRODUCTS









A global identity with strong local roots

14 About Ariston Thermo A global leader in thermic comfort

16 The Group by the numbers

■ Facts and figures about our growth

18 Global reach, local knowledge

■ A strong presence in Europe and emerging markets

20 Our history

■Over 80 years of growth driven by competence and passion

22 The values we believe in

Our work is inspired by our core values

24 2013 highlights

Last year's most important events



Our commitment to energy efficiency

28 The energy challenge in the sector of thermic comfort

■The rising global energy consumption and the risks for the planet

30 Objective: energy efficiency

An overlooked energy source that cuts consumption by 35%

32 Our solutions for energy savings

■ High performance, optimal comfort and minimal environment impact

34 Some of the best projects realized in 2013

Applications in a variety of operating conditions

35 The plans for the future

■The development of new technologies for the smart home

Performance excellence across all operations

38 Quality made of passion

• Exceeding our customers' expectations and making them our best promoters

40 Striving for excellence

■From product design, manufacturing and distribution to customer service

44 The WCM project

■ The World Class Manufacturing international methodology

46 Sustainability programmes

■The focus on reducing manufacturing environmental impact



The attention for people and places

50 People first

■The crucial importance of humans resources for our industrial operations

52 Between past and future

■ The Aristide Merloni Foundation: 50 years serving the local community

54 Support to our communities

■ The attention for the needs of local communities in compliance with our values



58 Thermic comfort:

Ariston

Elco

Chaffoteaux

■Racold

66 Burners

68 Components













About Ariston Thermo

A worldwide leader in thermic comfort

Ariston Thermo is a global group with strong and deep-seated values, and an international leader in thermic comfort for domestic, commercial, and industrial applications.

Our world-class manufacturing capacity, together with excellent preand after-sales support, offers an optimal combination of comfort, energy efficiency and respect for the environment.









2013 highlights

The Group by the numbers

Ariston Thermo is a leader in the hot water and heating sector and strives to improve the quality of comfort by offering high-technology, quality and efficiency products, with a reduced environmental impact.



BILLION EURO IN SALES

89% of our turnover was generated outside of Italy.



MILLION PRODUCTS PER YEAR

(+34 million components) Sold in over 150 countries.



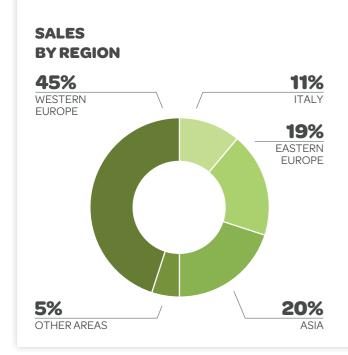
6,600 **EMPLOYEES**

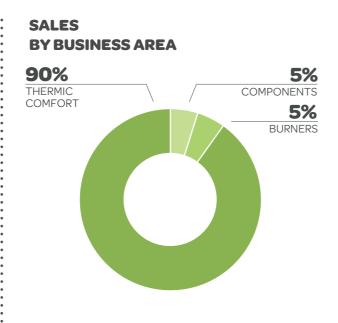
Local resources hold 80% of managerial positions.

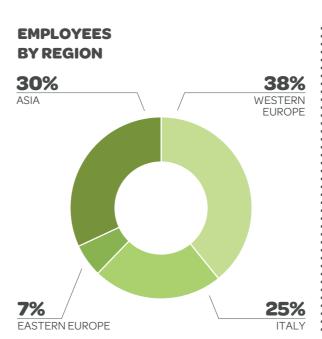


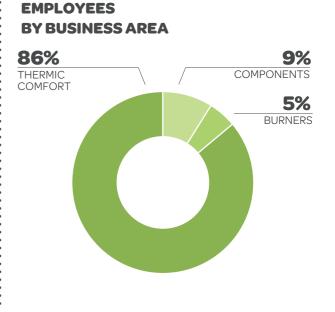
MILLION EUROS IN INVESTMENTS AND R&D

The Group employs over 270 people in R&D across 16 centres of competence for product research and development in 8 Countries.



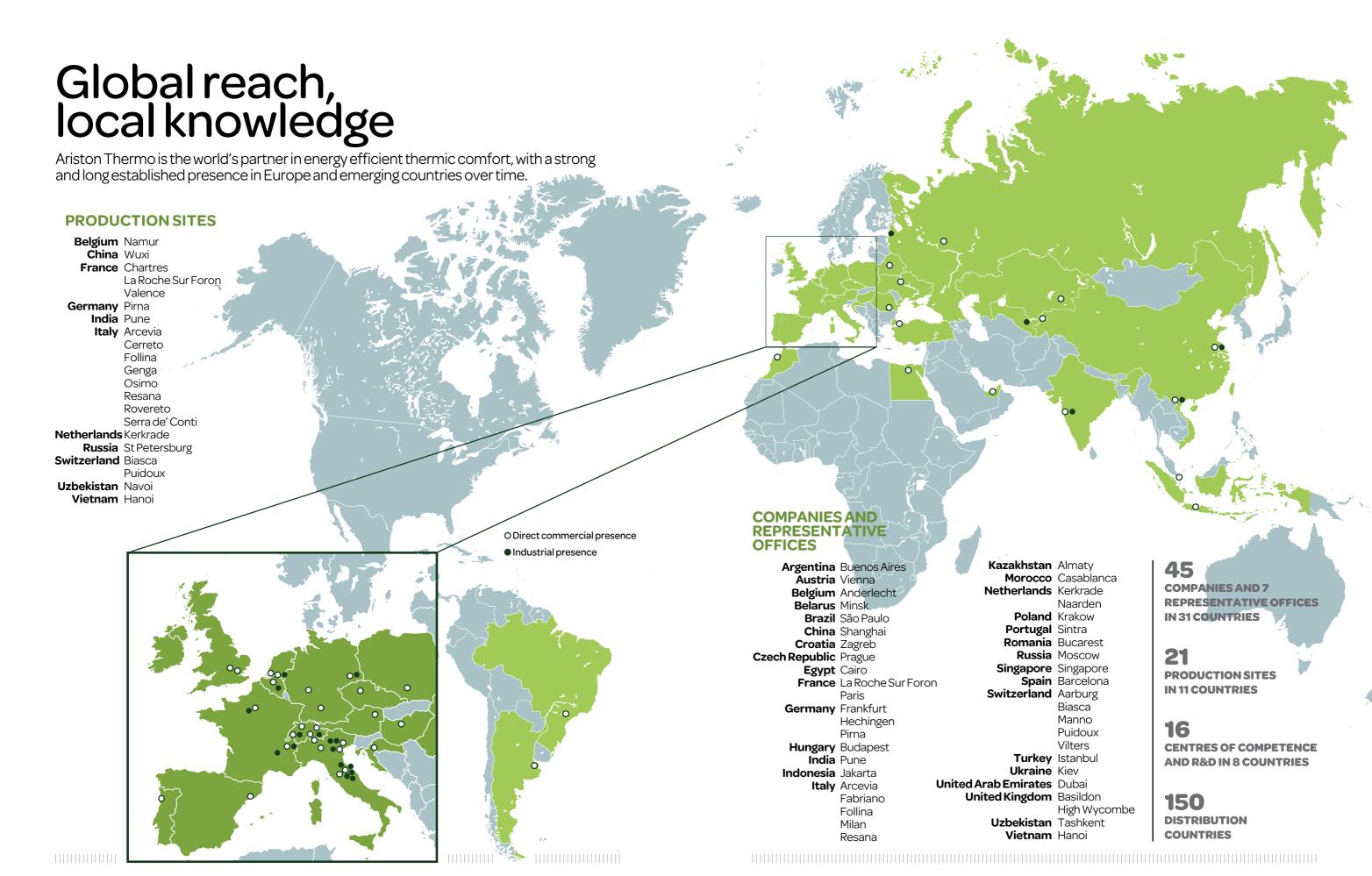








EXCELLENCE











From 1930 to 2013

Founded

in Italy in 1930

Aristide Merloni founds the Industrie Merloni in the

Marche Region of Italy, and starts the production of weighing scales.

