

SHAPING IDEAS

IMPEA



# SUSTAINABILITY REPORT

2025





IMPEA

With the publication of our **third Sustainability Report**, we continue the reporting journey that began in 2023. Over the years, we have progressively strengthened the way we collect, analyse and present ESG data, improving its quality while broadening the scope of the information we monitor.

The changing business environment calls for an even greater ability to interpret developments, adapt and look ahead. With this in mind, we continue to turn determination, passion and consistency into tangible actions, reinforcing an approach focused on continuity and the long-term resilience of our business model.

The data and information contained in this report relate to the period **1 January to 31 December 2025**.

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# LETTER TO STAKEHOLDERS

Dear stakeholders,

2025 was an intense year, marked by ongoing changes that continued to challenge the manufacturing sector: uneven market conditions, increasing cost pressures, supply chains requiring careful management, and rapidly evolving technologies. Against such a complex backdrop, we chose to remain true to the way we do business: working with professionalism, strengthening our processes, listening carefully to the world around us, and continuing to invest in the expertise that underpins the quality of our work.

This is also the foundation of how we understand sustainability. For IMPEA, sustainability means, first and foremost, being practical. It means focusing on our day-to-day operations, our production departments, manufacturing decisions, resource management, people's safety, and the relationships we build with customers, suppliers and partners. This approach is reflected in the way we organise our work, use materials and energy, monitor our impacts, and progressively strengthen operating practices that are clearer, safer and more widely shared.

Throughout the year, this vision took shape through a number of significant milestones: achieving **ISO 50001:2018 certification**, strengthening our environmental monitoring activities, renewing our **EcoVadis Silver Medal**, introducing the **Employee Handbook**, and further developing the tools that support business decision-making, including the use of artificial intelligence. Although these initiatives differ in nature, they all share the same objective: making IMPEA better prepared, better organised and better equipped to embrace change without losing sight of its manufacturing identity.

People remain at the heart of this journey. Technical expertise, experience, collaboration and adaptability continue to drive our company forward. During 2025, we worked to make internal information more accessible, strengthen training, reinforce our culture of health and safety, and foster a working environment enriched by different backgrounds, roles and professional experiences. In a highly technical manufacturing environment, quality also depends on clear rules, open communication and shared responsibility.

The same commitment shapes our relationship with the local community. Throughout the year, we continued to support local initiatives promoting healthcare, education, culture, sport and social inclusion. Our community is an integral part of our history and of the way we do business: a deeply rooted presence that contributes not only through manufacturing and employment, but also through participation, strong relationships and close engagement with the local area.

For more than sixty years, IMPEA has grown around a clear vocation: shaping metal and turning our customers' ideas into reality. Today, we continue to do so with the same attention to detail, combining technical expertise with an ever-growing sense of responsibility towards people, the environment and the communities in which we operate.

We would like to express our sincere thanks to everyone who works with us, as well as to our customers, suppliers, partners, public institutions and the local community. The trust they place in us is a responsibility that we will continue to honour with professionalism, consistency and an enduring commitment to continuous improvement.

*The Bosisio Family*



# EVOLVING TO GROW

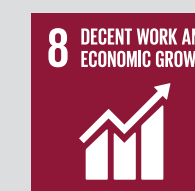


Over the years, we have built a growth journey that combines strong industrial roots with the ability to evolve. Looking ahead means continuously strengthening our expertise, organisation and processes to meet our customers' needs and respond effectively to changing market conditions.

We see our development as the result of a balance between manufacturing experience and technological innovation. This balance underpins the quality of our work, reinforces our identity, and enables us to face the future with confidence, method and vision.

Several significant milestones achieved during 2025 contributed to this journey.

|                                                                              |                                                                                                                                                                                                                                                          |
|------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ACHIEVEMENT OF<br>ISO 50001<br>CERTIFICATION                                 | INTRODUCTION OF THE NEW<br>EMPLOYEE HANDBOOK<br>A PRACTICAL GUIDE FOR<br>EVERYONE WORKING AT IMPEA                                                                                                                                                       |
| ECOVADIS:<br>SILVER MEDAL RENEWED<br>FOR THE THIRD<br>CONSECUTIVE YEAR       | 5 AUDIT CARRIED OUT BY<br>THE SUPERVISORY BODY<br>(ALL COMPLETED WITH POSITIVE OUTCOMES<br>IN THE FOLLOWING AREAS: HEALTH AND<br>SAFETY, ENVIRONMENT; RELATIONS WITH THE<br>PUBLIC ADMINISTRATION; CYBERSECURITY;<br>DISTRIBUTION OF THE CODE OF ETHICS) |
| RENEWAL OF<br>UNI/PDR 125:2022,<br>ISO 14001 AND ISO 45001<br>CERTIFICATIONS | STRENGTHENED PRESENCE<br>ACROSS A BROADER RANGE OF<br>APPLICATION SECTORS, WITH<br>NEW PROJECTS RELATED TO<br>WASTE MANAGEMENT AND<br>SNOWMAKING                                                                                                         |





IMPEA  
IN FIGURES

EcoVadis  
Silver Medal  
achieved with  
a score of  
**76/100**



**+14** points compared  
with 2023

**99.53%** of purchases made  
from Italian suppliers in 2025

**2,400** tonnes of ferrous  
material processed in 2025

**2,050** of finished products  
manufactured in 2025

**19** active customers in 2025  
**45.80%** of revenue generated  
from the agricultural sector in  
2025

**14.29%** female representation  
in the workforce in 2025

**13** nationalities represented  
across the company

**90.72%** of electricity  
purchased in 2025 covered by  
Guarantees of Origin (GO)

**12** community projects  
supported during 2025

A VISION OF  
SUSTAINABLE MANUFACTURING

In February 2025, in the pages of *Mondo Business*, **Francesco Bosio** highlighted the contribution that the manufacturing sector can make to the transition towards a more sustainable future. In his interview, he identified several key drivers of development, including energy efficiency, sustainable materials, the circular economy, emissions reduction, supply chain collaboration and training.

Particular emphasis was placed on the relationship between digitalisation and sustainability, viewed as complementary levers for building

a more efficient, connected and responsible industrial system.

This perspective reflects a vision of manufacturing capable of combining competitiveness, robust industrial organisation and responsibility, while recognising the strategic role of businesses in developing resilient and sustainable production models.

**"The manufacturing sector can act as a driving force for building a greener industry."** (Francesco Bosio)

[Read the interview](#)



**Manifatturiero sostenibile?  
È possibile: ecco come si fa**

"Il settore manifatturiero può  
fungere da leva per realizzare  
un'industria più verde e gli  
approcci sono molteplici".



Francesco Bosio (AD)





## SHEET METAL SPECIALISTS, PARTNERS TO INDUSTRY

Our story began in **1963**, with the production of bumpers and bodywork components for the automotive industry. Since then, we have built a path of growth founded on our ability to evolve, continuously adapting our expertise, manufacturing processes and organisation to meet the needs of different markets.

Our role extends beyond individual manufacturing operations. We support our customers' ideas from concept through to production, transforming design requirements into practical solutions. Our **Shaping Ideas** payoff perfectly reflects this approach, combining technical expertise, attention to detail and a strong industrial culture.

This evolution has also been driven by the continuity of family ownership, which has guided IMPEA's development across three generations. It is from this heritage that our approach to metalworking has evolved: preserving our manufacturing roots while strengthening our role as a trusted industrial partner.

### THREE GENERATIONS OF INDUSTRIAL CULTURE

### SHAPING IDEAS, OUR WAY OF WORKING



## 62 YEARS OF IMPEA

"The idea of being one family is becoming increasingly tangible."

(Emiliano Bosio)



In 2025, we celebrated an important milestone, inviting us to reflect on our journey with both pride and gratitude. Over the years, IMPEA has grown while remaining firmly connected to its industrial roots and the local area, progressively embracing new expertise, new markets and new people. It is precisely this balance between continuity and transformation that defines the true essence of our history.

Year after year, our company has become broader in scope and more structured, without ever losing sight of the relationships that have made this growth possible. For this reason, this anniversary is more than a celebration; it

is an opportunity to recognise the contribution of everyone who has been part of IMPEA's journey, as well as those who continue to shape its development every day.

Looking back on this milestone also means reaffirming a clear direction for the future: continuing to build a strong manufacturing company capable of turning our customers' ideas into reality with professionalism, expertise and responsibility, while always placing the quality of our work and the value of our people at the heart of everything we do.





## SMART MANUFACTURING

Over the years, we have developed a manufacturing model built on the integration of departments, technologies, expertise and information flows. This approach has supported the company's growth by progressively strengthening coordination between production, logistics, quality and management systems. As a result, we are able to oversee every stage of the manufacturing process, from raw material management through to final product inspection.

The expertise we have developed in sheet metal forming, 2D and 3D laser cutting, robotic welding and other highly specialised manufacturing processes now operates within an increasingly structured production organisation. Our production facilities are organised according to **lean manufacturing** principles, with the aim of reducing unnecessary handling, simplifying operational processes and ensuring a smoother

flow throughout the production cycle. This results in a more organised working environment, greater operational efficiency and working conditions designed to promote safety, precision and continuity.

Within this model, information management plays a central role. The traceability of raw materials and semi-finished products ensures compliance, control and product quality, while digital systems provide greater process visibility and support timely operational decisions based on up-to-date data.

To encourage information sharing across the organisation, digital information displays installed throughout the company communicate strategic data and key performance indicators, strengthening the connection between production activities, quality control and organisational management.

In 2025, we took a further step in leveraging data to support **strategic decision-making** by introducing a daily report, generated with the support of **artificial intelligence**, for our Strategic Committee.

The report provides a concise and up-to-date overview of the external factors that may influence the business, including geopolitical developments, regulatory changes in Italy and across Europe, trends in raw material and energy costs, financial market dynamics, supply chain risks, and insights from the key sectors we serve, including **agriculture, earthmoving, logistics and forklift trucks**.

The aim is not to replace managerial judgement, but to provide a more timely and structured information base. Each

report highlights changes compared with the previous day, identifies potential impacts on the **supply chain, pricing, procurement and profit margins**, and suggests operational actions for internal consideration. Every Monday, a weekly summary also provides an overview of the main trends that emerged during the previous week.

Artificial intelligence is gradually becoming an integral part of our decision-making processes, **supporting strategic analysis** and informed business planning. Continuous access to up-to-date information is fostering a new approach to internal decision-making, where **data, experience and business expertise** come together to guide both short-term actions and long-term strategic choices.

## AN INDUSTRIAL STORY TOLD BY THE LOCAL AREA

"Innovation is not simply about introducing new technologies; it is about enabling them to work in harmony with the people, processes and values that define our company's identity." (Francesco Bosisio)



In September 2025, *Vite d'Impresa*, the business magazine published by the Industrial Association of the Province of Cremona, featured IMPEA in an article entitled *High-Tech Sculptors of Metal*.

The article portrays a company built on technical expertise, entrepreneurial continuity and the ability to embrace changes in the industrial landscape without losing sight of its roots.

Its value lies in the balance it highlights: on the one hand, the strength of a company founded on craftsmanship and specialist expertise; on the other, a forward-looking vision capable of integrating technology, organisation and manufacturing culture into a coherent and distinctive industrial model.

It is a portrait that accurately reflects IMPEA's journey: one of steady growth, constant attention to quality and an ongoing commitment to strengthening our position as a trusted industrial partner.





## CONTINUOUS PROCESS INNOVATION

Our manufacturing capability is built on the combination of advanced technologies, operational expertise and an efficient production organisation. Each process contributes to a specific stage of the industrial cycle: pressing shapes the sheet metal, laser cutting ensures precision and flexibility, bending defines geometries and technical features, while welding, assembly and finishing complete each component in accordance with the customer's specifications.

Within our pressing department, we operate mechanical and hydraulic presses ranging from **50 to 1,200 tonnes**. This equipment enables us to manufacture even large components, measuring up to **3,500 × 2,000 mm**, while maintaining high levels of dimensional accuracy and effectively managing complex design features.

For blanking and trimming operations, we rely on **2D and 3D laser cutting**, a technology that delivers clean, precise and highly adaptable processing across a wide variety of geometries. The department is equipped with six **4,000-watt laser systems** capable of processing components up to **1,500 × 4,000 mm**, with a maximum height of **765 mm**. The flexibility of laser technology is particularly valuable for customised production, smaller batch sizes and applications where conventional blanking dies are not the most efficient solution.

The bending process is carried out using dedicated equipment, including a **Vimercati hydraulic press brake** designed for smaller components and equipped with advanced functionality. Offline programming and complete bending-cycle simulation help optimise production times, reduce waste and improve accuracy from the very first stages of manufacture.

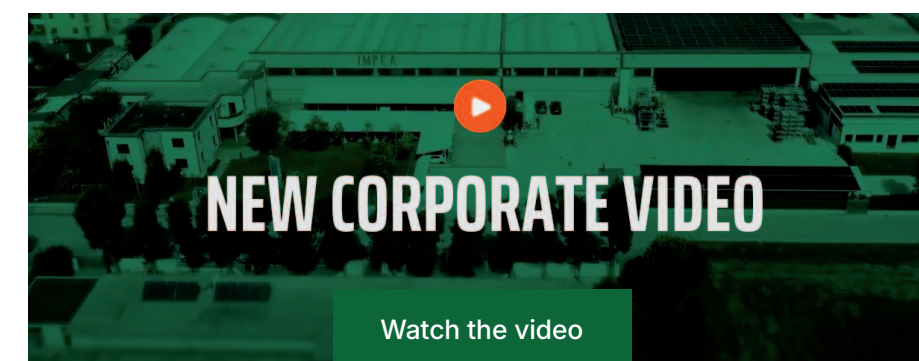
Robotic welding also contributes significantly to the flexibility of our production system. Our **high-capacity Daihen OTC robotic welding cell**, interconnected in accordance with **Industry 4.0 protocols**, has been designed to process large components while combining high productivity with optimised energy consumption.



Alongside manual welding, assembly and finishing operations, it enables us to accompany each product through to the final stages of manufacture, ensuring consistency between technical requirements, expected quality standards and end-use applications.

In 2025, we also showcased this way of working through our new corporate video, published on the company's YouTube channel. The video offers an overview of IMPEA, combining archive footage with recent images to illustrate the company's evolution, its main manufacturing processes, the technologies employed and the products we create. It represents another way of demonstrating the close relationship between manufacturing expertise, technological innovation and our ability to transform customers' requirements into practical solutions.

Continuous investment in our machinery remains a key pillar of our manufacturing model. The technologies introduced over the years have strengthened our precision, flexibility and responsiveness. This strategy will continue in 2026 with a further investment in our **3D laser cutting department**, described in greater detail in the dedicated feature.





# TRADE FAIRS & EVENTS

## ECOMONDO RIMINI



In November 2025, we visited ECOMONDO in Rimini, the leading European trade fair dedicated to the ecological transition and the circular economy. The visit gave us the opportunity to engage with an increasingly international and fast-growing environment, observing first-hand the solutions presented by more than 1,700 exhibiting brands.

For us, ECOMONDO provided a valuable opportunity to explore the latest developments in

sectors related to environmental sustainability, electric mobility and the efficient management of resources. It was a valuable occasion to gather practical insights and gain a deeper understanding of the market's future direction.



## INTER AIRPORT EUROPE MUNICH



In October 2025, we visited inter airport Europe in Munich, the leading European trade fair dedicated to the airport and logistics sectors. The event brought together exhibitors from more than 100 countries, giving us the opportunity to explore the latest solutions in automation, digitalisation and process optimisation.

The visit provided a valuable opportunity to compare our approach with emerging trends in intralogistics and gather insights to further

strengthen an industrial vision that is increasingly connected, efficient and focused on process quality.



## GIS EXPO PIACENZA



In September 2025, we visited GIS EXPO in Piacenza, Europe's leading exhibition dedicated to lifting, handling and industrial transport. For us, the event represented a strategic opportunity not only to meet customers and partners, but also to observe first-hand the innovations shaping the future of the sector.

Engaging directly with the market enabled us to gather valuable insights into efficiency, quality and sustainability in industrial processes, con-

firming the importance of these opportunities for learning and dialogue in anticipating future requirements.



# INVESTING TODAY IN TOMORROW'S PRODUCTION CAPACITY

"Combining technical expertise, experience and social responsibility to create sustainable value over time."



During 2025, following an in-depth feature published by Prima Power and subsequently republished by *Deformazione*, we shared our industrial journey, highlighting the central role of technological innovation in sheet metal processing. The article demonstrates how the investments we have made over the years have strengthened our ability to manage complex, highly customised manufacturing processes.

In particular, 3D laser technology plays a key role in machining complex components derived from sheet metal forming processes, where strength, quality and precision are essential requirements. The expansion of this department will continue in 2026 with the arrival of the new Prima Power Rapido 3D Laser, which will complement the fibre laser systems already installed and replace

two CO<sub>2</sub> technology systems.

With a power output of 3,000 watts, a working area of 4,000 × 1,500 mm and a usable vertical stroke of 765 mm, the new machine will enhance productivity, processing speed and energy efficiency.

To support this technological development, we are also continuing to advance the digitalisation of our processes through MES, Industry 4.0 workstations and business intelligence tools, helping to make the management of production data and performance indicators increasingly accurate.



Find out more





# PEOPLE, SKILLS AND CORPORATE CULTURE

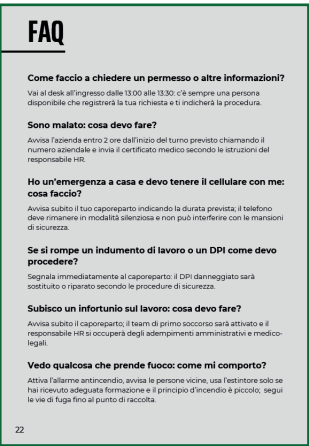
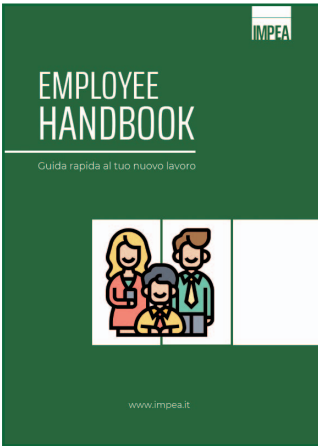
In 2025, we strengthened the communication of our organisational model through internal communication tools designed to make company information, policies and reference materials more accessible. The Employee Handbook was developed with two main objectives: to support employees in their day-to-day work at IMPEA and to provide clear guidance on expected behaviours, rights, benefits, procedures and the company's main internal points of reference.

The document also reflects the multicultural nature of our organisation, bringing together people with different backgrounds and experiences. The presence of 13 nationalities within the company reflects an evolution that extends beyond our manufacturing processes to the way we build relationships, integrate expertise and strengthen our corporate culture.

From this perspective, continuous improvement takes on a broader meaning. It is not only about improving departmental efficiency and keeping

pace with technological developments, but also about creating a clearer, more organised and more collaborative working environment for everyone at IMPEA. It is through this balance between organisation, skills and people that we continue to build a more aware, cohesive and forward-looking company.

Within the Employee Handbook, the section "What You Can Do" encourages every employee to adopt simple yet meaningful everyday behaviours, including: paying attention to the responsible use of resources by avoiding unnecessary energy and water consumption; contributing to the proper management of waste and materials through separate waste collection and by reducing the use of single-use plastics; helping to create a safer workplace by following the guidance provided; taking part in training activities; reporting near misses and potential hazards; and sharing observations, ideas and suggestions that support continuous improvement.



# ESG RATING

Maintaining our EcoVadis assessment means measuring ourselves against a progressively more rigorous and comprehensive methodology, one that evaluates not only the existence of policies and formal commitments, but also their effective implementation, monitoring and supporting documentation. In 2025, we updated our sustainability assessment, achieving an overall score of **76/100** and placing in the **91st percentile**.

This result places us among the highest-performing companies assessed, with only around **9%** achieving a higher score. It also confirms the steady progress made over the past three years, with our overall score increasing from

**62/100** in 2023 to **73/100** in 2024 and **76/100** in 2025. This represents an improvement of **3 points** compared with the previous year and **14 points** compared with 2023.

Among the areas assessed, **Environment** remains our strongest area, increasing to **85/100**, compared with **83/100** in 2024 and **70/100** in 2023. Labour & Human Rights also recorded a positive result, reaching **79/100**. This was followed by **Ethics**, with **72/100**, and **Sustainable Procurement**, with **44/100**, an area in which we recognise further opportunities to strengthen the integration of ESG criteria throughout our supply chain.

