

# EUROPEAN CURRICULUM VITAE



## PERSONAL INFORMATION

Name **MARCO MOLINO**

## WORK EXPERIENCE

- Dates (from - to) 2023 □ today
- Name and address of the employer **PT WEEO Solution Frontier** – South Quarter – Tower A Floor 18th – Jakarta, Indonesia
- Type of business or sector WEEO is a company that operates as Solution Provider in the Telematic Business. Its main core business is to sell Telematics devices and connectivity, analytics solutions and tailor made sw solutions to big OEM, mainly in Automotive, Construction and Agriculture business.  
WEEO is a joint venture company of SUMITOMO CORPORATION (Japan) and TIERRA S.p.A. (Italy).
- Occupation or position held **CEO (Chief Executive Officer) and President Director**
- Main activities and responsibilities  
Responsibility: Legal Representative of the Company, Employer, President of Board of Management and key person for Shareholders and Stakeholders.  
  
Main Activities: determination of the Company Strategy; determination of the Company Vision; Business Development; determination of the annual Business Plan; determination and verification of the KPIs; Risk Assessment and Compliance; evaluation and guidance of Company Management and Employees; Administration Management; Customers and Suppliers Management; Team Leading and Team Building.
- Main objectives achieved WEEO has the business responsibility in all ASEAN Countries and India. The main target is to develop new business opportunities in all ASEAN Countries + India in different business areas, like automotive, mining, construction, agriculture and logistics.

<ul style="list-style-type: none"> <li>• Dates (from - to)</li> <li>• Name and address of the employer</li> <li>• Type of business or sector</li> </ul>	<p>2015 □ 2022</p> <p><b>BONI S.p.A.</b> - Via Ribes, 79/D – Samone (TO), Italy</p> <p>BONI S.p.A. is a company that operates as Service Supplier in the Facility Management Business. Its main core business is cleaning and disinfection service, as well as reception, logistic and warehouse handling service.</p>
<ul style="list-style-type: none"> <li>• Occupation or position held</li> <li>• Main activities and responsibilities</li> </ul>	<p><b>Chairman CEO (Chief Executive Officer)</b></p> <p>Responsibility: Legal Representative of the Company, Employer, President of Board of Management and key person for Shareholders and Stakeholders.</p> <p>Main Activities: determination of the Company Strategy; determination of the Company Vision; Business Development; determination of the annual Business Plan; determination and verification of the KPIs; Risk Assessment and Compliance; evaluation and guidance of Company Management and Employees; Administration Management; Customers and Suppliers Management; Team Leading and Team Building.</p>
<ul style="list-style-type: none"> <li>• Main objectives achieved</li> </ul>	<p>During this time Boni S.p.A. has gone from being a “family company” to a highly managerial company. The company organization chart, as well as the processes and procedures, have been profoundly modified.</p> <p>From 2015 to 2021 Boni S.p.A. went from a turnover of 23M to 60M Euro, with an EBITDA growing from 2M to 9.3M Euro. Employees were around 800 in 2015 and grew to around 2.000 in 2021.</p>
<ul style="list-style-type: none"> <li>• Dates (from - to)</li> <li>• Name and address of the employer</li> </ul>	<p>2013 □ 2015</p> <p><b>Carl ZEISS S.p.A.</b> – V.le delle Industrie, 20 – Arese (MI), Italy</p>
<ul style="list-style-type: none"> <li>• Type of business or sector</li> <li>• Occupation or position held</li> </ul>	<p>Italian branch of the multinational ZEISS AG, operating in the fields of Industrial Metrology and Microscopy.</p> <ul style="list-style-type: none"> <li>- <b>General Manager Measuring Division</b></li> <li>- <b>Sales &amp; Marketing Manager CZ IMT Italy</b></li> </ul>
<ul style="list-style-type: none"> <li>• Main activities and responsibilities</li> </ul>	<p>Responsibility: General Manager of CZ Technical Measuring Services Division in Italy, with three branches located in Novara (Piedmont), Rovereto (Trentino- Alto Adige) and Reggio Emilia (Emilia Romagna), with 30 application engineers and 6 direct reports.</p> <p>Sales and Marketing Manager of the IMT Italian Division with 20 direct sales engineers and almost 60 external Sales Agents in different Sales Organizations.</p>