Our history

Over 80 years of growth driven by passion and competence.

















The Company becomes a leader in the water heater segment and expands into Western Europe's main markets.

1990s

The Company sets up subsidiaries in Eastern Europe and Asia, consolidates its position in water heating, and becomes one of the most important global players in heating. Acquisition of Racold, India's largest manufacturer and seller of water heaters. Opening of the first fully owned factory in China.

2005

Opening of a new factory in Saint Petersburg, Russia, and acquisition of Ecoflam, an Italian leader in heating systems.

2009

The Company changes its name to Ariston Thermo and is one of the world leader in the heating and water heating industry, offering a full range of products, systems and services.

2011

With the acquisition of Cipag SA and Domotec AG, Ariston Thermo confirms its leadership in Switzerland in the production, distribution and maintenance of water heating systems.















2001

Acquisition of a number of historical companies and brands in the heating and burners industry:

Chaffoteaux, Elco, Cuenod and Rendamax.

2008

After the acquisition of the Swiss company Termogamma SA, specializing in heat pumps, the Company opens the European Centre for solar thermal energy in Italy.

2013

Ariston Thermo continues in its growth strategy both in mature and emerging markets, finalising the acquisition of **DhE** - an Italian company producing heating elements for commercial and industrial applications - and entering into a joint venture for manufacturing and selling highefficiency home heating systems in Uzbekistan.











From the origins to now

The values we believe in

Ariston Thermo's history shows that only the respect for people and our home territory allowed us to drive the Group's growth through the value of our work.

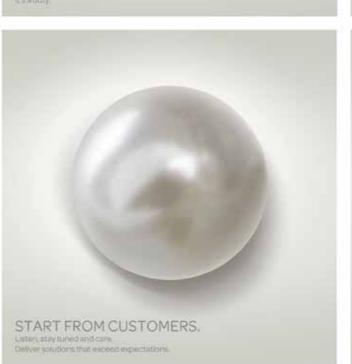
The values that continue to characterize our growth have not changed. They are **strong** and long-standing values, with which the whole Group can identify. Integrity, People, **Excellence, Customer and Sustainability** are the cornerstones of **Ariston Thermo's** universe—the principles we believe in, and draw on, every day in our quest for excellence.

The goal is to strengthen and develop the values identified by Aristide Merloni, the founder, so that they not only represent the Group as it is today, but also and most importantly inspire its future.





















PEOPLE AND PLACES

A year of successes

2013 highlights

Last year was rich in events and successes for the Group companies, both in Italy and abroad, confirming our continued growth.

April

- The new range of **Next Evo** gas water heaters is presented at the Shanghai Italian Centre (the former Italian Pavilion of Expo Shanghai 2010), one of the most prestigious venues in Asia for Italian culture, art and design
- The **Ariston Museum** is inaugurated in **Hanoi**, illustrating the history and values of the Ariston brand. The exhibition was hosted in "Casa Italia" (Italian House), a diplomatic centre and a venue for the promotion of Italian culture, language and products.











February

■ Ariston Thermo takes part in the construction of the infrastructures for the Sochi 2014 XXII Olympic Winter Games, in Russia, installing Rendamax highperformance boilers and cutting-edge Ariston highefficiency water heaters.

March

- Ariston Thermo is in Frankfurt for ISH - the world's most important thermic comfort tradeshow - a stand of over 1,000 square metres dedicated to the Ariston, Elco Heating Solutions and Burners brands, showcasing the most innovative solutions to maximize domestic comfort while minimizing the environmental impact.
- Racold Thermo, in partnership with the Green **Energy Foundation**, launched "Switch 2 Green" in Pune, India. It is the first Energy Efficient Housing Society Contest awarding a prize to the most energy efficient condominiums and raising awareness about the

informed use of resources.

May

July

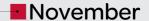
■ Ariston's Nuos heat pump water heater wins the Trophée de la Maison, the quality certification granted to home products on the French market, tested directly by consumers in real-life situations.





September

- In **Uzbekistan**, Ariston Thermo enters the market for wall-hung high-efficiency gas boilers through a 51%-owned joint venture with Uztransgaz-the Uzbek national company for the transportation and distribution of gas in the country.
- Ariston Thermo acquires a majority stake in **DhE**, an Italian leader in the design and production of heating elements for commercial and industrial applications: a specialist knowhow complementing the Group's business.



■ The Group celebrates together with the Aristide Merloni Foundation 50 years of commitment to fostering the economic development of the inner Marche Region. Prime Minister Enrico Letta, Professor Romano Prodi and the President of the Marche Region of Italy, Gian Mario Spacca, among others, took part in the conference held in Fabriano.







June

Bank

■ Ariston Thermo obtained a 40 million euro loan from the **European Investment Bank** (EIB) for the development of new thermic comfort products and technologies, with the aim of increasing the use of renewable energy.

August

■ Ariston Vietnam hosts Uplife, the most important event in the Company's last 18 years in the country, in Ho Chi Minh City, with the participation of several local celebrities such as actors, top models and singers, to present the new Andris line of water heaters.









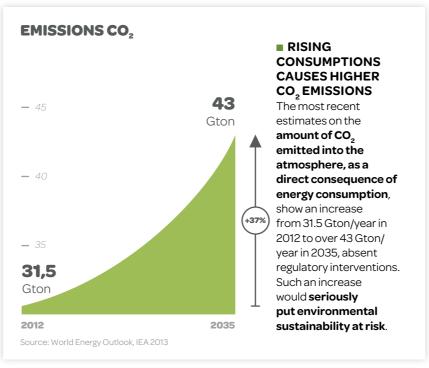


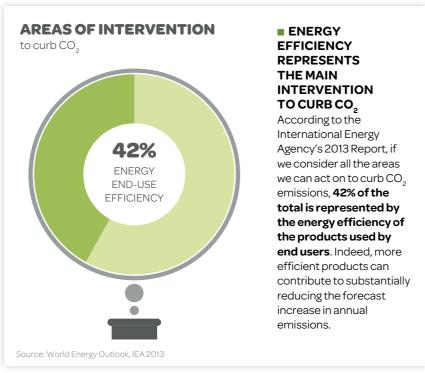
The current scenario

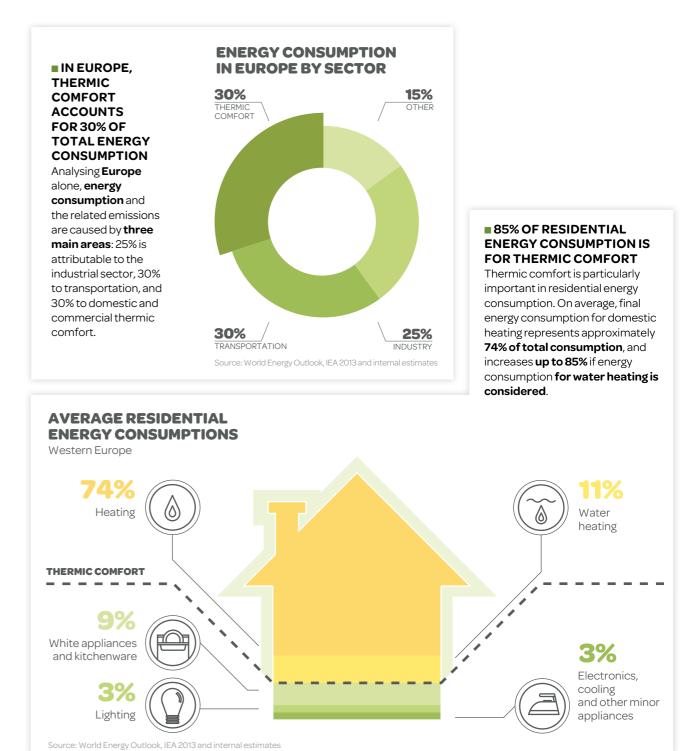
The energy challenge in the industry of thermic comfort

The world's energy consumption is increasing, and with it the CO₂ emissions released into the atmosphere, puttingthe planet's environmental sustainability at risk.