"We are extremely pleased with this result because it reflects the efforts made throughout the year. Continuously collecting data helps us better understand what we do and gives us a clearer picture of where we stand. It is a practical way of getting to know ourselves better and, as a result, of continuing to improve. Our goal is to join the top 5% of companies and achieve the Gold Medal, but we also know that reaching that milestone will not mean we have arrived. What truly matters is continuing to work in an increasingly informed and responsible way." *(Marta Bosio, HR Manager)*





# LEADERSHIP AT IMPEA



In 2025, we confirmed the governance structure introduced the previous year, with a Board of Directors comprising **three members: two men and one woman**. In terms of age profile, **two members** are between **30 and 50 years old**, while **one member is over 50**. All members of the Board of Directors hold a university degree. During the year, all three Board members completed anti-corruption training, bringing participation to 100% of the Board.

The Board of Statutory Auditors consists of **three members, all over the age of 50: two men and one woman**. In terms of educational background, **two members** hold a university degree and **one member** holds a secondary school diploma.

Throughout the year, we further strengthened our oversight of ESG matters through the establishment of the **ESG Committee**, with the aim of providing a more structured approach to coordinating sustainability reporting activities, monitoring objectives and supporting the implementation of the 2023–2026 roadmap.

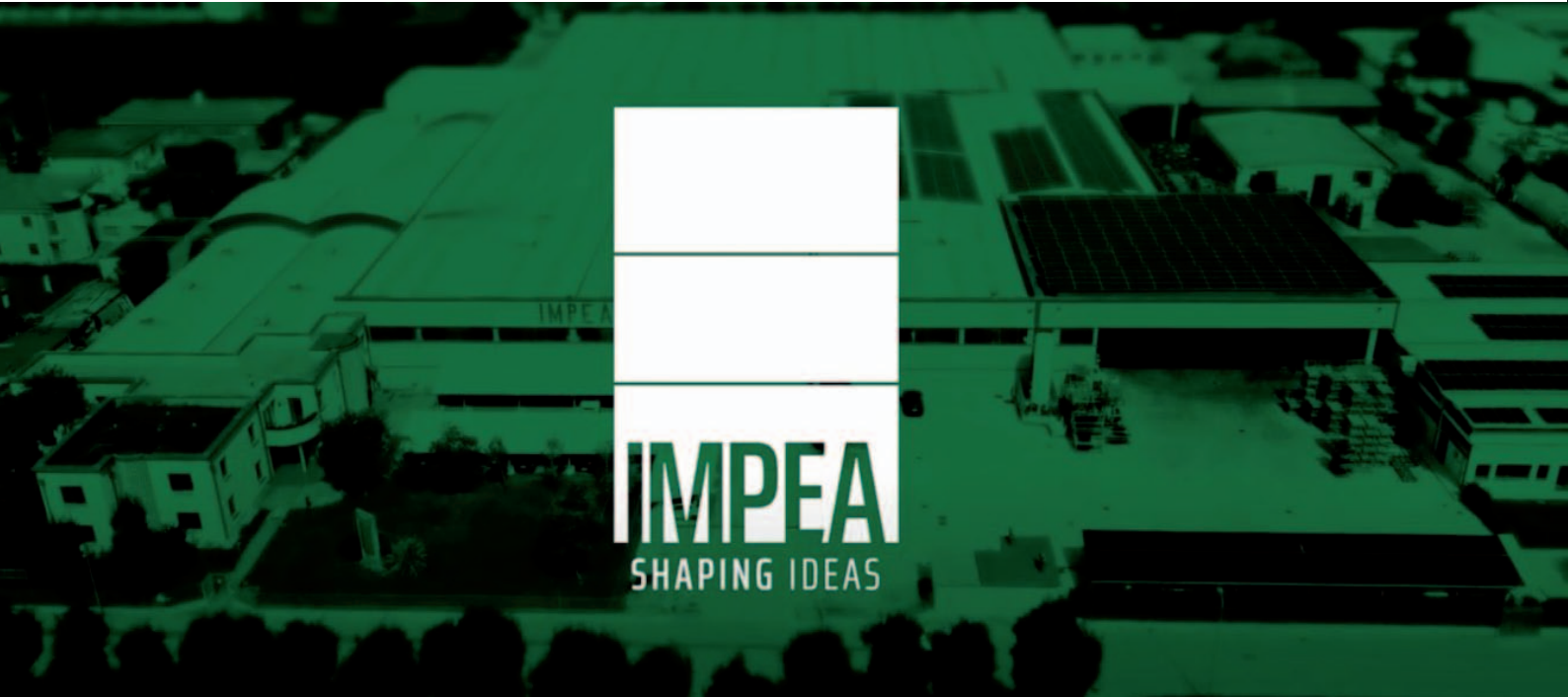
The Committee forms part of the company's governance system, serving as a point of coordination between strategic direction, operatio-

nal functions and reporting activities. It contributes to the collection, validation and analysis of environmental, social and governance data.

The Board of Directors retains responsibility for strategic decision-making and sustainability oversight, including approval of the Sustainability Report, publication of the document and coordination of the related operational and procedural activities. The Strategic Committee, functional managers and other organisational bodies contribute to the operational management of the issues most relevant to the business, encouraging structured dialogue between business functions, internal control and strategic direction.

This governance framework is complemented by the Supervisory Body (Organismo di Vigilanza – OdV), whose activities are integrated within the company's internal control system. The collaboration between the Board of Directors, the ESG Committee, the Strategic Committee and the Supervisory Body strengthens the connection between sustainability, governance, oversight and organisational accountability, enhancing the company's ability to monitor its performance and address the priorities most relevant to its business model.

# IMPEA ORGANIZATIONAL STRUCTURE





# INTEGRITY, OVERSIGHT AND SHARED RESPONSIBILITY



Our governance is guided by the principles of transparency, integrity and accountability, which underpin our relationships with employees, customers, suppliers, business partners and institutional stakeholders. Our Code of Ethics serves as the shared framework for defining values, standards of conduct and common expectations. Compliance with the Code is required of everyone working for and with IMPEA, and its principles are also embedded in our commercial relationships through our general terms and conditions of supply.

In 2025, we continued the implementation of our **Organisation, Management and Control Model pursuant to Legislative Decree 231/2001**, adopted at the end of 2024. The Model strengthens our governance framework through policies, procedures and control mechanisms designed to prevent risks associated with corporate liability. The identified risk areas include, among others, offences involving the Public Administration, corporate and tax offences, occupational health and safety, environmental matters, recycling, and the use of irregular labour.

To oversee these areas, we have established a system that **integrates protocols, procedures, the Code of Ethics and the Supervisory Body** (Organismo di Vigilanza – OdV). During the year, the Supervisory Body carried out dedicated audit activities. In particular, the second audit on offences involving the Public Administration

and the third audit on corporate and tax offences were completed with positive outcomes. These reviews contribute to the regular monitoring of procedures and the continuity of our internal control system.

Compliance with company policies applies to employees, managers, directors, consultants and business partners. Any conduct that does not comply with these standards may result in internal disciplinary measures and, where applicable, further legal consequences for the company. To strengthen awareness of the safeguards in place, we continue to invest in internal training and awareness initiatives, including on Legislative Decree 231, the Code of Ethics and our protected reporting procedures.

We continue to maintain an active **whistle-blowing channel**, in accordance with Legislative Decree 24/2023, as a dedicated mechanism for receiving protected reports. Reports may be submitted in writing through the dedicated online platform, orally using the platform's reporting function, or, in exceptional circumstances, through an in-person meeting requested via the same platform.

Our relationships with stakeholders are founded on reliability, integrity and shared ethical principles. For this reason, we expect our suppliers and partners to operate in compliance with applicable legislation and to uphold standards consistent with our own.

# A JOURNEY OF CONTINUOUS OVERSIGHT AND IMPROVEMENT



We manage quality, environmental performance, health and safety, gender equality and energy through an integrated certification system that supports process management, performance monitoring and continuous improvement. Alongside our **UNI EN ISO 9001 certification for the Quality Management System**, we maintain **UNI EN ISO 14001 for Environmental Management** and **UNI EN ISO 45001 for Occupational Health and Safety**, covering our sheet metal fabrication activities and related manufacturing processes, including pressing, 3D laser cutting, welding and assembly. These certifications contribute to an integrated management system focused on risk control, process compliance and the quality of our operations.

In 2025, we further strengthened this framework by achieving **UNI CEI EN ISO 50001:2018** certification for our **Energy Management System**. The certification covers the industrialisation and manufacture of metal fabrications and related components through pressing, 3D laser cutting, welding and assembly processes. The new system introduces a structured approach to analysing energy consumption, monitoring energy performance and identifying opportunities for improvement directly linked to production activities.

The project involved a cross-functional **Energy Team**, bringing together colleagues from Quality, Production, Procurement and Administration, thereby strengthening the connection

between energy data, operational management and process control. Energy management has therefore become an integral part of day-to-day operations, contributing to waste reduction and improved overall efficiency.

During the year, we also successfully completed the audits required for the renewal of our ISO 14001 and ISO 45001 certifications. The assessments confirmed the effectiveness of our risk management approach, the robustness of our control systems and the implementation of operational recommendations aimed at further improving internal processes and management tools. We also renewed our UNI/PdR 125:2022 certification for Gender Equality, confirming the integration of dedicated policies, KPIs and inclusive practices within our management system.

To ensure consistently high standards in our welding processes, we also maintained personnel certification in accordance with UNI EN ISO 9606-1:2017 and welding procedures certified to UNI EN ISO 15614-1:2019, issued by the Italian Institute of Welding (Istituto Italiano della Saldatura – IIS), an organisation accredited by Accredia.



Whistleblowing channel



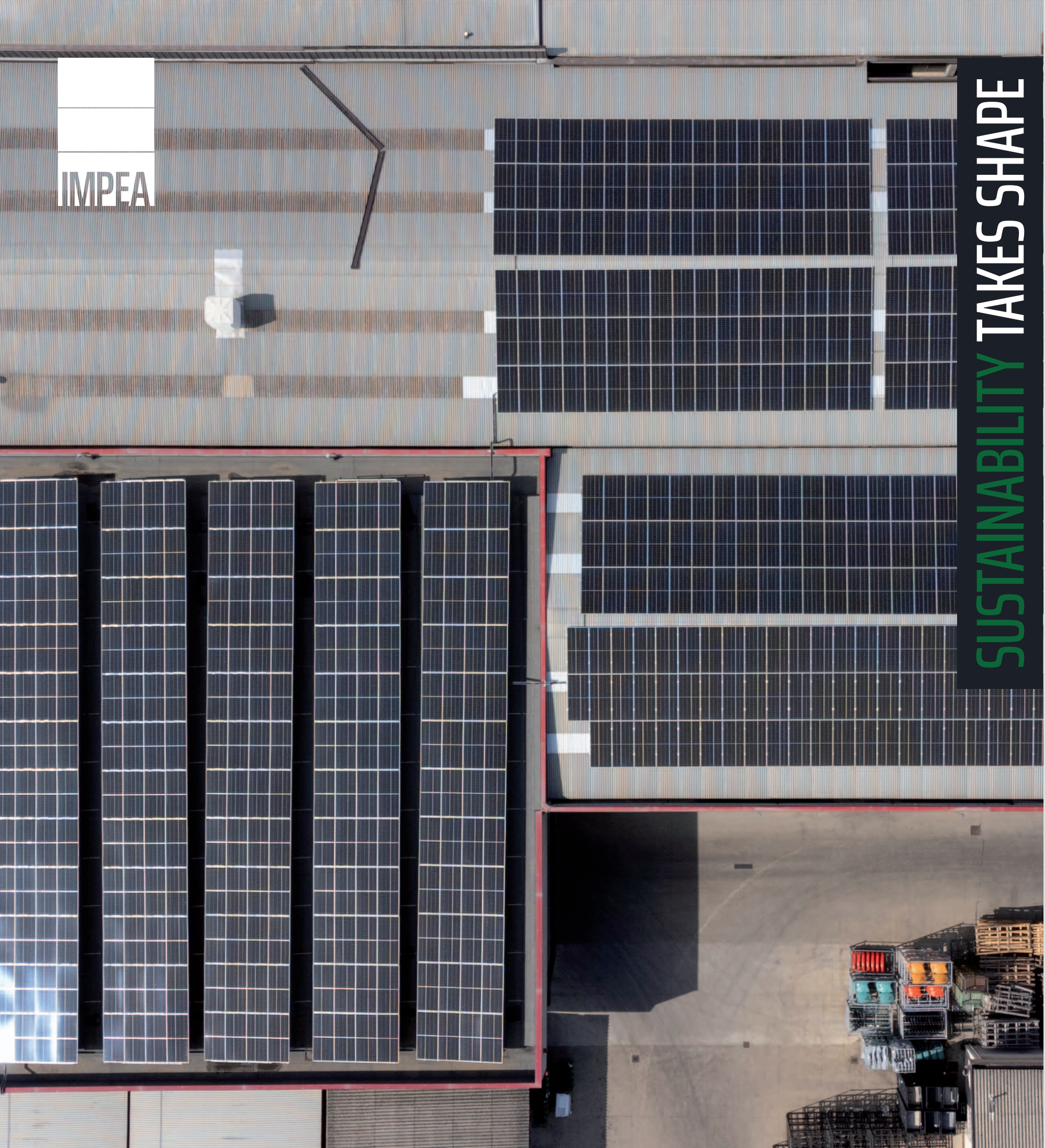
231/2001 model



Ethical code







IMPEA

SUSTAINABILITY TAKES SHAPE

The journey we began in 2023 enabled us to establish a solid foundation: identifying the data to be collected, understanding the impacts to be assessed, and defining the priorities on which to focus. In 2024, we further strengthened our approach by introducing new analyses and expanding our dialogue with a broader range of stakeholders. In 2025, this work became even more tangible: reviewing the results achieved and making more informed decisions about where to focus our efforts in the years ahead.

CONTINUOUS  
IMPROVEMENT

THIRD YEAR OF  
REPORTING





MILESTONES IN OUR  
ESG JOURNEY

THE RELATIONSHIPS  
THAT SHAPE OUR JOURNEY

→ 2023

In 2023, we voluntarily published our first **Sustainability Report**, marking the beginning of a more structured sustainability reporting journey.

We mapped our **stakeholders**, identified and assessed the main **impact topics**, and selected the **priority Sustainable Development Goals (SDGs)** most closely aligned with our business model.

During the same period, we also established our first **ESG improvement objectives** and adopted our **Code of Ethics**, making it the shared reference framework for guiding behaviour, relationships and corporate principles.



→ 2024

In 2024, we published our **second Sustainability Report**, consolidating the journey launched the previous year. Our approach evolved through the introduction of the **double materiality assessment**, the implementation of **stakeholder engagement**, and the alignment of our impact topics with the **European Sustainability Reporting Standards (ESRS)**.

During the year, we also strengthened our governance and accountability framework by achieving **UNI/PdR 125:2022 certification** for gender equality, adopting the **Organisation, Management and Control Model pursuant to Legislative Decree 231/2001**, approved by the Board of Directors on 25 November 2024, and incorporating the **Code of Ethics** into our **General Terms and Conditions of Supply**.



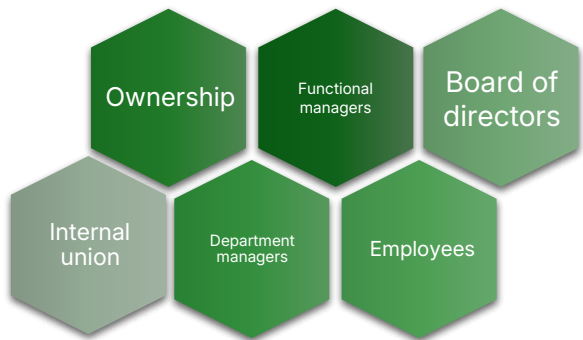
→ 2025

In 2025, we confirmed the ESG framework established during the previous reporting period, maintaining the key foundations of our sustainability reporting journey: **stakeholder mapping**, **stakeholder engagement**, **the double materiality assessment** and **the identification of our priority SDGs**.

IMPEA's stakeholders

With some of our stakeholders, we work together on the **day-to-day management** of our manufacturing processes; with others, we address **strategic decisions, regulatory matters, business relationships, governance issues** and **initiatives that support the local community**.

Internal



External



Through our **stakeholder engagement** activities, in 2024 we incorporated our stakeholders' perspectives into our sustainability journey. Both **internal and external** stakeholders took part in a dedicated **questionnaire** covering their **understanding of ESG topics, the assessment of impacts, the relevance of the Sustainable Development Goals (SDGs), and their relationship with the company, with additional questions specifically designed for customers and suppliers**. The results confirmed a **good level of familiarity with sustaina-**

**bility** issues and a **positive perception of the company's commitment**. At the same time, they highlighted several areas for improvement, including internal communication of sustainability initiatives, dialogue with employee representatives, employee welfare, training, well-being, and the ESG development of the supply chain. Stakeholder **engagement** activities will continue on a **regular basis** in order to strengthen this **ongoing dialogue** and gather valuable insights to support the further development of our sustainability journey.

|                                |                                  |                             |                  |                |
|--------------------------------|----------------------------------|-----------------------------|------------------|----------------|
| OWNERSHIP & BOARD OF DIRECTORS | A FUNCTIONAL MANAGER DI FUNZIONE | PRODUCT & PROCESS SUPPLIERS | SUPERVISORY BODY | INTERNAL UNION |
| DEPARTMENT MANAGERS            | COLLABORATORI DI FIDUCIA         | PROFESSIONALS & CONSULTANTS | CLIENTS          | EMPLOYEES      |



# BUSINESS IMPACTS AND RESILIENCE

In 2024, we expanded the scope of our materiality assessment by considering both the impacts of our business activities on the environment, people and communities, and the external factors that may affect the resilience of the business, including costs, operational continuity, supply chain stability, innovation capability and competitiveness.

The **double materiality** assessment stems from this dual perspective and distinguishes between **impact materiality**, relating to the effects of the company's activities on the outside world, and **financial materiality**, relating to the effects that the external context may have on the organisation.

## Impact Materiality

For 2025, the **impact areas** identified in the previous reporting period have been **confirmed**. Accordingly, this report continues to focus on the same material topics identified during the previous financial year, as set out below and aligned with the relevant thematic ESRS.

\* The topic of Product and Process Innovation is not covered by any specific thematic ESRS.

## IMPEA's ESG Impact Topics

- ENVIRONMENT → ESRS E1  
ENERGY IMPACT
- ENVIRONMENT → ESRS E2  
MANAGEMENT OF ATMOSPHERIC  
POLLUTANTS
- ENVIRONMENT → ESRS E3  
WATER FOOTPRINT
- SOCIAL → ESRS E5  
WASTE MANAGEMENT AND  
RESPONSIBLE USE OF RESOURCES
- SOCIAL → ESRS S1  
HUMAN CAPITAL
- SOCIAL → ESRS S3  
CREATING VALUE FOR PEOPLE AND THE  
ENVIRONMENT
- GOVERNANCE → ESRS G1  
RESPONSIBLE SUPPLY CHAIN, BUSINESS  
INTEGRITY AND TRANSPARENCY

# THEMATIC AREAS

## Financial Materiality

The **main risks** and **opportunities** associated with our **business model** have also been confirmed.

The principal **risks** relate to supply chain **continuity**, market **instability**, changes in **environmental legislation**, **volatility** in metal and alloy **prices**, and the need to continuously **update technologies**, machinery and skills. These are complemented by the challenge of **attracting** and **retaining** qualified personnel, ensuring people's **health**, **safety** and **wellbeing**, addressing the **effects** of extreme **weather events** on operational continuity, and strengthening **environmental monitoring systems** and decision-making processes.

In terms of **opportunities**, we have identified product and process innovation, automation, digital technologies and the development of human capital as our main **strategic drivers**. Further opportunities for improvement include **broadening our supplier base**, **investing in design**, **functionality** and **innovative materials**,

## Financial Materiality – Key Risks and Opportunities

- SUPPLY CHAIN AND PROCUREMENT
- MARKET SCENARIOS AND CUSTOMERS
- ENVIRONMENTAL LEGISLATION  
AND RAW MATERIAL COSTS
- TECHNOLOGICAL INNOVATION  
AND COMPETITIVENESS
- HUMAN CAPITAL AND SKILLS
- HEALTH, SAFETY, WELLBEING  
AND OPERATIONAL CONTINUITY
- ENVIRONMENTAL MONITORING,  
CLIMATE AND GOVERNANCE

enhancing **waste management** through **circular economy principles**, and developing **new alloys** and technical solutions, including through collaboration with research centres and universities.





## OUR BUSINESS PRIORITIES WITHIN THE FRAMEWORK OF THE 2030 AGENDA

Throughout our ESG journey, the **United Nations Sustainable Development Goals (SDGs)** remain an important point of reference. They help us connect our business decisions with the major environmental, social and economic challenges to which businesses, institutions and communities are all called upon to contribute.



5

GENDER  
EQUALITY

### GENDER EQUALITY

Achieve gender equality and ensure equal opportunities by preventing all forms of discrimination.

