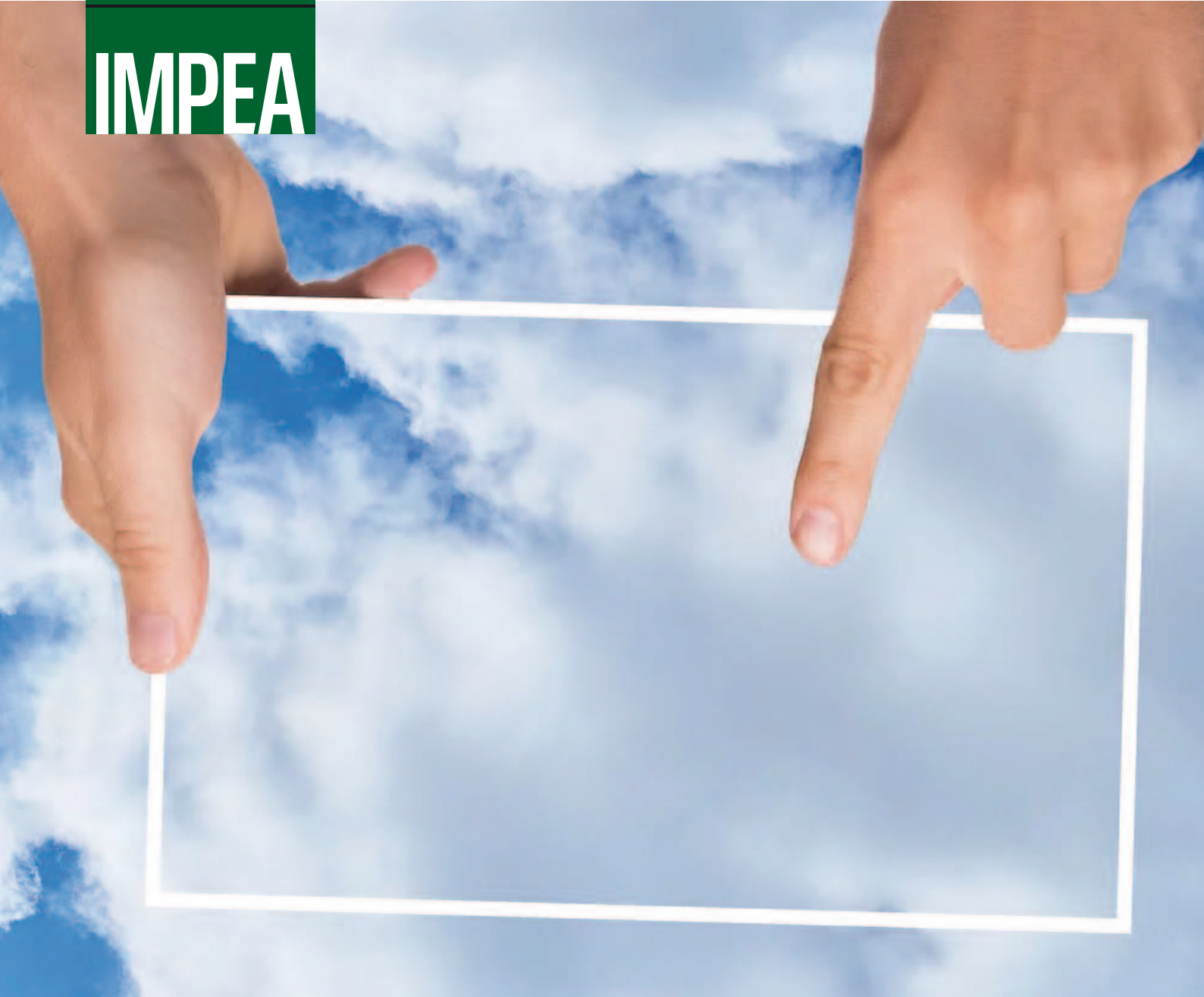


SHAPING IDEAS

The logo for IMPEA, consisting of the word "IMPEA" in white, bold, uppercase letters on a dark green rectangular background. This logo is positioned on the left side of the cover, partially overlapping a vertical green bar and the main image.

IMPEA



**SUSTAINABILITY
REPORT**

2024



IMPEA

By publishing our second Sustainability Report, we reinforce our reporting journey, reaffirming a commitment grounded in the values of transparency, responsibility and continuous improvement.

In a challenging, stimulating and ever-evolving context, we will continue to tackle every change with determination, passion and consistency in accordance with the principles that have always guided us. It is precisely these principles that inform every decision we make and that are embodied in our *raison d'être*, "SHAPING IDEAS". For us, this means giving tangible form not only to our clients' projects but also to a responsible, longterm business vision.

The data and information presented refer to the period from 1 January to 31 December 2024.



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LETTER TO **STAKEHOLDERS**

In 2023, we embarked on a significant journey, electing to initiate our sustainability reporting voluntarily and with a structured approach. With the publication of our second Report, we continue on this course with an ever more conscientious outlook towards the future, committed to consolidating a growth model capable of creating value for people, the environment and the communities in which we operate.

2024 proved to be a complex year, marked by external pressures – such as rising energy costs and increasing market instability – that prompted us to reassess our priorities and working methods. Despite these challenges, we chose to invest in digitalisation, production efficiency and the enhancement of in-house expertise, remaining true to our industrial identity and pragmatic approach.

Guided by the values that define us – respect, integrity, collaboration and a drive for excellence – we turn ideas and vision into tangible solutions. For us, innovation means fostering an intelligent, open and sustainable industry.

On behalf of the entire IMPEA team, we wish to thank you for your trust and support. Together, we will continue our journey of continuous improvement, day by day.

The Bosisio Family



INNOVATING TO GROW, TOGETHER

To be innovative means having the courage to set ambitious goals and to work every day with dedication and passion to achieve them, continually investing in cutting-edge technologies and in the development of our people's skills.

All of this we bring together with our experience, talent and reliability – qualities that have always set us apart – to shape ideas and solutions that enable the creation of ever-better products in the most effective and sustainable way possible.

<p>OBTAINED UNI/PDR 125:2022 CERTIFICATION</p>	<p>ENHANCED PRODUCTION CAPACITY THROUGH NEW MACHINERY</p>
<p>IMPLEMENTED MODEL 231</p>	<p>PROCURED RENEWABLE ENERGY VIA GUARANTEES OF ORIGIN</p>
<p>LAUNCHED NEW WEBSITE WWW.IMPEA.IT</p>	<p>ECOVADIS: RETAINED SILVER MEDAL</p>

THE RELIABILITY OF A SOLID PARTNER

+2.9 MILLION

body and light metalwork components manufactured each year

60,000

square metres of total production area across 5 sites, with 18,000 of covered area

+3,000

tonnes of sheet metal processed annually

80

employees, including direct, indirect, and fulltime collaborators

+60 YEARS

of technological development and industry experience

A SUSTAINABLE BUSINESS AS A CORPORATE STRATEGY

In the November 2024 issue of the monthly *Mondo Business* magazine, our CEO Francesco Bosisio emphasised the strategic value of sustainability as a decisive factor in corporate growth and competitiveness.

In a discussion dedicated to new entrepreneurial perspectives, Bosisio highlighted the importance of a business model capable of

looking beyond mere price considerations, focusing instead on social and environmental responsibility.

Among the topics covered were sustainability certifications, high quality standards, technological innovation and continuous investment in human capital.

"Being competitive on price and maintaining high standards of quality and punctuality is no longer enough if one wishes to continue growing. What the major global players demand today is an ever greater focus on people, the environment and society.

These three elements are the pillars on which every business model must be rethought, in the interests of companies, of course, but above all of our community".

Francesco Bosisio



[Read the interview](#)



LA PAROLA ALLE ASSOCIAZIONI



di Claudio Barcellari



L'azienda da oltre sessant'anni opera nel settore dello stampaggio a freddo e dell'assemblaggio lamiere per società italiane ed estere impiegate nel settore delle macchine agricole e di uso urbano



Impea, focus sostenibilità È un trampolino di lancio

INTERVISTA A FRANCESCO BOSISIO
«Essere competitivi coi prezzi non basta. Tutti i grandi player chiedono sempre più attenzione alle persone e all'ambiente»

L'adozione di un modello di business sostenibile è diventato strategico e rappresenta un vantaggio competitivo tangibile. Parla IMPEA, che dal 1963 opera come conto terzi nel settore dello stampaggio a freddo, taglio laser tridimensionale e dell'assemblaggio lamiere per società italiane ed estere produttrici di macchine agricole e movimento terra. Il ventaglio di offerta dell'azienda è esteso e va da componenti di carrozzeria a organi strutturali; recentemente, IMPEA si è messa sulla strada pavimentata a verde della sostenibilità, redigendo il primo Bilancio di Sostenibilità riferito all'anno 2023 e ottenendo la medaglia d'argento dall'importante società di consulenza Ecovadis, una delle più quotate in Europa che definisce un rating in tema ESG. È a sentire il Direttore Generale, e in quota

parte proprietario Francesco Bosisio, non ci si fermerà qui. Quanto vale la medaglia della sostenibilità Ecovadis? «È innegabile: essere competitivi con i prezzi e mantenere alti standard di qualità e puntualità del servizio non è più sufficiente se si vuole crescere. Tutti i grandi player internazionali chiedono un'attenzione sempre più particolare per persone, ambiente e società e diversificano le loro certificazioni come la ISO 14001:2015 (gestione ambientale), ISO 45001:2018 (salute e sicurezza), parità di genere, ecc ecc IMPEA è in una fase di miglioramento continuo». Quali sono le vostre ultime conquiste? «Negli ultimi anni IMPEA ha investito molto sull'accrescimento delle competenze del capitale umano: durante il 2024 abbiamo ottenuto due nuove certificazioni ISO (14001:2015 e 45001:2018) e siamo in procinto di certificarci secondo la ISO 50001:2018 (monitoraggio e gestione energia) entro il Q1 del 2025; al livello produttivo ci siamo dotati di macchinari sempre più performanti che sono stati installati in conformità al progetto strutturale; recentemente, IMPEA si è messa sulla strada pavimentata a verde della sostenibilità, redigendo il primo Bilancio di Sostenibilità riferito all'anno 2023 e ottenendo la medaglia d'argento dall'importante società di consulenza Ecovadis, una delle più quotate in Europa che definisce un rating in tema ESG. È a sentire il Direttore Generale, e in quota

L'azienda in numeri

- Oltre **2,9 milioni** di componenti di carrozzeria e carpenteria leggera prodotti ogni anno
- **60.000 metri** quadrati totali di superficie produttiva su 5 aree, di cui **18.000 coperti**
- Oltre **3.000 tonnellate** di lamiera lavorata ogni anno
- **77** tra dipendenti diretti, indiretti e collaboratori impegnati a tempo pieno in azienda
- **60 anni** di sviluppo tecnologico e di esperienza nel settore

per "stare al passo", le persone sono la vera leva innovativa. Stiamo infatti lavorando sul miglioramento dei processi di controllo qualitativo, differenti per reparto, e investendo in momenti di formazione degli operai; stiamo spingendo molto sull'applicazione dei principi della lean manufacturing e cavalcando la digitalizzazione dei processi produttivi. Lo facciamo con convinzione, certi che questo porterà enormi benefici. Come vanno gli affari fuori dall'Italia? «Fino a poco tempo fa non potevamo parlare di internazionalizzazione diretta dell'azienda. Sebbene i nostri prodotti

siano presenti su macchine vendute in tutto il mondo, abbiamo sempre avuto rapporti con la casa madre italiana. Lo scorso anno, però, abbiamo fatto un passo importante per un importante player francese nel settore delle macchine movimento terra. Il problema dei contatti con l'estero è sempre stato strutturale: producendo principalmente componenti di carrozzeria estetici, l'aspetto logistico incide moltissimo. Si tratta di pezzi di grandi dimensioni e fragili che per essere movimentati impongono investimenti importanti da parte del cliente in rack specifici, diversamente è facile che si ammaccino durante il trasporto. Questa, al momento, rimane una barriera all'ingresso nei mercati internazionali ma per altro verso, è la stessa barriera che ci protegge da eventuali competitor stranieri. Come sta l'automotive, visto da vicino? «Stia registrando un calo che è spazzante. La fallimentare transizione verso l'elettrico dettata da una folle politica europea ne è la principale causa: ma occorre tenere presente anche fattori quali le tensioni geopolitiche che creano problemi ad esempio sulle catene di approvvigionamento e sulle propensioni all'acquisto, i cambiamenti nelle preferenze dei consumatori sempre più orientati verso servizi di mobilità condivisa, la concorrenza da parte di paesi come la Cina con prodotti di ottima qualità a prezzi nettamente inferiori (aggiungerei senza una corretta politica protezionistica europea). Il calo dell'automotive sta trascinando nel vortice anche i nostri settori di riferimento (cd self-highway) che per noi significherebbero almeno un -15% di fatturato rispetto al 2023. Le prospettive del 2025 non sono sicuramente positive ma vogliamo essere ottimisti e proseguire nel nostro percorso di crescita».

THE CRAFT OF METALWORKING

IMPEA is a company specialised in stamping, cutting, forming, welding, assembly and the principal sheet-metal processes, able to offer integrated solutions in support of major industrial players across a variety of sectors, including agriculture, earthmoving, lifting, environmental services and logistics.

After an initial success in the luxury-car sector, the company shifted its focus towards agricultural mechanisation, manufacturing cabs, bonnets, platforms and sheet-metal accessories for tractors and work vehicles. Our products marry aesthetics with functionality, meeting clients' exacting requirements whilst upholding the highest quality standards.

IMPEA's strength lies in the continuity of family ownership, now in its third generation, and in the expertise of our team, who operate with professionalism to ensure complete customer satisfaction. At the heart of the business is our production facility in Piadena, in the province of Cremona, which spans 60,000 square metres, of which 18,000 of covered area.



OPERATING SINCE
1963

FOR OVER 60 YEARS
IN THE SHEET-METAL
PROCESSING MARKET

Today, **IMPEA** stands as a benchmark in sheet-metal fabrication, boasting a constantly evolving machine fleet and solid partnerships with some of the leading manufacturers at both national and international level.



SMART INDUSTRY

We believe in an industrial model in which every business function is interconnected and aligned towards a common goal. Process integration and operational excellence underpin the way we work, supported by well-established expertise in sheet-metal forming, three-dimensional laser cutting, robotic welding and other highly technological processes.

At the heart of our activities lies the **management of production processes**, a competence honed over time through the reorganisation of workspaces, the automation of workflows and the adoption of lean principles. Our production facility is designed to minimise waste, accelerate material flows and ensure efficient operational continuity.

This delivers tangible benefits for those working on the shop floor every day: neater work areas, enhanced safety and easier access for operators. The result is reliable, punctual production that consistently meets high quality standards.

All raw materials and semi-finished products are tracked throughout the entire value chain – a fundamental requirement for guaranteeing the quality and compliance of the finished product. In line with previous years, we continued our digitalisation journey in 2024, with the aim of ever more effectively integrating information across production, logistics and quality control. Another step towards a more responsive, transparent and sustainable enterprise.



AUDIT DIGITAL INNOVATION HUB LOMBARDIA

A strategic check-up to gauge our level of maturity

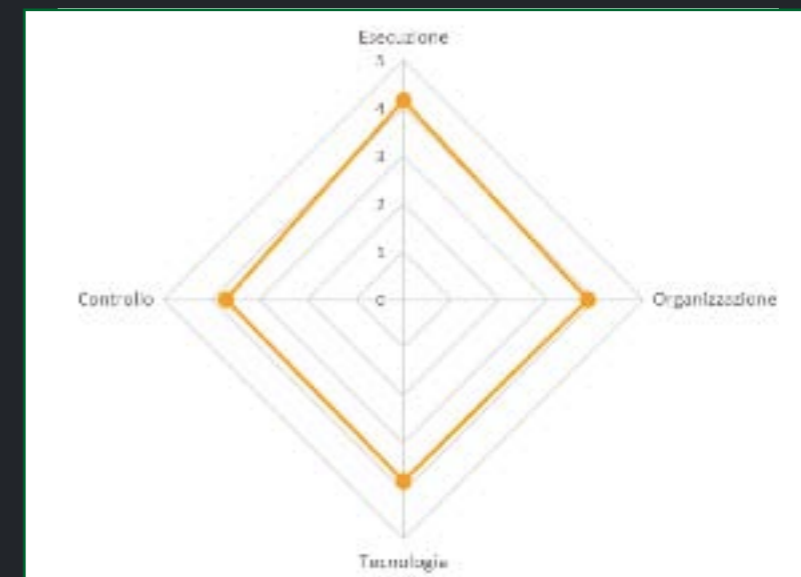


In 2024 we took part in a digitalisation audit promoted by Confindustria's Digital Innovation Hub, with the aim of objectively assessing our digital maturity against benchmarks for the metal-working sector. The survey yielded a detailed mapping of processes already digitalised, areas for enhancement and development opportunities.

The results confirmed the high standard we have achieved, particularly in the key macro-processes of production (4.88/5.00), quality (4.65/5.00) and design & engineering (4.08/5.00), in which we rank above the regional average for integration, control and efficiency.

An overall score of **3.89** out of **5.00** places IMPEA among the most advanced companies in comparison with our peers, especially regarding flow automation, the use of MES and ERP systems, and structured information management.

The insights obtained provide a concrete roadmap for continuing our digital transformation journey, strengthening an ever more interconnected, efficient and data-driven industrial framework.



ONGOING PROCESS INNOVATION

Technological innovation is a cornerstone of our industrial approach. We continually invest in cutting-edge solutions to ensure high quality standards, operational speed and maximum flexibility, even for highly complex processes.

In our large-scale production department we operate **mechanical and hydraulic presses** ranging from **50 to 1,200 tonnes**, enabling high-precision **cold stamping** of large components up to **3,500 x 2,000 mm**. The forming and deep-drawing stages are entrusted to skilled operators, capable of accurately shaping even the most intricate geometries.

For blanking and trimming, we employ bi- and **three-dimensional laser-cutting technologies** that deliver clean, well-defined edges. The department is equipped with **six 4,000 W laser units**, able to process parts up to **1,500 x 4,000 mm** with a maximum sheet height of **765 mm**.



In 2024 we added two new strategic assets to boost our production capacity and overall efficiency:

- A **THIRD ROBOTIC WELDING CELL** - Daihen OTC model with enhanced capacity, **fully interconnected via Industry 4.0 protocols** and designed for large-scale components, delivering high performance with optimised energy consumption;
- A **NEW VIMERCATI HYDRAULIC PRESS BRAKE** - tailored for small-part operations and equipped with advanced features such as **offline programming** and full bend-cycle simulation, enabling us to reduce scrap, optimise cycle times and ensure **pinpoint accuracy** from the very first bend.



TRADE FAIRS & EVENTS

FIERAGRICOLA VERONA



In February 2024 we attended, as visitors, the 116th edition of Fieragricola, the leading exhibition for agricultural machinery and applied technologies, held annually in Verona.

The visit was a valuable opportunity to strengthen relationships with our commercial partners exhibiting at the fair, to engage with the latest market innovations and to gather insights to better inform our future strategies – especially in a sector as constantly evolving as agriculture.

For more details:

IMPEA at Fieragricola 2024

FIERAGRICOLA

EIMA & ECOMONDO



In November 2024 we visited EIMA International in Bologna and Ecomondo in Rimini, two internationally significant events serving as benchmarks for agricultural mechanisation and the ecological transition.

EIMA International

We observed the most advanced agricultural technologies firsthand – an area in which we have operated for years with bespoke solutions for our clients – and gathered concrete ideas on emerging market trends, from robotics applied to machinery through to systems for intelligent resource management.

Ecomondo

Just days later, our visit to Ecomondo allowed us to delve into topics such as the circular economy, energy efficiency, material reuse and sustainability in industrial processes. It was a valuable opportunity to consider how environmental innovation can also guide our daily production choices.

Attending these events as visitors not only helps us maintain strong relationships with clients and suppliers present at the fairs, but also broadens our outlook, enables us to compare notes with other industry players and provides fresh stimuli to enhance our processes – fully aligned with the ESG objectives we have set ourselves.

IMPEA at EIMA & ECOMONDO

eima
international
T W E N T Y - S I X

ECOMONDO
The green technology expo.

THE NEW WEBSITE IS ONLINE

A clear, comprehensive and coherent digital identity

In 2024 we launched our completely revamped corporate website, redesigned in both content and structure to deliver a simple, functional browsing experience. Key new features include a products section showcasing all of IMPEA's latest solutions, a dedicated sustainability area, a more dynamic "Careers" page and a regularly

updated news section.

Optimised for every device and available in both Italian and English, the new site reflects our identity and strengthens communication with all our stakeholders.