Every year, both residential and commercial global consumption of primary energy increases proportionally to the social, economic and industrial development of emerging countries, and adds to the considerable consumption of Western countries.

















A significant contribution

bjective: energy efficiency

The highly energy efficient products may contribute decisively to the reduction of energy consumptions without sacrificing comfort. Ariston Thermo, with its own solutions, intends to play a major role in this scenario.

The replacement of existing systems in Europe with new, high-efficiency Ariston Thermo technologies using renewable energy would allow for energy savings of 35%⁽¹⁾on average without reducing comfort.

THE RESULTING **POTENTIAL IMPACT** IS AS FOLLOWS:

WATER HEATING

HEATING

EU Installed Base

products

savings

(approximately)

Yearly energy

per product

(approximately)

>1.000 TWh > SAVINGS EQUAL TO:



ANNUAL ENERGY OUTPUT OF 260 THERMAL POWER PLANTS

(800 MWp power plant, operating 5,000 hours per year)



ANNUAL ENERGY CONSUMPTION **OF 85 MILLION CARS**

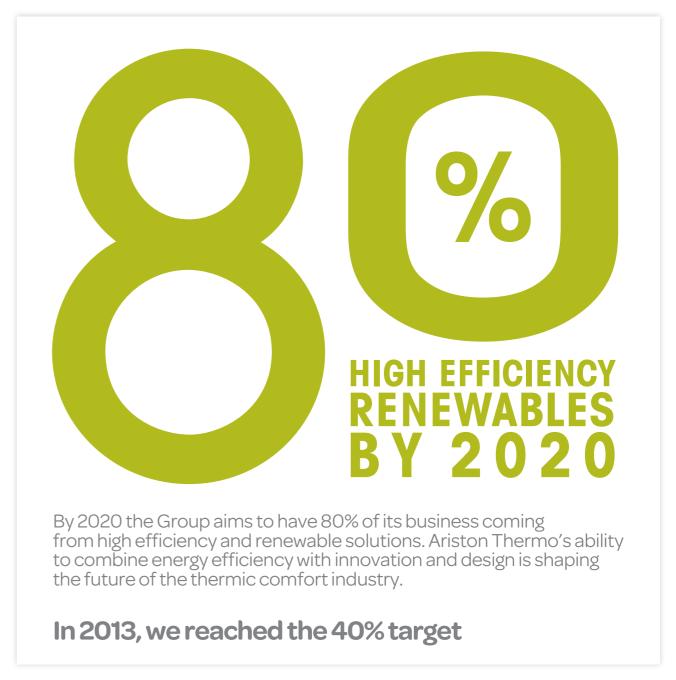
(B-segment car travelling 15,000 km per year)



CO, ABSORBED **EVERY YEAR BY 30 MILLION HECTARS OF TREES,** A SURFACE EQUAL TO THAT OF ITALY

(1 ha = 500 trees, 1 tree)absorbs 12 kg of CO, per year)

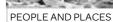
Ariston Thermo has made energy efficiency the pillar of its long-term strategy for sustainable growth, aware of the impact that its own industry cause in terms of energy consumption and the resulting emissions into the atmosphere.





ENERGY EFFICIENCY







BRANDS AND PRODUCTS

Innovation and performances

Our solutions for energy savings

The Group is developing innovative high-efficiency solutions ensuring high performance and maximum comfort while minimizing consumption.

> Wall-hung monoblock heat pump water heater **Nuos Evo 80**

WATER HEATING

■ HIGH-EFFICIENCY ELECTRIC **AND GAS WATER HEATERS**

up to -20% energy consumption compared to traditional water heaters.

- Ariston Velis is an electric water heater designed to heat the ideal amount of water for the first shower and then remember the user's habits, optimizing consumption. Velis, also available in the **Quick Heating** version, stands out for its unique design and limited thickness, among the best of its class.
- Andris is Ariston's range of compact, small capacity water heaters, designed to be already compliant with future energy efficiency regulations.
- Next Evo gas water heaters stand out for their Italian design and for the "Smart Memory" system, which remembers the habits of each user to supply water at the right temperature. The "Ultra Silent" system reduces noise, while the carbon monoxide alarm ensures maximum security



■ HEAT PUMP WATER HEATERS

up to -75% energy consumption compared to traditional water heaters.

■ Ariston's **Nuos Evo** monoblock heat pump uses air as its primary and renewable energy source. The Nuos

range now includes the **Primo** line, with medium and large capacity models, and offers more affordable products ensuring maximum energy efficiency.

■ SOLAR THERMAL

up to 70% of hot water needs and up to 20% of heating needs.

- Ariston's **Kairos Combi** is a system that combines heating with instant water heating. The new flat-plate collector Kairos XP 2.5-1 features a 2.5 m² flat plate, easy to install and maintain, among the top of its class for durability and efficiency.
- Elco's **Auron DF** is a vacuum tube direct flow collector, heating water and supplementing commercial and industrial heating. The system's assembly ensures installation flexibility and an optimal orientation of the absorber.



Velis Wall hung electric water heater



Wall-hung electric water heater



Wall-hung gas water heater



Auron DF Vacuum solar tube collector

HEATING



■ CONDENSING BOILERS

up to -35% energy consumption compared to traditional boilers.

- As medium- and high-power (up to 1890 kW) floor-standing solutions, Elco proposes the state-of-the-art condensing boilers R600 and R3000, ensuring high performance and low consumption.
- Thision L is Elco's solution for mediumand high-power installations: a wall-hung boiler with a pre-mix system capable of reducing emissions into the atmosphere to the lowest possible level.
- Genus Premium Evo is Ariston's condensing boiler for domestic installations: it minimises energy consumption by limiting operating cycles thanks to its high modulation ratio.

■ ELECTRIC HEAT PUMPS

up to -55% energy consumption compared to traditional boilers.

- Arianext is Chaffoteaux's new modulating air-to-water electric heat pump, designed to combine performance and affordability for domestic users. Three different configurations for domestic heating and hot water ensure versatility and maximum efficiency.
- Elco's **Aerotop G** is the air-to-water heat pump for residential applications for outdoor installation. Suitable for heating and hot water production, it is characterized by high efficiency, low noise levels, and reliability under any

climatic condition. It is also available in a modulating version, allowing to use the minimum amount of power required to reach the desired temperature, driving down consumption.

■ Elco has introduced **Aeropur CRX**, the new monoblock air-to-water reversible heat pump for outdoor installation. It comes in four sizes, with thermal capacity ranging from 6 to 15 kW, offers a wide operating range (from -20° in heating mode to 46° in cooling mode), and features a Netcom user interface, allowing for de-humidification (with an external device), quiet night operation and week planning.



R600 Floor-standing condensing boiler



Genus Premium Evo Wall-hung condensing boiler

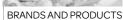




Air-to-water







35

Versatility and efficiency

Some of the best projects realized in 2013

Ariston Thermo's high-efficiency solutions are used in the most varied circumstances to meet customers' specific needs, contributing to curb energy costs and environmental impact.