- Maintenance of UNI/PdR 125:2022 certification for the Gender Equality Management System.
- Ongoing monitoring of the composition of our governing bodies, ensuring female representation on both the Board of Directors and the Board of Statutory Auditors.
- Promotion of equal opportunities, non-discrimination and respect for the individual through our Code of Ethics, Employee Handbook and whistleblowing channel.
- No incidents of discrimination recorded during the three-year period.

7

AFFORDABLE AND  
CLEAN ENERGY

### AFFORDABLE AND CLEAN ENERGY

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

- Achievement of ISO 50001:2018 certification for the Energy Management System.
- Purchase of 750,000 kWh of certified electricity through Guarantees of Origin in 2025.
- Generation of 290,532 kWh of electricity from our photovoltaic system.
- Reduction of total electricity consumption by 28.95% over the 2023–2025 period.
- Operational energy management through the use of production systems only when required, lighting controls during periods of inactivity, and occupancy sensors in the newest areas of the facility.

8

DECENT WORK AND  
ECONOMIC GROWTH

### DECENT WORK AND ECONOMIC GROWTH

Promote sustainable and inclusive economic growth, ensuring productive employment and decent work for all.

- Publication of the 2025 Employee Handbook as a tool for onboarding, guidance and internal communication.
- Maintenance of a stable workforce, with 77 employees in 2025, 98.70% of whom are employed on permanent contracts.
- Delivery of 1,799.50 hours of training in 2025, representing an increase compared with both 2024 and 2023.
- Strengthening of training programmes covering health and safety, quality, sustainability, compliance, the Code of Ethics, the Organisation, Management and Control Model pursuant to Legislative Decree 231/2001, and continuous improvement.
- Reduction in workplace accidents, from 9 in 2023 to 5 in 2025.

9

INDUSTRY, INNOVATION  
AND INFRASTRUCTURE

### INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote sustainable industrialisation and foster innovation.

- Use of digital systems, MES, Industry 4.0 workstations and business intelligence tools to improve the management of production data.
- Introduction of a daily report generated with the support of artificial intelligence for the Strategic Committee.
- Strengthening of production technologies across the 2D and 3D laser cutting, pressing, bending, manual welding and robotic welding departments.
- Planned 2026 investment in the new Prima Power Laser Rapido 3D, aimed at improving performance, processing speed and energy efficiency.
- Continuous product quality assurance through in-house inspections of manufacturing processes, welds, dimensions and the physical characteristics of components.
- Participation in leading industry exhibitions, including ECOMONDO, inter airport Europe and GIS EXPO, to gain insights into innovation, sustainability, automation, logistics and industrial material handling.

12

RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION

### RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.

- Introduction of reusable cleaning cloths in production, with collection, laundering and redistribution managed by a specialised service provider.
- Overall reduction of waste generated by 16.89% over the 2023–2025 period.
- Recovery of almost all waste generated in 2025 through authorised waste management companies.
- Registration with RENTRI from 13 February 2025, enabling digital waste traceability.
- Expansion of supplier evaluation criteria to include ISO 14001, ISO 45001 and ISO 50001 certifications, together with energy efficiency considerations.

13

CLIMATE  
ACTION

### CLIMATE ACTION

Take action to combat climate change by reducing emissions and promoting the responsible use of natural resources.

- Reduction of combined Scope 1 and Scope 2 (market-based) emissions by 57.95% compared with 2023.
- Reduction of Scope 2 (market-based) emissions by 93.55% compared with 2023, driven by the increased share of electricity covered by Guarantees of Origin.
- Inclusion of refrigerant gas losses in the calculation of Scope 1 emissions.
- Introduction of the location-based approach for calculating Scope 2 emissions.
- Reduction of purchased electricity consumption by 28.02% over the 2023–2025 period.
- Progressive increase in the share of renewable electricity within total electricity consumption.
- Planned objective for 2026 to begin calculating Category 3 GHG emissions.



OBJECTIVES, RESULTS  
AND NEW PRIORITIES

Our **improvement objectives** were defined in **2023**, following the completion of our first sustainability reporting cycle. At that stage, we identified the operational priorities that would guide our work over the following years: energy, emissions, the responsible use of resources, waste management and supply chain management.

In 2024, we initiated the **calculation of Category 1 and Category 2 GHG emissions**, formally incorporated the **Code of Ethics into our General Terms and Conditions of Supply**, and expanded our **supplier assessment criteria** to include sustainability-related aspects. The stakeholder engagement activities carried out during the same year also provided an initial overview of the ESG maturity of our supply chain.

In 2025, we continued our efforts to improve energy performance by increasing the share of electricity sourced from renewable energy. **90.72%** of the electricity we purchased was covered by **Guarantees of Origin**, while our **photovoltaic system** accounted for **15.06%** of total electricity consumption.

Our objective of establishing a standalone Environmental Policy, separate from the Integrated Quality, Health, Safety and Environmental Policy, was achieved through the introduction of the **Quality, Health, Safety, Environmental and Energy Policy**. This milestone was comple-

mented by the achievement of **ISO 50001:2018 certification**, which has now been fully integrated into our management system.

Our supplier evaluation process also continued to evolve. Following the inclusion of UNI EN ISO 14001 and UNI EN ISO 45001, alongside UNI EN ISO 9001, we further expanded our assessment criteria in 2025 to include **UNI EN ISO 50001 certification** and additional **aspects relating to energy efficiency**.

**Some objectives remain scheduled for completion in 2026**, including the introduction of Category 3 GHG emissions calculation and reporting, and the **implementation of a traceability system for recycled materials, extending its application to office activities** as well.

In the area of **waste management**, however, our **2026** target was achieved ahead of schedule—and exceeded. Against an objective of reducing waste generation by **5%** compared with 2023, we reduced the total waste generated from **204,190 kg** to **169,700 kg** in 2025, representing a **16.89%** reduction.\* This figure also includes **ferrous and non-ferrous metal offcuts and production scrap** generated during manufacturing processes. As recyclable raw materials, these are recovered for recycling. In 2025, they totalled **156,920 kg**, a reduction of **18.99%** compared with **193,720 kg** in 2023 and **1.38%** compared with **159,130 kg** in 2024.

Next steps

| Material Topic                       | New Objective                                                                                           | Target Year |
|--------------------------------------|---------------------------------------------------------------------------------------------------------|-------------|
| Waste management                     | Reduce the amount of waste generated by 5.00% compared with 2023.                                       | 2026        |
| Responsible use of resources         | Implement a traceability system for recycled materials, extending its application to office activities. | 2026        |
| Management of atmospheric pollutants | Calcolo e rendicontazione GHG Cat 3 (ex scope 3).                                                       | 2026        |

\* This figure should be considered alongside the trend in finished product volumes, which decreased by 18% over the same period.





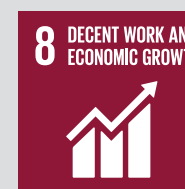


# TECHNOLOGY, EXPERTISE AND MARKETS

We bring our expertise beyond individual manufacturing processes, integrating technologies, production methods and specialist know-how to deliver solutions that meet our customers' needs and respond to the evolving demands of the markets we serve.

CRIBIS PRIME COMPANY  
RECOGNITION

91 ACTIVE SUPPLIERS  
IN 2025  
+2.24% COMPARED WITH 2024  
-7.14% COMPARED WITH 2023





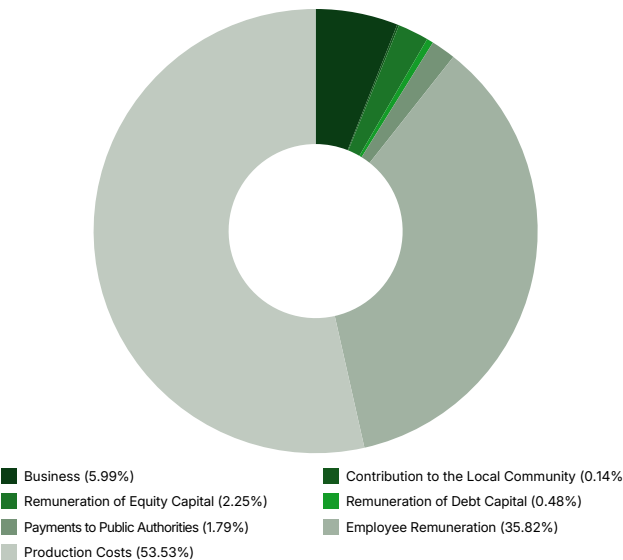
# ECONOMIC VALUE CREATED AND SHARED

The representation of economic value provides an overview of the contribution generated by IMPEA through its activities during 2025 and how this value was subsequently distributed among its key stakeholders. The wealth created by the company is redistributed among those who contribute, in different ways, to its continuity and development: suppliers, employees, public authorities, providers of finance, the local community and the business itself.

In 2025, **96.91%** of the economic value directly generated by IMPEA derived from the value of production, **0.33%** from other financial income and **2.76%** from extraordinary income.

The economic value distributed, representing 100% of the value generated, was allocated as follows: **53.53%** to production costs, **35.82%** to employee remuneration, **1.79%** to payments to public authorities, **0.48%** to providers of debt capital, **2.25%** to providers of equity capital, **0.14%** to contributions to the local community and **5.99%** retained within the business.

## Distribution of economic value in 2025



## NEW RECOGNITION FOR RELIABILITY AND BUSINESS RESILIENCE

In April 2025, we received two important recognitions that reaffirm the strength of our business journey. On the one hand, the **CRIBIS Prime Company** recognition certified the highest level of economic and commercial reliability. On the other, the **Azienda Controvento** ("Against the Wind Company") award, presented by **Nomisma** in collaboration with **CRIF** and **CRIBIS**, recognised our ability to grow and strengthen our business even in challenging economic conditions.

These recognitions acknowledge not only the reliability of our business, but also the continuity of a corporate model built on responsibility, long-term vision and consistency. In particular, the **Azienda Controvento** award reflects the re-

silience of a manufacturing company capable of responding to an increasingly complex business environment with determination and a constant commitment to improvement.

For us, these achievements are above all the result of a shared commitment involving our people, their expertise and the sense of responsibility with which we continue to build our growth journey every day.

"Being recognised as a company capable of facing market challenges with vision and resilience is a source of great pride for us"



We work with suppliers who make a direct contribution to the quality of our products, the continuity of our manufacturing processes and the reliability of the solutions we provide to our customers. To select and evaluate our partners, we apply objective criteria including product quality, service reliability, financial rating and the certifications they hold.

In 2025, we updated our supplier evaluation system in line with the sustainability objective for the supply chain established in 2024. Alongside ISO 9001, we incorporated ISO 14001 and ISO 45001 certifications and, during the year, also included ISO 50001:2018, together with additional criteria relating to energy efficiency.

In 2025, we worked with **91 suppliers**, an increase of **2.24%** compared with 2024 and a decrease of **7.14%** compared with 2023. Their geographical distribution confirms a predominantly domestic supply chain: **45.06%** of suppliers were located elsewhere in Italy outside Lombardy, **36.26%** in Lombardy excluding the Province of Cremona, **15.38%** in the Province of Cremona, and **3.30%** abroad.

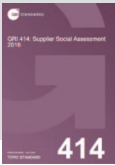
a strong concentration within Italy. In 2025, **99.53%** of procurement spending related to domestic suppliers, while only **0.47%** was allocated to foreign suppliers. More specifically, **56.32%** of expenditure related to suppliers located elsewhere in Italy outside Lombardy, **37.83%** to suppliers based in Lombardy excluding the Province of Cremona, and **5.38%** to suppliers located within the Province of Cremona.

By purchasing category, raw materials represented the largest share of expenditure, accounting for **37.97%** of the total. This was followed by painting services at **31.86%**, purchased goods, including dedicated customer-specific components, at **24.27%**, and subcontracted processing at **5.90%**.

Overall procurement expenditure across these categories decreased by **5.10%** compared with 2024 and by **27.76%** compared with 2023. Looking at the individual categories: expenditure on raw materials increased by **15.58%** compared with 2024 but decreased by **8.62%** compared with 2023; painting services increased by **1.12%** compared with 2024 and decreased by **19.72%** compared with 2023; purchased goods, including dedicated customer-specific components, decreased by **23.92%** compared with 2024 and by **49.10%** compared with 2023 expenditure on subcontracted processing decreased by **35.26%** compared with 2024 and by **37.99%** compared with 2023.

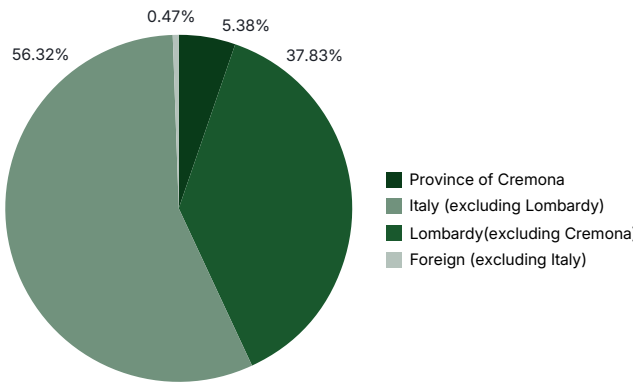
**91.66%**  
Supplier on-time delivery index

**0.46%**  
Supplier quality index

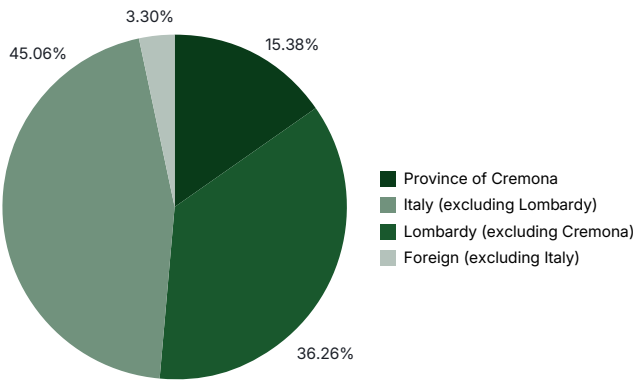




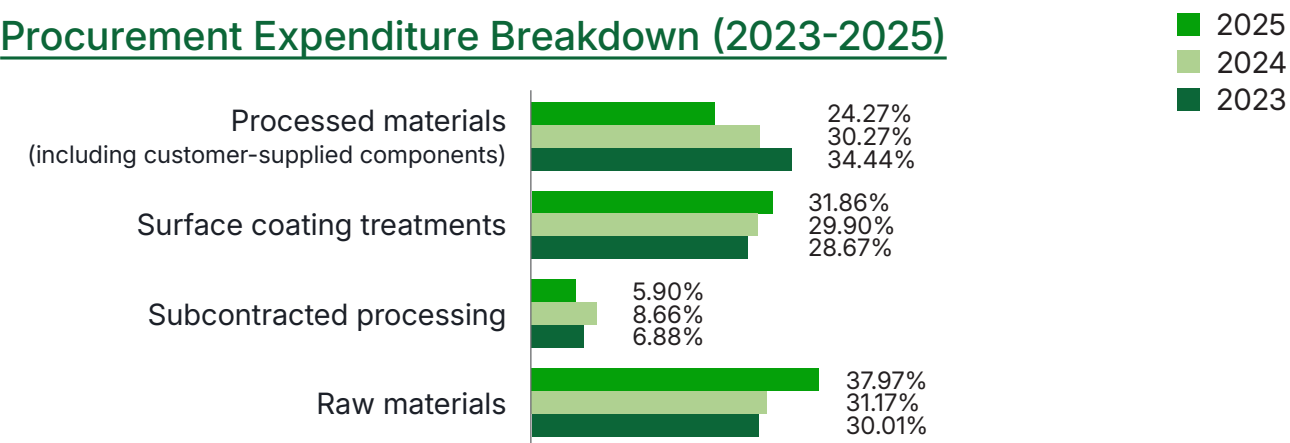
Distribution of Supplier Expenditure  
by Geographical Area 2025



Distribution of Suppliers by  
Geographical Area 2025



Procurement Expenditure Breakdown (2023-2025)



CUSTOMERS AND  
MARKETS SERVED

We build relationships with our customers through technical expertise, reliability and the ability to adapt to specific design requirements. Our manufacturing activities serve a wide range of sectors, including agriculture, earthmoving, lifting equipment, environmental technologies and logistics, where we produce sheet metal structural and aesthetic components.

In 2025, the total number of customers reached **19**, representing an increase of **18.75%** compared with 2024 and **46.15%** compared with 2023. The geographical distribution confirms a predominantly Italian customer base: **57.89%** are located in Italy excluding Lombardy, **31.58%** in Lombardy excluding the Province of Cremona, and **10.53%** abroad. By country, our customer portfolio includes Italy, Germany, France, Poland and Sweden.

Revenue distribution also confirms the central role of the domestic market, with **63.59%** generated in Italy excluding Lombardy and **31.60%** in Lombardy excluding the Province of Cremona. Foreign markets account for **4.81%** of total revenue. This reflects the gradual strengthening of our international market presence, supported by our entry into the French earthmoving market in 2024, where we have leveraged our expertise in sheet metal processing and the manufacture of highly customised components.

Strengthening relationships with **structured international customers** also requires our ability to meet increasingly demanding **qualification criteria**, extending beyond **product quality** alone to include **organisational robustness**, **business continuity** and the **management of environmental, social and governance issues**. In 2025, we took part in an **ESG and Business Continuity Assessment** promoted by a major international customer operating in the **material handling** sector, aimed at evaluating

several aspects of corporate management, including **business continuity**, **supply chain management**, **information security**, **financial soundness** and **sustainability**.

In particular, the **ESG** section of the assessment examined factors such as the presence of **certified management systems**, **sustainability reporting**, **environmental impact monitoring**, the definition of **continuous improvement objectives**, **occupational health and safety**, the **Code of Ethics**, and compliance with **ESG regulations**. In this context, our distinguishing strengths include **ISO 9001**, **ISO 14001**, **ISO 45001** and **ISO 50001** certifications, **voluntary sustainability reporting**, the **EcoVadis Silver rating**, **Scope 1 and Scope 2 emissions monitoring**, and governance tools such as the **Code of Ethics**, **Model 231** and the **whistle-blowing channel**.

The assessment confirms the growing importance attached by leading industrial customers to **sustainability** as a key criterion for **supplier qualification** and the **continuity of commercial relationships**. At the same time, it provides an opportunity to align with the **ESG expectations of the supply chain** and further strengthen our position as a reliable, well-structured **technical partner** committed to **continuous improvement**.

From a sector perspective, agricultural machinery represents our largest source of revenue, accounting for **45.80%** of the total. It is followed by forklift trucks at **20.34%**, earthmoving machinery at **20.09%**, industrial vehicles at **8.45%**, and other sectors at **5.32%**. During the year, we also expanded our customer portfolio with specific solutions for urban waste collection bins and snow cannon conveyor systems, strengthening our presence in the waste management and snowmaking sectors.

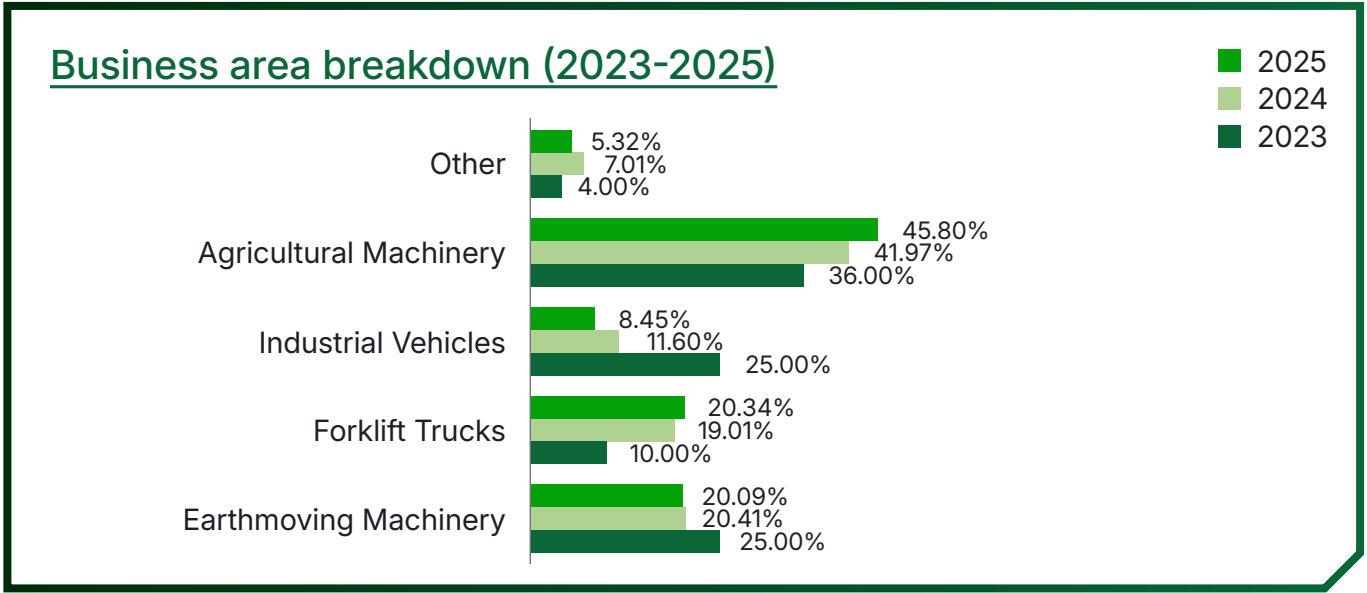






The composition of sales volumes shows a different distribution compared with revenue. In 2025, products for forklift trucks accounted for **59.09%** of total sales volumes, while those for

agricultural machinery represented **33.87%**. These were followed by earthmoving machinery at **2.81%**, other sectors at **2.28%**, and industrial vehicles at **1.95%**.