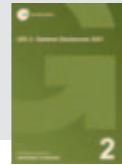


LEADERSHIP AT IMPEA

During 2024, the role of Sole Director was replaced by a Board of Directors comprising three members: one woman and one man aged between 30 and 50, and one man over 50.

The Board of Statutory Auditors, unchanged from 2023, consists of three auditors (one woman and two men), all over 50.

Both the Board of Directors and the Strategic Committee – which brings together the heads of the principal corporate functions – are structured to ensure competent oversight of sustainability issues.



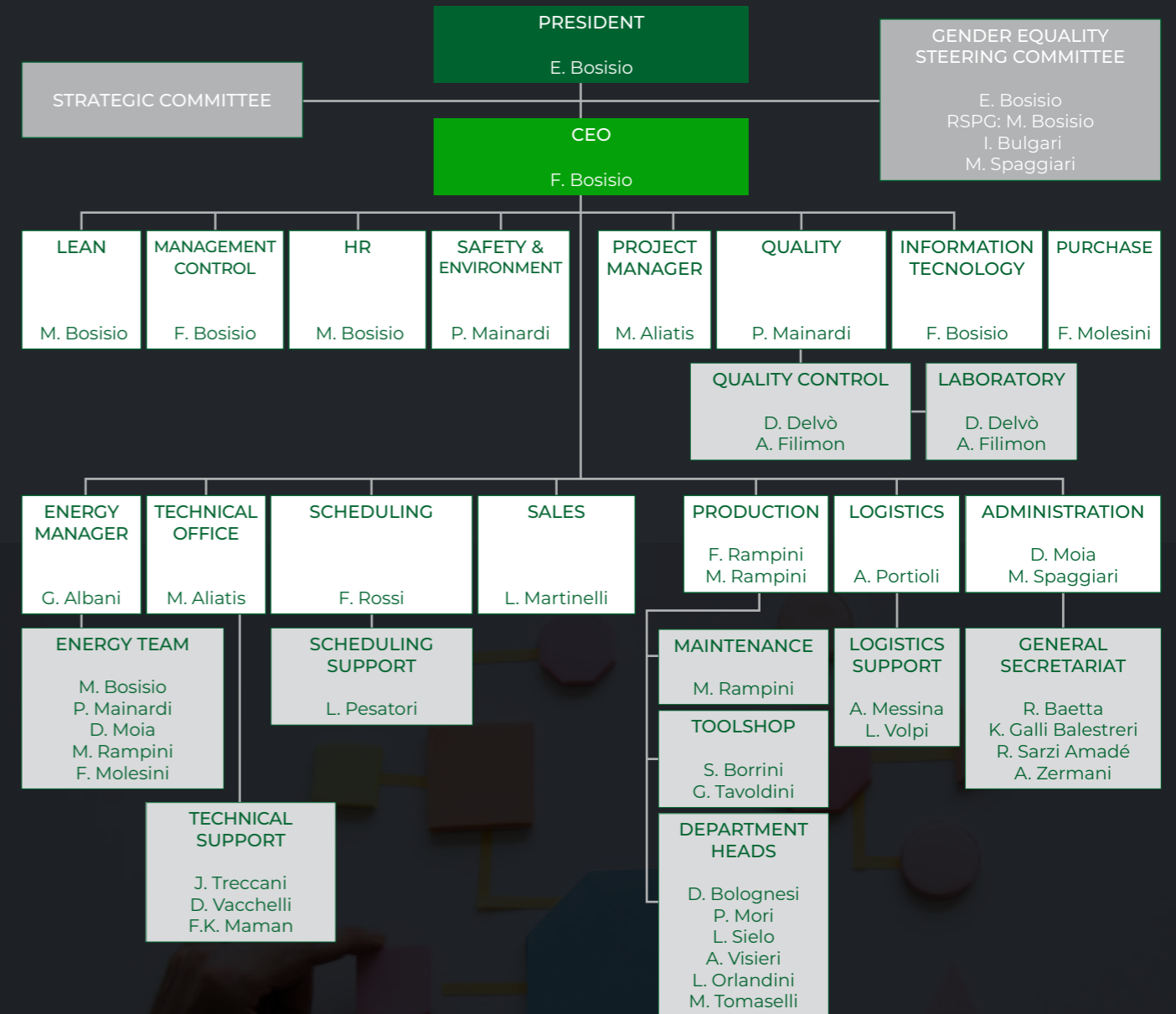
Diversity on the Board of Directors



Diversity on the Board of Statutory



IMPEA ORGANIZATIONAL CHART



THE VALUE THAT DRIVE OUR BUSINESS



Within the framework of our governance policies, we employ tools and principles designed to ensure transparency, integrity and accountability across the entire spectrum of our corporate activities.

In this context, our **Code of Ethics** serves as a fundamental pillar of our organisational structure; accordingly, we require formal acceptance of – and adherence to – it by employees, clients, suppliers and commercial partners at the outset of every collaboration. Moreover, the Code of Ethics is incorporated into our general terms and conditions of supply.

Our relationships with stakeholders are founded on **reliability, legality and shared ethical principles**. Consequently, we expect our suppliers and partners to engage exclusively with entities that operate in full compliance with applicable laws and regulations and that maintain a reputation consistent with our standards.

To safeguard confidential information, we have introduced a **mandatory non-disclosure agreement for all commercial partners**. This agreement stipulates that protected data remain confidential for five years following the end of

the collaboration, or for as long as legal requirements dictate.

Our commitment to quality, the environment and occupational safety is evidenced by the **renewal of our UNI EN ISO 9001** certification for Quality Management Systems. This is complemented by **UNI EN ISO 14001 certification** for Environmental Management and **UNI EN ISO 45001 certification** for Occupational Health and Safety, both obtained in 2022 and successfully reaffirmed in subsequent renewal audits.

Furthermore, to uphold the highest standards in **welding operations**, we maintain up-to-date personnel qualifications in accordance with **UNI EN ISO 9606-1:2017** and procedural certifications under **UNI EN ISO 15614-1:2019**, both issued by the Italian Welding Institute (IIS), an Accredia-accredited body.



ORGANISATION, MANAGEMENT AND CONTROL MODEL PURSUANT EX D.LGS 231/2001

We have adopted the **Organisation, Management and Control Model** pursuant to **Legislative Decree 231/2001**, a key element of our corporate governance framework designed to prevent administrative liability for offences committed by internal personnel or third parties acting in the company's interest. Approved by the Board of Directors on 25 November 2024, the Model will be formally implemented in the course of 2025.

The adoption of the **231 Model** has enabled us to identify risk areas associated with offences relevant under the applicable legislation, including crimes against public administration, corporate offences, breaches of health and safety regulations, environmental and tax-related offences, as well as those concerning money laundering and the use of irregular labour. To mitigate these risks, we have developed an internal control system comprising protocols, procedures, a Code of Ethics and a collegial, independent Supervisory Body (Organismo di Vigilanza – OdV) responsible for monitoring the Model's effectiveness and recommending updates as necessary.

Any non-compliant behaviour by employees, managers, directors, consultants or partners may lead not only to internal disciplinary actions but also to external legal consequences for the company. For this reason, we have also invested in internal training and awareness-raising for all relevant stakeholders, and implemented appropriate protected reporting tools (whistleblowing systems), in accordance with Legislative Decree 24/2023.

Whistleblowing channel



231/2001 model



Compliant ODV Audit on offences against Public Administration



50 YEARS IN THE INDUSTRIAL ASSOCIATION

On 19 June 2024, during the annual assembly of the Industrial Association of the Province of Cremona, we were awarded a commemorative plaque celebrating our more than 50 years of membership.

The recognition, shared with 30 other companies from the region, was presented to our President, Emiliano Bosisio, in the presence of Association President Stefano Allegri and Vice President Serena Ruggeri.



Joining the Association is a strategic choice for us, allowing us to contribute to the development of the local industrial fabric and actively represent the voice of businesses.

[Read the interview](#)

"Our presence is well rooted, the result of ongoing engagement and the belief that dialogue between entrepreneurs and the sharing of best practices is an added value, both for the company and the territory."

Eng. Emiliano Bosisio



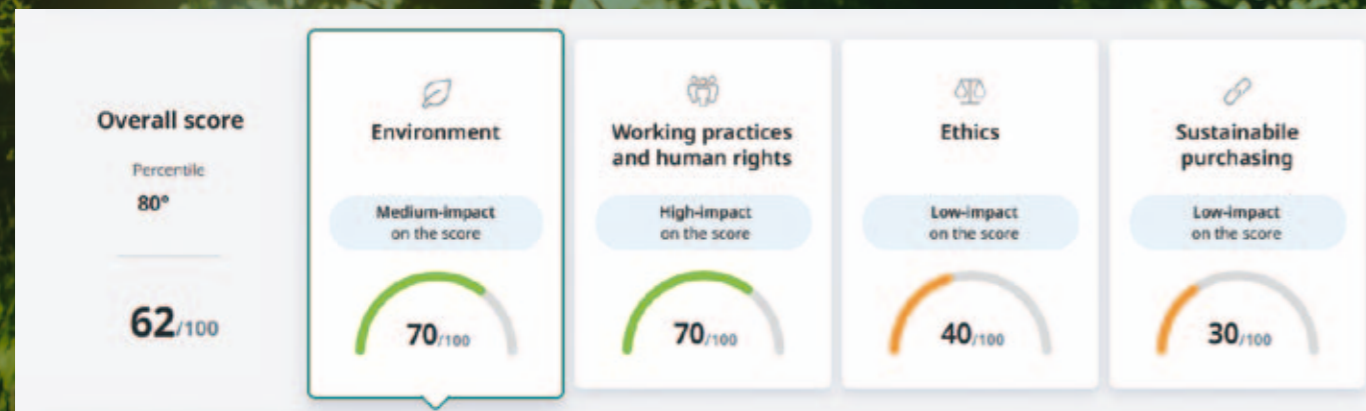
ASSESSMENT ESG



As part of our ongoing commitment to monitoring and continuously improving ESG performance, we renewed our sustainability assessment with EcoVadis in 2024, confirming our Silver Medal and significantly increasing our overall score from 62/100 in 2023 to 73/100 in 2024.

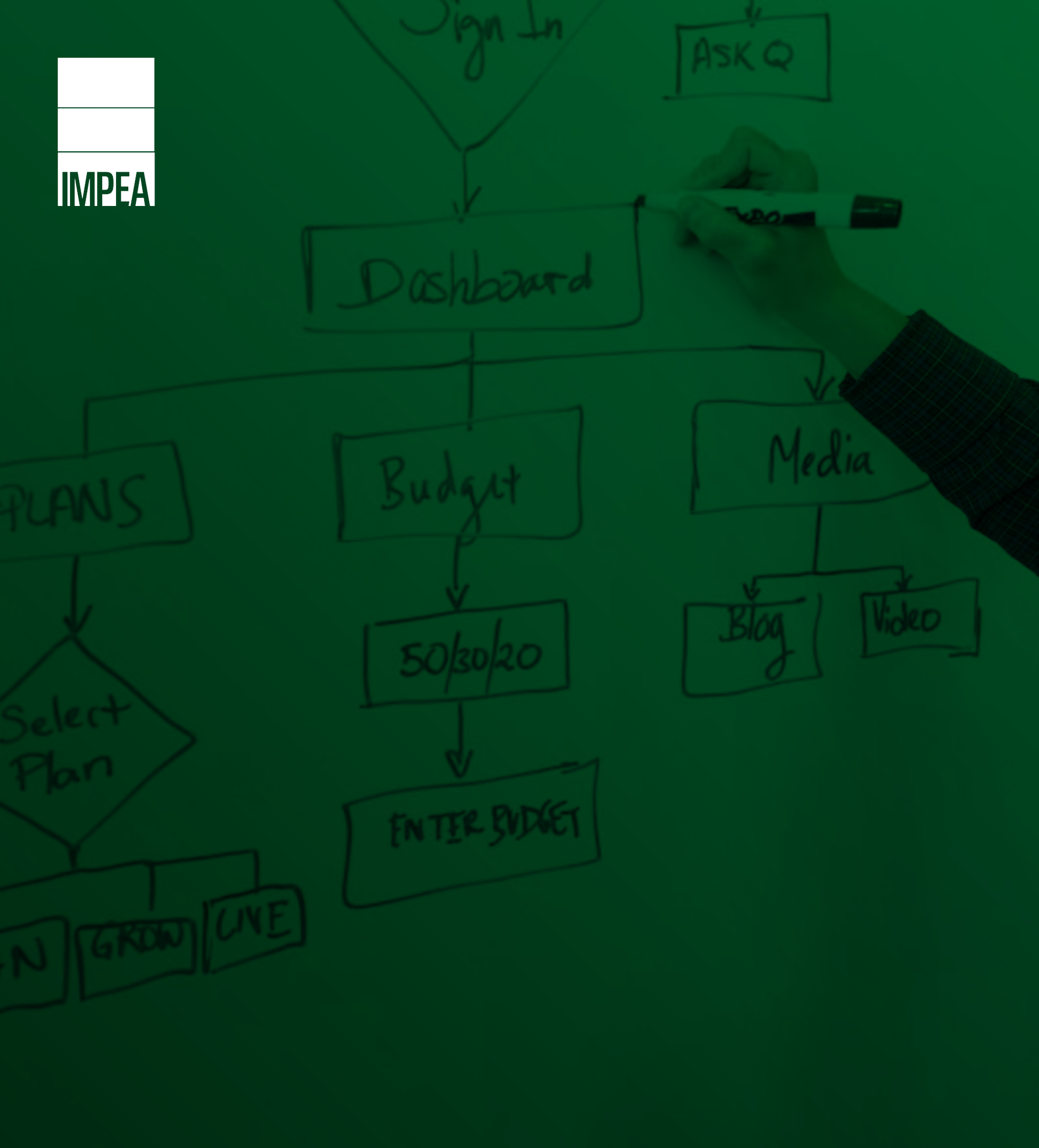
Our main strengths were identified in environmental policies and certifications: in the "Environment" section, we achieved a score of 83/100, marking a notable improvement from the 70/100 received the previous year.

2023



2024





PRODUCTS, PROCESSES, RESULTS

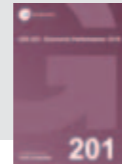
We operate in accordance with ethical principles and with the utmost transparency, because we believe that sustainable growth means integrating economic performance with a long-term vision capable of generating lasting, shared value.

EXPANSION INTO THE
SNOWMAKING SECTOR

ENTRY INTO THE
FRENCH MARKET



VALUE CREATED AND SHARED



We turn ideas into concrete solutions, approaching every project with **dedication, enthusiasm, and passion**. Each component we manufacture is the result of months of research, significant investment, and the contribution of highly skilled professionals.

Our attention to detail and ongoing innovation is essential to confidently meeting market challenges and social change.

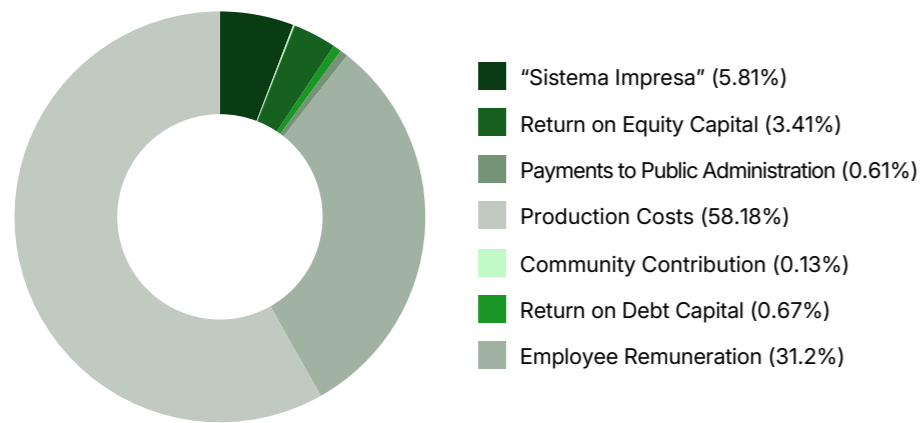
Running our business means believing in our potential to evolve and improve continuously.

We operate according to principles of economic responsibility, complying with all applicable laws and regulations.

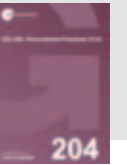
In 2024, the total economic value generated amounted to € **13,664,362**. This value was fully distributed among various stakeholders during the year, based on cost categories and any dividends paid.

The chart below shows the breakdown of the value generated across different stakeholders. Notably, **58.18% of the value generated was allocated to production costs, while 31.20% went towards employee remuneration.**

Distributed economic value



PARTNERSHIP ACROSS THE VALUE CHAIN



Our success also relies on our suppliers, who play a key role in ensuring the quality and high performance of the products and services we offer.

Supplier selection and evaluation are carried out using objective and transparent KPIs, including **product quality, service punctuality, financial rating, and possession of UNI EN ISO 9001 certification for quality**. The decision-making process is based on the principles of impartiality, integrity, efficiency, and quality, as outlined in our Code of Ethics.

In 2024, the geographical distribution of our suppliers was as follows: **44.94%** from Italy (excluding Lombardy), **35.96%** from Lombardy (excluding the province of Cremona), **15.73%** from the

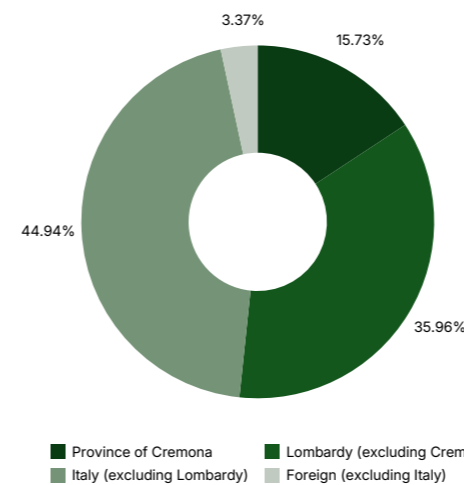
province of Cremona, and **3.37%** from abroad. The total number of suppliers in 2024 was **89**.

Supplier spending, broken down by geographical area, was **99.64%** within Italy. Of this, **49.60%** was allocated to Italian regions excluding Lombardy, **43.49%** to Lombardy excluding the province of Cremona, and **6.55%** to the province of Cremona.

In 2024, the distribution of purchases changed compared to 2023. The purchase of **raw materials accounted for 31.17% of the total**.

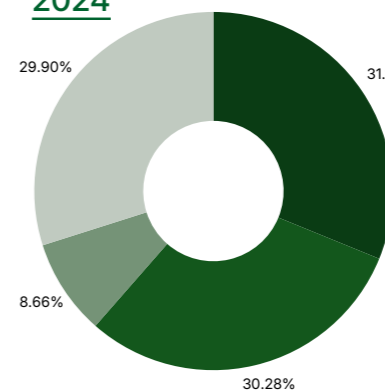
Purchases of processed materials, including SAPs (Specially Acquired Parts), made up **30.28%**. **Subcontracted work** represented **8.66%**, while painting-related purchases increased to **29.90%**.

Supplier distribution by geographical area

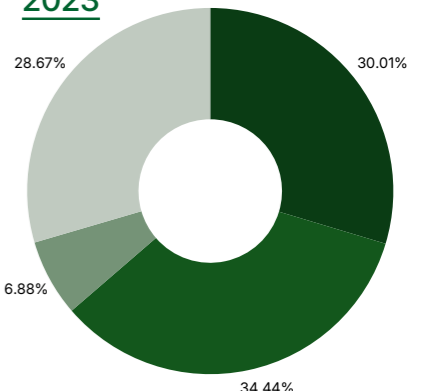


Distribution of purchases

2024



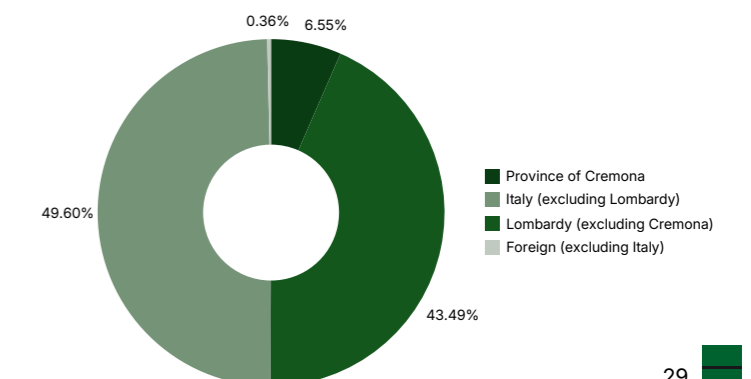
2023



94.12%
Supplier punctuality index

1.00%
Supplier quality index

2024 supplier expenditure distribution by geographical area



CUSTOMERS AT THE CENTER

Extra GRI

Our **collaborations** are founded on principles of **mutual trust, professionalism, seriousness, and strict compliance with regulations**. With our products, we stand out for their high quality and for the ongoing commitment to innovation, supported by continuous investment in research and development that allows us to maintain the standards our customers expect. A thorough **Customer Satisfaction** analysis highlighted an average satisfaction rate of **88.70%**, confirming significant appreciation from our clientele.