TREVISO, ITALY - 200 tons/year of CO

Elco Italia's geothermal division

(GEON) was created with the clear intent to develop renewable energies and their applications in the Italian market, and then in the European one.

The first operational results have already been achieved: distribution throughout Italy, more than 200 project proposals, and, above all, the first plants already completed and under construction. Alone, the systems currently being built will allow to **reduce** localized emissions by more than 200 tons of CO₂ and 3 kg of particulates every year.

BODRUM, TURKEY

- 426 tons/year of CO, Ariston has developed water heating systems in 71 residential units in the prestigious Swissotel Resort in Bodrum, a well-known Turkish town along the coast of the Aegean sea. Thanks to 200-litre and 250-litre heat pumps Nuos, the new installations will curb electricity consumption by over 70% and CO₂ emissions into the atmosphere by 426 tons per year.

🚃 SOCHI, RUSSIA

- 60% CO₂ emissions

Ariston Thermo took part in the construction of the infrastructures for the Sochi 2014 XXII Olympic Winter Games, in Russia, installing 54 Rendamax high-performance boilers and 500 cutting-edge Ariston highefficiency water heaters. Choosing these solutions allowed to curb CO. emissions by more than 60%.



CHONGQING, CHINA

-3,000 tons/year of CO Elco has taken part in the construction of the **new Guo district** in Chongqing by providing Airon 1360 HP integrated systems for cooling, water heating and floor heating. Compared to a traditional system, the installations allow for a reduction of 3 million kWh and 400,000 m³ of gas per year, corresponding to an annual reduction in CO₂ emissions of 3,000 tons.

LUOYANG, CHINA

-830 tons/year of CO

At the Rural Commercial Bank's offices in Luoyang, extending over 30,000 m², Elco installed three cascading 1.5 MW R607 boilers. Compared to a traditional system of boilers, the installation allows for energy savings of 35% and 100,000 m³ of gas per year, reducing CO, emissions by 830 tons per year.

RAS AL KHAIMAH, UAE

-330 tons/year of CO

In the newly built **Hilton** hotel and residential complex, consisting of five buildings, Ariston installed a high-efficiency renewable energy system comprising 180 Kairos XP 2.5-1 solar collectors, 48 Kairos Thermo HF natural circulation systems, and 23 Nuos Evo heat pumps. The system offers outstanding energy performance, with electricity savings of 75% compared to a traditional system, exceeding 550 MW/year and implying a 330 tons/year reduction in CO₂ emissions.



Inter-operability and integration

The plans for the future

Ariston Thermo is committed to teaching the house how to become smart through a number of projects aimed at devising innovative solutions and developing new technologies for household appliances inter-operability.



HOME LAB

This project aims to allow electric and electronic **household appliances**, even from different manufacturers, to inter-operate with the home automation system and IT networks inside or outside the building. The project envisages that the various devices connect in a network and operate automatically based on the continuous $\textbf{exchange} \ \text{of status} \ (\text{such as the presence of}$ a person, temperature, external brightness, etc.) and command (such as pressing a button, switching a light on, opening a gate, etc.) **information**. Thus, all systems keep the rooms comfortable, automatically and without waste. Ariston Thermo is one of the promoters of the project, which involves ten partners. In January 2014, a demo simulating how the various household appliances will communicate with each other was presented in Milan.



OSTIS

Started in 2012 and promoted by Ariston Thermo in partnership with several companies and the Polytechnic University of the Marche Region of Italy, the Ostis project aims to realize an innovative **electronic platform** to design and develop control boards for a new generation of inter-operating electric and thermal household appliances. Ostis also focuses on the methods and tools in designing the applications present in every single appliance. The project, co-financed through the call for tenders "New Technologies for Made in Italy" and promoted by the Italian Ministry of Economic Development, involves the realization of a demo to showcase the interoperability between electric and thermal household appliances. The project will end in 2014.







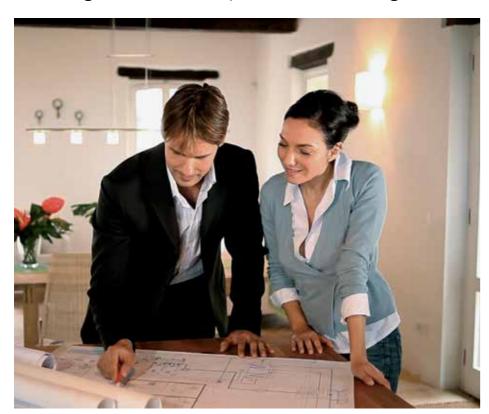




A winning strategy

Quality made of passion

Exceeding our customers' expectations and making them our best promoters.



All efforts and interventions made to improve our business processes are aimed at providing excellent products and sales and after-sales support to our customers. Our goal, supported by the commitment and investments of the last vears, is to exceed our customers' expectations, thus creating the conditions to make them our keenest promoters. To face the next steps in this process, we will need to implement a new culture of Quality at all levels of the organization, develop our internal talent, and relentlessly improve our business processes. The goals and the road ahead are clear: our passion will help us on this journey.

We listened to 13,000 consumers to improve our products and services

Our long-running habit of **listening to our customers** continued in 2013. Ariston Thermo was thus able to assess the strength of its brands and products, its image, and the most effective drivers to enhance it.



Ariston Thermo adopted a "claim" embodying the **DNA** of its day-to-day operations: "Quality made of passion".

QUALITY MADE OF PASSION

We imagine perfection for our products and services and we work to bring them to your world.











BRANDS AND PRODUCTS

Processes, products and services

Strivingforexcellence

The focus on Quality does not stop at the design and manufacturing of products it involves all business processes, from vendor relationship management to support to technical personnel and end customers.

We may identify four specific areas of intervention concerning **Quality** that guide us in making our decisions and contribute to the satisfaction of end customers: product development, vendor selection and relationship management, plant operations, and sales and after-sales services.

The goal is to satisfy customers with high-performance and high-efficiency products

that are functional, reliable, durable and that present limited installation and maintenance costs.



1 Quality in product development

- Design for Quality: every new product is designed to prevent potential defects using a set of analytical and evaluation tools. Chief among them is Failure Modes and Effects Analysis (FMEA), an advanced tool that allows to early identify potential failures by calculating the probability of failure of products and processes.
- New products are subjected to thorough laboratory testing: today, Ariston Thermo boasts 16 centres of competence in Europe and Asia, for research, product development and quality control. Individual products are tested in Ariston and Chaffoteaux labs, whereas the most complex and advanced systems using renewable energy are tested at Elco's labs and Lab-Houses. Quality is monitored through computer dynamic simulations
- or by **assembling all components** to evaluate their functioning under the most critical situations.
- For the 2013-2015 three-year period, the Group's has increased its investments in laboratories with the aim of enhancing two fundamental characteristics of its products: performance and reliability. As for performance, it invested in testing to define the energy rating of all products; as for reliability, the Group stepped up the Accelerated Lifecycle Test (ALT), in order to ensure the product performs consistently from the time of installation to the end of its life.
- The Group's labs are **certified by independent third-party bodies**, and its products now boast more than **30 Quality certifications**.

2 Vendors' quality

- The criteria to **select vendors** of raw materials and components have been tightened.
- Cooperation with vendors is key to achieve excellence. Ariston
 Thermo involves vendors in training activities to help them understand the Group's needs and operating procedures, and carries out Advanced Product Quality Planning (APQP) to anticipate and plan the Quality of finished products.
- The Group successful implemented the Production Part Approval Process (PPAP), a structured and effective process for the approval of the components supplied, to ensure compliance with quality standards. PPAP requires vendors to undergo a specific quality assurance process for the approval of the finished product.
- The Group introduced a **vendor rating index** to monitor performance and set targets for continuous improvement.