In 2025, we continued to monitor the quality of customer relationships through indicators dedicated to product conformity, delivery performance and overall customer satisfaction. The Customer Quality Index, calculated on the basis of rejected parts, stood at **0.08%**, while the On-Time Delivery Index reached **78.74%**, exceeding the target of **76%**.

The Customer Satisfaction Index reached **88.41%**, classified as **good** according to our internal assessment scale. These results reflect a demanding market environment, particularly within the agricultural machinery sector, where maintaining long-term customer relationships requires continuous attention to operational efficiency and service quality.

On-Time Delivery Index

**78.74%**

Customer Satisfaction Index

**88.41%**

Customer Quality Index

**0.08%**

## PRODUCT SAFETY AND COMPLIANCE

We ensure product quality through dedicated internal inspections designed to verify the conformity of manufacturing processes, welds, dimensions and the physical characteristics of components. These activities enable us to monitor non-conformities and ensure that products consistently meet customer requirements.

In 2025, we recorded a **Scrap Rate of 0.08%**, equivalent to **800 PPM** (parts per million), an indicator measuring the number of non-conforming parts per one million parts delivered, with **252 non-conforming parts** out of **313,939 parts delivered**. The figure compares with **0.14%** in 2024, equivalent to **1,400 PPM**, and **0.06%** in

2023, equivalent to **600 PPM**. Compared with 2024, the indicator decreased by **0.06 percentage points**, while compared with 2023 it increased by **0.02 percentage points**.

We also continue to monitor products belonging to **Safety Code** categories, including beds, platforms and anti-roll arches. The monitoring of these components forms an integral part of our control system, as they concern products with specific safety implications, ensuring compliance and reliability during final use. In 2025, the value associated with Safety Codes recorded a reduction of **7.69%** compared with 2024 and **40.00%** compared with 2023.

## CONFIDENTIALITY IN COLLABORATIONS



Protecting confidential information is a fundamental safeguard in our relationships with customers, suppliers and business partners. For this reason, we require the signing of Non-Disclosure Agreements (NDAs), governing the use of data and information shared throughout the collaboration. These agreements ensure that protected information is treated as confi-

dential and is not disclosed to third parties without authorisation. This obligation remains in force for up to five years after the contractual relationship has ended, or longer where required by law.

At the end of the collaboration, confidential materials must be returned and any unauthorised copies destroyed.





# OUR PROCESSES

Our production processes combine technical expertise, advanced technologies and continuous quality control. Each stage is organised to meet customer requirements, ensuring precision, operational flexibility and compliance with specific technical specifications

METAL SHEET STAMPING

Our stamping department is designed to handle high-volume production using hydraulic and mechanical presses with capacities ranging from 50 to 1,200 tonnes. The department also includes four sheet metal bending stations, equipped with press brakes featuring bed lengths from 2 to 4 metres and capacities of up to 200 tonnes. The stations are interconnected through Industry 4.0 optical technology. All operations are carried out by qualified personnel.

2D - 3D LASER CUTTING

We operate dedicated 2D and 3D laser cutting departments equipped with 4,000 W laser systems capable of processing components up to 1,500 × 4,000 mm, with a maximum height of 765 mm. Our laser technologies enable both small-batch production and the manufacture of complex components, reducing the need for dedicated tooling while supporting highly customised production.

MANUAL WELDING

Our manual welding department covers an area of 5,000 square metres and is organised to minimise handling times while maintaining high production standards. Operations are carried out by qualified and certified personnel in compliance with European regulations and the technical specifications defined by our customers.

SURFACE TREATMENTS

Painting and heat treatment of sheet metal parts and manufactured components are entrusted to certified and qualified suppliers. Each stage is monitored by our Quality Team, which verifies that every process complies with technical requirements and customer expectations.

ROBOTIC WELDING

Our robotic welding department features three production cells with working envelopes of up to 2,000 × 1,200 × 1,200 mm and a load capacity of 500 kg. Operations are carried out by experienced welders and specialised personnel, who supervise every stage of the process. The use of robotic technologies improves production efficiency and enables us to meet even the most demanding manufacturing requirements with continuity and consistency.

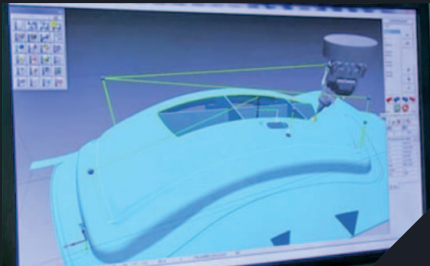
ASSEMBLY

We provide a fully integrated assembly service for pre-painted sheet metal components, including the installation of electrical, hydraulic and mechanical systems, instrumentation, seals and decorative elements required by the customer. We also manage the procurement of components to be installed, simplifying the process for our customers while helping to optimise lead times, coordination and overall project costs.

STAMPING



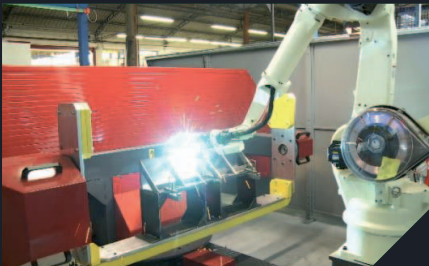
2D-3D LASER CUTTING



MANUAL WELDING



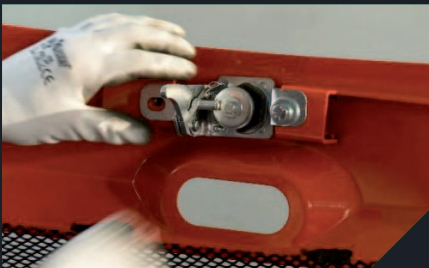
ROBOTIC WELDING



SURFACE TREATMENTS



ASSEMBLY





IMPEA

BUSINESS SEGMENT AGRICULTURE

[www.impea.it](http://www.impea.it)  
[info@impea.it](mailto:info@impea.it)

Diagram illustrating the product range for the Agriculture segment, showing various components for a tractor:

- GRILLES
- BONNETS
- CABINS
- SIDE PANELS
- MUDGUARDS
- PLATFORMS
- LIGHT AND MEDIUM METALWORK COMPONENTS

IMPEA

BUSINESS SEGMENT EARTHMOVING

[www.impea.it](http://www.impea.it)  
[info@impea.it](mailto:info@impea.it)

Diagram illustrating the product range for the Earthmoving segment, showing various components for an excavator:

- BONNET
- TAILGATE
- CAB BONNET
- RIGHT-HAND SIDE PANEL
- LEFT-HAND SIDE PANEL

IMPEA

BUSINESS SEGMENT MATERIAL HANDLING

[www.impea.it](http://www.impea.it)  
[info@impea.it](mailto:info@impea.it)

Diagram illustrating the product range for the Material Handling segment, showing various components for a forklift:

- HEADLAMP SUPPORT
- INTERNAL STRUCTURE
- COVER
- MUDGUARDS
- SIDE PANELS

IMPEA

BUSINESS SEGMENT WASTE COLLECTION

[www.impea.it](http://www.impea.it)  
[info@impea.it](mailto:info@impea.it)

Diagram illustrating the product range for the Waste Collection segment, showing various components for a waste collection bin:

- REAR PANEL
- FRAME STRUCTURE
- PROTECTIVE HOOD
- MOUNTING BRACKET



IMPEA

BUSINESS SEGMENT SNOWMAKING

[www.impea.it](http://www.impea.it)  
[info@impea.it](mailto:info@impea.it)

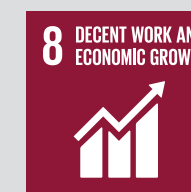






Every day, we shape a company that recognises its people as its greatest source of energy and the local community as a responsibility to be nurtured.

|                                     |                                                                                                                |
|-------------------------------------|----------------------------------------------------------------------------------------------------------------|
| <p>77<br/>EMPLOYEES<br/>IN 2025</p> | <p>1,799.50<br/>TRAINING HOURS IN 2025<br/>+16.69%<br/>COMPARED WITH 2024<br/>+109%<br/>COMPARED WITH 2023</p> |
|-------------------------------------|----------------------------------------------------------------------------------------------------------------|





THE PEOPLE  
WHO SHAPE IMPEA



In 2025, our team comprised a total of **77 employees**. Most employees (**88.31%**) worked full-time, while **98.70%** were employed on permanent contracts.

Over the three-year period, the workforce showed an overall stable trend. After increasing from **77 employees in 2023 to 80 in 2024**, the workforce returned to **77 employees in 2025**, representing a **3.75% decrease** compared with 2024 and aligning once again with the 2023 level.

The workforce continues to be mainly concentrated in the **30–50 age group**, which accounts for **51.95%** of employees. Employees aged over 50 represent **40.26%** of the workforce, while those under 30 account for **7.79%**. Compared with 2024, the number of employees aged between 30 and 50 fell from **47 to 40**, while the number of employees aged over 50 increased

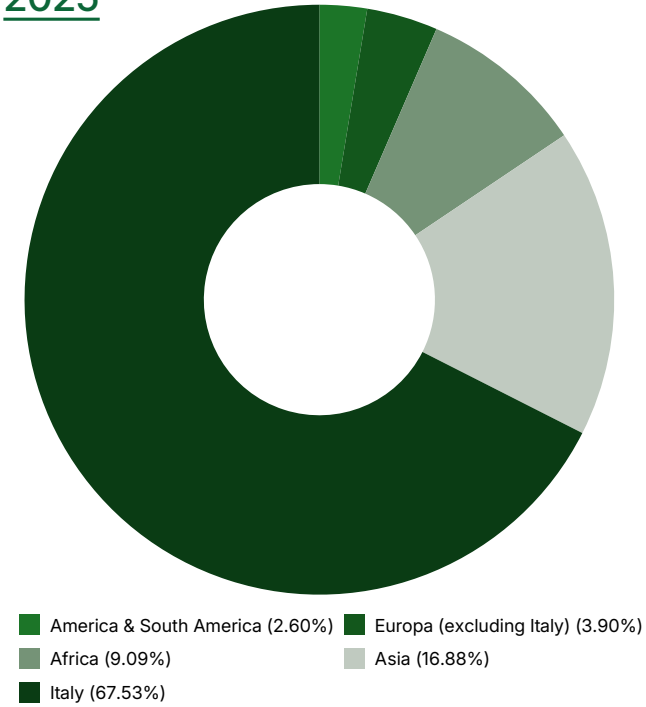
from **28 to 31**, and those under 30 rose from **5 to 6**. In 2025, the workforce consisted of **66 men** and **11 women**.

Compared with the previous year, the number of women remained unchanged, while the male workforce decreased by **three employees**. As a result, the proportion of women increased from **13.75%** in 2024 to **14.29%** in 2025, reflecting a slight improvement in female representation across the workforce.

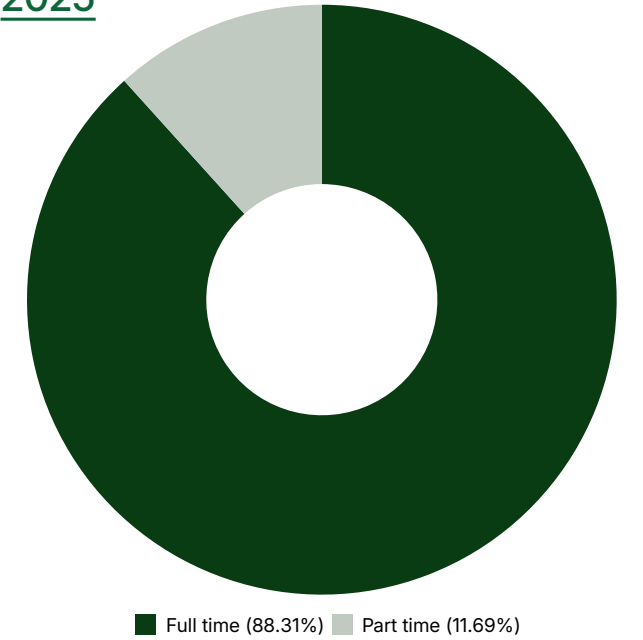
In addition to directly employed staff, during 2025 we engaged **5 full-time agency workers**, all of whom were men. Compared with 2024, when there were **four** agency workers, this represents an increase of one person (**+25.00%**).

<sup>1</sup> One of the shareholders also receives a salary, acting as the Company's Legal Representative and Chairman of the Board of Directors

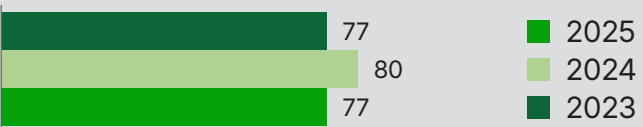
Employees by nationality  
2025



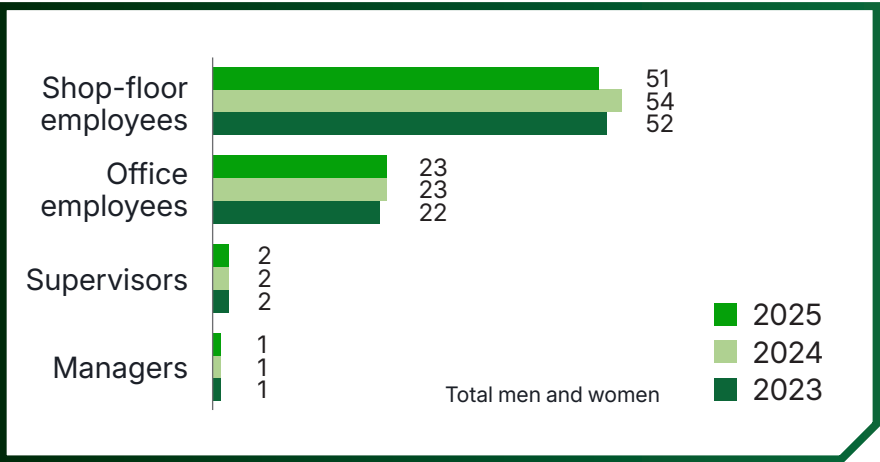
Employees by employment type  
2025



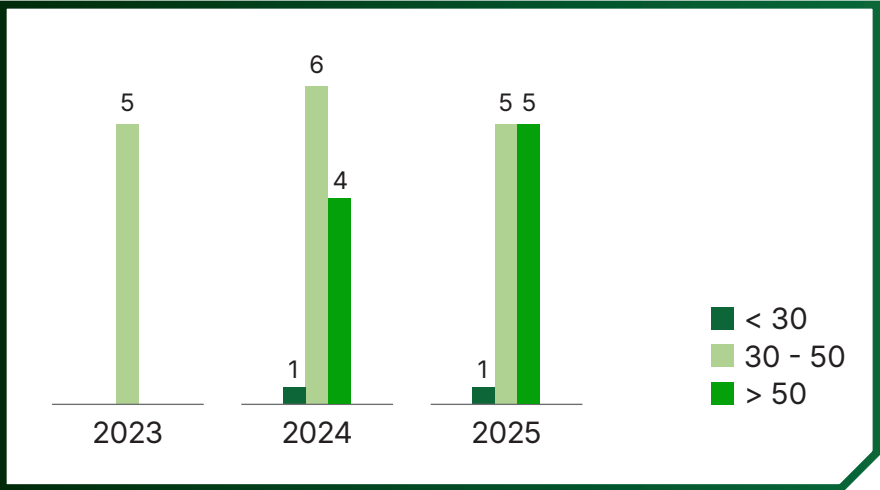
Total IMPEA workforce  
(2023 - 2025)



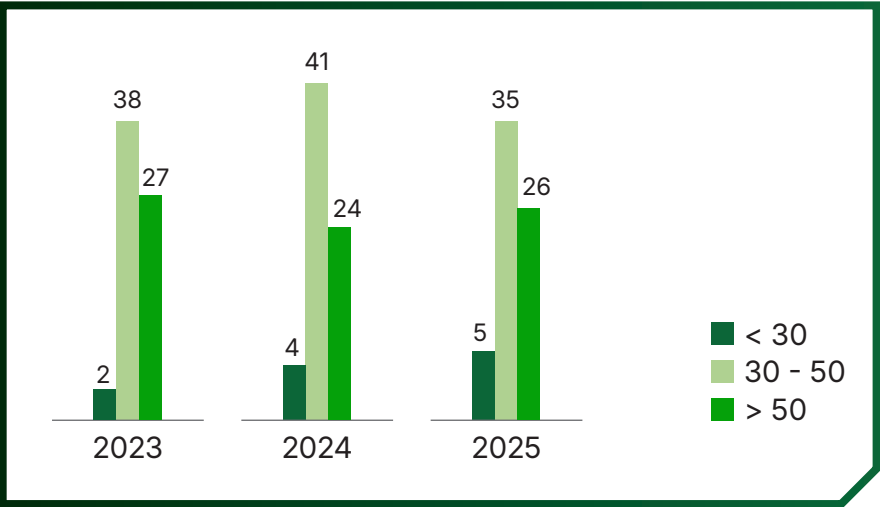
Employee trend by  
employment category  
(2023-2025)



Female employees  
by age group  
(2023-2025)



Male employees  
by age group  
(2023-2025)





PROMOTION WELLBEING



We work to create an environment where everyone feels safe, valued and involved. To encourage greater participation in company life, in 2025 we strengthened the tools dedicated to onboarding, internal communication and the induction of new employees. An organised, accessible working environment that responds to people’s needs supports the effective functioning of the organisation and its continued growth.

Turnover

We manage our recruitment process according to objective and transparent criteria, with the aim of ensuring equal opportunities and preventing any form of favouritism or discrimination. During 2025, we recruited 3 new employees, all men and all hired as shop-floor employees.

The new hires were evenly distributed by age group: **1 employee under 30, 1 aged between 30 and 50, and 1 over 50**. Over the three-year period, recruitment fell from **9 employees in 2023** to **11 in 2024**, before decreasing to **3 in 2025**, representing a **72.72%** reduction compared with 2024 and **66.66%** compared with 2023.

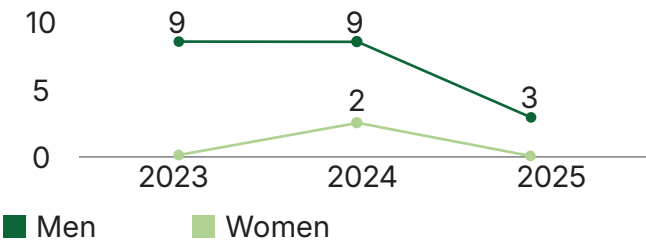
During the year, **6 employees** left the company, all men and all shop-floor employees. By age group, **3 leavers** were aged between 30 and 50 and 3 were over 50. The reasons for leaving were **3 re-**

**signations, 1 retirement, 1 dismissal and 1 death**. Looking at the three-year trend, employee departures have progressively declined: **8 in 2023, 7 in 2024** and **6 in 2025**, representing a **14.28%** decrease compared with the previous year and **25.00%** compared with 2023.

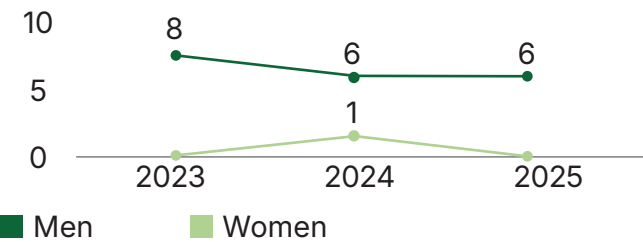
The recruitment rate stood at **3.82%**, down from **13.75%** in 2024 and **11.69%** in 2023. The turnover rate also continued its downward trend, falling from **10.39%** in 2023 to **8.75%** in 2024 and **7.64%** in 2025.

The turnover replacement rate was **50.00%**, meaning that in 2025 recruitment replaced half of the employees who left the company. This figure is lower than **157.14%** recorded in 2024 and **112.50%** in 2023.