<ul style="list-style-type: none"> <li>• Main objectives achieved</li> </ul>	<p>Main Activities: determination according to the CZ World IMT Board of the Company Sales and Services Strategy; determination of the annual Business Plan; Business Development; determination and verification of the KPIs; evaluation and guidance of the Division Management and Employees; Administration Management; Customers and Suppliers Management; Team Leading and Team Building; Relationship with CZ Headquarter and CZ worldwide IMT Board.</p> <p>During this time the Italian Division of CZ IMT has reached some very important results:</p> <ol style="list-style-type: none"> <li>1) the “Measuring Services Division” (former CZ Quality Services Srl) became the benchmark for all CZ Measuring Services organizations worldwide. At that time, they were more than 60 all around the world. Direct Profit Center turnover was around 7M Euro on a yearly basis.</li> <li>2) CZ IMT Italy became the fourth biggest market for CZ IMT worldwide, behind only Germany (first), U.S.A. (second) and China (third). Direct Division turnover was around 35M Euro.</li> </ol>
<ul style="list-style-type: none"> <li>• Dates (from - to)</li> <li>• Name and address of the employer</li> <li>• Type of business or sector</li> </ul>	<p>2004 □ 2013</p> <p><b>Carl ZEISS Quality Services S.r.l.</b> (ex-Quality S.r.l. up to 2004) - via Oxilia 4, Novara, Italy</p> <p>A Carl ZEISS S.p.A. Company (Italian branch of the multinational ZEISS AG) operating in the fields of Industrial Metrology and Microscopy.</p>
<ul style="list-style-type: none"> <li>• Occupation or position held</li> <li>• Main activities and responsibilities</li> </ul>	<p><b>CEO (Chief Executive Officer)</b></p> <p>Responsibility: Legal Representative of the Company, Employer, key person for Shareholders (CZ S.p.A. / CZ AG) and Stakeholders.</p>
<ul style="list-style-type: none"> <li>• Main objectives achieved</li> </ul>	<p>Main Activities: determination of the Company Strategy according to the CZ global Sales and Services Strategy and Vision; Business Development; determination of the annual Business Plan; determination and verification of the KPIs; Verification to the CZ Risk and Compliance Policy; evaluation and guidance of Company Management and Employees; Administration Management; Customers and Suppliers Management; Team Leading and Team Building; Relationship with CZ Headquarter and CZ worldwide IMT Board.</p> <p>During this time CZ Quality Services S.r.l. growth from 2,5 M Euro up to more than 5M Euro just in measuring services as well as significantly contributed to the growth of turnover and market share of his sister-company CZ IMT Division Italy. Moreover, business management, internal processes and procedures have also passed from “family management” to a management typical of multinational companies.</p>