A **Vendor Rating** system has been implemented for all vendors of the Group's main plants, assigning a monthly rating based on service and quality indices and determining whether a specific company remains on, or is removed from, the Group's list of vendors. This rating index focuses in particular on "critical to safety" vendors, i.e. vendors of components crucial for safety, and "critical to function" vendors, i.e. vendors of components crucial for the functioning of the finished product.



MLT (MECHANICAL

LOAD TEST) is an innovative tool allowing to test the mechanical resistance of a solar thermal system (collectors, fixings, mounting equipment). Through such tests, it is possible to evaluate and optimize loads under the most extreme operating and weather conditions (snow and wind).









S Quality in the plant

- Excellence in industrial manufacturing is systematically pursued through constant updates and improvements, directly involving the staff at every plant. Every production line undergoes thorough analyses to ensure people are in the right condition to perform best, both in terms of safety and with reference to the definition of efficient and ergonomic procedures. Reviews and the necessary interventions are studied also with the cooperation of external experts and consultants on the basis of specific protocols defined at global level, and are **certified** by recognized and independent international bodies.
- The Group's production plants are constantly **monitored for** performance and Quality, intended not only as flawless production processes, but also as a constant effort towards improving every aspect of the plants' production and maintenance.
- The World Class Manufacturing (WCM) programme continues to be successfully implementing in the Group's plants. The programme consists in the integration of the Total Productive Maintenance (TPM) method, Lean Manufacturing, and Total Quality Management (TQM), to control and curb production costs in a



systematic manner using verifiable and objective evidence.

- The Group successfully introduced the **Lean Six Sigma** method, an integrated set of techniques and tools aimed at reducing process variation. The Six Sigma method, applied to lean manufacturing, aims to **prevent** defects and waste. In addition to positively and measurably affect economic returns, this has a direct impact on customers.
- The Lean Six Sigma Training identifies specific professionals, called Green Belts. The **training** programme for the first group of these professionals is underway and will last 1,300 hours.
- Finished products are now completely traceable using the First In First Out (FIFO) inventory method.

The Group's manufacturing plants are constantly monitored for performance and Quality.

Quality in sales and after-sales services

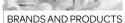
- Ariston and Chaffoteaux offer their partners a complete professional **development programme** to improve not only their knowledge of the products, but also the ways to best use them in cutting-edge installation configurations.
- Chaffoteaux was the first industry player to create a **guide dedicated** to planners and builders, to help them in their work and to comply with France's recently approved energyperformance standards for new houses (RT 2012). The guide presents the most energy-efficient solutions available according to installation conditions, climatic area, and type of building or of heating, making the choice between the most adequate systems simpler.
- The accurate analysis of the Call Rate (rate of defective products during the warranty period) allowed to establish a standardised process for handling repair and maintenance interventions.
- The technical support staff participates in a continuing professional development programme. In 2013, training hours totalled 40,000.
- The Technical Committee, comprising 20 select technical support centres, continues its work. The Committee meets with Ariston Thermo's technical support team to examine together the problems identified during product installation and maintenance, and to propose improvements.

- Elco's technical support staff monitors the most complex installed systems and intervenes regularly to prevent failures or malfunctioning.
- Elco set up a dedicated website (planer.elco.de) to share specific information supporting **planners** using its own products and systems.

In Germany, in 94.7% of cases, Elco technical support staff managed to solve the problem in a single intervention (market average: 89%*).



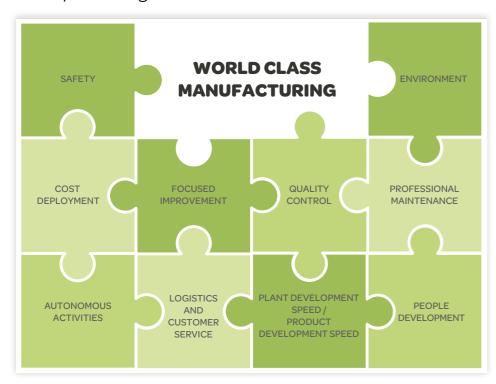
ENERGY EFFICIENCY



Industrial excellence

The WCM project

Ariston Thermo is implementing the World Class Manufacturing method in its plants to constantly improve manufacturing performance as well as ensure product quality and maximum flexibility in meeting customers' demands.



THE MAIN ADVANTAGES OF WCM IN ARISTON THERMO

- Customers receive a quality produt and service, ensuring immediate feedback
 - •Operators receive better training and work in a more comfortable and safer environment.
 - Plant energy efficiency is systematically monitored.
 - Optimised changeover of inventories, raw materials, and work shifts
 - More effective internal handling and efficient external transportation
 - Considerably lower environmental impact

WCM programmes implemented in the plants

■ LINE PERFORMANCE ANALYSIS To evaluate the performance of production lines, the mere examination of failures has been replaced by an in-depth and systematic analysis of manufacturing processes based on more detailed criteria and aimed at

■ NEW RESISTANCE WELDING **TECHNOLOGY**

preventing problems.

The continuous revision of manufacturing processes resulted in the introduction of a new welding technology enabling more accurate and flawless processing. The new process allows to curb energy costs.

■ NEW PERFORMANCE **INDICATORS**

The focus on the plants' performance compared to the market, correlated to sale functions, has materialized in the introduction of the Sale Orders Compliance Index (Sofix), which calculates the proportion of sale orders executed on time compared to purchase orders.

■ REVISION OF INTERNAL LOGISTICS

To eliminate the stock of materials in production areas, internal logistics have been constantly revised: this resulted in the introduction of a sequential material delivery system synched with



By the end of 2014, 96% of the Group's products and 100% of the components

will be manufactured in plants operating under the WCM system.

production lines. Production is faster, the quality of products is higher, and operators work better and more safely.

■ THE GOLDEN ZONE: **WORKSTATION ERGONOMICS**

The new delivery system has also allowed to optimally position the materials necessary to operators, thus enhancing workstation ergonomics while increasing comfort and personnel safety.

■ THE "PROPOSALS" PROJECT

The Group continues to pursue its project promoting the involvement of people, which rewards the operators who report problems and propose a potential solution. Every week, a dedicated commission assesses the proposals and determines which one are accepted, assigning a score to the submitter, which will translate into a personal incentive.

■ TRAINING PROJECTS

The involvement of the whole staff, as recommended by the WCM method, is supported by intense training. The courses form part of a systematic framework aimed not only at improving professional skills, but also at ensuring that every position is assigned to the employee that is most suitable for the task

The history of WCM in Ariston Thermo

2010

Ariston Thermo starts implementing lean manufacturing and joins the World Class Manufacturing Academy.

2011

WCM is implemented in three pilot plants.

2012

The three pilot plants brilliantly pass the first external audit and WCM is implemented in four additional plants, for a total of seven.

2013

WCM is implemented in three additional plants, bringing the total to ten.

2014

WCM will be implemented in three new plants, for a total of thirteen.

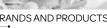














Planning and control

Sustainability programmes

At Ariston Thermo, the environmental impact of manufacturing processes is constantly analysed and monitored. Every phase and process is reviewed with the aim of reducing the environmental impact, also thanks to the implementation of the WCM method.

■ SYSTEMATIC APPROACH TO ENERGY EFFICIENCY

In pursuing the focused improvement of manufacturing processes, the criteria traditionally used for rating efficiency have been integrated with the **systematic** evaluation of all the causes of energy consumption. The analysis also includes the identification of potential alternatives, from the replacement of lamps, through the revision of how the most energyintensive systems operate based on their consumption, to the **definition** of internal co-generation projects.

■ NEW COATING PROCESS

The systematic focus on curbing the environmental impact of

We assess the sustainability of every process to identify the most efficient and environmentally friendly alternatives.

manufacturing systems has caused the liquid coating process at the Namur plant in Belgium to be replaced with a powder coating process, allowing to reduce the environmental impact to zero.