Recruitment trend (2023 - 2025)



Employee departures (2023 - 2025)



Turnover rate 2025  
**7.64%**

Recruitment rate 2025  
**3.82%**

Turnover replacement rate 2025  
**50.00%**

Benefits

At IMPEA, employee benefits are primarily based on the protections provided by the **National Collective Labour Agreement (CCNL)** for the metalworking industry. This includes supplementary healthcare, to which the Company makes a monthly contribution on behalf of its

employees. Additional insurance cover beyond statutory requirements is provided only for certain management positions. No supplementary pension benefits are granted beyond those required by law.

| Employee benefits    |                                     |                                 |                                                          |                                                               |
|----------------------|-------------------------------------|---------------------------------|----------------------------------------------------------|---------------------------------------------------------------|
| Employee category    | Employees covered by life insurance | Employees covered by healthcare | Employees covered by disability and invalidity insurance | Disability and invalidity insurance beyond legal requirements |
| Legal Representative | 1                                   | 1                               | 1                                                        | SI                                                            |
| Manager              | 1                                   | 1                               | 1                                                        | SI                                                            |
| Supervisors          | 2                                   | 2                               | 1                                                        | SI                                                            |
| Office employees     | /                                   | 23                              | /                                                        | /                                                             |
| Apprentices          | /                                   | /                               | /                                                        | /                                                             |
| Interns              | /                                   | /                               | /                                                        | /                                                             |
| Shopfloor employee   | /                                   | 51                              | /                                                        | /                                                             |

Alongside these measures, our **Employee Handbook 2025** also provides employees with a concise overview of other useful information, including pay, Saturday overtime, annual leave, production bonuses, welfare benefits, company

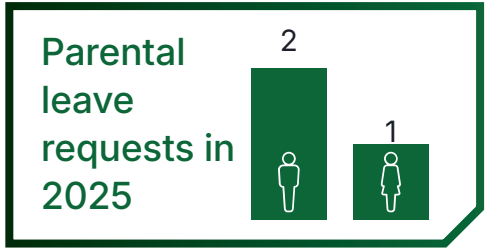
loans and long-service recognition initiatives. Bringing this information together in a single document makes the main measures available to employees easier to access and understand.





# WORK-LIFE BALANCE PARENTHOOD

We ensure that all eligible employees are able to take parental leave, in accordance with current legislation. In 2025, of the three employees entitled to parental leave, **two men** and **one woman** made use of it. All employees concerned returned to work at the end of their leave period, and no employees remained on parental leave at the close of the year.



# EQUITY, INCLUSION AND GENDER EQUALITY



In an industrial environment traditionally characterised by a predominantly male workforce, **promoting equity, inclusion and equal opportunities** means working both on **organisational culture** and on management systems. Gender equality forms part of a broader commitment to valuing people, based on respect, transparency and shared responsibility, with the aim of making the management of behaviours, development opportunities and **working conditions increasingly structured**.



In 2025, we further consolidated the path linked to **UNI/PdR 125:2022 certification for Gender Equality**. The system underwent surveillance auditing, which confirmed the completeness of the **Gender Equality Management System**, the presence of a **dedicated Policy**, a **Strategic Plan** with **improvement actions** and **objectives**, and the achievement of the required best practices, with a **score exceeding 60 points**.

During 2025, we updated our **gender pay gap** analysis, taking into account average annual remuneration by contractual level. At the levels where both men and women are employed, differences between average annual female and male remuneration were **25.96%** for supervisors, **46.88%** for qualified office employees and specialist technicians, and **53.63%** for of-

fice employees with co-ordination or managerial responsibilities. The analysis also considers the distribution of part-time contracts. In 2025, **8 women out of 11** were employed part-time, compared with **1 man out of 66**. This factor influences the comparison of average annual remuneration and is considered alongside the contractual and organisational characteristics of the different roles analysed.

The existence of pay differences makes it necessary to continue with regular and structured monitoring, enabling results to be interpreted consistently with the composition of the workforce and the different contractual arrangements. In this context, the UNI/PdR 125:2022 Gender Equality Management System represents both a management tool and a framework for continuous improvement, helping to make the Company's commitment measurable over time.

In 2025, no cases of discrimination were recorded. The whistleblowing system remains active as a reporting channel, while the **Code of Ethics** and the **Employee Handbook** reinforce the internal dissemination of the principles of legality, integrity, equal opportunities, non-discrimination and respect for individuals. These principles are reflected in the expected behaviours of every employee, helping to strengthen an inclusive and shared corporate culture.



# PREVENTION AND SAFETY

Protecting health and safety at work is a daily responsibility involving the organisation, designated representatives and every employee. We manage this commitment through a structured management system supported by the **Risk Assessment Document (DVR)**, health surveillance, and the involvement of the Head of the **Prevention and Protection Service (RSPP)**, the **Workers' Safety Representatives (RLS)** and supervisors, who contribute to identifying, assessing and managing workplace risks.

| RECORDABLE INJURY RATE | FREQUENCY RATE     | SEVERITY RATE     |
|------------------------|--------------------|-------------------|
| 2025: <b>3.97%</b>     | 2025: <b>39.74</b> | 2025: <b>0.36</b> |
| 2024: 6.00%            | 2024: 60.00        | 2024: 0.70        |
| 2023: 6.54%            | 2023: 65.00        | 2023: 0.50        |

During 2025, we further strengthened our health and safety management system, including through the implementation of Model 231, which incorporates aspects relating to employee protection within the internal control system. The health and safety management system covered **100%** of employees, corresponding to **83 people<sup>2</sup>**, a figure based on the maximum number of employees reached during the year. This represents an increase compared with the **80 employees** covered in 2024 (**+3.75%**) and also includes **10 former employees**, namely agency workers and the Chairman.

During 2025, we recorded **5 workplace accidents**, all involving male employees and all occurring at work. The data confirm a continuing improvement over the three-year period: workplace accidents decreased from **9 in 2023** to **7 in 2024**, and then to **5 in 2025**, representing a reduction of **28.57%** compared with 2024 and **44.44%** compared with 2023.

A total of **125,830** hours were worked during the year, an increase of **17.19%** compared with 2024, although still **8.43%** lower than in 2023. Days lost due to workplace injuries also declined, falling from **86 in 2024** to **45 in 2025**, a reduction of **47.67%**.

The key safety indicators reflect the same positive trend. The recordable injury rate fell to **3.97%**, down from **6.00%** in 2024 and **6.54%** in 2023. The frequency rate decreased from **65.00** in 2023 to **60.00** in 2024 and **39.74** in 2025, while the se-

verity rate stood at **0.36**, compared with **0.70** in 2024 and **0.50** in 2023.

As part of our preventive approach, we adopt procedures designed to identify potentially hazardous situations promptly, including near misses. Where risks are identified, those responsible may suspend activities, machinery or processes in order to protect employees. Every incident is analysed through a dedicated BD Report, with the aim of identifying root causes and defining corrective actions in line with the hierarchy of controls and the preventive measures described in the Risk Assessment Document (DVR), which is also reviewed by the Workers' Safety Representative (RLS).

All employees are covered by the National Collective Labour Agreement (CCNL) for the metalworking industry and have access to occupational health surveillance services. The occupational physician manages medical records in compliance with privacy legislation and actively participates in prevention activities. In 2025, no cases of occupational illness were recorded, either among employees or agency workers, and no deaths related to occupational diseases occurred.

Our culture of safety is strengthened through the direct involvement of our people. Regular meetings continue with the **RSPP**, together with discussions involving management and employees, focusing on accident analysis, performance monitoring and the organisation of training activities.



<sup>2</sup> The figure (83) includes employees recruited and employees who left during 2025



TRAINING AND  
PROFESSIONAL DEVELOPMENT



In 2025, we continued our commitment to developing people’s skills and supporting their professional growth through training activities covering both technical and production-related topics, as well as cross-functional areas including health and safety, quality, sustainability, compliance and continuous improvement.

During the year, we delivered a total of **1,799.50 training hours**, representing an increase of **16.69%** compared with **1,542.00 hours** in 2024 and **109.00%** compared with 2023. The average number of training hours per employee also continued to rise, increasing from **11.00 hours** in 2023 to **19.28 hours** in 2024, reaching **23.37 hours** in 2025.

The majority of training hours involved production workers, who completed **1,245.75 hours**, followed by office employees with **453.75 hours**, supervisors with **90.00 hours**, and managers with **10.00 hours**. On a per capita basis, production workers received **24.43 hours** of training, office employees **19.73 hours**, supervisors **45.00 hours**, and managers **10.00 hours**. Compared with 2024, the average number of training hours increased for both production workers and office employees, while the figure for supervisors

declined from **74.00 hours** recorded in the previous year. Regarding gender distribution, training amounted to **1,542.25 hours** for men and **257.25 hours** for women in 2025. The average training time per employee was **23.37 hours** for men and **23.39 hours** for women, enabling participation in training programmes to be monitored in relation to the composition of the workforce.

Looking at training categories, based on the total duration of the programmes delivered, the largest share related to on-the-job training, with **223.00 hours**, representing **50.71%** of the total. This was followed by health and safety training, with **95.75 hours (21.77%)**; environmental and sustainability training, with **63.50 hours (14.44%)**; and privacy and gender equality training, with **33.50 hours (7.62%)**. Training activities relating to product and process quality, the Code of Ethics, Model 231 and business ethics were also delivered, accounting for **24.00 hours (5.46%)**.

|                                     |                                                  |
|-------------------------------------|--------------------------------------------------|
| AVERAGE TRAINING HOURS PER EMPLOYEE | 2025: <b>23.37</b><br>2024: 19.28<br>2023: 11.00 |
|-------------------------------------|--------------------------------------------------|

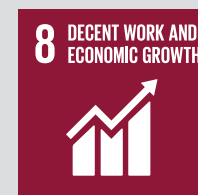






# CLOSE TO THE COMMUNITY, CLOSE TO PEOPLE

Our relationship with the local community is an integral part of the way we do business.





# COMMUNITY



In 2025, we continued our commitment to the local community by supporting **12 projects** across complementary areas: health and prevention, education, culture, inclusion, sport and social engagement. Compared with 2024, the number of initiatives was revised, while remaining higher than in 2023 and confirming our consistent presence within the local area.

## Health promotion and community wellbeing

In 2025, together with **Salute in Comune**, we supported the **"Breast Cancer Prevention"** project across the Cremona area, an initiative dedicated to promoting health and early diagnosis.

The project is specifically aimed at women **aged 25 to 44**, a demographic that is not ordinarily included in the screening programmes provided by the local health authority (ASL). Through the involvement of the **MedicinaPo Medical Centre**, the initiative enables women across the local area to access a free diagnostic examination and, where appropriate, further clinical investigations.

Through this initiative, we aimed to help address a tangible need for prevention by improving access to early screening and raising awareness of the importance of women's health.



[Find out more](#)

## Culture, inclusion and community engagement

In 2025, we continued to support cultural and social organisations across the local area, including the **Ponchielli Theatre**, the **Casalmaggiore Theatre** and the **Piadena Library**. Through these contributions, we help sustain the cultural life of the community, recognising the role that theatres, libraries and local associations play in creating opportunities for participation, social connection and a shared sense of identity.

We also reaffirmed our support for organisations assisting children with disabilities and their families, including the **Occhi Azzurri Foundation**. This area of activity reflects our commitment to supporting vulnerable situations and promoting inclusive opportunities.

Sport and community participation also remain an important focus. Throughout the year, we supported local sports clubs and initiatives, including **G.S. Danilo Martelli**, a basketball tournament, the local volleyball team, the **Pro**

**Loco** association and activities organised by the local parish youth centre. These initiatives help strengthen community cohesion by creating opportunities for participation, personal development and social relationships, particularly for younger generations.



## Young people, education and training

We renewed our support for the **scholarship award** ceremony organised by the **Industrial Association of the Province of Cremona**, held at the **Amilcare Ponchielli Theatre**.

The initiative brings together businesses, students, families and the local community, celebrating the commitment and achievements of younger generations.

During the event, the **five scholarships dedicated to Maria and Pietro Bosio**, founders of

IMPEA, were also awarded by Francesco Bosio, Chief Executive Officer. Among the recipients were Linda and Andrea, the children of a former colleague, confirming the strong bond that connects our company with families and the local community.

Our commitment to education also continued through our support for the **Piadena Comprehensive School**, contributing to the purchase of educational materials.





# REDUCING OUR ENVIRONMENTAL IMPACT



We manage resources, energy, emissions, water and waste through an increasingly sustainable approach, aimed at making our production processes more efficient and environmentally responsible.

|                                                                                                          |                                                                          |                                                                                               |
|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| <b>896,612 KWH</b><br>RENEWABLE<br>ELECTRICITY<br>WITHIN TOTAL<br>ELECTRICITY<br>CONSUMPTION<br>IN 2025* | <b>- 16.89%</b><br>WASTE<br>GENERATED<br>OVER THE<br>2023-2025<br>PERIOD | <b>- 57.95%</b><br>SCOPE 1 + SCOPE 2<br>(MARKET-BASED)<br>EMISSIONS<br>COMPARED WITH<br>2023. |
|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|

\* Corporate electricity consumption covered, according to the market-based approach, by Guarantees of Origin together with self-generated photovoltaic electricity, net of electricity exported to the grid.





# RAW MATERIALS



Throughout the 2023–2025 period, ferrous material remained a **significant resource** within our production processes. It is the core material underpinning our business and, thanks to its characteristics, offers a **high recycling potential**. It can, in fact, be reintroduced into production cycles, provided its condition allows and taking into account the natural oxidation processes which, in some cases, may limit its reuse.

The trend in the materials used must be viewed in the context of the industrial environment in 2025. Manufacturing, and the metalworking sector in particular, continued to operate under challenging conditions, characterised by **uneven demand, cost pressures, market instability** and the **changing dynamics of the industries served**. At European level, the **Clean Industrial Deal** has once again placed industrial competitiveness at the centre of attention, highlighting the impact of energy costs, global competition, access to raw materials and circularity on manufacturing businesses.

Within our production model, the consumption of ferrous material is directly linked to **production volumes** and the **composition of customer orders**. Against this backdrop, the **gradual reduction in raw material consumption** over the three-year period is consistent with the **trend in production activity**. Ferrous material consumption decreased from **3,000 tonnes** in 2023 to **2,550 tonnes** in 2024 (**-15.00%**), before reaching **2,400 tonnes** in 2025, representing a further reduction of **5.88%**. Overall, the decrease recorded over the three-year period amounted to **20.00%**, with the sharpest decline occurring between 2023 and 2024 and a more moderate reduction in the latest financial year.

This trend was accompanied by a reduction in finished products manufactured, which fell from **2,500 tonnes** in 2023 to **2,200 tonnes** in 2024, before reaching **2,050 tonnes** in 2025. This represents a decrease of **6.81%** compared with 2024 and **18.00%** compared with 2023. Revenue also followed a downward trend, declining from

**€13,113,863** in 2024 to **€11,116,270** in 2025, a reduction of **15.23%**.

The decrease in raw material consumption is therefore consistent with the reduction in **production volumes**, while the sharper decline in revenue also reflects other factors, including **commercial conditions**, changes in the **composition of customer orders**, and the **evolution of the markets served**.

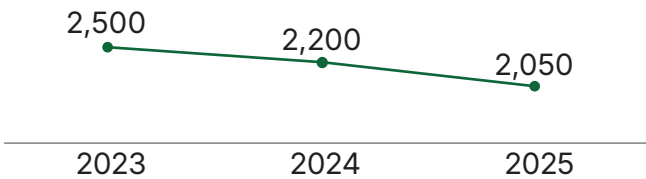
The ratio between material used and **finished product** remained substantially stable over the three-year period: approximately **1.20 tonnes** of ferrous material were used for every tonne of finished product in 2023, **1.16 tonnes** in 2024 and **1.17 tonnes** in 2025.

During 2025, we also introduced the **reuse of reusable scrap racks within production**. The incoming load is collected, washed and returned, enabling us to reduce the disposal of scrap contaminated with oil and the continuous purchase of new material for production activities. Clean scrap

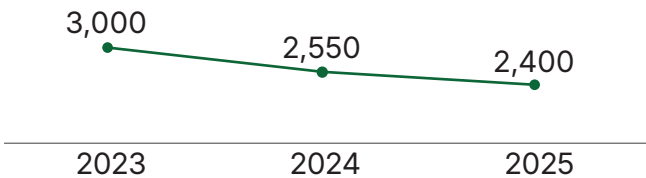
continues to be purchased for cleaning operations.

Finally, we maintain continuous **control over hazardous substances**, which are stored in dedicated, clearly labelled cabinets secured with locked access. Access is restricted to trained personnel, ensuring both employee safety and the proper environmental management of our operations.

## Finished products manufactured



## Ferrous material



# ENERGY AND EMISSIONS



## Energy

In 2025, we continued our work on **energy management**, confirming it as a key area for controlling production processes, consumption and related costs. For manufacturing companies, energy remains a variable closely linked to **work organisation, plant utilisation, the mix of customer orders, hours worked and the operating conditions throughout the financial year**.

Within our production model, electricity consumption depends on the **work actually carri-**

**ed out** and the **level of plant utilisation**. For this reason, the trend in energy consumption recorded in 2025 must be interpreted in the context of the **reduction in business and production activity during the year**. Revenue decreased from **€13,113,863** in 2024 to **€11,116,270** in 2025, a reduction of **15.23%**, while production volumes also remained at lower levels, as highlighted in the section dedicated to raw materials and finished products.



# ENERGY AND EMISSIONS

Against this backdrop, we implemented a number of initiatives to improve energy management, focusing in particular on two complementary objectives: **reducing energy consumption** and **increasing the share of electricity sourced from renewable energy**. From an operational perspective, **equipment is used only when required**, lighting is switched off during periods of inactivity, and, in the newer areas of the facility, occupancy **sensors automatically control lighting on and off**. These practical measures, integrated into the day-to-day management of our sites, help improve energy efficiency throughout our production processes. During the year, we also achieved **ISO 50001:2018 certification**, further strengthening our energy management system and establishing a structured approach to monitoring, con-



trolling and continuously improving energy performance.

Total electricity consumption amounted to **973,314 kWh**, down from **1,054,914 kWh** in 2024 and **1,370,059.64 kWh** in 2023. This represents a reduction of **7.73%** compared with the previous year and **28.95%** over the three-year period. Purchased electricity followed the same trend, declining from **1,148,580 kWh** in 2023 to **909,033 kWh** in 2024 and **826,702 kWh** in 2025. This corresponds to a **9.05%** decrease compared with 2024 and an overall reduction of **28.02%** over the three-year period.

Electricity consumption per employee fell from **17,793 kWh** in 2023 to **13,186.43 kWh** in 2024 and **12,640.44 kWh** in 2025. Energy intensity per square metre also declined, from **76.11 kWh/m²** in 2023 to **58.61 kWh/m²** in 2024 and **54.07**

**kWh/m²** in 2025. Electricity consumption per hour worked followed the same trend, decreasing from **9.97 kWh/hour** in 2023 to **8.99 kWh/hour** in 2024 and **7.75 kWh/hour** in 2025. This confirms that less energy was consumed for each hour worked, reflecting a continuous improvement over the three-year period. By contrast, energy intensity relative to revenue followed a different pattern, moving from **0.088 kWh/€** in 2023 to **0.080 kWh/€** in 2024 before returning to **0.088 kWh/€** in 2025.

Alongside the reduction in consumption, the most significant achievement was the **increase in the share of electricity sourced from renewable energy**. In 2023, all purchased electricity came from non-renewable sources. In 2024, we introduced **500,000 kWh** of certified electricity backed by Guarantees of Origin, increasing this figure to **750,000 kWh** in 2025. This represents a **50.00%** increase compared with 2024 and covers **90.72%** of purchased electricity. This initiative significantly reduced the amount of elec-

tricity purchased from non-renewable sources, which fell from **409,033 kWh** in 2024 to **76,702 kWh** in 2025, representing a decrease of **81.24%** year on year and **93.32%** compared with 2023.

Our **photovoltaic system** also continued to contribute to the Company's energy requirements. In 2025, self-generated electricity amounted to **290,532 kWh**, an increase of **4.52%** compared with **277,961 kWh** in 2024, although still below the 2023 level of **334,161.15 kWh**. Renewable electricity exported to the grid increased throughout the three-year period, rising from **112,681.51 kWh** in 2023 to **132,080 kWh** in 2024 and **143,920 kWh** in 2025, representing an increase of **8.96%** compared with 2024 and **27.72%** compared with 2023.

Taking into account electricity purchased with **Guarantees of Origin** together with the net contribution from the **photovoltaic system**, after deducting electricity exported to the grid, renewable electricity accounted for **896,612 kWh** of total electricity consumption in 2025.





# ENERGY AND EMISSIONS

## Natural gas and process gases

With regard to the **gases** used in our production processes, **natural gas** remained substantially stable compared with 2024, increasing slightly from **79,677 m³** to **79,863 m³** in 2025 (+**0.23%**). Compared with 2023, when consumption amounted to **64,200 m³**, this represents an increase of **24.39%**.