Customers particularly value our flexibility, expertise, and efficiency in handling bureaucratic procedures – qualities that enable us to build longterm partnerships.

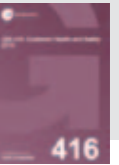
In 2024, we embarked on a new phase of growth by initiating a process of **direct internationalisation**, expanding our activities into the

French market within the earth-moving sector. At the same time, we extended our production of bodywork and metal carpentry to a new application area, **artificial snowmaking**, which includes solutions for the production of artificial snow.

In 2024, **the total number of our customers increased by 23.08%**, reaching 16 compared to 13 in the previous year.

The **geographic distribution of customers** is as follows: **50.00% from Italy** excluding Lombardy, **27.27% from the Lombardy region** excluding Cremona, and **22.73% from abroad**.

Regarding **revenues**, most derive from the Italian market, particularly from sales of components for **agricultural machinery** (such as tractors), accounting for 41.97%, followed by **earth-moving machinery (20.41%), forklifts (19.01%), industrial vehicles (11.60%), and other categories (7.01%)**.



PRODUCT SAFETY AND COMPLIANCE

In line with our corporate policies, we provide products and services that comply with high-quality standards, aligning with the challenges of the global market. All our finished products undergo rigorous quality controls through specific internal tests carried out by our specialised personnel. These controls include verification of weld quality, as well as detailed analysis of the dimensions and physical characteristics of the components.

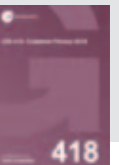
We implement structured plans to ensure operational continuity and deliver solutions that fully meet our customers' expectations, pursuing

continuous improvement while respecting the environment, personnel safety, community relations, and expected economic results.

In 2024, we achieved a **Scrap Rate of 0.14%**, corresponding to **1,400 PPM**, with **499 non-conforming pieces out of a total of 357,509**.

Furthermore, we conduct thorough assessments of the impacts of products classified under the safety category, known as **Safety Codes**, for which we carefully analyse the potential effects on safety and health. In 2024, these products generated a value of **1.3 million euros**.

CONFIDENTIALITY IN COLLABORATION



For 2024, we reaffirm our commitment to **protecting the confidentiality of information**, maintaining the standards established in the previous year.

All commercial partners are required to sign a confidentiality agreement, which ensures the protection of sensitive data shared by IMPEA during the course of the collaboration.

Through this agreement, we reiterate that all information must be treated as strictly confidential and may not be disclosed to third parties without our explicit authorisation. The agreement also includes the adoption of appropriate measures to prevent any improper or unauthorised use. The commitment remains valid for up

to five years after the termination of the contractual relationship, or as long as the information requires legal protection. At the end of the collaboration, there is an obligation to return all confidential materials and to destroy any unauthorised copies.

 <p>On-time delivery rate</p> <p>95.00%</p>	 <p>Customer Satisfaction 2024</p> <p>88.70%</p>	 <p>Customer quality index</p> <p>0.14%</p>
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OUR PROCESSES

METAL SHEET STAMPING

Focused on mass production, the department is equipped with state-of-the-art hydraulic and mechanical presses, with capacities ranging from 50 to 1,200 tonnes. Additionally, for the sheet bending phase, there are 4 bending stations with bed lengths from 2 to 4 metres and power up to 200 tonnes, two of which are interconnected in line with Industry 4.0 principles. Operations are managed by highly skilled personnel with extensive experience.

MANUAL WELDING

Covering an area of 5,000 square metres, the department is designed to minimise handling times and ensure high production standards while respecting processing deadlines. Highly qualified and certified personnel perform assembly in accordance with European regulations, always aligned with client specifications.

SURFACE TREATMENTS

Painting and heat treatment of sheet metal parts and fabricated components are entrusted to certified or qualified suppliers. Every operation is closely supervised by our Quality Team to ensure conformity with technical requirements and customer expectations

2D & 3D LASER CUTTING

Laser cutting is suitable for small-scale production or components requiring frequent modifications. We have two departments equipped with 4,000 Watt 2D and 3D laser cutting machines, capable of processing products up to 1,500 × 4,000 (x 765) mm.

ROBOTIC WELDING

The department, equipped with 3 robot welding cells covering a working area up to 2,000 × 1,200 × 1,200 mm and supporting a maximum load of 500 kg, is managed by a team of experienced welders and highly skilled staff who ensure compliance with the highest quality and safety standards

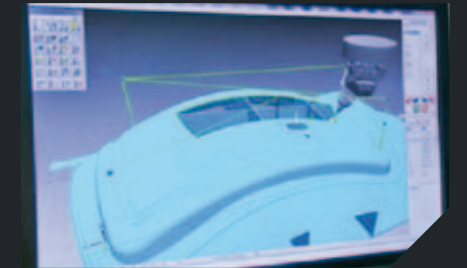
ASSEMBLY

We offer a comprehensive installation service – on pre-painted sheet metal components – for electrical, hydraulic, mechanical systems, instrumentation, seals, and any decorative elements required. We manage the internal procurement of all components to be installed, allowing customers to save time and money.

METAL SHEET STAMPING



2D & 3D LASER CUTTING



MANUAL WELDING



ROBOTIC WELDING



SURFACE TREATMENT



ASSEMBLY

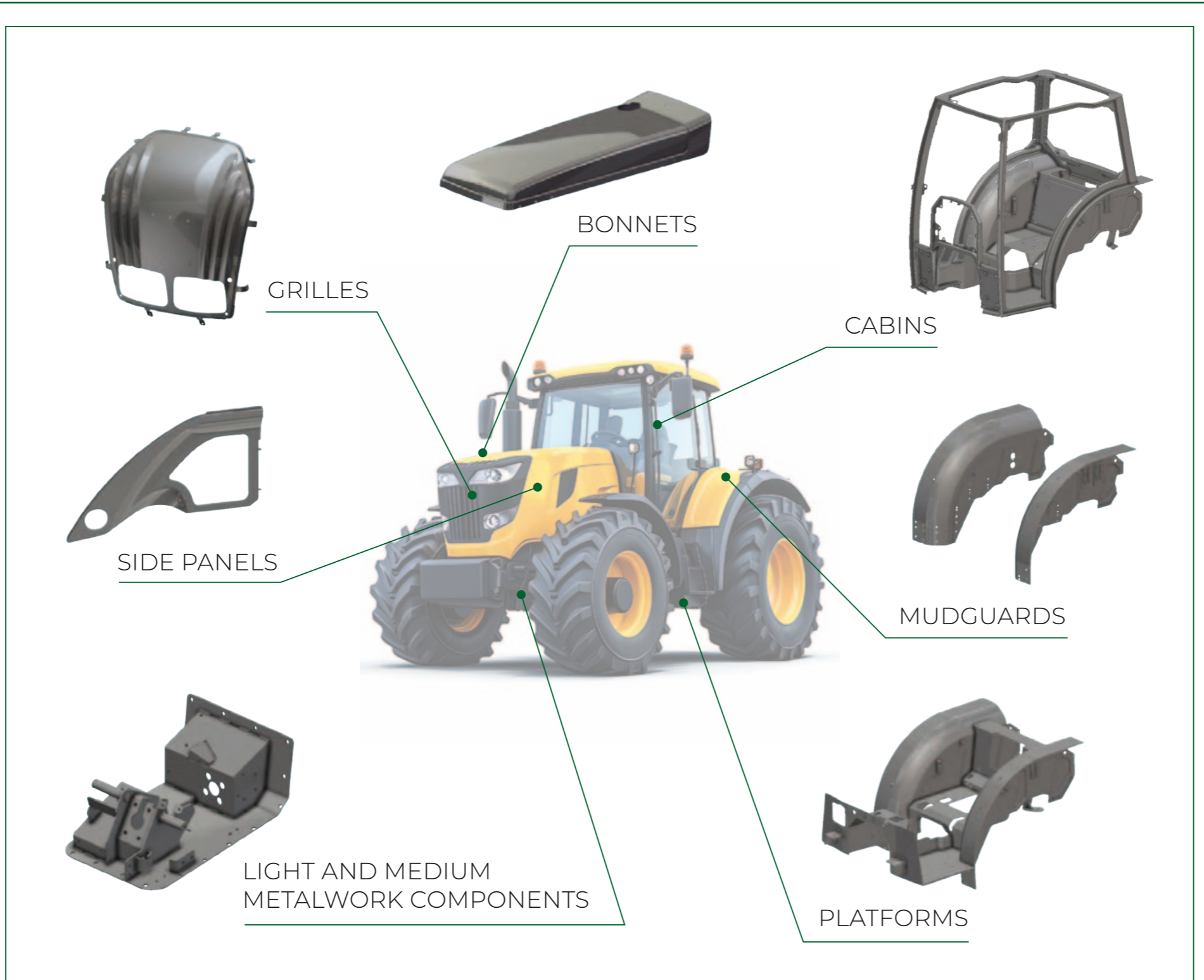


PRODUCT RANGE

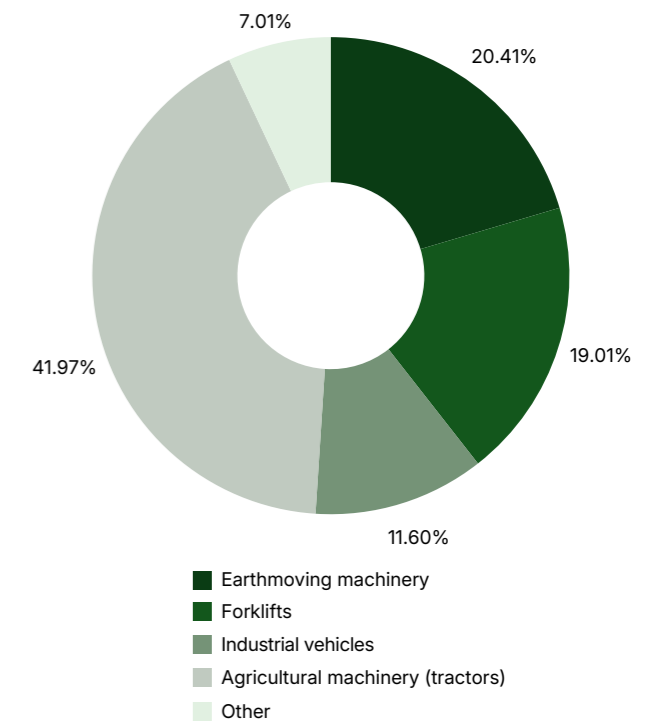
IMPEA

BUSINESS SEGMENT AGRICULTURE

www.impea.it
info@impea.it



Business area 2024



In 2024, we began the production of air conveyors specifically designed for the snowmaking sector.

SUSTAINABILITY IN PROGRESS

Every responsible choice contributes to building a better future. Year after year, we strengthen our sustainability strategy with the aim of generating lasting value for society and the planet.

2024 marked a year of consolidation of the path begun in 2023, during which we set ambitious goals to effectively integrate ESG principles into our operations.

Among the key initiatives of the year were the introduction of the double materiality analysis and the launch of a structured stakeholder engagement process – topics that will be explored in the following chapter.

DOUBLE MATERIALITY
ANALYSIS

STAKEHOLDER
ENGAGEMENT

SHAPING VALUES

As part of the preparation of the 2024 Sustainability Report, we reviewed and reaffirmed the stakeholder perimeter initially identified in the previous year. This was done to ensure a more accurate and coherent representation of the evolving operational context and our strategic relationships.

This revision was supported by a structured process of active listening, aimed at gathering perspectives, perceptions, and suggestions from our main stakeholders. The dialogue took shape through targeted engagement activities, helping us better understand their expectations and strengthen alignment with our sustainability strategy.

At the same time, we updated the impact mapping first developed in 2023, aligning it with the new European Sustainability Reporting Standards (ESRS). This framework is designed to support companies subject to the Corporate Sustainability Reporting Directive (CSRD) in disclosing their ESG performance.

Finally, we carried out an analysis of the main risks and opportunities linked to our business model, with the aim of identifying priority areas for future improvement actions.

EVOLVING RELATIONSHIP PERIMETER

Building strong, transparent, and long-lasting relationships with our stakeholders is a strategic lever for generating shared value – given the active role they play in directly or indirectly influencing our activities and shaping priorities, expectations, and areas for improvement.

In this light, we **reviewed** our **stakeholder mapping** to ensure it remains aligned with the evolution of our operations. The stakeholders identified are shown in the following chart, grouped into two macro-categories: **internal and external stakeholders**.

Internal



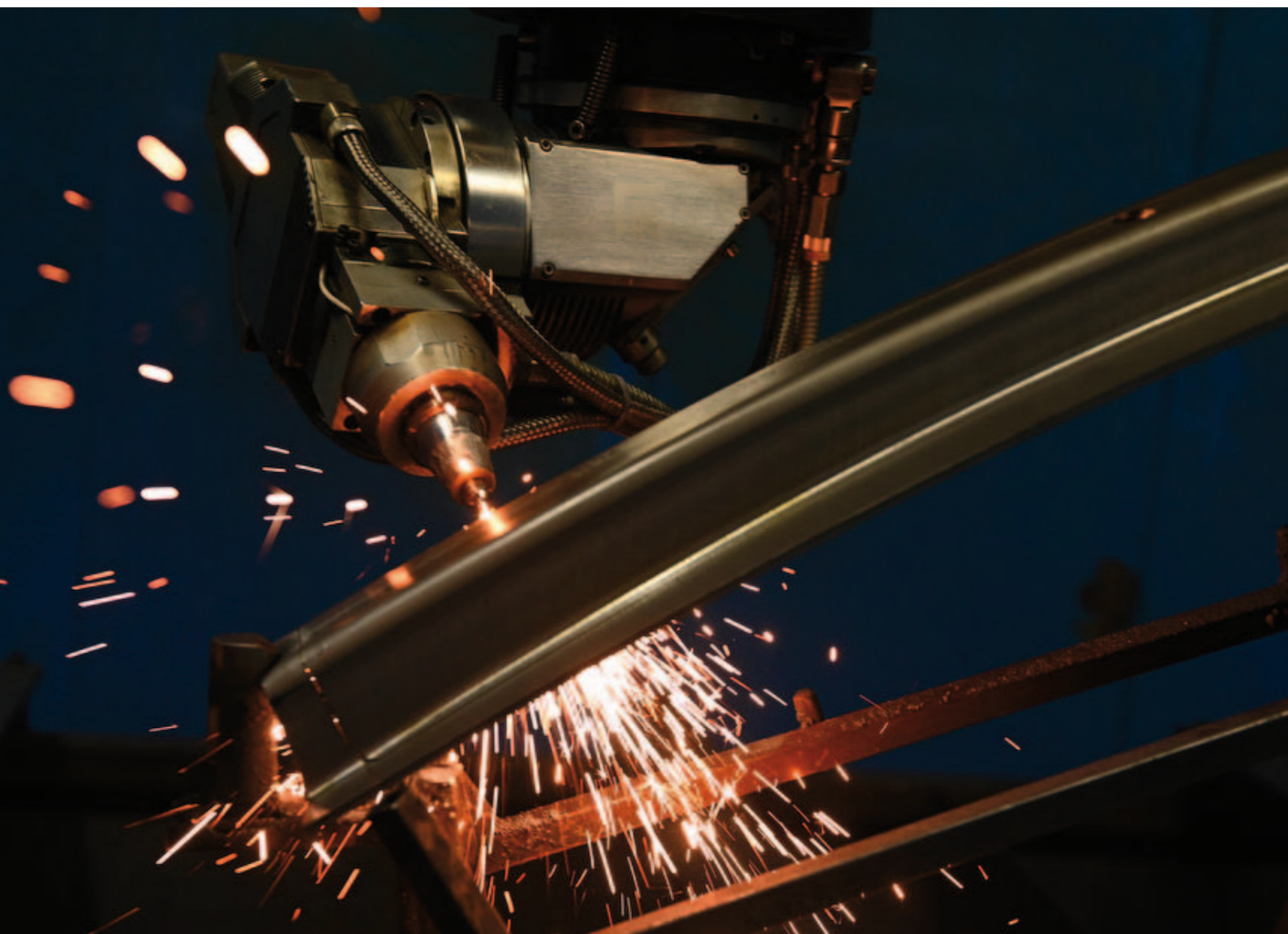
External



Following this analysis, we identified our **key stakeholders** – those parties who demonstrate a high level of interest in our organisation and,

at the same time, a strong ability to influence its decisions and performance (detailed below).

OWNERSHIP & BOARD OF DIRECTORS	FUNCTIONAL MANAGER	PRODUCT & PROCESS SUPPLIERS	SUPERVISORY BODY	INTERNAL UNION
DEPARTMENT MANAGERS	TRUSTED COLLABORATORS	PROFESSIONALS & CONSULTANTS	CLIENTS	EMPLOYEES



DOUBLE MATERIALITY ANALYSIS 2024

The **double materiality analysis** is a methodology aimed at identifying and assessing ESG topics that significantly impact both our organisation (Governance), the environmental (Environment) and social (Social) context in which we operate. This concept, which replaces the former materiality analysis, was introduced by the new European sustainability reporting directive – the **Corporate Sustainability Reporting Directive (CSRD)** – which came into force in 2024 and was transposed into Italian law by Legislative Decree 2024/125.

Double materiality represents a conceptual evolution: alongside the traditional identification and assessment of the impacts our activities may have on people, communities and the environment (formerly known as **impact materiality**, now referred to as **impact relevance**), it also includes the **evaluation of how external factors may affect our economic performance and corporate resilience (financial relevance)**. The concepts of materiality and relevance carry equal importance, despite the difference in terminology.

The impact relevance analysis entailed a review and confirmation of the environmental and social impacts generated by our activities, with the aim of aligning them with the new European Sustainability Reporting Standards (ESRS). The ESRS are structured into ten standards: five related to the environmental domain, four to the social domain, and one to governance.

On the side, a summary. →



- E1**
CLIMATE CHANGE

- E2**
POLLUTION

- E3**
WATER AND MARINE RESOURCES

- E4**
BIODIVERSITY AND ECOSYSTEMS

- E5**
CIRCULAR ECONOMY

- S1**
OWN WORKFORCE

- S2**
WORKERS IN THE VALUE CHAIN

- S3**
AFFECTED COMMUNITIES

- S4**
CONSUMERS AND END-USERS

- G1**
BUSINESS CONDUCT

IMPEA'S ESG IMPACT TOPICS ALIGNED WITH ESRS*

ENERGY IMPACT	→	ESRS E1_CLIMATE CHANGE
MANAGEMENT OF AIR POLLUTANTS	→	ESRS E2_POLLUTION
WATER FOOTPRINT	→	ESRS E3_WATER AND MARINE RES
WASTE MANAGEMENT AND RESPONSIBLE RESOURCE USE	→	ESRS E5_CIRCULAR ECONOMY
HUMAN CAPITAL	→	ESRS S1_OWN WORKFORCE
VALUE CREATION FOR PEOPLE AND THE ENVIRONMENT	→	ESRS S3_COMMUNITIES AFFECTED
CUSTOMER SATISFACTION	→	ESRS S4_CONSUMERS AND END USERS
RESPONSIBLE SUPPLY CHAIN AND BUSINESS INTEGRITY AND TRANSPARENCY	→	ESRS G1_BUSINESS CONDUCT

* The topic of product and process innovation is not covered by any specific thematic ESRS.

On the financial front, the main risks to be monitored and mitigated, as well as the opportunities to be leveraged and integrated into corporate decision-making processes – whether current or potential – have been identified. Each element was assigned a specific weight: in terms of severity for risks and significance for opportunities. This evaluation, combined with an analysis of the likelihood of occurrence, enabled the determination of the priority level associated with each risk and opportunity.

The adopted methodology applies a 1-to-3 scale for both parameters:

- for financial impact, 1 indicates a negligible impact, 2 a moderate impact and 3 a high impact;
- for probability, 1 corresponds to a remote event, 2 to a possible event and 3 to a certain event.

The results of this assessment, summarised below, highlight the key risks and opportunities identified.