■ MILKRUN AND **RETURNABLE PACKAGING**

As part of the reorganization of external logistics, inventories have been reduced to keep only the materials strictly necessary for the following day. **Materials** are handled in such a way to ensure vehicles are always fully loaded, also by using returnable packaging made of plastic, rather than cardboard. Inventory management, internal handling and

MILK RUN FOR LOGISTICS

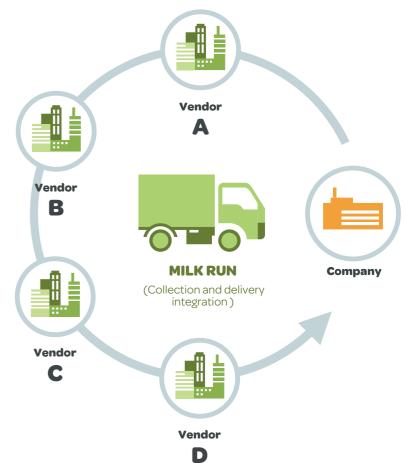
By integrating collections from and deliveries to the various vendors, without waiting to have a full load for every vendor, it is possible to reduce inventories and reaction times throughout the value chain.

external transport are thus more efficient, reducing costs and the environmental impact.

■ PRODUCTION CLOSER TO MARKET

The rebalancing of manufacturing processes to bring production closer to market continues. The relocation from China to Russia of a water heater production line, for instance, allowed to reduce the amount of transport (200 containers and 4,400,000 km less per year) and the relevant environmental impact (2,000 tons/year of CO2), as well as to meet Russian customers' demands in a more

timely manner.





51

Respect and attention

People first

Ariston Thermo's industrial strength relies on the work of motivated and competent people from several countries.

The Company has always emphasized its commitment towards human resources, acknowledging they are key to its growth and leveraging their cultural diversity, integrating it with its Italian identity. Over the last three years, in spite of the challenging world economy, Ariston Thermo managed to grow on the market while keeping almost constant the number of employees. In 2013, the Group employed 6,600 people, with 80% of them on open-ended contracts and an average age of 42. Our HR policy has also paid special attention to the Company's home territory: local resources hold 80% of managerial positions. These are important figures with which the Company engages daily and that deserve considerable efforts, because they both support the Group's current industrial activities and represent the basis for future growth. The attention for people translates into activities designed to promote the continuing professional development of internal staff. $constantly\,refine\,the\,recruitment$ and training of new hires, and ensure the integration of the ethical and cultural values adopted by the Group in compliance with its own Code of Ethics at all levels. As further evidence of the investments made in human resources, the 3.5% turnover rate shows people's strong loyalty to their Company.

■ PROFESSIONAL DEVELOPMENT

At Ariston Thermo, the dialogue between people and their line

managers is crucial for creating the ideal conditions for professional development. Strengths and areas for improvement are identified and examined together through a structured discussion to define the most suitable career path for every resource.

- The main processes supporting the management and development of people are evolving according to the Company's values and leadership model. These include the performance appraisal process, which strengthens the dialogue and relations between people and their line managers and allows to assess thoroughly employee competencies.
- The Group continues to invest in its international mobility programme, designed to give

In 2013, the group employed 6,600 people. Local resources hold 80% of managerial positions.

the most talented employees the opportunity to live different experiences in the various countries in which it operates, thus acquiring cross-functional skills essential for their professional development.

- The Development Committees' work continues: every year, they assess the performance as well as training and growth potential of over 3,000 employees.
- The programmes to realize the full potential of human resource include the introduction of a Banding system to establish organizational equivalences between the job roles in different geographical contexts. The Banding system will constitute the global reference framework for HR processes: with the introduction of this common "language" people will be part, wherever and with greater awareness, of career development paths more clearly defined within the organization.
- The continuing professional development of human resources represents a strategic factor for the Group. Every year, employees receive approximately 100,000 hours of training.

■ HUMAN RESOURCES SELECTION

The recruitment and selection of Human Resources have evolved to be increasingly aligned with business needs and the constant changes inside and outside the Group. Ariston Thermo wants to ensure it acquires



ENERGY EFFICIENCY

GROWTH AND VALUES

The attention for people translates into activities designed to promote the continuing professional development of internal staff, constantly refine the recruitment and training of new hires, and ensure the integration of the ethical and cultural values adopted by the Group at all levels.

the best talents on the market,

including young graduates as well as professionals or managers. The selection process, consistent throughout the whole Group and strongly involving the management in all stages, is based on individual interviews and the use of

assessment tools consistent with

the desired professional levels (i.e online psychological aptitude testing). The selection process has been further refined with the use of the Competency Based Interview (CBI), a technique which allows to assess the competencies identified as crucial to excel in Ariston Thermo. and thus to identify the candidates that are the best fit for the organization. Finally, a new software product has been introduced in the Corporate structure, and is currently being implemented across the rest of the Group, that facilitates the flow of information between the Company and applicants and also supports the Employer Branding process the Company is strongly investing in.

Young graduate training programme: Joining Ariston Thermo

The programme focuses on young graduates who have been working in the Company for less than one year and come from the Group's various European offices. It consists in specific training aimed at promoting the development of resources through the learning of the basic knowledge crucial to succeed in the organization. The participants, about 60 per year, are divided in classes with people of different nationalities and duties, so as to foster international and multicultural exchange.

The programme consists of 3 modules

Business Essentials • Broaden your view Developing the understanding of the business

Professional Essentials • Make a responsible impact

Providing the skills to act effectively in the organization

Personal Essentials • Invest in your growth Developing the skills to plan your professional development

Throughout the training process, participants can interact with each other and their teachers through a digital platform allowing to exchange opinions and information as well as view documents stored in the virtual library.















"There is no value in the economic success of any industrial initiative, unless it is accompanied by a commitment to social progress".

Aristide Merloni, 1967





In 1963, Aristide Merloni, already a successful industrialist, felt the urge to promote the industrialization of the internal Apennines in the Marche Region. The Aristide Merloni foundation was thus established with the institutional purpose of supporting the creation and development of new businesses in the local area.

An example to follow

Between past and future

50 years serving our communities.







On November 15th 2013, the Aristide Merloni Foundation celebrated its 50th anniversary at the Gentile Theatre in Fabriano, with an all-day seminar entitled "From business clusters to long supply chains. Models for the internationalization of companies and territorial competitiveness".

Francesco Merloni, the Foundation's President and son of Aristide, mentioned his father and how the values which always inspired this great industrialist still resonate with us today: willingness, commitment, courage, vision. The President of the Marche Region, Gian Mario Spacca, and Professor Romano Prodi attended the event; the latter recalled the Conference organised by the Foundation in Ascoli Piceno in 1974, which defined the "Adriatic way of development" that would later become the central tenet of all research on the dynamics of local economies. The intervention of Italy's Prime Minister Enrico Letta, participating via videoconference from Rome, testified to the

importance of the event. Set up in 1963, in the first years of its activity the Foundation granted forgivable loans and made equity $investments\,through\,its\,endowment$ fund, directly established by the Merloni family; it also provided technical and organizational consulting aimed at making contact with external companies to promote and attract investments. In the early 1970s, considering its original mission completed, the Foundation gradually turned into a cultural institute, with the purpose of studying and analysing local economic and social development processes. Due to its increasingly important role, in 1988 the Foundation was recognised as a legal person through an Italian Presidential Decree, with the official denomination of Institute for Social and Economic Development.





GUESTS OF THE DAY

From the top, Francesco Merloni and the intervention of Italy's Prime Minister Enrico Letta. At the centre Professor Romano Prodi. At the bottom, the President of the Marche Region, Gian Mario Spacca.