**Technical gases** showed a more varied trend. Nitrogen consumption decreased from **110,498.60 m³** to **103,146.79 m³** in 2025, while oxygen fell from **23,830.40 m³** to **21,110.48 m³**. By contrast, the welding gas mixture increased compared with 2024, rising from **10,810 m³** to **12,480.80 m³**, although remaining below the 2023 level of

**14,335 m³**. Other welding gases also increased year on year, from **338.84 m³** to **483.20 m³**, while still remaining slightly below the 2023 figure of **496 m³**.

Overall, fuels and gases used in production decreased from **223,271 m³** in 2023 to **225,154.84 m³** in 2024, before falling to **217,084.27 m³** in 2025. This represents a reduction of **3.58%** compared with 2024 and **2.77%** compared with 2023.

During 2025, we also mapped refrigerant gases released into the atmosphere. Specifically, emissions amounted to **2.80 kg** of R410A and **0.75 kg** of R134A, for a total of **3.55 kg**.

## Company fleet

Our **company fleet** also contributes to our overall energy profile. In 2025, the fleet comprised **nine Euro 6 vehicles**, all company-owned: **one** diesel van and **eight** passenger cars, including **one** petrol, **six** diesel and **one** hybrid vehicle. Diesel consumption decreased from **28,336.62 litres** in 2024 to **26,580 litres** in 2025, representing a

reduction of **6.19%** compared with the previous year and **7.34%** compared with 2023. Petrol consumption remained broadly stable compared with the previous year, decreasing slightly from **3,402.67 litres** to **3,381 litres**, although remaining above the 2023 level of **2,544 litres**.

| Energy indicators                                      | 2023          | 2024          | 2025          | Change 2024-2025 % | Change 2023-2025 % |
|--------------------------------------------------------|---------------|---------------|---------------|--------------------|--------------------|
| Energy consumption (kWh)                               | 1,370,059.64  | 1,054,914.00  | 973,314.00    | -7.73%             | -28.95%            |
| Electricity purchased with Guarantees of Origin (kWh)  | /             | 500,000.00    | 750,000.00    | 50.00%             | /                  |
| Electricity purchased from non-renewable sources (kWh) | 1,148,580.00  | 409,033.00    | 76,702.00     | -81.24%            | -93.32%            |
| Electricity generated by photovoltaic system (kWh)     | 334,161.15    | 277,961.00    | 290,532.00    | 4.52%              | -13.05%            |
| Electricity exported to the grid (kWh)                 | 112,681.51    | 132,080.00    | 143,920.00    | 8.96%              | 27.72%             |
| Employees (n.)                                         | 77            | 80            | 77            | -3.75%             | /                  |
| Energy intensity per employee (kWh/tot. dip.)          | 17,793.00     | 13,186.43     | 12,640.44     | -4.14%             | -28.95%            |
| Energy intensity per m² (kWh/m²)                       | 76.11         | 58.61         | 54.07         | -7.73%             | -28.95%            |
| Hours worked                                           | 137,424.00    | 117,380.00    | 125,830.00    | 7.19%              | -8.43%             |
| Energy intensity per hour worked (kWh/h)               | 10.00         | 8.99          | 7.75          | -13.93%            | -22.41%            |
| Revenue (€)                                            | 15,571,734.00 | 13,113,863.00 | 11,116,270.00 | -15.23%            | -28.61%            |
| Energy intensity per revenue (kWh/€)                   | 0.088         | 0.080         | 0.088         | 8.84%              | -0.48%             |
| Diesel fuel consumption (litres)                       | 28,686.00     | 28,336.62     | 26,580.00     | -6.19%             | -7.34%             |
| Petrol fuel consumption (litres)                       | 2,544.00      | 3,402.67      | 3,381.00      | -0.63%             | 32.90%             |
| Natural gas for heating (m³)                           | 64,200.00     | 79,677.00     | 79,863.00     | 0.23%              | 24.39%             |

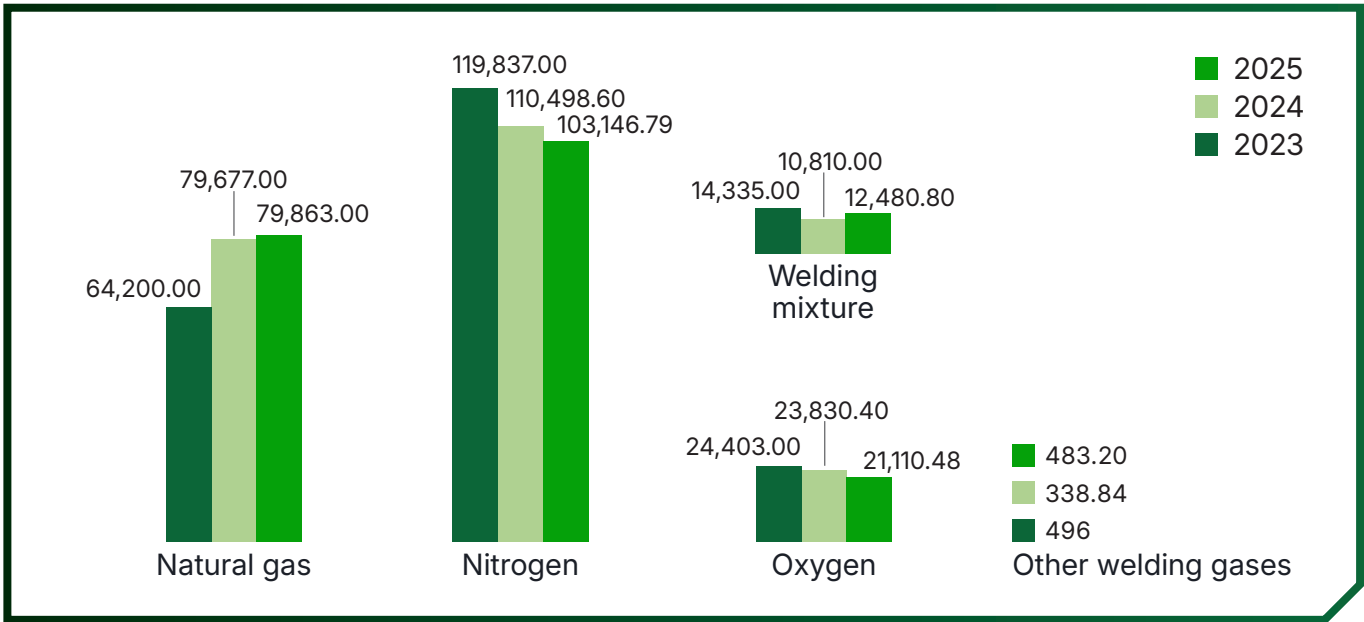




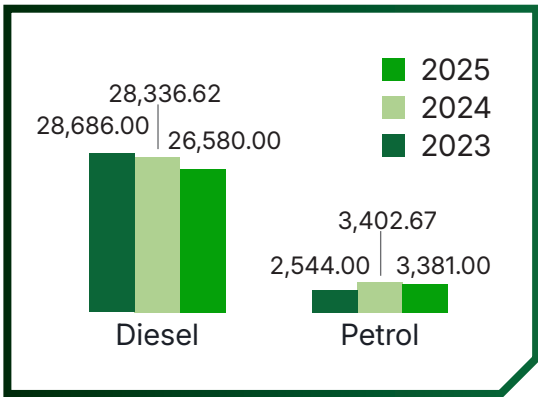
ENERGY  
AND EMISSIONS



Gases used in production processes 2025



Fuels used in 2025

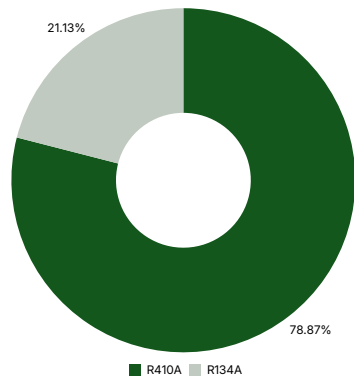


9 Euro 6  
vehicles in  
2025

- 6.19% litres compared with 2024  
- 7.34% compared with 2023

→ All company owned

Refrigerant gas leaks  
(kg)



Emissions

The analysis considers direct emissions generated from sources under our control (Scope 1) and indirect emissions associated with the electricity purchased and used in our operations (Scope 2). In 2025, we expanded the scope of emissions reporting by introducing two new elements: **refrigerant gas leaks**, included within Scope 1, and the **location-based approach** for Scope 2 emissions. Compared with the previous reporting period, we also updated the methodology

by reviewing the emission factors applied. Scope 1 direct emissions show an upward trend over the three-year period. They amounted to **272.30 tCO<sub>2</sub>e** in 2023, increased to **290.47 tCO<sub>2</sub>e** in 2024 and reached **301.39 tCO<sub>2</sub>e** in 2025. This represents an increase of **3.75%** compared with 2024 and **10.68%** over the three-year period.

The main contribution continues to come from natural gas, accounting for **165.00 tCO<sub>2</sub>e** in

2025, down from **162.94 tCO<sub>2</sub>e** in 2024 but above the **131.29 tCO<sub>2</sub>e** recorded in 2023. Diesel emissions, by contrast, fell from **76.33 tCO<sub>2</sub>e** in 2023 to **75.40 tCO<sub>2</sub>e** in 2024 and **70.73 tCO<sub>2</sub>e** in 2025. Petrol emissions remained broadly stable compared with the previous year, decreasing slightly from **8.01 tCO<sub>2</sub>e** in 2024 to **7.91 tCO<sub>2</sub>e** in 2025; in 2023 they stood at **5.99 tCO<sub>2</sub>e**.

Among the gases used in welding processes, emissions from the welding gas mixture increased from **42.78 tCO<sub>2</sub>e** in 2024 to **49.39 tCO<sub>2</sub>e** in 2025, although remaining below the 2023 value of **54.80 tCO<sub>2</sub>e**. Other welding gases rose from **1.34 tCO<sub>2</sub>e** to **1.91 tCO<sub>2</sub>e**, but remained below the **1.96 tCO<sub>2</sub>e** recorded in 2023. Refrigerant gases R410A and R134A contributed **5.39 tCO<sub>2</sub>e** and **1.07 tCO<sub>2</sub>e**, respectively.

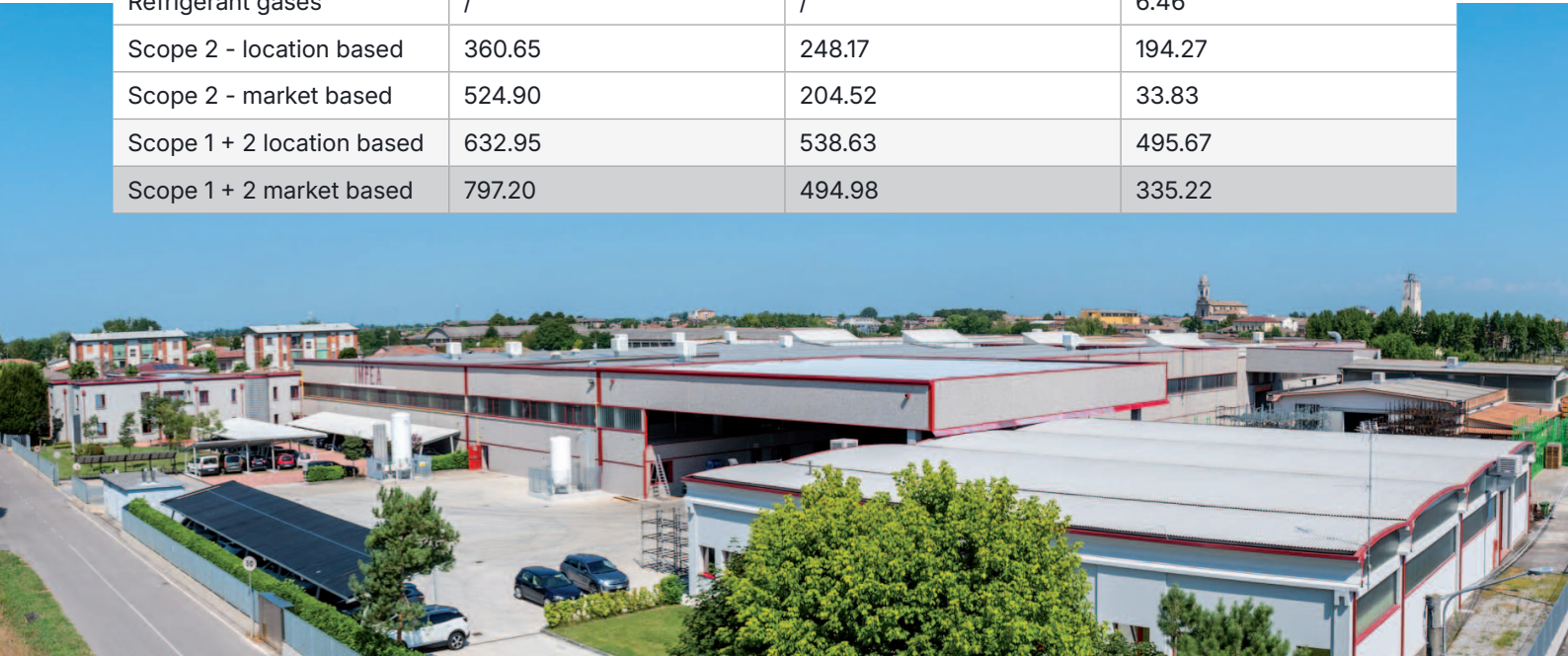
The most significant change concerns Scope 2 emissions, where the increased share of electricity covered by Guarantees of Origin has a clear impact on the market-based results. Under this approach, emissions fell from **524.90 tCO<sub>2</sub>e** in 2023 to **204.52 tCO<sub>2</sub>e** in 2024 and **33.83 tCO<sub>2</sub>e** in 2025. This corresponds to a reduction of **83.45%** compared with 2024 and **93.55%** compared with 2023.

The location-based approach shows a different trend, as it considers the average emission factor of the electricity grid. Even under this methodology, Scope 2 emissions decreased from **360.65 tCO<sub>2</sub>e** in 2023 to **248.17 tCO<sub>2</sub>e** in 2024 and **194.27 tCO<sub>2</sub>e** in 2025. This represents a reduction of **21.71%** compared with 2024 and **46.13%** compared with 2023.

Overall, Scope 1 + Scope 2 emissions, calculated using the market-based approach, decreased from **797.20 tCO<sub>2</sub>e** in 2023 to **494.98 tCO<sub>2</sub>e** in 2024 and **335.22 tCO<sub>2</sub>e** in 2025. The reduction was **32.27%** compared with 2024 and reached **57.95%** over the three-year period. This improvement is mainly driven by Scope 2, where the increased share of renewable electricity purchased has more than offset the rise recorded in direct emissions.

Using the location-based approach instead, total Scope 1 + Scope 2 emissions declined from **632.95 tCO<sub>2</sub>e** in 2023 to **538.63 tCO<sub>2</sub>e** in 2024 and **495.67 tCO<sub>2</sub>e** in 2025. In this case, the decrease is more gradual, amounting to **7.97%** compared with 2024 and **21.68%** over the three-year period.

| Scope 1 and 2 Emissions    | 2023 (tCO <sub>2</sub> e) | 2024 (tCO <sub>2</sub> e) | 2025 (tCO <sub>2</sub> e) |
|----------------------------|---------------------------|---------------------------|---------------------------|
| Scope 1                    | 272.30                    | 290.47                    | 301.39                    |
| Energy sources             | 272.30                    | 290.47                    | 294.93                    |
| Refrigerant gases          | /                         | /                         | 6.46                      |
| Scope 2 - location based   | 360.65                    | 248.17                    | 194.27                    |
| Scope 2 - market based     | 524.90                    | 204.52                    | 33.83                     |
| Scope 1 + 2 location based | 632.95                    | 538.63                    | 495.67                    |
| Scope 1 + 2 market based   | 797.20                    | 494.98                    | 335.22                    |





ENERGY  
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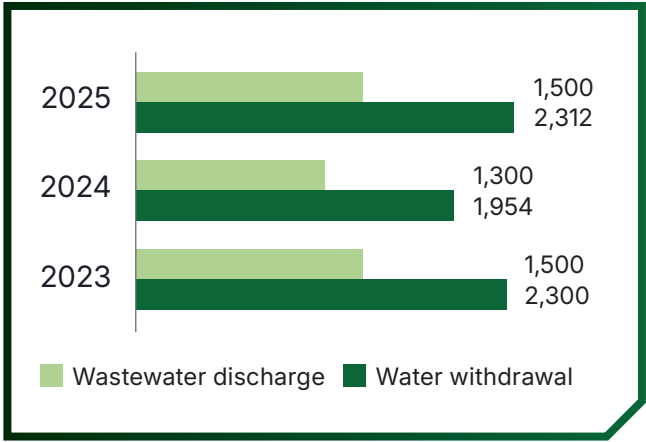
Water management

We use water exclusively for **sanitary purposes** and, during the summer season, for **irrigating green areas**. Although water is not a resource directly linked to our production processes, we carefully monitor its use, promoting measured consumption aligned with the company's actual needs. All water is supplied through the **public water network**.

In 2025, we withdrew **2,312 m<sup>3</sup>** of water, an increase compared with **1,954 m<sup>3</sup>** in 2024. This represents an increase of **18.32%**, bringing consumption back to a level very close to that recorded in 2023, when water withdrawal total-

led **2,300 m<sup>3</sup>**. Over the three-year period, the overall increase is therefore limited to **0.52%**.

With regard to wastewater discharges, in 2025 we discharged **1,500 m<sup>3</sup>** of wastewater. This is higher than the **1,300 m<sup>3</sup>** discharged in 2024, representing an increase of **15.38%**, while remaining unchanged compared with 2023, when wastewater discharges also amounted to **1,500 m<sup>3</sup>**. Approximately **35%** of the water withdrawn is used for irrigating green areas; the remaining volume is discharged into the public sewer system as domestic or equivalent wastewater.



**Approximately 35%  
of the water withdrawn is  
used to irrigate green areas**

Waste, recovery and traceability

As with raw material consumption and energy use, waste management must be interpreted in relation to the level of **activity during the year**, the **mix of customer orders**, the **volume of material processed** and the **nature of production processes**.

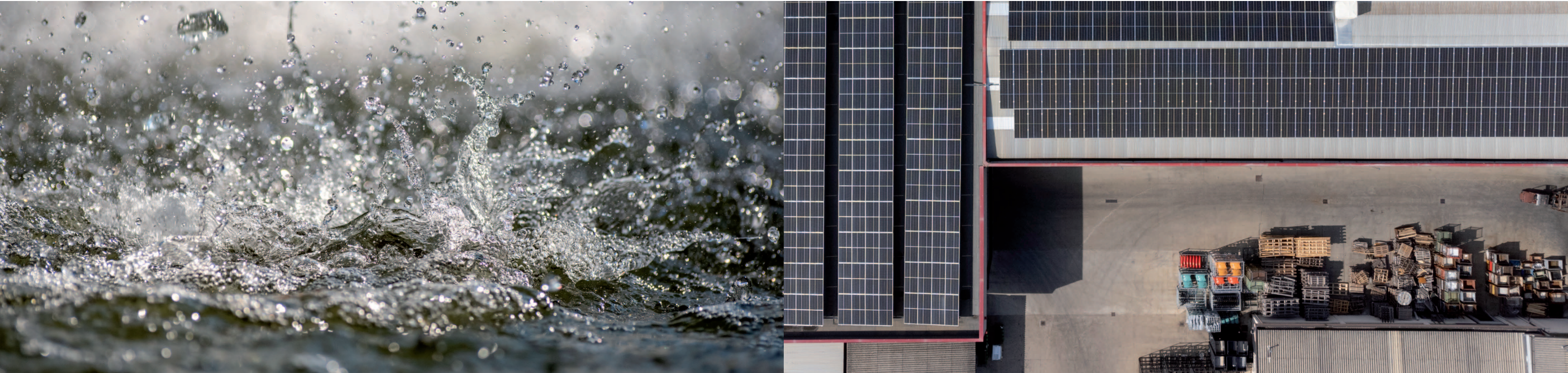
Within our operating model, a significant share of waste originates from **sheet metal processing** and consists of **metal scrap and offcuts**. Owing to the characteristics of the material, this waste can be recovered and reintroduced into material recovery and recycling streams, provided it is correctly separated, collected and transferred to authorised operators.

Since 13 February 2025, we have been registered with **RENTRI**, the **National Electronic Register for Waste Traceability**. Waste loading and unloading records are managed directly through the online portal and submitted monthly; at year-end they are archived in accordance with current legislation. The introduction of this operating method complements the existing waste registration and control system, ensuring more structured and timely environmental record management.

In 2025, we generated a total of **169,700 kg** of waste, a slight decrease compared with **172,834 kg** in 2024. The reduction amounts to **1.81%**, confirming the downward trend already recorded in the previous year. Looking at the three-year period, total waste fell from **204,190 kg** in 2023 to **169,700 kg** in 2025, representing an overall reduction of **16.89%**.