<ul style="list-style-type: none"> <li>• Dates (from - to)</li> <li>• Name and address of the employer</li> <li>• Type of business or sector</li> </ul>	<p>1992 □ 2004  <b>Quality S.r.l.</b> - via Oxilia 4, Novara, Italy  Company providing three-dimensional measuring services.</p>
<ul style="list-style-type: none"> <li>• Occupation or position held</li> <li>• Main activities and responsibilities</li> </ul>	<p><b>Founding Partner and CEO (Chief Executive Officer)</b></p> <p>Responsibility: Legal Representative of the Company, Employer, CEO and key person for Shareholders and Stakeholders.  Main Activities: determination of the Company Strategy; determination of the Company Vision; Business Development; determination of the annual Business Plan; determination and verification of the KPIs; evaluation and guidance of Company Management and Employees; Administration Management; Customers and Suppliers Management; Team Leading and Team Building</p>
<ul style="list-style-type: none"> <li>• Main objectives achieved</li> </ul>	<p>Quality S.r.l. was a start-up founded in 1992 in Novara (Piedmont). At that time Quality was the first independent Measuring House in Italy providing tridimensional measurement services to other companies. After some months since its foundation the company hired the first employee and continued to grow year by year. In 1999 Quality opened a new measuring house in Parma (some years later moved to Reggio Emilia) and in 2001 a new one in Rovereto (Trentino Alto Adige). In 2003 the “Quality Group” consisted of three measuring house, 17 employees and a turnover of 2.5M Euro year.  Then, Quality S.r.l. was noticed by ZEISS Italy who wanted to enter in partnership with it and finally, in 2004, the acquisition took place and Quality became CZ Quality Services Srl.</p>
<ul style="list-style-type: none"> <li>• Dates (from - to)</li> <li>• Name and address of the employer</li> <li>• Type of business or sector</li> </ul>	<p>1985 □ 1991  <b>Poli S.p.A.</b> - via Oberdan, Varallo (VC), Italy  Manufacturer and Sales Company providing three-dimensional measuring machines (CMMs), measuring gages, granite precision plates and accessories</p>
<ul style="list-style-type: none"> <li>• Occupation or position held</li> <li>• Main activities and responsibilities</li> <li>• Main objectives achieved</li> </ul>	<p><b>Senior Technical and Application Engineer</b></p> <p>Reporting directly to the General Manager and technical manager.  Main Activities: providing training to the customer's technicians in using multiply software operating on 3D Measuring Machines; providing hardware and software technical assistance for 3D Measuring Machines as well as installation and calibration of multiply 3D Measuring Machine Models on Customers site worldwide. Sales and Service assistance to the sales organization during internal demos and/or during exhibitions.</p> <p>Since the typical function of the Technical and Application Engineer was to travel all around the world to install, repair, calibrate, retrofit different models of measuring machines as well as to train, assist and cooperate with the Customers measuring departments, as well as demonstrate and assist the sales organization during the sales process, gave him the opportunity to increase and</p>

strengthen some attitudes such as problem solving capacity, independence in taking decision, leadership, customer orientation, business orientation, stress management.

Furthermore, the knowledge acquired over the years by customers would have addressed him in the next future to establish an innovative start-up company called Quality Srl.

## **EDUCATION AND TRAINING**

- Dates (from - to) 1978 □ 1983
- Name and type of organisation Istituto Tecnico Industriale Statale
- Title of qualification awarded High School Certificate
- Dates (from - to) 2011 – ZEISS MDP “*Management Development Program*”  
2012 – ZEISS ZSP “*Zeiss Sales Process*”  
2013 - 2014 - HARVARD BUSINESS SCHOOL  
Business Certificate “*LEAD*” *Learn, Execute, Achieve, Develop*

## **FIRST LANGUAGE ITALIAN**

### **OTHER LANGUAGES**

- ENGLISH**
- Reading skills Business fluent
- Writing skills Business fluent
- Verbal skills Business fluent
- GERMAN**
- Reading skills Business fluent
- Writing skills Business fluent
- Verbal skills Business fluent

**ADDITIONAL INFORMATION/  
PERSONAL INTERESTS,  
VOLUNTEERISM**

October 1984 □ October 1985 – Military service in the Italian Military Aeronautics;

June 2018 □ July 2022 - Member of the Board of Directors of the INDUSTRIAL UNION of Torino;

June 2017 □ May 2022 – Municipal Councilor in the Municipality of Varallo;

June 2012 □ June 2017 – Municipal Councilor and Assessor with responsibility in Heritage, Industry, Environment, Urban Planning;

June 2007 □ June 2012 - Municipal Councilor and Assessor with responsibility in Heritage, Industry, Environment;

May 2016 □ June 2019 – Member of the Board of Directors and Vice-President ATAP S.p.A. (public transport Company for Biella and Vercelli provinces);

February 2009 □ March 2017 – Member of the Board of Directors C.O.VE.VAR (Waste management Public Consortium for Vercelli province);

January 2009 □ May 2016 – Member of the Board of Directors and President ENERSESIA S.r.l. (public/private company for activities in green energy market).

- Swimming, Trekking, Skiing
- Reading books.