BRANDS AND PRODUCTS

55

A necessary condition

Support to ourcommunities

The attention for the needs of local communities in all the countries in which the Group is present is a necessary condition for performing our activities, in compliance with the core Values set out by our founder Aristide Merloni.

Contest" to award cash prizes to

condominiums consisting of over 100

units showing a serious and systematic

saving. The initiative, aimed at **raising**

awareness about the informed use

of energy resources, was organized

in partnership with the Green Energy

concerning energy, the environment,

Foundation, dedicated to the promotion of the principles of sustainability

approach to energy efficiency and

() Italy DONATION OF AN AMBULANCE FOR EMERGENCY MEDICAL **SERVICES**

Ariston Thermo donated the Single Regional Health Authority of Fabriano's Territorial Area 6 an ambulance equipped with a defibrillator, crucial in the case of heart failure. The donation is part of a programme supporting local



🔀 Vietnam AID TO THE POPULATION STRICKEN BY NATURAL **DISASTERS**

and people.

Last winter, in Northern Vietnam an exceptionally cold weather severely disrupted the life of local communities. As a contribution to relief efforts, Ariston Vietnam **provided nurseries**

France PARTNERSHIP WITH SCHOOLS **AND TRAINING CENTRES**

For almost 20 years now, Chaffoteaux has been partnering with various professional schools and training centres, providing heat pump and solar thermal water heaters and boilers for practicing purposes free of charge. In 2013, thanks to this commitment, the students of 12 educational facilities had the opportunity to receive first-rate training using state-ofthe-art equipment.

India **CAMPAIGN FOR THE INFORMED USE OF ENERGY RESOURCES**

Racold Thermo has launched "Switch **2 Green**" in Pune. This was the first "Energy Efficient Housing Society

In 2013, Ariston Thermo continues to invest in social initiatives, both in Italy and abroad

and health facilities in the Lai Chau region with 310 water heaters, while employees volunteered during 7 days to deliver 400 winter jackets, school stationery and toys to the children living in Muong Te, Sin Ho and Phong Tho, three villages on the region's borders.

🔀 Vietnam SUPPORT TO CENTRES FOR **DISABLED CHILDREN**

Ariston Vietnam committed itself to supporting two centres for disabled children in Ho Chi Mihn City and a hospital in the province of LamDong, to provide them with adequate services. The Group supplied 55 Ariston water heaters.

Russia **AID TO ORPHANAGES**

Ariston Russia contributed to improve the services in three orphanages and a rehabilitation centre in Kurgan, Saint Petersburg, Khabarovsk and Rostov-on-Don, donating eight large capacity electric water heaters. Overall, the facilities assist 50 adults and 232 children.

Romania A STEP TOWARDS THE FUTURE

Ariston Thermo Romania cooperated with the organization Un Pas Stree Vitor (UPSV, A Step Towards the Future) in setting up in Brasov a centre for orphans aged from 16 to 26. The children turned out of orphanages upon reaching the age limit are restructuring their future home, a municipal building. Ariston Thermo contributed with the donation of two hot water and heating systems.



Activities of the Aristide Merloni Foundation





■ FABRIANO IN THE NETWORK OF CREATIVE CITIES FOR **CRAFTS AND FOLK ART**

On October 18th 2013 in Paris, **UNESCO** officially accepted Fabriano into the Creative Cities international network, specifically in the "craft and folk art" section, as a "paper-manufacturing city". The application was prepared and submitted by the Aristide Merloni Foundation along with the Municipality of Fabriano.

■ THE HOUSE OF ARTS

The Foundation has taken part in the regional project "I luoghi della animazione" (The places of animation). With "La Casa delle Arti" (The House of Arts), the Saint Benedict's monastery in Fabriano, which had been closed for many years, has literally come back to life. A series of initiatives have turned the place into a centre where the arts, either related to local traditions or not, interacted with each other through workshops, training and entertainment activities, involving 60 children from the whole province in training

programmes. Some of them created projects such as the web radio-TV "quadriFoglio" (four-leaf clover) and a photographic workshop.

■ UNESCO'S CULTURAL AND **BUSINESS WORKSHOPS**

In October, the Aristide Merloni Foundation signed an Agreement with the Italian National Commission for UNESCO to officially launch "UNESCO's cultural and business workshops in Fabriano", with the aim of promoting the intangible cultural heritage and cultural diversity. This project includes "The paper system" training programme, funded by the Marche Region through the European Social Fund and structured into two courses: "Doing business with paper" and "Paper as a creative work tool". 43 children, 12 of whom from all over the world, attended the courses.

■ SCHOLARSHIPS

The Aristide Merloni Foundation, in keeping with a tradition that dates back to over thirty years ago, granted 25 scholarships to deserving students of the "Merloni-Miliani" Secondary School of Fabriano.















ARISTON

Efficient innovations in heating and water heating for daily comfort.

Ariston combines quality and high-efficiency technologies. Its products stand out for their Italian design and simple, intuitive use. Millions of families throughout the world have trusted the Ariston brand for more than 50 years now.





The hallmark features of Ariston's design are Italy's typical quality and aesthetic taste. Ariston has been cooperating for years with well-known Italian designers, bringing their

ideas and creativity to life in a functional and pragmatic way: the bond between Ariston and design makes everyday life easier and more comfortable.

Ariston products are designed to meet the needs of modern life.

A comprehensive offer of smart boilers, water heaters and air conditioners, complemented by an integrated range of solar systems and heat pump water heaters, allowing consumers to use renewable energy.



"There is a perfect temperature for everything"

Ariston has developed a global communication campaign telling how the ideal temperature turns a house into a home.













BRANDS AND PRODUCTS













Premium heating solutions with first-class support.

A global pioneer in heating, Elco proposes smart solutions and technologies designed to meet the needs of any domestic and commercial project, ensuring maximum energy saving.

- Installers, planners, architects, energy industry players and manufacturers of prefabricated buildings and houses: all Elco's customers can rely **on tailored** consulting services to find the most energy efficient solution that fits their needs best
- Customers can choose from a wide range of condensing units, burners, solar systems, and heat pumps. All **elements are easy to install** and can operate as part of an integrated
- Elco provides the best after-sales

support in the industry. From initial consulting through maintenance to online monitoring, we provide our customers with h24, 365 days per year support to make sure that their heating systems always operate reliably and efficiently.

Elco integrates high-quality consulting, products, systems and services in a comprehensive proposition meeting the exact needs of its customers.

Over 1.7 million

heating systems installed in Europe.



MULTIFAMILY HOUSE, Richterswil, Switzerland Renovation of the heating and domestic hot water system with the integration of a combined gas-solar system. A cascading system of 372 kW Thision L 100 gas-fired condensing boilers and over 105 m² of Auron DF vacuumtube collectors, installed on the building's flat roof.



ARCHIVES OF THE TRENTINO ALTO ADIGE REGION, Italy New 45kW geothermal heat pump heating system for an A-rated building. The Elco Aquatop T43HR heat pump is powered by 7 vertical geothermal probes at a depth of 115 metres. The distribution system is equipped

A high-quality product range

in a comprehensive proposition meeting consumers' needs.





















The reference for professionals.

For 100 years Chaffoteaux works alongside professionals to simplify their work and support their growth with a complete range of multi-energy, accessible and eco-performance solutions for heating and domestic hot water production.









Up to 70% energy saving

We develop multi-energy solutions to promote the use of renewable energy and reduce the environmental impact of our products.



Arianext is the new range of heat pumps designed for new environmentallyfriendly houses. With Arianext, the free energy of air covers up to 70% of heating and domestic hot water needs.