The largest share continues to consist of non-hazardous waste, amounting to **164,010 kg** in 2025. This figure increased by **2.12%** compared with **160,602 kg** in 2024, but remained **15.74%** lower than in 2023, when **194,655 kg** were generated. Within this category, metal scrap and offcuts accounted for **156,920 kg** in 2025, down from **159,130 kg** in 2024 and **193,720 kg** in 2023. The decrease was limited to **1.38%** over the last year but reached **18.99%** across the three-year period.

Alongside metal scrap, in 2025 we also managed other **non-hazardous waste associated with operational, logistics and support activities**. Street sweeping residues amounted to **780 kg**, down from **900 kg** in 2024, still higher than the **640 kg** recorded in 2023. Waste electrical





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and electronic equipment (WEEE) amounted to **270 kg**, returning to the same level as in 2023 after reaching **363 kg** in 2024. Spent toner cartridges decreased from **30 kg** to **10 kg**. In 2025, we also managed **5,780 kg of wooden packaging, 120 kg of plastic, 80 kg of glass, and 50 kg of absorbents, filter materials, cleaning cloths and protective clothing not contaminated by hazardous substances.**

**Hazardous waste**, by contrast, recorded a significant decrease. In 2025, a total of **5,690 kg** was generated, compared with **12,232 kg** in 2024 and **9,535 kg** in 2023. This represents a reduction of **53.48%** compared with the previous year and **40.32%** over the three-year period. The main category continues to be **oil-containing waste**, which fell from **12,080 kg** in 2024 to **5,400 kg** in 2025, following **9,500 kg** in 2023. Among the other hazardous waste categories, **end-of-life neon lighting equipment**

increased from **23 kg** in 2024 to **30 kg** in 2025, compared with **18 kg** in 2023. Waste adhesives and sealants remained broadly stable, increasing slightly from **129 kg** to **130 kg**. In 2025, a new category was also reported: **packaging containing residues of hazardous substances or contaminated by such substances**, amounting to **130 kg**. The **hazardous waste** generated during the year was classified predominantly as **HP4 (irritant substances)**, while **waste adhesives and sealants were classified as HP3 (flammable).**

In 2025, almost all waste generated was sent for recovery through authorised waste management companies. The only waste stream destined for disposal consisted of **50 kg of absorbents, filter materials, cleaning cloths and protective clothing not contaminated by hazardous substances.**

| Parameter                                                                                                                  | 2023    | 2024    | 2025    |
|----------------------------------------------------------------------------------------------------------------------------|---------|---------|---------|
| Total waste (kg)                                                                                                           | 204,190 | 172,834 | 169,700 |
| Total hazardous waste (kg)                                                                                                 | 9,535   | 12,232  | 5,690   |
| 16.07.08 Oil-containing waste                                                                                              | 9,500   | 12,080  | 5,400   |
| 16.02.13 End-of-life neon lighting equipment                                                                               | 18      | 23      | 30      |
| 08.04.09 Waste adhesives and sealants                                                                                      | /       | 129     | 130     |
| 15.01.10* Packaging containing residues of hazardous substances or contaminated by such substances                         | /       | /       | 130     |
| Total non-hazardous waste (kg)                                                                                             | 194,655 | 160,602 | 164,010 |
| 12.01.99 Ferrous and non-ferrous metal scrap, offcuts, sections, sheet metal, tubes, etc.                                  | 193,720 | 159,130 | 156,920 |
| 20.03.03 Street sweeping residues                                                                                          | 640     | 900     | 780     |
| 16.02.14 End-of-life electrical equipment                                                                                  | 270     | 363     | 270     |
| 08.03.18 Spent printing toner cartridges                                                                                   | /       | 30      | 10      |
| 17.02.03 Plastic                                                                                                           | /       | /       | 120     |
| 15.01.03 Wooden packaging                                                                                                  | /       | /       | 5,780   |
| 15.02.03 Absorbents, filter materials, cleaning cloths and protective clothing, other than those covered by entry 15.02.02 | /       | /       | 50      |
| 17.02.02 Glass                                                                                                             | /       | /       | 80      |



METHODOLOGICAL NOTE





METHODOLOGICAL  
NOTE

Sustainability report 2025

This Sustainability Report is a transparency and communication tool prepared on a voluntary basis by IMPEA Srl. Under Legislative Decree 254/2016, the Company does not fall within the category of large public-interest entities required to publish a non-financial statement. Nevertheless, this report outlines IMPEA's commitments, specific initiatives and ESG performance.

This document is the second edition of IMPEA's Sustainability Report and has been prepared in accordance with the GRI (Global Reporting Initiative) Standards, using independent external assessment tools, for the reporting period from 1 January 2025 to 31 December 2025. The report is published on an annual basis.

The Sustainability Report includes:

- Reporting entity: IMPEA Srl
- Most recent report: FY2024, published in 2025

The Methodological Note concludes with the section describing the approach adopted for the evaluations (estimates) reported in the Sustainability Report and the data appendix.

For further information regarding this Sustainability Report, please contact:

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**Production Site:** Via XX Settembre, 15, 26034 Piadena-Drizzona (CR), Italy

**Website:** <https://www.IMPEA.it>

The report was prepared with the involvement of both internal expertise and specialised external consultants. Responsibility for preparing IMPEA's Sustainability Report was coordinated by Damiano, Francesco and Marta Bosisio, with technical and methodological support provided by IPLUS.

Reporting Process

The reporting process comprises all the activities required to prepare a sustainability report. It is the document through which a company communicates its sustainability performance, results and objectives across environmental, social and economic dimensions, following internationally recognised reporting standards. For IMPEA's 2025 Sustainability Report, the reporting process was structured around the following stages:

1. Stakeholder mapping;
2. Identification and assessment of impact areas according to the double materiality concept;
3. Stakeholder engagement;
4. Data collection and report preparation;

IMPEA  
STAKEHOLDER MAPPING

The stakeholder mapping process begins by identifying the parties with a significant role in the organisation's activities or those that may influence or be influenced by them. These stakeholders may include individuals, groups, public or private organisations, or other entities not directly classified within the previous categories, such as the environment. Stakeholders are identified by classifying them as either in-

ternal or external to the organisation. For each stakeholder group, the following information is defined: name, description, relationship management, engagement methods and frequency of engagement.

Once stakeholders have been identified, key stakeholders are determined by analysing both their level of interest in the Company and their degree of influence on its operations.

| Stakeholder                   | Description and relationship management                                                                                                                                                                                                                                   | Engagement tools and methods                                                                                                                                                                     | Frequency engagement          |
|-------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| Ownership                     | Three operational roles within the Company: Legal Representative, CEO and HR Manager.                                                                                                                                                                                     | Strategic committee with key functions meeting quarterly. Weekly meetings extended to other operational functions.                                                                               | Quarterly, weekly, daily      |
| Department Manager            | Responsible for administration, purchasing, production planning, quality assurance and control, HR, technical office, sales and logistics.                                                                                                                                | Weekly meetings with ownership on treasury matters and management control. Scheduled weekly operational meetings.                                                                                | Weekly and monthly            |
| Department Supervisors        | Personnel with responsibility for production departments (pressing, assembly, stamping, laser 2D/3D, bending and fitting).                                                                                                                                                | Daily meetings involving quality, production and HR, as well as meetings with operational teams.                                                                                                 | Daily                         |
| Employees                     | White-collar and blue-collar employees on permanent contracts, including fixed-term employees during recruitment phases.                                                                                                                                                  | Unscheduled meetings with department and function managers according to operational needs.                                                                                                       | Daily                         |
| Board of Statutory Auditors   | Long-standing professional relationship.                                                                                                                                                                                                                                  | Quarterly meetings for statutory compliance purposes.                                                                                                                                            | Quarterly                     |
| Professionals and consultants | Specialists in subsidised finance, taxation, employment law, payroll, industrial associations, lawyers, health and safety, management control, certification consultants, trade unions, engineering firms, and communication agencies (including social media marketing). | Meetings held in person as required. Daily interaction with payroll consultants. Health and safety meetings according to deadlines. Other professionals engaged in person or remotely as needed. | Varies                        |
| Internal union                | Three RSU representatives (CGIL), one of whom also acts as Workers' Safety Representative (RLS).                                                                                                                                                                          | Daily working relationship. Under the company agreement, formal meetings are held every six months to present business performance, although day-to-day interaction is continuous.               | Daily and formally semiannual |
| External union                | Provincial manager to whom internal trade unions report.                                                                                                                                                                                                                  | In-person meetings at least twice a year, as well as on an as-needed basis. Highly collaborative relationship.                                                                                   | Occasional and scheduled      |
| Trusted partners              | Decades-long relationships with electrical, plumbing, and construction companies that collaborate with IMPEA.                                                                                                                                                             | Meetings as needed (almost weekly)                                                                                                                                                               | As needed                     |



# MATERIALITY ASSESSMENT

## IDENTIFICATION OF IMPEA'S IMPACT AREAS

| Stakeholder                   | Description and relationship management                                                                                                                          | Engagement tools and methods                                                                                                                                                                                                | Frequency engagement                                                                              |
|-------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| Product and process suppliers | Sono di prodotto-processo e manutentori                                                                                                                          | Relationship managed by the Procurement Manager, combining both remote and in-person interactions.                                                                                                                          | Daily                                                                                             |
| Service providers             | Commodities (water, light and gas)                                                                                                                               | Relationship managed by the Procurement Manager, combining both remote and in-person interactions.                                                                                                                          | Daily                                                                                             |
| Clients                       | Companies in the agriculture, earthmoving, plant engineering, road sweeping, and logistics sectors.                                                              | Direct relationship with the Commercial Director                                                                                                                                                                            | Daily                                                                                             |
| Industry association          | Industrial association                                                                                                                                           | Daily contact for payroll, along with planned monthly meetings managed by them. Ownership serves on the association's general council. Training courses are provided.                                                       | Daily contact, as well as on an as-needed basis depending on events scheduled by the association. |
| Banks                         | Credit institutions                                                                                                                                              | Weekly interactions with the administration                                                                                                                                                                                 | Weekly                                                                                            |
| Local community               | Municipalities of Cremona and Comune di Piacenza Drizzona, as well as sports clubs, charities, disability support organizations, schools, and local authorities. | Quarterly meetings with Teatro Ponchielli, and on an as-needed basis with the rest.                                                                                                                                         | Quarterly or occasionally                                                                         |
| Public institutions           | Public administration bodies with which the company engages                                                                                                      | No direct relations (handled through professionals and consultants)                                                                                                                                                         | /                                                                                                 |
| Supervisory Body (OdV)        | The Supervisory Body consists of two external members, a lawyer and a chartered accountant.                                                                      | Six meetings are held—four in person and two online—dedicated to analyzing the identified risks. The Supervisory Body (OdV) reports its observations to Dr. Bosisio, who then conveys them to the Board of Directors (CdA). | Bi-monthly                                                                                        |
| Board of Directors (BoD)      | It is composed of three members, corresponding to the members of the Family.                                                                                     | Regularly minuted meetings and assemblies (both ordinary and extraordinary) are held.                                                                                                                                       | Daily                                                                                             |

The 2025 materiality assessment for IMPEA Srl was carried out following the double materiality approach introduced by the Corporate Sustainability Reporting Directive (CSRD) 2022/2464. Double materiality considers two complementary perspectives: impact materiality and financial materiality. The impact materiality perspective (inside-out) involved reviewing the impact topics identified in 2023 and aligning them with the new European Sustainability Reporting Standards (ESRS). The financial materiality perspective (outside-in) focused on identifying business-related risks and opportunities that could have an economic impact on the Company.

### Impact materiality

The assessment was carried out using a qualitative and quantitative evaluation framework based on the following criteria:

- SCALE = indicates the magnitude of the impact, whether relating to negative effects or actual/ potential benefits generated by the impact itself. Magnitude is assessed on a scale from 1 (irrelevant) to 6 (extremely significant).
- SCOPE = indicates how widespread the impact is (for example, in terms of the number of people affected or the extent of environmental damage).
- IRREMIEDIABILITY = indicates the degree of difficulty in reducing or remedying the damage resulting from the impact (considered only for negative impacts).
- LIKELIHOOD = indicates the probability that the impact will occur (considered only for potential impacts).

The assessment process included the following activities:

- analysis of the Company's operating context and the main industry trends;
- assessment of current and potential impacts, risks and opportunities (both positive and negative) across the economic, governance, environmental and social dimensions, including human rights, with the involvement of the ESG Committee;
- classification of topics according to the materiality concept, based on the synthesis of the internal assessment results;
- validation of the identified impact topics;
- engagement with stakeholders regarding the identified impact areas to assess their alignment with the Company's perspective;
- data collection and preparation of the report.

Greater weight was also assigned to the severity of any negative impacts on human rights, taking into account their scale, scope and irremediability, rather than simply the likelihood of occurrence.

The scores assigned to each impact, risk and opportunity were determined by considering IMPEA Srl's commitments, initiatives, data and objectives. Both the current and future positive and negative contribution of each impact to the identified areas was assessed.

The table on the following page presents a detailed overview of the impact areas identified for IMPEA Srl's activities. It describes each area and indicates the relevant topics with reference to the GRI Standards and the ESRS.



| Impact topic                                  | Description                                                                                                                                                                                                                                                                                                                                                                                  | GRI Reference                 | ESRS Reference |
|-----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|----------------|
| Energy impact                                 | Implement energy efficiency strategies and CO <sub>2</sub> emissions reduction initiatives 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 environmental footprint.                                                                             | GRI 302                       | E1             |
| Air emissions management                      | Adopt practices for monitoring and reducing atmospheric emissions by implementing state-of-the-art emission control technologies and improving air quality. Collaborate with regulatory authorities and local communities to ensure compliance with environmental legislation and contribute to the improvement of the surrounding environment.                                              | GRI 305                       | E2             |
| Responsible use of resources                  | Promote the sustainable and responsible use of natural resources by reducing waste and optimising production processes. Encourage the recycling and reuse of materials by implementing circular economy practices aimed at minimising environmental impacts.                                                                                                                                 | GRI 301<br>GRI 306            | E5             |
| Waste management                              | Implement an effective and sustainable waste management system focused on waste reduction, recycling and the safe disposal of waste generated. Promote awareness and training initiatives to increase employees' understanding of the importance of proper waste management and environmental protection.                                                                                    | GRI 306                       | E5             |
| Water footprint                               | Monitor and optimise water use across production and operational activities by implementing technologies that reduce water consumption and promote wastewater recycling. Encourage water conservation initiatives and raise employees' awareness of the importance of responsible water resource management.                                                                                 | GRI 303                       | E3             |
| Human capital                                 | Ensure the continuous development and enhancement of human capital through training and skills development programmes strongly focused on digital innovation and product development. Strengthen and transfer expertise, attract new talent and retain existing employees. Promote initiatives supporting STEM (Science, Technology, Engineering and Mathematics), particularly among women. | GRI 403<br>GRI 404<br>GRI 405 | S1             |
| Creating Value for People and the environment | Promote initiatives that generate value for both people and the environment through sustainability and social responsibility programmes that enhance the quality of life of employees and local communities. Invest in community development projects and corporate volunteering initiatives.                                                                                                | GRI 201                       | S3             |
| Business integrity and transparency           | Ensure and promote transparent and ethical relationships with all stakeholders by guaranteeing compliance with applicable legislation and adopting responsible business practices. Implement effective governance systems and transparency policies to maintain the Company's credibility and stakeholders' trust.                                                                           | GRI 201<br>GRI 204            | G1             |
| Product and process innovation                | Foster continuous innovation in products and business processes by investing in research and development to create cutting-edge, sustainable solutions. Promote a culture of innovation among employees and collaborate with external partners to accelerate the development of new technologies.                                                                                            | EXTRA GRI                     | EXTRA ESRS     |

| Impact topic             | Description                                                                                                                                                                                                                                                                              | GRI Reference | ESRS Reference |
|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|----------------|
| Responsible supply chain | Implement sustainable and responsible supply chain management practices, ensuring that suppliers comply with high standards of quality, ethics and sustainability. Promote collaboration with suppliers that share the Company's commitment to sustainability and social responsibility. | GRI 204       | G1             |
| Customer satisfaction    | Ensure the highest level of customer satisfaction by providing highquality products and services that meet customers' needs and expectations. Continuously collect and analyse customer feedback to improve the Company's offering and build long-term, trust-based relationships.       | EXTRA GRI     | EXTRA ESRS     |

Financial Materiality

As with impact materiality, a magnitude has been defined for each risk and opportunity. For risks, this corresponds to the severity of the impact, while for opportunities it reflects its significance. Magnitude is assessed on a scale from 1 to 3: 1 indicates a low financial impact; 2 indicates a medium financial impact; 3 indicates a high financial impact. In addition to impact intensity, the likelihood of the event occurring is also considered, using the same 1 to 3 scale, where 1 = unlikely, 2 = possible, 3 = highly likely. Each risk and opportunity is classified as either actual, if already occurring, or potential, if related to an event that may occur in the future. In the environmental context, a distinction is made between transition risks and opportunities and physical risks and opportunities. The former are associated with the transition towards a more sustainable economy, for exam-

ple as a result of new regulations or changes in environmental policies. The latter concern direct impacts arising from climate events or long-term environmental changes that may materially affect the Company's operations. For each risk and opportunity, the related financial impacts are also identified. On the cost side, both capital expenditure (CapEx) and operating expenditure (OpEx) are considered, while on the revenue side the potential economic benefits are assessed. Finally, each risk or opportunity may have effects along the value chain, both upstream and downstream, or may directly affect the Company's operational activities. For a detailed description of each identified risk and opportunity, please refer to the dedicated "Sustainability in Evolution" section.



# STAKEHOLDER ENGAGEMENT

The stakeholder engagement process was carried out through a structured engagement activity based on questionnaires specifically designed to validate and enrich the Company's perspective on the impact areas and the Sustainable Development Goals (SDGs) identified by IMPEA Srl as priorities.

Stakeholders involved in the process were invited to assess the importance of each impact topic by assigning a score from 1 (not relevant) to 6 (extremely relevant), both in terms of the significance of the impacts and the relevance of the associated SDGs.

In addition to collecting thematic assessments, the engagement process provided deeper insight into each stakeholder's level of awareness of ESG issues, as well as their overall perception of IMPEA's commitment to sustainability.

To complete the questionnaire, a number of tailored questions were included to gather qualitative feedback on the sustainability initiatives undertaken by IMPEA Srl to date and, specifically for suppliers and customers, on the sustainability initiatives implemented within their own organisations.

# DATA COLLECTION AND REPORT PREPARATION

Once the list of impact areas had been defined and their relative priorities established, the indicators required to assess environmental, social and economic performance were identified using the GRI Standards. The GRI Standards are among the most widely recognised international frameworks for the collection of non-financial information and the public disclosure of corporate sustainability performance.

During this phase, both quantitative and qualitative information was collected using the indicators established by the GRI Standards, together with additional relevant information required to provide a comprehensive account of the Company's performance.

The data were then analysed and consolidated to prepare and publish IMPEA Srl's 2025 Sustainability Report.

Throughout the preparation of this Sustainability Report, the following reporting principles relating to its content were applied:

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

# ESTIMATES AND EXPLANATORY NOTES

## Methodology for Calculating Greenhouse Gas Emissions

For the calculation of greenhouse gas (GHG) emissions, we considered Scope 1 and Scope 2 emissions over the 2023–2025 reporting period. Compared with previous reporting cycles, we reviewed the calculations for 2023 and 2024 by updating the emission factors used and introducing a more comprehensive assessment of indirect emissions from purchased electricity through both the market-based and location-based approaches.

Scope 1 emissions include direct emissions generated from sources under our operational control, including natural gas, fuel used by the Company fleet, welding gas mixtures, gases used in production processes and, where applicable, refrigerant gases. Emissions were calculated by multiplying the reported consumption data by the relevant annual DEFRA emission factors and converting the results into tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e) using the Global Warming Potentials (GWPs) published in the IPCC Sixth Assessment Report (AR6, 2021).

A conservative assumption was adopted for the gases used in welding operations. In the absence of detailed information on the composition of the welding gas mixture and other welding gases, these consumptions were assumed to consist entirely of acetylene. This approach follows the precautionary principle: where the available data do not allow the precise identification of emissive and non-emissive components, it is preferable to adopt a conservative methodology in order to avoid underestimating the Company's environmental impact. The emission factor for

acetylene was determined through a stoichiometric analysis of the combustion reaction:



This reaction shows that the combustion of acetylene generates carbon dioxide and water. For GHG accounting purposes, the greenhouse gas considered is therefore CO<sub>2</sub>. By applying the carbon mass balance, based on the molecular weight of acetylene, the carbon content of the molecule and its density under standard conditions, an emission factor of 3.95712 kgCO<sub>2</sub>e/m<sup>3</sup> was obtained.