IMPEA IMPACT THEME(S) COVERED BY THE RISK

IMPEA impact theme(s) covered by the risk	Risk	Magnitude	Current/potential
Energy impact, waste management, air pollutant management	The introduction of increasingly stringent regulations on emissions, waste treatment, and energy management may require significant investments to comply with new laws, increasing operational costs.	4	Potential
Responsible supply chain	Relying on a limited number of suppliers for critical raw materials creates vulnerabilities in the event of supply chain disruptions due to geopolitical crises, natural disasters, or economic instability.	6	Current
	Fluctuations in the cost of raw materials, such as metals and alloys, can reduce profit margins, especially during periods of high global demand or economic crises.	9	Potential
Product and process innovation	Rapid technological advancements may render machinery and production processes obsolete, requiring costly upgrades to remain competitive	4	Potential
	Ineffective production capacity planning may lead to overcapacity, increasing fixed costs and reducing overall operational efficiency	2	Potential
	A lack of continuous innovation in products and processes may lead to a gradual loss of competitiveness and market share over time.	4	Potential

IMPEA impact theme(s) covered by the risk	Risk	Magnitude	Current/potential
Human capital	Difficulty in hiring or retaining qualified personnel may compromise operational efficiency, limiting growth and innovation.	6	Potential
	Ignoring the importance of employees' psychological wellbeing – especially in high-intensity, high-stress work environments – could lead to increased mental health issues among staff and a consequent drop in productivity	4	Potential
	In an advanced industrial setting, a lack of up-to-date technical skills (e.g. to operate advanced technologies) could limit productivity and innovation, potentially leading to difficulties in meeting market demands.	6	Potential
	Inability to offer professional development and continuous training opportunities may result in the loss of key talent, leading to high recruitment and onboarding costs.	4	Potential
	Failing to implement strict safety standards – especially in workplaces involving heavy machinery and advanced technologies – may expose the company to workplace accidents, with legal and reputational consequences.	6	Potential
Customer satisfaction	A global economic recession or period of uncertainty may reduce demand for industrial products and increase the risk of customer insolvency.	9	Current
Air pollutant management, energy impact	Lack of a continuous environmental monitoring and impact-reduction system in daily operations (e.g. industrial emissions or natural resource use) could damage the company's reputation and increase operational costs.	4	Potential
Air pollutant management, energy impact, responsible supply chain, water footprint	Extreme weather events such as floods, droughts, or storms could disrupt business operations or affect the availability of raw materials, raising costs and operational risks.	6	Potential
Corporate culture	An overly centralised governance structure or management concentrated in the hands of a few may hinder operational effectiveness and the ability to respond swiftly to market changes or new challenges	4	Potenziale



IMPEA IMPACT THEME(S) COVERED BY THE OPPORTUNITY

IMPEA impact theme(s) covered by the opportunity	Opportunity	Magnitude	Current/potential
Responsible supply chain	Expanding and diversifying the supplier base can reduce risks related to supply chain disruptions and improve the stability of raw material costs.	4	Potential
Product and process innovation	Introducing automated solutions and improving digital technologies can increase operational efficiency, reduce production costs, and enhance product quality.	6	Current
	Investing in innovative product design and functional enhancements can attract new customers, especially in high-end and high-tech market niches.	4	Potential
Waste management	Implementing a circular economy system, enabling the reuse and recycling of materials, reduces dependence on natural resources and improves overall production process efficiency	4	Potential
Resource inflows (including resource use)	Experimenting with new metal alloys or innovative materials, in collaboration with research centres or universities, can lead to products with superior features and higher added value.	4	Potential
Human capital	Offering continuous training and professional development programmes to employees can improve skills, productivity, and motivation, helping the company remain competitive in the sector.	6	Current

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

We are committed to making a tangible contribution to the achievement of **6 of the 17 Sustainable Development Goals set out in the United Nations 2030 Agenda for Sustainable Development**. These goals outline a global action plan to address major environmental, social, and economic challenges while promoting human well-being, protecting the planet, and fostering shared prosperity.

Since the publication of our first Sustainability Report, we have chosen to embrace the 2030 Agenda, recognising its strategic value and being fully aware of our active role in generating a positive impact.

In 2023, we identified the goals most closely aligned with our business activities, and **we**

reaffirm these in the current Report. These SDGs continue to serve as a **key reference point in guiding our decisions towards a path of sustainable, responsible growth aligned with our ESG priorities.**



5 GENDER EQUALITY

GENDER EQUALITY

Promote gender equality and ensure equal opportunities, combating all forms of discrimination

7 AFFORDABLE AND CLEAN ENERGY

AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable and modern energy for all

8 DECENT WORK AND ECONOMIC GROWTH

DECENT WORK AND ECONOMIC GROWTH

Foster sustainable and inclusive growth, ensuring decent and productive employment for all

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote sustainable industrialisation and foster innovation

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns

13 CLIMATE ACTION

CLIMATE ACTION

Tackle climate change by reducing emissions and promoting the responsible use of natural resources

STAKEHOLDER ENGAGEMENT

After conducting the **double materiality** analysis and identifying the **Sustainable Development Goals (SDGs)** most aligned with our activities, we sought to engage a portion of **our stakeholders** to gather their perceptions regarding the identified impact topics and selected SDGs.

The stakeholders involved in the process included the Board of Directors and ownership, employees, department managers, professionals and consultants, the statutory auditors, suppliers, both internal and external trade unions, public and institutional bodies, and the local community.

Each group was given a **questionnaire** divided into four sections:

- general **awareness** of sustainability topics;
- **assessment of the impact topics** identified by the company;
- **evaluation of the Sustainable Development Goals** selected by IMPEA;
- a section with **specific questions** aimed at deepening, for suppliers and customers, their positioning on sustainability issues; for other stakeholders, the survey focused on their level of satisfaction and opinions regarding the policies and initiatives adopted by IMPEA.

Among the topics showing the greatest convergence between our internal analysis and the priorities expressed by stakeholders are **energy impact, management of atmospheric pollutants, human capital, value creation for people and the environment, and waste management.**

ENERGY IMPACT_E1	MANAGEMENT OF ATMOSPHERIC POLLUTANTS_E1-E2	HUMAN CAPITAL_S1	VALUE CREATION FOR PEOPLE AND THE ENVIRONMENT_S3	WASTE MANAGEMENT_E5
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Regarding the **Sustainable Development Goals (SDGs)**, **SDG 8** (Decent Work and Economic Growth) was considered the most relevant, along with **SDG 7** (Affordable and Clean Energy), **SDG 9** (Industry, Innovation and Infrastructure), and **SDG 13** (Climate Action).

The results


The evaluation conducted revealed that **86.00% of the stakeholders involved reported being familiar with sustainability topics**. Furthermore, **the perception of IMPEA's commitment** in this area received an average rating of **5.00** out of **6.00**.

Most relevant SDGs





86.00%
familiarity with sustainability topics



5.00/6.00 evaluation
of IMPEA's sustainability perception



STAKEHOLDER ENGAGEMENT



The individual stakeholders then provided their responses to the questions addressed specifically to them.

SUPPLIERS AND CUSTOMERS

As previously mentioned, specific questions were posed to suppliers and customers to assess the maturity level of the supply chain regarding environmental, social, and governance (ESG) issues. A total of 62 suppliers and one customer participated in this evaluation phase.

50% of the participating suppliers declared they do not possess any sustainability certification, while 31% are currently in the planning phase. Only a minority have already adopted recognized standards, such as UNI EN ISO 14001, 45001, 9001, and 17020.

Regarding traceability and qualification of their own suppliers, 37% stated they have a structured system, 29% have none, 16% have partially implemented one, and 18% declared plans to introduce it.

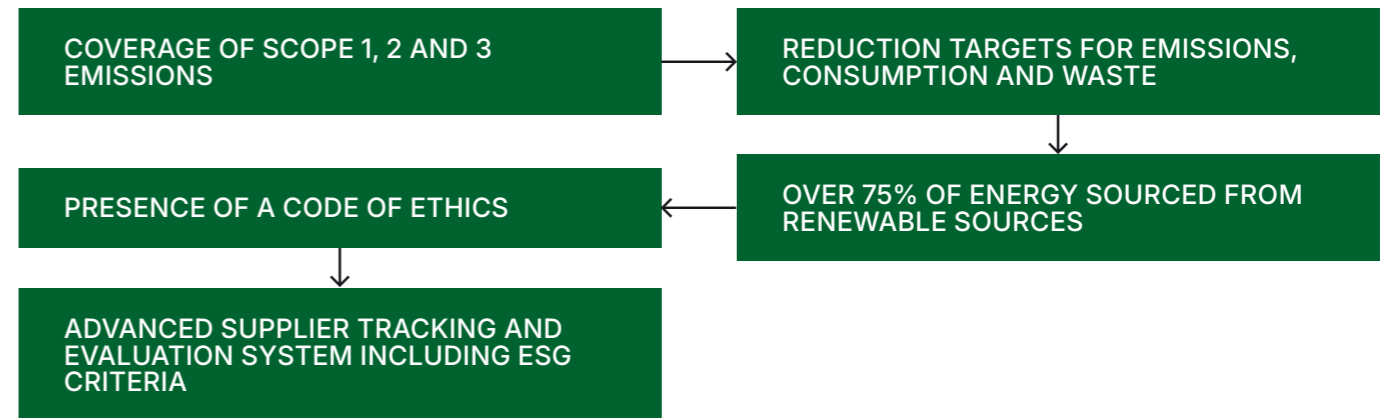
Concerning the integration of ESG criteria within these systems, results reveal a further gap: only 13% of suppliers explicitly include ESG aspects in their evaluation process, 40% partially do so, while 29% do not consider them.

On the environmental front, 56% of suppliers neither measure nor report their CO₂ emissions, and only 5% claim to calculate Scope 1 and 2 emissions (with 21% intending to act in this regard in the coming years).

The use of renewable energy sources appears uneven: 13% of suppliers use between 50% and 75%, 23% between 25% and 50%, 27% less than 25%, while only 6% declare usage above 75%.

The client participating in the survey has a well-established ESG profile. They are certified according to international standards in environmental, social, and quality fields – including UNI EN ISO 14001, 45001, 50001, and 9001 – and have been awarded the Gold medal by EcoVadis. Additionally, they have an advanced system to trace, qualify, and monitor their suppliers, explicitly including ESG criteria in the evaluation process.

Noteworthy is their monitoring of CO₂ emissions, covering Scope 1, 2, and 3. With a focus on continuous improvement, the client has set concrete goals to reduce environmental impact, concentrating on emissions, energy consumption, and waste management. Also significant is the source of their electricity: more than 75% comes from renewable sources. The company has confirmed the adoption of its own Code of Ethics and Conduct.



Regarding governance, 58% of suppliers have an Ethical Code of Conduct, while 42% do not.

50% OF SUPPLIERS DO NOT POSSESS SUSTAINABILITY CERTIFICATIONS	37% HAVE A STRUCTURED SYSTEM FOR SUPPLIER TRACEABILITY AND QUALIFICATION	40% INCLUDE ESG CRITERIA IN SUPPLIER EVALUATION SYSTEMS
56% DO NOT MONITOR CO ₂ EMISSIONS	58% HAVE AN ETHICAL CODE OF CONDUCT	27% SOURCE LESS THAN 25% OF THEIR ENERGY FROM RENEWABLE SOURCES



STAKEHOLDER ENGAGEMENT

EXTERNAL AND INTERNAL UNIONS

The contribution from the external union highlighted an overall positive perception. The previous year's Sustainability Report was rated 3.00 out of 5.00, as was the impact of sustainability policies on workers' wellbeing. The external union's involvement in the evaluation of corporate policies was also acknowledged, confirming an open and institutionally recognised dialogue.

The discussion with the internal union, which involved two representatives, provided useful insights for improvement. Here too, the Sustainability Report received an average rating of 3.00 out of 5.00 in terms of its ability to represent workers' needs and concerns.

The level of involvement of the internal union in evaluating sustainability policies was judged to be "partially" adequate, highlighting room for growth in the dialogue between the company and the union representatives. Regarding the impact of sustainability policies on workers' wellbeing and quality of life, the average score assigned was 2.50 out of 5.00, indicating the need for more targeted and effective interventions to generate concrete and widespread benefits.

Question	External union	Internal union
How well do you think last year's sustainability report reflected workers' needs and concerns?	3.00 out of 5.00	3.00 out of 5.00
Do you believe the internal union had the right level of involvement and responsibility in evaluating sustainability policies?	Adequate	Partially adequate
How much do you think the adopted sustainability policies have positively impacted workers' wellbeing and quality of life?	3.00 out of 5.00	2.50 out of 5.00

PUBLIC AND INSTITUTIONAL BODIES

The perspective of public and institutional bodies confirms and reinforces IMPEA's strategic alignment with the environmental objectives set at local, regional, and national levels. The company's sustainability policies were rated 4.00 out of 5.00, both in terms of their consistency with the current regulatory framework and for their tangible contribution to achieving the environmental goals promoted by territorial authorities.

The sustainability policies were assessed as consistent with the regulatory framework and the objectives promoted by local authorities with a score **4.00 out of 5.00** in both areas.

EMPLOYEES AND DEPARTMENT MANAGERS

A total of 33 employees participated, expressing an overall positive assessment of IMPEA's commitment to sustainability. The perceived progress since the first Sustainability Report received an average score of 4.14 out of 5.00 – a value that was also confirmed with regard to employees' willingness to actively engage in corporate initiatives and their perception of inclusiveness in terms of equal opportunities, diversity, and inclusion.

The score related to awareness of the actions undertaken by the company was more modest, at 3.42 out of 5.00.

The feedback collected highlighted interest in a more flexible and merit-based welfare system, the introduction of more customisable employee benefits, greater attention to work-life balance, and stronger initiatives in the areas of health, well-being, and ongoing training.

Topic	Average Score
Perceived progress since the first Sustainability Report	4.14 out of 5.00
Willingness to take part in company initiatives	4.14 out of 5.00
Perception of equal opportunities, diversity and inclusion	4.14 out of 5.00
Awareness of the actions undertaken by the company	3.42 out of 5.00

Suggestions

A MORE FLEXIBLE AND MERIT-BASED WELFARE SYSTEM	CUSTOMISABLE BENEFIT
GREATER FOCUS ON WORK-LIFE BALANCE	STRENGTHENING OF INITIATIVES ON HEALTH, WELLBEING AND CONTINUOUS TRAINING



STAKEHOLDER ENGAGEMENT

The department heads, through a total of six responses, provided a nuanced perspective. The perceived level of involvement of their respective departments in social and environmental initiatives received an average score of 3.83 out of 5.00, while satisfaction with the sustainability results achieved reached 4.14. Regarding the adequacy of resources available to meet ESG objectives,

the responses suggest that, although the company's commitment is recognised, there remains a need to strengthen certain tools and investments.

The analysis by individual department reveals a degree of variability in the responses, reflecting different levels of implementation of sustainability policies across the various operational areas.

Topic	Average Score
Department's involvement in social/environmental initiatives	3.83 out of 5.00
Satisfaction with the results achieved in the area of sustainability	4.14 out of 5.00

IMPROVEMENT OBJECTIVES

For 2024, we have set the objective of ensuring formal adherence of suppliers to IMPEA's Code of Ethics. To this end, the relevant clause has been incorporated into the general terms of supply, becoming an integral part of the contractual process without requiring a spe-

cific signature for acknowledgement. In addition, GHG emissions for Category 1 (formerly Scope 1) and Category 2 (formerly Scope 2) have been calculated based on 2024 data. For further details, please refer to the "Emissions" section on page 74 and "Estimates" on page 91.



Impact area	2023 objectives	2024 objectives	Expected year of achievement
Energy impact	Switch to using purchased energy from renewable sources.	In 2024, we reached 45% of energy from renewable sources, of which 15% from photovoltaic installations and 30% certified with Guarantees of Origin (GO). We expect to reach around 60% renewable energy coverage by increasing certified GO energy by 15%.	2025
Management of atmospheric pollutants	Reporting of organisational GHG Category 1 (formerly Scope 1) and Category 2 (formerly Scope 2).	The calculation of GHG Category 1 and Category 2 has been completed.	2025
	Full organisational GHG reporting.	The calculation of GHG Category 3 (formerly Scope 3) is under evaluation.	2026
Responsible use of resources	Adopt an Environmental Policy.	L'azienda adotta una politica integrata qualità, sicurezza e ambiente. In fase di valutazione l'introduzione di una politica separata.	2025
	Implement a traceability system for recycled materials, extended to office environments.	Under evaluation	2026
Waste management	Reduce waste produced by 5.00% compared to 2023.	Under evaluation	2026
Responsible supply chain	Initiate a supplier evaluation process including environmental and social criteria.	The supplier evaluation policy has been updated to progressively integrate sustainability-related criteria. Until 31 December 2024, evaluation is based on four main parameters: product quality, service punctuality, possession of ISO 9001 certification, and financial rating. During the 2024 stakeholder engagement, a first approach to supplier due diligence was carried out to understand their sustainability positioning. From 1 January 2025, alongside ISO 9001, ISO 14001 (environmental management) and ISO 45001 (health and safety at work) certifications will also be included. For evaluation purposes, it will be sufficient for suppliers to hold or have started the certification process for at least one of the three standards to obtain the required score.	2025
	Include a clause on compliance with the company's Code of Ethics in supply contracts.	The Code of Ethics has been incorporated as an integral part of the general terms of supply, without the requirement of a signature to acknowledge receipt.	2024

IMPEA



THE DRIVING FORCE BEHIND US

People are the driving force of our development.

We support equal growth opportunities through **continuous training** and **strengthening gender representation**, to build a better future for all.

80
EMPLOYEES IN
2024

UNI/PDR
125:2022
CERTIFICATIONS

1,542 HOURS
OF TRAINING
DELIVERED IN
2024



TOGETHER AT IMPEA



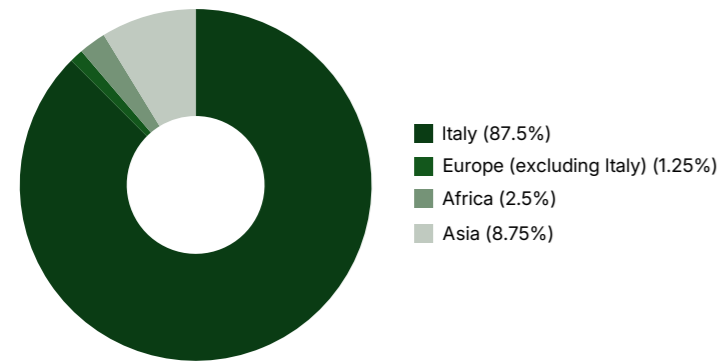
In 2024, our team reached a total of **80 employees***. The majority of our staff, **86.25%**, are employed on full-time contracts, while **98.75%** have permanent contracts.

Our workforce is characterised by a strong youth presence – with **58.75%** of employees aged between 30 and 50 years, and **6.25%** under 30 years old – and is composed of **69**

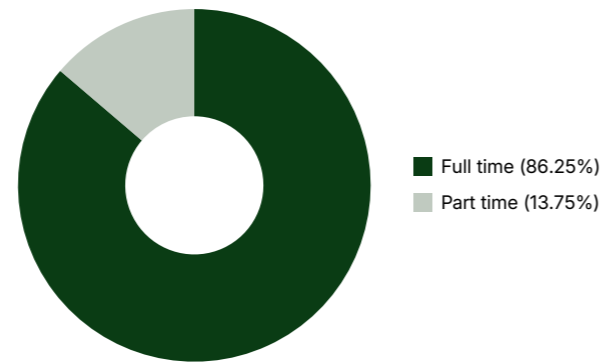
men and 11 women. This data motivates us to continue our efforts to improve inclusivity and promote gender equality.

In addition to permanent employees, we also engaged **4 full-time agency workers**, all of whom are men.