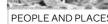
Pharos Opti is the new condensing boiler with an integrated cylinder for solar water heating (150 litres). Optimized to operate with a single solar panel, Pharos Opti covers 40 to 50% of water heating needs, depending on the region.



The **Expert control interface** allows to manage the whole system - boiler, solar system, heat pump, hydraulic module - ensuring maximum comfort and energy saving at all times.











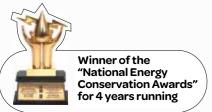


Reborn everyday with hot water.

Racold is Ariston Thermo Group's leading water-heating brand in India, offering a comprehensive range of electric, gas, and solar water heaters.

2013, the year of awards

■ In 2013, Racold high-efficiency electric water heaters won for the fourth year in a row the prestigious National Energy Conservation Award assigned by the Indian government.



■ In 2012-2013, for the second year running, the Ministry of New and Renewable Energy (MNRE) of the Indian Government has recognized Racold for its outstanding achievement in solar thermal installation and for best service and dealer network.







Benefits of SPHP technology

- maximum protection against corrosion
- highest pressure withstanding capacity
- superior heat retention
- ideal for hard water conditions
- lighter weight



Unmatched tank protection for longer life

With a comprehensive range of electric, gas, and solar water heaters, Racold is the hot water specialist in India and provides water heating solutions for the domestic, commercial and industrial sector.

















Energy savings and low emission combustion technology at the heart of your system.

Elco, Cuenod and Ecoflam products offer quality and precision during the combustion process.

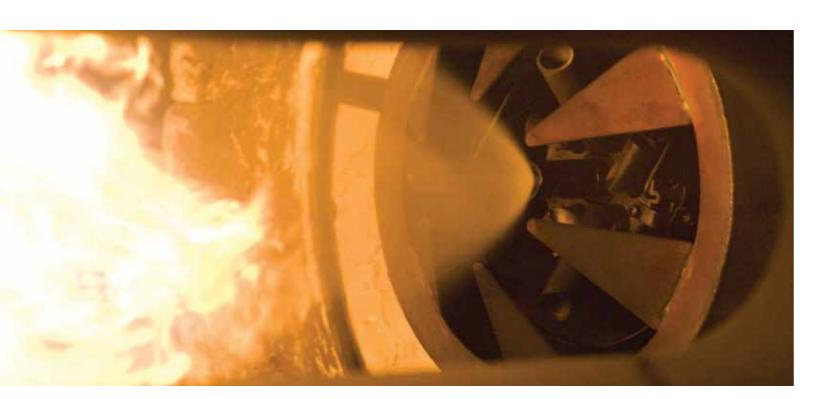
- The robust design and the architecture of the whole range ensure complete reliability.
- Advanced power controls, variable geometry flame, and versatility in the use of liquid, gas or biomass-derived

fuels make the burners easy to adapt to any application.

- We constantly innovate our products to reduce energy consumption, NOx emissions and noise levels.
- Our sales and support network is

always ready to provide planners, installers and end users with rapid and effective pre- and after-sales

Original spare parts are available at short notice anywhere in the world.



Our burners offer a wide range of solutions, from 11 kW to 45 MW, for industrial processes as well as domestic and commercial heating.



HEATING PLANT, Russia

Two 8MW Nextron 7.3600 gas-fired units meet the building's heating and domestic hot water needs. Thanks to the proprietary and patented air channel, noise levels are considerably reduced—lower than 74 dB(A), even when running at maximum power.



POOL PLANT, Germany

A Blu 1500.1 PR low-NOx burner covers the heating needs of the building and the indoor swimming pool. NOx emissions are reduced by nearly 30%. Qualified staff from the Burners Division commissioned the system in a single day without causing any disruption.

Innovative and reliable solutions

For industrial and heating applications.



PROTRON

A new range of low/medium-power burners, up to 500 kW, in singlestage, two-stage and progressive versions, specifically designed and manufactured for several applications in the process industry (ovens, dryers, incinerators, painting booths, etc.). To extend the scope of applications of this already extremely versatile range, the Group made good use of the know-how and the various technical solutions developed within the Burners Division.



A new range of high-power burners, from 2 to 16 MW, which stands out for its strong industrial character and the Made in Germany robustness, combining solidity with modern, flexible and cutting-edge electronics without sacrificing design. The result is the Ek Evo range of burners, born out of an ambitious project which involving the various Research & Development departments of the Burners Division.



The flagship of Elco's dual-block range. These burners reach 45 MW and operate with a separate ventilation system, which offers several advantages during both planning and installation. They are flexible, modular, and especially suitable for those installations presenting high technical system integration requirements.



The Nextron range, already well-known and appreciated all over the world for years, is now complete. Today, the models of this range are available for all fuels (gas, light-oil and dual-fuel) up to 10 MW.





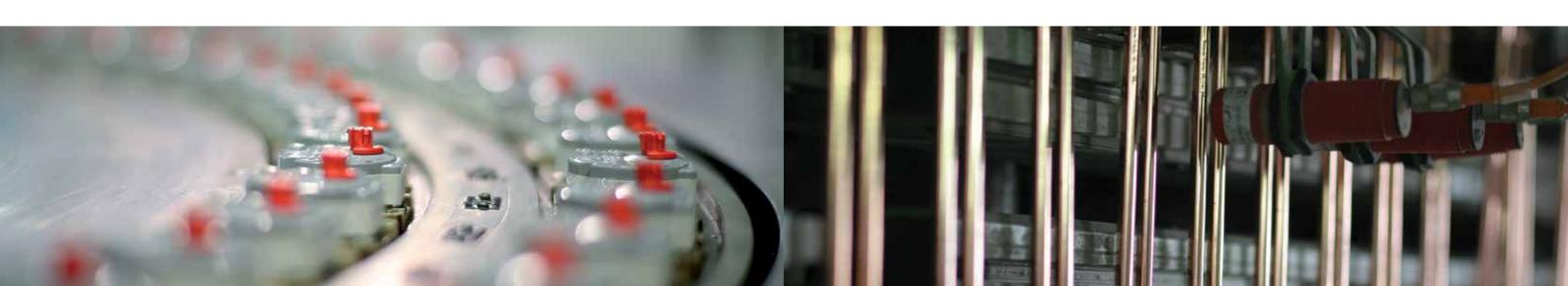


BRANDS AND PRODUCTS





PEOPLE AND PLACES





A leading manufacturer of heating elements and thermostats.

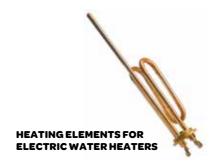
For 50 years now, Thermowatt has been developing, manufacturing and selling throughout the world over 30 million components per year.

- The world's major electric appliance manufacturers have been using Thermowatt's heating elements and thermostats for decades now. The popularity of the Thermowatt brand and of our products testifies to the high quality of the materials used
- and the constant innovation of the technologies implemented.
- We work alongside technical teams at manufacturing companies throughout the design phase to ensure the final product meets the requirements of both the manufacturer and the
- user: performance, safety, service, efficiency and cost-awareness.
- The quality, innovation and reliability of our products have made us the preferred partner of more than 250 electric appliance manufacturers in over 100 Countries.

More than 250 electric appliance manufacturers in over 100 Countries have chosen Thermowatt's expertise, quality, reliability, and relentless innovation.

Expertise and experience, innovation, 360° support, quality, reliability and safety

With the acquisition of DhE, Thermowatt has completed the range of products for commercial applications and can now offer a wide range of thermostats and heating elements for domestic, commercial and industrial appliances.









STEM, MECHATRONIC **AND CAPILLARY THERMOSTATS** FOR ELECTRIC WATER HEATERS



THERMOSTATS FOR MAJOR DOMESTIC APPLIANCES



HEATING ELEMENTS AND CONTROLS FOR INDUSTRIAL APPLICATIONS

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