For Scope 2 emissions, relating to purchased electricity, we applied the two complementary accounting approaches. The market-based approach reflects the Company's actual electricity procurement choices. Electricity covered by Guarantees of Origin (GoOs) was treated as renewable electricity with zero associated emissions, while the remaining electricity purchased from the grid was calculated using the annual Residual Mix emission factors.

The location-based approach, on the other hand, calculates emissions using the average emission factor of the national electricity grid, irrespective of the Company's contractual electricity purchasing arrangements. In this case, annual Production Mix emission factors, consistent with each reporting year, were applied to reflect the evolution of indirect emissions from purchased electricity over the 2023–2025 reporting period.



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, 2025, to December 31, 2025, in accordance with the GRI Standards. | GRI 1 – Foundation principles – 2021 |

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|                                         | 2-27       | Compliance with laws and regulations                                           | pp. 22–23; p. 41            |
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|                                         | 2-29       | Approach to stakeholder engagement                                             | pp. 27–29; pp. 77–82        |
| GRI 3: Material Topics 2021             | 2-30       | Collective bargaining agreements                                               | p. 98                       |
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| GRI 201: Economic Performance 2016      | 3-2        | List of material topics                                                        | pp. 28–29; pp. 80–81        |
|                                         | 3-3        | Management of material topics                                                  | pp. 28–32; pp. 36–38        |
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| GRI 203: Indirect Economic Impacts 2016 | 201-4      | Financial assistance received from government                                  | —                           |
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| GRI 305: Emissions 2016                         | 305-1      | Direct (Scope 1) GHG emissions                                                   | pp. 70–71; p. 83            |
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| GRI 308: Supplier Environmental Assessment 2016 | 308-1      | New suppliers that were screened using environmental criteria                    | p. 32; p. 37                |
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| GRI 416: Customer Health and Safety 2016                       | 416-1      | Assessment of the health and safety impacts of product and service categories                                  | p. 41; p. 95            |
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# 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                           |



# GOVERNANCE

| Indicator       | Unit | 2023 | 2024 | 2025 | Trend 2024-2025 | Trend 2023-2025 |
|-----------------|------|------|------|------|-----------------|-----------------|
| Total customers | n.   | 13   | 16   | 19   | 18.75%          | 46.15%          |

| Customer breakdown by geographical area |                 |            |          |
|-----------------------------------------|-----------------|------------|----------|
| Area                                    | 2025            |            |          |
|                                         | Total customers | % revenues | % number |
| Lombardy (excluding Cremona)            | 6               | 31.60%     | 31.58%   |
| Italia (excluding Lombardy)             | 11              | 63.59%     | 57.89%   |
| Foreign (excluding Italy)               | 2               | 4.81%      | 10.53%   |
| Total                                   | 19              | 100.00%    | 100.00%  |

| Revenue by sector 2025            | Unit | % of total |
|-----------------------------------|------|------------|
| Earthmoving machinery             | €    | 20.09%     |
| Forklift                          |      | 20.34%     |
| Industrial vehicles               |      | 8.45%      |
| Agricultural machinery (tractors) |      | 45.80%     |
| Other                             |      | 5.32%      |
| Total                             |      | 100.00%    |

| Products sold by sector 2025      | Unit | Total 2025 | %       |
|-----------------------------------|------|------------|---------|
| Earthmoving machinery             | n.   | 8,845      | 2.81%   |
| Forklift                          |      | 186,034    | 59.09%  |
| Industrial vehicles               |      | 6,128      | 1.95%   |
| Agricultural machinery (tractors) |      | 106,654    | 33.87%  |
| Other                             |      | 7,169      | 2.28%   |
| Total                             |      | 314,830    | 100.00% |

| Clients         | Unit | 2023 | 2024 | 2025 | Trend 2024-2025 | Trend 2023-2025 |
|-----------------|------|------|------|------|-----------------|-----------------|
| Total customers | n.   | 98   | 89   | 91   | 2.24%           | -7.14%          |

| Supplier breakdown by macro-geographical area |                           |         |                |
|-----------------------------------------------|---------------------------|---------|----------------|
| Area                                          | 2025                      |         |                |
|                                               | Total number of suppliers | % costs | % of suppliers |
| Province of Cremona                           | 14                        | 5.38%   | 15.38%         |
| Lombardy (excluding Cremona)                  | 33                        | 37.83%  | 36.26%         |
| Italy (excluding Lombardia)                   | 41                        | 56.32%  | 45.06%         |
| Foreign (excluding Italy)                     | 3                         | 0.47%   | 3.30%          |
| Total                                         | 91                        | 100.00% | 100.00%        |



| Purchase category         | 2023       | 2024       | 2025       | Trend<br>2024-2025 | Trend<br>2023-2025 |
|---------------------------|------------|------------|------------|--------------------|--------------------|
|                           | % of total | % of total | % of total |                    |                    |
| Raw materials             | 30.01%     | 31.17%     | 37.97%     | 15.58%             | -8.62%             |
| Purchases (including CSA) | 34.44%     | 30.28%     | 24.27%     | -23.92%            | -49.10%            |
| Ousourcing services       | 6.88%      | 8.66%      | 5.90%      | -35.26%            | -37.99%            |
| Painting                  | 28.67%     | 29.90%     | 31.86%     | 1.12%              | -19.72%            |
| Total                     | 100.00%    | 100.00%    | 100.00%    | -5.10%             | -27.76%            |

| Items                                               | % of the directly generated economic value |
|-----------------------------------------------------|--------------------------------------------|
| DIRECTLY GENERATED ECONOMIC VALUE                   | 100.00%                                    |
| Production costs                                    | 100.00%                                    |
| A. Value of production                              | 96.91%                                     |
| C.16 Other financial income                         | 0.33%                                      |
| E.20 Proventi straordinari                          | 2.76%                                      |
| DISTRIBUTED ECONOMIC VALU                           | 100.00%                                    |
| Production costs                                    | 53.53%                                     |
| B.6 Raw materials costs                             | 26.50%                                     |
| B.7 Service costs                                   | 25.85%                                     |
| B.8 Costs for external assets usage                 | 1.64%                                      |
| B.11 Changes in raw materials stock                 | -0.86%                                     |
| B.14 Other operating charges (net of taxes)         | 0.40%                                      |
| Employee remuneration                               | 35.82%                                     |
| Wages and salaries (including BoD and directors)    | 24.89%                                     |
| Social charges                                      | 7.17%                                      |
| Employee severance provision (annual)               | 1.60%                                      |
| Remuneration of non-employee personnel              | 2.16%                                      |
| Payments to the public administration               | 1.79%                                      |
| Current income taxes                                | 0.92%                                      |
| Other taxes (property tax, waste tax, stamps, etc.) | 0.87%                                      |
| Remuneration of credit capital                      | 0.48%                                      |
| Interest expenses (bank and non-bank)               | 0.48%                                      |
| Return on equity                                    | 2.25%                                      |
| Profit (loss) for the year                          | 2.25%                                      |
| Contribution to the community                       | 0.14%                                      |
| Donations and sponsorships                          | 0.14%                                      |
| "Sistema Impresa"                                   | 5.99%                                      |
| Depreciation and amortisation of fixed assets       | 5.99%                                      |

| Customer health and safety                                                                                   | Unit | Trend 2024-2025 | Trend 2023-2025 |
|--------------------------------------------------------------------------------------------------------------|------|-----------------|-----------------|
| Percentage of product and service categories for which health and safety impacts are assessed (SAFETY Codes) | n.   | -7.69%          | -40.00%         |

| Organi di governo                          | Number |     |       | Percentage |        |
|--------------------------------------------|--------|-----|-------|------------|--------|
|                                            | Women  | Men | Total | Women      | Men    |
| Membri esecutivi (amministratori delegati) | /      | 1   | 1     | 0%         | 100%   |
| Totale membri                              | 1      | 2   | 3     | 33.33%     | 66.67% |
| Membri con requisito di indipendenza       | 1      | 2   | 3     | 33.33%     | 66.67% |
| Membri con competenze relative ai temi ESG | 1      | 2   | 3     | 33.33%     | 66.67% |

| Diversità nel collegio sindacale | Unit | 2025   |       |         | Episodi di corruzione accertati                              | Unit | 2025 |
|----------------------------------|------|--------|-------|---------|--------------------------------------------------------------|------|------|
|                                  |      | >50    | Total | %       |                                                              |      |      |
| Totale membri                    | n.   | 3      | 3     | 100.00% | Numero totale e natura degli episodi di corruzione accertati | n.   | 0    |
| Totale uomini                    |      | 2      | 2     | 66.67%  |                                                              |      |      |
| % uomini                         |      | 66.67% | /     | /       |                                                              |      |      |
| Totale donne                     |      | 1      | 1     | 33.33%  |                                                              |      |      |
| % donne                          |      | 33.33% | /     | /       |                                                              |      |      |

| Results of communication activities | Unit | 2024   | 2025   | Trend 2024-2025 |
|-------------------------------------|------|--------|--------|-----------------|
| Linkedin followers                  | n.   | 162    | 93     | -42.59%         |
| Users reached by LinkedIn articles  |      | 40,231 | 22,546 | -43.95%         |



SOCIAL SPHERE

| Number of employees by category and age group |      |       |        |        |         |         |
|-----------------------------------------------|------|-------|--------|--------|---------|---------|
| Contractual category of workers               | Unit | 2025  |        |        |         |         |
|                                               |      | <30   | 30-50  | >50    | Total   | %       |
| Total employees                               | n.   | 6     | 40     | 31     | 77      | 100.00% |
| % employees                                   |      | 7.79% | 51.95% | 40.26% | 100.00% |         |
| Total men                                     |      | 5     | 35     | 26     | 66      | 85.71%  |
| % men                                         |      | 6.49% | 45.45% | 33.77% | 85.71%  |         |
| Male managers                                 |      | /     | 1      | /      | 1       | 1.30%   |
| Male middle managers                          |      | /     | 1      | /      | 1       | 1.30%   |
| Male office staff                             |      | 2     | 7      | 7      | 16      | 20.78%  |
| Male manual workers                           |      | 3     | 26     | 19     | 48      | 62.33%  |
| Total women                                   |      | 1     | 5      | 5      | 11      | 14.29%  |
| % women                                       |      | 1.30% | 6.50%  | 6.49%  | 14.29%  |         |
| Female middle management                      |      | /     | 1      | /      | 1       | 1.30%   |
| Female office staff                           |      | 1     | 2      | 4      | 7       | 9.09%   |
| Female manual workers                         |      | /     | 2      | 1      | 3       | 3.90%   |

| Number of employees by gender and type of employment |      |           |           |         |
|------------------------------------------------------|------|-----------|-----------|---------|
| Contractual category of workers                      | Unit | 2025      |           |         |
|                                                      |      | Full-time | Part-time | Total   |
| Total employees                                      | n.   | 68        | 9         | 77      |
| % employees                                          |      | 88.31%    | 11.69%    | 100.00% |
| Total men                                            |      | 65        | 1         | 66      |
| % men                                                |      | 84.41%    | 1.30%     | 85.71%  |
| Male managers                                        |      | 1         | /         | 1       |
| Male middle managers                                 |      | 1         | /         | 1       |
| Male office staff                                    |      | 15        | 1         | 16      |
| Male manual workers                                  |      | 48        | /         | 48      |
| Total women                                          |      | 3         | 8         | 11      |
| % women                                              |      | 3.90%     | 10.39%    | 14.29%  |
| 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 | 2025      |            |         |
|                                                    |      | Permanent | Fixed-term | Total   |
| Total employees                                    | n.   | 76        | 1          | 77      |
| % employees                                        |      | 98.70%    | 1.30%      | 100.00% |
| Total men                                          |      | 66        | /          | 66      |
| % men                                              |      | 85.71%    | /          |         |
| Male managers                                      |      | 1         | /          | 1       |
| Male middle managers                               |      | 1         | /          | 1       |
| Male office staff                                  |      | 16        | /          | 16      |
| Male manual workers                                |      | 48        | /          | 48      |
| Total women                                        |      | 10        | 1          | 11      |
| % women                                            |      | 12.99%    | 1.30%      |         |
| Female middle management                           |      | 1         | /          | 1       |
| Female office staff                                |      | 6         | 1          | 7       |
| Female manual workers                              |      | 3         | /          | 3       |

| Employee nationality      | Unit | 2025  |            |
|---------------------------|------|-------|------------|
|                           |      | Total | Percentage |
| Italy                     | n.   | 52    | 67.53%     |
| Europe (excluding Italy)  |      | 3     | 3.90%      |
| Africa                    |      | 7     | 9.09%      |
| America and South America |      | 2     | 2.60%      |
| Asia                      |      | 13    | 16.88%     |
| Total                     |      | 77    | 100.00%    |

| Total external workforce   | Unit | 2025 |
|----------------------------|------|------|
|                            |      | Men  |
| Full time                  | n.   | 5    |
| Temporary / agency workers |      | 5    |
| Total                      |      | 5    |



| GRI Indicatore 2-28                                                    |             |             |             |                                                      |        |
|------------------------------------------------------------------------|-------------|-------------|-------------|------------------------------------------------------|--------|
| Number of Employees Covered by Collective Bargaining Agreements (2025) |             |             |             |                                                      |        |
|                                                                        | Unit        | 2025        |             |                                                      |        |
| Employees covered by collective bargaining agreements                  | n.          | 77          |             |                                                      |        |
| Total employees                                                        | n.          | 77          |             |                                                      |        |
| Employees covered by collective bargaining agreements                  | %           | 100.00%     |             |                                                      |        |
| Applicable National Collective Labour Agreement (NCBA)                 | metalworker | metalworker |             |                                                      |        |
| Number of Employees Represented by a Trade Union (2025)                |             |             |             |                                                      |        |
|                                                                        | Unit        | 2025        |             |                                                      |        |
| Employees represented by a trade union                                 | n.          | 31          |             |                                                      |        |
| Non-discrimination                                                     |             | 2025        |             |                                                      |        |
| Total number of discrimination incidents during the reporting period   |             | 0           |             |                                                      |        |
| Total Number of New Employees by Age Group                             |             |             |             |                                                      |        |
| Employment Category                                                    | n.          | 2025        |             |                                                      |        |
|                                                                        |             | Under 30    | 30-50 years | Over 50                                              |        |
| Production employees                                                   |             | 1           | 1           | 1                                                    |        |
| Total                                                                  |             | 1           | 1           | 1                                                    |        |
|                                                                        |             | 3           |             |                                                      |        |
| Total Number of Employees Leaving the Company by Age Group             |             |             |             |                                                      |        |
| Employment Category                                                    | n.          | 2025        |             |                                                      |        |
|                                                                        |             | 30-50 years | Over 50     |                                                      |        |
| Production employees                                                   |             | 3           | 3           |                                                      |        |
| Total                                                                  |             | 3           | 3           |                                                      |        |
|                                                                        |             | 6           | 6           |                                                      |        |
| Total Number of Employees Leaving the Company by Gender and Reason     |             |             |             | Total Employees                                      | 2025   |
| Motivazione                                                            | Unit        | 2025        |             | At the beginning of the reporting period (1/01/2025) | 80     |
|                                                                        |             | Men         |             | At the end of the reporting period (31/12/2025)      | 77     |
| Resignation                                                            | n.          | 3           |             | Average number of employees                          | 78.50  |
| Retirement                                                             |             | 1           |             |                                                      |        |
| Dismissal                                                              |             | 1           |             | Employee turnover rate                               | 7.64%  |
| Death                                                                  |             | 1           |             | Hiring rate                                          | 3.82%  |
| Total                                                                  |             | 6           |             | Turnover replacement rate                            | 50.00% |

| Parental Leave                                                                                                            |  | 2025 |         |         |         |
|---------------------------------------------------------------------------------------------------------------------------|--|------|---------|---------|---------|
|                                                                                                                           |  | Unit | Men     | Women   |         |
| Employees entitled to parental leave                                                                                      |  | n.   | 66      | 11      |         |
| Employees who took parental leave                                                                                         |  |      | 2       | 1       |         |
| Employees who returned to work after parental leave                                                                       |  |      | 2       | 1       |         |
|                                                                                                                           |  |      |         |         |         |
| (88) Occupational Health and Safety Management System Based on Legal Requirements and/or Recognised Standards/Guidelines  |  |      |         |         |         |
| Employees                                                                                                                 |  |      | Unit    | 2025    |         |
| Number and percentage of employees covered by such a management system                                                    |  |      | n.      | 83      |         |
|                                                                                                                           |  |      | %       | 100.00% |         |
| Number and percentage of employees covered by a system audited or certified by an independent third party                 |  |      | n.      | 83      |         |
|                                                                                                                           |  |      | %       | 100.00% |         |
| Total number of employees (maximum number reached during 2025)                                                            |  |      | n.      | 83      |         |
| Non-employees Whose Work or Workplace Is Controlled by the Company                                                        |  |      | Unit    | 2025    |         |
| Number and percentage of non-employees covered by such a management system (maximum number of agency workers during 2025) |  |      | n.      | 10      |         |
|                                                                                                                           |  |      | %       | 100.00% |         |
| Number and percentage of non-employees covered by a system audited or certified by an independent third party             |  |      | n.      | 10      |         |
|                                                                                                                           |  |      | %       | 0%      |         |
| Total number of non-employees                                                                                             |  |      | n.      | 10      |         |
|                                                                                                                           |  |      |         |         |         |
| Occupational Injuries                                                                                                     |  |      |         |         |         |
| Employees                                                                                                                 |  | 2025 |         |         |         |
|                                                                                                                           |  | Unit | Men     | Women   | Total   |
| Total commuting accidents                                                                                                 |  | n    | 0       | 0       | 0       |
| Total occupational accidents                                                                                              |  |      | 5       | 0       | 5       |
| Total occupational accidents resulting in severe consequences (>6 months' absence)                                        |  |      | 0       | 0       | 0       |
| Total occupational injuries                                                                                               |  |      | 5       | 0       | 5       |
| Total hours worked                                                                                                        |  |      | 113,931 | 11,899  | 125,830 |
| Total days lost due to occupational injuries                                                                              |  |      | 45      | 0       | 45      |
| Recordable occupational injury rate                                                                                       |  |      | /       | /       | 3.97%   |
| Severity rate                                                                                                             |  |      | 0,36    | 0       | 0.36    |
| Frequency rate                                                                                                            |  |      | 44      | 0       | 39.74   |



ENVIRONMENT

| Training hours by employment category                 | Unit | 2025     |
|-------------------------------------------------------|------|----------|
| Total training hours provided to Managers             | h    | 10       |
| Total training hours provided to Middle Managers      | h    | 90       |
| Total training hours provided to Office Staff         | h    | 453.75   |
| Total training hours provided to Shop-floor Employees | h    | 1,245.75 |
| Total training hours provided to employees            | h    | 1,799.50 |
| Training hours by gender                              | Unit | 2025     |
| Total training hours provided to women                | h    | 257.25   |
| Total training hours provided to men                  | h    | 1,542.25 |
| Total training hours provided to employees            | h    | 1,799.50 |

| Average training hours by employment category    | Unit | 2025  |
|--------------------------------------------------|------|-------|
| Average training hours per Manager               | h    | 10    |
| Average training hours per Middle Manager        | h    | 45    |
| Average training hours per Office Staff employee | h    | 19.73 |
| Average training hours per Shop-floor Employee   | h    | 24.43 |
| Average training hours per empl                  | h    | 23.37 |
| Average training hours by gender                 | Unit | 2025  |
| Average training hours per female employee       | h    | 23.39 |
| Average training hours per male employee         | h    | 23.37 |

| Materials used by weight or volume              |      |        |        |        |                       |                       |
|-------------------------------------------------|------|--------|--------|--------|-----------------------|-----------------------|
| Materials by type                               | Unit | 2023   | 2024   | 2025   | Change %<br>2024-2025 | Change %<br>2023-2025 |
|                                                 |      | Weight | Weight | Weight |                       |                       |
| Main recyclable materials used                  | t    | 3,000  | 2,550  | 2,400  | -5.88%                | -20.00%               |
| Ferrous materials (sheet metal, sections, etc.) | t    | 3,000  | 2,550  | 2,400  | -5.88%                | -20.00%               |

| Recovered or regenerated products and related packaging materials |          |                  |                  |                  |                     |                     |
|-------------------------------------------------------------------|----------|------------------|------------------|------------------|---------------------|---------------------|
|                                                                   | Unit**** | Quantity<br>2023 | Quantity<br>2024 | Quantity<br>2025 | Change<br>2024-2025 | Change<br>2023-2025 |
| Total finished products manufactured                              | t        | 2,500.00         | 2.200,00         | 2,050.00         | -6.81%              | -18.00%             |

| Refrigerant gases    |      |      |
|----------------------|------|------|
| Refrigerant gas type | Unit | 2025 |
| R410A                | kg   | 2.8  |
| R134A                | kg   | 0.75 |
| Tot.                 | kg   | 3.55 |



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