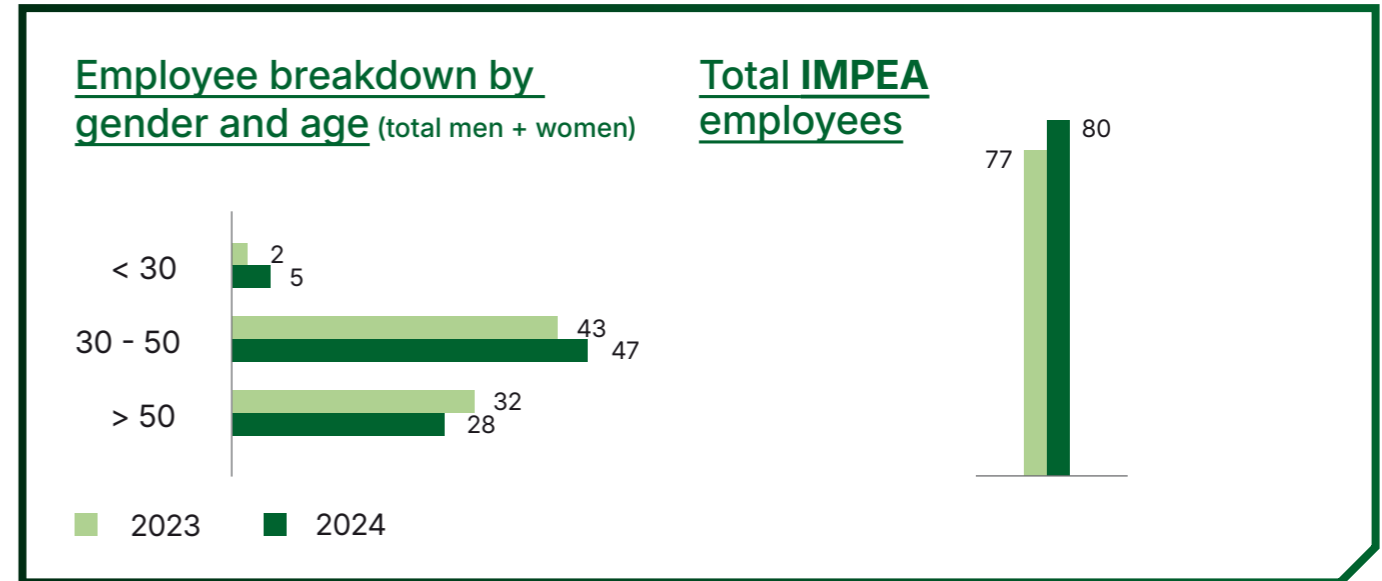
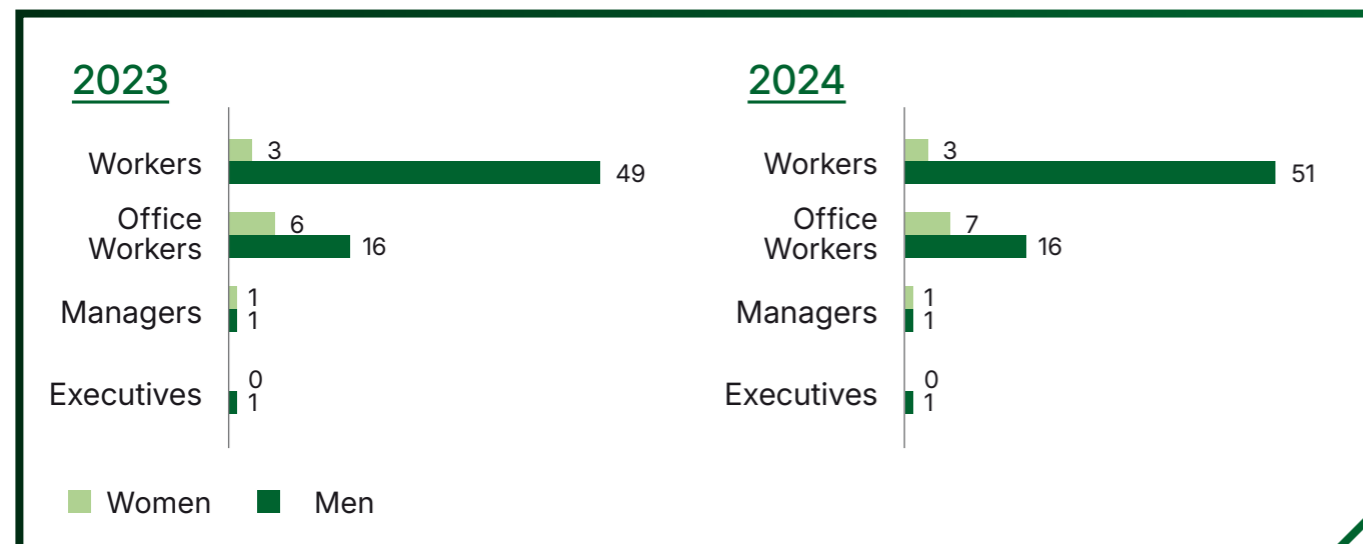
Employees by nationality



Employees by employment type



Employees by category and gender



ANNUAL EMPLOYEE ASSEMBLY RESULTS, GOALS, AND SHARED VISION



In May 2024, we held our annual assembly with the participation of all staff, a key moment to unite as a team and share results and future objectives.

The meeting, held in the company auditorium, featured presentations on financial data, department updates, sustainability initiatives, and strategic projects. It was also an opportunity

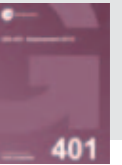
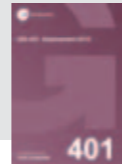
to reflect on the values that guide us and on each individual's contribution to the company's growth, emphasising dialogue and a culture of continuous improvement.

For more information



* One of the partners also receives a salary: the company's Legal Representative or Chairman of the Board.

WELLBEING PROMOTION



We foster a work environment where **everyone feels safe, valued, engaged**, and empowered to express their full potential. We believe that a stimulating professional setting, supported by structured company policies, is essential for the smooth functioning of the organisation.

Turnover

Our recruitment process is consistently based on objective and transparent criteria, **aiming to ensure equal opportunities and prevent any form of favouritism or discrimination.**

Over the year, a total of **11 new employees were hired**: 9 men and 2 women. New hires by age group include 4 under 30, 6 between 30 and 50, and 1 over 50.

There were **7 terminations**, involving 6 men and 1 woman. Regarding age groups, 3 terminations involved employees aged between 30 and 50, while 4 concerned those

over 50. In terms of job classification, 5 were operators and 2 were clerical staff.

The **turnover rate**, defined as the ratio of employees leaving to the total workforce, stood at **8.75%**, while the **hiring rate** was **13.75%**. These figures, combined with a **turnover compensation rate** of **157.14%**, demonstrate the company's effective management of workforce renewal.

Hirings:

Men: 8 (2023) - 6 (2024)

Women: / (2023) - 1 (2024)

Terminations:

Men: 9 (2023) - 9 (2024)

Women: / (2023) - 2 (2024)

Turnover rate
8.75%

Hiring rate
13.75%

Turnover compensation rate
157.14%

Benefit

At IMPEA, there are both mandatory benefits required by law and voluntary benefits that supplement employee compensation.

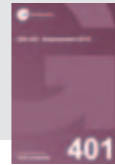
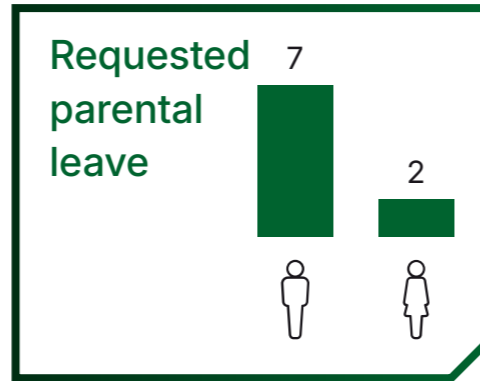
Benefit 2024						
Worker category	Employees with life insurance	Employees with health care	Employees with disability insurance	Employees with pension contributions	Employees with supplementary pension contributions	Employees with shareholding participation
Legal Representative	1	1	1	1	/	1
Executives	1	1	1	1	/	1
Middle managers	1	2	1	2	1	1
Employees	/	23	/	23	2	/
Workers	/	54	/	54	18	/



WORK-LIFE BALANCE PARENTING

All employees are eligible to take parental leave, as established by current legislation. Among those entitled, **7 men** and **2 women** took parental leave, with 6 men and 1 woman returning to work at the end of their leave.

One man, referring to the year 2023, is still on parental leave, while one woman has returned to work and remains actively employed in the 12 months following her return.



GENDER EQUALITY



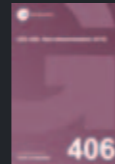
Our company is founded on respect, fairness, and integrity; for this reason, we adopt a **zero-tolerance policy** towards discrimination, violence, and harassment in the workplace. In 2024, as a further concrete step in our commitment in this direction, we embarked on the path towards **UNI/PdR 125:2022 certification for gender equality**, which attests to our adherence to standards of equal pay and treatment between men and women.

To support this commitment, we conducted an evaluation of the **gender pay gap** by analysing salary differences between men and women in the same roles. The calculation of the delta allowed us to measure the percentage of women's earnings compared to men's, while the **percentage pay difference** indicated the wage variation between the two groups.

"A special thanks goes to all the people who contributed to achieving this goal – from the Steering Committee to external consultants – and to all the IMPEA colleagues who every day demonstrate through their dedication that a fairer future is possible".

Emiliano Bosisio, President

The results of this analysis indicate significant progress as well as areas where we can continue to improve. For example, among **middle managers**, women earn **1.32%** less than men in the same position, a difference which, although present, is relatively modest. Regarding **office staff**, the pay disparity between men and women is **9.38%**, while for **workers (level C2)** it is **0.49%**.



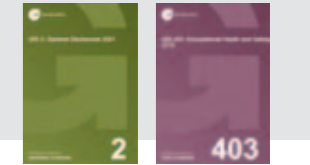
HEALTH AND SAFETY

Workplace safety and employee health protection are fundamental priorities for the company. The **Risk Assessment Document (Documento di Valutazione dei Rischi, DVR)** regulates company activities by systematically defining the processes for identifying, analysing, and managing risks present in the workplace.

Key figures involved include the **Head of the Prevention and Protection Service (Responsabile del Servizio di Prevenzione e Protezione, RSPP)**, the **Workers' Safety Representatives (Rappresentanti dei Lavoratori per la Sicurezza, RLS)**, and supervisors, who continuously oversee activities to ensure com-

pliance with safety measures. The results from risk assessments and monitoring activities are used to update and improve the health and safety management system, ensuring that each employee has specific operational instructions according to their role.

In 2024, there were **7 recorded accidents**, resulting in a total of 86 lost days out of **117,380.00 worked hours**. The accident rate decreased by 0.54 percentage points, equivalent to **-9.00%** compared to the previous year. The company remains committed to further reducing these figures by adopting increasingly effective preventive measures and control tools.



REGISTERED ACCIDENT RATE 2024: 6.00% 2023: 6.54%	FREQUENCY RATE 2024: 60.00 2023: 65.00	SEVERITY RATE 2024: 0.70 2023: 0.50
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Promoting a culture of safety also means promptly recognizing and reporting potentially hazardous situations, even if they do not result in immediate consequences. Managers have the authority to suspend activities whenever risk conditions are detected. Every incident is subject to a thorough analysis aimed at identifying causes and implementing corrective actions.

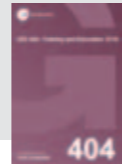
All employees are covered by national collective agreements (Metalworking CCNL) and have access to occupational health surveillance services, which help identify and prevent health risks. The competent medical officer manages health records in compliance with privacy regulations and actively participates in prevention efforts. The Risk Assessment Document (DVR) is also made available to the Workers' Safety Representatives (RLS), ensuring transparency and information sharing.

In 2024, **32 employees** were represented by trade unions, confirming an active and ongoing dialogue between the company and worker representatives. Employees regularly attend meetings with the RSPP and joint management-worker committees, which meet quarterly to address safety topics, analyse injury data, and organise emergency training courses.

Within the company, a **"near miss"** reporting system is in place to identify potential risk situations early. Managers can intervene immediately by suspending machinery use or halting processes in case of danger.

Each incident undergoes a structured analysis through dedicated meetings to determine causes and define corrective actions. The hierarchy of controls and preventive measures are outlined in the DVR, which is accessible to all staff.

PROFESSIONAL TRAINING AND GROWTH



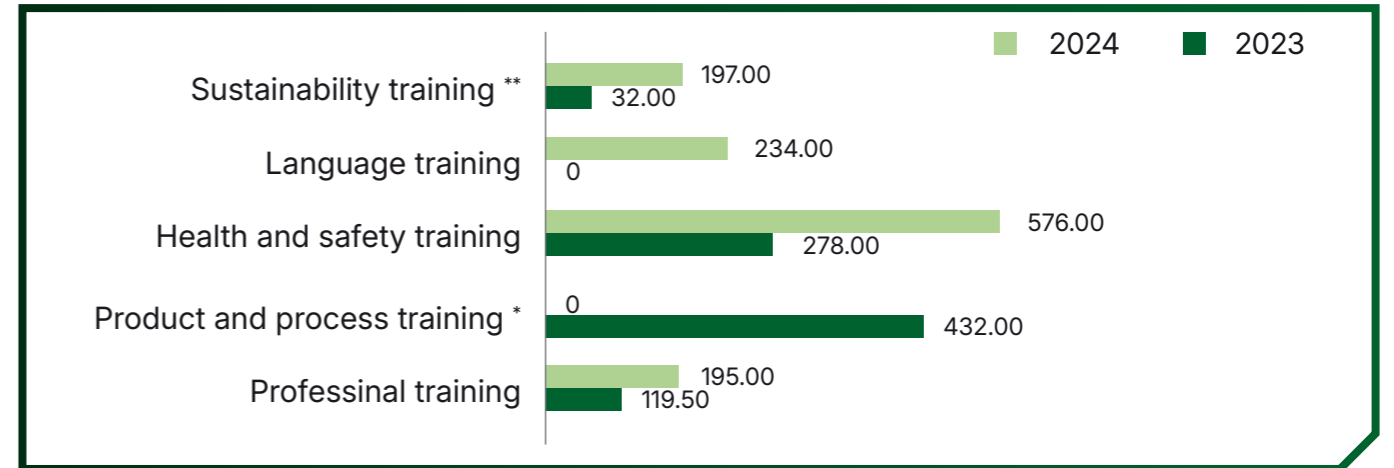
Every year, we define a training plan aimed at fostering the development of new skills and ensuring the continuous professional updating of our employees. Demonstrating this commitment, in 2024 we delivered a total of **1,542 hours of training**, marking a significant increase of **79.09% compared to the previous year**. This substantial growth reflects our ongoing focus on people's development and the evolution of skills aligned with the company's objectives.

Most of the training activities covered topics such as health and safety at work (576 hours), followed by environmental and sustainability training (197 hours), professional training (195

hours), language courses (234 hours), and additional training paths related to other areas (340 hours).

Women participated in an average of 24.91 hours of training, while men recorded an average of 18.38 hours. Looking at contractual categories, managers (quadri) undertook an average of **74 hours** of training, followed by workers (operai) with **18.56** hours and clerical staff (impiegati) with **16.83** hours.

Overall, each involved employee completed an **average of 19.28 hours of training, 8.28 hours more than in 2023.**



AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE
2024: 19.28
 2023: 11.00

*Training on product/process quality management and improvement
 **Training on environmental management and sustainability

ITALIAN COURSE FOR FOREIGN COLLABORATORS INCLUSION THROUGH LANGUAGE



In 2024, we launched an Italian course aimed at foreign collaborators in the production departments, held at our premises with the support of a teacher specialised in adult education.

Eight people participated in a practical programme focused on technical language,

understanding operational instructions, and workplace communication.

We believe that language is a fundamental tool to promote inclusion, safety, and professional growth



[Learn more](#)

ADVANCED SOLIDWORKS TRAINING FOR THE TECHNICAL TEAM



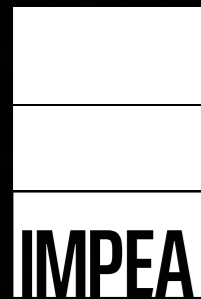
In the first half of 2024, we launched an advanced SolidWorks course dedicated to two new members of the technical team.

This initiative aimed to strengthen skills in 3D design and the use of the software's more advanced modules, such as Sheet Metal and Simulation

"I was already using this program – comments Jessica – but my experience was limited. Now I can say I have completed my knowledge with all the advanced functions applied to the work we need to do here at Impea".



[Learn more](#)



OUR FOOTPRINT IS OUR COMMITMENT

We promote the responsible use of resources, invest in renewable energy, and continuously reduce our environmental impact, to leave a healthier and more sustainable world for future generations.

<p>500,000 KWH RENEWABLE ELECTRICITY PURCHASED IN 2024</p>	<p>CALCULATION SCOPE 1 AND 2</p>	<p>- 15.04% WATER CONSUMPTION IN 2024</p>
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RISK PROFILE ACCORDING TO THE CLIMATE CHANGE PLATFORM

Climate change is increasing the frequency and intensity of extreme weather events, with significant impacts on land, people, and productive activities.

Companies, in particular, are now facing an ever-growing physical risk: the possibility that adverse climatic phenomena – such as floods, heatwaves, storms, or landslides – may damage infrastructure, disrupt production, or compromise operational safety. In this context, it is critically important for businesses to systematically assess their exposure to such events, integrating these aspects into their resilience and risk management strategies. In 2024, we chose to use the digital **CLIMATE CHANGE*** platform (based on the **IPCC – Intergovernmental Panel on Climate Change model**) to carry out a self-assessment of environmental physical risks.

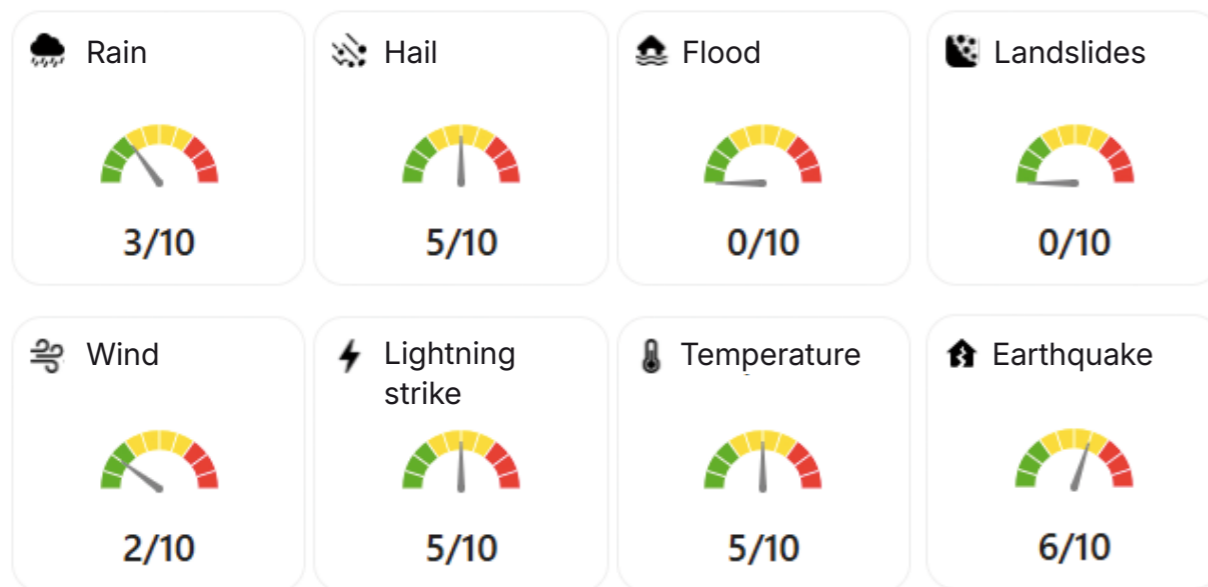
This model considers the main climate-related risks, including **hail, flooding, wind, lightning, temperature extremes, landslides, and earthquakes**, with a risk assessment based

on the geographical location of the IMPEA production site. The self-assessment was a key step in obtaining an objective evaluation of the potential natural hazards to which the company might be exposed.

This type of analysis is essential for understanding both the **likelihood and impact of various natural events**, planning risk management, and supporting corporate decision-making regarding infrastructure protection and operational continuity. The analysis is based on an indicator system that combines two main parameters:

- **hazard** = the probability of a natural event occurring in a specific area;
- **vulnerability** = the effect that a natural event could have on the company.

Risks were classified into three levels – low, medium, and high – based on the combination of hazard and vulnerability, and are represented in the graphs using the colours green, yellow, and red.



* Digital platform developed by Confindustria Veneto Est, with the support of the Treviso–Belluno Dolomiti Chamber of Commerce and in collaboration with RiskApp Srl - <https://www.confindustriavenest.it/page/climatechange>

MATERIALS



The main raw material used in our production processes is ferrous material (such as sheet metal and steel profiles): in 2024, we used **15%** less of it compared to 2023. The **ferrous material** we use is recyclable thanks to the mechanical properties of iron, which can be re-melted and reshaped without quality loss – except in cases where natural oxidation processes render the iron no longer reusable.

We pay close attention to the materials we select, aiming for responsible resource use and carefully managing hazardous substances. These are stored in clearly marked, locked cabinets and are accessible only to em-

ployees who have been trained in their proper handling.

For us, using resources responsibly is not only an ethical choice, but also a tangible commitment to environmental sustainability. Reducing waste, maximising recyclable materials, and optimising consumption are practices that help preserve natural resources and reduce the environmental impact of our production activities – while also ensuring a better future for the generations to come.



ENERGY



To avoid waste, we manage our heating and cooling systems with care, activating them only during set time slots and never during periods when the plant is closed. In newly built areas, we have installed motion sensors that automatically regulate lighting, turning it on and off as needed. More generally, we pay close attention to lighting, ensuring it remains switched off during periods of inactivity.

The majority of the energy we use is directly allocated to production activities. We are fully aware of the crucial role energy plays in tackling climate change. For this reason, we have chosen to source electricity from renewable sources, certified through the Guarantee of Origin (GO) scheme. We are progressively reducing our reliance on fossil

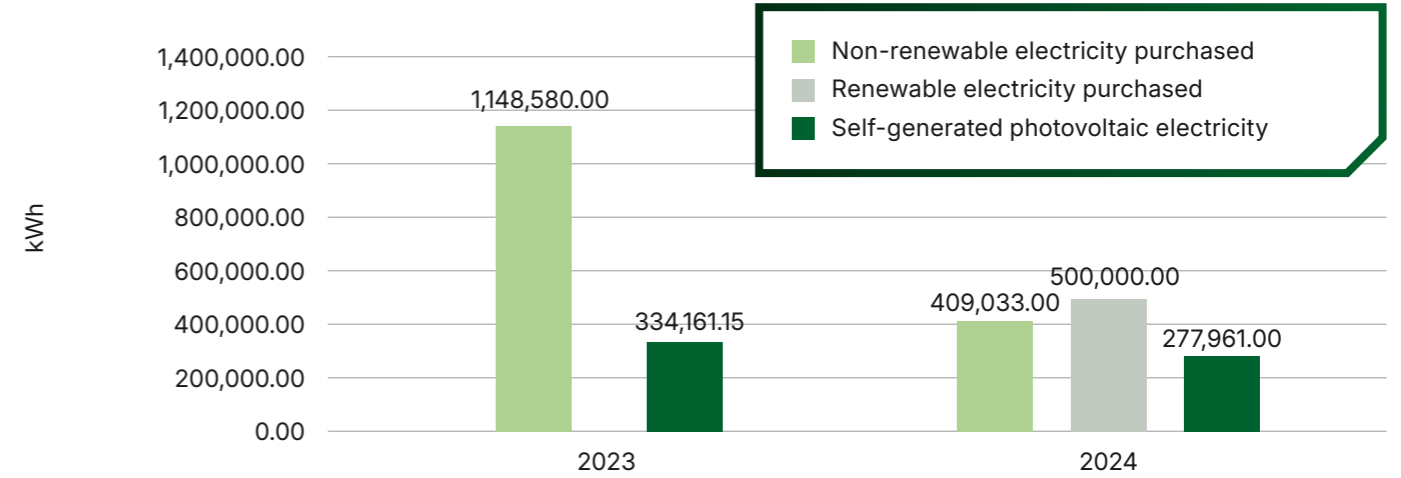
fuels and are committed to limiting our CO₂ emissions over time. Compared to 2023, the purchase of electricity from non-renewable sources has significantly decreased, falling from **1,148,580 kWh** to **409,033 kWh**. This reduction has been accompanied by a substantial share of electricity purchased from renewable sources with a GO certificate, amounting to **500,000 kWh**, which represented **47.40%** of total electricity purchased in 2024.

As for self-produced renewable electricity (from photovoltaics), in 2024 we generated and used **277,961 kWh**, which corresponds to approximately **26.35%** of our total annual electricity consumption. Additionally, **132,080 kWh** of renewable energy were fed into the grid, equivalent to **12.52%** of the total.

Overall electricity consumption amounted to **1,054,914 kWh**, marking a **23%** reduction compared to 2023 (**1,370,059.64 kWh**).

While this decrease is partly linked to a contraction in production during the year, it also reflects more efficient energy management.

Energy consumption



ENERGY



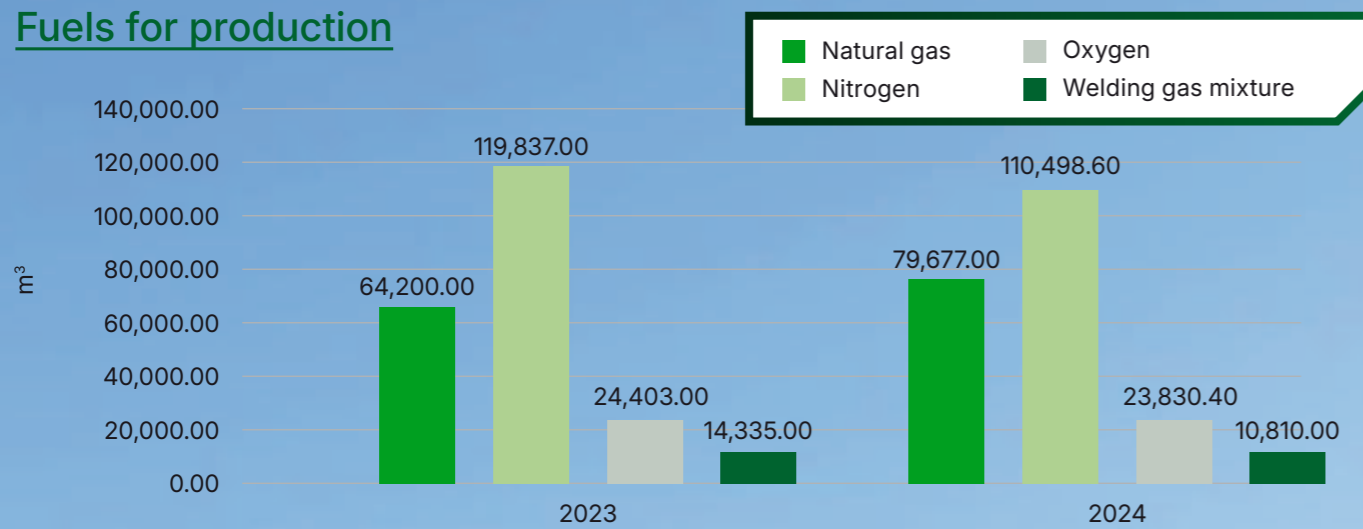
The fuels used in the production process include natural gas, nitrogen, oxygen, welding mixtures and other welding gases. In 2024, we recorded an overall decrease in energy consumption compared to 2023,

with the exception of natural gas, whose use increased by **24.11%** due to a change in the production mix, which affected the various energy sources differently.

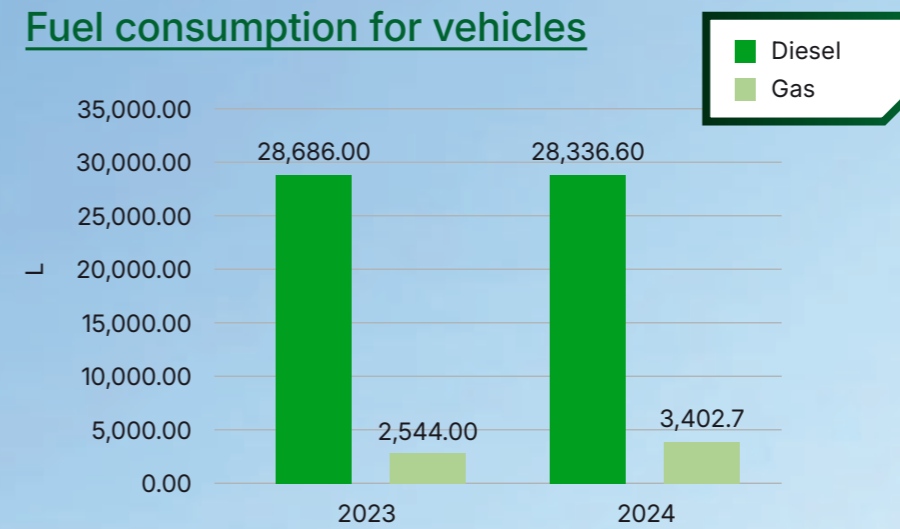
Our company fleet consists of 9 vehicles (including one truck) and 8 cars, all certified Euro 6. Specifically, the truck runs on diesel, while we have 2 petrol cars, 5 diesel cars, and one hybrid. Diesel consumption amounted to 28,336.60 litres, and petrol consumption was

3,402.70 litres. Four of the cars are used for mixed purposes as fringe benefits*, while the remaining ones are for company use. Finally, all our vehicles are company-owned.

Fuels for production



Fuel consumption for vehicles



%

-24.59%

Percentage decrease in welding gas mixture consumption in **2024** compared to 2023

* Fringe benefit refers to an additional benefit offered to employees, beyond the basic salary.



ENERGY



Overall, from an energy consumption perspective, 2024 was a year of adjustment, during which we had to face a less favourable production context compared to the previous year. In this scenario, we recorded a decrease in production, with a direct impact on various operational indicators, including energy consumption. However, a detailed analysis of the data shows that the reduction in energy consumed is not solely attributable to a lower volume of activity but also reflects a genuine improvement in the efficiency of our processes.

In 2024, we registered an overall reduction in energy consumption of 23% compared to 2023. Part of this reduction is naturally linked to the decrease in hours worked (-14.59%), but **what stands out is that the energy decline was greater than the contraction in activity, signalling that we have managed our available resources more effectively.** The number of employees also increased (+3.90%), further evidence that the improvement in consumption is not simply due to fewer operations, but to genuine managerial and technological optimisation.

Energy intensity per employee decreased by 25.89%, a result that reflects the introduction of more efficient machinery and a work reorganisation increasingly focused on sustainability. The size of company premises remained unchanged (18,000 m²), but the energy consumed per square metre dropped by 22.88%, confirming greater efficiency also from an infrastructural standpoint.

From an economic perspective, 2024 was also a challenging phase: turnover fell by 15.78%, in line with the market downturn. Nevertheless, energy consumed per hour worked decreased by 10.10%, and energy intensity relative to turnover improved by 20%. This means that for every kWh consumed, we generated more value than the previous year, albeit in a less dynamic context. In other words, the data show that even in a year characterised by lower production, we managed to enhance the efficiency with which we use energy, strengthening our commitment to an increasingly sustainable and resilient production model.

Below is a detailed comparison of the main energy indicators between 2023 and 2024.

Parameter	2023	2024	Change
Energy consumption (kWh)	1,370,059.64	1,054,914.00	-23.00%
Employees (n.)	77	80	3.90%
Intensity per employee (kWh/tot. emp.)	17,793.00	13,186.43	-25.89%
Company area (m ²)	18,000.00	18,000.00	/
Intensity/m ² (kWh/m ²)	76	58.61	-22.88%
Hours worked	137,424.00	117,380.00	-14.59%
Intensity/hours (kWh/h)	10	8.99	-10.10%
Turnover (€)	15,571,734.00	13,113,863.00	-15.78%
Intensity/Turnover (kWh/€)	0.1	0.08	-20.00%

NEW IMPEA TRUCK POWER, SAFETY AND EFFICIENCY ON THE MOVE



In 2024, we renewed our fleet with the new DAF XF 480 FAN 6x2, replacing the IVECO after more than 16 years of service. Chosen for its greater load capacity and range, the vehicle is particularly suited to local and mediumdistance routes and features a lowered flatbed with a tarpaulin frame and movable side panels – allowing the load to be protected even in difficult weather conditions and simplifying loading and unloading operations.

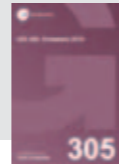
Among its safety features, notable highlights include assisted braking, pedestrian and cyclist detection, blind-spot cameras, and advanced control systems.

The vehicle has been customised with our branding, thereby increasing visibility even outside the plant.



Discover

EMISSIONS



In 2024, we initiated the calculation of our organisation's carbon footprint, aware that this represents a crucial step in our commitment to sustainability and the fight against climate change. Measuring and progressively reducing our emissions are fundamental actions to contain the rise in global average temperature and effectively contribute to mitigating climate change.

Specifically, we calculated emissions related to Scope 1 and Scope 2. Scope 1 emissions cover all direct emissions from sources under our direct control or ownership, within organisational boundaries – such as fuel consumption, production fuels, heating, and HFC gases used for cooling. Scope 2, on the other hand, includes indirect emissions from purchased electricity, for which we are responsible despite not directly controlling the energy source, due to emissions generated by its use.

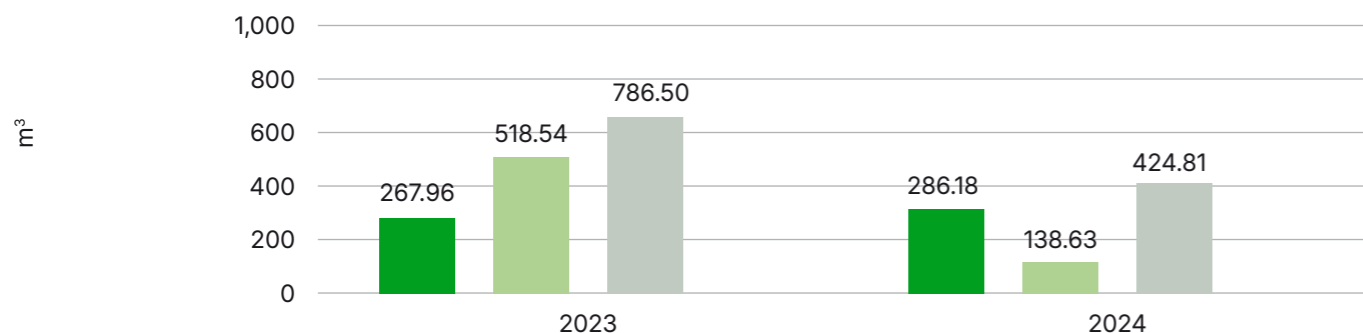
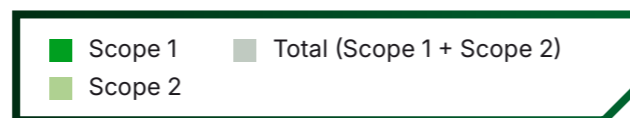
We measured Scope 1 and Scope 2 emissions not only for 2024 but also for 2023, allowing

us to compare the two years and analyse the trend in our performance. In 2023, Scope 1 emissions amounted to **267.96 tCO₂e**, rising to **286.18 tCO₂e** in 2024. Scope 2 emissions were **518.54 tCO₂e** in 2023, decreasing significantly to **138.63 tCO₂e** in 2024.

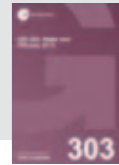
As the data shows, Scope 1 emissions were lower in 2023 due to reduced consumption of natural gas and petrol, while these consumptions increased in 2024. Conversely, in 2024, we purchased electricity from renewable sources certified by Guarantees of Origin (GO), resulting in a significant reduction in CO₂ emissions.

The total emissions for Scope 1 and Scope 2 combined were **786.50 tCO₂e** in 2023, which decreased to **424.81 tCO₂e** in 2024, representing an almost **50%** reduction in total CO₂ emissions. This achievement motivates us to continue investing in renewable energy and to strive to increase its usage year after year.

Carbon Footprint



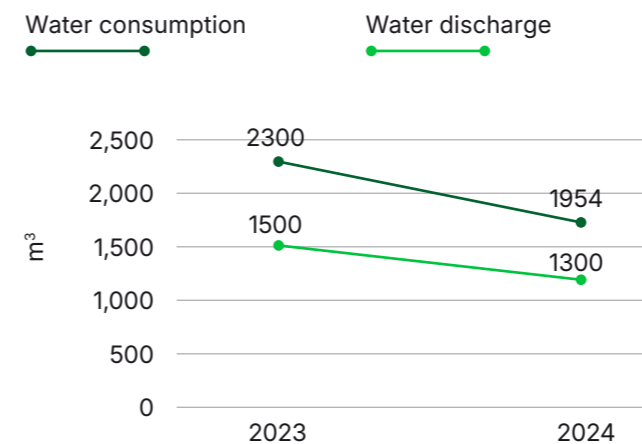
WATER




Water is not used in the production process but only for sanitary purposes and for watering the gardens during the summer season. Nevertheless, we are committed to ensuring its responsible use, avoiding waste and limiting consumption.

Compared to 2023, as shown in the chart below, our water withdrawal decreased from

2,300 m³ to **1,954 m³** in 2024, a reduction of **15.04%**. Additionally, we discharged **1,300 m³** of domestic wastewater into the public sewer system; since this wastewater does not originate from production activities, it poses no risk to human health or the environment.



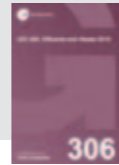


-15.04%

**PERCENTAGE DECREASE
IN WATER WITHDRAWAL
IN 2024 COMPARED TO
2023**



WASTE



The main non-hazardous waste we generate consists of ferrous scrap, originating from production waste: in 2024 we produced **159,130 kg**, a decrease of **17.86%** compared to 2023.

Other non-hazardous waste includes street cleaning residues, which increased by **40.63%** in 2024 compared to 2023, reaching a total of **900 kg**, as more regular yard cleaning operations were carried out. Increases were also recorded for waste from decommissioned equipment such as ceiling lights (**179 kg**), electronic materials (**363 kg**), and used printer toners (**30 kg**). These increases are due to the scheduled replacement of the lighting system in the production departments, as well as the disposal of non-functional office machines and printer/copier consumables.

As for hazardous waste, in 2024 we saw an increase in waste containing oil (**12,080 kg**, **+27.16%** compared to 2023) due to the emptying of the press pit as a preventive safety measure against leaks, and in decommissioned neon equipment (**23 kg**, **+27.78%** compared to 2023) following the scheduled replacement of the lighting system in the production areas. Additionally, unlike in 2023, waste adhesives and sealants (**129 kg**) were managed as hazardous waste, due to the disposal of an obsolete component.

All of this hazardous waste is classified as HP4 (irritant) and may cause skin irritation and eye damage if not properly handled. All waste generated in 2024 was recovered by authorised companies. Each type of waste is collected by specialised operators from third-party companies and managed through the official waste tracking register using specific forms, which detail the operator references, relevant authorisations, and the type of recovery/disposal. We ensure that the processes of waste collection, recovery, and disposal comply fully with the documentation provided, that the authorisations are always up to date, and that the vehicles used are officially approved. We are aware that these steps are essential to proper waste management, and we make sure that no substances are released into the environment that could cause soil or water pollution.

That is why we are committed to ensuring that everything is carried out with the utmost rigour and efficiency.

Waste by type	Unit	Quantity 2023	Quantity 2024
Total hazardous waste		9,535	12,232
160708 Waste containing oil	kg	9,500	12,080
160213 End-of-life equipment (neon)		18	23
160213 End-of-life equipment (monitor)		17	-
080409 Waste adhesives and sealants		-	129

Waste by type	Unit	Quantity 2023	Quantity 2024
Total non-hazardous waste		194,655	160,602
120199 rottami ferrosi	kg	193,720	159,130
200303 residui della pulizia stradale		640	900
160214 apparecchiature fuori uso (plafoniere)		25	179
160214 apparecchiature fuori uso (materiale elettrico)		270	363
080318 toner per stampa esauriti		-	30



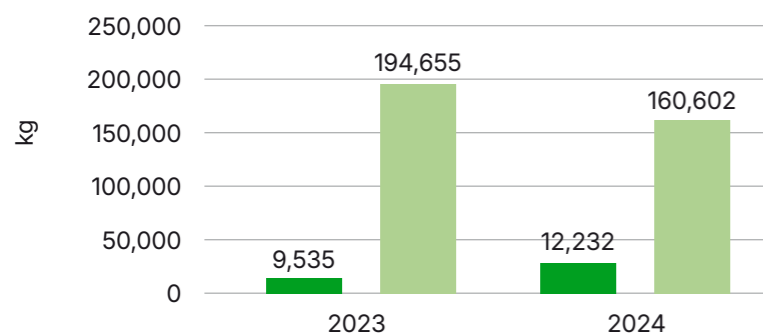
-17.49%

**PERCENTAGE DECREASE
IN NON-HAZARDOUS
WASTE IN 2024
COMPARED TO 2023**



-17.86%

**PERCENTAGE DECREASE
IN FERROUS SCRAP
IN 2024 COMPARED TO
2023**



■ Hazardous waste
■ Non-hazardous waste





A LOCAL ENTERPRISE, FOR THE LOCAL COMMUNITY

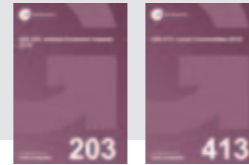
We support the social and cultural growth of the communities in which we operate through concrete projects ranging from education to culture, from sports to solidarity.

Collaborating with institutions, associations and local organisations means contributing to the creation of shared value, strengthening the sense of belonging and building a more inclusive future together.

15
COMMUNITY PROJECTS
2024



COMMUNITY



In 2023, we carried out 8 initiatives in support of the local community, focusing primarily on cultural activities, educational projects and sports initiatives.

In 2024, with renewed momentum, we increased our commitment to **15 projects**, expanding into new social and solidarity-based areas.

Working alongside foundations, associations and local organisations is a mission we care deeply about, as it allows us to make a tangible contribution to the well-being of the wider community.

We look to the future with confidence, fully aware that supporting community development is a **real opportunity for shared growth**.

We supported

- Fondazione Teatro Amilcare Ponchielli Cremona
- Municipality of Casalmaggiore
- Fondazione Occhi Azzurri Onlus
- Companies affiliated with the Industrial Association of the Province of Cremona
- Other sports activities





METHODOLOGICAL NOTE



METHODOLOGICAL NOTE

This Sustainability Report is a tool for transparent communication, voluntarily prepared by IMPEA Srl, which, pursuant to Legislative Decree 254/2016, does not fall within the category of “large public interest entities required to report on their non-financial performance.” It describes IMPEA’s ESG commitments, specific objectives and performance. This document represents the second edition of the Sustainability Report and has been prepared in accordance with the Global Reporting Initiative (GRI) Standards – internationally recognised, independent assessment tools – for the reporting period from 1 January 2024 to 31 December 2024.

The reporting follows an annual cycle.

- Entity included in the Sustainability Report: IMPEA Srl
- Most recent report: year 2023, published in 2024

At the end of the Methodology section, a dedicated chapter explains the approach used for estimates included in the Report, along with a data appendix. For further information regarding this Sustainability Report, please email: direzione@IMPEA.it

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This document was prepared with the support of both internal and external specialised expertise. The team responsible for compiling IMPEA’s Sustainability Report was led by

Emiliano, Francesco and Marta Bosisio, with technical and methodological support provided by IPLUS.

Reporting Process

The reporting process encompasses all activities required to prepare a sustainability report. This document allows a company to communicate its performance, results and goals in terms of environmental, social and economic sustainability, following internationally recognised reporting standards.

In the case of IMPEA Srl’s 2024 Sustainability Report, the process was structured as follows:

1. mapping of stakeholders;
2. identification and assessment of impact areas based on the principle of double materiality;
3. stakeholder engagement;
4. data collection and report drafting.

IMPEA STAKEHOLDER MAPPING

The stakeholder mapping process involves identifying the individuals or entities that play a crucial role in an organisation’s operations and that can influence or be influenced by its activities. These parties may include individuals, groups, public or private organisations, or other entities not directly falling into these categories – such as the environment itself.

Stakeholders are identified and categorised as either internal or external to the company. For each, the following information is provided: name, description, relationship management approach, and the method and frequency of engagement. Once the full set of stakeholders is defined, key stakeholders are identified through an analysis of their level of interest in the company and their degree of influence over its operations.

The table below presents the full list of IMPEA Srl stakeholders.

Stakeholder	Description and relationship management	Engagement tools and methods	Engagement frequency
Ownership	Three operational figures: Legal Representative, General Manager, and HR Manager.	Strategic committee meetings every quarter with key functions; weekly operational meetings with various figures; daily meetings with department and production heads.	Quarterly, weekly, daily
Function managers	Include roles in administration, purchasing, production planning, production, quality assurance and control, HR, technical, sales, logistics.	Weekly meetings with administration and ownership for treasury and management control; scheduled and operational weekly meetings	Weekly and monthly
Department heads	Senior operators (assembly, stamping, 2D/3D laser cutting, bending, assembly).	Daily meetings with quality, production, HR, and among department heads and operational staff	Daily
Employees	Permanent and temporary workers, including agency staff potentially transitioning to permanent roles.	Informal and operational meetings with department or function managers depending on needs.	Daily
Board of Statutory Auditors	Long-standing professional relationship.	Legislative compliance meetings.	Quarterly
Professionals and consultants	External consultants in finance, tax, HR, payroll, legal, HSE, management control, certification, unions, engineering, graphic and communication services.	In-person or remote meetings as needed; daily contact with payroll consultants; safety-related contacts as per deadlines	Varies
Internal union	3 union representatives (CGIL), one also a safety representative (RLS).	Daily interaction; biannual meetings by agreement to present company performance	Daily and formally semiannual
External union	Provincial representative supporting internal union members.	In-person meetings at least twice a year and when needed.	Occasional and scheduled

MATERIALITY ANALYSIS

IDENTIFICATION OF IMPEA'S AREAS OF IMPACT

Stakeholder	Description and relationship management	Engagement tools and methods	Engagement frequency
Trusted partners	Long-term collaborators (electric, hydraulic, construction contractors).	Frequent in-person meetings, nearly weekly.	As needed
Product and process suppliers	Suppliers of components, materials, and maintenance services.	Managed by the purchasing manager; hybrid contact methods (remote and in-person).	Daily
Service providers	Utility suppliers (water, electricity, gas).	Managed by the purchasing manager; hybrid contact methods.	Daily
Clients	Businesses in agriculture, earth-moving, plant engineering, street cleaning, logistics.	Direct relationship with the commercial manager.	Daily
Industry association	Industrial association.	Daily for payroll; monthly scheduled meetings; ownership sits on the General Council; training courses provided.	Daily and eventdependent
Banks	Credit institutions.	Weekly relations with the administration office.	Weekly
Local community	Municipalities (Cremona, Piadena-Drizzona), sports associations, charities, disability support groups, schools, local bodies	Quarterly meetings with Teatro Ponchielli; occasional meetings with others.	Quarterly or occasionally
Public institutions	Entities within public administration.	No direct relationship; mediated through consultants	/
Supervisory Body (OdV)	Two external members: a lawyer and an accountant.	Six annual meetings (4 in-person, 2 online) to assess identified risks; reports presented to Dr. Bosisio, who informs the Board of Directors.	Bi-monthly
Board of Directors (BoD)	It is composed of three members, all belonging to the Bosisio family.	Meetings and assemblies (both ordinary and extraordinary) are held regularly and duly minuted.	Daily

The 2024 materiality assessment of IMPEA Srl was carried out in accordance with the concept of double materiality, as introduced by Directive 2464/2022 – the Corporate Sustainability Reporting Directive (CSRD).

Double materiality entails assessing sustainability topics from two perspectives: impact materiality and financial materiality. Impact materiality (inside-out perspective) involved a reassessment of the impact topics identified in 2023, aligning them with the new European Sustainability Reporting Standards (ESRS). Financial materiality (outside-in perspective), on the other hand, involved identifying business-related risks and opportunities that may have an economic impact on the company.

The analysis process included the following activities:

- analysis of the company context and key industry trends;
- assessment of current and potential (both positive and negative) impacts, risks and opportunities across the economic, governance, environmental and social dimensions – including human rights – involving the ESG Committee;
- classification of topics based on materiality, by synthesising the results of the internal analysis;
- validation of impact topics;
- stakeholder engagement on impact topics to assess alignment with the company's perspective;
- data collection and preparation of the report.

Impact materiality

This analysis was conducted using a quantitative and qualitative impact assessment dashboard, based on the following evaluation metrics:

- SCALE = indicates the extent of the impact, whether negative or in terms of real and/or potential benefits generated; the magnitude is determined using criteria ranging from 1 (negligible) to 6 (extremely relevant);
- SCOPE = indicates how widespread the impact is (e.g. in terms of the number of people affected or the scale of environmental damage);
- IRREMEADIABILITY = refers to the difficulty in mitigating or compensating the damage resulting from the impact in question, and is applied only to negative impacts;

- PROBABILITY = indicates the likelihood that the impact will occur (considered in relation to potential impacts).

In addition, greater weight was given to the severity of potential negative impacts on human rights, considering their scale, scope and irreversibility rather than simply the probability of their occurrence.

The scores assigned to each impact, risk and opportunity were defined on the basis of IMPEA Srl's commitments, initiatives, data and objectives.

Each impact's current and future, positive and negative contribution to the identified areas was analysed.

A detailed table of identified areas of impact related to IMPEA Srl's activities is provided below. This table includes a description of each area and indicates which topics relate to the GRI and ESRS standards.

Impact topic	Description	GRI Reference	ESRS Reference
Energy impact	Implement energy efficiency strategies and reduce CO ₂ emissions through the adoption of advanced technologies and innovative solutions. Promote the use of renewable energy and the integration of energy management systems to reduce the company's overall ecological footprint.	GRI 302	E1
Management of atmospheric pollutants	Adopt practices to monitor and reduce atmospheric pollutant emissions, implementing cutting-edge technologies for emission control and air quality improvement. Collaborate with regulatory bodies and local communities to ensure compliance with environmental regulations and enhance the surrounding environment.	GRI 302	E2
Responsible use of resources	Promote sustainable and responsible use of natural resources by reducing waste and optimising production processes. Encourage recycling and reuse of materials by implementing circular economy practices to minimise environmental impact.	GRI 301 GRI 306	E5
Waste management	Implement an effective and sustainable waste management system, including waste reduction, recycling, and safe disposal. Promote awareness and training initiatives for employees on the importance of proper waste management and reducing environmental impact.	GRI 306	E5
Water footprint	Monitor and optimise water use in production and operational processes by implementing technologies to reduce water consumption and recycle wastewater. Promote water conservation initiatives and raise employee awareness on responsible water use.	GRI 302	E3
Human capital	Ensure continuous enhancement and development of human capital through training and skill development activities focused on digital innovation and product development for employees, aimed at consolidating and transferring skills, attracting and retaining talent. Promote initiatives to encourage STEM disciplines (Science, Technology, Engineering and Mathematics), especially among women.	GRI 403 GRI 404 GRI 405	S1
Value creation for people and the environment	Promote initiatives that create value for both people and the environment through sustainability and social responsibility programmes that improve the quality of life for employees and local communities. Invest in community development projects and corporate volunteering activities.	GRI 201	S3
Business integrity and transparency	Ensure and promote transparent and fair relationships with all stakeholders by complying with regulations and adopting ethical business practices. Implement effective governance systems and transparency policies to maintain company trust and credibility.	GRI 201 GRI 204	G1

Impact topic	Description	GRI Reference	ESRS Reference
Product and process innovation	Foster continuous innovation in products and business processes by investing in research and development to create cutting-edge and sustainable solutions. Promote an innovation culture among employees and collaborate with external partners to accelerate new technology development.	EXTRA GRI	EXTRA ESRS
Responsible supply chain	Implement sustainable and responsible supply chain management practices, ensuring suppliers comply with high standards of quality, ethics, and sustainability. Promote collaboration with suppliers sharing the same values of sustainability and social responsibility.	GRI 204	G1
Customer satisfaction	Ensure maximum customer satisfaction through offering high-quality products and services that meet their needs and expectations. Continuously collect and analyse customer feedback to improve the company's offerings and develop lasting, trust-based relationships.	EXTRA GRI	EXTRA ESRS

Financial Materiality

As with impact materiality, for each risk and opportunity a magnitude was defined, which corresponds to severity in the case of risks, and to significance in the case of opportunities. The magnitude assessment is based on a scale from 1 to 3: a value of 1 indicates a remote impact, 2 indicates a medium impact, and 3 indicates a high impact, always in financial terms. In addition to the impact intensity, the likelihood of the event occurring is also considered, classified on a scale from 1 to 3, where 1 indicates a remote likelihood, 2 a possible likelihood, and 3 a certain likelihood. Each risk and opportunity can be classified as actual, if already occurring, or potential, if referring to an event that may occur in the future. In particular, within the environmental context, it is possible to distinguish between transition risks and opportunities and physical risks and opportunities. The former are related to the shift towards a more sustainable

economy, for example due to new regulations or changes in environmental policies. The latter concern direct impacts resulting from climatic events or structural environmental changes, which can concretely affect the company's operations.

For each risk or opportunity, the related economic impacts are also identified: in the case of costs, capital expenditures (CapEx) and operational expenditures (OpEx) are considered, while in the case of revenues, the incoming economic benefits are highlighted. Each risk or opportunity may also have effects along the value chain, either upstream or downstream, or may directly affect the company's operational activities. For a detailed description of each risk and opportunity, please refer to the dedicated section titled "Sustainability in Evolution."

STAKEHOLDER ENGAGEMENT

The stakeholder engagement process was carried out through a structured involvement activity, implemented via questionnaires designed to validate and enrich the company's perspective regarding the impact areas and the Sustainable Development Goals (SDGs) identified by IMPEA Srl as priorities. The stakeholders involved were invited to express their evaluation of the importance of each impact topic, assigning a score from 1 (irrelevant) to 6 (extremely relevant), both with reference to the relevance of the impacts and the SDGs.

In addition to collecting thematic evaluations, the engagement allowed for a deeper understanding of each stakeholder's level of awareness concerning ESG topics, as well as their general perception of IMPEA regarding sustainability. At the end of the questionnaire, some customised questions were included to gather qualitative feedback on the sustainable activities carried out so far by IMPEA Srl and, in the specific case of suppliers and customers, on the initiatives they have undertaken concerning sustainability.

DATA COLLECTION AND REPORT PREPARATION

After defining the list of impact areas and assigning their priority for action, the necessary indicators to evaluate environmental, social, and economic performance were identified, using the GRI Standards. The GRI Standards represent one of the most widely adopted and recognised international standards for collecting non-financial information and publicly disclosing corporate performance.

During this phase, both quantitative and qualitative information was collected using the indicators established by GRI, along with other relevant data to communicate performance. Subsequently, the data were analysed and aggregated to draft and publish IMPEA Srl's Sustainability Report for 2024.

Throughout the entire process of drafting this

document, the following principles regarding its content were applied:

- ACCURACY
- BALANCE
- CLARITY
- COMPARABILITY
- COMPLETENESS
- SUSTAINABILITY CONTEXT
- TIMELINESS
- VERIFIABILITY

The data shown in the tables and charts have not been rounded up (>55) or down (<55), except where three decimal places are required. As a result, some totals may equal 100.01%.

ESTIMATES AND CLARIFICATIONS

Section "Emissions": the emission factors were taken from DEFRA v1.1, 2024, and the calculation methodology followed is that of the IPCC AR6, i.e. the IPCC Assessment Report No. 6 – 2021.

Regarding welding gases used for the Scope 1 calculation, the following assumptions were made: welding gases are typically a mixture of inert gases and gases that may emit greenhouse gases (GHGs). Usually, these gases are:

- acetylene, composed of H and C, can generate GHG emissions (only CO₂ generated by carbon combustion);
- oxygen, which contains no carbon and therefore does not generate GHGs during combustion;
- argon, an inert gas that does not produce GHGs;
- helium, an inert gas that does not produce GHGs;
- hydrogen, which mainly produces water vapour when burnt but no GHGs.

We assume that the "welding gas mixture" and "other welding gases" are composed 100% of acetylene (as a precautionary principle, meaning a cautious approach is adopted in the face of uncertainties in data or calculation methods to avoid underestimating environmental impact. This results in an overestimation that can be corrected if more precise data on gas composition becomes available. The precautionary principle is also applied in considering acetylene under Scope 1 rather than Scope 3, as it is indeed part of stationary combustion processes but is not considered an energy carrier under the regulation).

To derive the emission factor **for acetylene**, a stoichiometric analysis is required, since this data is not available in **SimaPro**, the most widely used software for calculating GHG emissions. First, the chemical reaction of acetylene combustion must be verified: $2C_2H_2 + 5O_2 \rightarrow 4CO_2 + 2H_2O$. This reaction shows that combustion of acetylene emits CO₂

and water, therefore the only GHG is CO₂. For impact calculation, the carbon mass balance method can be used. Acetylene (C₂H₂) has a molecular weight of approximately 26.04 g/mol: each acetylene molecule contains two carbon atoms, each with an atomic weight of approximately 12.01 g/mol, so the carbon weight per acetylene molecule is: $2 \times 12.01 \text{ g/mol} = 24.02 \text{ g/mol}$. The density of acetylene at standard conditions (0°C and 1 atm) is approximately 1.17 kg/m³. These data allow calculation of the carbon weight as follows:

$$\text{Carbon weight} = \text{Acetylene density} \times (\text{Carbon weight per molecule} / \text{Molecular weight of acetylene}) = (1.17 \text{ kg/m}^3) \times (24.02 \text{ g/mol} / 26.04 \text{ g/mol}) = 1.08 \text{ kg/m}^3$$

This leads to the conclusion that the CO₂ emitted from the combustion of 1 m³ of acetylene, calculated via the carbon mass balance, is 3.95712 kg CO₂, which represents our emission factor.

Regarding Scope 2 (emissions from electricity consumption), the market-based approach was used, analysing the energy sources actually purchased by the organisation on the market, rather than relying solely on the average grid electricity mix. This approach was followed because it is more accurate and accounts for Guarantees of Origin (GO), separating energy production from actual consumption. Conventionally, with a market-based approach, emissions from renewable energy sources (RES) are considered zero, while emissions from the grid mix were estimated using the AIB residual mix 2023 data.

The emission factor for national electricity using the location-based approach is 0.2566 kg CO₂e/kWh (source: ISPRA – 2023 data on national production not accounting for cross-border exchanges).

GRI INDEX

Statement of use	GRI 1 used
IMPEA Srl has reported the information cited in this GRI content index for the period from January 1, 2024, to December 31, 2024, in accordance with the GRI Standards.	GRI 1 – Foundation principles – 2021

GRI	Disclosure	Page	Omission		
			Omitted requirem.	Reason	Reason explanation
GRI 2: General disclosures 2021	2-1 Organisational details	10-18, 84, 118	/	/	/
	2-2 Entities included in the organisation's sustainability reporting	10-18, 84, 118	/	/	/
	2-3 Reporting period, frequency, and contact point	84	/	/	/
	2-4 Restatements of information	/	/	/	There here are no discrepancies compared to the previous reporting.
	2-5 External assurance	/	/	/	No third-party review has been conducted.
	2-6 Activities, value chain and other business relationships	10-18, 29-30, 102-103	/	/	/
	2-7 Employees	56-57, 109-110	/	/	/
	2-8 Workers who are not employees	56, 110	/	/	/
	2-9 Governance structure and composition	20-21, 102	/	/	/
	2-10 Nomination and selection of the highest governance body	20-21	/	/	/
	2-11 Chair of the highest governance body	20-21	/	/	/
	2-12 Role of the highest governance body in overseeing the management of impacts	20-21	/	/	/
	2-13 Delegation of responsibility for managing impacts	20-21	/	/	/
	2-14 Role of the highest governance body in sustainability reporting	20-21	/	/	/
	2-15 Conflicts of interest	/	/	/	No member of the Board of Directors has any conflicts of interest within the company, nor holds offices or shareholdings in other entities that could give rise to conflicts of interest.
	2-16 Communication of critical concerns	/	/	/	The Board meets quarterly, unless exceptional circumstances arise. It reviews any issues raised by directors or other corporate functions as part of normal internal procedures. As of 31 December 2024, no issues requiring an extraordinary board meeting have been reported.
	2-17 Collective knowledge of the highest governance body	20-21	/	/	/
	2-18 Evaluation of the performance of the highest governance body	/	/	/	See section 2-20: Remuneration Determination Procedure.

GRI	Disclosure	Page	Omission		
			Omitted requirem.	Reason	Reason explanation
	2-19 Remuneration policies	/	/	/	Upon appointment, the President of the Board of Directors was granted a fixed annual fee, payable in 12 equal monthly instalments, plus an end-of-mandate allowance proportional to the annual fee, payable only upon termination of office. No fees or variable remuneration linked to performance or objectives have been established for other Board members.
	2-20 Process to determine remuneration	/	/	/	
	2-21 Annual total compensation ratio	60	/	/	/
	2-22 Statement on sustainable development strategy	38-53	/	/	/
	2-23 Policy commitments	22-23, 53, 60	/	/	/
	2-24 Integration of policy commitments	38-53	/	/	/
	2-25 Processes to remediate negative impacts	38-53	/	/	/
	2-26 Mechanisms for seeking advice and raising concerns	23	/	/	/
	2-27 Compliance with laws and regulations	22-23, 53, 60	/	/	/
	2-28 Membership associations	22, 79	/	/	/
	2-29 Approach to stakeholder engagement	46-53, 85-86, 90	/	/	/
	2-30 Collective bargaining agreements	61, 110-111	/	/	/
GRI 3: Material topics 2021	3-1 Process to determine material topics	38-53, 87-89	/	/	/
GRI 3: Material topics 2021	3-2 List of material topics	38-53, 87-89	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	28, 104	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	80, 81, 116	/	/	/
	203-2 Significant indirect economic impacts	80, 81, 116	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/
GRI 204: Prassi di approvvigionamento 2016	204-1 Proportion of spending on local suppliers	29, 102-103	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/

GRI	Disclosure	Page	Omission		
			Omitted requirem.	Reason	Reason explanation
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	60-61, 102	/	/	/
	205-2 Communication and training on anti-corruption policies and procedures	60-61, 102, 108	/	/	/
	205-3 Confirmed incidents of corruption and actions taken	60-61, 102, 108	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/
GRI 301: Materials 2016	301-1 Materials used by weight or volume	67, 111	/	/	/
	301-2 Recycled input materials used	67, 111	/	/	/
	301-3 Reclaimed products and their packaging materials	67, 111	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	67-72, 112-113	/	/	/
	302-3 Energy intensity	67-72, 112-113	/	/	/
	302-4 Reduction of energy consumption	67-72, 112-113	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	75, 113	/	/	/
	303-2 Management of water discharge-related impacts	75, 113	/	/	/
	303-3 Water withdrawal	75, 113	/	/	/
	303-4 Water discharge	75, 113	/	/	/
	303-5 Water consumption	75, 113	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/
GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	53, 74, 91, 114-115	/	/	/
	305-2 Indirect (Scope 2) GHG emissions from energy consumption	53, 74, 91, 114-115	/	/	/
	305-3 Other indirect (Scope 3) GHG emissions	53, 74, 91, 114-115	/	/	/
	305-4 GHG emissions intensity	53, 74, 91, 114-115	/	/	/
	305-5 Reduction of GHG emissions	53, 74, 91, 114-115	/	/	/
	305-6 Emissions of ozone-depleting substances (ODS)	53, 74, 91, 114-115	/	/	/

GRI	Disclosure	Page	Omission		
			Omitted requirem.	Reason	Reason explanation
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/
	306-1 Waste generation and significant waste-related impacts	76-77, 116	/	/	/
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	76-77, 116	/	/	/
	306-3 Waste generated	76-77, 116	/	/	/
	306-4 Waste diverted from disposal	76-77, 116	/	/	/
	306-5 Waste directed to disposal	76-77, 116	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	48-49	/	/	/
	308-2 Negative environmental impacts in the supply chain and actions taken	48-49	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	58, 105-106	/	/	/
	401-2 Benefits provided to full-time employees that are not available to temporary or part-time employees	59	/	/	/
	401-3 Parental leave	60, 107	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/
GRI 403: Occupational health and safety	403-1 Occupational health and safety management system	61	/	/	/
	403-2 Hazard identification, risk assessment and incident investigation	61	/	/	/
	403-3 Occupational health services	61	/	/	/
	403-4 Worker participation, consultation and communication on occupational health and safety	61	/	/	/
	403-5 Worker training on occupational health and safety	61, 63, 108	/	/	/
	403-6 Promotion of worker health	61	/	/	/
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	38-53, 61	/	/	/
	403-8 Workers covered by an occupational health and safety management system	61	/	/	/

GRI	Disclosure	Page	Omission		
			Omitted requirem.	Reason	Reason explanation
	403-9 Work-related injuries	61, 107	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/
GRI 404: Training and education 2016	404-1 Average training hours per year per employee	108	/	/	/
	404-3 Percentage of employees receiving regular performance and career development reviews	108	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	109-111	/	/	/
	405-2 Ratio of basic salary and remuneration of women to men	60	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	111	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	80, 81, 116	/	/	/
	413-2 with significant actual and potential negative impacts on local communities	80, 81, 116	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	48-49	/	/	/
	414-2 Negative social impacts in the supply chain and actions taken	48-49	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	31, 105	/	/	/
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	31, 105	/	/	/
GRI 3: Material topics 2021	3-3 Management of material topics	38-53	/	/	/

GRI	Disclosure	Page	Omission		
			Omitted requirem.	Reason	Reason explanation
GRI 418: Privacy dei clienti 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	31	/	/	/



GLOSSARY

USED TERMS

Terms	Definitions
Scrap Rate	Represents the percentage of non-conforming items in relation to the total number of items produced or delivered. It indicates the defect rate in production or delivery. A lower Scrap Rate reflects higher quality and a reduced incidence of defects.
PPM (Parts Per Million)	It is a measure of quality that expresses the number of defects per million units produced. It is used to monitor and improve production processes, particularly in industries that manufacture large quantities of components



DATA APPENDIX

Governance

Governing bodies	Number			Percentage	
	Women	Men	Total	Women	Men
Executive members (Chief Executive Officers)	1	2	3	33%	67%
Total members	1	2	3	33%	67%
Members meeting independence requirements	1	2	3	33%	67%
Members with expertise in ESG-related matters	1	2	3	33%	67%

Ethics

GRI 205-2 e – Total number and percentage of employees who have received anti-corruption training, by employee category				
Total number of employees who have received anti-corruption training	Employees by professional category	Unit	2024	%
	Executives	n.	1	50%
	Middle management		1	50%
	Total		2	100%

Suppliers

Supplier breakdown by macro-geographical area			
Area	2024		
	Total number of suppliers	% costs	% of suppliers
Province of Cremona	14	6.55%	15.73%
Lombardy (excluding Cremona)	32	43.49%	35.96%
Italy (excluding Lombardia)	40	49.60%	44.94%
Foreign (excluding Italy)	3	0.36%	3.37%
Total	89	100.00%	100.00%

Purchase category

Purchase category	2023	2024	Trend 2023-2024
	% of total	% of total	
Raw materials	30.01%	31.17%	-20.95%
Purchases (including CSA)	34.44%	30.28%	-33.10%
Ousourcing services	6.88%	8.66%	-4.21%
Painting	28.67%	29.90%	-20.62%
Total	100.00%	100.00%	-23.89%

Clients

Clients	2023	2023	Trend 23-24
Total customers	13	16	23.08%

Customer breakdown by geographic area			
Area	2024		
	Total customers	% costs	% customers
Province of Cremona	6	28.82%	27.27%
Lombardy (excluding Cremona)	11	65.03%	50.00%
Italy (excluding Lombardy)	5	6.16%	22.73%
Total	22	100.00%	100.00%

Revenue by sector	Unit	% 2024
Earthmoving machinery	%	20.41%
Forklift		19.01%
Industrial vehicles		11.60%
Agricultural machinery (tractors)		41.97%
Other		7.01%
Total		100.00%

Products sold by sector	Unit	Total 2024	%
Earthmoving machinery	n.	5,123	1.43%
Forklift		177,165	49.56%
Industrial vehicles		9,224	2.58%
Agricultural machinery (tractors)		68,358	19.12%
Other		97,639	27.31%

Income statement

Items	Unit	% of the directly generated economic value 2024
DIRECTLY GENERATED ECONOMIC VALUE		100.00%
Production value		100.00%
A. Value of production		99.62%
C.16 Other financial income		0.38%
DISTRIBUTED ECONOMIC VALUE		100.00%
Production costs		58.18%
B.6 Raw materials costs		30.44%
B.7 Service costs		24.53%
B.8 Costs for external assets usage		1.41%
B.11 Changes in raw materials stock		1.54%
B.14 Other operating charges (net of taxes)		0.26%
Employee remuneration B.9	%	31.20%
Wages and salaries (including BoD and directors)		21.46%
Social charges		6.15%
Employee severance provision (annual)		1.44%
Remuneration of non-employee personnel		1.79%
Investments in training		0.08%
Other personnel-related costs		0.28%
Payments to the public administration		0.61%
Current income taxes		1.46%
Contributions to operations		-1.59%
Other taxes (property tax, waste tax, stamps, etc.)		0.74%

Remuneration of credit capital	0.67%
Interest expenses (bank and non-bank)	0.67%
Return on equity	3.41%
Profit (loss) for the year	3.41%
Contribution to the community	0.13%
Donations and sponsorships	0.13%
"Sistema Impresa"	5.80%
Depreciation and amortisation of fixed assets	5.80%

Communication

Results of communication activities	Unit	2024
Linkedin followers	n.	162
Users reached by LinkedIn articles		40,231

Customer health and safety

Customer health and safety	Unit	2023	2024
Percentage of product and service categories for which health and safety impacts are assessed (SAFETY Codes)	n.	Approx 2 Mln Euro	1.3 Mln

SOCIAL SPHERE

Turnover

Total employees hired by gender			
Contract category	Unit	2024	
		Men	Women
Office staff	n.	1	2
Manual workers		8	/
Total		9	2
		11	

Total employees hired by age				
Contract category	Unit	2024		
		Under 30	30-50 years	Over 50
Office staff	n.	2	1	/
Manual workers		2	5	1
Total		4	6	1
		11		

Total employees terminated by gender			
Contract category	Unit	2024	
		Men	Women
Office staff	n.	1	1
Manual workers		5	/
Total		6	1
		7	

Total employees terminated by age			
Contract category	Unit	2024	
		30-50 years	Over 50
Office staff	n.	1	1
Manual workers		2	3
Total		3	4
		7	

Total employees terminated by gender and reason			
Contract category	Unit	2024	
		Men	Women
Resignation	n.	3	/
Retirement		2	1
Dismissal		1	/
Total		6	1
		7	

Turnover rate	Recruitment rate	Turnover compensation rate
8.75%	13.75%	157.14%

Parental leave

Parental leave	2024		
	Unit	Men	Women
Number of employees entitled to parental leave	n.	7	2
Number of employees who took parental leave		7	1
Number of employees who returned to work after parental leave		6	1
Currently still on parental leave		1	/
Total number of employees who returned to work following parental leave in the previous reporting period(s)		/	1
Employees who returned to work after parental leave and are still employed by the organisation within 12 months of returning		/	1
Return-to-work rate		86%	100%

Health and safety

Occupational health and safety management system based on legal requirements and/or accredited standards/guidelines		
Employees	Unit	2024
Number and percentage of all employees covered by such a system	n.	80
	%	100%
Number and percentage of all employees covered by such a system that has been audited or certified by independent third parties	n.	80
	%	100%
Total number of employees	n.	80

Accidents				
Employees	2024			
	Unit	Men	Women	Total
Total commuting accidents	n.	1	/	1
Total workplace accidents		6	/	6
Total accidents		7	/	7
Total hours worked		105,815	11,565	117,380
Total days lost due to accidents		86	/	86
Reportable workplace accident rate		6%		
Severity rate		0.8	/	0.7
Frequency rate		66	/	60

Training

Training hours by occupational category		Unit	2024
Total training hours provided to managers		h	5
Total training hours provided to middle management			148
Total training hours provided to officer staff			387
Total training hours provided to workers			1,002
Total training hours provided to employees			1,542
Training hours by employee gender		Unit	2024
Total training hours provided to women		h	274
Total training hours provided to men			1,268
Total training hours provided to employees			1,542
Average number of training hours by occupational category		Unit	2024
Average number of training hours for managers		h	5.00
Average number of training hours for middle management			74.00
Average number of training hours for office staff			16.83
Average number of training hours for workers			18.56
Average number of training hours for employees			19.28
Average number of training hours by gender		Unit	2024
Average number of training hours for female employees		h	24.91
Average number of training hours for male employees			18.38

Type of training	Unit	Total hours by course type	Percentage of total	Total participants by course type	Percentage of total participants
Professional training	h	195	12.65%	20	17.70%
Health and safety training		576	37.35%	80	70.80%
Language training		234	15.18%	6	5.31%
Environmental management and sustainability training		197	12.78%	5	4.42%
Other		340	22.05%	2	1.77%
Total		1,542	100.00%	113	100.00%

Employees

Number of employees by category and age group						
Contractual category of workers	Unit	2024				%
		<30	30-50	>50	Total	
Total employees	n.	5	47	28	80	100.00%
% employees		6.25%	58.75%	35.00%	100.00%	/
Total men		4	41	24	69	86.25%
% men		5.00%	51.25%	30.00%	86.25%	/
Male managers		/	1	/	1	1.25%
Male middle managers		/	1	/	1	1.25%
Male office staff		2	9	5	16	20.00%
Male manual workers		2	30	19	51	63.75%
Total women		1	6	4	11	13.75%
% women		1.25%	7.50%	5.00%	13.75%	/
Female middle management		/	1	/	1	1.25%
Female office staff		1	3	3	7	8.75%
Female manual workers		/	2	1	3	3.75%

Number of employees by gender and type of employment				
Contractual category of workers	Unit	2024		Total
		Full-time	Part-time	
Total employees	n.	69	11	8
% employees		86.25%	13.75%	100.00%
Total men		66	3	69
% men		82.50%	3.75%	86.25%
Male managers		1	/	1
Male middle managers		1	/	1
Male office staff		15	1	16
Male manual workers		49	2	51
Total women		3	8	11
% women		3.75%	10.00%	13.75%
Female middle management		1	/	1
Female office staff		2	5	7
Female manual workers		/	3	3

Number of employees by gender and type of contract				
Contractual category of workers	Unit	2024		
		Permanent	Fixed-term	Total
Total employees	n.	79	1	80
% employees		98.75%	1.25%	100.00%
Total men		69	/	69
% men		86.25%	/	/
Male managers		1	/	1
Male middle managers		1	/	1
Male office staff		16	/	16
Male manual workers		51	/	51
Total women		10	1	11
% women		12.50%	1.25%	/
Female middle management		1	/	1
Female manual workers		6	1	7
Women manual workers		3	/	3

Employee nationality	Unit	2024	
		Total	Percentage
Italy	n.	70	87.50%
Europe (excluding Italy)		1	1.25%
Africa		2	2.50%
Asia		7	8.75%
Total		80	100.00%

External workforce

Total external workforce	Unit	2024	
		Men	Total
Full time	n.	4	4
Temporary / agency workers		4	4
Total		4	4

Employees covered by collective agreements 2024		
	Unit	2024
Number of employees covered by collective agreements	n.	80

Employees represented by a trade union 2024		
	Unit	2024
Number of employees represented by a trade union	n.	32

Non-discrimination 2024	
	2024
Total number of discrimination incidents	0

ENVIRONMENT

Materials

Materials by type	Unit	2023	2024	Trend
		Weight	Weight	%
Main recyclable materials used	t	3,000	2,550	-15%
Ferrous material (sheets, profiles, etc.)	t	3,000	2,550	-15%
Total materials	t	3,000	2,550	-15%

Recovered or regenerated products and associated packaging materials			
	Unit	Quantity 2023	Quantity 2024
Total finished products manufactured	t	2,500	2,200

ENERGY

	Category	Subcategory	Unit	2023	2024	Trend 2023-2024
Fuels for production	Fossil fuels	Natural gas for production process and heating	m ³	64,200.00	79,677.00	24.11%
		Nitrogen	m ³	119,837.00	110,498.60	-7.79%
		Oxygen	m ³	24,403.00	23,830.40	-2.35%
		Welding mixture	m ³	14,335.00	10,810.00	-24.59%
		Other welding gases	m ³	496	338,84	-31.69%

Vehicles						
	Category	Subcategory	Unit	2023	2024	Trend 2023-2024
Company vehicles	Fossil fuels	Diesel	l	28,686.00	28,336.60	-1.22%
		Petrol	l	2,544.00	3,402.70	33.75%
Total vehicles consumption	Fossil fuels	Diesel	l	28,686.00	28,336.60	-1.22%
		Petrol	l	2,544.00	3,402.70	33.75%

Energy						
Energy consumption, purchase and production	Unit	2023	2024	Trend 2023-2024	% of total consumption 2023	% of total consumption 2024
Purchased electricity	kWh	1,148,580.00	909,033.00	-20.86%	83.83%	86.17%
of which from renewable sources		/	500,000.00	100.00%	/	47.40%
of which from nonrenewable sources		1,148,580.00	409,033.00	-64.39%	100.00%	38.77%
Selfproduced electricity		334,161.15	277,961.00	-16.82%	24.39%	26.35%
of which from renewable sources		334,161.15	277,961.00	-16.82%	100.00%	26.35%
Electricity sold		112,681.51	132,080.00	17.22%	8.22%	12.52%*
produced from renewable sources		112,681.51	132,080.00	17.22%	100.00%	12.52%*
Total electricity consumption		1,370,059.64	1,054,914.00	-23.00%	100.00%	100.00%

* The electricity sold is subtracted from the purchased electricity and the self-produced electricity.

Company fleet 2024			
Company fleet composition	Unit	2024	
		Owned	Total
Trucks	n.		
diesel		1	1
Cars			
petrol		2	2
diesel		5	5
hybrid		1	1
Overall total			
petrol		2	2
diesel		6	6
hybrid		1	1

Energy intensity 2024		
	Total	Intensity
Total energy consumption	1,370,059.64	
Total employees	80	17,125.75
Company m ²	18,000	76.11
Hours worked	117,380	11.67
Turnover	13,113,863	0.10

WATER

Water withdrawal				
Type	Unit	2023	2024	Trend 2023-2024
		All areas	All areas	
Third-party water resources (es. water utility)	m ³	2,300.00	1,954.00	-15.04%
Total		2,300.00	1,954.00	-15.04%

Water discharge				
Water discharge by source	Unit	2023	2024	Trend 2023-2024
		All areas	All areas	
Domestic and similar wastewater discharged to public sewer system	m ³	1,500,00	1,300,00	-13.33%
Total		1,500,00	1,300,00	-13.33%

Recycled or reused water	Unit	2023
		All areas
Total water withdrawn	m ³	2,300.00

EMISSIONS

Scope 1

Internal energy vectors	Unit	2023	2024	Unit	Impact factors 2023	Impact factors 2024	2023	2024	Data source
Natural gas for production process and heating	m³	64,200.00	79,677.00	kg CO ₂ eq.	2.05	2.05	131.29	162.94	DEFRA v. 1.1, - 2024
Nitrogen	m³	119,837.00	110,498.60	kg CO ₂ eq.	/	/	/	/	/
Oxygen	m³	24,403.00	23,830.40	kg CO ₂ eq.	/	/	/	/	/
Welding mixture	m³	14,335.00	10,810.00	kg CO ₂ eq.	3.96	3.96	56.73	42.78	Calculation with Carbon Mass Balance
Other welding gases	m³	496	338.84	kg CO ₂ eq.	3.96	3.96	1.96	1.34	Calculation with Carbon Mass Balance
Diesel	L	28,686.00	28,336.60	kg CO ₂ eq.	2.51	2.51	72	71.12	DEFRA v. 1.1, - 2024
Petrol	L	2,544.00	3,402.70	kg CO ₂ eq.	2.35	2.35	6	8	DEFRA v. 1.1, - 2024
Total Scope 1 emissions from fuels	Tons CO ₂ eq.	/	/	kg CO ₂ eq.	/	/	267.96	286.18	/

Scope 2

Electricity consumption, purchase and production	Unit	2023	2024	Unit	Impact factors 2023	Impact factors 2024	2023	2024	Data source
Electricity purchased from grid	kWh	1,148,580.00	909,033.00	kg CO ₂ eq.	/	/	/	/	/
of which from renewable sources purchase GO from 2024 (30% yes [RC1] 1.5 MWh Ft SG E- 202400229747 of 26/09/24)		/	500,000.00	kg CO ₂ eq.	/	/	/	/	Set to 0 due to market-based approach
of which from nonrenewable sources		1,148,580.00	409,033.00	kg CO ₂ eq.	0,5	/	574.94	204.75	AIB Residual Mix 2023
Self-produced electricity		334,161.15	277,961.00	kg CO ₂ eq.	/	/	/	/	/
of which from renewable sources		334,161.15	277,961.00	kg CO ₂ eq.	/	/	/	/	Set to 0 due to market-based approach
from other sources		/	/	kg CO ₂ eq.	/	/	/	/	/
Electricity sold		112,681.51	132,080.00	kg CO ₂ eq.	/	/	/	/	/
produced from renewable sources		112,681.51	132,080.00	kg CO ₂ eq.	-0,5	/	-56.4	-66.12	Emissions avoided according to AIB Res. Mix 2023 Approach
produced from non-renewable sources		/	/	kg CO ₂ eq.	/	/	/	/	/
Total electricity consumption		Kwh	1,370,059.64	1,054,914.00	kg CO ₂ eq.	/	/	/	/
Total Scope 2 emissions from energy	Tons CO ₂ eq.	/	/	kg CO ₂ eq.	/	/	518.54	138.63	/

Scope 1 and 2 emissions	2023	2024
Scope 1 total	267.96	286.18
Energy vectors	267.96	286.18
Scope 2 total	518.54	138.63
Scope 2 – market-based	518.54	138.63
Scope 1 + 2	786.5	424.81

WASTE

Waste by type	Unit	2023			2024			Trend 2023-2024
		Weight	Type of recovery/ disposal	Hazard Class	Weight	Type of recovery/ disposal	Hazard Class	
Total hazardous waste	kg	9,535.00		/	12,232.00		/	28.29%
160708 waste containing oil	kg	9,500.00	Other recovery operations	/	12,080.00	Other recovery operations	HP4	27.16%
160213 discarded equipment (neon)	kg	18	Other recovery operations	/	23	Other recovery operations	HP4	27.78%
160213 apparecch. fuori uso (monitor)	kg	17	Other recovery operations	/	/	/	/	-100.00%
080409 waste adhesives and sealants	kg	/	/	/	129	Other recovery operations	HP4	100.00%
Total non-hazardous waste	kg	194,655.00	/	/	160,602.00		/	-17.49%
120199 ferrous metal scrap	kg	193,720.00	/	/	159,130.00	Other recovery operations	/	-17.86%
200303 street-cleaning residues	kg	640	/	/	900	Other recovery operations	/	40.63%
160214 discarded equipment (ceiling lights)	kg	25	/	/	179	Other recovery operations	/	616.00%
160214 discarded equipment (electrical materials)	kg	270	/	/	363	Other recovery operations	/	34.44%
080318 spent printing toner	kg		/	/	30	Other recovery operations	/	100.00%
Total waste	kg	204,190.00	/	/	172,834.00	/	/	-15.36%

COMMUNITY

Operations involving the local community	Unit	2023	2024
Total community cooperation projects	n.	8	15
Total euros donated	€	11,722.95€	21,222.95€

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